

Teach Learn Grow

2023



ANNUAL REPORT

tlg

Teach Learn Grow

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ACKNOWLEDGMENT OF COUNTRY

Kaya!

Hello! (in Noongar)

Teach Learn Grow respectfully acknowledges the Traditional Custodians of the lands across Australia and pays our respects to elders both past and present and emerging leaders.

In particular, we acknowledge the Whadjuk people of the Noongar nation as the Traditional Custodians of the land on which this report was produced. We also recognise the many First Nations communities we are privileged to visit and work alongside during our programs.

We recognise that Aboriginal and Torres Strait Islander Peoples have been teaching and learning on these lands for tens of thousands of years. We celebrate their ongoing contribution to the education of all Australian young people.

ABOUT US

In 2023, we updated our organisational vision, mission and goal statements to more accurately reflect the purpose of our work; to address the barriers preventing rural, regional and remote students from reaching their potential.

OUR VISION

An Australia where all students reach their potential.

OUR MISSION

To help rural, regional and remote students overcome barriers by improving their educational outcomes and expanding their aspirations.

OUR GOALS

1

Improve students' educational outcomes

2

Support students' personal development and expand aspirations for the future

3

Create opportunities for students to connect, share and grow.

OUR VALUES



Purpose



Community



Integrity



Leadership

MESSAGE FROM THE CHAIRPERSON

Shane Devitt

This year has been a rebuilding year for TLG as we continue to grow our impact after the COVID 19 disruptions to our daily lives. It is pleasing to see how Bridget, the Leadership team and all our volunteers have managed to expand the reach of TLG and increase the support provided by our partners and sponsors.

We have continued this phase of rebuilding, providing over 40 program visits to schools this year (36 in WA and 4 in NSW). TLG's Immersion Program has continued to grow, strengthening partnerships with Perth high schools in their service learning curriculum.



TLG's eMentor program continues to provide sustainable support to schools and we held seven visits during this period, improving upper-primary students' attitudes towards starting high school. This has been achieved while maintaining 100% satisfaction and recommendation feedback from school principals and volunteers surveyed.

Financially we are in a strong position with continued support from our Cornerstone Partners and an increase in the number of partnership organisations. The only constraint on our ability to achieve our goals is the lower than pre-COVID-19 numbers of volunteers. The Leadership team has updated our volunteer recruitment strategies and practices to address this industry-wide issue of the slow return of volunteers.

During the year we welcomed two new staff members, Hannah as General Manager of Development and Shannan as Volunteer Director. This has helped Bridget, Kirsten and Michael maintain the focus and delivery of our programs by our large cohort of volunteers.

This is my first year as Chair, as co-founder Dave Sherwood stepped back from the position due to his family and work commitments. We thank him for his ongoing service to the organisation as he remains an integral member of our Board. Fellow board member Rachel Lee (pictured) stepped up to the role of Deputy Chair, continuing to support the organisation's leadership with her expertise.

Our achievements and the way TLG is helping close the education gap for rural and remote Australian kids make me and my fellow board members feel glad to be part of the volunteer team of TLG.

MESSAGE FROM THE CEO

Bridget Staude

As you explore the pages of this report, you'll discover the tangible outcomes that each of TLG's programs has achieved in this financial year. During a recent trip to the Goldfields, I was humbled by the many conversations I had with teachers, school leaders and community members about the myriad of ways that TLG volunteers have positively impacted the young people in their communities.

Now in our 12th year, we are proud to have provided more than 150,000 hours of tutoring and mentoring to primary school students experiencing disadvantage.

Our focus this year has been on growing our active volunteer community in the post-COVID era, amid declining volunteer numbers across the volunteering sector and shifting modes of engagement on university campuses. We have explored new ways of reaching volunteers, which has resulted in an influx of new volunteers for our most recent program, and we look forward to seeing this growth continue into 2023.

This year we were proud to produce the Djinanginy Kaartdijin report on how volunteer-involving organizations can better engage Aboriginal and Torres Strait Islander young people in volunteering. We also completed a transformative digital upgrade, improving our volunteer management systems to solidify our technological capability and reduce administration work for staff and volunteers which gives us a firm foundation for future growth and innovation.

None of these accomplishments would have been possible without the steadfast support of our sponsors, donors and community supporters. Your unwavering dedication fuels our progress, and we remain profoundly grateful for your contributions.

I also extend my sincere appreciation to our volunteer Board of Directors, particularly our outgoing Chairperson, Dave Sherwood, and incoming Chairperson Shane Devitt for their guidance and commitment as well as to our tireless staff members for their extraordinary dedication, consistently going above and beyond to realize TLG's mission.

As always, however, it is our volunteers, with their unwavering passion and perseverance who are the driving force behind our achievements and deserve the highest praise. Their unwavering commitment to educational equity serves as an inspiration to all, exemplifying the profound impact of passionate individuals coming together for a shared cause.



OUR LIFETIME IMPACT

Since our inception in 2011, the ethos of Dave Sherwood and Travis Elliott's original idea that underpins TLG continues to gain momentum and create long-lasting impact. Their vision was for an Australia where all students can reach their potential. TLG has continued this vision and we are driven by our mission to help rural, regional and remote students overcome barriers by improving their educational outcomes and expanding their aspirations.

Our Lifetime Stats

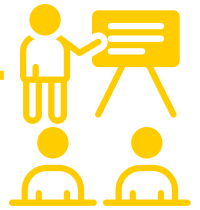


64

partner schools involved in communities across WA & NSW

152,000+

hours of free tutoring and mentoring have been provided



15,376

rural and remote students have participated in TLG programs

5,346

volunteers have participated in TLG programs



410

week-long Rural Programs have been provided to schools

72

Semester-long eMentor Programs have been provided to schools



KEY ACHIEVEMENTS

We are very proud of the year we've had, and we wanted to share some of the key milestones and achievements our team accomplished:

Key achievements include:

- Receiving funding grants from Lotterywest, Orange City Council, Volunteering WA, Azure Capital, Foundation for Rural & Regional Renewal (FRRR), CBH Group, Sandfire and Matana Youth Foundation
- In September we launched our first Spring Rural Program to make up for programs missed due to COVID-19.
- In September, *Chat 10 Looks 3*, a podcast hosted by Annabel Crabb and Leigh Sales chose TLG as their charity partner for their Perth Live Show, donating \$3,290.
- We welcomed a new Cornerstone Partner Pilbara Minerals for a five-year sponsorship to reach more schools in the Pilbara. We extended partnerships with Cornerstone Partners Anglogold Ashanti, IGO, Gold Fields and Northern Star Resources.
- We reviewed our organisational goals and commenced a review of our Impact Measurement Strategy.
- Members of the staff team attended the National Volunteering Conference in Canberra in February.
- We led a volunteering research project into Aboriginal and Torres Strait Islander volunteer engagement (see page 19)
- We completed a digital transformation project that was supported by Lotterywest.
- We welcomed new staff members, Hannah Beard and Shannan Moir.
- In June, Officeworks raised \$39,428 for TLG through their Make A Difference Appeal.



Rural Program

By Teach Learn Grow

The Rural Program provides curriculum-aligned, one-on-one tutoring to rural and remote students during a week-long visit, with a specific focus on mathematics, STEAM, and school engagement.

WA - Impact Snapshot

361

Volunteers

participated in the Rural Program as tutors and coordinators

11,608

Hours

of one-on-one tutoring and mentoring provided

1,419

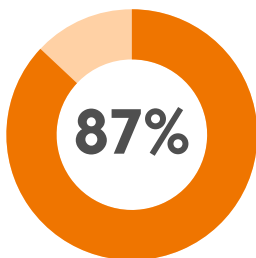
Students

received free one-on-one tutoring and mentoring

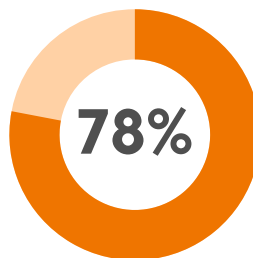


Volunteering with TLG is a life-changing experience on so many levels. If you've never experienced what it's like living in a remote community this is just a glimpse into an eye-opening experience that will change your perspective on your privilege, as well as challenge your values on how you can live a life that helps others

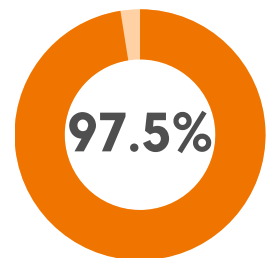
- Charlene Foong, Volunteer, Mount Magnet District High School



Students found **learning maths more interesting with TLG**



Students **learn better with one-on-one tutoring**



Students believe they are **better at maths** after the program

Rural Program

By Teach Learn Grow

The Rural Program provides curriculum-aligned, one-on-one tutoring to rural and remote students during a week-long visit, with a specific focus on mathematics, STEAM, and school engagement.

NSW - Impact Snapshot

20

Volunteers

participated in the Rural Program as tutors and coordinators

405



Hours

of one-on-one tutoring and mentoring provided

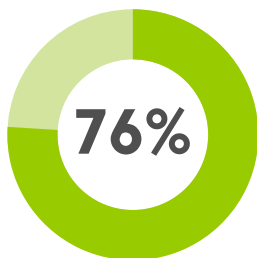
81

Students

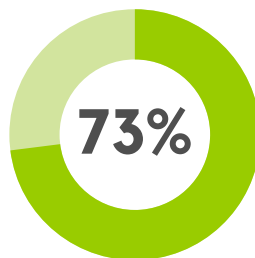
received free one-on-one tutoring and mentoring

 The TLG Rural Program was an incredibly rewarding experience - not only do you form such strong bonds with your fellow TLG volunteers, but you develop leadership and organisational skills, an in-depth cultural awareness, and a new appreciation for education. It was so much fun and so heartwarming to tutor and get to know the students, teachers, and community at Gulargambone Central School and I cannot recommend it enough 

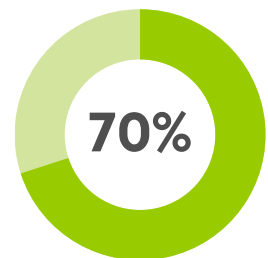
- Celine Goh, Volunteer, Gulargambone Central School



Students found **maths more interesting with TLG**



Students **found it easier to pay attention in class after TLG**



Students **believe learning with TLG will help them in class**



The eMentor Program provides one-on-one mentoring through weekly online sessions, aligned to the Health and Wellbeing curriculum to improve skills such as resilience and emotional intelligence.

Impact Snapshot

39

Volunteers

participated in the eMentor Program as mentors and coordinators

368

Hours

of one-on-one mentoring provided

46

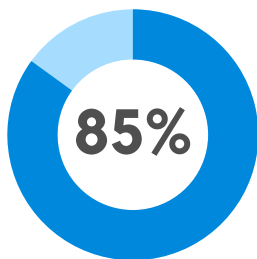
Students

received free one-on-one mentoring

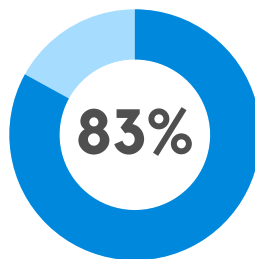


Our students love their e-sessions with their mentors. The one-on-one experience of working with a university student online is exciting and worthwhile. The mentors give up their own time to deliver this program which we are very grateful for.

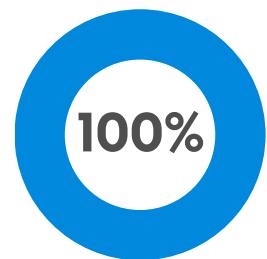
- Tracy, Principal, Morawa District High School



Students would **like to do** the **eMentor program** again



Students **use** things they **learnt with their mentor** outside of the program



Students **enjoyed** the **eMentor program**

Immersion Program

By Teach Learn Grow

The Immersion Program is a service learning experience for high school participants, who travel to a rural or remote school to provide one-on-one tutoring to primary students during a week-long visit. This year, TLG again partnered with Presbyterian Ladies College (PLC) and St Hilda's Anglican School for Girls to run programs at Castletown Primary School, East Manjimup Primary School and Mandurah Primary School. The high school participants are accompanied by school staff and TLG volunteers who act as Team Leaders and support the participants in their Immersion program experience.

Impact Snapshot

44

Volunteers

participated in the Immersion Program as tutors

1256

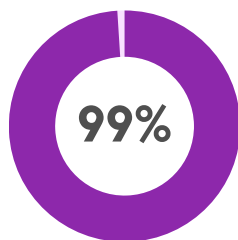
Hours

of one-on-one tutoring and mentoring provided

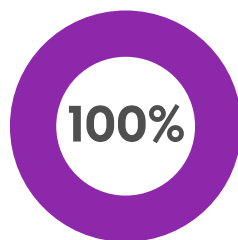
129

Students

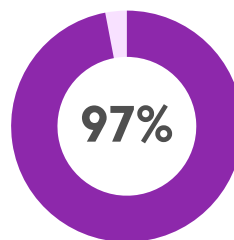
received free one-on-one tutoring and mentoring



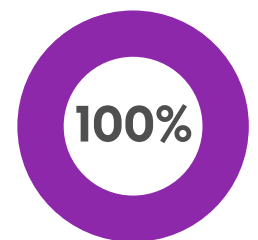
Primary school students would like TLG to return



High school participants believe they made an impact on the student's life



High school participants are more aware of the factors affecting education



High school participants would participate again if they could



This program has definitely highlighted the importance of supporting kids in rural areas, especially in low socio-economic areas. I think it has definitely encouraged me to consider a career in this field.

- Participant, St Hilda's Anglican School for Girls



Our students get to work with older students and role models who will help inspire their education. The intense specific areas of learning assist students in targeting areas of further development.

- Staff, Castletown Primary School

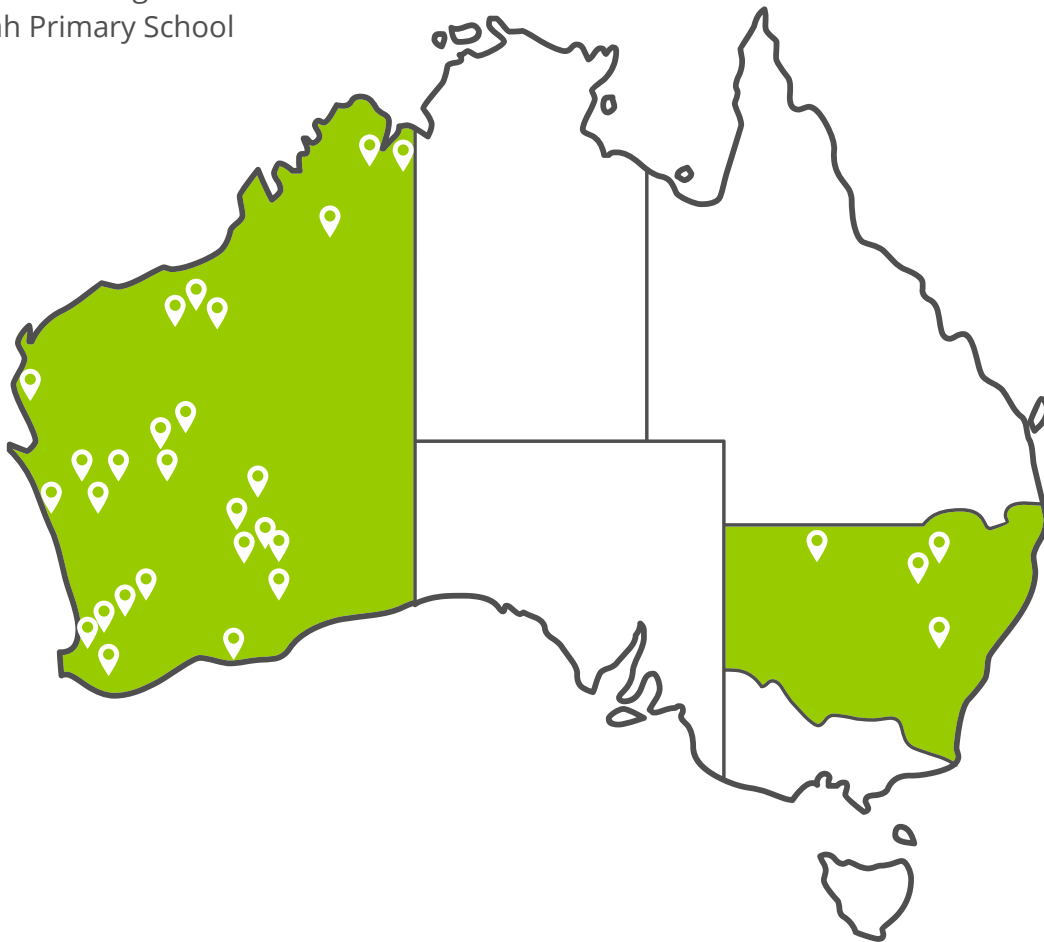


PARTNER SCHOOLS

WA & NSW Schools 2022 - 2023

Allanson Primary School
Boddington District High School
Boulder Primary School
Carnarvon Community College
Castletown Primary School
Coolgardie Primary School
Cue Primary School
East Kalgoorlie Primary School
East Kimberley College
East Manjimup Primary School
Glenroi Heights Public School
Gulargambone Central School
Kondinin Primary School
Laverton School
Leonora District High School
Mandurah Primary School

Marble Bar Primary School
Meekatharra District High School
Morawa District High School
Mount Magnet District High School
Mount Tarcoola Primary School
Mullewa District High School
Norseman District High School
Nullagine Primary School
Pilliga Public School
Wanaaring Public School
Wangkatjungka Remote Community School
Wyndham District High School
Yandeyarra Remote Community School



PROGRAM VOLUNTEERS

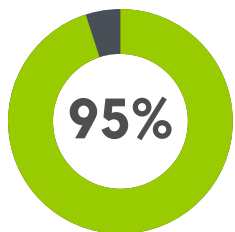
2022 & 2023 Feedback

In the past year, we have maintained our high standard of volunteer satisfaction and continued to improve our volunteer management practices. Our recruitment processes have been simplified with the introduction of new systems, and this has helped us be able to effectively manage applications, volunteer interviews and onboarding. We continue to accept only volunteers who can exhibit the key skills required for their preferred role, including problem-solving, communication and conflict management. TLG is extremely grateful for the ongoing effort, support and involvement of these incredible young leaders who make the TLG programs the success they are today.

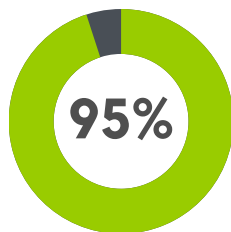
The number of volunteers participating in the 2022 Rural Programs was lower than in previous years as a result of the impacts of COVID-related disruption on the volunteer recruitment and retention cycle. The 2023 Winter Rural Program, however, fortunately, saw volunteer numbers begin to bounce back with 341 new volunteers applying to participate. It is exciting for us to see this increase in growth to hopefully allow us to reach our pre-COVID program scale, which will allow us to expand our reach and help more students.

TLG Rural Programs are always a unique and incredible experience from the people you meet, to the places you go. It is always so genuinely heartwarming to see a kid light up when someone tells them that a dream they have could be a possibility, or they get to meet a young person studying in a field that they hope to enter. The way TLG has the capacity to open eyes to new possibilities is incredible, both for the volunteers who get to learn about regional life and education and for the kids, who get to learn about the world outside of their town

- Program Volunteer



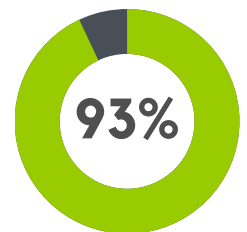
Volunteers **developed skills** that will **benefit** them in the **future**



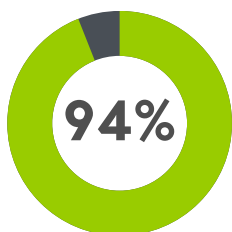
Volunteers are **more aware** of the **factors affecting education**



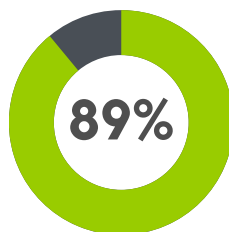
Volunteers would **recommend TLG** to their **friends**



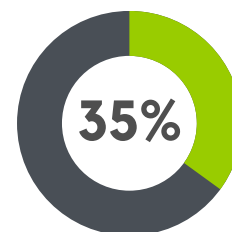
Volunteers are more **confident** about **being a leader**



Volunteers are more **aware** of **lifestyle and cultural practices** **different** to their own



Volunteers studying **education** are **now considering teaching rural/remotely**



Volunteers not studying **education** are now **more likely** to **consider** it as a **career option**

EXECUTIVE VOLUNTEERS

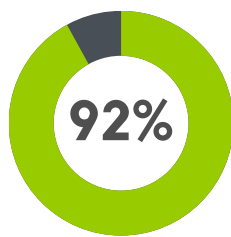
2022 & 2023 Feedback

TLG's amazing cohort of Executive volunteers have supported our day-to-day operations for the past 12 months. The diverse group of 50 WA and 10 NSW members balance their TLG commitments with full or part-time study, employment, extracurricular activities and other volunteering commitments. Each is passionate about improving student educational outcomes and they are the true spirit of the positive, driven and innovative organisation that TLG is today. Executive volunteers are recruited, trained and given ongoing professional development opportunities to improve their skills, as well as frequent recognition for the effort and time they contribute to the organisation, its success and impact.

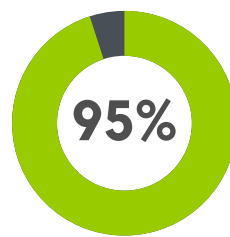
“Being a part of the Exec team has given me the support that has helped me to hit professional development goals that I never thought would be possible. My level of confidence has come in leaps and bounds and I will honestly be forever grateful for that. It has developed a new passion and helped to shape my career.”
- Nadia Shaw, Education Team Volunteer



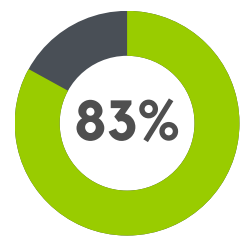
Volunteers would **recommend joining the Executive to their friends**



Volunteers believe the **skills** they have **gained** on the Executive will **help them in the future**



Volunteers **believe members** of the Executive **hold themselves** to a **high standard**



Volunteers **feel a sense of community** within the TLG Executive



SCHOOL STAFF

2022 & 2023 Feedback

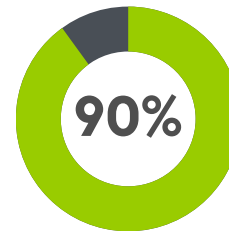
We have ongoing relationships with teaching staff at each of our partner schools and aim to provide the most straightforward experience possible for them in the lead-up to and during the Rural and eMentor Programs. We receive feedback from school staff through surveys, with some of the results below:



School staff believe **TLG helps students reach their full potential**



School staff would **like TLG to work with their students again** in the future



School staff have seen **improved student engagement** as a result of TLG programs



For the school and parents, TLG is a highlight of the term. They are always friendly and enjoy joining in with the school and community. The students really appreciate the one-on-one tuition in maths and often have moments of - oh, I've got it now. We are spoiled. In addition, the TLG volunteers provide awesome role modelling for our students in volunteering and helping others very community-minded.

- Coolgardie Primary School Principal



They were amazing and fit into our school perfectly. The tutors formed positive relationships with the students and created engaging activities to promote learning.

- Carnarvon Community College Deputy Principal



CASE STUDY

Beyond TLG: Demi & Zente

Excerpt from the TLG Leaflet

It's been twelve years since the first TLG Rural Program, which means that we're starting to see some of the exciting long-term impacts of the program. Many of the school principals of partner schools are excited for the kids to meet young people at university – it's something that a lot of regional and remote students don't get to see often, and it can help to open their eyes to their own possibilities. We are now lucky enough to be meeting past students who received TLG Programs who want to give back and encourage students just like them to reach their full potential.

Demi

We were so excited when we were approached by some students at Murdoch Open Day, who told us that they had been TLG students at school, and now were at uni. When we ran into them, it sent us on a mission to try and find some past TLG students, to figure out what they're up to now, and how they reflect on their TLG experiences as adults.

Demi went to Morowa District High School from 2007-2015. She had a TLG tutor on two different occasions during this time. Now, she's at Murdoch University, in her final year of a Bachelor of Science where she has majored in Marine Biology and Environmental Science and Management. "It was always my dream to be able to go to University and study something I loved so much," Demi said. She has had a passion for the ocean and the environment her whole life. "Therefore getting to meet actual students with TLG already going to Uni was so inspiring."



The buzz that surrounded the school during TLG week is something I will never forget. Kids wanting to be at school and excited to learn new things. The excitement was infectious and the fun the TLG team brought made such a big impact on the community.



- Demi

Zente

Zente was a TLG student at Coolgardie Primary School. He remembers TLG visiting numerous times, and even still has three of his old certificates from Rural Programs. Zente is about to start studying nursing, a passion that he links with his desire to help people.

"TLG week was something I got very excited for when I heard that it was coming up," Zente recalled. "I was a very shy kid and didn't really like meeting new people, but the TLG community was a group of people who I was excited to meet as it was always fun."

Zente described TLG week as one of his biggest highlights of attending Coolgardie Primary School. "If I didn't have the experience I did, meeting the people I met like Ashleigh, Chris and Queenie back in 2013, I wouldn't have learnt all the little tips and tricks with learning and be the person I am today."

[You can find the full story on our website.](#)



COMMUNITY ENGAGEMENT

Community Support

Each year, we are overwhelmed by the support we receive through fundraising campaigns, donations, events and other community initiatives.

Containers for Change

Thanks to our community cohort of change makers, through returns and refunds.

3,794

containers
returned and
refunded



\$379

raised for
TLG

Community Donations

Over the last financial year we ran a Winter 2023 Rural Program Fundraising Campaign and received donations from a range of community supporters.

\$6,695 donated by **97**
people

Officeworks Make A Difference Campaign

The Officeworks Make a Difference Appeal is an annual campaign that offers Officeworks staff to select a charity for their store to raise funds for. This June, eight Perth Officeworks stores chose TLG as a partner for the June Appeal! The Officeworks teams learned about the education gap and how TLG works hard to bridge this gap through our programs and by generating awareness.

We were absolutely blown away by how diligently and passionately the staff worked to raise money for TLG, which resulted in \$39,428! One staff member alone raised almost \$3,000 by engaging with and inspiring customers to support kids' education in rural and remote communities.

\$39,428

raised for TLG by
Officeworks staff
and customers



DJINANGINY KAARTDIJIN

Seeing and Understanding:

Learning from Aboriginal and Torres Strait Islander young people about their volunteering experiences.

Project Summary

This project was designed to investigate and improve the capacity of volunteer-involving organisations in Western Australia to engage Aboriginal and Torres Strait Islander (ATSI) volunteers, particularly young people and students at tertiary institutions. The project was supported by Volunteering WA's volunteer management activity grant.

Phase 1: Consultation & Research

The first phase of the project involved consultation with other volunteer-involving organisations to gain insight into their experiences of recruiting and retaining volunteers. A literature review was conducted to examine existing literature related to ATSI volunteering, youth volunteering and student volunteering to establish which practices have been identified as effective.

Phase 2: Survey & Yarning

In the second phase of the project, an online survey was designed and administered to ATSI participants aged 18-30 in order to gain insight into their volunteering experiences. After the conclusion of the survey, a series of one-on-one yarning sessions were conducted, in order to explore individual experiences more deeply.

Phase 3: Ongoing Training

A third component of the project involved investing in training from a number of ATSI organisations to expand our training offering to staff and volunteers. TLG is committed to ongoing development, reflection and improvement of volunteer engagement strategies to ensure all volunteers can engage in positive and impactful volunteer experiences.

Key Learnings

The key learnings from each phase of the project can be found in the project report on the TLG website. These learnings are a useful framework for all volunteer-involving organisations and volunteer managers seeking to improve their practice for this group. The learnings are grouped around the following five categories:

1. Cultural Competency
2. Safety and Inclusivity
3. Meaningful Work
4. Flexibility and Accessibility
5. Ongoing Development



To read about these learnings,
you can find the full report on
our website

UNIVERSITY CLUBS

Achievements and Objectives

The TLG clubs play a vital role in cultivating on-campus culture at the five WA universities and two NSW universities. Each university-affiliated club is public-facing voice to engage new volunteers for TLG programs on each campus. The TLG university clubs have worked harder than ever the past two semesters to re-establish on-campus presence after the COVID-19 world saw a shift to online learning.

The clubs have hosted info sessions, barbecues, fundraiser events, bake sales, O'Day stalls, Club Carnivals, as well as pitching to their university peers in class or displaying flyers across various faculties. TLG has over 300 club committee members who keep the TLG culture vibrant and lively and are a force that drive the growth of our semesterly cohort of Rural Program and eMentor Program volunteers.

Club Committees



OUR LEADERSHIP

BOARD OF DIRECTORS



Shane Devitt
Chairperson



Rachel Lee
Vice Chairperson



James Panerettos
Treasurer



David Sherwood
Co-Founder & Board Director



Rachael Peet
Board Director



David Price
Board Director



Annie Fogarty
Board Director



Ross Jennings
Board Director

STAFF



Bridget Staude
Chief Executive Officer



Cate Leedman
Development Director



Michael Fallon
Finance Director



Hannah Beard
General Manager Development



Kirsten Eva
Program Director



Shannan Moir
Volunteer Director

OUR PARTNERS

CORNERSTONE PARTNERS



IMPACT PARTNERS



GRANTS & IN-KIND PARTNERS



FINANCIAL SUMMARY

Teach Learn Grow's audited financial statements are available in full from the Australian Charities and Not-for-profits Commission website in addition to the summary below.

PROFIT AND LOSS

Teach Learn Grow received sponsorship from Cornerstone partners IGO, AngloGold Ashanti, Northern Star Resources, Gold Fields and new sponsor Pilbara Minerals. We received sponsorship from ongoing Impact partners Atlas Iron, Boab Metals, Fortescue Metals Group, Horizon Power, Novo Resources Corp, Panoramic Resources, Sandfire, South32, and Westgold. Grant funding was received from Volunteering WA, Azure Capital, CBH Group, the Foundation for Rural & Regional Renewal, and Lotterywest. Other income was received through Immersion Program contributions, donations, merchandise sales, fundraising and events along with in-kind support from a number of organisations.

Teach Learn Grow's most significant expenses were staff wages and on-costs, program costs and grant-funded project costs.

Profit and Loss	2023	2022
Total Income	632,914	695,771
Total Expenses	597,183	521,690
Net Profits	35,731	174,081

FINANCIAL POSITION

Balance Sheet	30 June 2023	30 June 2022
Total Assets	499,924	442,854
Total Liabilities	63,101	42,943
Net Assets	436,823	399,911

Teach Learn Grow (TLG) is an incorporated association, incorporated under the Associations Incorporation Act 2015 (WA). ABN is 90 562 114 725 and its registered office is located at Bloom, St Catherine's College, 2 Park Road, Crawley WA 6009. Its status as a Public Benevolent Institution was confirmed in December 2015 by the Australian Taxation Office, as was the organisation's status as a Deductible Gift Recipient and Income Tax Exempt Charity. The organisation enjoys certain other tax concessions and exemptions consistent with its status as a PBI which relate to Goods & Services and Fringe Benefits Taxes. Teach Learn Grow is registered with the Australian Charities and Not-for-Profits Commission. In Western Australia, TLG is registered under the Charitable Collections Act 1946 with Licence No. 21538.

THANK YOU

FOR YOUR CONTINUED SUPPORT TO
BRIDGE THE EDUCATION GAP



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Teach Learn Grow