



Leading community development by providing socially inclusive learning programs and opportunities that enable enriched and enterprising lives...

ACKNOWLEDGEMENT OF COUNTRY

Mid North Coast Community College acknowledges the Traditional Custodians of the land on which we work and live.

We recognise their continuing connection to land, water and community and pay respect to Elders past, present and emerging.











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Introduction

Mid North Coast Community College (MNCCC) began trading as Hastings College of Adult Education in 1983 through a range of courses to improve self, such as literacy, language studies, local history, environmental, wellbeing, arts and craft, music and vocational opportunities with computing and the internet, bookkeeping, typing and a range of horticultural pursuits.

Whether we are offering general education or accredited vocational education and training, our ability to facilitate talented people to pass on their knowledge and skills, in a friendly and flexible environment is an advantage we value highly.

Our identity and acceptance as the local adult and community education provider has developed and expanded over many years. The College is independent, and most importantly, community owned.

We are governed locally through a voluntary Board, under the Constitution of Mid North Coast Community College Ltd.



We primarily receive support from the New South Wales government through the Department of Education, Skills and Employment and the Commonwealth Department of Education and are accountable to the Government and the community we serve. Importantly we would not be as successful as we are without the many partnerships we have with local organisations.





Our college reaches across the Mid North Coast communities offering a diverse range of short courses for skill development, personal enrichment and pathways to higher education as well as accredited qualifications and Statements of Attainment. As a Registered Training Organisation (RTO), we provide quality workplace training and assessment.

As a registered and accredited independent school, we offer the Record of School Achievement and alternative pathways for youth undertaking Years 7 to 10.



And as an approved provider of Children's services, we offer educational and play support to primary school children.

community involvement to specialist programs, such as youth and language, literacy and numeracy programs, programs for people with disabilities and mental ill-health as well as the provision of a meeting place for a cross section of local groups.

MNCCC is a member of Community network Australia, Colleges a community colleges who work together to support their communities and a member of Cooperative Learning Limited, cooperative of 10 Colleges from Northern NSW providing the sharing of ideas and partnerships to meet local needs.















OUR PURPOSE AND OBJECTIVE

Guiding Principles

OUR MISSION

"TO LEAD COMMUNITY DEVELOPMENT THROUGH SOCIALLY INCLUSIVE LEARNING PROGRAMS AND OPPORTUNITIES THAT ENABLE ENRICHED AND ENTERPRISING LIVES"

At Mid North Coast Community College (MNCCC) we:

- Seek to support the lifelong learning needs of our community
- Provide quality education and training for individuals, community groups and agencies and local businesses
- Are flexible and responsive to customer needs
- Embrace new initiatives and innovative practices
- Encourage strategic partnerships and alliances
- Foster inclusiveness
- Value and respect our students, staff and customers
- Respond to Federal and State government policy and initiatives



STRATEGIC DIRECTIONS

The Strategic Plan reflects the changing Education policy environment and educational needs identified within our community. The Business Management Framework outlined below defines the strategic directions of MNCCC and addresses the key opportunities, weaknesses and threats:

Strategic Pillars

BUSINESS MODEL defines a College model that:

- Meets/exceeds goals and expectations of all clients and stakeholders
- Is responsive to change in Government policy
- Places the college in a financially secure position underpinned by proactive planning
- Is environmentally sustainable

Teaching & Learning

Teaching provided by the College:

- is Client centric
- Meets/exceeds Standards, Delivery Excellence and Quality requirements
- Is profitable, competitive and differentiated
- is Creative

Organisational Support & Systems

Our organisational support and systems are systemic, scaleable processes that provide:

- Everyday support of efficient, compliant culture
- IT systems that continuously provide flexibility, drive productivity and realistic implementation

Marketing & Relationship Management

Marketing and Relationship Management processes and strategies:

- Identify and target key markets and deliver a costeffective and effective communication strategy
- Provide a high level of brand awareness
- Establish, maintain and promote positive relationships with all stakeholders

OUR PEOPLE

- Competent and multi-skilled, providing the right level of service and standards
- Structured appropriately and efficiently right person, right job and job rotation/succession planning managed proactively
- Benefitting from a diverse learning culture focused on continuous professional development















Our Board



Grant Burtenshaw Chair

Joined June 2012

Mid North Coast Community College operates as a company limited by guarantee. In line with the requirements of the ASIC, it has a volunteer Board that sets the overall business and policy directions of the College.



Loris Hendy Director

Joined March 2018



Joined May 2013





John McQueen Director

Joined April 2020

Katarina Linder Director

Joined March 2019





Chris Denny Director

Joined November 2022

Donna Liver Director

Joined March 2021





Kelly O'Brien Director

Joined September 2024

Sharon Ekendahl Director

Joined December 2023

















CHAIR REPORT



Welcome to our annual report, covering the trading year from January 2024 to December 2024.

Most years present challenges, and this year is no different. We have been presented with both wonderful opportunities to explore and large disruptions where tough decisions had to be made.

While our commitment to education, community service, and inclusivity will never falter, managing Government policy changes and new interpretations of policy has required restructuring for Adult and Community Education.

The financial burden of these changes hit hard but the adaptation capability and resilience of the organisation overall, is a credit to all involved, including our partnerships in community.

The school was presented with an opportunity to expand its facility in Taree and we will work through with all stakeholders on assessing the merits during 2025. This could bring several new learning options including horticulture to the 2026 program.

Our children's centre continues to manoeuvre the impact of the governments mandate to build more OOSHC facilities in schools and the Activity Centre is building its services of reading and craft due to demand.

During 2024 we officially celebrated our past 40 years of service to the community and reflected on how the operations today are aligned to the original purpose even though it's a much more complicated beast.

I acknowledge the invaluable contributions of all our board members, volunteers and staff and community partners who continue to help us to offer socially inclusive learning programs and opportunities that enable enriched and enterprising lives.



Grant Burtenshaw Chair

CEO REPORT

2024 was an awakening for all divisions. Certainly, a year that generated not only a revival of interest through the celebration of 40 years but a discovery to the possibilities of new services to meet the needs of our community.

Reflecting on the last 40 years certainly highlighted the challenges the college faced over decades and the realisation that adaption is part of our fabric. It was wonderful to catch up and listen to the early beginnings. Thank you to all who were involved.



We have spent the year planning to expand our Youth Outreach service through the school and having to contract our Adult and Community Education (ACE) programs as funding declines or changes focus and expenses rise.

I commend the board on their leadership, as we chose to maintain our promised commitment to several programs despite their financial impact on 2024. It's the long-term view of why we exist and who we service that solidifies action when faced with short-term challenges.

The restructure of ACE has already shown itself to be suited to the new funding environment. The ongoing success of ACE is always visible and far reaching not just in the Port Macquarie-Hastings but from Nambucca -Kempsey, Pappinbarra, Comboyne, Taree and south to Gloucester. The School of Hard Knocks, Makerspace, Life Skills Express and range of employment focussed short courses to full qualifications.

Our Youth Outreach – Special Assistance School progress to introduce Year 11 for 2026 is well in hand and the option to expand our school property in Taree is causing great excitement amongst the team.

Children's services has had a very successful year even faced with the addition of more OOSHC providers in Port Macquarie. It is a valued niche service.

2024 has seen the ongoing development of educational strategies to build the teams effectiveness; meaningful and positive intervention to re-engage community; we are always learning.

Thank you to the team, board members, volunteers, staff and partners, for your commitment and support.

/alerieanne Byrnes CEO















ENVIRONMENTAL COMMITMENT

The United Nations backed Race to Zero campaign is recognised by scientists and experts as the largest credible alliance of non-state actors taking action on climate change. In all things, actions speak louder than words - so institutions with credible climate commitments must be transparent and clearly demonstrate their immediate steps to reach zero emissions as quickly as possible.

Our Vision

At the Mid North Coast Community College (MNCCC), we are committed to empowering our community through education while leading the way in environmental sustainability. Our vision is to create a future where every individual, regardless of their background, can thrive in a healthy, sustainable, and inclusive environment.

Our Commitment to Race to Zero

As a proud signatory of the Better Futures Australia 'Race to Zero' program, MNCCC is dedicated to working towards absolute zero greenhouse gas emissions by 2030. This commitment aligns with the global effort to limit climate change and reflects our triple-bottom-line philosophy balancing social, environmental, and economic outcomes.

Sustainability Goals

- Overall Goal: Achieve absolute zero greenhouse gas emissions by 2030.
- Interim Target: Reduce emissions by 50% by 2025.
- Key Strategies:
 - Reduce emissions from electricity, fuel, and waste by 50% by 2030.
 - o Reduce emissions from purchased goods and services by 50% by 2030.
 - o Dedicate 30% of our land area to green cover by 2030 (30x30 Commitment).

Why It Matters

By embedding sustainability into our operations, curriculum, and community engagement, we are not only reducing our environmental impact but also inspiring our students, staff, and community to act for a better future.

We will continue to seek ways to reduce and eliminate our impact and support the UN Sustainable Development Goals. As we bring each campus online, our footprint will grow but our endeavours to reach our goal remain the same across all sites.



Environmental Outcomes achieved during 2024:

- Renewable Energy: Saved 29 tonnes of carbon emissions and \$38,300 in electricity costs.
- Electric Vehicles: Saved 22.5 tonnes of carbon emissions and \$17,590 in petrol costs.
- Waste Reduction: Diverted 7.6 tonnes of waste from landfills.

Future Directions:

- Expand Solar Capacity: Further increase renewable energy generation across all campuses.
- Enhance Curriculum: Develop additional sustainability modules for adult education and childcare programs.
- Community Partnerships: Strengthen collaborations with eco-oriented suppliers and local organizations to drive innovation and shared goals.

The Mid North Coast Community College is not just an educational institution - it is a leader in sustainability, demonstrating that environmental responsibility and social impact go hand in hand. Through our Race to Zero commitment, we are creating a legacy of empowerment, innovation, and stewardship for future generations.

You can find out more about our Race to Zero plan on our website: https://www.mnccc.edu.au/racetozero

Energy Efficiency

- **Solar Power**: \$70,000 investment in 96 solar panels has generated 90,240kWh of renewable energy, saving 47.8 tonnes of carbon emissions
- Electric Vehicle Fleet: \$180,000 replacement of petrol fleet with electric vehicles (3 x 5-seater vehicles for staff commute and 2 x 12-seater buses for student transport). These, together with the installation of 4 electric vehicle chargers enable charging by renewable energy.

Our electric vehicle fleet and EV chargers have saved 53 tonnes of carbon gases.



Waste Reduction

- **Recycling & Repurposing:** Initiatives such as our \$10,000 plastic granulator and 'Google Classroom' technology have reduced waste and saved 3.8 tonnes of food waste and 3.8 tonnes of recycled waste from landfills.
- Sustainable Practices: Discounts for reusable cups at our Wilderness Centre café and reduced printing needs through smartboards and Lenovo laptops have further minimized our environmental footprint.

Sustainable Infrastructure

- Yulinbal Campus: Completed in June 2024, this \$1.2M facility was built using recycled materials, including bricks and timber, and features 28 additional solar panels generating 12,320 kWh of renewable energy.
- Environmental Sensors: Installed in all classrooms to optimize energy use and student comfort.





Community & Curriculum Engagement

- **Shed-Talks**: Hosted 3 community events, including a microforest greenspace project, to promote environmental awareness.
- Sustanability Module: Integrated into the Special Assistance Schools curriculum to educate students on green initiatives.

Staffing

All staff completed an accredited Sustainable Work Practice Module and implemented department-specific environmental projects.

JOIN US IN OUR RACE TO ZERO



















INDIGENOUS STRATEGY

Mid North Coast Community College acknowledges the traditional owners of the land on which we work and pay our respects to the elders both past, present and emerging.

Strengthening our relationship with Aboriginal and Torres Strait Islander people, organisations and communities is fundamental MNCCC's work. This is reflected in our Strategic Plan and our priorities today and into the future.

Developing the Indigenous engagement strategy is an important first step in demonstrating this commitment. We recognise that delivery of the activities and actions included in the strategy is essential to improved relationships and outcomes.

Our Indigenous engagement strategy is centred on three key themes:

- Our relationships
- Our work
- Our people

By building our relationships with Indigenous people, organisations and communities, and ensuring that our staff better understand the importance of those relationships, we will improve our services to Aboriginal and Torres Strait Islander people.

MNCCC recognises the social and economic disadvantage experienced by Aboriginal and Torres Strait Islander peoples and is committed to overcoming the gap between indigenous and non-indigenous Australians.

MNCCC initiated its Indigenous Engagement Strategy to achieve greater Indigenous participation in MNCCC's education and community development agenda and activities.

This participation will ensure that MNCCC benefits from the insights that Aboriginal and Torres Strait Islander peoples can bring to the local challenges we face. It also provides a means of ensuring that MNCCC's activities are as effective as possible in contributing to the challenges and aspirations of Aboriginal and Torres Strait Islander communities. The strategy addresses three areas: education and outreach, employment, and cultural learning and development.













INDIGENOUS STRATEGY

Education and outreach

We will increase participation and education outcomes of Indigenous youth at risk through our Nautilus School. We will increase participation and education outcomes through community education outreach initiatives and opportunities for Aboriginal and Torres Strait Islander students to make relevant education and training opportunities more accessible.

Employment

We will help to close the gap incrementally by increasing Indigenous employment levels that are comparable to population ratios within our area. Aboriginal and Torres Strait Islander people's participation as employees in MNCCC is a powerful means of raising the contribution from and to Aboriginal and Torres Strait Islander peoples from our research. It will also contribute to tackling the local and national issue of high unemployment within Indigenous communities.

Cultural learning and development

We will broaden the knowledge and understanding of Indigenous issues and cultures within MNCCC. In order to ensure that MNCCC is a trusted provider and an employer of choice by Aboriginal and Torres Strait Islander peoples, the organisation must be able to demonstrate an understanding and empathy of Indigenous issues and values. A cultural learning program and an ethics framework that reflects, acknowledges and respects Aboriginal and Torres Strait Islander peoples values, are therefore high priorities.

Vision

The MNCCC's commitment to Indigenous people is embedded throughout our organisation.

Goal of strategy

Enhance our engagement with Indigenous peoples, communities and organisations.

Our activities and initiatives

We have identified a number of activities and initiatives that we will be undertaking, and have committed to reporting on our progress.

We will:

- improve our outreach programs
- put communication plans in place that will significantly improve our connection with Indigenous stakeholders
- work with other organisations to strengthen the ability of Aboriginal and Torres Strait Islander people to engage with education and achieve employment
- Target recruitment to increase employment opportunities within the college

Looking Forward:

Recruitment will be prioritised for Language, Program Coordination and Governance. Priority will also be directed to Driving Licences and facilitating Culturally Supportive Programs.



Birpai Learners; Our relationship with Birpai Local Aboriginal Land Council (Port Macgaurie) continues through the Birpai Learners program, however COVID put it in a state of suspension, we continue to work toward reinstating indigenous programs in Port Macquarie & Taree locations.



Programs Achieved, In Action and Planned for 2024

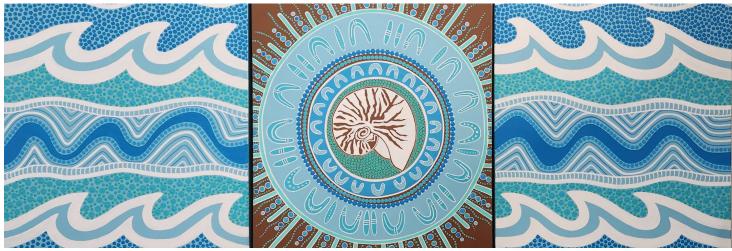
FOCUS

Literacy Group: Assisting community members to improve their reading and writing skills

- Birpai/Biripi Bunya Learners program; Aimed at assisting participants to gain their Ls and achieve their Ps
- Record Local Indigenous Stories in cooperation with BLALC and elders
- Develop Indigenous Teaching staff & Mentor
- Continue with Indigenous culture understanding development
- Improve our Indigenous reconciliation program
- Maintain Indigenous staff profile at 15%

2025

- Develop our Gathang language awareness program
- Partnering with Clubs NSW to deliver driving lessons
- Re-energise the program for Kempsey, Taree and Hasting
- Planned workshop schedules to be inserted in annual calendar to continue
- Induction kit improved. An "on country" experience planned for 2025
- Recruitment of consultant pending to assist.
- 2 new places created for 2025



Extract from artwork by Corina Latimore















Our commitment

Our relationships

Strengthen our relationships with Aboriginal and Torres Strait Islander people,

What we will do...

- Engage Indigenous communities in what we do, and seek out partnering opportunities with other agencies
- Develop communication and engagement strategies as part of major projects or activities that will have significant impact on Indigenous stakeholders
- Develop and promote practical and culturally appropriate publications, to meet the needs of Indigenous stakeholders

Our work

Embed our commitment in core service delivery

Internally

- Deliver cultural awareness training across the organisation, including targeted training for operational staff
- Develop and implement protocols
- Ensure business plans for all areas reflecting our commitment to improved outcomes for Indigenous stakeholders, and identify activities or initiatives to deliver on the commitment

Externally

- Engage in programs that target employment outcomes
- Engage in programs that work to reduce children in custody

Our people

Increase recruitment Aboriginal and Torres promote a culturally inclusive workplace

- Increase recruitment of Indigenous employees across MNCCC
- Continue to implement an Indigenous traineeship and/or cadetship program
- Establish a support group for Indigenous staff members that caters for cultural maintenance

Acknowledgment: Adapted from Crime and Misconduct Commission

Adult Community Education



Working with NSW State Training to deliver Vocational Education and Training (VET), we have continued to produce successful graduates across a range of qualifications & short courses, in a field that is crowded with competitors.

Our reputation for professional learning facilitation (not just "training") and effective work placements and job outcomes continues to grow.

Targeted SkillsLink Programs include:

JumpStart ~ Stepping-Up ~ UpSkill

These programs continue to provide an alternative pathway for people in Port Macquarie, Wauchope, Kempsey and Taree and are built on a strong foundation with creative ways of engaging, inspiring and developing skills among participants who may have otherwise become statistics of failure across our region.





ACE Unit of Competency Enrolments

Year	Accredited Units	Non-Accredited	All Units/Taining
2022	833	255	1088
2023	2131	1057	3188
2024	3433	353	3786

ACE Community Education Participation

Year	Participants		
2022	> 1500		
2023	> 3000		
2024	> 1000*		

Delivering:

Shed Talks, Community Workshops, School of Hard Knocks and Community Grant programs

*2024 was less than previous years due to ReCommunity funding coming to an end.

ACE Full Qualifications Enrolments

Year	Foundation Skills	Qualifications	Total
2022	13	93	106
2023	14	53	67
2024	35	134	169









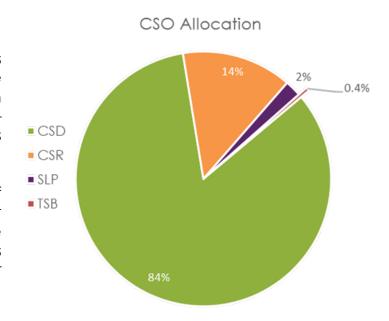




CSO Allocation

Community Service Obligation funding is critical to our ability to service vulnerable members of our community. It is broken up between CSD-Disadvantaged, CSR – Regional and Remote, SLP School Leavers program and TSB Tech Savvy Business.

MNCCC continues to focus its allocation of its Community Services funding entitlement to support the most disadvantaged, while ensuring there is enough to assist others in need in the communities within our operational footprint



All Abilities 23% 49% No Disability Disability Not stated

Vulnerable & Disadvantaged Learners

MNCCC core focus areas is maximisation of its Smart & Skilled and ACE (CSO) funding, to deliver vocational education and other skills to enhance student opportunity for employment and opportunity for wider community engagement. In doing so, we seek to benefit the community members on the Mid North Coast.

Our programs are designed to build self-esteem, re-engage detached learners, and create and sustain community networks. We aim to enable community participation.







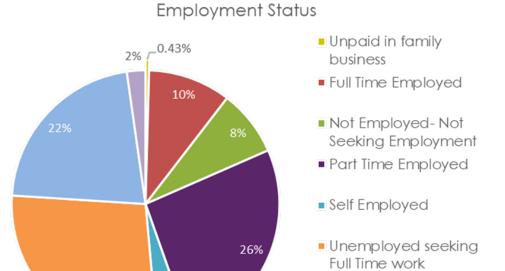






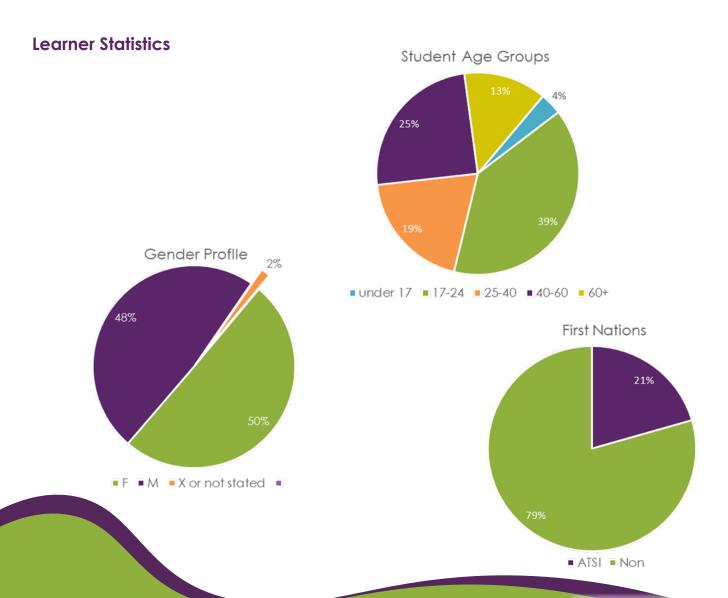
Student Work Placement

Facilities & programs who supported our Certificate III Individual Support Aged Care & Disability Work Placement students, during 2024:



Unemployed seeking Part Time work

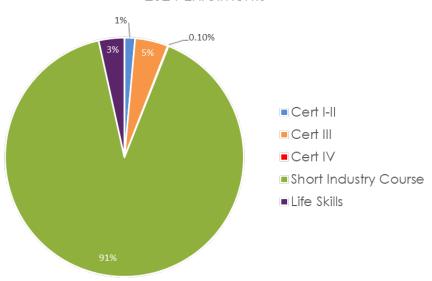
Not Stated

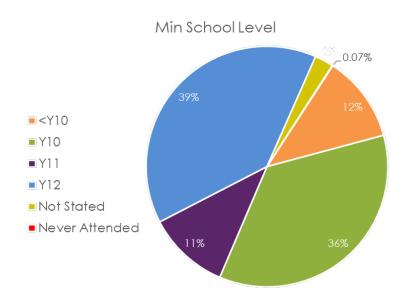


Learner Statistics

Prior Qualification Held Bach Degree or Higher Dip - Assoc Degree Cert IV Cert III Cert II Other

2024 Enrolments















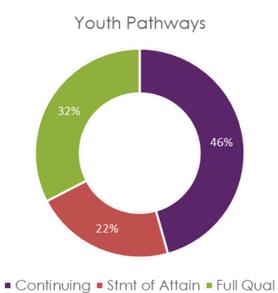




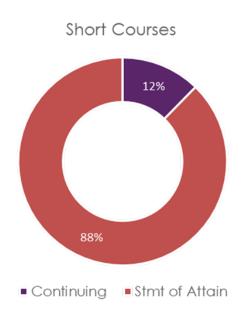


Outcomes





Individual Support 88% ■ Continuing ■ Stmt of Attain ■ Full Qual



Perfect Presence

Successful Perfect Presence programs ran through 2024 at Port, Camden and Westport High Schools. More than 50 students at risk of disengaging from learning participated in a variety of educational and wellbeing activities delivered by MNCCC facilitators, to help them reconnect to their high school learning. Students participated in diverse opportunities from nature art to coastal walks and much more.





Youth Pathways

Using primarily recycled wood, and our laser engraving tool, students in our youth pathways program designed and constructed toolboxes to help organise equipment in our MakerSpace. In 2024 we ran full year programs in Taree, Port Macquarie, and a pilot program from March – July in Kempsey. Our cohort is mostly disengaged learners 15 – 17 years, 50% had not completed year 10 and a majority with very low LLN skills. A total of 48 students were engaged in the year.

Regional Industry Education Program (RIEP)

During March and April 2024, our Girls Can Too program, funded by RIEP engaged 33 female students from Wingham, Port, Melville and Kempsey High schools. They participated in activities that increased knowledge and confidence in a variety of industries including cabinetmaking, carpentry, manufacturing, painting, plumbing, renewables, signs and graphics.



L CONTRACTION OF THE STREET

Driving Program

Through a North Haven Bowling Club Grant, we have been able to provide professional driving lessons with Lukus from Drive Right, to assist young people engaged in our vocational pathway programs, prepare for their driving test. To date there have been 8 young people participate in the driving program, whilst also gaining certification in hospitality and other vocational skills, supporting their pathway to long-term employment.

Tahlia is a young lady who will soon overcome a major barrier to employment in a regional area once she has her P's and can travel independently.



















MakerSpace is a dynamic hub of community connection and creative activity.

Drawing to it, those that share our values and vision of inclusion, sustainability and community. MakerSpace is increasingly becoming a place of collaborative activity, hosting a range of community groups, working together to build and advance our Community, our people and our environment.

It serves as a crucial bridge for individuals transitioning from disengagement to reconnection with learning, employment or simply overcoming isolation and loneliness.

MakerSpace supports other MNCCC services to enhance, enliven and enrich their programs by providing the infrastructure and resources required to facilitate innovative program development and enhance learner experience by providing a welcoming and inclusive learning environment.

Our facilities continue to improve and become better equipped and include:

- Department of the Arts (Art Room)
- The Nook (Pottery Studio)
- Studio A (Recording Studio)
- FabLab (Textiles and Technology)
- Community Shed (Everything Else)

MakerSpace Memberships have dropped a little in 2024 with 23 active paid subscriptions.

Our user groups, are member driven and encourage participation from other members as well as casual visitors, we anticipate this will encourage new membership applications.

COMMUNITY & INCLUSIVE PROGRAMS

MakerSpace continues to host our Youth Pathways Program provide our young adults with an alternate route to employment.

LifeSkills Express Programs continues it's success, the program provides an opportunity to empower people with disability and other disadvantaged learners to learn through reactive activity and providing an inclusive and welcoming environment which for all.

MakerSpace offers volunteering opportunities to the long term unemployed and aged jobseekers, providing purpose while upskilling and staying connected to community.



This person-centered program is designed to deliver learning and skills development in a holistic, experiential way, focusing on strengths rather than limitations.

Funded by Community Service Obligation (Disadvantaged) for eligible students, the program provides a blend of life and independent living skills interspersed with the personal tools required to encourage self-reliance, enabling the realisation of individual capacities and potential, and fulfilling the needs and aspirations of each individual, to achieve valued roles in the community.



COMMUNITY & INCLUSIVE PROGRAMS

In 2024, the ReCommunity Program came to a close, the entire program was a resounding success.



Our aim is to build stronger connections through our college programs to support vulnerable communities, in ways that celebrate difference and diversity, while building community connections.

By using the MakerSpace practical warehouse areas the College offers activities for adults, children and families.

Although program funding was finalised in June 2024, we are proud to note that over 3,000 participants joined us throughout 2023/2024 for a variety of different activities, in a number of local & regional locations.

We plan to continue some of these programs through our new endeavour Makerspace On The Road, to visit a regional location each term in 2025 bringing a chosen activity to their community.

We have also had interest to continue our Upcycle Clothes Swap, Market & Repair Cafe into 2025. This popular activity supports our environment by reducing landfill waste and our Race to Zero goals.





The Port Macquarie Hastings, School of Hard Knocks Choir is now 9 years old and continues to open hearts and minds everywhere to the power of inclusion and of song, to have a positive impact on the wellbeing of some of our communities most vulnerable and isolated people.

This year's Annual Fundraising Concert saw record attendance again, what an amazing group of people.

Thank you for your community support.





SPECIAL ASSISTANCE SCHOOL



Our School is comprised of two campuses, one in Port Macquarie (Nautilus College) and the other in Taree (Yulinbal Campus).

We offer a place for students, who have been disengaged or have struggled in other traditional school settings, to thrive and have the opportunity to access education in a way where they can experience success.

A large percentage of Year 10 students this year completed and were awarded their RoSA (Record of School Achievement.)

2024 focus was on relational engagement with our young people and an unwavering commitment to reflective practice among our growing SAS staff team.

Another highlight was our whole staff attending the Alternative Schools Conference coordinated by Youth off the Streets in July.

Staff had the opportunity to connect and network with like-minded people working with youth at risk. As a result, our teams were able to recharge and bring back a plethora of new strategies and ideas suited to our school context.

We look forward to continuing to develop our model of best practice in teaching and learning.

On behalf of the college, we would like to thank our school team and community partners who enhance and enrich our learning program day-to-day. Within our school community, the statement "it takes a village to raise a child" couldn't be more true.

AVERAGE % ATTENDANCE BY TERM















SUMMARY OF THE YEAR:

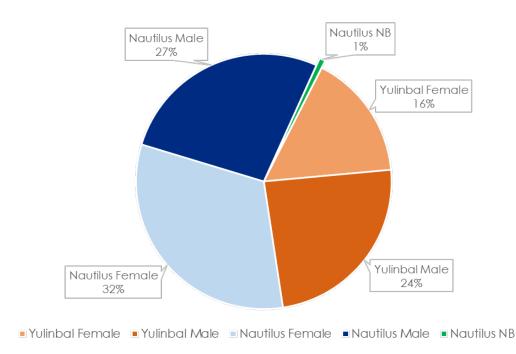
At the end of 2024, we had 43 Year 10 students enrolled. 35 of the year 10 students, completed mandatory attendance and participation requirements to be eligible for the Record of School Achievement (RoSA). Of these, nine continued on to a HSC Pathway in other schools whilst the remainder, explored further vocational pathways, apprenticeships or employment.

WHOLE OF SCHOOL



CHARACTERISTICS OF THE STUDENT BODY

School Gender Profile 2024



Additional Certificates / Outcomes 2024 (Across Yr 9 & Yr10)

White Card Completed

Surf Safety Award

TAFE Yes Program







Students enjoy a variety of activities and therapies for wellbeing and to enhance learning.

These activities include; time in nature and the classroom, learning social subtleties through science experiments, surf and water safe skills, animal connection, sound therapy, woodwork skills, music, the benefits of recycling and much more.

Encouraging big picture and inspirational thinking are all regular features across our programs.























STUDENT REPRESENTATION

Seeking input from our students is critical to understanding their needs and creating better learning environments. Our students participated during the year in surveys and group discussions to:

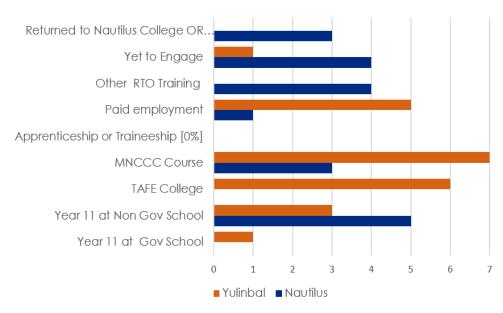
- Consider changes or improvements that could be made to better the School's environment or classroom areas
- Design and create extra-curricular activities that suited their interests
- Consider changes to policies and procedures
- Raise awareness of social justice issues among the student body, as well as providing a forum for discussion of ideas for change





In relation to the destinations of students who completed Year 10, the majority of the students continued to pursue vocational studies at TAFE or through apprenticeships.

Year 10 Cohort Post School Destinations







Crafting Futures: Recycling and Upcycling

Two upcycling projects occurred during 2024. A small group of students worked alongside Garry to create a workbench which sits in our Bay 3 practical learning space. The students upcycled an unused table by adding the necessary components to make it a workbench, such as creating a new workbench table top, and adding castors and vices. Numeracy skills were used in planning, preparing, and building of the workbench and the workbench has since been used by other students in creating other projects.

Another upcycling project was led by Darrell – our Teaching and Learning Coordinator – who was able to source a donation from a community member in Telegraph Point. She was happy to give the table and chairs for free so it could be restored and reused as a meeting table for our school. Students worked alongside Darrell to sand, stain and varnish the table and had input into the design of how the meeting room was to be set up.







Towards success: Boys2Men program

This program was facilitated by 2 members of our Student Support team. They recognised the importance of mentoring and building up relationships between adults and young males. Selected students, on a 4-weekly cycle, had the opportunity to work on developing social, emotional and life skills in some of our beautiful locations around Port Macquarie.

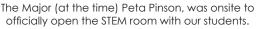
Our young male students enjoyed being out fishing and having meaningful discussions about respectful relationships, positive approaches and approaches to restorative conversations. This program was introduced in Term 2, 2024 and was so successful, that the program continued until the end of the year.



Unlocking innovation: STEM lab officially opens

In June, our STEM (Science, Technology, Engineering and Mathematics) lab was officially opened at Nautilus College, STEM stands for science, technology, engineering, and mathematics, By combining these subject areas it encourages students to be creative, innovative and build on their critical thinking skills. In addition, this space will promote teamwork and collaboration through the use of technology in supporting classroom learning. All staff, students, and invited guests took part in morning tea and barista coffee made by students.





















Celebrating NAIDOC at Yulinbal: a successful community gathering

NAIDOC Day at Yulinbal was a vibrant celebration centered around the theme "Blak, Loud and Proud," which brought together elders, families, community members, and local service providers to honour Aboriginal culture and heritage. This year's event not only marked a significant occasion for cultural recognition but also fostered a sense of unity and pride within the community.

As the sun shone warmly over Yulinbal, the atmosphere buzzed with excitement and anticipation. The event welcomed a diverse crowd, with elders taking center stage to share their stories and wisdom. Their presence underscored the importance of respecting and acknowledging the traditional custodians of the land, reinforcing the spirit of the "Blak, Loud and Proud" theme.

One of the standout moments was the participation of Manning Gardens Public School [see next page]. The students showcased their talent and enthusiasm through a cultural dance performance that was both adorable and captivating. Their vibrant costumes and infectious energy brought joy to the audience, vividly illustrating the beauty of Aboriginal culture through movement and song. This performance not only entertained but also educated attendees about the rich traditions and stories of the Aboriginal people, bridging generations and fostering a profound respect for cultural practices.







Adding to the day's excitement, various community service providers hosted engaging workshops designed for both students and community members. These interactive sessions featured hands-on activities like traditional face painting, weaving, and even football workshops that explored students skills and talents. The workshops were a whirlwind of creativity and engagement, leaving everyone inspired and eager to continue their cultural journey.

As the day drew to a close, it was clear that NAIDOC Day at Yulinbal was not just a celebration but a powerful reminder of the importance of cultural recognition and community involvement. The success of the event lay in its ability to bring people together, foster connections, and celebrate the rich heritage of indigenous culture.

In conclusion, the NAIDOC Day celebration at Yulinbal was a resounding success, characterised by the participation of elders, engaging performances by local school children, and the presence of community service providers who facilitated interactive workshops. This event not only celebrated Indigenous heritage but also strengthened the bonds within the community, leaving a lasting impression on all who attended. As we reflect on this remarkable day, we are reminded of the importance of acknowledging and celebrating the traditions that shape our shared history, loudly and proudly.















CHILDRENS EDUCATION SERVICES





Wilderness Acitivity Centre [WAC] provides children's care and entertainment services to families in Port Macquarie – Hastings region. Services include before and after school care, Vacation Care and a Playcentre with Cafe and accommodates up to 70 children a day.

MNCCC OOSHC Ltd has the same objectives as the parent company, in that it aims to:

"Lead community development by providing socially inclusive learning programs and opportunities that enable enriched and enterprising lives."

Our desire to extend our outreach service to children, is to meet a community need that was identified through our work with disengaged youth and vulnerable adults. A whole person, whole family and whole community pledge is needed.

The Centre's primary focus is on early intervention and the provision of information to empower the community to help themselves.

We provide social and health groups, educational workshops, community engagement days, a crèche service to remove barriers and events to bring the community together, all aimed to assist families to connect, share and learn.

The Centre provides a critical childcare service with priority given to socially and financially disadvantaged members of the community.



The master objective of MNCCC is to support life-long and life-wide learning across our community and in doing so, deepen community connection and provide enterprising outcomes for vulnerable community groups.

Our services allows us to focus our reach into the early years and to offer support to families for the provision of childcare, assistance to engage with learning and community participation.















2024 Update

"Play with Purpose" was the goal of MNCCC's Children's Education Services division throughout 2024. Play to learn, connect, support wellbeing, and play to support fundraising initiatives and strengthen community connections. Throughout the year, the Wilderness Activity Centre (WAC) has continued to build on it's business development strategy of all ages play spaces and activities, with the foundation of inclusive play and providing a fun and leisure play environment for children and their families.

This engagement in our services is highlighted through our successful Story Times and Play Groups programs, attended weekly by new and returning families. These programs, initiated through the 2022-2023 ReCommunity Project funding, have continued and have evolved into a twice weekly, school readiness, and learning through play, song and story events that keep families coming back every week. We are hoping to extend these programs next year.

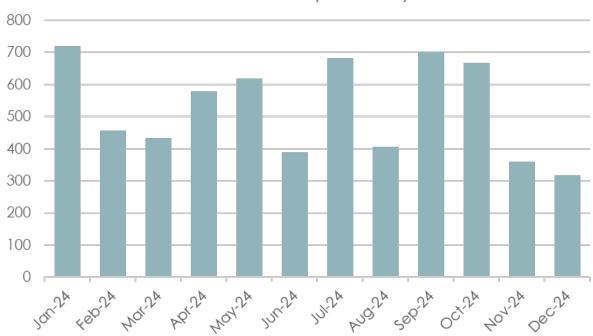


WILDERNESS ACTIVITY CENTRE - WAC

WAC Parties and Events have gone from strength to strength. Staff have worked consistently this year to ensure quality of product and service and customer satisfaction.

The physical environment of WAC is a key component to child engagement and participation in play, planned events and our OOSHC service. Our spaces promote a sense of belonging and inclusion through quality experiences in play environments.

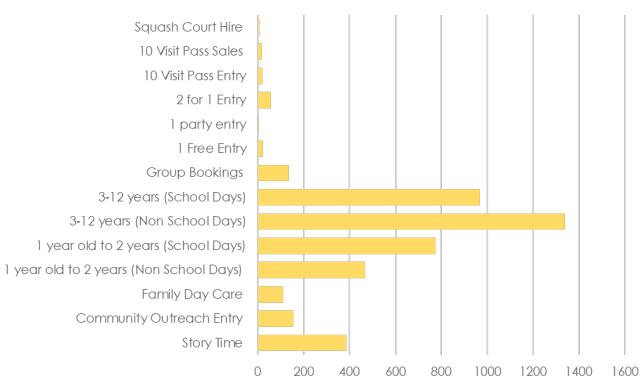








2024 WAC Door Entry per Category















Out Of School Hours Care - ooshc

Our wellbeing and education goals are also reflected through our OOSHC service. Educators collaborate with children to provide play and leisure opportunities that are meaningful and support their wellbeing, learning and development.

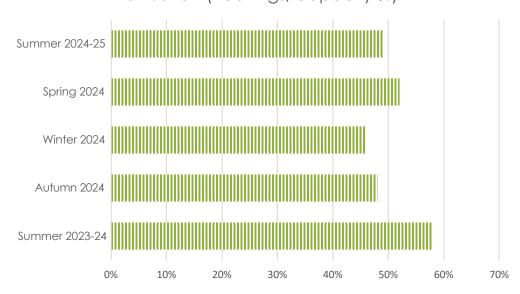
Our vision for 2025 will continue to increase our service capacity to support children through an inclusive education and care space, curated programs, social and emotional wellbeing support, and behavioural guidance to support practice.



There are many supervised activities held during vacation periods to stimulate minds and enhance learning. These examples are part of our STEM play & learn activity.



2024 Vacation Care Centre Utilisation (Bookings/Capacity %)









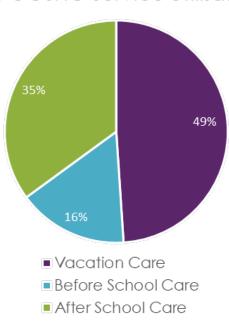


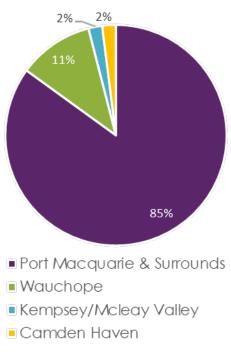




2024 OOSHC Post Code Service Footprint

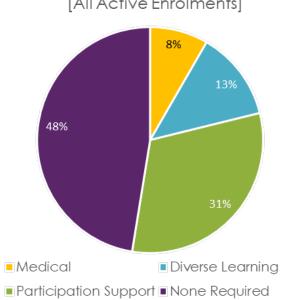


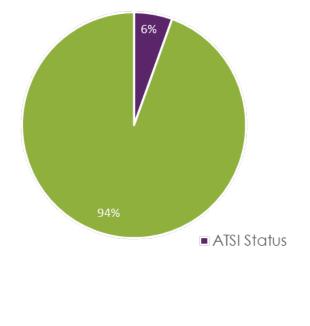




2024 All Abilities for Active Families

2024 Inclusion Support Enrolments [All Active Enrolments]





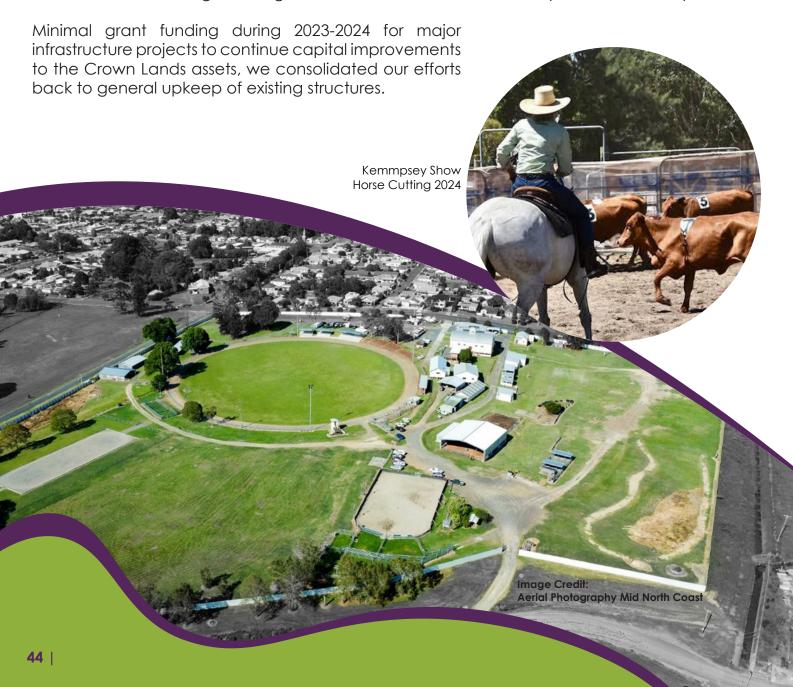
KEMPSEY SHOWGROUND INC

On behalf of the community, MNCCC has been the Crown Land Manager of Kempsey Showground since 2018, our goal has been to establish a sustainable model and improve the facility for future generations to enjoy.

We are assisted in this task by Crown Lands, user groups, community stakeholders and local businesses.

The Showgrounds goals are to:

- Manage, maintain and enhance a vibrant community recreational facility for the benefit of the region
- Promote and host upward of 250 event days per year; home of community groups and the Kempsey Show
- Ensure the facility is always accessible to community needs
- Facilitate the promotion of all regional events and collaborate with stakeholders to bring new events to the Macleay Valley
- Promote the heritage and agricultural richness of our community within the facility





Support received from the community with donations:

- The local RSL Bowling Club donated approximately 80 chairs. This has enabled us to complete a chair audit and discard several very old chairs that were becoming unsafe
- Riding for Disabled had a successful donation from community which they purchased pedestrian safety barriers for the front section of the covered arena. These barriers will remain in place except for major events.
- Aerial Photography Mid North Coast provided amazing aerial images of the facility as a contra deal for advertising on our website and social page and recognition for use of the image work [see image left].

We have hosted some great events throughout 2023-2024, some are listed below:

- Macleay Motor Show run by the Showground was run 25 November. This is the 2nd annual
 event with great support from Sponsors (Shannons Insurance, Red Point, Four Aces Rod &
 Custom Club, Coastline Credit Union and Kempsey Shire Council).
- Community fun day with Absolute Megatainment.
- Equine Events: Adele Stud 2 day Horsemanship Clinic hosted by Valley Equestrian Club, Macleay District Pony Club holiday camp.
- Speckle Park Cattle Sale hosted by Kempsey Stock and Land and East Coast Select;
- Truck Show hosted by North Coast Trucking Social Club.
- Our user groups have been in full swing hosting their usual event days and activities.
- MNCCC Re-community program was well received by the community with great attendance
- Variety of animal shows: Mid North Coast Avicultural Society Inc, Cat Show, Dog (All Breeds)
- Kempsey Bible Group hosted their annual holiday youth event
- New Life Mission Easter Worship Celebrations; Kempsey Show.



FINANCIAL PERFORMANCE

Performance at a Glance:

Our growth has been carefully planned to reflect our desire to expand in the areas our community identifies as a priority. The college continues to be sustainable, serving our mission to meet both economic and social goals.

A deficit in our overall retained earnings was necessary during 2024 to fulfil unfunded commitments. Contract timing issues have been addressed during the first quarter of 2025.

	2021	2022	2023	2024
Total Income	\$4,411,501	\$6,891,652	\$9,498,890	\$8,955,14
Total Expenses	\$4,344,529	\$5,900,078	\$7,923,854	\$9,137,848
Surplus/Loss [Capital Commitments excl]	\$66,972	\$991,574	\$1,575,036	\$(181,934)
Total Assets	\$3,856,159	\$5,728,008	\$7,936,236	\$8,137,032
Total Liabilities	\$1,374,513	\$2,254,788	\$2,887,977	\$3,270,708
Retained	\$999,065	\$1,197,456	\$910,359	\$(312,459)



Above: 4-5 Albert Circuit Precinct Port Macquarie
Below: 78 Wynter St, Taree [top left] | 461 Kolodong Rd, Taree [top right] | 1Pultney St, Taree [bottom left] | 9 Sea St, West Kempsey [bottom right]









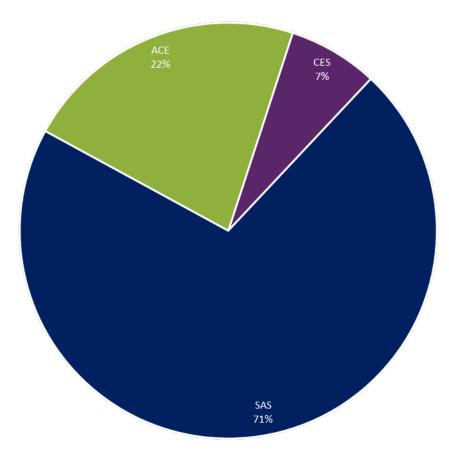




MNCCC Income Contribution 2024

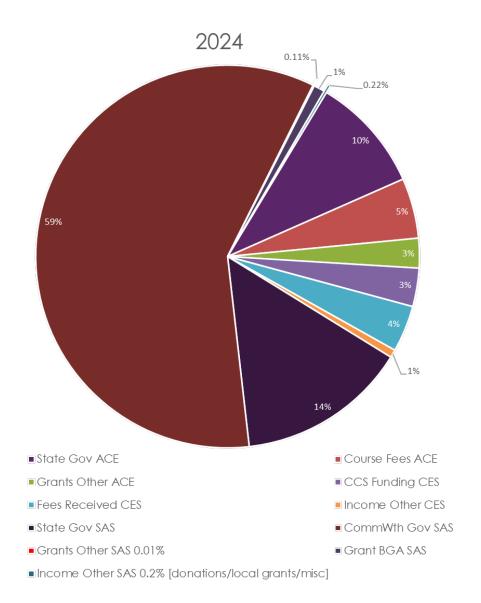
Adult Community Education [ACE] main income is sourced through the government on a paid in arrears basis. 2024 required a late adjustment as three programs did not achieve the funding expected due to change in policy and processes and funding eligibility. These changes have resulted in several programs being discontinued to ensure financial stability.

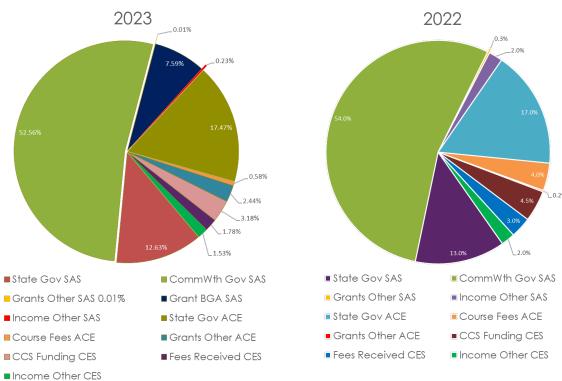
Children's Educational Services [CES] income has produced a small positive result. The Play with Purpose programs continue to build.



Assistance Special School [SAS] performed well with pleasing enrolments at both campuses. The performance is tempered by capital commitments, as we provide better learning facilities in Taree and upgrade facilities in Port Macquarie.

Funding History:





Partners of the College

MNCCC acknowledges and appreciates the many organisations throughout our region and government for their support during 2024.

Thank you to the many Local Businesses and individuals who have given so generously of their time and expertise, donating much needed equipment, services and materials that help keep our programs going.

Government Funding Partners:

- » Dept of Industry with Smart & Skilled
- » Adult and Community Education
- » Commonwealth Dept of **Education & Training**
- » NSW Department of Education & Communities
- » State Training Services
- » Regional Development Australia MNC
- » PMH Council
- » Office of Regional Youth
- » The Office of Gaming & Racing
- » Covid19 Community Connection & Wellbeing Program (ReCommunity)
- » Dept of Education Family Assistance Office
- » Mid Coast Council

Community Program Partners:

- » Mid Coast Connect
- Willing and Able
- » Endeavour MH Recovery Clubhouse
- » Breakthru Solutions
- » Oz Harvest
- » Headspace (Taree & Port Mcq)
- » Manning Support Services
- » Bamara Taree
- » TAFE (Taree & Port Mcq)
- » Mission Australia (Taree & Port
- » Kempsey Showground Inc
- » Birpai LALC
- » Biripi Purfleet/Taree LALC
- » Dunghutti Elders
- » Mission Australia
- » Taree University Campus
- » Youth Justice Taree
- » Saints Care

Non- Government Grant Partners:

- » Telstra Tech Savvy Seniors
- » Club North Haven
- » Panthers Club (Young Veterans Project)
- **RSL Sub-Branches**
- Laurieton United Services Club - SOHK
- » Newcastle Permanent

Peak Bodies & Member Organisations:

- » Community Colleges Australia
- » Adult Learning Australia
- » Northern CC Group
- » Early Childhood Education and Care Directorate

Student Work Placement Partners:

Facilities & programs who supported our Certificate III in Individual Support Aged Care & Disability Work Placement students during 2023.

Aged Care Facilities:

- » Rural District Nursing Services
- » St Agnes Parish
- » Garden Village
- » Bundaleer Nursing Home
- » Uniting Care Mingaletta

Disability Providers:

- ACES Incorporated
- » Willing and Able Foundation
- » Hastings Headway

Professional & Corporate Services:

- » PDD Advisory Group
- » Integer IT Support
- » C2a Communication
- » Colorworks
- » Lake Studios Architect
- Integroe Legal Services
- Donovan Oats Hennaford

Participating Schools [CES]:

- » Heritage Christian School
- Port Macquarie Public School
- » St Columba
- » Tacking Point Public School
- Westport Public School
- **Aspect**

- » St Peters Primary School
- » Hastings Public School
- » Port Macquarie Steiner School
- » Port Macquarie Adventist School
- » St Agnes Primary School
- » St Joseph's Primary School

























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