

2016 Annual Report



Visible, Successful, Recognised, Confident Women & Girls



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Our scholars are the future leaders, influencers, and innovators of Australia. **



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ABOUT US

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The Harding Miller Education Foundation is an Australian charity with a mission to lift the educational and career aspirations of high potential girls who are experiencing disadvantage. We do this by providing female students who are studying in Australian public schools with tools, services and financial support from Year 9 until the completion of their high school years.

MISSION

Visible, successful, recognised, confident women and girls.

VISION

To provide practical support to lift educational outcomes and career aspirations of high potential girls experiencing disadvantage.

VALUES

Compassion, Effectiveness, Helping, Tolerance, Courage, Justice, Freedom, Passion.

THE CHALLENGES AND OUR SOLUTION - GLOBAL GOALS

The United Nations sustainable development goals are a blueprint to achieve a better and more sustainable future for all. The UN sustainable goals state that education enables upward socioeconomic mobility that is key to escaping poverty. At the Harding Miller Education Foundation we are taking action on the UN sustainable development goals, particularly:

Goal 1

END POVERTY
IN ALL ITS FORMS
EVERYWHERE

Goal 4

QUALITY EDUCATION Goal 5

ACHIEVE GENDER
EQUALITY & EMPOWER
ALL WOMEN & GIRLS

Goal 10

REDUCE INEQUALITY WITHIN & AMONG COUNTRIES

ADVANCING GIRLS EDUCATION ACROSS AUSTRALIA

OUR MISSION is to create a positive social impact by lifting educational outcomes of high potential Australian girls currently experiencing disadvantage.

WE HOPE TO TELL THE WORLD that through a personalised approach to educating and supporting girls we can break the cycle of poverty and improve the representation of women in Australian leadership.

HOW? We offer an academic scholarship program that has supported many girls in high schools across New South Wales. Our scholarship recipients are experiencing low socioeconomic circumstances and need support to achieve their dreams of university and fulfilling sustainable careers. The HMEF program is a multi-layered support framework of academic and technology resources with personal coaching designed to inspire and empower a fresh generation proud Australian women. Our scholars are the future leaders, influencers, and innovators of Australia.

It is our great pleasure to introduce the 2016 Harding Miller Education Foundation Annual Report. This is our first Annual Report for the Foundation. We have been committed supporters of public education for many decades and we want to enable young women to achieve their potential and grow to be industry and community leaders of the future. We believe there is no better way to lift the disadvantage of girls and women at risk than to invest in education which is why we have started this scholarship program.

Women continue to be overrepresented in areas of disadvantage and underrepresented in positions of power and influence. Research indicates that funding of mainstream programs, particularly those that do not consider gender differences, generally underserve women. Our approach derives from a desire to ensure that women (and consequently their children) do not miss out.

We know that investing in women builds stronger families, communities and economies. We believe by providing scholarships in the form of educational tools and financial support gives at-risk female students an opportunity to achieve their education goals and future career aspirations. When a girl has educational opportunities, it can break the vicious cycle of poverty. We will provide female students with equipment and appropriate resources including tutoring and coaching so they can have the opportunity to complete high school and undertake further education after school.

It is with sincere gratitude that we acknowledge each of the volunteers, coaches and donors who have joined with us to support the scholarship recipients.

We have an ambition to grow the number of students that the Foundation supports and to broaden the availability of the support to students in public schools in all states and territories of Australia.

Our vision is to enable women and girls who have overcome disadvantage to become visible, successful, recognised, confident women who can aspire to be whatever they want to be and contribute positively to a fairer and more equal society.

Kim Harding and Irene Miller

When a girl has educational opportunities, it can break the vicious cycle of poverty. "



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EXECUTIVE DIRECTOR'S REPORT



MESSAGE FROM THE EXECUTIVE DIRECTOR

It is exciting to start something new and create meaningful change. In 2016, we have introduced a new scholarship program for Australian girls who have high academic potential and are experiencing socio-economic disadvantage.

It is a new scholarship model in Australia drawing from best practice in scholarship delivery and education achievement. It has been designed with the input of education experts and academic research. We have taken a practical approach to the delivery of the scholarship partnering with organisations who can reliably deliver the scholarship components to every corner of New South Wales, and in time the whole country. We want to make sure that the scholarship experience is as valuable for a student in inner city Sydney as it is to a student in the remote opal mining town of Lightening Ridge.

As an organisation we understand that execution is key to success, which means that we value flexibility and innovation. We want to make the scholarship better every year. It is the most valuable scholarship available to public high school students in the country and we hope that we can make the scholarship more valuable as time goes on.

I want to thank the army of volunteers and advisers who have supported me in bringing the Harding Miller vision into a tangible and effective scholarship program.

Cara Varian



OUR HISTORY

The Harding Miller Education Foundation was founded in 2015 by Kim Harding and Irene Miller. It is based in Sydney and focussed on supporting female students attending public high schools in New South Wales.

Kim Harding and Irene Miller are committed philanthropists and have been significant donors to the New South Wales Public Education Foundation over the past three years. Their donations have funded financial scholarships to support 95 female students in 38 NSW public high schools. The scholarships have been targeted at girls in Year 9 who are facing disadvantage. Geographically spread across New South Wales, the students have experienced various kinds of disadvantage, including physical disabilities, geographic or social isolation, and socio-economic disadvantage.

As each individual student's need was different, the scholarship funds were provided to the school principals to distribute. The scholarship funds generally covered expenses such as uniforms, school and elective subject fees, excursions and camps, stationery, textbooks and specialised equipment, laptops or tablets, internet connection and tutoring.

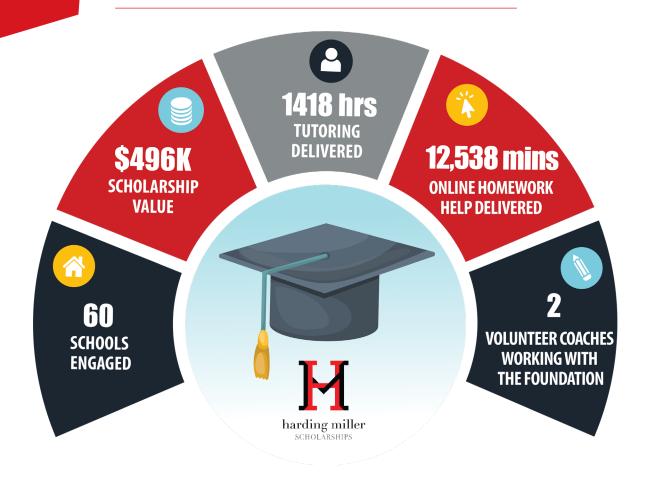
The establishment of the Harding Miller Education Foundation is designed to build on the considerable impact of the scholarships that were provided through the Public Education Foundation and enable the Founders to change the model of support, increase and strengthen the support provided to individual students and in turn grow the impact of their investment in the education of girls in need.

We know that investing in women builds stronger families, communities and economies **



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OUR IMPACT



WE ARE CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY



INTERGENERATIONAL POVERTY

ACCESS TO EDUCATION IS DIMINISHED FOR AUSTRALIA'S MOST VULNERABLE. BY FOCUSING ON A COMPREHENSIVE AND PERSONALISED APPROACH TO QUALITY EDUCATION AND CAREER IDENTIFICATION, HMEF FOSTERS A GENERATION OF FEMALE LEADERS WHO CAN LEAVE INTERGENERATIONAL POVERTY BEHIND.

STRATIFICATION OF THE PUBLIC SCHOOL SYSTEM

THE HMEF PROGRAM OFFERS PERSONALISED SUPPORT TO GIRLS WITHIN THEIR FAMILIES, COMMUNITIES, AND PUBLIC SCHOOLS. THE PROGRAM SUPPORTS INDIVIDUAL STUDENTS BUT ALSO THEIR GOVERNMENT SCHOOLS. ALMOST ALL STUDENTS WE SUPPORT ATTEND SOCIO-ECONOMICALLY DISADVANTAGED PUBLIC SCHOOLS.

4 QUALITY EDUCATION



5 GENDER EQUALITY



FEMALE LEADERSHIP IN BALANCE

THE HMEF SCHOLARSHIP PROGRAM IS DESIGNED TO PROVIDE THE STUDENTS WITH THE RESOURCES, EDUCATION, NETWORK, AND CONFIDENCE TO ENABLE THEM TO MOVE INTO SENIOR AND LEADERSHIP POSITIONS IN THEIR CHOSEN FIELD.

10 REDUCED INEQUALITIES



2016 AWARDS NIGHT

The Awards Night was held on 18 May 2016 and is an opportunity to celebrate the scholarship recipients' achievements and potential. It is also an important occasion to welcome the students to the scholarship program and meet the Foundation staff who will support them over the next four years.

The Harding Miller Education Foundation has partnered with the Public Education Foundation to host this very special event at the Sydney Town Hall. Each scholarship recipient, their families and their school principal are invited to attend the event. For those students who live outside of Sydney, the Foundation provides support for them to travel to and stay in Sydney so they can also be part of this important day.

This year Wendy Harmer was the MC. She is an author, children's writer, playwright, television personality, comedian and host of ABC Sydney 702 Mornings program. Wendy is a passionate supporter of public education. Our keynote speaker was Professor Brian P. Schmidt. He was appointed Vice-Chancellor and President of The Australian National University (ANU) in January 2016. Professor Schmidt is the 12th Vice-Chancellor of ANU and the winner of the 2011 Nobel Prize in Physics.



SCHOLARS 2016

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Benedict Kayembe Keira High School

Marieka Hooymans

SOME STUDENTS NAMES HAVE BEEN OMITTED FOR PRIVACY OR PERSONAL REASONS.

CHIFLEY COLLEGE SENIOR CAMPUS

Vanessa Tran

PRAIRIEWOOD HIGH SCHOOL

Angelina Kosena

BANKSTOWN GIRLS HIGH SCHOOL

Anna Tran

CANLEY VALE HIGH SCHOOL

Emily Jurac

WESTFIELDS SPORTS HIGH SCHOOL

Jessica Li

Bankstown Girls High School

Katherine Michailides

KINGSGROVE HIGH SCHOOL

Madeline George

BOWRAL HIGH SCHOOL

Mandy Vu

BANKSTOWN GIRLS HIGH SCHOOL

Nora Al-Katify

AIRDS HIGH SCHOOL

Patricia Grech

MERRYLANDS HIGH SCHOOL

Queenie Nguyen

BANKSTOWN GIRLS HIGH SCHOOL

Roihani Nadiamuddin

BANKSTOWN GIRLS HIGH SCHOOL

Tanya Truong

BANKSTOWN GIRLS HIGH SCHOOL

Vy Hoang

BANKSTOWN GIRLS HIGH SCHOOL

Andie Thorpe

MacKellar Girls High School

Brianna Syron

AIRDS HIGH SCHOOL

Caitlin Forbes

BANORA POINT HIGH SCHOOL

Celeste Dargue

CALLAGHAN COLLEGE JESMOND CAMPUS

Claire Gale

PENRITH ACADEMIC SELECTIVE HIGH SCHOOL

Ellie Argent

Nambucca Heads High School

Emily Moore

BANORA POINT HIGH SCHOOL

Erin Miles-Gavin

KEMPSEY HIGH SCHOOL

Gabrielle Mantoufeh

NORTHMEAD CREATIVE &
PERFORMING ARTS HIGH SCHOOL

Genevieve Gardner

Callaghan College Jesmond Campus

Imara Salamba

ERSKINE PARK HIGH SCHOOL

Isabell Thomas

Banora Point High School

Jemma Gabriel

Banora Point High School

Keely Baldwin

Banora Point High School

Kyleigh Go-Sam

MACKSVILLE HIGH SCHOOL

Laura Sole

CHIFLEY COLLEGE DUNHEVED CAMPUS

Madison Nasta-Mackenzie

Corrimal High School

Mandy Nguyen

Prairiewood High School

Mary O'Loan

Banora Point High School

Matilda Harris

KEMPSEY HIGH SCHOOL

Navnita Singh

Prairiewood High School

Rose Gorgis

Prairiewood High School

Shannon Strand

EAST HILLS GIRLS TECHNOLOGY HIGH SCHOOL

Sophia Tulk

COOLAMON CENTRAL SCHOOL

Stephanie Gaddelin

Wagga Wagga High School

Tallara Cooper

HAY WAR MEMORIAL HIGH SCHOOL

Zoe Fletcher

DUBBO COLLEGE SOUTH CAMPUS

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SCHOLARS 2016

Alana Sargood

BOWRAL HIGH SCHOOL

Aleisha Alford

BELLINGEN HIGH SCHOOL

Alyssa Waldon

BANORA POINT HIGH SCHOOL

Amelia Corcoran

NARROMINE HIGH SCHOOL

Amy Ibbott

COONAMBLE HIGH SCHOOL

Ann Mai

CABRAMATTA HIGH SCHOOL

Asal Khalaf

BIRRONG GIRLS HIGH SCHOOL

Ashlea Anderson

CHATHAM HIGH SCHOOL

Brianna Annesley-Brideson

CHATHAM HIGH SCHOOL

Caitlyn Vidovic-McCarthy

AIRDS HIGH SCHOOL

Cherise Hoang

SYDNEY GIRLS HIGH SCHOOL

Chyenne Cameron

BOWRAVILLE CENTRAL SCHOOL

Cleo Ber

BURWOOD GIRLS HIGH SCHOOL

Ebony Bartlett

Wyndham College

Elly Gooch

NAMBUCCA HEADS HIGH SCHOOL

Emily Alman

BANORA POINT HIGH SCHOOL

Emily Curtis

Hay War Memorial High School

Emily Muir

Mount Austin High School

Fereshta Jamshidi

BIRRONG GIRLS HIGH SCHOOL

Hollie Cooling

LIGHTNING RIDGE CENTRAL SCHOOL

Holly Towner

CHIFLEY COLLEGE SENIOR CAMPUS

Janice Vong

PRAIRIEWOOD HIGH SCHOOL

Jasmine McKenzie

LITHGOW HIGH SCHOOL

Jtaya Davis

GUNNEDAH HIGH SCHOOL

Juliana Tieng

Cabramatta High School

Julie Huynh

CHESTER HILL HIGH SCHOOL

Karlie Gaff

HUNTER RIVER HIGH SCHOOL

Kawana Crowe

Nambucca Heads High School

Kayla Travers

Callaghan College Waratah Technology Campus

Kelsey Williamson-Leslie

BELLINGEN HIGH SCHOOL

Khanh Vo

Prairiewood High School

Kother Khaled

BANKSTOWN GIRLS HIGH SCHOOL

Kylie Ingram

Casula High School

Lana Gan

Prairiewood High School

Lauren Hoang

Prairiewood High School

Lent-Shyane Taverio

CHIFLEY COLLEGE DUNHEVED CAMPUS

Lilianne Pham

Prairiewood High School

Lillian Pham

Prairiewood High School

Linda Le

Prairiewood High School

Louisse Madden

PRAIRIEWOOD HIGH SCHOOL

Madison Alman

Banora Point High School

Madison Littlejohns

CHATHAM HIGH SCHOOL

Madison Marshall

COOLAMON CENTRAL SCHOOL

Manar Al-ogaidi

BONNYRIGG HIGH SCHOOL

Marissa Robinson

PEAK HILL CENTRAL SCHOOL

Marlie Farmer-Foster

WOLLUMBIN HIGH SCHOOL

Marvyenn Goyone Greystanes High School

GREYSTANES HIGH SCHOOL

Mayfair Mensah

JAMES BUSBY HIGH SCHOOL

Montana Hargreaves

Corowa High School

Mykaisha Haynes

GLENWOOD HIGH SCHOOL

Negeen Daudi

MERRYLANDS HIGH SCHOOL

Ngan Nguyen

PRAIRIEWOOD HIGH SCHOOL

Rebecca Kapinga

JAMES FALLON HIGH SCHOOL

SCHOLARS 2016

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Rebecca Merton

WOLLUMBIN HIGH SCHOOL

Rebekah Dallinger

NARRABEEN SPORTS HIGH SCHOOL

Roshanak Prasad

Prairiewood High School

Sabrina Sadek

BANKSTOWN GIRLS HIGH SCHOOL

Shauny Kaluza

TAMWORTH HIGH SCHOOL

Shaza Ayoubi

BANKSTOWN GIRLS HIGH SCHOOL

Sienna Quinane

BANORA POINT HIGH SCHOOL

Sonia Tse

SYDNEY GIRLS HIGH SCHOOL

Suchanan Sriwongwan

ARTHUR PHILLIP HIGH SCHOOL

Tahlya Manu

Prairiewood High School

Teresa Zhou

SYDNEY GIRLS HIGH SCHOOL

Tran Lu

Prairiewood High School

Trish Nguyen

Cabramatta High School

Tyler Glossop

DENISON COLLEGE - BATHURST CAMPUS

Valentina Perez

BANKSTOWN GIRLS HIGH SCHOOL

Vanessa Lam

SYDNEY GIRLS HIGH SCHOOL

Wilhelmina Zhang

ELDERSLIE HIGH SCHOOL

Yu Zhang

GREYSTANES HIGH SCHOOL

Zainab Al-Faham

GRANVILLE SOUTH CREATIVE AND PERFORMING ARTS HIGH SCHOOL



MEET OUR SCHOLARS



Trish Nguyen

Trish Nguyen is a student at Cabramatta High School located in South-Western Sydney who comes from a non-English speaking background and a single-parent home. Described by her school principal as a high achieving student who contributes to extra-curricular programs, the scholarship will greatly support the family to be able to purchase books, equipment and other student materials. Her Mathematics teacher also described Trish as an independent learner with an inquisitive mind who is highly motivated and self-disciplined. "This scholarship will benefit my studies, assist my family and will provide an opportunity for me to develop more towards the future. It will give me the chance to do well so in the future I will be a successful person".

Asal Khalaf

Asal Khalaf is a student at Birrong Girls High School and comes from a refugee background originally from Iraq. She comes from a family of 6 and they have experienced many challenges and financial hardship. The famlly fled Iraq for the children to get a better education. Asal's school principal describes her as excelling in her academic achievements across all subjects through her determination, diligence and sustained effort and is confident that she will attain her goal to attend university. "The Harding Miller Scholarship will definitely help me with all my needs for school. Having a laptop, going on all school excursions and having face-to-face tutoring will definitely make me a more successful student in the future."



Fereshta Jamshidi

Fereshta Jamshidi is also a student at Birrong Girls High School and comes from a refugee background originally from Afghanistan. She has a large family of 8 who face financial difficulties. The family has been supported through the school student assistance funds to enable Fereshta to be able to access curriculum resources. Her year advisor has described Fereshta as an extremely conscientious and motivated student who always tries to achieve her best and has her sights firmly set on attending university. "I have a great family but the problem is that we are a big family. There are eight people and six children. It would be great to have a scholarship because I am sure that I will not be able to have a computer or go on my excursions, pay my school fees and buy a uniform. Learning is my key to success and so I will try harder and harder every year. I believe that the scholarship would be a great help to me".



Ngan Nguyen

Ngan is a student at Prairiewood High School in Sydney of Vietnamese background. She has always wanted to become a doctor and knew from an early age that she had to work extremely hard to make her dream a reality. "My parents can only support me emotionally in my dream to become a doctor, because they are very limited financially and socially. If I was successful in getting this scholarship, I would use the money to pay for tutoring and help my parents pay for all my school costs." Ngan is described by her teacher as an exceptionally gifted young learner who has demonstrated a strong desire to be committed to and make the most of her education. She possesses limitless potential whether it be intellectual, creative or social. Across all criteria, she is outstanding.



Emily Muir

Emily Muir is a student at Mount Austin High School located near Wagga Wagga in NSW. "I am applying for this scholarship because I am determined to be the first person in my family to finish high school and attend university." Emily's school principal describes her as motivated, determined and committed to achieving high outcomes. Her achievements have been in the context of difficult financial and family circumstances at home. Emily always participates in every facet of school life to the very best of her ability and shows great interest in community activities.



Sienna Quinane

Sienna is a conscientious and diligent student at Banora Point High School located in the Northern Rivers region of NSW. Sienna's Head Teacher describes her as a polite and mature young lady who leads her peers in many tasks and her hardships have never been used as an excuse for not completing assignments and participating in activities. Sienna hopes the scholarship will ease the financial burden and stress on her mother and dreams of going to university to study science and perhaps pursuing a career in psychology, neuropsychology or veterinary science.

THE BOARD

KIM HARDING

Founder & Chairperson

Kim is an Australian business leader, horse racing enthusiast and art collector. In life and in business, she is a creative innovator and brings this focus to the Harding Miller Education Foundation.

ANGELLA BREGOVAC

Director

Angella is a Special Counsel at Minter Ellison. She advises ASX listed and unlisted entities in numerous industry sectors including property, infrastructure, resources, construction, telecommunications and agriculture.

IRENE MILLER

Founder & Deputy Chairperson

Irene is an accomplished retired public school teacher. She was also a consultant for the Disadvantaged Schools Program, Non-Sexist Education Unit and worked on the National Languages Policy.

STEVE DI LEO

Director

Steve is a Chartered Accountant and Chartered Tax Advisor of the Taxation Institute of Australia. He has 20 years' experience as a Tax Accountant and is a Partner at Titan Partners.

CARA VARIAN

Executive Director

Cara is an experienced leader across the government, corporate and not-for-profit sectors. She is an unwavering advocate of public education and gender equity.

ADAM HARRIS

Director

Adam is passionate and dedicated Chief Financial Officer for various small and medium sized businesses. He specialises in developing robust finance systems and controls and advising on Board and Private Equity requirements and reporting.

FOUNDATION STAFF

CARA VARIAN

Cara has experience managing teams across the government, corporate and not-for-profit sectors. She is an unwavering advocate of public education and gender equity.

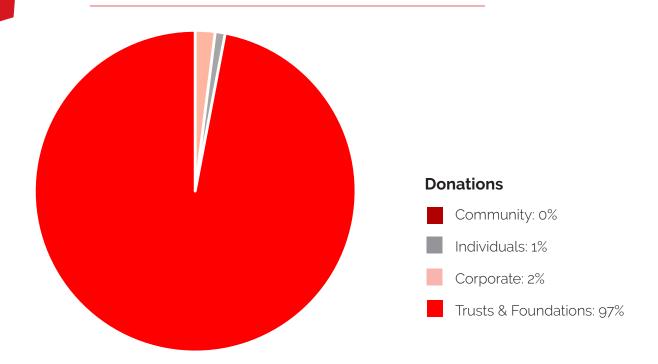
TOM RIMMELD

Tom has over 40 years' experience working in finance and accounting both to the commercial and NFP sectors.

VOLUNTEERS & COACH PROGRAM

The Harding Miller Education Foundation is driven by volunteers who give their time and expertise to support scholarship recipients. The role of the volunteer coach is a crucial element of our support-focused scholarship model. They are education advocates and support our scholarship recipients to overcome barriers to success and imagine a future beyond their current experience.

FINANCIAL REPORT



The following financial information has been extracted from the financial year 2015-2016 Audited Financial Report, which can be viewed on our website.

100% of all donations go directly to scholarship expenses such as tutoring, laptops, data and online homework help. Administrative and staff costs are paid separately by the Founders.

Financial report for period 21 July 2015 - 30 June 2016

| Harding Miller Education Foundation Ltd Statement of Financial Position As at 30 June 2016 | 2016 \$ |
|--|------------|
| Assets | |
| Current Assets | |
| Cash on hand | 229,932 |
| Other current assets | 23,975 |
| Total Current Assets | 253,907 |
| Total Assets | 253,907 |
| Liabilities | |
| Current Liabilities | |
| Accounts payable and other payables | 6,454 |
| Total Current Liabilities | 6.454 |
| Total Liabilities | 6.454 |
| Net Assets | 247.453 |
| Equity | |
| Retained Surplus | 247.453 |
| Total Equity | 247.453 |

EXTRACT OF AUDITED FINANCIAL REPORT

Harding Miller Education Foundation Ltd

| Statement of profit and loss and other comprehensive income For the period ended 21 July 2015 to 30 June 2016 | 21 July 2015 to 30 June 2016 | |
|---|------------------------------|--|
| Donations received | 472,860 | |
| Interest Income | 32 | |
| Administration expenses | - | |
| Advertising and promotion expenses | | |
| Service provision expenses | (225,439) | |
| Current year surplus before income tax | 247.453 | |
| Income tax expense | 247.453 | |
| Net current year surplus | | |
| Other comprehensive Income | | |
| Total other comprehensive Income for the year | | |
| Total comprehensive income for the year | 247.453 | |
| Total comprehensive income attributable to members of the entity | 247.453 | |

Harding Miller Education Foundation Ltd Statement of changes in equity

| For the period 21 July 2015 to 30 June 2016 | Retained Surplus \$ | |
|--|------------------------|--|
| Balance at 21 July 2015 | | |
| Surplus for the year attributable to members of the entity | 247.453 | |
| Other comprehensive income for the year | | |
| Total comprehensive income attributable to members of the entity | 247.453 | |
| Balance at 30 June 2016 | 247,453 | |

Harding Miller Education Foundation Ltd Statement of cash flows

| For the period 21 July 2015 to 30 June 2016 | 21 July 2015 to 30 June 2016 \$ | |
|--|------------------------------------|--|
| Cash flows from operating activities | | |
| Receipts from donations, bequests and raffles | 472,860 | |
| Payments to suppliers and employees | (242,960) | |
| Interest received | 32 | |
| Net cash (used in)/generated from operating activities generated from operating activities | 229,932 | |
| Cash on hand at the beginning of the financial year | | |
| Cash on hand at the end of the financial year | 229,932 | |



How can you help?

To support the important work that we do, you can donate to the Harding Miller Education Foundation.

Donations of \$2 and above are tax deductible and can be made on our website. If you would like to volunteer your time and skills to the Harding Miller Education Foundation in another way please contact us at: info@hardingmilller.org.au

PO Box 177, Balmain NSW 2041 | 5-9/5 Rosebery Place, Balmain NSW 2041 | 02 9556 7537 www.hardingmillereducationfoundation.org.au

Management Team during reporting period
Cara Varian, BA BBus(Man) MIntlDev - Executive Director
Tom Rimmeld, BCom - Financial Controller





HARDING MILLER EDUCATION FOUNDATON Together we change lives

2016

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