



## BENEFITS of MEMBERSHIP

*CSA's goals are to foster excellence, growth and leadership both in and through member schools.*

*To fulfil these goals CSA undertakes services at both a school and sector level.*

*CSA members are part of a vibrant and growing movement with a clear sense of direction and purpose.*

*Members are committed to fulfilling God's vision for Christian schooling in Australia.*

*CSA membership enhances relationship and encourages fellowship.*

*Members serve and receive service from others.*

*CSA plays a crucial role in enabling and facilitating these networks, providing direct service to its members and serving the needs of the movement generally.*

*Some of these are set out, in alphabetical order, in the following pages.*

*This brochure was developed to give a quick printed reference to the services provided by CSA.*

*The most current information is of course on our website [www.csa.edu.au](http://www.csa.edu.au) which also gives an idea of the many resources available to members.*

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### Advocacy and government relations

CSA provides members with direct advice and assistance in dealing with government authorities.

CSA has executive officers both at a national and state level, including a full time Policy and Government relations Officer in Canberra working closely with commonwealth authorities. This allows us to provide an integration of assistance across state/national jurisdictions.

- Advice and assistance on matters of commonwealth and state funding, compliance, and other statutory issues relating to Christian schools
- State registration. (In some states registration is directly through CSA on behalf of state authorities).
- Advice on dealing with local government and community issues.

CSA provides representation on state and national committees, makes submissions to inquires and generally ensures the voice of Christian schools is heard. Members regularly are consulted in these processes.

### Assistance with Christian school management

CSA's executive officers – local and national - provide direct advice and assistance to members with governance, management, educational and administration issues. The team brings a broad range of experience and works collegially.

Executive Officers in each state maintain regular contact with schools and are a close source of relationship, fellowship and advice, particularly for school boards and leaders.

Nationally CSA has key personnel whose role involves policy, government relations, financial, administrative governance and compliance support to schools.

CSA's state and national council structures, and wider membership, also represent support and advice networks. This enables professional exchange at many levels.

In addition CSA also has developed excellent relationships with a variety of consultants who understand and support Christian school ideals. Where it is necessary to access external or additional resources a fee for service may apply.

*CSA serves schools where Christ and Kingdom values are the cornerstone of all endeavours, and where there is a commitment to teaching Christianly by staff who not only acknowledge the Christian faith but also actively live out their lives in service to Him.*

### Christian school establishment

CSA assists those wanting to start a Christian school with both general and specific advice, depending on their stage of development.

Through the CSA network this may include provision of policies and curriculum, and has included campus arrangements in which an existing school establishes a new campus under its existing registration.

## Conferences

One of the major benefits of membership is professional development through CSA Conferences and seminars.

Our conferences aim to provide Christian fellowship, professional development and personal and spiritual growth.

At CSA conferences members celebrate, worship, learn and grow together.

Access is either exclusive to CSA members or at a discount rate, depending on the event.

Timing differs from state to state; for a current schedule please visit [www.csa.edu.au/events.php](http://www.csa.edu.au/events.php)

*National Policy Forum for Executives in Christian Schools (annually in May)*

*CSA National Leaders Conference (annually in August)*

*National Student Leaders Conference (annually in March)*

*State leaders and teacher conferences (annually or bi-annually depending on state)*

*Teacher network meetings  
Governance seminars  
Administration seminars*

## Copyright licensing

CSA has agency arrangements to provide copyright and performance licensing on behalf of members with CAL, APRA, AMCOS, ARIA and Screenrights.

## Critical incident support

CSA provides support for members during critical incidents. This includes real-time advice about dealing with authorities, media, the school community and wider public. CSA is able to deal directly with these groups on behalf of its members if desired.

CSA maintains good relationships with commonwealth and state authorities and media. Our staff are experienced and equipped for this task.

## CSA's website: information and resources for members

The CSA website is a major focus of our information and resource provision for schools.

The site is a single point of access to resources, current news and information, and interaction with other members.

The site is available to members and secured by password access.

### **Connections**

- School search: an extensive search capability allows members of the public to locate CSA schools.
- Our Moodle site provides resources and forums for members on current issues and professional development material.

### **Services**

- A reference point for up to date information about CSA services.
- Business partner information with details of current offers and specials.
- Exclusive online advertising of job vacancies in member schools.

### **Resources**

- **Prayer points:** a current list of prayer requests from members. The list is available to view only to those logged on.
- **Governance resources:** draft policies and general information about school governance. Particularly aimed at board members.
- **Educational resources:** Articles and resources for those in educational administration



and leadership.

- **Financial and legal resources:** For bursars, business managers and others in administrative leadership. Includes financial, legal and compliance resources for school management.
- **Staff relations resources:** repository of resources associated with CSA's staff relations service to members. Includes awards, legislation, comparative salary rates and general reference material on workplace relations.
- **Registration and accreditation resources:** extensive documentation associated with this key service.

### Events

- A single reference point for calendar dates, including CSA events and key dates for school administration.

### Issues

- **Briefings** for members on current news issues. Updated on a daily basis, as issues arise.

## Discounts on school requirements

CSA members receive discounted rates for goods and services through CSA Business partnerships. These currently include

- Telecommunications (for mobiles and fixed lines through people telecom)
- Financial and Strategic Consulting (Resolve)
- Computer hardware, software and services (Channel Connect)
- Software licensing. CSA holds volume license arrangements for members.
- Southland College provides a discount on its courses for teachers in CSA schools, and an additional discount for schools which directly support the College.

## Disputes resolution and mediation

CSA can assist school boards and senior staff to work through difficult issues and suggest ways towards a resolution. We operate on New Testament principles of relationship, and work towards resolution of issues and restoration between the parties wherever possible.

## Emergency assistance

The CSA staff and schools network provides direct assistance to schools with emergency needs.

- Appeals to government agencies on behalf of the school, which may include seeking emergency funding.
- Assistance in various forms. Examples to date include pro bono staff provision; small capital loans; networking or amalgamating existing schools; establishment of new legal entities to preserve the provision of Christian education in particular localities.

While each situation is different, CSA's staff and member network is committed to retaining and maintaining quality Christian education. We encourage any school facing difficulty to seek assistance early in the process.

## Governance resources

CSA provides direct assistance to individual school boards, and operates regular governance



seminars on a regional basis. CSA recommends a “policy governance” model, and has developed a model handbook for schools to consider.

CSA also provides resources and general advice on the structuring of school legal entities. A model constitution is available to members.

CSA’s membership encompasses company and incorporated association models, church-run, parent association and self-perpetuating board models. This broad range of shared experience represents a valuable knowledge base within the network.

## Individual school training days

In addition to regional seminars and conferences CSA provides individual school professional development days in governance, administration and teaching/learning. (This may attract a fee for service depending on the level of resources required).

## Intra-school activities

CSA’s networks support curriculum activities across Christian schools. These differ depending on location but include local, state and national events.

Mission trip exchanges between members are common. Other examples include the CSA national swimming championship, state sports carnivals (Qld), regional performing arts festivals.

## Media & communications

CSA deals directly with media on behalf of members, including time-critical responses to media enquiries.

CSA also plays a direct role in public debate about Christian schooling. CSA is a key reference point for media on matters to do with Christian schooling and education generally.

*Direct advice to schools on critical incident management.*

*The preparation and issue of media statements, time-critical assistance in responding to media.*

*CSA can speak on behalf of a member if required.*

*CSA also provides media training*

## Mission opportunities

CSA actively encourages schools to be involved in mission and ministry. Working with school and mission partner organisations CSA encourages and promotes mission activities for teachers and students locally and globally.

CSA schools are supporting a wide range of mission activities. Established mission links include Russia, Kenya, Indonesia, China, Papua New Guinea, Solomon Islands. CSA members also foster intra-school mission activity. New Hope International is a CSA Mission Partner.

## Networks

CSA enables and supports professional fellowship networks for staff in member schools. These operate locally and nationally. They include Key Learning Area and subject networks, leadership networks and administrator networks. Web forums for staff, including teachers, are provided on the CSA website.

## Policy

Through their membership CSA schools are supporting the development of public policy which enhances Christian schooling.

CSA members engage in the policy task through regular consultation with staff, and through state and national council structures.



CSA maintains a fulltime office in Canberra, with an executive officer specialising in policy research and government relations. CSA's approach encompasses full integration of policy across federal and state jurisdictions, which mirrors the increasing roles of MCEETYA and COAG. Our executive officers reflect a consistent approach to policy whenever they meet government at any level.

CSA hosts a Canberra Policy Forum in May, which brings together the broad sector to discuss public policy.

We meet regularly with government, opposition, departments and authorities, provide representation on committees when required, and work closely with other non-government school organisations, specifically bringing a Christian school perspective to these forums. We engage regularly in the public debate.

## Prayer support

CSA assists and encourages a wide network of prayer support for each school.

CSA conferences provide opportunities to worship and pray together, prayer letters and requests are regularly sent. Up to date prayer points are displayed on our members website.

## Professional development

CSA has a strong emphasis on professional development at a school and sector level.

Members access CSA professional development at a national, state, regional and local level. PD opportunities include conferences, seminars and workshops, governance training and curriculum days.

PD is also provided in conjunction with our tertiary partners.

## Promoting and preserving the Christian education distinctive

CSA exists to encourage schools to bring a Kingdom perspective to all aspects of school life.

Members subscribe to a *statement of faith* and *charter for membership*. These are essential requirements of membership, preserved in our constitution. See [www.csa.edu.au/about.php](http://www.csa.edu.au/about.php)

Members have a direct role and mutual obligation to ensure the distinctives of Christian education are preserved and maintained in practice.

Membership signifies a willingness to stand up for these values and to see them strengthened through the CSA fellowship.

*CSA provides advice and access to resources to foster education with a firm foundation in Christ.*

*CSA encourages and enables the sharing of resources which bring a Biblical world view to teaching and learning.*

*CSA develops and promotes a Biblical approach to all aspects of school practice including education, governance and administration.*

*CSA assists member schools to ensure their policies and practices are true to this calling.*

## Publications

**The following publications are provided electronically via email, on our website, and/or in print.**

**Melos.** Melos is the greek word used by Paul to describe *membership* of the body. It is the title of our membership magazine, currently delivered once per semester.

**National Connections.** An e-newsletter containing news, information, upcoming calendar events, and issues. It is normally sent 3 times per month. It mainly has a national focus, and includes relevant information about the activities and policies of DEEWR.

**State Newsletters.** Distributed by the executive officers in each state, at least monthly. These



include news and information about state departmental requirements, CSA events, and matters supporting the professional development of staff and boards.

**Issues Updates.** When issues arise CSA sends urgent updates to school board and staff. These include matters for prayer, political issues, media issues etc. and often contain suggestions for local action/response.

**Web resources. Our website is a comprehensive source of information and resources. (See separate heading in this brochure)**

## Resources

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CSA members have access to resources to assist with education, administration and governance. Resources are developed by CSA staff and shared by member schools.

Our specific role is to promote resources which bring an integrated Christian perspective to school practice.

## School registration

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CSA provides registration support and services to member schools. In some states (NSW, Qld) CSA teams are directly involved in the school registration process. For example in NSW CSA is an *Approved Authority* on behalf of the Board of Studies. Whatever the state's registration arrangements CSA provides general advice and assistance, and operates as a network for the provision of resources to assist member schools with this critical process.

## Staffing

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CSA maintains a *positions vacant* service via our website. Listing is free for CSA members.

This service is extremely popular – the job search pages are among the highest rating on our site.

## Staff Relations

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CSA provides advice to member schools nationally on staff relations and employment matters. Our expertise in this area is in the integration of a Christian perspective and as such our advice and resources are an adjunct to the hands on assistance school access from other providers.

In NSW CSA operates the Christian Schools Staff Relations Service for subscribers. This long standing service includes award negotiation and extensive experience in the new WorkChoices environment.

## State services

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CSA schools receive services at a state and national level. There is no distinction in membership: all schools are members in their state and nationally.

A feature of CSA is the provision of support at a state level.

The state executive officer and state council provide close and frequent contact with member schools.

The State Council provides an important link between operational support, networking and CSA's policy processes.

The Chair of each state council sits on the National

*State services include*  
*Conferences: for boards, leaders, all staff*  
*Seminars: governance, administration, education*  
*Subject (KLA) networks*  
*Curriculum support: sharing resources, programmes, policies*  
*Registration support*  
*Intra-school opportunities: sport, performing arts, student leadership*  
*Newsletters*  
*Regular consultation on state policy issues*  
*Representation on state forums*

Council. CSA's policies are locally expressed to provide for united national goals.

The CEO and state executive staff work with state councils and members to ensure the christian school voice is heard in all state policy debates which impact on members.

## Student activities

CSA provides opportunities for student leadership and development, with the aim of providing activities outside the scope of the individual school.

These include the Annual Student Leaders Conference, Canberra. This conference builds student awareness of Christian servant leadership principles and aims to encourage, develop and inspire them to local and national leadership roles.

## Tertiary partnerships

CSA has partnerships with a number of tertiary institutions which provide both pre and post service education for teachers, from an integrated Christian perspective.

Current tertiary partners include Southland College, Tabor College and Christian Heritage College.

Under our partnership CSA encourages schools to make a voluntary contribution to the work of these colleges. We support each other's activities and work closely together to ensure the Christian distinctive in teacher education is preserved and enhanced. We conduct joint activities including conferences and seminars.



## Appendix: Contacting CSA

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For further information about CSA membership please contact any of the officers below:

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