

2017

# Casino Christian School Annual Report

29TH JUNE 2018

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## 2 A MESSAGE FROM THE PRINCIPAL

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2017 was a significant year for Casino Christian School. Principal Peter Spence resigned in the second half of the year after two and a half years of faithful service to the school. His legacy to the school includes a strong focus on improving literacy and numeracy across the whole of the school which has been assisted by professional development by the Association of Independent Schools.

The second half of the year was also marked by the commencement of a building project. This included the development of two Science laboratories, a Science preparation room and a car park for parents.

The school introduced Biology into the senior school. Previously, students had been accessing Stage 6 Biology through Southern Cross Distance Education. Biology was taught in a compressed mode and the HSC results were very pleasing.

## 3 CONTEXTUAL INFORMATION ABOUT THE SCHOOL

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Situated on 17 hectares of land in a rural environment, Casino Christian School is a K-12 school that commenced as a K-6 Primary School in 1995. It was extended to Year 7 in 2000, and again extended to Year 11 and 12 in 2014. The school is a registered and accredited, co-educational, K-12 school.

Casino Christian School is a ministry of the Casino Presbyterian Church to the wider Christian community in Casino and district. It is a member of Christian Schools Australia (CSA).

In addition to the general education programs the school provides further enrichment through interschool sports, camps, excursions, intensive swimming programs, individual music tuition, band and special needs programs.

The school's motto 'Grow in grace and knowledge' underpins the desired ethos of the school whereby students are encouraged to live an authentic Christian lifestyle.

The school's mission statement further encapsulates this:

'The aim of the school is to see parents, church and school working together to educate children from a Christian perspective, and so equip them to live lives that are honouring to Christ.'

## 4 NAPLAN RESULTS

Every year, students in Years 3, 5, 7 and 9 sit the annual NAPLAN assessment which tests the types of skills that are deemed essential for every student to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy.

The following table illustrates the average results for the Casino Christian School cohorts and cohorts from similar schools. Green results indicate that, on average, students are performing above schools with similar students whilst red results indicate that, on average, students are performing below schools with similar results.

Cohort	Reading	Writing	Spelling	Grammar and Punctuation	Numeracy
CCS Year 3	443	446	437	435	418
SIM Year 3	413	401	400	416	394
CCS Year 5	517	442	519	508	476
SIM Year 5	492	458	485	479	478
CCS Year 7	510	506	535	526	508
SIM Year 7	527	492	539	527	537
CCS Year 9	590	582	574	566	586
SIM Year 9	568	533	569	559	576

The key listed below indicates the school's average when compared to schools with similar students.

Substantially above
Above
Close to
Below
Substantially below

Casino Christian School views NAPLAN as a snapshot of how our students are performing on any given day. With such a small cohort, statistically speaking, it can be unhelpful to place too much emphasis on average student results. However, it is always worthwhile analysing the results to see where our students need to be given an increased educational focus. It is pleasing to see that the students generally are performing above the standard of students from other similar schools; however, there are also areas for improvement. Each year, Casino Christian School analyses NAPLAN data to improve teaching practice and determine which areas of numeracy and literacy the school needs to focus on in order to improve educational outcomes for the students.

## 5 RECORD OF SCHOOL ACHIEVEMENT

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### 5.1 YEAR 10

Twenty-eight students completed Stage 5 and were eligible for the Record of School Achievement credential. Twenty-five students continued into Year 11 at Casino Christian School. Two students left CCS to be educated at another school. One student left school to join the workforce and was granted the RoSA.

### 5.2 YEAR 11

In a compressed format, nine students completed some Preliminary courses and were eligible for the Record of School Achievement credential. Two students left school to join the workforce and was granted the RoSA. Seven students will complete the remainder of the Preliminary courses in 2018.

### 5.3 YEAR 12

In a compressed format, five students completed their Preliminary courses and were granted their Record of School Achievement.

## 6 HIGHER SCHOOL CERTIFICATE

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Subjects that are offered at Casino Christian School over a two years cycle include:

- English (Standard)
- English (Advanced)
- Mathematics General 2
- Mathematics
- Mathematics Extension 1
- Mathematics Extension 2
- Ancient History
- Biology
- Business Studies
- Chemistry
- Design and Technology
- Information Processes & Technology
- Music 1
- PDHPE
- Physics
- Visual Arts

Whilst English and Mathematics are delivered via a traditional method, all other subjects are delivered in a compressed format, delivered every alternate year,

The following tables are a snapshot of the performance of CCS students. However, it should be noted that as the cohort for 2017 was small, statistical analysis is of limited value.

Subject	Bands 5 & 6	Band 4, 5, 6
Ancient History	100% of students as compared to 36% of the state	100%
Biology	75% of students as compared to 40% of the state	76%
Chemistry	25% of students as compared to 43% of the state	50%
Design and Technology	20% of students as compared to 43% of the state	80%
Mathematics General 2		100%
Music 1	75% of students as compared to 66% of the state	100%

Subject	Band E4	Band E3
Mathematics Extension 1	50	100
Mathematics Extension 2	0	50

Subject	Change in School Mean from 2015 to 2017
Ancient History	+18.26
Chemistry	+7.15
Design and Technology	+2.82
English (Advanced)	+1.65
English (Standard)	+1.30
Mathematics General 2	+6.57
Music 1	-2.40

100% of students who completed Year 12 in 2017 graduated with their Higher School Certificate. No students were undertaking vocational or trade training.

## 7 PROFESSIONAL LEARNING OF TEACHERS

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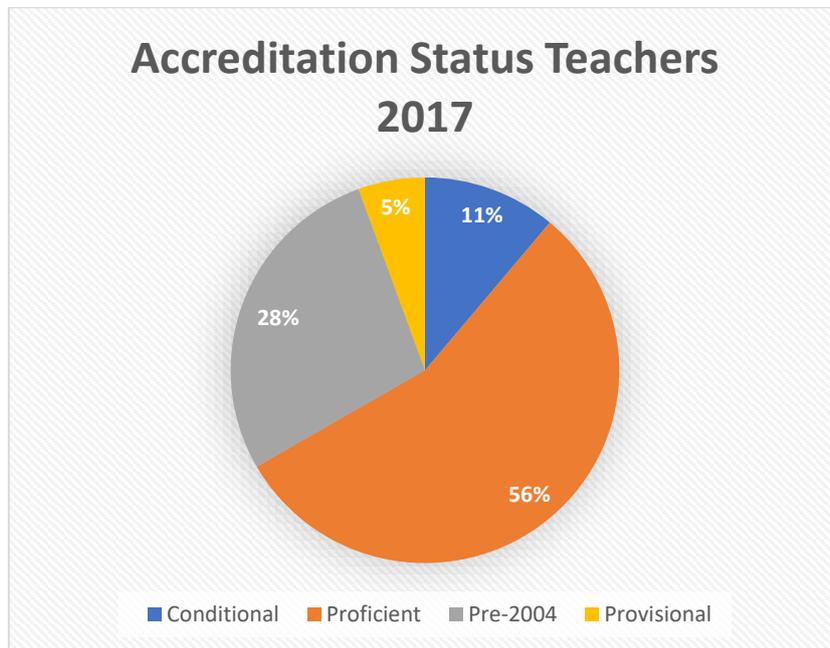
Across both Primary and High School, the Professional Learning of Teachers focused on literacy and numeracy. Staff were involved in

- Professional Teaching Standards and Strategies focussing on writing and Smart Data Analysis (all teachers for 4 days)
- Literacy and Numeracy Action Plan Masterclasses (2 teachers for 4 days)
- Literacy and Numeracy Action Plan Lesson Observations (2 teachers for 4 days)
- Literacy and Numeracy Action Plan Webinars (5 teachers for 4 afternoons)
- Macqlit Training (1 teacher for 1 day)

## 8 TEACHER ACCREDITATION STATUS

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The following chart illustrates the accreditation status of teachers by the end of 2017. Casino Christian School.



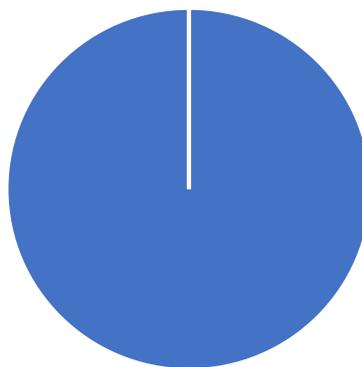
Casino Christian School prepared for the accreditation of all pre-2004 teachers in line with NESA requirements for the commencement of 2018.

## 9 TEACHER QUALIFICATIONS

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All teachers at Casino Christian School possess formal teacher education qualifications

Teacher Qualifications



- Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines
- Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications

## 10 WORKFORCE COMPOSITION

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The executive consists of the Principal, Deputy Principal, Primary Coordinator, Computing Coordinator and the Business Manager. There are no staff of indigenous background.

Category	Number
Teaching Staff	19
Teacher's Aides	4
Non-Teaching Staff	9

## 11 STUDENT ATTENDANCE

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During 2017 there was an overall attendance rate of 93.1%. This does not include illness, either short term or ongoing. The following table provides information on the attendance rate for each year group.

Class	Attendance Rate (%)
<b>Kindergarten</b>	93.1
<b>1</b>	94.7
<b>2</b>	96.5
<b>3</b>	95.5
<b>4</b>	94.6
<b>5</b>	94.8
<b>6</b>	93.4
<b>7</b>	93.6
<b>8</b>	91.4
<b>9</b>	87.7
<b>10</b>	91.6
<b>11</b>	93.9
<b>12</b>	93.6
<b>School</b>	92.9

Attendance of students is monitored by daily roll marking by teachers and collation by clerical staff. Office staff attempt to make contact by phone for all daily absences. Unexplained absences are followed up via a letter on a regular basis. Prolonged unexplained absences are referred to the relevant authorities.

## 12 STUDENT RETENTION

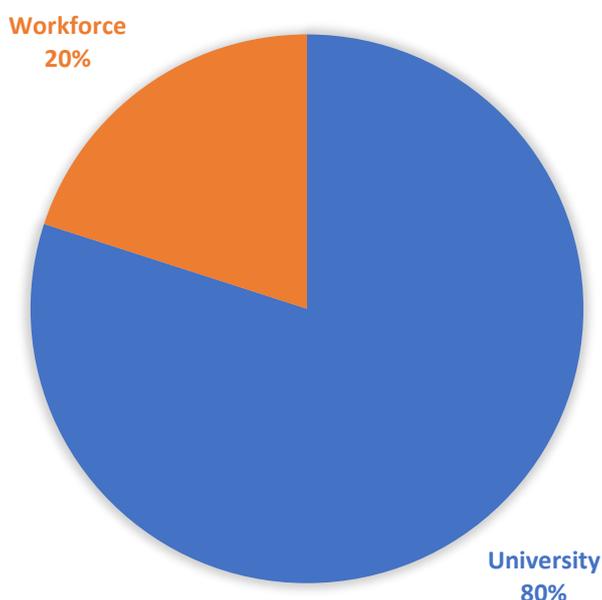
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The student retention rate is 50% for students who completed Stage 5 to students who completed their HSC in Stage 6.

## 13 POST-SCHOOL DESTINATIONS

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The following chart shows the destination of students who graduated from Stage 6 in 2017.



## 14 SCHOOL ENROLMENT POLICY

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### 14.1 RATIONALE:

As a Christian School, our school aims to reflect and teach Christian Community values. Education is centred on Christ - the author and sustainer of creation. The apostle Paul writes to the Colossians;

"My purpose is that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, in whom are hidden all the treasures of wisdom and knowledge. I tell you this so that no one may deceive you by fine - sounding arguments." Colossians 2:2-4.

Our school believes that the most effective out working of this Christ - centred education occurs when there is a strong commitment to Christian home, church and Christian School working together to "train up a child in the way he should go." Proverbs 22:6.

## 14.2 POLICY

Casino Christian School welcomes applications for enrolment of students whose parents/guardians are seeking an education for their child/ren within a Christian community context, with the following provisos:

1. Because of the above philosophy of the school, it is desirable that for each student, at least one parent be consistently supportive of the Christian perspective as embraced by the school. We stress the need for children to be receiving regular scriptural instruction through the youth activities and worship services of the family's church fellowship, and furthermore, strongly encourage the family to be involved in a Christian fellowship as a family unit.

*NOTE:* Children from families without Christian parents may also be accepted for enrolment at the discretion of the Principal where the Principal is

able to see that the parents have a great desire for Christian education for their children.

2. In all cases, the consent of both parents for the enrolment will be sought if at all possible. In situations where a parent has sole custody, enrolments may be accepted on that parent's wishes alone.

3. The enrolment at the school of all children in a family is encouraged.

4. The school seeks to provide equal opportunity for all applicants from families seeking a Christian education regardless of denominational affiliation providing that, the parents/guardians are in agreement with the school's "Confession of Faith", a copy of which is included in this policy.

5. A refundable enrolment bond is required from each family prior to the commencement of attendance by the student(s). The enrolment bond will be refunded when the last student leaves the school subject to all tuition fees and other charges being paid in full and all school property has been returned in good condition.

6. If a student is absent without explanation for a period of two school weeks, the student's enrolment at the school will be discontinued, and the Home School Liaison Officer for the district will be contacted regarding the student's discontinued enrolment.

## 14.3 APPENDICES

### 14.3.1 Appendix 1: Terms and Conditions of Enrolment

Enrolment at the school is subject to the following terms and conditions.

1. That the parents/guardians will agree to allow the child to share fully in the life and program of the school, including the devotional activities and assembly times.

2. That the parents/guardians will support the aims of the school.
3. That the parents/guardians undertake to provide the child with all necessary equipment of a personal nature that may be required to enable the child to benefit from the education offered. These requirements are listed on the school requisite list published in the newsletter at the end of each school year and on the schools website
4. That the parents/guardians undertake to provide the child with the correct uniform approved by the school, and ensure that the child is always sent to school neatly dressed in the required uniform.
5. That the parents/guardians accept the right of the school to employ such discipline as it deems wise and expedient for the child, and agree to uphold in every way possible the school's authority and right to administer appropriate discipline in accordance with the school policy.
6. That the enrolment bond is paid in full prior to commencement at school and that tuition fees will be paid as they fall due in the first two weeks of each school term unless alternative arrangements are made. Also, direct debit and or Centrepay arrangements for payment of school fees can be made a part of the conditions of enrolment at the Principal's discretion.
7. That any parents/guardians intending to terminate enrolment notify the school as soon as they become aware of circumstances. Final notification must be given in writing on the school's Enrolment Withdrawal Form
8. That the school may suspend or terminate enrolment at its discretion for failure to comply with these conditions or other serious breaches of the School's rules and regulations. This includes the poor or nonpayment of school fees of over two terms duration, unless the parents/guardians have been in regular contact with the school and agreed arrangements made about both current fees and fees in arrears.
9. That the parents/guardians read the confession of faith and understand that it is the basis of the philosophy of the school and the teaching.
10. That the parents/guardians will ensure regular attendance of their child/ren at school, except for illness and other explained absences.

### **14.3.2 Appendix 2: The Confession of Faith**

**We believe** in the Divine inspiration, the infallibility and supreme authority of the Old and New Testaments in their entirety and that the Holy Spirit so moved the writers that what they wrote are authoritative statements of truth for all matters of faith and conduct.

**We believe** there is one God in whom there are three equal Divine Persons, revealed as the Father, the Son and the Holy Spirit, and who of His own sovereign will created the heavens, the earth and all that is contained in the Universe.

**We believe** the Lord Jesus Christ is the eternally existing, only begotten Son of the Father, conceived by the Holy Spirit and born of the virgin Mary. As God He became flesh and dwelt among us: as man He was God.

**We believe** all men are in a fallen, sinful and lost condition through the rebellion of Adam and Eve, who were created without sin, and in this state of depravity are helpless to save themselves and are under the condemnation of God to eternal punishment in Hell.

**We believe** it is the Holy Spirit alone who convicts men of sin; leads them to repentance; creates faith within them and regenerates and fills those who believe on the Lord Jesus Christ as Lord. It is the indwelling Spirit who bestows the Gifts of the Spirit and manifests the Fruit of the Spirit in the believer.

**We believe** Christ died for our sins, was buried and the third day rose from the dead: that He appeared to men who touched Him and knew His bodily presence and that He ascended to His Father.

**We believe** the Lord Jesus Christ will return in person with His saints and that the full consummation of the Kingdom of God awaits His return.

**We believe** those who have been regenerated by the Holy Spirit will receive a resurrection body at the return of Jesus Christ and be forever with the Lord, while those who have not believed will be resurrected to stand at the Judgement Seat of God to receive His judgement and eternal condemnation to Hell.

**We believe** in the actual existence of Satan who is the father of all evil and opposed to God although ultimately subject to the purposes of God and destined to be confined forever to Hell.

**We believe** the Church is the Body of Christ composed of all believers in the Lord Jesus Christ, which finds its visible manifestation in the local community of believers and ministers through the co-operative exercise of God-given gifts by the entire membership. Each local community of believers is competent under Christ as Head of the Church to order its life without interference from any authority whether civil or ecclesiastical.

## 15 STUDENT BODY CHARACTERISTICS

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Students at Casino Christian School come from a wide range of socio-economic backgrounds. Between 50% and 60% of families attend church. One in seven students are of Aboriginal and Torres Strait Islander background. There are a growing number of students with Asian heritage.

## 16 SCHOOL POLICIES

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### 16.1 STUDENT WELFARE POLICIES

School policies that facilitate health and welfare include:

Intervention Policy, Emergency Evacuation Policy, Bullying Prevention Policy, Discipline Policy, Media Policy, WH&S Policy, Critical Event Policy, Sick Bay & First Aid Policy.

(Most of the above policies may be viewed on the school website at [www.ccs.nsw.edu.au](http://www.ccs.nsw.edu.au))

In addition to the School's Child Protection Policy the students are also covered by the "Breaking The Silence" document, which is the Child Protection Policy of the Presbyterian Church.

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### 16.2 BULLYING PREVENTION POLICY

The following excerpts are from the Bullying Prevention Policy

The school has a zero tolerance to bullying. The school values and ethos are intended to promote Godhonouring and positive relationships.

In 1 Peter 5 we read that we are to be shepherds of God's flock that are under our care. The Bible also reminds us of Christ's words: "A new commandment I give you: love one another. As I have loved you, so you must love one another." (John 13:34) It is therefore essential that we do everything to ensure that Casino Christian School is safe both physically and emotionally for all students.

#### WHAT IS BULLYING?

School definition

*School bullying involves the psychological, emotional, social or physical harassment of one student by another.*

(Bullying not carried out at school can still be classified as "school bullying", e.g. at the bus stop or on the bus, or cyber bullying).

The Casino Christian School Policy is consistent with the NATIONAL SAFE SCHOOLS FRAMEWORK which is based on the following vision:

"All Australian Schools are Safe and Supportive Environments." It is an agreed national approach to address the issues of bullying, harassment and violence, and child abuse and neglect.

Guiding Principles for the Provision of a Safe and Supportive School Environment in Australian Schools:

1. Affirm the right of all school community members to feel safe at school.
2. Promote care, respect and cooperation, and value diversity.
3. Implement policies, programs and processes to nurture a safe and supportive school environment, e.g. lessons on this in PDHPE classes.
4. Recognise that quality leadership is an essential element that underpins the creation of a safe and supportive school environment.
5. Develop and implement policies and programs through processes that engage the whole school community.
6. Ensure that roles and responsibilities of all members of the school community in promoting a safe and supportive environment are explicit, clearly understood and disseminated.
7. Recognise the critical importance of pre-service and ongoing professional development in creating a safe and supportive school environment.
8. Have a responsibility to provide opportunities for students to learn through the formal curriculum the knowledge, skills and dispositions needed for positive relationships.
9. Focus on policies that are oriented towards prevention and intervention.
10. Regularly monitor and evaluate their policies and programs so that evidence-based practice supports decisions and improvements.
11. Take action to protect children from all forms of abuse and neglect.

## EDUCATION

Prevention through education is the most effective way of dealing with bullying. At Casino Christian School, the education aims to develop the following understandings:

1. The Bible teaches us to treat each other with love, respect, and in a way that we would like to be treated, i.e. to promote a positive feeling of well-being, and to develop empathy towards others, e.g., "How would you feel if...?"
2. The most important thing we as a staff at Casino Christian School must do is make every child aware that this behaviour (bullying) is not acceptable, and will not be tolerated, and to ensure that if it does occur they will be followed up. Every child has the right to feel safe.
3. Students must learn that nothing is so bad that you can't talk about it, ie. it's OK to tell others about what you saw, how you were treated, etc.
4. A school definition is needed that the staff, students and parents are familiar with and can understand. (Rigby, 1995, p.2; Harrison, 1993).
5. The education process aims to mobilise support from the majority. This can be done through regular sharing in class, class work, assembly, and Bible studies.

An action plan is used to achieve this education. The full policy can be viewed on the school website at [www.ccs.nsw.edu.au](http://www.ccs.nsw.edu.au)

### 16.3 DISCIPLINE POLICY

A summary of the school's Discipline Policy.

The School aims for high standards of discipline and behaviour. Parents are asked to be supportive of these standards. The revised Discipline Policy includes Philosophical Foundations, Procedural Guidelines and a Student Code of Conduct.

The School's Discipline Policy is based largely on principles inherent in Ephesians 6:1-4. It assumes that although every individual is created in the image of God and is therefore unique and important, man's fallen nature requires that his conduct be restrained by rules and imposed authority - with a view to leading him to submissiveness and obedience in Christ, a life lived by the Spirit.

In Hebrews 12:10 we are told: Our fathers disciplined us for a little while as they thought best; but God disciplines us for our good, that we may share in his holiness. "Discipline, therefore must always be for the good of the child - administered out of our loving concern for the child.

*Effective discipline:*

- Is an essential part of sound Christian Education
- Is based on love and concern for each child's well-being and personal development
- Needs to be fair, consistent and positive.
- Is used to build up the child, assisting in the development of self-control and self-discipline

Without discipline, learning and development are restricted. Effective discipline within the school means that learning can take place without frequent negative interruptions.

Sound discipline involves training as well as correction. Correction alone without thorough instruction is not effective discipline.

Through consistent discipline, involving both correction and training, the School aims to promote self-discipline by assisting students to be thorough, consistent, appreciative, responsive and thoughtful and to take pride in all that they do so that it is pleasing to the Lord.

Students are helped to make their own decisions and to come to their own conclusions within biblical principles and to accept consequences of their own choices. Character training through rules, principles and the formation of good habits is an important part of the school program.

Our approach to discipline involves:

- Accepting and valuing the child as they are, not for what they do.
- Emphasising correct behaviour rather than focusing on errors constantly.
- Chastising wrongdoing. This does not cause students to devalue themselves if they are sure that the other person values them.
- Helping children to choose achievable goals.

Correction and training are to be expressed through mutual acceptance, encouragement and cooperation. The aim is to develop a truly Christian School Community.

Corporal punishment disclaimer: In accordance with the provisions of the Education Reform Amendment (School Discipline) Act 1995, corporal punishment is NOT to be used in this school as

part of its discipline and/or Pastoral Care Policy; nor does the school explicitly or implicitly sanction the administering of corporal punishment by any person, including parents, to enforce discipline at school.

The full policy can be viewed on the school website at [www.ccs.nsw.edu.au](http://www.ccs.nsw.edu.au)

## 16.4 GRIEVANCE RESOLUTION POLICY

A summary of the school's Grievance Resolution Policy.

There will be occasions when parents may have concerns about aspects of their child's schooling. Hopefully all concerns will be addressed within the ethos of Christian love and care. The procedure to follow is:

- For class related matters to arrange to talk with the class teacher;
- For more major issues the parent may need to speak to the Principal;
- For unresolved matters that follow from there or for matters regarding the Principal, the parent may decide to write to the Chairman of the School Board; All matters need to be dealt with respectfully and confidentially.

The full policy can be viewed on the school website at [www.ccs.nsw.edu.au](http://www.ccs.nsw.edu.au)

## 17 PRIORITY AREAS FOR IMPROVEMENT

Pre-determined 2017 Targets	2017 Achievements
Integration of Writing as a literacy focus across K-12	Achieved
Painting of exterior buildings	Achieved and Ongoing
Further integration of ITC and improvement of policies and procedures	Achieved and on-going
Improve front car parking	Achieved

2018 Targets
Conduct Strategic Plan
Complete Science Building
Improve Indigenous Perspectives
Develop Learning at Casino Christian School
Accreditation for Delivering School Based PD
Review Policies
Targeted Professional Development for Executive Staff
Increase range of Stage 6 subjects

## 18 RESPECT AND RESPONSIBILITY

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The ethos of the school is based on the Christian faith and through promoting the 4 “R”s: Reverence for God, Respect for others, Reliability and Responsibility.

This focus is inculcated into all the school’s teaching programs, the camping program, assemblies and the public recognition of examples of good character and service.

The Australian flag is raised and lowered daily, the National Anthem is sung at assemblies, National Days are celebrated (ANZAC and Remembrance Days), students participate in ANZAC march and wreath-laying, and in ANZAC and Remembrance Day ceremonies in the town, teachers and visiting speakers address topics such as citizenship and the 9 Values for Australian schools. NAIDOC week was celebrated in an assembly where students were able to participate in Indigenous dance. Students support a Third World sponsor child. Students receive leadership training through participation in school assemblies and civic functions.

## 19 PARENT, STUDENT AND TEACHER SATISFACTION

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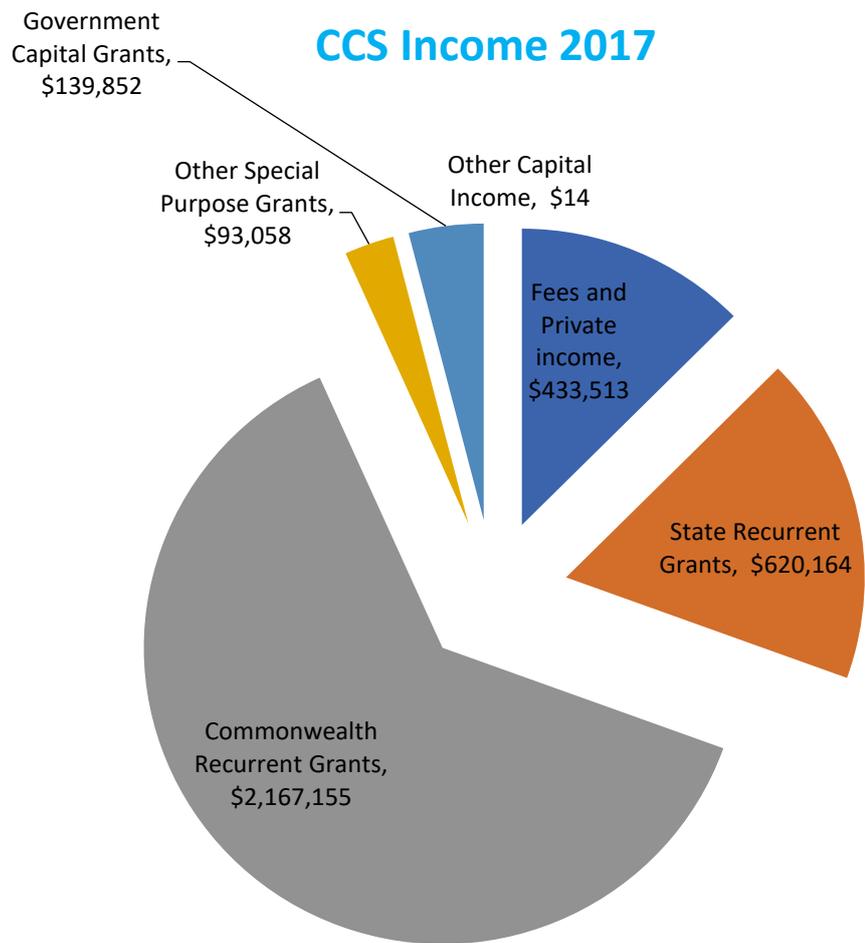
Parents at Casino Christian School choose to send their children to Casino Christian School due to the Christian worldview, the relatively small size of the school, the community, the care and concern of the students and the academic results. They also appreciate the opportunity to send their children to a school that transitions seamlessly from Kindergarten to Year 12. Parents are very welcome to be involved in the life of the school through a range of activities including classroom assistance to attending school camps.

Students have a great sense of satisfaction in their learning and the relationships that they enjoy with staff. Students report that they feel safe and supported in the school environment. Students enjoy the co-curricular activities of the school such as the Science and Engineering challenge and the sporting competitions they participate in.

Teachers are committed to providing quality education from a Christian worldview. They work hard at fostering a sense of community and building relationships with students. Teachers choose to work at Casino Christian School because of the opportunity to educate students in a settled, safe environment where each individual is cared for and nurtured.

## 20 FINANCIAL INFORMATION SUMMARY

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## CCS Expenditure 2017

