

TEACH LEARN GROW

Bridging the gap for rural and remote students



Annual Report
2017/18

Prepared by Ella Ganfield



Generating
lasting
change.



Message from the Chief Executive Officer

Throughout this last year Teach Learn Grow has truly flourished. Its incredible to see an organisation that began with only a handful of people 7 years ago, grow to what is it today. Over the past year we have grown from 23 to 30 rural and remote schools, providing free tutoring to over 1500 primary students. Our eMentor program has also gone from strength to strength reaching 5 schools this last program. Our 64 executive members making 11 unique teams have put in countless hours to achieve our goals this last financial year.

Our mission of improving the educational outcomes and aspirations of rural and remote students in socio-disadvantaged areas remains in the forefront of our minds through all the work we do. NAPLAN results show that by the year 3 rural and remote students are more likely to be 1 year behind their metropolitan peers, a statistic that we hope to continue help change moving forward.

The synergy that exists between eMentor and the Rural Program works to increase our impact to help address the above statistic and give our rural primary students further opportunities to reach their educational potential. Both of our programs have seen redevelopments such as new content and measurement systems within eMentor and the evolvement of our STEAM program to include technology.

Another exciting addition was our expansion to NSW. We are honoured to be able to take our program nationally as we seek to move closer to our goal of bridging the educational gap.

We are excited for this next chapter at Teach learn Grow as we strive to ever increase our impact on the lives of Australian rural and remote students.

Ella Ganfield

**Chief
Executive
Officer**





Chairpersons Report

When Travis Elliott & I co-founded Teach Learn Grow with the help of the Fogarty Foundation in 2011, we were two university students who wanted to give back to our community. We'd spent a couple of years at university studying and socialising and felt that it was time to do something more. Travis was an education student at the time and we'd both grown up in Bunbury and attended government schools so decided to get a group of friends together and provide free tutoring to rural primary students. This year has been our biggest and best to date. Ella's leadership of the organisation has been fantastic! Marcus, Dhanushke and the rest of the executive have been outstanding also. Their efforts have meant that over the last year we have tutored 18,970 hours at 30 schools, a record for TLG. Additionally we now provide free tutoring in New South Wales to Wee Waa public school.

Our wonderful tutors and hard working executive have made this possible. I'd like to thank our new sponsors Fortescue Metals Group, Pendleton & Co, the Tate Family Foundation, Anglo Gold Ashanti, Worsely Alumina, Total Green Recycling and existing sponsors Edith Cowan University, the Independence Group, Transwa, Horizon Power, Goldfields Foundation, Sandfire and Squire Patton Boggs, without their generous support TLG would not be able to provide the free services to rural and remote Australian students.

Ella and team have spear lead efforts to diversify and grow our funding sources, with success in sponsorship, grassroots fundraising, grant applications and the Tutoring Centre. Our board have volunteered time, skills in experience to assist the executive in delivering our vision. Thanks to Julia, Scott, Tim, James, Shane and Annie. Looking forward to the next year, no doubt bigger and brighter!

David Sherwood
Chairperson





Our Story.

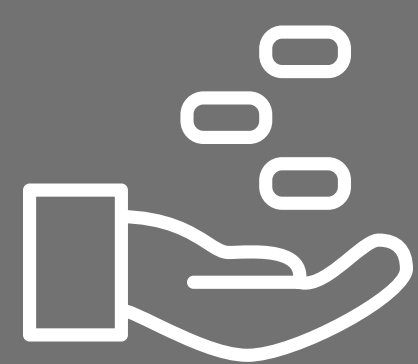
By year 3 children in low socio-economic rural schools are more likely to be 1 year behind their metropolitan peers.



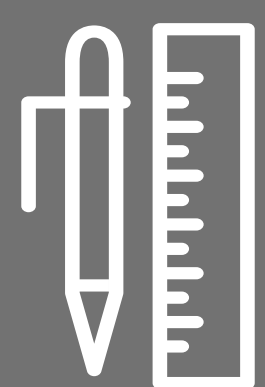
'Our findings show there are real dangers for students who fall behind in their early years at school. Most will never catch up without effective targeted teaching or specific remedial support that accelerates their learning'

Grattan Institute 2016

2017/18 focus areas



Education & Impact: Purposefully continuing to reinvigorate our educational programs and actively assessing their benefits on students and the wider school community.



Brand & External Relations: Developing a strong and reputable organisational name with wide community reach.



Growth: Expanding our organisation to increase our operations into the future.



Sustainability: To continue to progress and maintain a viable model to ensure organisational longevity.

"I would definitely recommend TLG to another school because the program is beneficial for students to receive one on one tutoring in an area in Math they're struggling with. Plus the students build relationships with young adults who are terrific role models."

Louise Colliver, Pia Wadjarri



Programs.

'Programs working together to generate greater impact'

At Teach Learn Grow we have two programs- The Rural Program and eMentor which work in conjunction with one another to achieve our mission in rural and remote communities. The Rural program began in 2011 and eMentor shortly after and since then we have impacted over 3,500 students in WA and most recently, students in NSW.



The rural program had a record year in 2017/18, providing 1,897 students in rural and remote Australian schools with a week of intensive one-on-one tutoring. Our tutors travelled to 30 rural and remote primary schools around Australia, from Esperance to the Kimberly. In 2017/18, the program was broadened beyond Western Australia for the first time, with our tutors travelling to Wee Waa public school in New South Wales. We also expanded our STEAM (science, technology, engineering, art, and mathematics) program in 2017/18, and now bring iPads to schools. As in previous years, the rural program offered two streams for students—Sprouts and Saplings.



"Having been the parent of a child who has received the TLG program, every year he just prays that he is chosen to be apart of the group. The fact that the tutors put the time and effort in to make a personal connection on a one on one level I think is more powerful then people realise."

Deputy Principal, Avonvale Primary School

In Sprouts, classroom teachers identify a mathematics outcome the student needs assistance with. We measure educational attainment of this outcome over the week through curriculum-aligned testing, as well as attitudinal surveys. The Saplings program is also rooted in mathematics but is more focused on increasing attendance and improving the student's attitudes towards school. Saplings also has a more holistic focus which includes lessons involving art, science and now STEAM. Like Sprouts, we measure attitudinal changes in the students, however there are no 'tests'. Through the generosity of our volunteers and supporters, as well as our revenue-generating activities, we continue to be able to provide one-on-one tutoring at no cost to the students.



86.8% of students achieved understanding in their maths concept



84% of students showed a more positive attitude towards school



99% of students now feel they are better at maths

eMentor

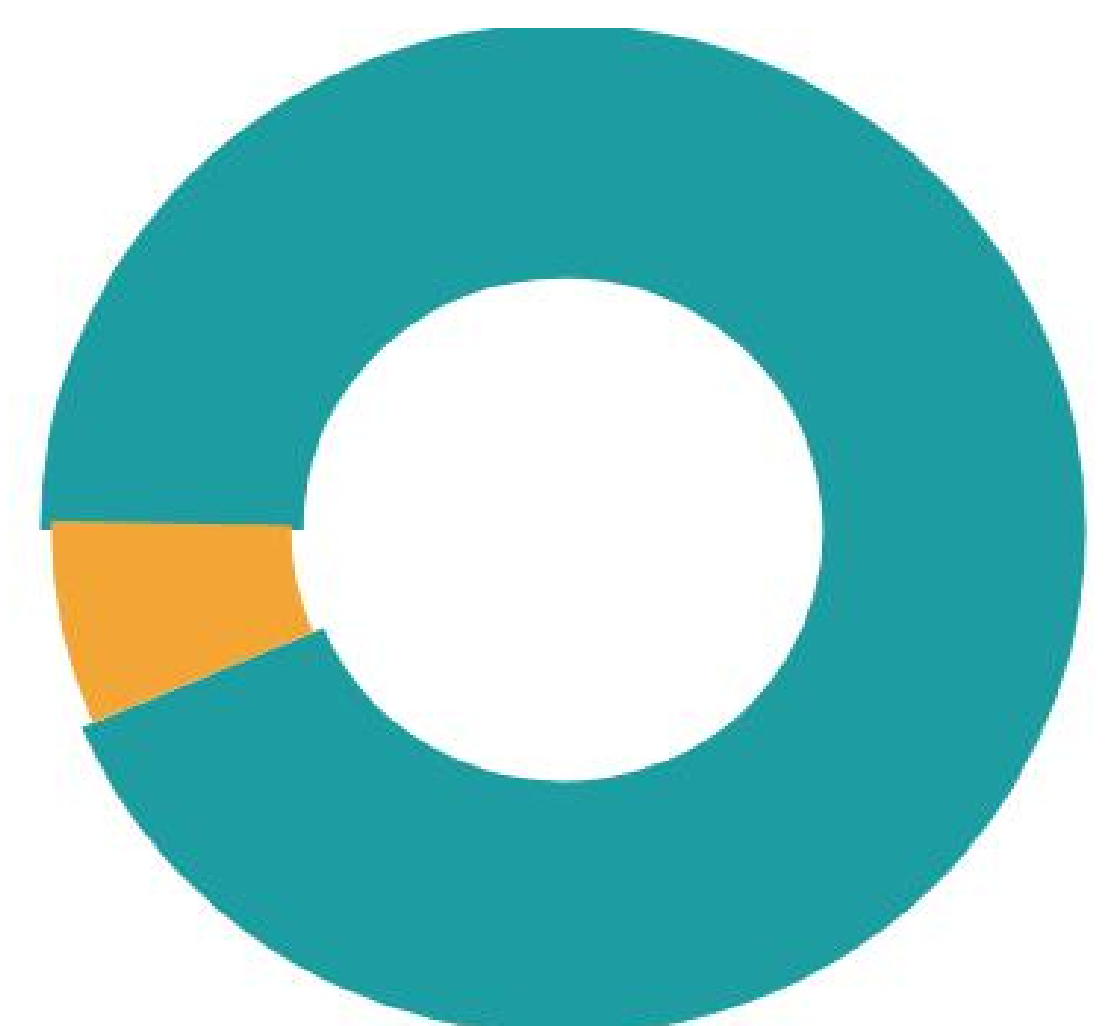
Our revamped eMentor program attracted over 90 primary school students for a 14-week online program with a university student, ensuring students in rural communities have access to mentorship when tutors are not there. Following a complete redevelopment of the program in 2016/17, eMentor is now built around 8 outcome-based, curriculum-aligned units that encourage the students' emotional and social development. The program runs over two semesters and centres around tailored activities and discussions on topics directly related to the Australian curriculum. These include success and goal setting, health and wellbeing, and positive relationships. Each child is given a scale grade after completing a session as well completing an attitude survey similar to the Rural Program. The eMentor program is offered to selected year 5 and 6 students, who are nominated by their teachers.

"Our kids love the program and enjoy the time with their tutors. We value our engagement with the TLG crew."

Dale Watkins, Nulsen Primary School



91% of students enjoyed mentoring



93.5% of students could now identify a positive role model in their life



Tutoring Centre

The TLG Tutoring Centre has grown to become an important part of Teach Learn Grow's activities as we work to increase our sustainable revenue streams. The centre is now entering its third year of operations, has expanded from a small venture into an agency that employs more than 60 active tutors teaching students across metropolitan Perth. Our tutors collectively tutored 1431 lessons of tutoring last year, catering for students from Year 1 to university. Last financial year our tutors provided 1665 hours of tutoring to Perth metropolitan students. The Tutoring Centre continues to run a fortnightly Digication program at Subiaco Library, which aims to educate the public on internet usage and computers in order to keep up with a technologically driven society. All profits from the TLG Tutoring Centre were returned to support Teach Learn Grow's activities in rural and remote schools.

1431

Tutoring lessons

152

Students

64

Tutors





Our Schools

A record 30 rural and remote schools took part in Teach Learn Grow in 2017/18, up from 21 in 2016/17 and 18 in 2015/16. Our schools continue to be selected on the basis of their ICSEA, a measure that looks at the socio-economic status of a community and how that affects their education. We identify an eligible school if they have an ICSEA value of 930 and below (for more information see the My School Guide to understanding ICSEA acaraweb.blob.core.windows.net/resources/Guide_to_understanding_ICSEA.pdf)

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.



Our Volunteers

Teach Learn Grow's mission to bridge the gap for rural and remote students is only possible through a small army of volunteer tutors who give up their time to help a child in need. This year we had 627 tutors and 84 mentors participating in our rural and eMentor programs, recruited through open days and on-campus events. Each of our twice-yearly tutor drives typically attract upwards of over 700 applications each semester. All our volunteers go through a rigorous recruitment process of an initial application, two interviews and three training sessions, including an interactive session in a school.

Coordinating a TLG Rural Program is such a rewarding experience. From both one-on-one student interaction and an overarching perspective, you're able to understand and appreciate the huge positive impact that the program has on the students in their learning and attitude.

Claire Breidahl, RP coordinator



Our Team

In 2017/18, Teach Learn Grow was led by three paid positions, a full-time Chief Executive Officer, part-time Chief Financial Officer and part-time Chief Operating Officer.

The remainder of the organisation's 60-strong executive are volunteers. This enthusiastic team continues to be a crucial asset to Teach Learn Grow's program expanding to reach more students in rural and remote Western Australia.

"Being part of TLG's executive has been an incredible learning experience for me. Working within such a close knit team, where everyone is dedicated towards TLG's mission has been truly meaningful."

Sean Cottrill





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 in-kind 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 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.



Anglogold Ashanti

Coming on board as a sponsor during the first half of 2018, sponsorship from Anglogold has enabled 2 rural/ remote Goldfields schools to receive the Rural Programs during winter of 2018.



Fortescue Metals Group

Fortescue Metals Group have supported TLG since the summer program of 2017. Their generous sponsorship have allowed 1 remote Pilbara school to receive free one-on-one tuition across two rural programs.



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.



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.

Our Partners



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.



Worsley Alumina, South 32

Worsley Alumina, a mine majority owned by South 32 generously donated to Teach Learn Grow in the first half of 2018. Sponsorship from Worsley Alumina has enabled TLG to expand to a new Wheatbelt school.



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.



Pendleton & Co

Pendleton & Co generously donated to Teach Learn Grow in second half of 2017. Sponsorship from Pendleton & Co has enabled TLG to grow to continue to support more WA rural and remote primary schools.



Total Green Recycling

Total Green Recycling is one of our in-kind sponsors who generously donated I pads to help grow our STEAM program. This sponsorship has allowed us continue to support more WA rural and remote primary schools.

Our Board

David Sherwood - 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.

James Panarettos - Treasurer

After his long-term volunteer commitment as CFO and then General Manager, James was elected to the Board. During his tenure, he has overseen significant strategic and operational change, including extending the reach of the Rural Program to the Pilbara. He is inspired by the impact that youth can have in bridging the education inequality and solving prevalent social issues. James is management consultant at McKinsey & Company, with a wealth of finance industry experience. He graduated with first class honours in Economics (BPhil) from UWA and wrote his thesis in Development Economics at Peking University, China. He is the first Western Australian to have received the prestigious New Colombo Plan Fellowship.

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.

Shane Devitt- Deputy Chairperson

Shane is a Koori man with over 25 years experience providing Governance, Internal Audit 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. Shane is a Chartered Accountant and a Certified Information Systems Auditor.

Julia Turner - Board Member

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.

Scott Meacock - Board Member

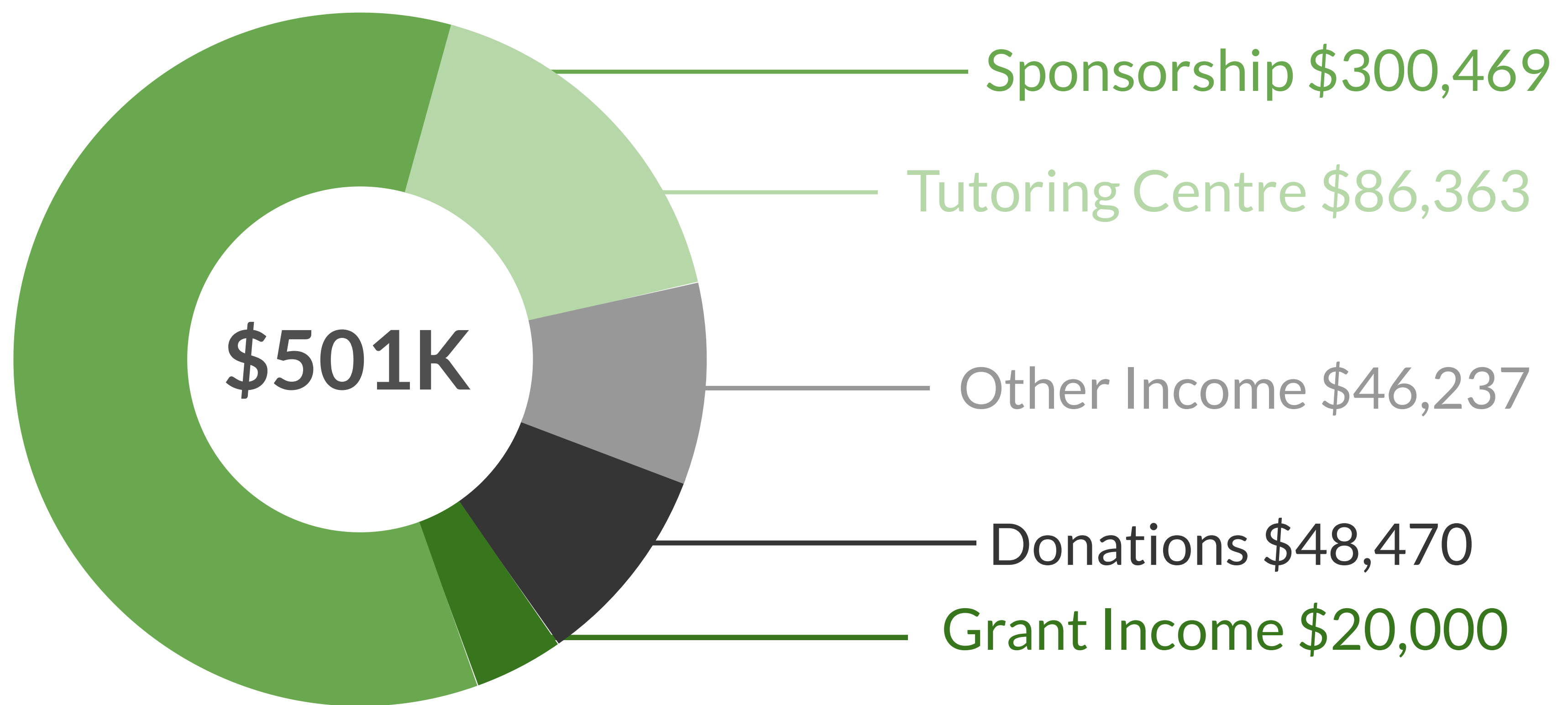
Scott is a Senior Associate at international law firm Squire Patton Boggs (AU), specialising in corporate and commercial litigation. He has acted for clients in a variety of industry sectors, including energy and resources, commercial property, financial services and intellectual property and technology. 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

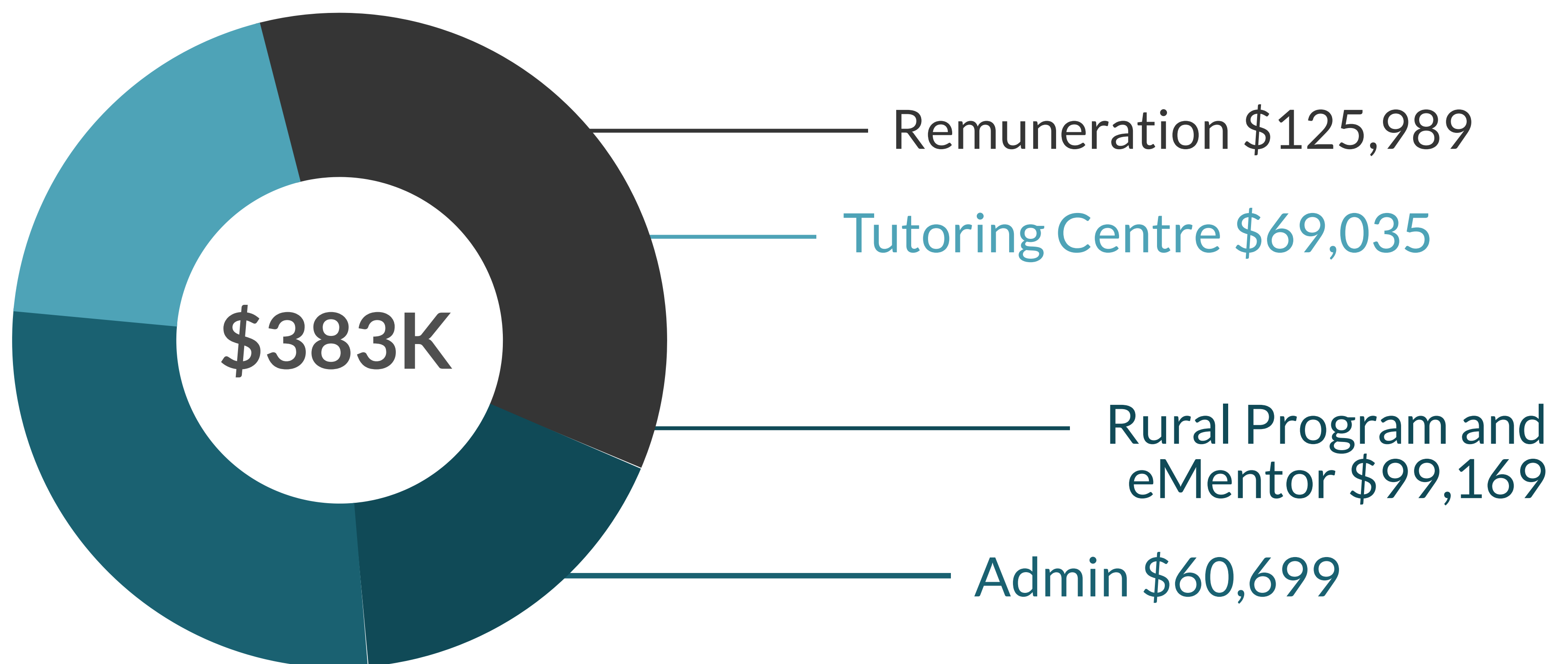
Tim is currently acting as the Dean of Student Wellbeing at All Saints' College. In his substantive role of Head of Service Learning at the College he was responsible for building fully embedded Service Learning program for students from Pre-Primary through Year 12, while also providing service opportunities for staff, parents and alumni. 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 obtained our financial resources 2017-2018



Where we applied our financial resources 2017-18



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 Building 3, Edith Cowan University, 2 Bradford St Mount Lawley WA 6050.

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.

Auditors Report



Auditor's report

Teach Learn Grown Inc

For the year ended 30 June 2018

Independent Auditors Report to the members of the Association

We have audited the accompanying financial report, being a special purpose financial report, of Teach Learn Grown Inc, which comprises the committee's report, the balance sheet as at 30 June 2018, the profit & loss statement for the year then ended and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association

Committee's Responsibility for the Financial Report

The committee of Teach Learn Grow Inc is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation is appropriate to meet the necessary requirements and needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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13 Carnelian Link, Byford WA 6122  Radar Accounting www.radaraccounting.com.au

Auditors Report

Opinion

In our opinion, the financial report gives a true and fair view of the financial position of Teach Learn Grow Inc as at 30 June 2018 and of its financial performance for the year then ended in accordance with their relevant accounting policies.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, please note, this financial report has been prepared to assist Teach Learn Grow Inc to meet the requirements of the members of the committee. As a result, the financial report may not be suitable for another purpose.

Auditor's signature: Nicole Cunnold



Auditor's address: 13 Carnelian Link, Byford WA 6122

Dated: 10 / 10 / 2018

Committee Declaration

Committee Declaration

Teach Learn Grow Inc

For the year ended 30 June 2018

The management committee of Teach Learn Grow Inc declare that, in its opinion;

1. the financial statements of Teach Learn Grow Inc for the year ending 30 June 2018 and the notes to the financial statements are in accordance with Part 5 of the *Associations Incorporation Act 2015 (WA) 2015*; and
2. there are reasonable grounds to believe that the Teach Learn Grow Inc will be able to pay its debts as and when they become due and payable.

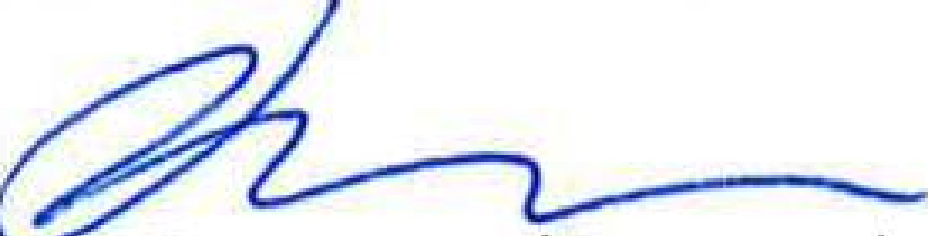
This declaration is made in accordance with a resolution of the management committee made on 14 November 2018.

Signed in accordance with a resolution of the management committee:



Dave Sherwood (Chairperson)

Date 19/11/2018



James Panarettos (Treasurer)

Date 19/11/2018

Profit & Loss Statement

July 2017 to June 2018

Trading Income	
Contributions Received	1,577.12
Donations	48,470.29
Fundraising Events	2,064.73
Grants	20,000.00
Marketing Events	21,427.27
Merchandise Sales	12,449.05
Other Income	8,719.17
Sponsorship	300,469.17
Tutoring Centre	84,817.71
Tutoring Ronald MacDonald	1,545.83
Total Trading Income	501,540.34
Gross Profit	
	501,540.34
Other Income	
Interest Income	682.14
Miscellaneous Reimbursements	2,499.27
Total Other Income	3,181.41
Operating Expenses	
Bank Charges	456.77
Bookkeeping Fees	7,734.96
Computer Costs	293.00
Consultancy	560.00
Coordinator Training	1,662.59
Courier & Postage	89.04
Education Team	2,456.20
Equipment Purchases	153.62
Fundraising Team	7,437.61
Information Tech TC	186.37
Insurance	5,002.89
Internet	185.45
IR Team	3,901.15
Marketing	8,476.14
Marketing Team Events	32,393.31
Meetings	185.30
Merchandise	9,688.74
Other	1,910.09
Printing	352.70
Program Consumables	23,320.06
Program Miscellaneous RP	270.91
Recruitment	395.00
School Visits RP	221.44
Sponsor Expenses	396.51
Stripe/Paypal Fees	534.93
Subscriptions	5,806.24
Superannuation	12,106.68
Superannuation TC	1,763.96
Supplies	46.76
Telephone	327.24
Transportation	47,604.33
Travel	199.72
Tutor Training	1,151.10
Uniforms	22,378.70
University Clubs	(981.37)
Wages	125,989.94
Wages TC	59,264.62
Total Operating Expenses	383,922.70
Net Profit	120,799.05

Balance Sheet

As of June 2018

Assets

Bank	
Business Online Saver	140,462
PayPal Account	11,090
Society Cheque Account 4664	23,730
Society Cheque Account 4991	81,553
UWA Club	3,236
Total Bank	260,071
Current Assets	
Stripe - Merchandise	3,704
Stripe - Tutor Placement Deposits Owed	32,100
Trade Debtors	2,475
Total Current Assets	38,279
Total Assets	298,351

Liabilities

Current Liabilities	
GST	(2,019)
GST Adjustments Clearing	(1,273)
Trade Creditors	18,728
Total Current Liabilities	15,436
Non-Current Liabilities	
PAYG	13,938
Stripe - Tutor Deposits Held	32,100
Super Payable - Prior Period	145
Superannuation Payable	4,883
Unused Sponsorship Income	44,925
Total Non-Current Liabilities	95,991
Total Liabilities	111,427
Net Assets	186,923

Equity

Current Year Earnings	120,799
Prior year adjustment	9,301
Retained Earnings	56,823
Total Equity	186,923

ANNUAL REPORT

2017/18

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