



*a future and a hope....  
to  
reach serve influence*

***Foundation***  
***Principal***  
***Position***



Date:

Dear Applicant

### Application Information

Thank you for your expression of interest in a position as Foundation Principal at Elim Christian College.

In this online information pack you will find the following:

- Covering letter
- Anticipated Timeline for Appointment
- Ideal Person Specification Sheet
- Elim Christian College Application Form
- Special Character information and Statement of beliefs
- History / Information on Elim Christian College and Elim Education Network

**Your application must include the completed Elim Christian College application form, a current CV and covering letter.** Apart from anything else you may wish to include in your C.V we would like to see the following:

- a photo of you
- your employment history
- a **brief** but clear statement of suitability and any evidence indicating your ability to meet both the technical and character requirements of the position
- an indication of who you are as a person, your activities, achievements, interests, hopes and dreams
- An outline of your Christian faith (this is most important as our Integration Agreement precludes us from appointing anyone who is not a practising Christian with an active relationship with Jesus Christ.
- Evidence of any qualifications

**Referees:** In the application form applicants are asked to supply the names and means of contact, for two referees. It is really important that referees are able to reply promptly using our website. The Establishment Board is an equal opportunities employer and will appoint the best person for the position.

We look forward to receiving your application. If you have further questions regarding the position, please don't hesitate to e-mail us in confidence: [raewyn.openshaw@elim.school.nz](mailto:raewyn.openshaw@elim.school.nz)

**Online Application Form:** <https://forms.gle/hYkREmDrKXJyrGu76>

Yours sincerely

**Raewyn Openshaw and  
E Board Presiding Member  
Henderson**

**Danie Vermeulen  
E Board Presiding Member  
Mt Albert**

## Anticipated Timeline for Appointment

May 22 Advert to Gazette Elim Churches NZACS website	23	24	25	26	27	28
29	30	31	June 1	2 Position Closes 5.00pm	3	4
5 Shortlisting Referee Checks	6	7	8	9 Possible Interview Date	10	11
12 Possible Interview Date	13 Possible Interview Date	14	15	16	17	18

The successful candidate will be notified by phone as soon as is practically possible following the conclusion of interviews. If unable to immediately accept the position, the candidate will be given a maximum of 24 hours to reply. The nature of the reply will determine the committee's next step.

## Ideal Person Specification Outline

The specifications mentioned below along with specific skills and experience we are looking for in the position applied for will form the basis for establishing criteria for selection. Should the appointments committee not be able to separate two candidates using the criteria mentioned, it reserves the right to make a selection to the best of its ability taking into account all possible information available to it at the time.

## The successful candidate, for any teaching position at Elim Christian College, will be a person who:

- Has and genuinely lives by a strong set of Christian/Biblical values.
- Who is a born-again believer with a personal relationship with Jesus Christ as their Lord and Saviour, actively living as a Christian, basing their life on the Word of God and actively involved in a life-giving church.
- Of integrity who practices fairness, acts with flexibility and a strong sense of responsibility.
- Is committed to excellence in the broadest sense of the word, who has a servant heart and will 'go the extra mile'.
- Is prepared to contribute to the extra-curricular dimension of our educational programme(s)
- Will interact positively with all ages, displaying warmth, sensitivity, a sense of humour and emotional intelligence. All positions require a person with strong pastoral care attributes.
- Is committed to their own on-going personal and professional learning.
- Is able to relate to all cultures within the community and in particular to grow in and support our bi-cultural society.
- With strong curriculum and student achievement focus, a proven track record of facilitating quality learning programmes, stimulating environments and effective use of assessment data and achievement outcomes.

- Is a confident, competent user of IT, embracing digital tools using e-learning strategies where appropriate in their learning spaces and has a real willingness to engage in collaborative learning environments.
- Demonstrates confidence and innovation in implementing educational change.
- Wants to make a positive difference in the lives of students, who knows how strategic their influence will be and who wants to invest in an educational setting designed to meet the needs of the whole person.

## **ELIM VALUES:**

### **1. We are a people of faith** *(What this looks like / what we endeavour to do)*

- We expect breakthrough in all we do
- We pray first
- Take next steps on the journey
- Always believing for more and walking in faith
- Visionary leadership who carry a servant heart
- Courageous vision that expects growth
- Leadership lead
- We are grounded in the word, walking in power, Pentecostal!
- What we do is based in the word and our statement of faith
- Supernatural power of God working through believers by the power of the Holy Spirit
- Always looking for the God opportunities

### **2. It's not about me** *(What this looks like / what we endeavour to do)*

- Our focus is not ourselves
- Do church and School as a team
- Servant hearted leadership
- Outward focused
- Growing people and growing leaders and growing students
- Equip people to grow in and serve in their gifts
- Not celebrities - lay aside me
- It's about the gospel and the lost. Reaching the unreached
- Not about our ministry or job or career – it's about people
- We are not the heroes of the story

### **3. We are real, relevant and authentic** *(What this looks like / what we endeavour to do)*

- Connect with communities / students in a caring and practical way
- Communicate God's truth in a non-religious way
- We are here to help people on their journey with Christ
- Speak in a language people can understand
- Don't judge people, that's God's job
- Excellence not perfection. If we do it, we do it well
- Excellence communicates relevance
- Meet people where they are at

- Not superstars.
- Reflect and meet our community
- Or say in school what will help students outside of school

#### **4. We are home for everyone** (*What this looks like / what we endeavour to do*)

- Exhibit generous grace in our dealings with people
- Everyone is on a journey
- Don't expect unbelievers to act like believers
- Creating a home for people of all ages, stages, cultures
- Home is a place of belonging, fellowship, connection, heritage, family
- Am I including everybody?
- Who is missing at the table?
- We accept every person, not every behaviour
- We don't major on minors
- In essentials, we have unity, in non-essentials we have liberty, in all things we show love

#### **5. We do it the fun way** (*What this looks like / what we endeavour to do*)

- Celebration and Joy
- We preach to the positive
- We teach to the positive
- Positive joyful worship that touches God
- Don't take ourselves too seriously
- Bring life to people and environments

## **VISION STATEMENT**

*Elim Christian College community aims for each student to be inspired, responsible, academically and practically skilled life-long learners, living their Christian values and exploring their God-given potential, to achieve personal excellence for God's glory. ARISE to a hope and a future.*

## **MISSION STATEMENT**

*Elim Christian College community provides a Christ-centred education for the preparation of students for effective leadership and service, while persevering faithfully for personal excellence to God's glory.*

## **SPECIAL CHARACTER STATEMENT**

Elim Christian College is a Christian School established for Years 1 to 13, founded to provide for the educational needs of Christian families and present the message of the gospel to children and the community within the context of Biblical truth and practice as recognised by adherents of the evangelical Christian faith. The same Biblical truth and practice encourages a mission perspective. Parents and students are expected to support the Special Character of the School.

The Special Character of the School is determined by the faith system made up of the Christian beliefs, values and lifestyle of the Elim Church of New Zealand Inc. who shall have the right to determine from time to time what is necessary to preserve and safeguard that Special Character.

The School is a caring community built on Christian beliefs which permeate all aspects of School life. These beliefs recognise God's purposes as revealed in the Scriptures and in the risen Lord Jesus Christ. They are dynamic and determine the purpose and content of the curriculum in a changing community.

These beliefs encompass all aspects of the School and permeate the mind and heart of each member of the School community. It is expected that all staff members and members of the Board of Trustees will demonstrate unqualified commitment to the School's Special Charter.

The objective of Elim Christian College is to pass on to students the truth that all creation is subordinate to the Will of God as expressed in the Scriptures; that all truth finds its meaning and centre in God and that God gives purpose and hope to individuals as well as His creation by virtue of the redemptive work of Jesus Christ. It is the redemptive work of Jesus Christ, communicated by the Holy Spirit operating in the human individual that gives substance to intellectual, physical, spiritual, ethical, emotional, social and aesthetic development.

The curriculum, including all the New Zealand Curriculum Statements, is presented within a Christian world view. Such a world view gives perspective and meaning to all learning in the School. Implicit in the curriculum is the development of Christian ethical values exemplified by the Ten Commandments and Christ's Sermon on the Mount. These values are the foundation for personal and social peace, just government, responsible citizenship, compassionate neighbourliness, wise parenting and a responsible attitude to creation. Such Biblical values also recognise that a life of self-renouncing love is one of liberty.

## **SPECIAL CHARACTER AIMS & OBJECTIVES**

The Special Character of all Elim Christian College schools is determined by these guidelines and objectives and it is within these that the Principal and Staff operate.

- To teach and nurture the Christian faith whilst upholding the Elim Christian Centre special character.
- To develop in students a Christian philosophy of life, values and standards.
- To provide a quality education where the whole person is developed in a whole of life context, through a wide-range of educational endeavours.
- To enable each student to achieve personal excellence in a wide range of Curriculum subjects.
- To equip students for leadership, work and service in the community.
- To value staff through a supportive and affirming environment.
- To foster a Christian environment that draws church, home and college together.
- To foster a warm, friendly, open, disciplined environment, demonstrating respect for authority and all people and to reflect in our practices respect for staff and others.
- To provide quality facilities and equipment in a modern, contemporary environment.

### **Elim Christian College community (staff, parents, guardians, caregivers, whanau) seeks:**

- To provide an excellent Christian education, developing well-balanced young people with a view of life shaped and unified by GOD'S WORD.
- To promote and teach the lordship of JESUS CHRIST, the fullness of the HOLY SPIRIT and the ultimate authority of GOD'S WORD in all aspects of the school and life in general.
- To facilitate excellent stewardship of spirit, mind and body, where the whole person is developed in a "whole of life" context producing disciples who are released in their God-given gifting and calling.
- To enable each student to achieve personal excellence in a wide range of educational endeavours.
- To cultivate servant leadership in students and equip them for work and service in the world of the twenty-first century, having a Christian philosophy of life, values and standards.
- To provide high quality facilities and equipment, in a warm, friendly, open, and disciplined environment.

### **Elim Christian College aims to provide a stimulating environment and programmes which:**

- contributes knowledge, skills and experience relevant to contemporary society
- engenders school spirit and a sense of community where there is respect for the dignity of each individual (made in the image of God), and where self-esteem, self-discipline, diligence, initiative, tolerance and caring are actively fostered
- provides a balanced Biblical World View curriculum providing a wide range of subjects and learning opportunities
- acknowledges and respects the uniqueness of the individual assisting them to become culturally sensitive, caring, tolerant and accepting of others
- encourages students to become self-motivated and self-disciplined, committed to the pursuit of excellence and with high personal standards of endeavour and achievement, behaviour, manner and dress
- ensures there is effective communication between school and parents to enable home and school to work together

## **BACKGROUND INFORMATION FOR APPLICANTS**

Elim Education is a vibrant learning network impacting the whole person and providing a seamless quality education founded on a Biblical World-view and based on sound Christian principles. The Special Character of our schools is determined by the faith system made up of the Christian beliefs, values and lifestyle of the Auckland East City Elim Church.

## **BRIEF HISTORY**

The original and current Elim Christian College now with a roll of over 1300, was first established on site in 1995 and integrated into the state school system in 1997, with Elim Christian Centre as the proprietor. The establishment of a Christian school for children of Elim Christian Centre was part of the original vision.

For a number of years the college has had huge enrolment application waiting lists.

Up until 2012, the college and Elim Christian Centre shared the same property at 159 Botany Road, Botany. This inevitably meant two very successful organisations both wanting to expand on the same small piece of land. An effective pathway of expansion was not forthcoming despite much strategic planning.

Finally in 2009, following positive discussions with the Ministry of Education regarding the use of crown land in Golfland Drive, the Proprietors submitted an application for an increase to the maximum roll along with architectural plans to build a state of the art campus initially for Y1-8. Despite initial opposition from the local MOE, the Minister of Education then granted the college an increase from 500 to a new maximum of 1000 students.

On 7<sup>th</sup> February 2012 we celebrated the opening of the new Elim Christian College Golflands Campus. After barely 2 years of the Golflands campus operating, Y7-8 shifted back to Botany to enable Y1-6 to grow. In 2017 the 2<sup>nd</sup> half of the Golflands campus was built and a Y7-10 middle years facility commenced.

Since the Mangatepopo tragedy of April 15, 2008 in which six of our students and a teacher died, we have been acutely aware of the favour we have had with government. Through God's grace our profile has been such that we believe it has directly influenced and significantly assisted us in gaining approval for our expansion plans.

At the start of 2018 following the closure of Hebron Christian College, our proprietors were given the opportunity to open a third integrated campus at Mt Albert. This was an exciting development in the Elim Education Network journey. Elim Christian College became one school across three sites: Golflands Campus: Y1 – 10, Botany Campus: Y11 – 13, Mt Albert Campus: Y1-13

## **UNIQUENESS**

Elim Education is focused on high expectations for student achievement, participation and character development. Our schools are to actively promote high standards in a positive, caring and well-disciplined environment. With great student and excellent staff diverse in background and united in purpose, our expectation is that the atmosphere is vibrant, collegial and innovative. Through the vision of our Proprietors we have superb facilities and the ability to facilitate growth. Through our Boards, we have



influential direction. Through our staff we aim to inspire student achievement of the highest degree and through our students we expect to significantly contribute to every sphere of society.

## About Us

Our 4 BHAGS ( Big Hairy Audacious Goals) reflect and guide our strategic direction

**BHAG 1** To have a strong Elim Special Character modelling our operations and programmes on biblical values

**BHAG 2** To become a high-performing school of choice

**BHAG 3** To provide for all students and staff to optimize their personal, professional and leadership growth potential

**BHAG 4** To maximise the opportunities that growth brings Special Character  
Description – Aims and Intent

Students are encouraged to allow God to challenge, shape and grow their character each year. It is the depth and quality of their character that will open doors, enabling them to face hard situations and helping them pursue their dreams. The **ARISE** Elim culture repeatedly emphasises **A**chievement to be the best you can be; taking **R**esponsibility and acting with respect; being **I**nspired in thinking and developing an impressive backpack of **S**kills; all laid on a deep foundation of Christian character and **E**lim values.

Elim Christian College aims to be a deeply authentic, future-focused learning community by engaging in timeless principles and innovative practices and by integrating a focused biblical worldview so that each student will echo the words of Jeremiah 29:11 in the Bible, where it says:

## Our Verse

*“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you a future and a hope”*

Jeremiah 29:11.

This well-known verse **inspires our vision.**

And our vision is to see each and every student **ARISE** to a future and a hope. We do this by modelling kindness, respect, diligence and courage.

## Our Vision

*“Elim Christian College community aims for each student to be inspired, responsible, academically and practically skilled life-long learners, living their Christian values and exploring their God-given potential, to achieve personal excellence for God’s glory. **ARISE** to a future and a hope to **Reach Serve Influence.**”*

Our vision is embodied in our **ARISE** framework. The framework helps us to focus on developing our students achievement, responsibility, inspiration (curiosity), skills and Elim character.

## Our Values

- + We are **Courageous**, we show **Māia**
- + We are **Diligent**, we show **Pukuahuwhenua**
- + We are **Kind**, we show **Aroha**
- + We are **Respectful**, we show **Manaakitanga**

## ARISE Framework

The five aspects of **ARISE** are also deeply connected to the New Zealand Curriculum through the **Key Competencies**.

- A Achievement** We want all students to achieve their personal best as Lifelong learners. **Using language, symbols & texts**
- R Responsibility** We want all students to be self-disciplined, diligent, and responsible citizens. **Managing self**
- I Inspiration** We want all students to be inspired thinkers who have fun learning and celebrate success with an attitude for excellence. **Thinking**
- S Skills** We want all students highly skilled collaborators who are equipped to make creative and innovative contributions to society. **Participating and contributing**
- E Elim Christian Character** We want all students to have a foundation of Biblical knowledge expressed vibrantly in Christian values and distinctive character. **Relating to others**

<b>A</b>	<b>Achievement</b>	<i>We want all students to achieve their personal best as lifelong learners.</i>	Using language, symbols & texts
<b>R</b>	<b>Responsibility</b>	<i>We want all students to be self-disciplined, diligent, and responsible citizens.</i>	Managing self

<b>I</b>	<b>Inspiration</b>	<i>We want all students to be inspired thinkers who have fun learning and celebrate success with an attitude for excellence.</i>	Thinking
<b>S</b>	<b>Skills</b>	<i>We want all students highly skilled collaborators who are equipped to make creative and innovative contributions to society.</i>	Participating and contributing
<b>E</b>	<b>Elim Christian Character</b>	<i>We want all students to have a foundation of Biblical knowledge expressed vibrantly in Christian values and distinctive character.</i>	Relating to others

**Our local curriculum reflects a Christian Worldview underpinning all areas of learning. It should be consistent with these statements:**

<b>High Expectations</b>	<i>The curriculum supports and empowers all students to learn and achieve personal excellence, regardless of their individual circumstances.</i>
<b>Treaty of Waitangi</b>	<i>The curriculum acknowledges the principles of the Ti Tiriti O Waitangi and the bicultural foundations of Aotearoa New Zealand. All students have the opportunity to acquire knowledge of Te reo, Te Ao Maori, Tikanga.</i>
<b>Cultural Diversity</b>	<i>The curriculum reflects New Zealand's cultural diversity and values the histories and traditions of all its people.</i>
<b>Inclusion</b>	<i>The curriculum is non-sexist, non-racist, and non-discriminatory; it ensures that students irrespective of identity, language, abilities and talents are recognised and that their learning needs are addressed.</i>
<b>Learning to Learn</b>	<i>The curriculum through equity encourages all students to reflect on their own learning processes, show agency and to learn how to learn.</i>

<b>Community Engagement</b>	<i>The curriculum has meaning for students, connects with their wider lives, and engages the support of their families, whanau and communities for the common good.</i>
<b>Coherence</b>	<i>The curriculum offers all students a broad education that makes links within and across learning areas, provides for coherent transitions and opens up pathways to further learning.</i>
<b>Future Focus</b>	<i>The curriculum encourages students to look to the future by exploring such significant future-focused issues as sustainability, citizenship, enterprise and globalisation.</i>
<b>Innovation Inquiry &amp; Curiosity</b>	<i>By thinking critically, creatively and reflectively</i>
<b>Ecological Sustainability</b>	<i>Which includes good stewardship of God's creation</i>
<b>Integrity</b>	<i>Which involves being honest, responsible and accountable and acting ethically through servant-hearted leadership</i>

### **Our Hope:**

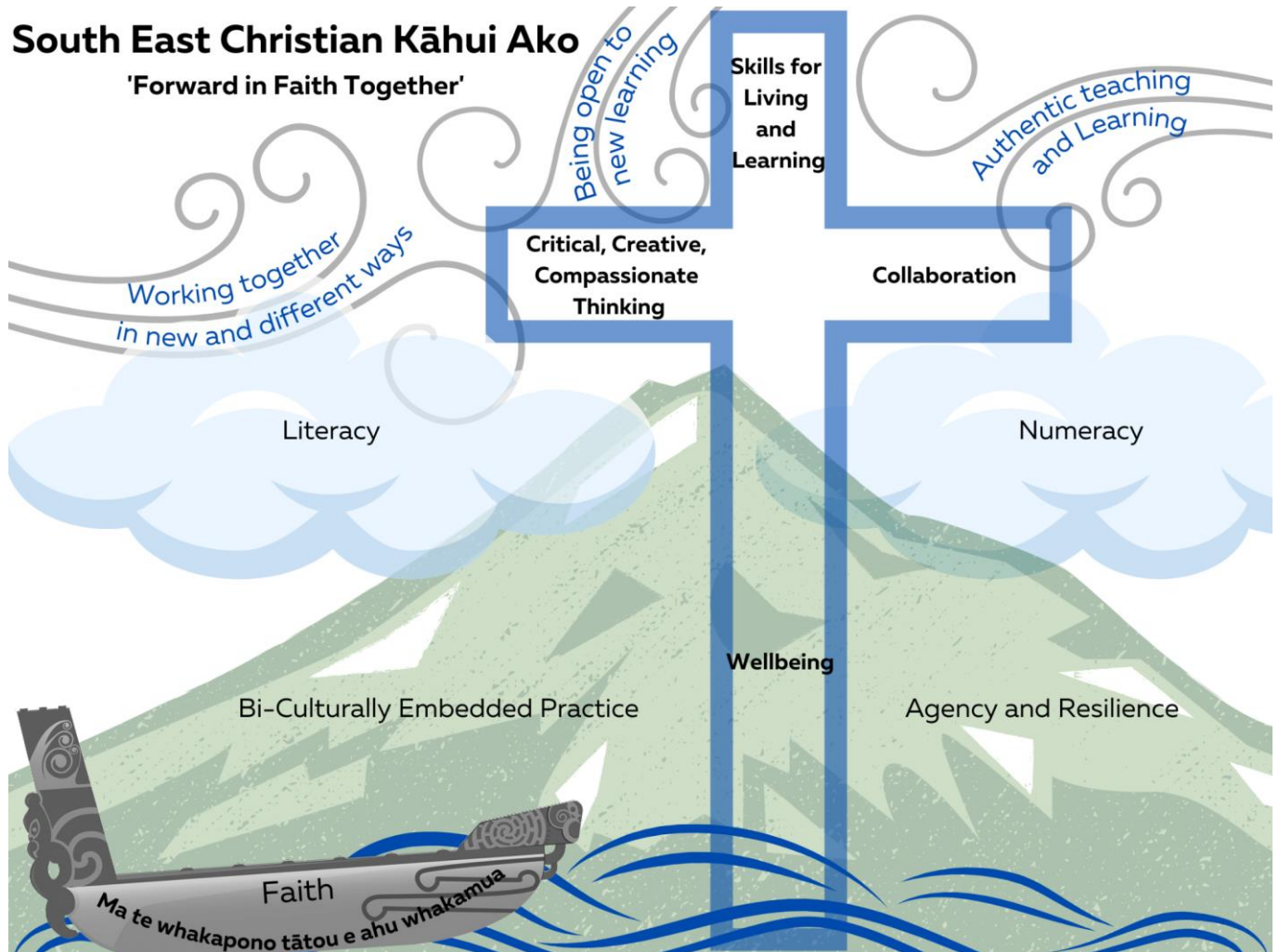
*“To have an environment where artists can flourish in their artistry, where the academics are revered for their intellectual prowess, where the honest are emulated and the wise are listened to, where the quiet are respected and the unusual experience empathy, where those who are not yet ready for leadership or lack fluency in social interactions can come and grow, where just fronting up on time and in the correct uniform every day is a measure of your character and recognized as such, where laughter and banter blend comfortably with correction and purpose in an evolving tapestry of discovery and fulfillment.”*

# South-East Christian Kahui Ako (SECKA)

*Forward in Faith Together*

## South East Christian Kāhui Ako

'Forward in Faith Together'



### Achievement challenges

<p><b>Achievement Challenge 1:</b> Building Culturally Embedded Practice</p>	<p>To build teacher capability in the use of bi-culturally embedded practices to increase our students' / ākonga understanding and knowledge of Te Ao Māori in its unique place in Aotearoa New Zealand.</p>
<p><b>Achievement Challenge 2:</b> Building resilience capability</p>	<p>To foster increasing resilience in students with the goal of promoting overall well-being, student agency and academic achievement.</p>
<p><b>Achievement Challenge 3:</b> Building Teacher Capability in Literacy</p>	<p>To improve achievement in Literacy by developing effective (research based) pedagogical approaches that align with the New Zealand Curriculum Refresh, Common Practice Model and new NCEA corequisite.</p>
<p><b>Achievement Challenge 4:</b> Building Teacher Capability in Numeracy</p>	<p>To improve achievement in mathematics and statistics by developing effective (research based) pedagogical approaches that aligns with the New Zealand Curriculum Refresh, Common Practice Model and new NCEA corequisite.</p>

# Elim Christian College Strategic Plan 2023

<b>National Education and Learning Priorities</b>							
<b>Achievement Responsibility Inspiration Skills Elim Christian Character</b>							
<b>BHAG 1</b>		<b>BHAG 2</b>		<b>BHAG 3</b>		<b>BHAG 4</b>	
To have a strong Elim Christian Character to model all aspects of our operations and programmes on biblical values.		To be a high performing school of choice.		To provide for all students and staff to optimise the personal, professional and leadership growth potential.		To maximise the opportunities that growth brings.	
<b>School Wide Priorities</b>			<b>School Wide Projects</b>				
aligned with Kāhui Ako Workstreams			aligned with MOE/ERO	aligned with Board / Proprietor		Special Projects	
<b>Cultural Narrative &amp; Pacific</b> (Cultural Efficacy)  Moving	<b>Literacies</b> (Academic Achievement)  In progress	<b>Resilience</b> (Learner Agency)  In progress	<b>Curriculum Refresh</b> (What we teach)  In progress	<b>Digital Learning Review</b> (How we teach)  On hold	<b>Special Character Review</b> (Why we teach)  On hold	<b>KAMAR Capability</b> (How we know)  In progress	<b>Leadership Restructure</b> (How we grow)  In progress
<b>SLTs (DP, PCL and CL)</b>			<b>ELT (Principal, Associate Principal and Deputy Principals)</b>				
2022 - 2025	2022 - 2025	2022 - 2025	2021 - 2026	2022 - 2024	2022 - 2023	2022-2024	2023
<b>Building Cultural Capability</b> <a href="#">Building Cultural Capability</a>	<b>Building Literacies Capability</b> <a href="#">Building Literacies Capability</a>	<b>Building Resilience Capability</b> <a href="#">Building Resilience Capability</a>	<a href="#">NZ Curriculum Refresh Summary</a>				
To grow norms, habits, practices, org culture that reflect and honour the Te Tiriti o Waitangi in a Christ centred approach <a href="#">Culturally Sustaining Practice</a>	To build literacy capability for the effective teaching of reading, writing and thinking skills in maths whilst teaching to the north-east	To introduce Resilience capability in order to teach and train students to be agentic					To design and implement a new school-wide leadership structure in order to strengthen our capability to deliver our priorities.