TEACH LEARN GROW

Bridging the gap for rural and remote students





"When I grow up I want to be a TLG tutor"

Peter (8) Trayning Primary School

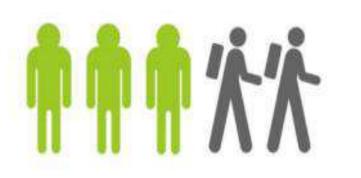


1361 Students Tutored

The problem



12x



2.5 years

more likely

3 in 5

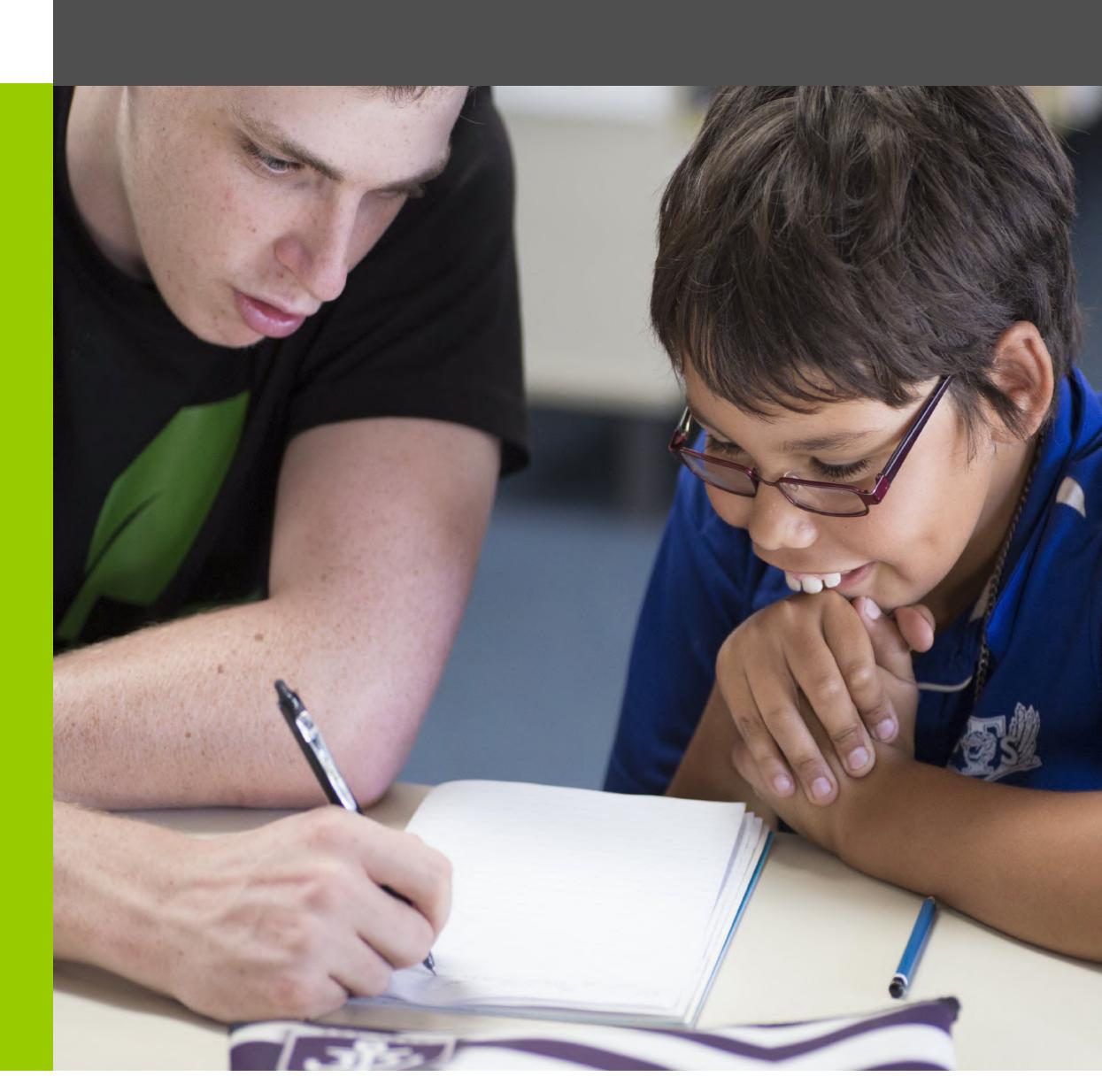
Low income students are behind high income students Remote kids are much more likely to be below the minimum standard in maths Indigenous kids in remote areas will never finish school "[In Australia], there is an unacceptable link between low levels of achievement and educational disadvantage, particularly among students from low socioeconomic and Indigenous backgrounds."

- David Gonski, Better Schools Plan

So what is our aim?

Our vision is for every child in Australia to have equal opportunities in education regardless of location, background or circumstance.

Our mission is to improve the educational outcomes and aspirations of rural and remote students in sociodisadvantaged areas so that they can reach their full potential.



Message from the Chief Executive Officer

Over this past year, TLG has continued to go from strength to strength. The 2017 winter rural program saw the tutoring program grow from 15 schools last Summer program to 21. The tireless efforts of our 53 executives and more than 250 coordinators and tutors are to be credited for the success of the program.

Teach Learn Grow's goal of bridging the educational gap between rural and metropolitan primary schools remains at the forefront of our operations. Since 2000 the performance of Australian students has been declining and the education gap inturn widening. Through our core values of passion, teamwork & perseverance we believe that we will move closer to achieving our goals.

The eMentor program remains a strong complement to our rural program providing throughout the year support to rural school students even when our tutors are not out in the communities. Our recent eMentor redevelopments will allow our students to receive even stronger mentoring as they are preparing for their high schools years.

We are excited to embark on this next chapter of Teach Learn Grow, as we help it to grow to reach many more primary students in need.

Ella Ganfield
Chief
Executive
Officer

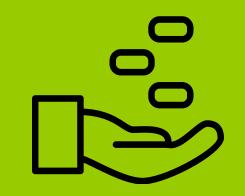


2016/17 Highlights

Significant operational, financial and strategic development has unfolded in the last year, in line with TLG's strategic plan. Highlights include:

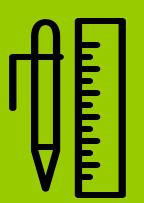
- Record number of schools participating in the Rural Program, 21 in total.
- Implementation of a schools immersion program.
- Reform throughout the eMentor program.
- Development of a new STEAM program.
- Education training of volunteers improved and more interactive.
- Creation of a brand new mainstream line of TLG merchandise.
- Creation of a school based portal for our tutors/ coordinators.
- Redevelopment of Tutoring centre practices.
- Implementation of recruitment video interviews.
- Creation of an external donation drive.

Further developing our financial sustainabiltiy



Diversifying revenue streams to ensure that TLG's funding model is sustainable going into the future.

Development of programs



To ensure that our rural and ementor programs are always progressing and developing with the latest educational philosophy.

People & culture



Further developing ways to increase team culture through social events, awards and alumni engagement.

Marketing



Expand our marketing reach to not only university students but also the surrounding West Australian community.



Chairperson's Report

2016/17 will be remembered as a year of change. Our former CEO, Travis Ricciardo, and former General Manager, Dimitrio Sidi, left us during the year to pursue their individual career ambitions. Travis and Dimi did an outstanding job in leading TLG and, through their efforts, left the organisation in a much better position than when they entered it — which is what we should all aspire to. In April 2017, the role of CEO was awarded to Ella Ganfield and Ella has hit the ground running, making significant progress against the action plan already. Ella has been ably supported by our new Chief Operating Officer Marcus Leong and Chief Financial Officer Tyler Reysenbach.

In 2016 we also farewelled long term Board member, and one of TLG's founders, Travis Elliott, as well as Board members David Bean and Remielle Kelly. All three made significant contributions to TLG's success and their commitment and passion for the organisation was greatly appreciated. To help fill their shoes, we welcomed Tim Russell, Scott Meacock and Annie Fogarty to the Board. Tim, Scott and Annie bring a wealth of knowledge and experience with them in their various fields and will play a significant role in helping TLG grow.

The year of change continued in our approach to planning. In October 2016 TLG Board and Executive came together to review the year's activity, which generated the topics for discussion for a very successful planning session held in November 2016. As a result of this work the strategic plan was updated and a new action plan created for 2017.

EC

"At the heart of all we do is our vision for every West Australian child to have equal opportunities in education, regardless of background, location or circumstance.

The revised plan included the development of four strategic priority areas: financial sustainability, our people, our programs and marketing and communications. The inclusion of these priority areas has provided a greater focus on what is important to the organisation and sets the foundation for the next step in the planning process, to establish some long term, measurable goals.

Financially, Teach Learn Grow is in a very healthy state and everyone is committed to maintaining this state and growing the organisation's reach in terms of children mentored. At the heart of all we do is our vision of an Australia where all children, regardless of background, location or circumstance, reach their potential. And as an organisation, we are proud to continue to provide high quality, interactive learning opportunities for school children and young people, knowing that for each child mentored we go that little bit closer to achieving our vision. This couldn't be achieved without the commitment, passion and ceaseless energy of TLG's Executive and Volunteers and the support and guidance of the Board of Trustees.

It has been my honour to serve with our Board of Trustees, our CEO, and Executive team and our valued army of volunteers and I am confident TLG will continue to grow in leaps and bounds in 2017/18.

Julia Turner Chairperson





"One of my students has really bad attendance and after ringing his parents on the first day to let them know that he had been selected for a special program, he was sent straight to school. He came each day of that week and has come most days since. He really enjoyed his tutor and came back pleased to class after each session"

— Janet Bedells Avonvale Primary School Teacher





"Improving educational attainment and attitudes towards school are key focuses of addressing educational inequality"

The Rural program began in 2011 with two university students who had a passion for bridging the rural and metropolitan education gap. The program was initiated with one midwest primary school and has now grown to 21 schools strong. Our program runs twice a year for a week in June and a week in December. After rigorous training the tutors, led by their two coordinators travel via Transwa to their respective schools.

The rural program consists of two programs, the first being the Sprouts program and the second being Saplings. On Sprouts the classroom teachers of the students identify a mathematics outcome that the student needs assistance with. TLG is able to measure improvement in educational attainment of this outcome through curriculum aligned testing and attitudinal changes through surveys before and after each program. Improving educational attainment and attitudes towards school are key focuses of addressing educational inequality.

The Saplings program also has a Maths outcome focus, however, is overall more about increasing attendance and improving the student's attitudes towards school. Saplings, like Sprouts, also consists of beginning and end of the week school attitudinal surveys, however, differs from Sprouts as there are no 'tests'. Saplings also has a more holistic focus which includes lessons involving art, dance and now STEAM.

13,610

1,361

Volunteer hours of one-on-one tutoring

Primary school students received free one-on-one tuition

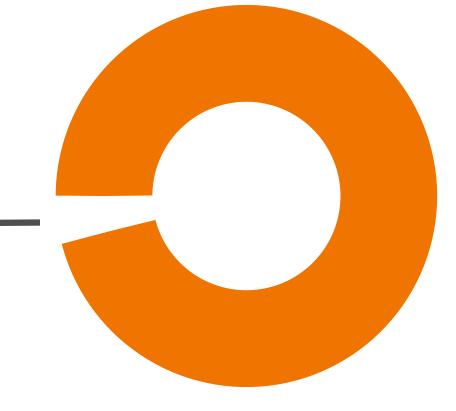
454

21

Volunteer tutors

Rural and remote schools

96% students now feel they are better at maths



73% students improved attitudes towards school



67% achieved understanding





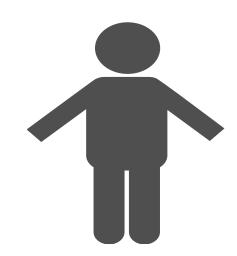


STEAM Initivative

STEAM is a newly emerged education concept that encourages children to be taught academic subjects coupled with real world issues. STEAM, however, is formally known as the integration of science, technology, engineering, the arts and mathematics. It aims to teach students vital problem solving and computational thinking skills, something that TLG wishes to encourage further in our Saplings program. Our 2017 winter rural program saw our first STEAM initiative which was developed and run in 3 of our midwest schools (Yulga Jinna RCS, Mt Magnet DHS & Meekatharra DHS). TLG developed a weeklong STEAM project which saw the students challenged to design moving cars out of a box of random materials. The overall success of TLG's first STEAM program is a credit to the tireless efforts of our education team. The program saw our students working more collaboratively to solve the problem at hand and then build on the problem to innovate new solutions.



3 schools



111 students tutored



"Mount Magnet District High School was extremely receptive to the pilot STEAM program we ran - the students were engaged and super excited to come to school! There was a wide range of problem solving and creative thinking that went into making our cars - it was extremely rewarding to see students test them and be proud of their hard work. STEAM allowed us to utilize and summarize much of the learning and thinking we had been working on during the week, demonstrating to the students what they are capable of."

Nina Horeb, TLG Coordinator & Education Officer

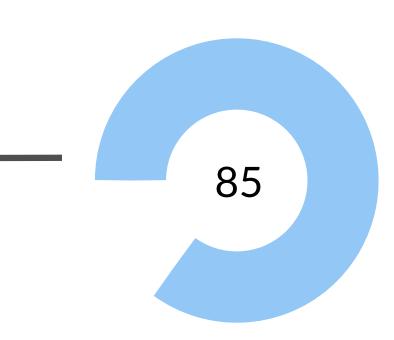




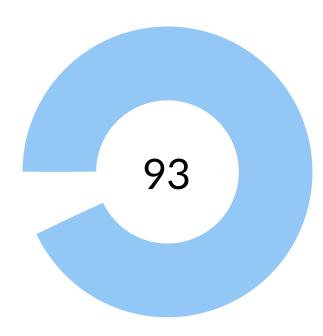
"Thanks for giving our student the opportunity to interact with the mentors. They really enjoy the experience and look forward to participating in the program. Nulsen Primary School look forward to the TLG team's visit later in the term"

Darren Clarke, Nulsen PS

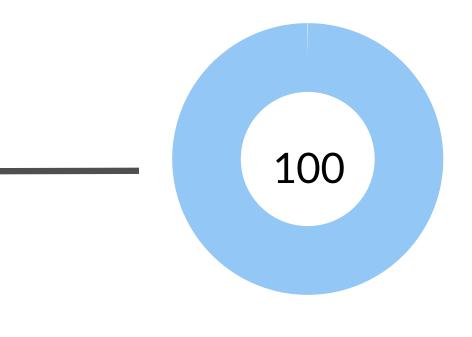
85% of TLG mentors feel more confidents about being a leader



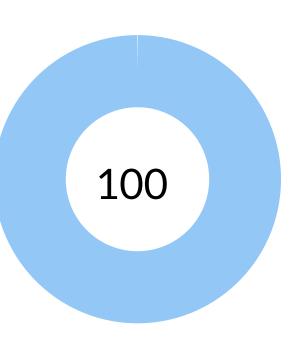
93% of mentors are more aware of the socio-economic factors affecting education in rural communities



100% of teachers surveyed felt that students' resilience improved over the program.



100% of teachers surveyed felt that the program supplemented classroom — learning







eMentor was initially developed to enable the students to receive valuable mentorship when the tutors were not in the rural communities. This last year has seen the team cut back on their school reach to consolidate their programs and make necessary changes to our software. Semester 1 of 2017 saw the team completely redefine the program with designing outcome based, curriculum aligned programs that were built to encourage the students' emotional and social development. The team has designed 9 unique programs which help the students to tackle anything from goal setting to bullying. Teachers have the ability to nominate selected year 5/6 students to participate in this 14 week program which runs over two semesters. Each selected student participates in two unique programs over the year.

Ementor is measured against the personal and social capabilities found in the Australian curriculum and each child is given a scale grade after completing each session.

primary school students received free one-on-one mentoring

525

volunteer hours of one-on-one tutoring

70

volunteer mentors

6

school programs



Our Schools

Our schools are indentified and selected based on their ICSEA. An ICSEA looks at the socioeconomic status of a community and how that affects their education (See *myschool- guide to understanding ICSEA values for further information).

At TLG we identify an eligible school if they have an ICSEA value of 930 and below. Schools are identified and approached in rural and remote WA areas to gauge interest in the program. Alternatively, we have schools approaching us due to their interest in the program.

Once an initial relationship is established our school's officer arranges the logistics with the school including appropriate accommodation for the tutors and mathematics outcomes for the students.

At Teach Learn Grow we pride ourselves on delivering a program that works with the needs of our schools individually to achieve the best outcomes for the students.

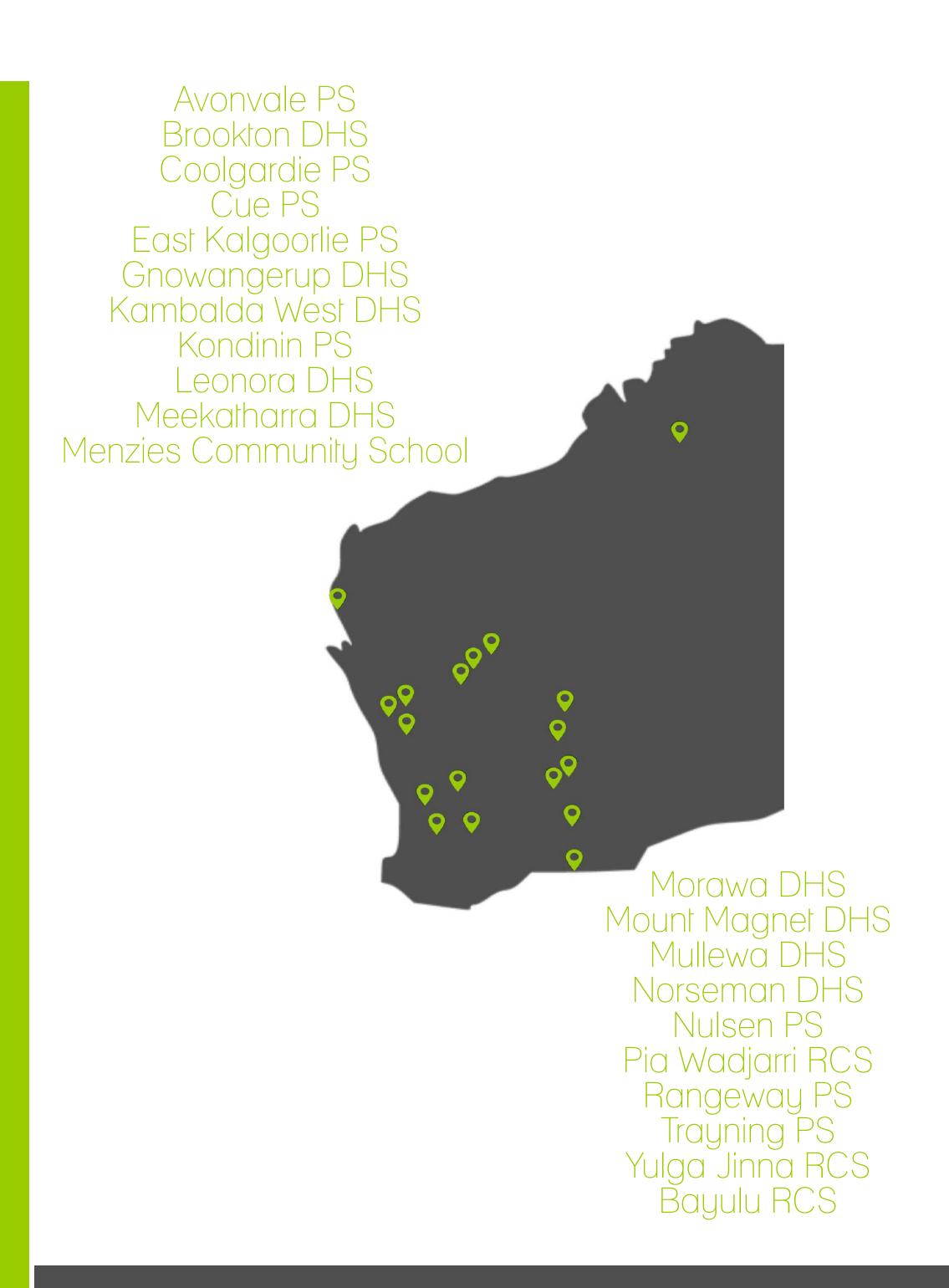
https://acaraweb.blob.core.windows.net/resources/Guide to understanding ICSEA.pdf

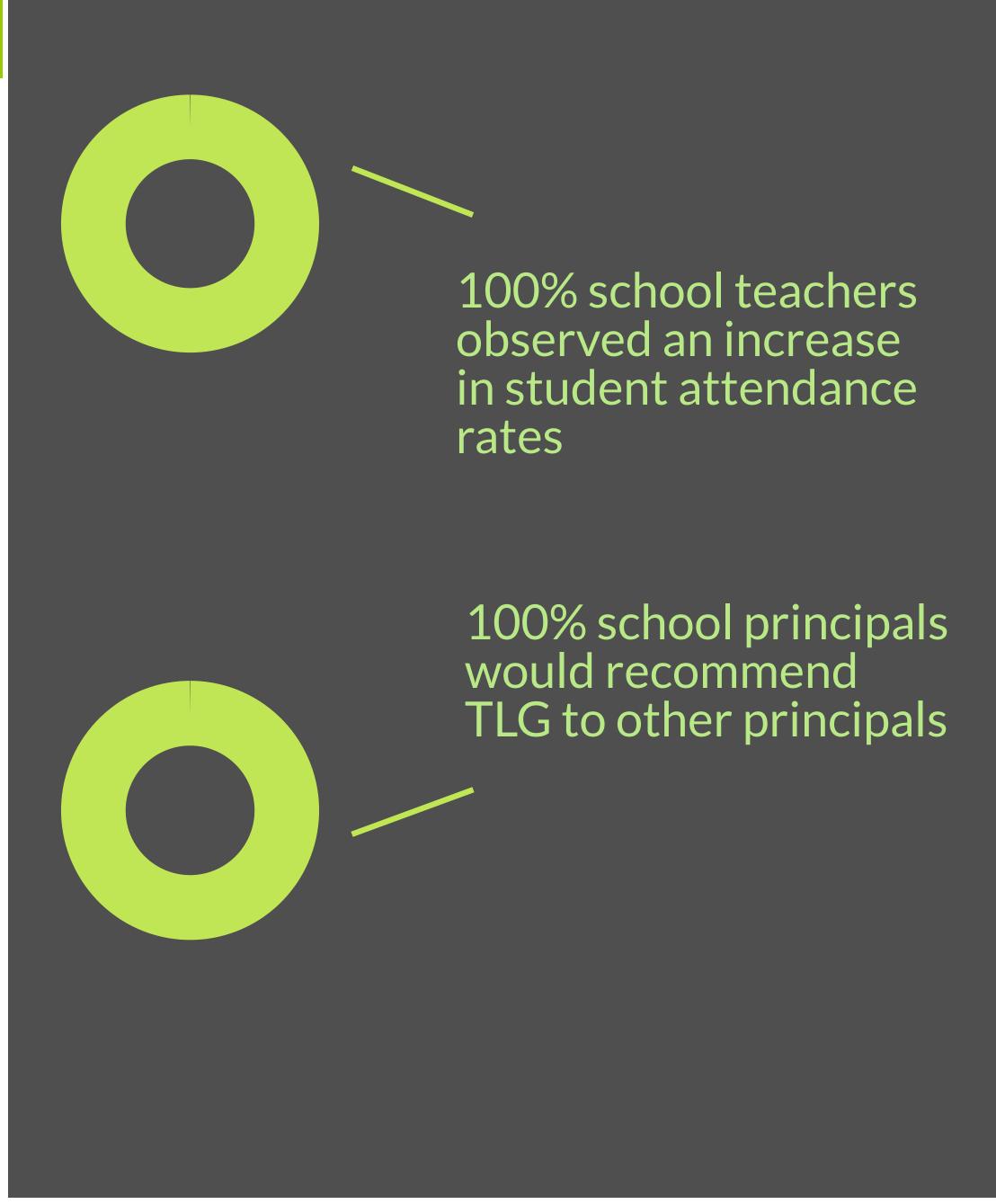
"We are very impressed with the program. It was fantastic having the tutors working at the school with the students. They bonded very quickly with the students, were always very professional and engaged in activities, which the students caught onto."

- Liz Tucker, Mount Magnet District High School, Principal

"Staff enjoy the enthusiasm around the school during the week of TLG, at a time when their energy levels are low. This positive attitude rebounds around the school. Students benefit greatly from getting to know their tutor and being exposed to different careers and study."

> - Bernadette Delaney, East Kalgoorlie Primary School Principal







Our Volunteers



Of the volunteers who are not already studying education, 24% would now consider teaching as a career option after the TLG programs

This past year over 500 coordinators, tutors and eMentors participated in our various programs. Our volunteers go through a rigorous recruitment process of an initial application, two interviews and three training sessions (including an interactive training session in a school).

2017 saw the introduction of video interviews. Video interviews were put in place to streamline the process of working through over 400 applications. The use of video interviews has also been beneficial as it has allowed us to cross reference all applicants which reduces bias.

Our volunteers are a valued part of our team and culture.



90% of volunteers are now more confident about being a leader



98% of volunteers are more aware of the socioeconomic factors that affect education

TLG SnapShot



"Seeing the impact your encouragement and support can have on a student's confidence is incredibly fulfilling, and is one of the main reasons I love visiting these schools. Although there's an emphasis on teaching, it's fantastic that your influence isn't restricted to just being in a classroom behind the desk. The TLG rural program is a phenomenal opportunity to engage with students around rural Western Australia and empower them with the confidence to pursue their goals"

Deion Bonser, TLG Tutor



Our Team

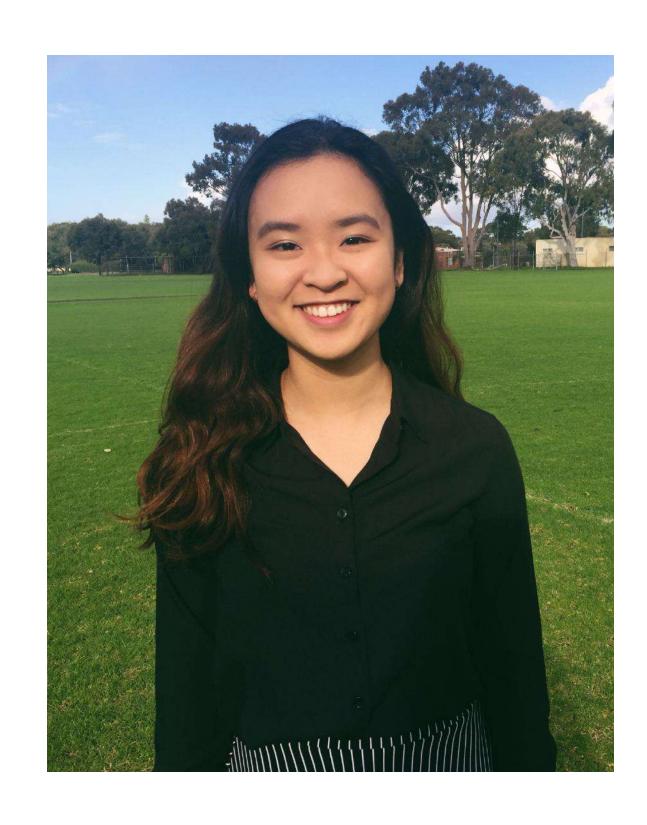
The TLG executive is made up of 53 enthusiastic young people who make the day to day TLG operations successful. 50 of our executive are volunteers and our Chief Executive Officer is a full time employee.

The past year we were excited to welcome two new paid part time positions for our Chief Financial Officer and Chief Operating Officer. This change was imperative to support our current operations and implement plans for the expansion of TLG's programs.

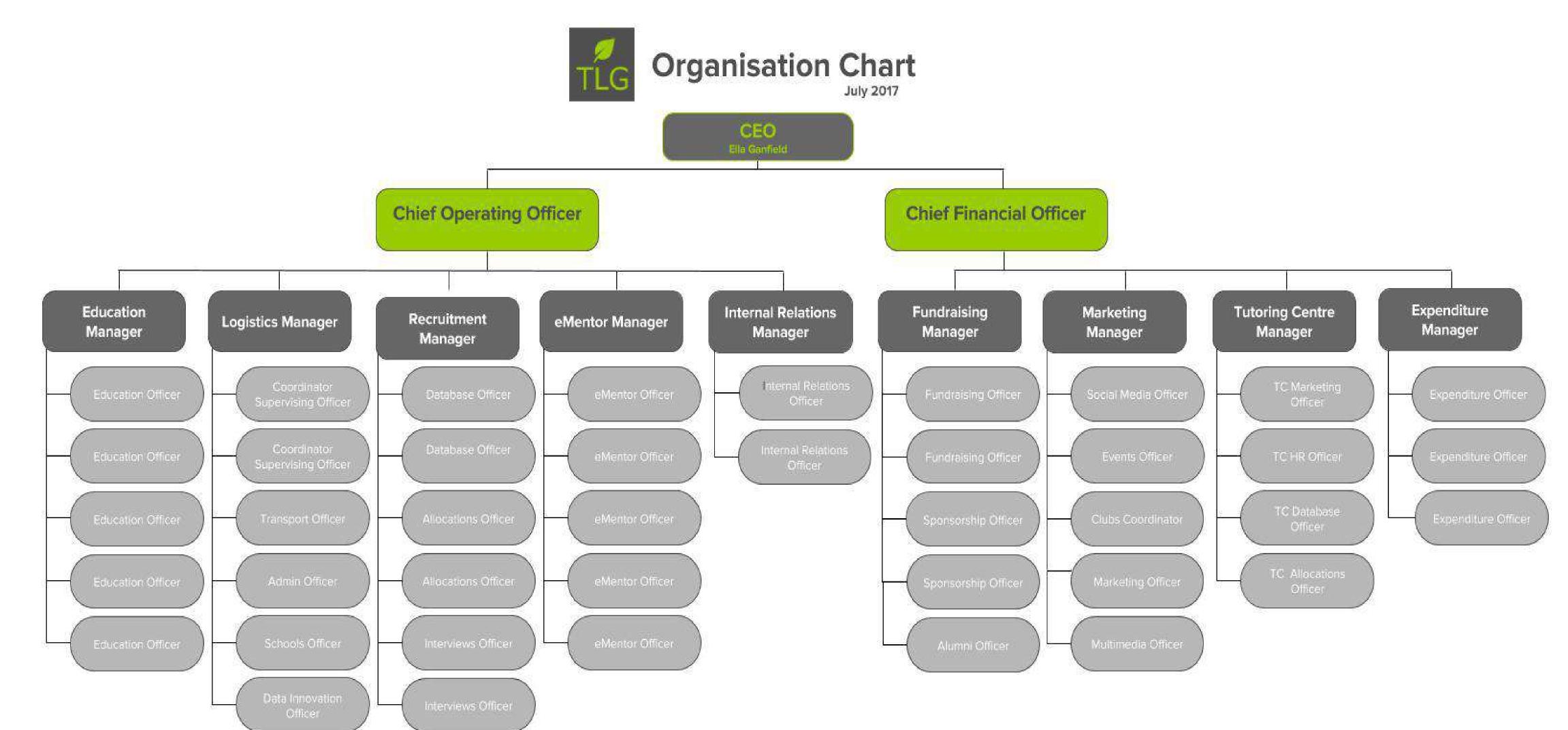
Further changes to the executive include the introduction of the Internal Relations team. Their responsibilities include professional development, culture building, and conflict resolution.

The executive this year has risen to the challenges we have faced as our programs have continued to expand. The executive is an integral part of our sustained development and continues to be a valuable asset to the ongoing growth of TLG.

"In the last two and a half years, my time on the TLG executive has helped me develop both my professional and personal skills as well as discovering a passion for the change people can create through Human Resources. The people in the executive are all incredibly committed to the cause and I am continually being inspired by those around me. I am excited to see where TLG goes in the future and hope to still be involved in this one of a kind organisation."



Danielle Shim Internal Realtions Manager



TLG Organisation Chart



Our Partners



Edith Cowan University

Edith Cowan University has supported TLG since inception in 2011. Sponsorship from ECU enabled over 6 rural and remote schools to receive tutoring this last year. ECU also provide inkind support through venue hire for volunteer training and an office at the Mount Lawley campus. We are proud to have an affinity with one of Australia's leading educational institutions.



Sandfire Resources NL

Sandfire resources have supported TLG since 2016. Sponsorship from Sandfire has enabled 5 rural/ remote Midwest schools to receive the Rural Program in both June and November this last year.



Independence Group NL

Independence Group NL (IGO) have supported TLG's efforts to address educational disparity since 2012. This financial year IGO sponsored 5 rural schools to receive TLG's program in the Goldfields Esperance region. They have also had three of those schools participate in our eMentor program.



Goldfields Australian Foundation Incorporated

Goldfields have supported TLG since 2016. Sponsorship from Goldfields has enabled 3 rural/remote schools to receive the Rural Program in both June and November across the Goldfields.



Our Partners



Horizon Power

Horizon Power have supported TLG since 2013. Sponsorship from Horizon has enabled 3 rural/ remote schools to receive the Rural Program in both June and November across the midwest region.



Transwa

Transwa buses, coaches and trains have been used to transport our 500+ tutors to rural schools across WA since 2012. Following on from the growth of our partnership in 2016, Transwa continues to provide significant in-kind transportation support enabling TLG to reach more students across the state.



Squire Patton Boggs

Squire Patton Boggs has been a valued part of TLG since early 2015. Through Squire we are able to access necessary legal advice and assistance to help us with all of our policy based operations.



Tate Family Foundation

The Tate Family Foundation generously donated to Teach Learn Grow in the first half of 2017. Sponsorship from the Tate Family has enabled TLG to grow to continue to support more WA rural and remote primary schools.





The TLG Tutoring Centre is a social enterprise that endeavours to financially support TLG's rural programs. The Tutoring Centre provides tuition services to metropolitan students of Perth, catering for students as young as Year 1 all the way up to Year 12. Our tutors undergo an extremely selective and rigorous recruitment process, ensuring impeccable understanding of subject content and fantastic communication and teaching abilities. Regular workshops and seminars are attended in order to maintain these skills, and update knowledge as the school curriculum continues to change. Since its induction just over a year ago, it has grown into a continually growing and very successful business.

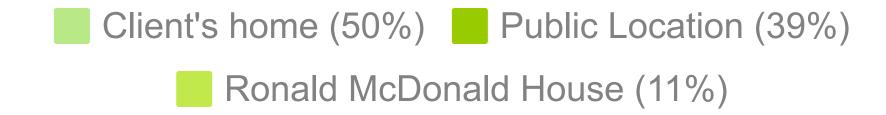
In the last financial year, the Tutoring Centre provided a total of 1600 hours of tutoring, over 1400 lessons being attended. Our partnership with Ronald McDonald House has been an important aspect of the Tutoring Centre's outreach, accounting for roughly 10% of revenue. Another partnership that the Tutoring Centre has established is with Subiaco Library to run a fortnightly Digication Programs, which aim to educate the public on internet usage and computers in order to keep up with a very technologically driven society.

The Tutoring Centre has expanded from a small venture into an agency that employs over 40 active tutors all over Perth. Our tutors tutor an average of 60 hours per week.



Tutoring Centre Locations





Lesson Hours by Location



At Public Location (38.62%) At RMHC (7.53%)



Our Board

Julia Turner - Chairperson

Julia is the Marketing and Communications Director at Edith Cowan University (ECU). In this role, Julia has responsibility for ECU's brand development and management, the development and implementation of the Marketing and Recruitment plans, corporate communications, corporate events, student recruitment (domestic and international) and the website management. Julia has been with ECU since 1994. Prior to that, Julia held various management roles in the marketing department of Telstra in WA over a 9 year period. Julia holds a Bachelor of Psychology from UWA and a Master of Business in Marketing from ECU.

James Panarettos - Treasurer

James brings with him a wealth of finance industry experience from previous roles at BHP Billiton (Singapore) and PwC (Perth). His social impact interests have spurred his research in Development Economics (poverty alleviation) at Peking University HSBC Business School in China. James is the only UWA student to have received the prestigious New Colombo Plan Fellowship, under which he was granted a full scholarship by the Australian Government to study at the National University of Singapore. As a New Colombo Plan Fellow, James represents Australia on the international stage as an ambassador to Singapore and China.

Annie Fogarty- Board Member

Annie, with her husband Brett, established The Fogarty Foundation in 2000 and has been the Executive Chairperson since inception. Annie has experience in public and private stakeholder engagement and liaison, project management and development of effective partnership relationships. In 2013, Annie was made a Member of the General Division of the Order of Australia for 'significant service to equity, access and advancement of education in Western Australia'. In 2014, Annie was awarded an Honorary Doctorate of Education by ECU. Annie is an Ambassador for Children and Young People in WA and has been acknowledged by ACEL (WA) as Pre-Eminent Educator.

David Sherwood - Deputy Chairperson

Dave is the co-founder of London based company Bibliotech - the Spotify for Textbooks. As the 2013 Western Australian Rhodes Scholar, Dave studied PPE (Philosophy, Politics & Economics) at Oxford University after his BSc (Chemistry & Physics) at the University of Western Australia. Dave's rural schooling experience at Bunbury Senior High School inspired him to co-found TLG to enable rural and Indigenous students to reach their full potential.

Shane Devitt-Board Member

Shane is a Koori man with over 24 years experience providing Governance, Internal Audit, Controls Optimisation and Risk Management services. He has provided these services to a diverse range of public and private sector clients across Australia, USA and New Zealand. Shane has a long history with PwC and now is the Principal Consultant at Dumaresq Creek Consulting. He is currently the Group Manager Risk and Compliance at HBF. Shane is a Chartered Accountant and a Certified information Systems Auditor.

Scott Meacock - Board Member

Scott is an Associate at international law firm Squire Patton Boggs (AU), specialising in corporate and commercial litigation. He has acted for clients in a variety of industry sectors, including energy and resources, commercial property, financial services and intellectual property and technology. He has experience volunteering in activities seeking to promote engagement by primary and secondary school students in their own education and, with a young family, he is keenly aware of the importance of educational opportunities for all children. Scott holds a Bachelor of Laws and Bachelor of Commerce from the University of Western Australia.

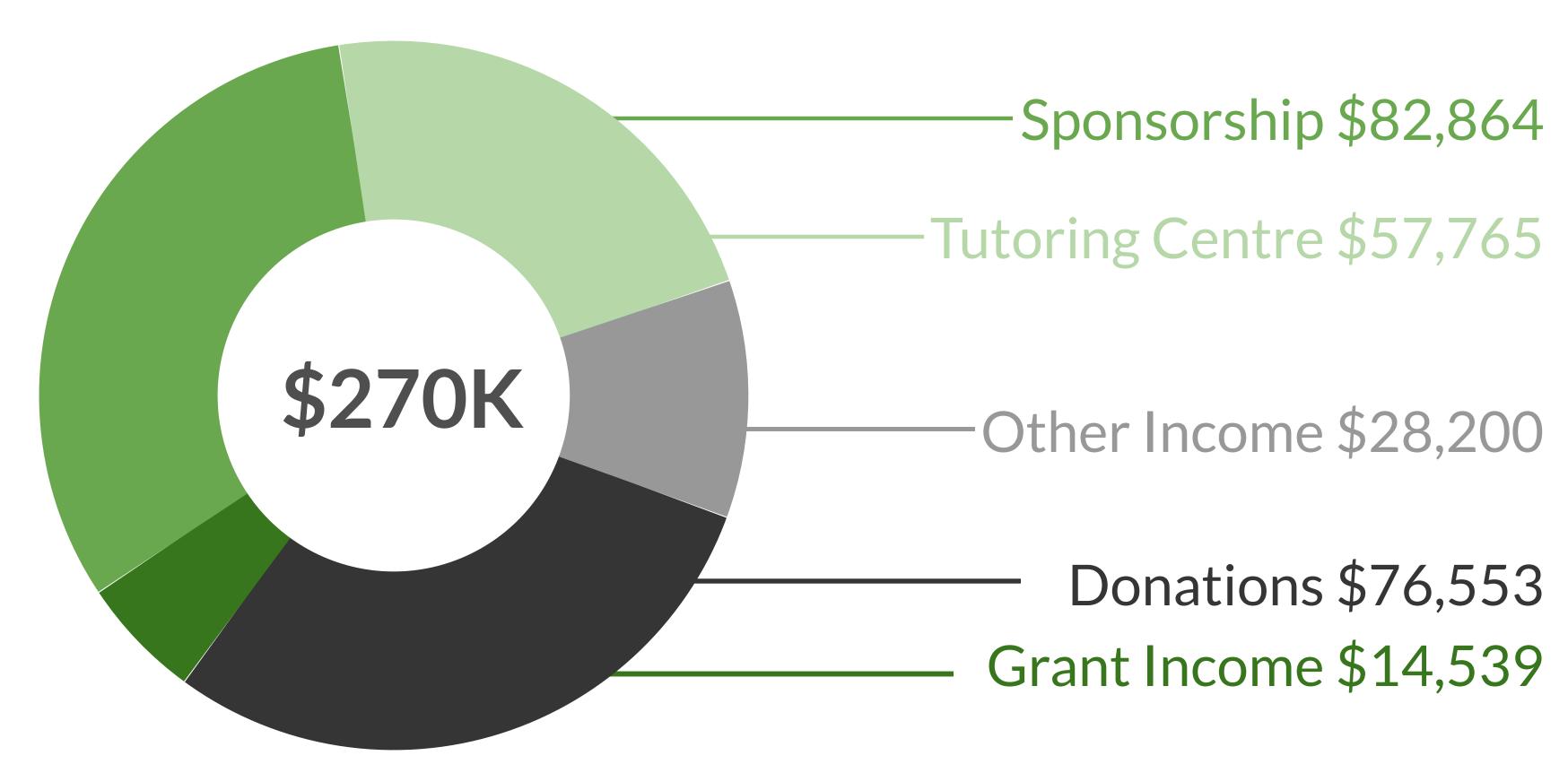
Timothy Russell- Board Member

Tim is currently acting as the Dean of Student Wellbeing at All Saints' College. In his substantive role of Head of Service Learning at the College he was responsible for building fully embedded Service Learning program for students from Pre-Primary through Year 12, while also providing service opportunities for staff, parents and alumni. Through this program the College is seeking to nurture the growth of an informed and aware community whose sights are set beyond their own immediate needs and wants, and who are equipped to respond to others with compassion and empathy. In this role he worked with TLG to set up the first TLG program run by senior secondary school students, extending the reach of the rural program into the Kimberley.

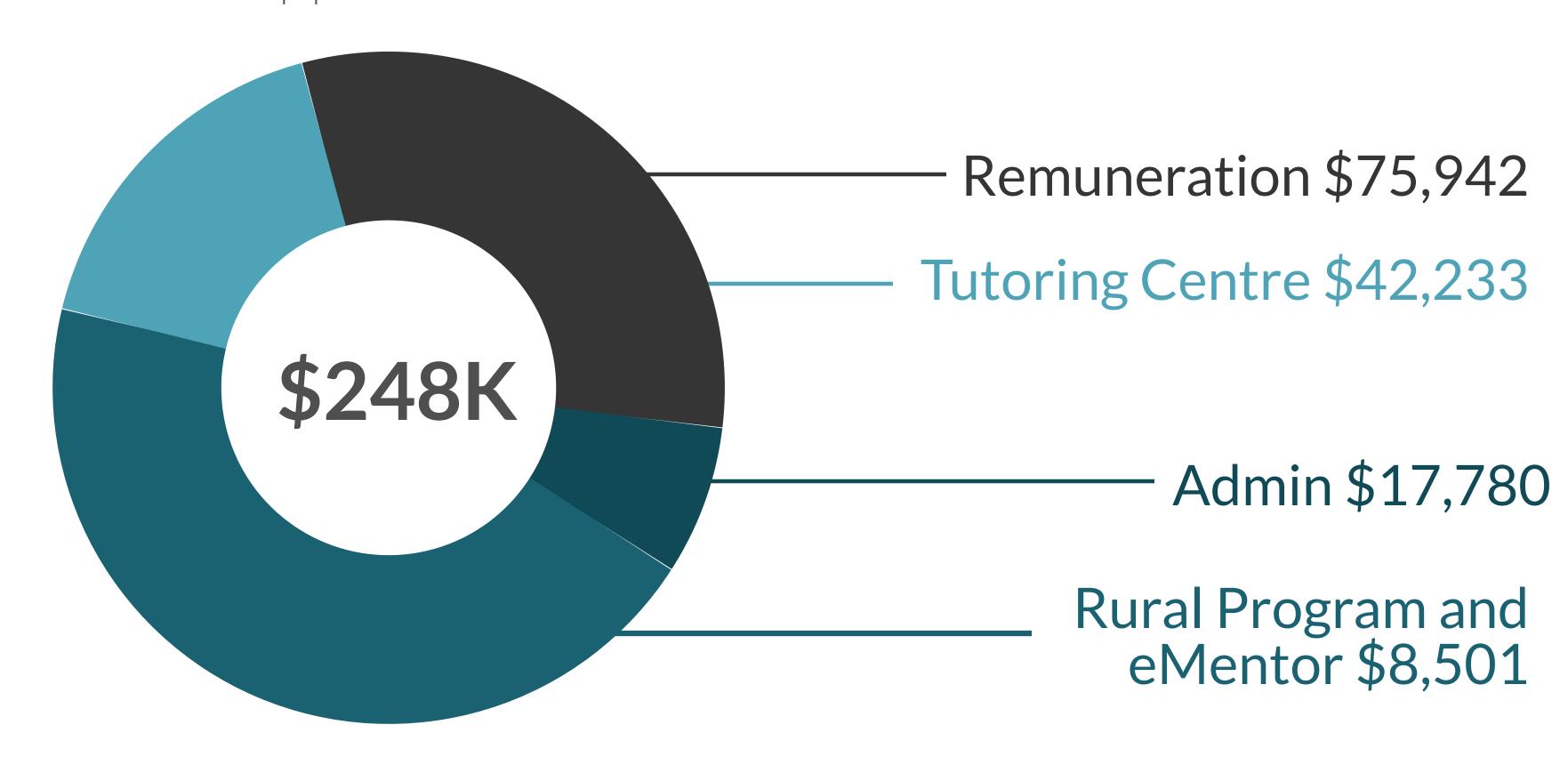


Financial Summary





Where we applied our financial resources 2016-17



Teach Learn Grow (TLG) is a public company limited by guarantee incorporated under the Corporations Act 2001 (Cth). ABN is 90 562 114 725 and its registered office is located at Building 3, Edith Cowan University, 2 Bradford St Mount Lawley WA 6050. Its

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.



Profit & Loss Statement

July 2016 to June 2017

Income			
Rural Program			
Bank Interest RP	\$903.95		
Donations RP	\$76,553.31		
Grant Income RP	\$14,539.00		
Merchandise RP	\$15,931.11		
Polo Shirts RP	\$228.69		
Sponsorship RP	\$82,863.64		
Total Rural Program		\$191,019.70	
Tutoring Centre			
Bank Interest TC	\$0.14		
Tutoring: Ronald MacDonald	\$6,980.41		
Tutoring: Tutoring Centre	\$50,784.49	* 57.765.04	
Total Tutoring Centre		\$57,765.04	
Other Income	\$10.440.00		
Income: Fundraising Events	\$19,449.08		
Income: Seminars Other Income	\$409.10 \$1,640.72		
	\$1,040.72	¢21 409 00	
Total Other Income		\$21,498.90	
Total Income			\$270,283.64
Total Cost Of Sales			\$0.00
Gross Profit			\$270,283.64
			\$270,263.04
Expenses			
Administration Expenses	¢==0.00		
Admin Audit Fees	\$550.00		
Admin Bookkeeping Admin Communications	\$238.42 \$1.411.22		
Admin Communications Admin Computer Expenses	\$1,411.22 \$988.26		
Admin Computer Expenses Admin Conferences & Seminars			
Admin Conferences & Seminars Admin Marketing	\$398.87 \$434.90		
Admin Marketing Admin Gifts	\$93.08		
Admin Girls Admin Insurances			
	\$61.77 \$374.89		
Admin Meetings Admin Other	\$688.15		
Admin Other Admin Postage	\$117.27		
Admin Postage Admin Printing	\$117.27		
Admin Recruitment	\$1,067.82		
Admin: Subscriptions	\$1,067.82		
·	\$1,961.80		
Admin Supplies	\$207.27		
Admin Telephone Admin - Travel	\$2,090.66		
Admin - Traver Admin Wages	\$2,090.66		
Admin: Super	\$7,066.91		
•	\$7,000.91	¢04.722.24	
Total Administration Expenses		\$94,722.34	
RURAL PROGRAM	¢1.000.00		
Bank Charges RP	\$1,699.69		
Bookkeeping RP	\$4,957.94		
Consultants RP	\$550.00		
Consumables Schools Visit	\$103.29		
Consumables Tutor Food RP	\$19,559.38		
Craft & Stationery RP	\$1,594.28		
First Aid	\$247.75		
Fundraising Events RP	\$17,257.18		
Insurance RP	\$3,514.11		
Internet RP	\$145.45		
Marketing RP	\$4,211.78		
Merchandise (Online Store) RP	\$3,182.20		
Prizes for Students RP	\$400.00		
Program Miscellaneous RP	\$790.83		
Promotion and Media RP	\$2,010.34		
Recruitment RP	\$426.56		
Training RP	\$685.49		
Training Consumables RP	\$68.66		
Transportation RP	\$33,100.34 \$16.186.01		
Uniforms RP	\$16,186.91	¢110.000.10	
Total RURAL PROGRAM		\$110,692.18	
TUTORING CENTRE	*		
Bank Fees TC	\$410.16		
Marketing: TC	\$1,184.59		
Superannuation TC	\$941.87		
Wages: Tutoring Centre	\$39,696.31	# 40 000 CC	
Total TUTORING CENTRE		\$42,232.93	
Total Expenses			\$247,647.45
perating Profit			\$22,636.19
			•
Total Other Income			\$0.00
Total Other Expenses			\$0.00
let Profit/(Loss)			\$22,636.19
			,



Balance Sheet As of June 2017

\$15,924.20			
\$37,629.69			
\$165,779.66			
	\$219,333.55		
\$26,514.54			
		\$245,848.09	
			\$245,848.09
\$7,967.02			
-\$4,075.89			
	\$3,891.13		
\$9,150.00			
-\$102.14			
\$6,306.00			
\$1,864.22			
	\$17,218.08		
	\$29,456.01		
	\$70.00		
		\$50,635.22	
	\$138,390.00		
		\$138,390.00	
			\$189,025.22
			\$56,822.87
		-\$10.89	
		\$33,946.41	
		\$22,636.19	
		\$251.16	
			\$56,822.87
	\$37,629.69 \$165,779.66 \$26,514.54 \$7,967.02 -\$4,075.89 \$9,150.00 -\$102.14 \$6,306.00	\$37,629.69 \$165,779.66 \$219,333.55 \$26,514.54 \$7,967.02 -\$4,075.89 \$3,891.13 \$9,150.00 -\$102.14 \$6,306.00 \$1,864.22 \$17,218.08 \$29,456.01 \$70.00	\$37,629.69 \$165,779.66 \$219,333.55 \$26,514.54 \$245,848.09 \$7,967.02 -\$4,075.89 \$3,891.13 \$9,150.00 -\$102.14 \$6,306.00 \$1,864.22 \$17,218.08 \$29,456.01 \$70.00 \$50,635.22 \$138,390.00 \$138,390.00

For the complete Audit Report, please head to www.teachlearngrow.org.au/FinancialReportFY17



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