

Teach Learn Grow Inc.



Annual Report

2013/14

Prepared by James Panarettos
Chief Financial Officer

Our Organisation

Incorporation

Teach Learn Grow (TLG) ABN 90 562 114 725 is a public company limited by guarantee incorporated under the *Corporations Act 2001* (Cth). Its registered office is located at 44 Mounts Bay Road, Crawley, Western Australia.

Charitable status, tax concessions and funding

TLG is registered with the Australian Charities and Not-for-profits Commission as a charity for the advancement of education. It is endorsed by the Australian Taxation Office as an income tax exempt charity.

TLG is registered under the *Charitable Collections Act 1946* (WA) with Licence No. 21538.

Feedback and complaints

We welcome feedback on this report and on our operations more generally. Please send any queries to ceo@teachlearngrow.com.au or write to the Chief Executive Officer, 44 Mounts Bay Road, Crawley, WA, 6009. Acknowledgement and response to the feedback will be given.

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About TLG

The Problem

Since 2000, the performance of Australian students has been declining by international standards, and the gap between the highest and lowest performing students has widened.

"[In Australia], there is an unacceptable link between low levels of achievement and educational disadvantage, particularly among students from low socioeconomic and indigenous backgrounds."

- David Gonski, *Better Schools Plan*

The *Better Schools Plan* found that educational disparity increases with geographical remoteness, Indigenous population concentration, and low socioeconomic background. By Year 10, rural and Indigenous students are on average 1.5 years and 2 years behind their metropolitan peers respectively.

Mission

Teach Learn Grow aims to bridge the gap in education for disadvantaged and indigenous children in rural Western Australia so that their full potential is realised.

Vision

For every West Australian child to have equal opportunities in education, regardless of background, location or circumstance

Our Values

Energetic - Motivation, enthusiasm and passion are the key drivers in our culture

Compassionate – We see potential in every child and are committed to helping every child achieve success. There is a desire in our whole team to improve the lives of the members of the communities we visit.

Empowering - TLG attracts and develops rising young leaders who are passionate about empowering others to reach their full potential.



What does Teach Learn Grow do?

TLG operates a Rural Program which provides free tutoring and mentoring services to rural and indigenous WA students, focussing on consolidating a student's knowledge and inspiring their interest in education. We aim to ensure that each child's full potential is realised. Whilst the direct beneficiaries of the Program are students from Years K-12 at each school visited, volunteers also aim to form sustainable relationships with the general community, thus helping to improve general attitudes towards education.

How does the Rural Program work?



TLG sends volunteers to rural schools twice per year for a week at a time. In 2013, TLG's Rural Program grew to reach 11 schools each program. In November 2013, 180 volunteers were selected and sent to the schools where each child was tutored for an hour per day. Tutors spent two hours a day tutoring and utilised the remainder of the day to mentor children during sports events, science experiments and other activities.

Schools are selected and evaluated based on attendance rates and their Index of Community Socio-Educational Advantage. They are then separated into Tier 1 (high attendance) and Tier 2 (low attendance) schools. All tutors attend two comprehensive training days prior to the Rural Program, learning from experienced teachers and tutors on how to engage students. Training days also include pedagogical training, group-bonding sessions, presentations on community and cultural awareness, and administrative and IT information. In addition to attendance at tutor training sessions, coordinators are further trained to handle contingencies and develop leadership and management abilities. During tutor training days, coordinators facilitate group-bonding sessions and resolve queries. TLG's training sessions result in better prepared tutors and coordinators, who are ready to dive into tutoring and generate a real impact in rural communities.

In only three years since its first Rural Program, TLG has grown to be a fully functioning not-for-profit charity organisation with a full time CEO and a team of 40 volunteer executive officers. This executive team plans and delivers two Rural Programs per year and recently launched our RP Link program delivered by Skype.

How does the Tutoring Centre work?

TLG also operates a Tutoring Centre for high school students in Perth, where all the proceeds raised go directly back into funding TLG's rural program for primary school children. The Tutoring Centre employs over 50 casual tutors and operates throughout the year.

Chairman's Report

The Teach Learn Grow year 2013-14 has seen significant transformation in unique and highly collaborative team achievements. Never forgetting our Vision of overcoming poverty and disadvantage through education, the Rural Program continues to bring about developmentally planned, valuable learning leaps for school children and young people as well as the communities where they live, in Rural and Regional Western Australian.

Underpinning the success of our programs has been the congruence of intellect, energy and dedicated passion, provided by TLG's Volunteer Rural Program tutors, expert administration by the TLG Executive, prudent Governance provided by a highly skilled and relevant Board of Trustees and the exceptional Leadership and proficiency of our Chief Executive Officer, Ms Luisa Wing.

As we enter our fifth year of operations, the Board of Trustees enthusiastically commend the Leadership Team and Executive Team of Teach Learn Grow. We excitedly established the TLG Tutor Centre that is the concept of fee-for service tutoring by expert and competent Tutors, mostly emanating from University Scholars. The recent appointment of our Tutor Centre Manager, Sue Enright, sees us expanding the Tutor Centre to address the growing needs of young scholars in the suburbs of Perth WA, with an allocation of the revenue being returned to the TLG Rural Programs. The "Sustainability Blueprint" of the successful relationship between the Tutor Centre and the Rural Programs will complement the generous and constructive philanthropy of Teach Learn Grow's sponsors, supporters and volunteers. This culminates in an effective and equitable model of capacity building for the future.

The challenges of managing expansion and strengthening of TLG to achieve its worthwhile community support objectives, is foremost in the deliberations of the Board of Trustees, the CEO, Luisa and Tutor Centre Manager, Sue and Executive officers. We aim to collaborate with other noteworthy organisations including corporate and NGO's who are likewise committed to our shared Vision and Values. The winners are the children and young people who are provided a unique opportunity to Learn and Grow, wherever they live, and in whatever they hope to aspire to be in the future.

During the past year the Teach Learn Grow Board has farewelled valued members who have tirelessly given of their time and talents to help shape the culture and success of Teach Learn Grow. We thank: Ms. Bronte Young and Associate Professor Deslea Konza for their generous support and knowledgeable contributions. We also have the privilege of welcoming Mr Shane Devitt to our Board.

As Chairman of Teach Learn Grow Inc. it has been my pleasure and honour to serve alongside our current and past Trustee members. Together with our CEO, our Tutor Centre Manager, our Executive team and our esteemed volunteer Tutor teams, we embark on our future year of building strength, sustainability, and resilience throughout our organisation to the benefit and advancement of children, young people and communities wherever our TLG inspiration is guided.

Peter Bowler

CEO's Report

Since joining Teach Learn Grow in August 2013, I have been truly inspired by the commitment and drive of a team passionate about bridging the education gap for children in WA. The way in which TLG meets challenges and celebrates success is the reason why we are making real change in the community. TLG has grown into a well-known, unique and dynamic organisation, supported by wonderful sponsors and driven by enthusiastic volunteers. This year we visited 24 schools and provided over 10,000 hours of free tutoring and mentoring to the children in rural WA. But the real value can be seen in the results of the work we did. Our testing indicated that 75% of the students we tutored achieved an understanding of numeracy outcomes and 20% of those made significant progress. Surveys conducted with children indicated significant improvement in attitudes towards school. To make this achievement more impressive, TLG tutored and tested children in line with the Australian National Curriculum, a feat unique to our organisation and testament to our dedication for delivering real results.

A large part of our success can be attributed to our ability to build meaningful connections with the schools and children we work with. Our programs would not be possible without the continuous loyalty, support and trust of the teachers and school communities we work in. Of course, we would not have achieved these wonderful outcomes without the generous support of sponsors. TLG has aligned with leading supporters that strengthen our bonds in rural communities and provide us with valuable advice and encouragement. As our primary sponsor, Edith Cowan University not only provided the funds to make our rural program possible, but also venues to train our tutors and coordinators in. Independence Group and Horizon Power also made generous contributions to TLG's program. St George's College provides TLG with an office and a home, a place for our team to meet, work and feel comfortable. St Catherine's College has provided TLG with a venue for our Tutoring Centre. There were also a number of individual, community and corporate contributions that are far too numerous to be listed here.

Our Tutoring Centre also experienced success in its first year of operation. TLG was awarded a Social Enterprise Fund Grant, which enables us to employ a full time Tutoring Centre Manager in the coming year as well as develop software to support the administration and sustainability of the centre. Watch this space, as our Tutoring Centre is set to become bigger and better in the next 12 months. To top off the year, TLG won the prestigious Community Services Award for best Small Not-For-Profit and were named finalists in the Volunteering WA Awards. At TLG we continuously strive to extend the reach of education beyond the barriers of culture and location. We will never be satisfied with the status quo and will constantly seek ways to ensure the potential of every child is reached. Where we have spent the last year building our foundation as an accomplished not-for-profit organisation, we intend to spend the next 12 months increasing our reach, developing high quality programs and tutoring methods, and ensuring sustainability into the future.

Lastly, I'd like to make special mention of the almost 400 young, vibrant and committed volunteers who apply to work with us every Rural Program. In particular, our team of 40 Executive Officers who commit up to 10 hours a week of their own time in the lead up to each Rural Program. These people are our heart and I look forward to working with them into the future.

Thank you to all our stakeholders, sponsors and volunteers for empowering WA children, for your unbridled enthusiasm and for your deep compassion for others.

Luisa Wing

2013/14 Highlights

Number of applications: **776 total**

Final numbers: **403 tutors and coordinators**

Students reached: **1,050 students (K-12)**

Schools visited: **24 total**

Total hours tutored: **10,500 hours**

Sponsorship dollars raised: **\$87,970.00**

- 75% students achieved an understanding of tutored numeracy outcomes and 20% made significant progress
- Attitude surveys conducted at all schools: indicate improvement in attitudes towards schools, math, and high school attendance
- Stakeholder feedback has improved in every area since our last program
- TLG's finances indicate a strong and robustly growing organization

Please refer to Appendix A for quantitative details on outcome improvement.

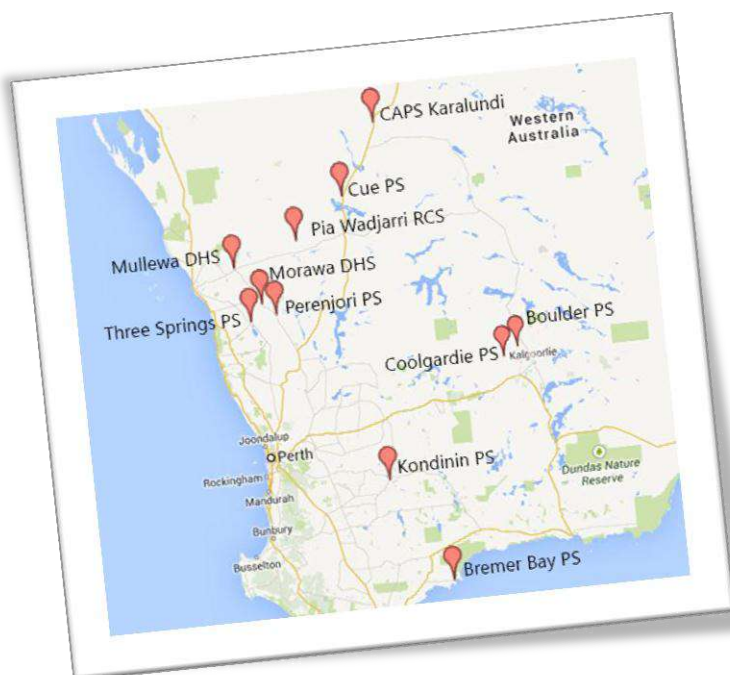
Reflection, and vision going forward

In 2013 TLG really differentiated itself from competing programs by delivering a fresh approach to mentoring disadvantaged WA kids. We achieved our key reform of aligning our outcomes with the new National Curriculum, and acknowledge the continual process of improving tutor material and testing methods. TLG visits a very diverse range of schools and this is why we're working towards tailoring our approach for Tier 1 and Tier 2 schools.

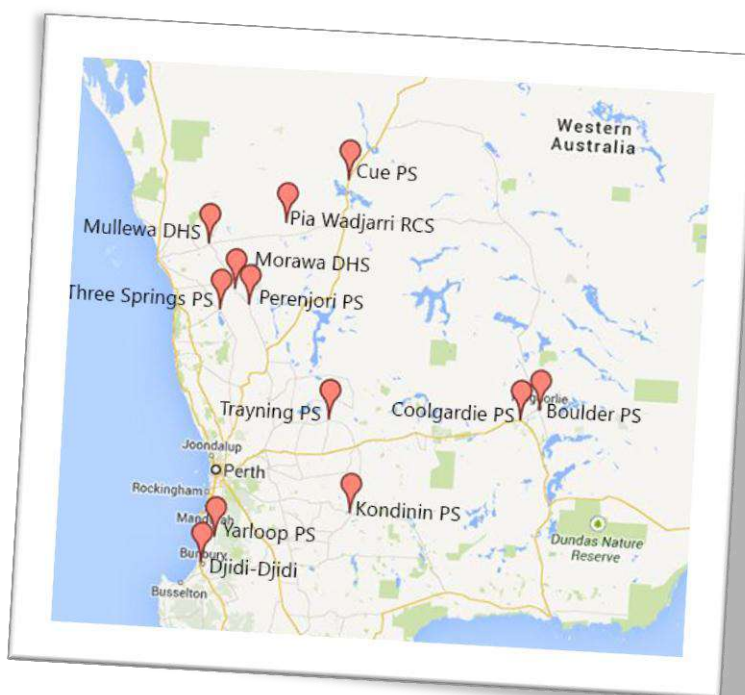
Tutors are amazed at how much they learn on the program, especially in terms of cultural and geographical awareness. Certain incidents that occurred during the program prompted a review into our Occupational Health and Safety procedures and training.

In 2014, we're staying committed to our aim of delivering one-on-one tutoring to all children at all schools, despite difficulties arising from varying student attendance. We saw community engagement as a huge success this year, whereby parents, Elders and community groups were interviewed informally by members of the TLG executive in order to get a better understanding of the issues facing the communities we visit. Another key reform for 2014 is implementing new policies and procedures and working with children training. We've already appointed a new compliance officer to put this into action for our June program. TLG is building ties all the time – with schools, the community, and sponsors. With improved finance controls and reporting mechanisms we plan to keep sponsors happy and remain audit friendly. Finally, we've completely overhauled our organisational structure, introducing C-Tier, EM's and Officers, and tidying up roles and responsibilities.

Schools visited during Nov/Dec 2013 program:



Schools visited during June/July 2014 program:



* Note that TLG visited Boulder PS and Morawa DHS during both June and July of 2014.

2013/14 Rural Program Partners

Gold Partner



Silver Partners



INDEPENDENCE GROUP NL
ABN 46 092 786 304



St George's College

PERTH · WESTERN AUSTRALIA

Other Partners



Sponsorship

Thank You

TLG would not be able to run the Rural Program without the unwavering support of our partners.

- **Edith Cowan University** sponsored TLG for one year to visit 11 schools in both the **June 2013 and November 2013 Rural Programs**, and has now been TLG's principal sponsor for 5 consecutive Rural Programs.
- **Independence Group** sponsored TLG for one year to send 20 volunteer tutors to **Coolgardie PS** and **CAPS Kurrawang** during the **June 2013 Rural Program**, and 20 volunteer tutors to **Coolgardie PS** and **Boulder PS** during the **November 2013 Rural Program**.
- **Horizon Power** sponsored TLG for one year to visit **Cue PS** during both the **June 2013 and November 2013 Rural Programs**.
- **Trinity College** sponsored TLG for one year to guarantee **15 Trinity College residents** places as volunteer tutors and coordinators during the **June 2013 and November 2013 Rural Programs**.
- **Murdoch University** sponsored TLG for half a year for the **November 2013 Rural Program**.
- **Bremer Bay Primary School** sponsored TLG for half a year to send 10 tutors and 2 coordinators to **Bremer Bay PS** during the **November 2013 Rural Program**.
- **Bunbury Leschenault Rotary Club** sponsored TLG for half a year to guarantee **3 ECU Bunbury students** places as volunteer tutors and coordinators during the **November 2013 Rural Program**.
- **St. George's College** contributed in-kind sponsorship to TLG for **one year** (commencing July 2013), providing TLG with **office space and meeting venues**. **St. Catherine's College** contributed in-kind sponsorship to TLG for one year (commencing July 2013), providing venues for the operation of the **TLG Tutoring Centre**.

Teach Learn Grow Portfolios

Administration / IT

Data collection at TLG has improved rapidly over the past two years, although sourcing qualitative and quantitative data which reflects the whole picture behind the Rural Program remains a challenge. Surveys and testing indicate that TLG tutors continue to have a positive impact on students' understanding of math concepts and their attitude towards school.

Our Quality Assurance Officer has analysed past data collection strategies and started developing more comprehensive surveys for tutors, students, teachers and parents to complete. This data has been instrumental in shifting TLG's recruitment focus and altering our approach to setting math outcomes for students on the Rural Program. Additionally, our Compliance Officer developed a Policy Manual to provide formal guidance on managing health and safety issues that could arise on the Rural Program.

Education

The last year saw large reforms in testing and tutoring through the alignment of outcomes to the Australian National Curriculum. Teachers were asked to provide TLG with specific curriculum outcomes for each child that the tutor was required to work on. Children were tested on these outcomes at the start and at the end of the week. The result of this change meant that tutoring was targeted and tailored to the needs of each child and meant that each child had the opportunity to progress in specific areas that were presenting as gaps in their education. The education team is currently reforming the testing process and streamlining outcome progression procedures for tutors.



In response to concerns that the Rural Program fails to provide ongoing support to students, TLG launched its brand new Rural Program Link in August 2013. Past tutors volunteered to continue tutoring 12 students via Skype over a period of five weeks. We used the program StudyLadder to work on Pattern and Algebra, Fractions and Decimals, Number and Place Value, and Length.

As in previous years, tutors and coordinators were trained in tutoring methods and the testing process. In addition, in order to address feedback concerning a lack of hands-on training for new tutors, interactive training sessions were introduced. These sessions, led by teachers at Hale Primary School and Roseworth Primary School, allowed tutors to gain real experience before embarking on the rural program.

Please refer to Appendix A for quantitative details on outcome improvement.

Finance

Over the past year, the Finance portfolio made a number of key reforms, including ratifying a new Purchasing & Expenditure Policy which streamlined and standardised organisation-wide processes for the purpose of consistency and audit quality. This policy was the first of its kind in TLG, and a major step forward in improving organisational processes and controls. It was made in consultation with various members of the executive, including the CEO and the board for final approval. Further improvements to the finance portfolio came into effect early this year when a new Finance Officer was appointed and the Purchasing Officer role was replaced with EM Expenditure. By separating the purchasing and banking functions, this imposed complete segregation of duties controls over cash and expenses. Finance has played an integral role in ensuring compliance to auditing and not-for-profit standards.



Internal Relations

This year saw a range of new initiatives devised by our Internal Relations team to boost volunteer morale, ensure committee members accrue practical skills, and provide a stronger support network. These included:

- introducing a monthly Internal Relations Newsletter;
- launching monthly Town Hall meetings for all committee members to attend;
- inviting professionals to conduct training sessions for committee members;
- improving the TLG of the Month awards, which recognise diligence, leadership and initiative demonstrated by committee members;
- matching committee members with professional mentors;
- running our first TLG alumni event; and
- developing a relationship with Teach for Australia.

Along with their standard recruitment and induction duties, the Internal Relations team also revised the structure of the Executive's Schools Visit to great success. Due to the transitory nature of university volunteers, there were many changes in our organisational structure in 2014. The following recruitment techniques were used to attract the best and brightest:

- Headhunting from elite groups (BPhil & Fogarty)
- Online recruitment via application form
- Offers to past tutors with suitable backgrounds (eg. education and finance students)
- Approaching lecturers for recommendations

Marketing

Marketing became increasingly innovative this year, branching out into new media and refining TLG's online presence. The following projects were launched:

- A quarterly Sponsorship Newsletter;
- A brand new website interface;
- A new traditional media strategy targeting print and radio campaigns;
- A social media lip dub video campaign; and
- A revised merchandise collection including durable slap bands for students tutored on the Rural Program.



The team also continued to update TLG's social media accounts and design posters and flyers for the recruitment of Rural Program and Tutoring Centre tutors. The marketing team combined with Sponsorship to promote efficiencies and achieve vertical integration.

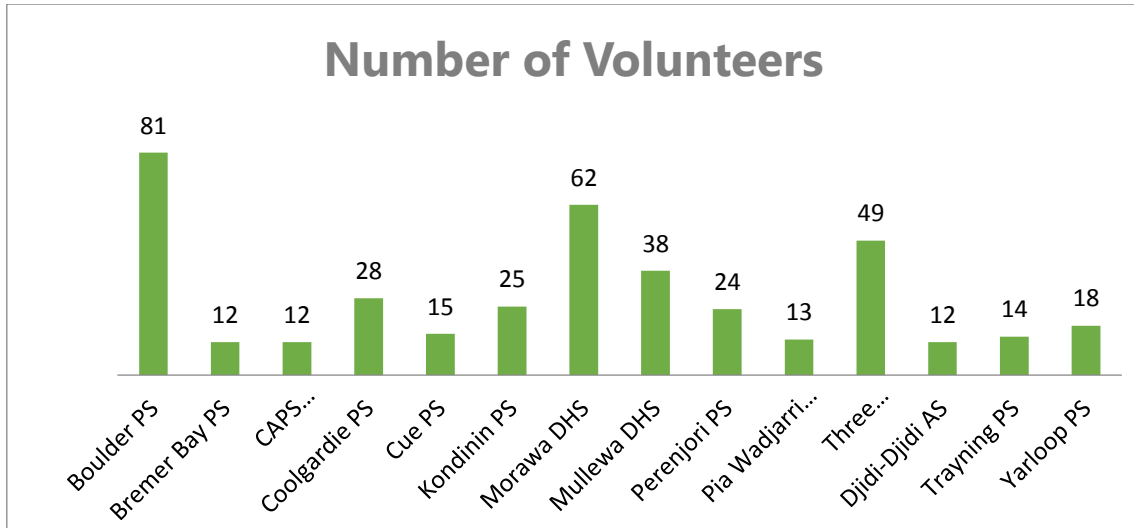
Operations

The rural program has continued to expand, conducting 11 week-long trips in the November/December program and 14 in the June/July program. This enabled 403

university volunteers to reach 1,050 rural and indigenous students in need. The schools were selected based on a low ICSEA (an index that measures socio economic disadvantage, geographic remoteness and indigenous concentration), continuity from out past programs, and synergy with other schools that we were visiting. In two cases, larger schools received two consecutive weeks of tutoring, to accommodate greater student numbers and allow TLG to be able to provide one-on-one tutoring to as many students as possible.

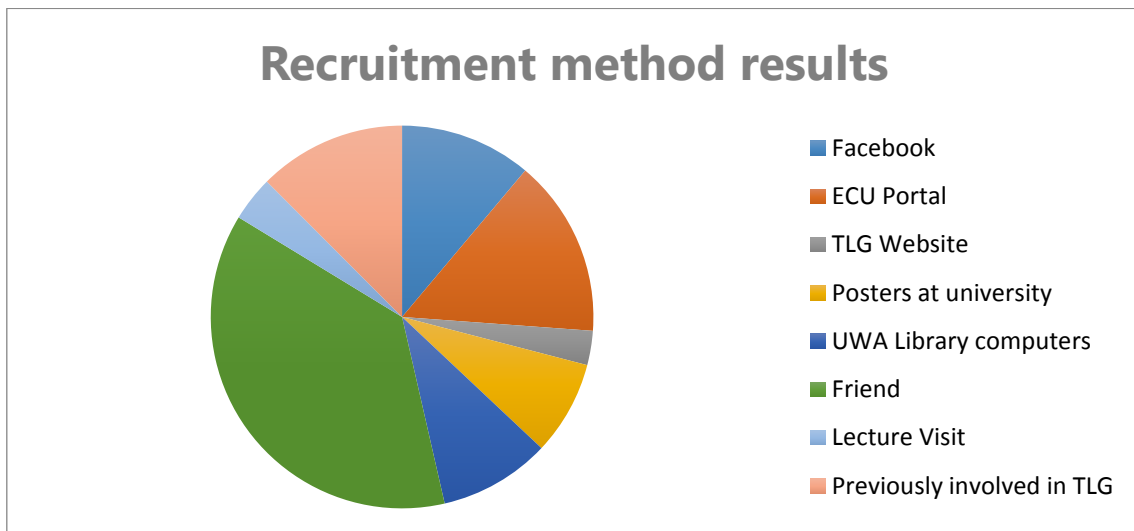
Training for coordinators has been improved from previous years, completing 5 training sessions in leadership, communication, welfare, educational outcomes, community engagement, budgeting, creating meal plans, organising lunchtime and after-school activities, and allocating tutors to students. These skills enabled them to manage their teams of tutors more effectively and hit the ground running.

Schools and community organisations generously arranged our volunteers' accommodation, which included providing classrooms to sleep in, arranging free access to community sporting centres and libraries, or local scout camps. We extend our thanks to the school principals and community organisations for facilitating this process. Once again, we travelled via TransWA (train and bus) wherever possible to reduce costs and pollution.



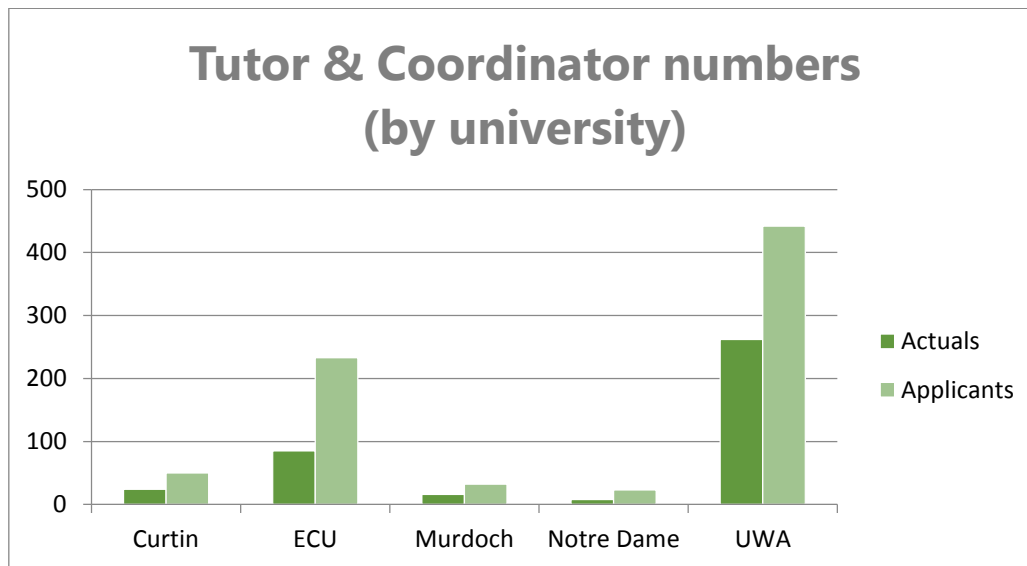
Recruitment

In both programs, the recruitment team were easily able to meet targets for application numbers, particularly in the June/July program, which received a record 450 tutor applications. This was a huge improvement on previous programs and was achieved through a number of means, including: recruiting through our usual channels (advertising on university library computers; distributing flyers; putting up posters; hosting orientation day stalls; giving lecture presentations; and spreading through word-of-mouth); targeting students at all five WA Universities for the first time; and increasing the tutor deposit (which is refunded at the end of the Rural Program) from \$30 to \$100.



The recruitment team has faced a number of challenges, however, which they have not yet overcome. These include the low rate of ECU students and Murdoch students being accepted and attending the program, often due to conflict with Practical assessments. The recruitment team is continuing their efforts to have a greater presence at Curtin University, Murdoch University and both ECU campuses in an effort to receive more applications from students of

all fields of study at these universities. In addition, recruitment has highlighted the goal of having higher retention rate of past tutors and a lower rate of tutor dropouts as an area of improvement for future programs. It was noted that a high number of applicants attending ECU dropped out at the second stage due for a number of reasons including conflicts with Prac timing. We continue to work towards increasing attendance by ECU students on our rural programs, especially those with an education background.



During the interview process, the recruitment team also gathers data pertaining to applicants' experience managing gifted students, Indigenous students, students with special needs, first aid, and students with disabilities.

Directors

The names of the Directors present during part or all of the period from 1/07/13 to 30/06/14 are:

PETER BOWLER

Position: Chair and Director
Number of meetings attended: 6

DAVID SHERWOOD

Position: Co-Founder and Director
Number of meetings attended: 5

TRAVIS ELLIOTT

Position: Co-Founder and Director
Number of meetings attended: 5

DAVID BEAN

Position: Director
Number of meetings attended: 5

GEOFF METCALF

Position: Director
Number of meetings attended: 4

JULIA TURNER

Position: Director
Number of meetings attended: 4

BRONTE YOUNG

Position: Director
Number of meetings attended: 3

SHANE DEVITT

Position: Director
Number of meetings attended: 1

JOHN SHERWOOD

Position: Director
Number of meetings attended: 1

DESLEA KONZA

Position: Director
Number of meetings attended: 1

Appendix A - Education Outcomes

Figure A.1 RP Quantitative Results

■ Achieved Understanding
 ■ Significant Improvement
 ■ Unsatisfactory understanding



Figure A.2 : How much do you enjoy reading? (scale 1 - 5)

■ Before
 ■ After

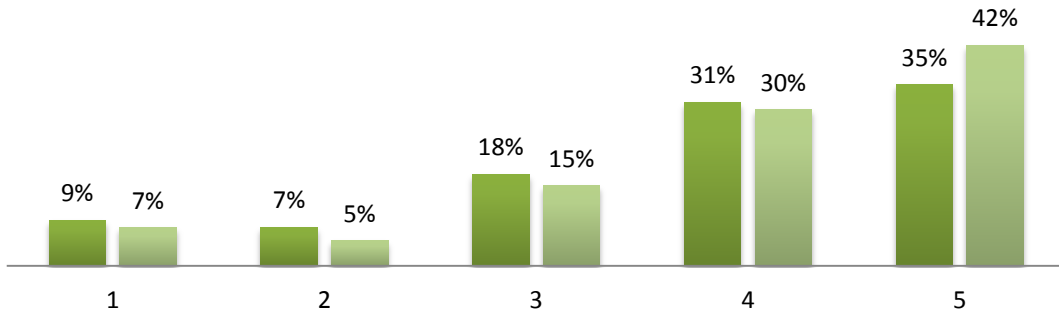


Figure A.3 : How much do you like doing maths? (scale of 1 - 5)

■ Before
 ■ After

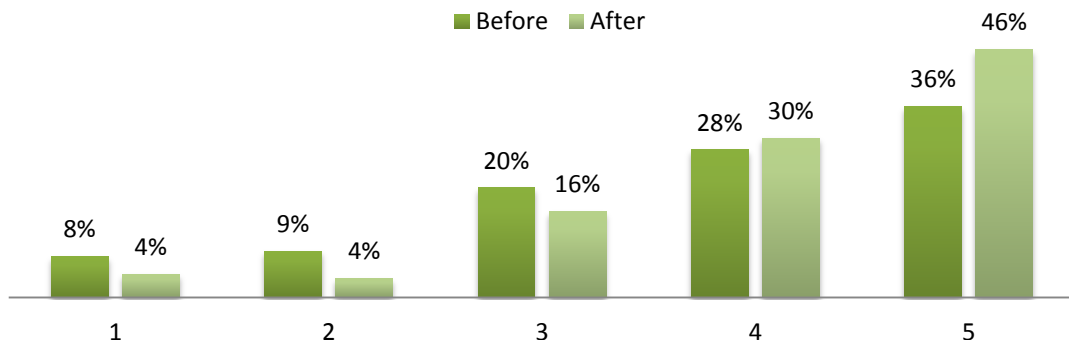


Figure A.4 : How much do you like school? (scale of 1 - 5)

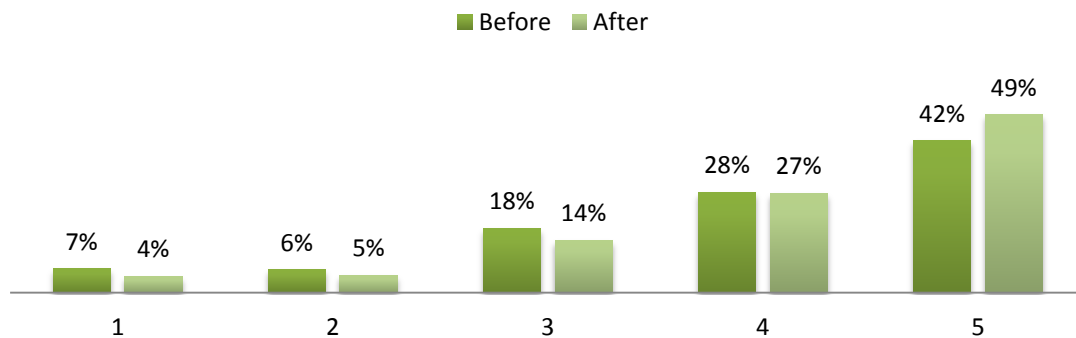


Figure A.5 : When you come to school in the morning how do you feel? (scale of 1 - 5)

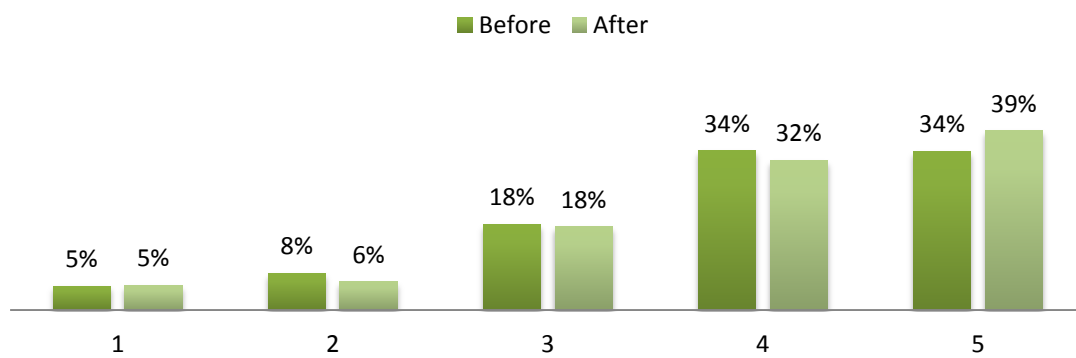
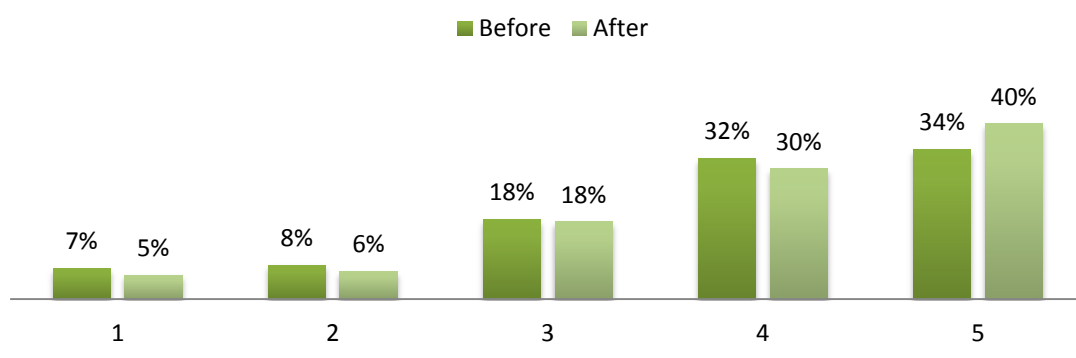


Figure A.6 : When you are reading in class, how do you feel? (scale of 1 - 5)



Appendix B - Financial Reports

Statement of Financial Position as at 30 June 2014

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The TLG Tutoring Centre
 St George's College, 44
 Mounts Bay Road Crawley
 ABN: 90 562 114 725
 Email: treasurer@teachlearnngrow.com.au

Balance Sheet

As of June 2014

Assets	
Current Assets	
Bank Accounts	
Society Cheque Account - TC	\$3,383.70
SCA 10314991 Rural	\$53,256.31
Bus Online 10317586 Rural	\$128,393.08
Total Bank Accounts	\$185,033.09
PayPal Accounts	
PayPal Bank Account	\$21,474.90
Other Current Assets	
Trade Debtors	\$120.00
Advance payments	\$11,845.20
Total Other Current Assets	\$11,965.20
Total Current Assets	\$218,473.19
Total Assets	\$218,473.19
Liabilities	
Current Liabilities	
GST Liabilities	
GST Collected	\$16,677.80
GST Paid	-\$2,834.06
Total GST Liabilities	\$13,843.74
Payroll Liabilities	
PAYG Withholding Payable	\$4,548.00
Superannuation Liability	\$1,873.72
Total Payroll Liabilities	\$6,421.72
Grant Money 2014 RP	\$42,225.78
Grant Money 2014 TC	\$108,538.37
Balance of Grant Money 2012-13	\$21,971.11
Balance of Grant Money 2011-12	\$14,720.00
Tutor Deposits for RP	\$19,600.00
Trustee Deposits	\$70.00
Total Current Liabilities	\$227,390.72
Suspense	-\$55.56
Total Liabilities	\$227,335.16
Net Assets	-\$8,861.97
Equity	
Retained Earnings	\$12,640.35
Current Year Earnings	-\$21,753.48
Historical Balancing	\$251.16
Total Equity	-\$8,861.97

This report includes Year-End Adjustments.

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Profit & Loss Statement for the period 1/07/2013 to 30/06/2014

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The TLG Tutoring Centre

St George's College, 44

Mounts Bay Road Crawley

ABN: 90 562 114 725

Email: treasurer@teachlearnngrow.com.au

Profit & Loss Statement

July 2013 To June 2014

Income	
Rural Program	
Bank Interest RP	\$1,102.28
Donations RP	\$8,659.33
Grant Income RP	\$54,837.36
Prize Monies RP	\$5,000.00
Services Income RP	\$6,566.00
Sponsorship RP	\$6,000.00
Total Rural Program	\$82,164.97
Tutoring Centre	
Tutoring- Home Visits	\$42,882.00
Tutoring- TC	\$20,903.00
SEF Grant	\$12,661.63
Total Tutoring Centre	\$76,446.63
Total Income	\$158,611.60
Total Cost Of Sales	\$0.00
Gross Profit	\$158,611.60
Expenses	
Administration Expenses	
Admin Amenities	\$59.09
Admin Audit Fees	\$651.34
Admin Conferences & Seminars	\$550.00
Admin Communications	\$161.36
Admin Equipment Purchases	\$2,206.05
Admin Gifts	\$29.05
Admin Meetings	\$298.31
Admin Parking Expenses	\$4.64
Admin Printing	\$200.78
Admin Recruitment	\$1,294.00
Admin Supplies	\$1,717.64
Admin Wages	\$62,925.76
Total Administration Expenses	\$70,098.02
Consultants Dave Sherwood	\$3,500.00
Other: Xmas Party	\$185.00
RURAL PROGRAM	
Bank Charges RP	\$65.80
Consumables Tutor Food RP	\$7,662.55
Courier & Postage RP	\$20.55
Craft & Stationery RP	\$1,007.70
Educational Resources RP	\$596.24
Gifts for School RP	\$186.46
Insurance RP	\$2,070.26
Internet RP	\$185.45
Prizes for Students RP	\$91.81
Promotion and Media RP	\$5,432.46
Recruitment RP	\$839.00
Telephone-RP	\$556.36
Training RP	\$362.17
Transportation RP	\$30,835.62
Uniforms RP	\$2,620.40

This report includes Year-End Adjustments.

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The TLG Tutoring Centre

St George's College, 44

Mounts Bay Road Crawley

ABN: 90 562 114 725

Email: treasurer@teachlearnandgrow.com.au

Profit & Loss Statement

July 2013 To June 2014

Total RURAL PROGRAM		\$52,532.83
TUTORING CENTRE		
Bank Fees TC	\$205.45	
Bank Paypal Fees TC	\$679.28	
Bookkeeping TC	\$4,530.00	
Computer Hardwre & Cons'ble TC	\$176.36	
Computer Software & Support TC	\$1,021.75	
Information Technology TC	\$193.09	
Marketing: TC	\$3,930.60	
Insurance Workers Comp TC	\$937.48	
Superannuation TC	\$6,696.25	
Wages: Tutoring Team	\$35,663.62	
Total TUTORING CENTRE	\$54,033.88	
Total Expenses		\$180,349.73
Operating Profit		-\$21,738.13
Total Other Income		\$0.00
Other Expenses		
Other Expense	\$15.35	
Total Other Expenses		\$15.35
Net Profit/(Loss)		-\$21,753.48

The logo for Teach Learn Grow Inc. features the company name in a bold, green, sans-serif font. The word 'Teach' is on the left, 'Learn' is in the middle, and 'Grow Inc.' is on the right. A green leaf with a white vein is positioned above the 'n' in 'Learn', and a small orange fruit with a green stem is positioned above the 'o' in 'Grow'.

Teach Learn Grow Inc.

teachlearngrow.com.au

Luisa Wing

Chief Executive Officer

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