



the  
harding miller  
EDUCATION FOUNDATION

# 2023 ANNUAL REPORT



*Together We Change Lives - Advancing Girls  
Education Across Australia*



## HMEF HITS 1,000 SCHOLARSHIPS!

**In 2023, the Foundation awarded its 1,000th scholarship**

At the Harding Miller Education Foundation we are creating a positive social impact by lifting educational outcomes of high potential Australian girls experiencing hardship and giving them an opportunity for a bright future.

We provide scholarships to Australian girls with high academic potential who are experiencing hardship. We focus solely on girls at public school, with the intention of bolstering their prospects, confidence and achievements while they stay within their family, within their school and within their community.



"The Harding Miller Scholarship has been the driving factor of my education over the past four years. Looking back, the scholarship was what enabled me to maintain academic performance and engage in other extracurricular activities I wouldn't otherwise have had the opportunity to participate in." Gwenneth, Year 12.



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# ABOUT US

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 (SDG) are a blueprint to achieve a better and more sustainable future for all. The UN SDG 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 four of the UN SDGs.



**GOAL 1**  
NO POVERTY



**GOAL 4**  
QUALITY EDUCATION



**GOAL 5**  
GENDER EQUALITY



**Goal 10**  
REDUCED INEQUALITY



## WHY DOES THE FOUNDATION ONLY SUPPORT GIRLS?

There is clear evidence of the link between educating women and the alleviation of poverty in society. When women and girls earn income, they reinvest 90% of it into their families, compared with 30-40% for a man. Girls face many barriers to getting an education that boys do not. Educating women results in strong economies, reduced poverty for children and families and will have a significant impact in reducing the educational attainment gender gap and elevating women to an equal status of men in society.



# MESSAGE FROM THE FOUNDERS

It is our great pleasure to introduce the 2023 Harding Miller Education Foundation Annual Report.

In 2023 we were pleased to reach the milestone of awarding our 1,000th scholarship since the Foundation commenced. This is a gratifying achievement and has been possible because of all the supporters of HMEF.

In 2023 we had 619 girls on our program nationally in Years 9-12. This includes 201 new scholarships for girls entering Year 9 in 2023. Of these new scholars, 42% come from a non-English speaking background, 33% are from regional or rural Australia, 25% have experienced domestic violence, 13% are First Nations girls, 10% are from a refugee background and 6% have been in or are in foster care.

We were also honoured that Kim was awarded an Order of Australia in 2023 for her leadership and vision in creating the Harding Miller Education Foundation. This vision has seen the Foundation grow and change the lives of over 1,000 girls across Australia. In 2023 the Foundation team was not only supporting scholars and their parents or carers, but was also managing events, award ceremonies, coach support, donor support and enrichment opportunities for our girls. The work that the Harding Miller team members do is passionate, dedicated, compassionate and generous in spirit. Cara Varian has led the team with energy, enormous intelligence and wisdom.

Multi-grade awards ceremonies were held in Sydney, Brisbane, Melbourne and Perth. Scholars from previous years, who missed out on their Year 9 award ceremonies owing to the pandemic, were invited to this year's award ceremonies. It was wonderful to give these scholars an opportunity to meet their peers, coaches and the Foundation team in person.

We sincerely thank our many enrichment partners and corporate sponsors for giving our scholars life-changing opportunities from learning about various career options including finance and engineering opportunities to university placements and careers covering many avenues from medicine, science, arts, banking to even stock market brokers.

Successful fundraising events were held. These events are integral to our ability to provide scholarships for girls across Australia. Special mention to ANZ Bank and ICAP for your support in 2023. Our coaches and volunteers are also vital to the success of the program. Students come to value the support of their coaches during the four year relationship. Many students have attributed much of their success to the support of their coach. Volunteer work, whether administrative, labour intensive or advisory is also critical to the success of the programs. Many of our volunteer workers are family members of our team members. Our students continue to excel in their academic pursuits. We proudly celebrated the achievement of three outstanding NSW Year 12 scholars who won the prestigious 2023 Minister's Award for Excellence in Student Achievement and another scholar who received a global RISE Scholarship. In addition, a student from Queensland won the Queensland Premier's ANZAC Award.

We were pleased with the results of our Year 12 scholars across Australia. They all deserve every success and we could not be more proud of each and every one of them. These girls have had interrupted years of schooling due to the Covid 19 pandemic, but despite all the challenges they faced, they worked hard and gained excellent results. Congratulations to them all!

We are an organisation that relies on the support of many pro-bono supporters and volunteers, as well as our financial supporters. Thank you for helping us change the trajectory of high-potential, under-resourced girls and giving them an opportunity to succeed and have a bright and prosperous future. Australia will be a better place in the future because of these young women.

Kim Harding and Irene Miller





## MESSAGE FROM THE EXECUTIVE DIRECTOR

As we reflect on this past year, it's clear that we've successfully navigated a period of both recovery and celebration. The pandemic's challenges have receded, allowing us to focus on our core mission, focus on the future and expand our impact.

This year's award season celebrated a record number of scholarship recipients as well as the Year 11 and Year 12 students who had missed out on their in-person ceremony during the pandemic. This was a monumental undertaking for our small but dedicated team, stretching us to our capacity in terms of logistics and event management. However, the invaluable connections forged between students, staff, and coaches made every effort worthwhile.

These awards events are more than just celebrations; they're catalysts for confidence. By recognising and celebrating our scholars' achievements, we empower them to believe in their potential and reach for greater heights.

I extend my heartfelt gratitude to our staff, volunteers, and donors who have remained steadfast throughout these challenging years. Your unwavering support has enabled us to maintain our focus on our scholarship recipients and their needs, ultimately allowing us to support more bright young women than ever before.

Cara Varian

"The knowledge that I was awarded the scholarship for my academic potential provided me with a great mindset. It helped me understand that although I don't have the same access to things as other people, I am still just as good as them and that if I put my mind to something, I can achieve it."

*Dawnellen, Year 12.*





## OUR HISTORY

The Harding Miller Education Foundation was established in 2015 and awarded its first scholarship in 2016. Founded by two committed philanthropists, Kim Harding and Irene Miller, they seek to bolster education equity in Australia and, in time, change the face of leadership in Australia.

Since its inception, the Foundation has supported more than 1,000 girls from over 400 Australian public schools.

The Harding Miller Education Foundation program gives high potential girls experiencing socio-economic hardship the tools and resources they need to not only complete high school but to reach their potential and build direct pathways to tertiary education. For some girls, there is no financial access to technology or significantly limited access as they often need to share resources with multiple family members.

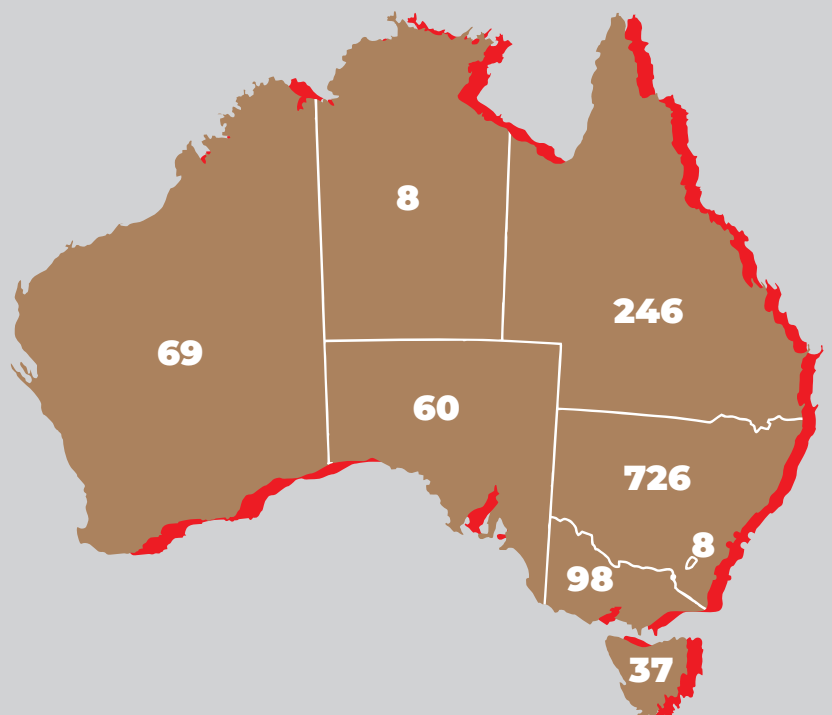
The Harding Miller Education Foundation scholarship provides the girls with their own devices and educational tools and resources so they can compete with their peers who are more socio-economically advantaged. The Foundation changes the trajectory of these girls who are experiencing hardship and gives them the opportunity of a bright future. The program is a multi-layered support framework of academic and technology resources, personal coaching and enrichment opportunities, designed to inspire and empower a fresh generation of proud Australian women.

Our aim is that through this personalised approach to educating girls we can break the cycle of poverty. Our scholars are future leaders, influencers and innovators of Australia.



the  
harding miller  
EDUCATION FOUNDATION

**DELIVERED**  
*Scholarships to*  
**1000+**  
**STUDENTS**





## BREAKDOWN OF SCHOLARS IN 2023

There was a total of 619 scholars on the program in 2023 from Years 9-12 and they were located in every state and territory of Australia as can be seen from the map shown.

In 2023 we had scholars in Australia as follows:

- 66% scholars in metropolitan areas
- 30% in rural and regional areas
- 4% in remote areas



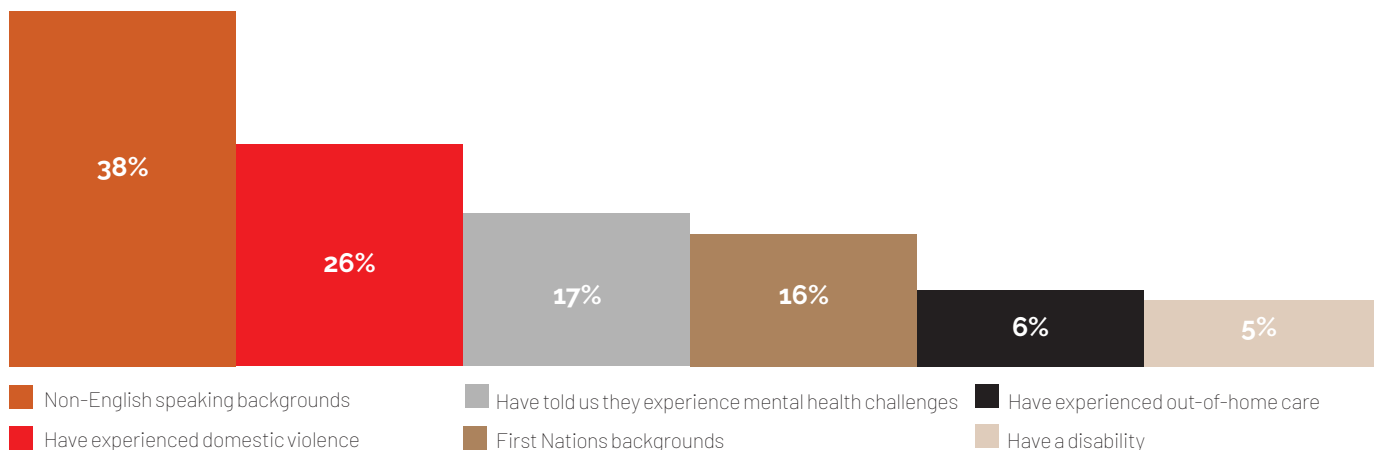
## OUR IMPACT

We provide support and scholarships to girls from all backgrounds who are studying Year 9 to Year 12 at Australian public schools in every state and territory. We are looking for three attributes when selecting students to be a part of the scholarship program. Scholars need to have high academic achievement or potential, motivation to achieve at school and attend university and be experiencing socioeconomic hardship.

### SCHOLARSHIP SELECTION CRITERIA



The scholars on the scholarship program in 2023 came from a diverse range of backgrounds as illustrated in the chart below.



## THE SCHOLARSHIP

# SINCE WE STARTED, WE HAVE DELIVERED

- ✓ \$3.6m worth of tutoring
- ✓ \$382k of online homework help
- ✓ \$1.57m worth of uniforms, textbooks, fees and extra curricular activities
- ✓ \$3.8m in technology and tech support





## CONGRATULATIONS TO KIM HARDING OAM

Harding Miller Education Foundation co-founder, Kim Harding, was appointed to the Order of Australia in the 2023 King's Birthday Honours List for her service to the community through charitable organisations.

Kim Harding, along with Irene Miller, through their generosity and vision established the Foundation in 2015. Kim's work at the Harding Miller Education Foundation is phenomenal and sits amongst her other philanthropic interests including marine conservation, homelessness, the prevention of domestic violence and the arts.

This significant recognition through the award of The Medal of the Order of Australia coincides with the Foundation awarding its 1,000th scholarship. That means that the Foundation has awarded more than \$20M worth of scholarships to high-potential Australian girls who don't currently have the resources that they need to achieve their full potential.

Kim and Irene have directly funded the administration and operational costs of the Foundation since its inception in 2015. In addition, they have also personally supported more than 600 scholarships across the nine years. Kim's passion and leadership have also inspired other donors to contribute and hundreds of volunteers to work with the Foundation.

The long-term benefit of the investment of the founders as well as our other donors, volunteers and supporters is not yet visible but as the number of graduating classes grows so do the stories of life-changing impact. A thousand scholarships mean a thousand stories... so far.

Harding Miller scholars have a bright future because of the vision and generosity of our founders who are changing the trajectory of high-potential but under-resourced girls and giving them a bright future to follow their dreams of tertiary studies and successful lives.



## OUR VALUES

- ✓ The young people we support are our first priority.
- ✓ We act with integrity.
- ✓ We value inclusion and equality.
- ✓ We show each other and our stakeholders respect and generosity of spirit.
- ✓ Our operations are transparent and accountable.
- ✓ We are outcome focused, effective and efficient.



## WE ACT WITH INTEGRITY

A very important value of the Foundation is “We Act with Integrity”.

This value is paramount and is instilled in everyone associated with Harding Miller. We take responsibility for our actions and we strive to always support our scholars and take the right path to support them.

Staff are always respectful, kind and considerate of each scholar’s circumstances. We are accountable and uphold strong moral principles and ethical behaviour. We are respectful and support open and honest communication for all our actions.

Confidentiality is paramount and we are always trustworthy, reliable and have high levels of integrity at all times.

The wellbeing of our scholars, staff and supporters is our main priority.



## VALE CARLA MCLEAN



### **The Foundation was saddened by the passing of Carla McLean in 2023.**

Carla was extremely dedicated to the students and the scholarship program. She was one of the longest serving coaches and a great friend to many. She loved coming to the awards events and participated in many workshops and functions over the years.

Below, is a photo taken with a couple of her scholarship recipients.

Carla was defined by her kindness, humility, and forthrightness. She was as practical as she was loving, and these traits formed the basis of the extraordinary connection that she built with her scholarship recipients.

Our sincere condolences to her family. She will be missed by us all at the Foundation.

"Carla was an incredible asset during my high school journey where I was often overwhelmed with my studies and indecisive about my future. She made sure I knew she was only a phone call away. She sadly passed away, but her words of motivation and encouragement still ring in my ears when things get tough."

Sabah, Class of 2022, currently studying at the University of Sydney.



# CONGRATULATIONS TO OUR TALENTED SCHOLARS

## NSW MINISTER'S AWARDS FOR EXCELLENCE

Congratulations to three NSW Year 12 scholarship recipients – Khawlah Albaf, C-K Crosbie and Kiara Risnes, who each received the prestigious NSW Minister's Award for Excellence in Student Achievement on 5 September 2023.

The Award ceremony was hosted by the NSW Public Education Foundation on behalf of the Deputy Premier and Minister for Education and Early Learning, the Hon Prue Car MP, and the Secretary of the NSW Department of Education, Mr Murat Dizdar PSM. The awards are held each year and acknowledge the outstanding achievements of schools, students, teachers, employees and parents in the NSW public education sector. The Excellence in Student Achievement award received by our three scholars recognises outstanding Year 12 students who have excelled in their secondary years across academic performance, sports, cultural, community and leadership.

There are approximately 67,000 students in Year 12 in NSW this year and only 40 students received one of these awards. For three HMEF scholars to receive one of these prestigious awards is a fantastic achievement and a testament to the success of the HMEF scholarship program in providing high potential girls an opportunity to reach their goals and be successful.

### KHAWLAH YOUNG HIGH SCHOOL

Khawlah displays an outstanding degree of character and values, which she consistently demonstrates through her daily actions, serving as an inspirational role model. Her exceptional leadership and teamwork skills are exemplified by her ability to collaborate within a team, while consistently attaining remarkable levels of success academically and as a school leader. Khawlah's active involvement in state and federal youth leadership teams shows her dedication and commitment to making a positive impact in her community.



Khawlah Albaf – Young High School (pictured with Irene Miller and Kim Harding)



## MEET SOME OF OUR STUDENTS



C-K pictured with Caroline Hill, Scholarship Program Manager and Cara Varian, Executive Director.

### C-K ST JOHNS PARK HIGH SCHOOL

C-K is an inspiring young woman who is motivated to succeed. She has demonstrated a love of learning and a commitment to achieve, both personally and academically. C-K is well respected and displays resilience, empathy and honesty.

She has maintained an extremely high academic standard throughout her high school years and strives to achieve her goals. Held in high esteem by both her peers and teachers, she has fulfilled her role as School Captain with dignity.



Kiara Risnes pictured with Irene Miller and Kim Harding

### KIARA LEUMEAH HIGH SCHOOL

Kiara is an exceptional student who, even with her blindness, has always demonstrated positive engagement, an incredible work ethic, commitment and dedication to her academic pursuits.

Kiara consistently achieves academic results at the top of her cohort and is excelling in Music 2. She aspires to attend university and pursue a career in music. She is recognised by her peers and teachers and broader community as an outstanding role model.

# MEET SOME OF OUR STUDENTS

## QUEENSLAND PREMIER'S ANZAC PRIZE



### SOPHIE QLD

Sophie has been awarded the prestigious 2024 Queensland Premier's Anzac Prize. Sophie is in Year 10 at Ayr State High School. The winners were announced by Queensland Premier Annastacia Palaszczuk in December.

The Premier's Anzac Prize is a highly enriching initiative tailored for young individuals who are passionate about history. Those who receive the prize engage in activities that contribute to developing their understanding of the Anzac spirit and its contemporary significance, both in Australia and globally. As part of the program, Sophie will set off for Brisbane to participate in a two-day young historians workshop hosted by the State Library of Queensland and then in 2024 will tour through Belgium, France and the UK, where she will explore important memorial sites from World War I and II.

As a particular highlight of this tour, Sophie will represent the Queensland Department of Education during the Anzac Day dawn service at the Australian War Memorial in Villers-Bretonneux, France. Before the tour, Sophie will also engage in research on two Anzac veterans, about whom she will deliver eulogies during the European tour. In addition, Sophie will be fundraising for Mates4Mates, an organisation supporting Australian veterans and their families who have sustained injuries due to their military service. Sophie states that she is honoured to have this opportunity as learning about Australia's military history has always been close to her heart.





# THE SCHOLARSHIP

All scholarship applications are rigorously reviewed as our aim is to provide scholarships and opportunities to high potential girls who require support to achieve their dreams for tertiary education and sustainable careers.



## SCHOLAR SELECTION PROCESS



### PROMOTION

Enormous effort goes into reaching school staff



### ELIGIBILITY

We use eligibility checks to proactively assist applicants



### COLLECTION

We support applicants and their schools during the process



### JUDGING

Each panel includes expert representatives



### MODERATION

Our selections reflect our donor requirements



### NOTIFICATION

Staff and coaches notify all successful girls by phone

## THE SCHOLARSHIP IS VALUED AT \$20,000 OVER 4 YEARS

### PREPARATION FOR AFTER SCHOOL

- Career development
- University experiences
- Inspirational women
- Critical thinking
- Public speaking
- Financial literacy



### ACADEMIC SUPPORT

- Laptop & case
- Remote help desk support
- Tutoring
- Online homework help
- Study skills training
- Subject selection assistance



# THE SCHOLARSHIP

## OUR SUPPORTERS

100% of all donations to the Harding Miller Education Foundation go directly to the provision of scholarships, with our founders personally covering all administration costs. Thank you to our wonderful supporters. Without their support, the Foundation would not be able to support our deserving students every year.



The Bell Family Foundation



Rozelle Interchange  
WestConnex



Turnbull Foundation

JAMES N. KIRBY  
FOUNDATION



HOUSTONKEMP  
Economists



We sincerely thank our major donors who generously commit funding each year so the Foundation can provide scholarships to our talented girls.



# A SNAPSHOT OF FUNDRAISING IN 2023

## CITY TO SURF

For the first time, HMEF entered a team in the 2023 City2Surf. The event was held on Sunday, 13 August and 2023 marked the 51st year of the City2Surf which is the world's largest fun run. The City2Surf spans across 14 kilometres from Sydney CBD to Bondi Beach. Along the 14 kilometres, the team were treated to music and entertained by talented groups of musicians and dancers. A fun day was had by all.

Thank you to everyone that competed and supported us on the day including our fabulous volunteers and our wonderful donors who helped us raise approximately \$11,000.



## ANZ BOARDROOM LUNCHES

The Foundation thanks ANZ bank for their ongoing support each year in hosting boardroom events in their Sydney office. In 2023 our boardroom lunches were held in May and September. They are a great opportunity to showcase the achievements of HMEF scholars and to demonstrate to supporters and donors what a difference their contribution is making to the lives of Australian girls.

Several HMEF alumnae are invited to talk about their experiences while guests enjoy their lunch. The alumnae discuss how the HMEF scholarship has impacted their lives and given them a bright and prosperous future. The alumnae also mingle with the guests and discuss their university courses and career aspirations for the future.





# A SNAPSHOT OF FUNDRAISING IN 2023

## COMBINE AIR TRAINING

The Harding Miller Education Foundation was thrilled to be part of a fantastic fundraising event held on 18 March with Combine Air Training. The event was held at the Royal Oak Hotel in Balmain. Enormous thanks go to all the members of Combine Air, the owners of the business and organisers of this wonderful event. It was a fun night and included a silent auction with prizes including football jerseys, Colgate packs and even a home sauna!

The event also celebrated International Women's Day and one of our alumna, Julina, spoke about how the scholarship changed her life. Julina graduated from Cabramatta High School in 2020. She was an exemplary student who achieved outstanding results. She is currently studying Chemical Engineering at UNSW. Close to \$11,000 was raised for the Foundation at the Combine Air Training event.



## CHARITY DAY – TP ICAP GROUP

ACCOUNTABILITY | ADAPTABILITY | AUTHENTICITY



TP ICAP is a world leading liquidity and data solutions specialist group – they connect clients to liquidity across financial and commodities markets globally through brokers. Their head office is in the UK with offices in London, across Europe, New York, Singapore, Hong Kong, Dubai, Australia and NZ.

The 2023 ICAP charity day was held on 7 December. The Foundation was excited to be selected to be involved in this year's charity day event which centres around brokers around the world giving 100% of their revenue and commissions to nominated charities on this particular day.

Several Harding Miller scholars and alumnae attended the charity day in Sydney along with Foundation employees. The girls had a very exciting day participating in activities and learning all about how the brokers work and the different markets across Australia and New Zealand. Our thanks to the Sydney ICAP team for nominating HMEF and hosting the event. The donations from the ICAP charity day mean that ICAP will support three scholarships in 2024. A fantastic result!





## 2023 AWARDS CELEBRATION



In 2023 we celebrated 201 new scholars from every state and territory of Australia at four events which were held in Perth, Melbourne, Brisbane and Sydney. In addition, senior scholars in years 11 and 12 were also invited to attend the 2023 event if they missed out in Year 9 due to Covid.

The award events are a significant occasion for our scholars and it is often the first time many girls are introduced to their peers, coaches and members of the foundation. They are not simply events to celebrate the achievements of wonderful scholars from across Australia, they are also an opportunity for scholars to gain insights and build networks with peers and people from different backgrounds.

The Foundation staff welcome the scholars and all girls participate in enrichment and social activities during the day. In the evening, the scholars invite their family to join the event where they are welcomed officially into the Harding Miller Education Foundation program.

The evening award ceremony function is a wonderful and inspiring event which features a Welcome to Country, special guest speakers, entertainment and an official welcome from the Managing Director of the Foundation.



### PERTH

The first awards ceremony for the year was held in Perth on 3 April 2023 at the University of Western Australia. Thirty-one scholars attended the event from all across Western Australia.







## MELBOURNE

Scholars from Victoria, South Australia, Tasmania and the Australian Capital Territory attended the awards event in Melbourne on 8 May 2023. The event was held at the State Library Victoria and 72 scholars attended the event.





## BRISBANE

The Brisbane Awards event was held on 22 May 2023 at the State Library of Queensland and 83 Queensland-based scholars attended the event.





## SYDNEY

On 26 June 2023 the Sydney Awards event was held at the Sofitel Hotel Wentworth and was attended by 110 scholars from across NSW and the Northern Territory. It was the largest awards event we have held, with over 300 guests in attendance.





## OUR ENRICHMENT PROGRAM

Our enrichment program continued to grow in 2023, with 39 enrichment events offered to scholars across a range of in-person and virtual experiences. We continued the trend of increasing both the number and scope of enrichment opportunities provided to scholars during 2023, with a total of 2,510 hours of opportunities for the year across a range of in-person and virtual experiences.

### SUMMARY OF ALL ENRICHMENT ACTIVITIES IN 2023

#### Enrichment Activity

University Workshops  
 Careers in Focus - HMEF alumna & university student  
 Career Mentoring Interviews  
 Big Day In at UTS  
 Careers in Focus - Doctor  
 Career Profiling  
 Maths Mentoring Program  
 Year 12 University Residential Program  
 Work Experience Day - Sydney  
 Workplace Visit and Site Tour - Sydney  
 Organisation  
 Careers in Focus - Product Manager  
 University Program  
 Cyber Security Session  
 Careers in Focus - Business Banker  
 Year 12 University Program  
 Year 12 University Residential Program  
 STEM Camp  
 School Holiday Enrichment Program - Sydney  
 Big Day In - Melbourne  
 Work Experience Day  
 Workplace Experience Day  
 Scientific Lab Visit - Sydney  
 Careers in Focus - Agribusiness  
 University Program - Sydney  
 Careers in Focus - Psychologist  
 Careers in Focus - Agricultural Research Officer  
 Yr 11 University Program - Sydney  
 University Health Day Program  
 Workplace Experience - Brisbane  
 Yr 11 University Program - Sydney  
 School Holiday Enrichment Program  
 School Holiday Work Experience  
 Workplace Visit and Site Tour - Melbourne  
 Lizard Island Coral Reef Study Tour  
 HSC Prep Courses  
 Careers in Focus - Stockbroker Energy & Commodities  
 STEM Entrepreneurship Workshops  
 Engineering Summer School Residential Program  
 Workplace Experience Day - Adelaide

#### Enrichment Provider

UNSW, GERRIC  
 HMEF  
 UNIQ You  
 Australian Computer Society  
 HMEF  
 Careers Avenue  
 The Institute for Enquiring Minds  
 University of Sydney  
 EY  
 The Australian Nuclear Science & Technology  
 (ANSTO) - Lucas Heights  
 HMEF  
 The University of Sydney  
 ANZ  
 HMEF  
 UNSW  
 University of Sydney  
 Curious Minds  
 MasterCard  
 Australian Computer Society  
 Challenger  
 HoustonKemp  
 4Cyte Pathology  
 HMEF  
 University of Sydney  
 HMEF  
 HMEF  
 UNSW  
 University of Adelaide  
 EY  
 UNSW  
 MasterCard  
 HoustonKemp  
 ANSTO - Synchrotron  
 The Australian Museum  
 Centre for Continuing Education USYD  
 HMEF  
 Tech Girls Movement Foundation  
 Engineers Australia  
 EY

We sincerely thank our enrichment partners who generously provide opportunities for our scholars to broaden their career horizons and develop skills, confidence and networks.



"I've attended many workshops that helped me sharpen an idea of industries of interest beyond school. This was really important to me, as the small rural town I live in does not provide much representation of the industries that required the skills I was interested in." Ellie-May Lang Year 12



4Cite Pathology



EY Sydney



MasterCard



Challenger

"One of my favourite aspects of the scholarship are all the opportunities which I have been given like the workplace experience days at EY, the Futures Friday at USYD earlier this year and the Careers in Focus sessions. These events have given me a very good opportunity to learn about possible career paths and to meet with other HMEF scholars." Sumedha, Year 12.

## YEAR 12 CLASS OF 2023

### OTHER INTERESTING INFORMATION ABOUT THE CLASS OF 2023 INCLUDES,

The Class of 2023 started with 138 girls on the program at the beginning of 2020. They attended 91 different schools across all states and territories – except for the ACT. The Class of 2023 graduated from the scholarship program with 115 students completing their schooling with 110 also receiving an ATAR.

An impressive number of 46 scholars from the Class of 2023 (40%) advised us that they held school leadership positions during their final year at school – including the 17 scholars who were nominated as either school captain or vice captain.

The fact that such a high proportion of our scholars are holding such important roles within their schools shows that they are confident, engaged and displaying significant leadership potential within their school communities. Further, it places them at greater advantage (relative to their peers) when applying for early entry and/or scholarships at university by having evidence of leadership, responsibility, time management, and the ability to cope with competing commitments.

## OTHER INTERESTING INFORMATION FOR THE CLASS OF 2023 INCLUDES

**94%** of students are studying at university after school



**88%** of students applied for a university scholarship

**50%** received an early offer to go to university



**42%** of students were the first in their family to finish year 12.



## YEAR 12 CLASS OF 2023



"The HMEF scholarship has had a tremendous impact on my life at school as it has meant that for the past four years I haven't had to worry about how much it would cost to go to school or how I was going to be supported to do well. A large portion of my success as a student comes down to how this scholarship has impacted me, I once thought going to university was a fantasy, but based on the support over the last four years I have been accepted with an early entry to university."

Allira, Year 12.



# YEAR 12 RESULTS

An outstanding 36% of the 55 Harding Miller education scholarship recipients who sat their Higher School Certificate exams in New South Wales this year have been recognised on the HSC Honour Roll. One of our Year 12 scholars was awarded All Rounder, while another was awarded Top Achiever. Twenty-one scholars were awarded Distinguished Achiever. We also had two Victorian scholars distinguished on the VCE Honour Roll.

## NSW Distinguished Achiever

### SCHOLAR SUBJECT

AMINAH	Legal Studies
ANGELINA	English Advanced, Mathematics Advanced
ANNADA	Visual Arts
AURORA	Mathematics Standard 2, Music, Japanese Continuers
BELINDA	English Extension 2, Mathematics Extension 1, Latin Extension
BRENDA	Visual Arts
CHANTELLE	English Advanced, English Extension 1, Legal Studies
CONA	Chemistry, Mathematics Extension 1, Mathematics Extension 2
CRYSTAL	Mathematics Extension 1, Mathematics Extension 2, Physics
ELLIE	Society And Culture
GWENNETH	Business Studies, English Extension 1, Modern History
JANICE	Business Studies, English Advanced, Mathematics Advanced, Science Extension
KELLY	Economics, English Advanced
NATALIE	Legal Studies, Society And Culture
SAPPHIRE	English Advanced, Personal Development Health And Physical Education
SOPHIE	English Extension 1
SUMEDHA	Mathematics Extension 1, Mathematics Extension 2
NHI	Mathematics Advanced

## NSW Top Achiever

### SCHOLAR SUBJECT

JANICE	3rd in Business Studies
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## VIC High Achiever

### SCHOLAR SUBJECT

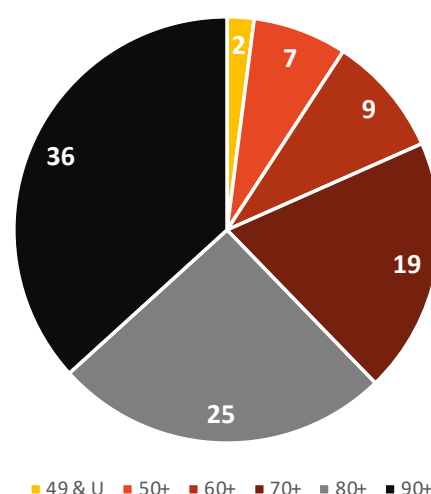
EVALYN	English Language, Visual Communication Design
KELLY	Chemistry, English, Health and Human Development, Mathematical Methods

# ATAR RESULTS

The Australian Tertiary Admission Rank (ATAR) is a number between 0.00 and 99.95 that indicates a student's position relative to other students. ATARs are calculated in each state to reflect a student's rank against other students in their state and are still the primary factor considered by universities when admitting students to courses.

One hundred and ten of our scholars in the Class of 2023 pursued an ATAR pathway and 98 scholars provided their ATAR results. The highest ATAR received by one of our top scholars was 98.95 – indicating that her performance was in the top 1.05 percent of the entire state of New South Wales.

Overall, 53% of our Year 12 scholars in 2023 received an ATAR in the top 20% of the state.



OVERALL, 53% OF OUR YEAR 12 SCHOLARS IN 2023 RECEIVED AN ATAR IN THE TOP 20% OF THE STATE.

# A SNAPSHOT OF SCHOLAR SUCCESS STORIES

## CLASS OF 2023



### Sumedha

Sumedha's mother is a carer for Sumedha's younger sister who has complex medical needs and she also works as a casual childcare worker. Her father is unable to work due to medical issues. Her family experiences socioeconomic hardship.

Sumedha graduated from North Sydney Girls High in 2023. She was awarded a Distinguished Achiever award on the 2023 NSW Honour Roll as she achieved a result in the highest band for Mathematics Extension 1 and Mathematics Extension 2. Sumedha received an early offer from the University of New South Wales to study a Bachelor of Engineering and has accepted this offer. More recently Sumedha received the WIE FEAS (Women in Engineering Faculty of Engineering Admissions Scheme) Scholarship valued at \$5,000.



### Dawnellen

Dawnellen lives in a small, remote town in the Northern Territory and attended Katherine High School where she was School Vice Captain and Dux of her year. She lives with her grandmother and they experience hardship living off a low income. Dawnellen gives back to her community volunteering at the hospital and through the Red Cross. She made excellent use of her scholarship tools and attended numerous online enrichment opportunities.

Dawnellen has moved to Melbourne and is currently studying Occupational Therapy at Monash University. She is the first in her family to attend university. When she completes her degree, Dawnellen plans to work in remote Australia.





# A SNAPSHOT OF SCHOLAR SUCCESS STORIES

## CLASS OF 2023



### Sapphire

Sapphire attended Canley Vale High School and was a House Captain in Year 12. Her father was a refugee and her mother was an immigrant from Vietnam and they do not speak English fluently. Her mother cares for her father due to his injuries so both parents are unemployed and the family experiences socioeconomic hardship. Sapphire received a Harding Miller Education Foundation scholarship because she showed high academic results and potential, she had strong goals and demonstrated the motivation to reach them.

In Year 8 Sapphire stated that her goal was to study health at the University of Sydney. Sapphire had a number of early entry offers at a range of universities and is now studying a Bachelor of Applied Health (Occupational Therapy) at the University of Sydney.



### Bathsheba

Bathsheba was born in a refugee camp in Thailand. Her parents came to Australia seeking a better life for their eight children, free from persecution. Bathsheba is passionate about music just like her father and wants to be a role model for her younger siblings and other members of her community. She attended Condell Park High School and was School Captain in Year 12.

Bathsheba is currently studying a Bachelor of Business and Bachelor of Arts at Macquarie University. She is the first person in her family to have the opportunity to study at university and she knows it makes her parents very proud.



### Gwen

When Gwen applied for the scholarship she was hoping to study education. A proud First Nations woman, Gwen grew up in a small rural town with her parents and two siblings facing significant socioeconomic hardship. Gwen graduated from Dungog High School as Dux in 2023.

Gwen is pursuing a Bachelor of Laws and Bachelor of Science, majoring in Psychology through the Dalyell Stream at the University of Sydney. She was recently awarded the Judge Ralph J Perdriau Scholarship for the Bachelor of Laws and has started a position in legal research. In Year 12, Gwen was on the NSW Honour Roll as well as being school Vice Captain, AECG President and an involved member of her SRC. She represented rural youth on a national level through the Rural Ambassador Program with a focus on furthering opportunities and teaching in rural education.

Gwen also received the Premier's Anzac Memorial Scholarship. In 2022 Gwen was Dungog's Young Citizen of the Year. In 2023, Gwen's piece on 'How Diverse Young Leaders Strengthen Rural Communities' won her the Country to Canberra's Leadership Competition and a trip to the ACT to cultivate her leadership skills.

# 2023 SCHOOLS WITH SCHOLARS

- Airds High School
- Alexandra Hills State High School
- Alexandria Park Community School
- Armidale Secondary College
- Arthur Phillip High School
- Ashcroft High School
- Ashdale Secondary College
- Ashwood High School
- Auburn Girls High School
- Australian Science & Mathematics School
- Ayr State High School
- Ballajura Community College
- Ballina Coast High School
- Banksia Park International High School
- Bankstown Girls High School
- Banora Point High School
- Bass High School
- Beenleigh State High School
- Bega High School
- Bellbird Park State Secondary College
- Bellingen High School
- Belmont City College
- Bendigo Senior Secondary College
- Benowa State High School
- Berri Regional Secondary College
- Beverly Hills Girls High School
- Billabong High School
- Birrong Girls High School
- Blakehurst High School
- Bomaderry High School
- Bonnyrigg High School
- Boonah State High School
- Bowraville Central School
- Bremer State High School
- Bribie Island State High School
- Bridgetown High School
- Brisbane School Of Distance Education
- Brooks High School
- Browns Plains State High School
- Bulahdelah Central School
- Bundaberg State High School
- Burnie High School
- Burnside State High School
- Burwood Girls High School
- Cabramatta High School
- Cairns State High School
- Callaghan College Jesmond Senior Campus
- Callaghan College Wallsend Campus
- Canley Vale High School
- Carine Senior High School
- Caringbah High School
- Carlingford High School
- Caroline Chisholm School
- Casula High School
- Cavendish Road State High School
- Centenary Heights State High School
- Centenary State High School
- Cessnock High School
- Chaffey Secondary College
- Champion Bay Senior High School
- Chancellor State College
- Charters Towers State High School
- Chester Hill High School
- Chifley College Senior Campus
- Churchlands Senior High School
- Clarence High School
- Cobram Secondary College
- Coffs Harbour High School
- Coffs Harbour Senior College
- Colo High School
- Concord High School
- Condell Park High School
- Cooktown State School P12-
- Coomealla High School
- Coonabarabran High School
- Coonamble High School
- Corinda State High School
- Corrimal High School
- Craigslea State High School
- Dalby State High School
- Dandenong High School
- Darwin High School
- Deception Bay State High School
- Deloraine High School
- Denison College Of Secondary Education, Kelso High Campus
- Denmark Senior High School
- Dianella Secondary College
- Don College
- Doonside Technology High School
- Drouin Secondary College
- Dubbo College Senior Campus
- Dubbo College South Campus
- Dungog High School
- East Hills Girls Technology High School
- East Kimberley College
- Elizabeth College
- Emerald State High School
- Endeavour Sports High School
- Engadine High School
- Fairfield High School
- Fairvale High School
- Forbes High School
- Fort Street High School
- Georges River College Penshurst Girls Campus
- Gilgandra High School
- Girraween High School
- Girraween Senior High School
- Gladstone Park Secondary College
- Gladstone State High School
- Glenala State High School
- Glenmore State High School
- Glenroy Secondary College
- Goondiwindi State High School
- Gosford High School
- Great Lakes College Forster Campus
- Great Lakes College Senior Campus
- Greystanes High School
- Gulargambone Central School
- Gungahlin College
- Guyra Central School
- Halls Head College
- Hampton Park Secondary College
- Harristown State High School
- Hay War Memorial High School
- Hellyer College
- Henry Kendall High School
- Herberton State School P10-
- Hervey Bay State High School
- Highfields State Secondary School
- Hobart City High School - New Town Campus
- Horsham College
- Hunter River High School
- Hunter Sports High School
- Hurlstone Agricultural High School
- Indooroopilly State High School
- Ingham State High School
- Inner Sydney High School
- Innisfail State College
- Inverell High School
- Ipswich State High School
- Isis District State High School
- James Fallon High School
- James Meehan High School
- James Ruse Agricultural High School
- Jamison High School
- John Curtin College Of The Arts
- John Monash Science School
- Kambrya College
- Karratha Senior High School
- Katherine High School
- Katoomba High School
- Keira High School
- Kempsey High School
- Kepnock State High School
- Keysborough Secondary College Acacia Campus
- Keysborough Secondary College Banksia Campus
- Kilcoy State High School
- Kincumber High School
- Kingston State College
- Kingswood High School
- Kirwan State High School
- Kogarah High School
- Koorinal High School
- Kuranda District State College
- Kurri Kurri High School
- Lake Tuggeranong College
- Lakeland Senior High School
- Leongatha Secondary College
- Leumeah High School
- Liverpool Girls High School
- Loganlea State High School
- Lurnea High School
- Lynwood Senior High School
- Mabel Park State High School
- Mackay North State High School
- Macksville High School
- Maitland Grossmann High School
- Maitland High School
- Maleny State High School
- Manea Senior College
- Manjimup Senior High School
- Mansfield State High School
- Marden Senior College
- Marsden High School
- Marsden State High School
- Matraville Sports High School
- Melbourne Girls' College
- Melville High School
- Melville Senior High School
- Mentone Girls Secondary College
- Merewether High School
- Merrylands High School
- Mildura Senior College
- Miles State High School
- Miller Technology High School
- Mitchell High School
- Monaro High School
- Monto State High School
- Moorefield Girls High School
- Morawa District High School
- Mosman High School
- Moss Vale High School
- Mossman State High School
- Mount Alexander College
- Mount Austin High School
- Mount Barker Community College
- Mount Barker High School



- Mount Clear College
- Mount Eliza Secondary College
- Mount Gravatt State High School
- Mount Lawley Senior High School
- Mount View High School
- Mount Waverley Secondary College
- Mukinbudin District High School
- Mundubbera State School
- Murgon State High School
- Murray High School
- Murrumbidgee Regional High School
- Murrumbidgee Regional High School
- Murwillumbah Learning Community High School
- Nambucca Heads High School
- Nanango State High School
- Narooma High School
- Nepean Creative And Performing Arts High School
- Newton Moore Senior High School
- Noosa District State High School
- North Sydney Girls High School
- Northern Adelaide Senior College
- Northlakes High School
- Nossal High School
- Nuriootpa High School
- Oberon High School
- Ormeau Woods State High School
- Ouyen P12- College
- Palm Beach-Currumbin State High School - Junior Campus
- Palm Beach-Currumbin State High School - Senior Campus
- Palmerston College (9-7)
- Parafield Gardens High School
- Paralowie School
- Peel High School
- Pendle Hill High School
- Penrith Selective High School
- Perth Modern School
- Pimpama State Secondary College
- Pioneer State High School
- Pittsworth State High School
- Port Lincoln High School
- Prairiewood High School
- Proserpine State High School
- Prospect High School
- Quakers Hill High School
- Queechy High School
- Queensland Academies - Health Sciences Campus
- Queensland Academy For Creative Industries
- Queensland Academy For Science Mathematics And Technology
- Randwick Girls High School
- Redbank Plains State High School
- Reece High School
- Ridgeview Secondary College
- Ringwood Secondary College
- Rochedale State High School
- Rockhampton State High School
- Roma Mitchell Secondary College
- Rooty Hill High School
- Rosny College
- Rossmoyne Senior High School
- Runcorn State High School
- Safety Bay Senior High School
- Sale College - Macalister Campus
- Salisbury East High School
- Salisbury High School
- Sandgate District State High School
- School Of Isolated And Distance Education
- Seaton High School
- Sefton High School
- Shailer Park State High School
- Smiths Hill High School
- South Grafton High School
- Spinifex State College
- Springside West Secondary College
- Springwood High School
- Springwood State High School
- St George Girls' High School
- St George State High School
- St Ives High School
- St Johns Park High School
- St Marys Senior High School
- Strathfield Girls High School
- Sunnybank State High School
- Sydney Distance Education High School
- Sydney Girls High School
- Sydney Secondary College Balmain Campus
- Tamborine Mountain State High School
- Tamworth High School
- Tempe High School
- The Jannali High School
- The Mac Robertson Girls High School
- The Rivers Secondary College - Richmond River High Campus
- Theodore State School
- Thomas Reddall High School
- Thornbury High School
- Tom Price Senior High School
- Tomaree High School
- Toowoomba State High School
- Townsville State High School
- Trinity Bay State High School
- Tullawong State High School
- Tully State High School
- Tumut High School
- Ulladulla High School
- Uralla Central School
- Urangan State High School
- Victoria University Secondary College
- Warwick Senior High School
- Wauchope High School
- Wavell State High School
- Wellington Point State High School
- Werribee Secondary College
- West Wallsend High School
- Western Australian College Of Agriculture - Harvey
- Westfields Sports High School
- Whyalla High School
- Wiley Park Girls High School
- Willetton Senior High School
- Willunga High School
- Wirreanda Secondary School
- Wodonga Senior Secondary College
- Woodford P10- State School
- Woodridge State High School
- Wyndham College
- Wynnum State High School
- Wynyard High School
- Wyong High School
- Yanchep Secondary College
- Yeppoon State High School
- Yeronga State High School
- Young High School



# OUR PEOPLE

## THE BOARD

### KIM HARDING

#### *Chairperson*

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

### IRENE MILLER

#### *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.

### CARA VARIAN

#### *Executive Director*

Executive Director 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.

### ANDREA SLARK

#### *Director*

Andrea is the CEO of Zenith Payments. She has provided financial advice and led multidisciplinary teams across Australia, the UK, Italy and the Czech Republic.

### STEVE DI LEO

#### *Director*

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

### ANGELLA BREGOVAC

#### *Director*

Angella is the Managing Director of Corporate Project Lawyers. She provides legal expertise across many sectors, including property, infrastructure, resources and construction.

## FOUNDATION STAFF

### CARA VARIAN

#### *Executive Director*

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

#### *Financial Controller*

Tom has over 50 years' experience working in finance and accounting both to the commercial and NFP sectors.

### YING SUN

#### *Financial Controller*

Ying, an MBA and CPA, has over 30 years of experience in finance and management accounting across small to large organisations, including ASX-listed companies.

### CAROLINE HILL

#### *Scholarship Program Manager*

Caroline has a background in recruitment, people development, administration and related systems. She is a believer in equal access within the education system.

### CATHY JOHNSTONE

#### *National Operations Manager*

Cathy has worked for the NSW Government in senior roles for the past 30 years. She has extensive experience in supporting Ministers and senior officers including cross portfolio liaison and parliamentary operations. She was most recently Director of Ministerial and Executive Support for the NSW Department

### LISA WOOD

#### *Program Coordinator*

Lisa is a secondary school teacher and has had experience as a university lecturer. She has also been in management roles in sports and leisure centres around the world.

### LISA DE VRIES

#### *Scholarship Program Coordinator*

Lisa has experience working in the Not-For-Profit sector in the Netherlands focusing on events and administration within environmental education projects. After moving to Australia she has been in different administrative roles and also worked for an event staging and construction company.

### PATRICIA GLACKIN

#### *Events & Enrichment Program Coordinator*

Patricia has had extensive experience working in the not-for-profit sector in Ireland focused largely on events, community engagement and campaigning. Patricia moved from Katherine in the Northern Territory where she ran the Katherine Show and Rodeo.

### SUZY BAIRD

#### *Scholarship Events and Enrichment Coordinator*

Suzy is an Early Childhood teacher and has worked in early childhood settings and primary schools in NSW, Victoria, Japan and Singapore. She has worked in the non-for-profit sector with the Starlight Children's Foundation as a program coordinator, as well as for the Sydney Children's Hospital Network.

### POLY STRATIS

#### *Accounts Officer*

Poly has an accounting degree from the University of New South Wales and has 20 years of accounting experience.

### ADRIENNE AINSWORTH

#### *Operations and Administration Officer*

Adrienne is an experienced teacher who is passionate about educational equity. She spent her teaching career working in public schools with a high proportion of students experiencing disadvantage and students from diverse religious and cultural backgrounds.

### MONICA ANGGANI

#### *Administration and Comms Assistant*

Monica is a recent graduate with a degree in peace and conflict studies, paired with event management, and has always aspired to work in the not-for-profit sector. She is passionate about making a meaningful impact in the community, particularly around the rights of women and young people.



# VOLUNTEERS AND COACH PROGRAM

The Harding Miller Education Foundation is driven by volunteers who give their time and expertise to support scholarship recipients. Our volunteers provide expertise in administration, data manipulation, IT support, marketing as well as being wonderful judges and coaches. Our volunteers help us select scholarship recipients, communicate with donors and stakeholders, and bring our stories to the Australian public. Our amazing volunteer coaches are a crucial element of our support-focussed scholarship model. They are education advocates and support our scholarship recipients to overcome barriers to success and imagine a future beyond their current experience.

## THANK YOU TO OUR VOLUNTEERS IN 2023

### DATA MANIPULATION & REPORTING:

Mark Waldron

### MARKETING:

Eyad Azzam – Zenith  
Payments  
Mel Romano – Zenith  
Payments

### WEBSITE & SEO:

George Pappas – G Squared  
George Photios – G Squared  
Thien Nguyen – G Squared

### STUDENT VOLUNTEERS:

Andrew Hill  
Jayden Wood  
Jordan Hill  
Rose Baird-Petroni

## THANK YOU TO OUR AMAZING COACHES

Amy Hughes  
Angela Goodsir  
Anna Kellerman  
Anne Marie Halton  
Antonette Jayona  
Arshiya Azeem  
Ashleigh Harrington  
Carla Fitzgerald  
Carmel Shanahan  
Caroline Jennings  
Caroline Orde  
Cath Bisaro  
Cathy Cooper (*also a Judge*)  
Chantelle Rangel  
Charlene McKenzie  
Cherieve Payne  
Christine Gregory  
Cindy Burgess  
Clarissa Ferreira  
Daniela Fabiano  
Deb Arnold  
Debra James  
Derinda Smith  
Elizabeth Urquhart  
Elysee Ng  
Emily Knoblanche  
Emily Miller  
Emily Petricha  
Emma Soall  
Emma Wynne-Jones  
Erin Clarke  
Felicity Bywater (*also a Judge*)  
Felicity Kean  
Fiona Caheny  
Fiona Lloyd

Fiona Vale  
Geeta Chhatbar  
Geoff Shuetrim  
Georgia Cooper  
Georgia Took (*also a Judge*)  
Georgina Brown  
Grace Swain  
Hannah Geraghty  
Helen Larsen  
Henrietta Miller  
Inez Bennecke  
Isabel Gray  
Jacqueline Brewer  
Jacqueline Koob  
Jane Sankey  
Jane Saphin  
Jayne Campbell  
Jemima Feddersen  
Jihan Rome  
Jill Morrison  
Joanne Scarfe  
Joyce Fang  
Judy Gastin  
Julia Stoppa  
Karen Doyle (*also a Judge*)  
Karin Ragel  
Katherine Gordon  
Katira Ahmed  
Katriona Ly  
Kirsten Andrews  
Lauren McCormack  
Leah Curtis  
Leanne Stathakis  
Linda Holmes  
Lindi Greenfield

Lisa Ward  
Louise McNee (*also a Judge*)  
Lucy Lindbergh-Ostling  
Lucy Sattler  
Lyn Beatty  
Maggi Roynon  
Maggie Stara  
Majd Abu Swireh  
Margaret Dowe  
Margot Richmond  
Melissa Lee  
Meredith Fawcett  
Merran Morrison  
Michelle Boswell  
Michelle Richardson  
Michelle Rowcliff  
Millie Hendry  
Nadine Rabu  
Nancy Campisi  
Nastassja Freeburn  
Natasha Jacquot  
Ngan Le Tran  
Nicky Miklos-Woodley  
Nicole Stevens  
Nitya Padman  
Rachael Brown  
Rachel Pont  
Rhonda Bishop  
Rhya Cairns  
Rita Andraos  
Robyn Holt  
Robyn Caloon  
Rosemary Gearin  
Rosemary Mathlin  
Salina Alvaro

Sally Hurst  
Sancha Donald  
Sara Galloway  
Sara Goldie  
Sara Lassemillante  
Sarah Sherman  
Shannon Collins  
Shelley Wang  
Sinead Roberts  
Sneha Mukherjee  
Sonja White  
Sonya Gertler  
Stacey Hubert  
Stacy Jacobs  
Sue Lever  
Sue Torr  
Supreet Kaur  
Susan Heggie  
Susan Oxfeldt Jensen  
Suzanne Berry  
Suzy Curtis  
Teresa Tan  
Tess Woods  
Toni Morgan  
Trish Ryan  
Trish Stockton  
Vanessa Green  
Vivian Chan  
Yen Liu  
Yvette Blount  
Vivian Chan  
Yen Liu  
Yvette Blount

## THANK YOU TO OUR WONDERFUL JUDGES

Alanah Jeffries  
Amy Brown  
Anamaree Williams  
Andrew Rogers  
Angella Bregovac  
Antonia Nunes  
Arshiya Azeem  
Bharat Rajeev  
Carly Montgomery  
Catherine Baron  
Charles Borg  
Charles Gauci  
Christobel Botten  
Craig Petersen  
Daniel Johnson  
Danielle Powell  
David Lang  
David Taylor

Dean Varian  
Denise Lofts  
Di McKenzie  
Donna Loder  
Elissa Sujuachmir  
Elizabeth Beach  
Emma Bourke  
Eryn Vannucci  
Felicity Spittle  
Fiona D'Souza  
George Allen  
Gillian Edwards  
Jane Thorpe  
Jennifer Cox  
Jennifer Howard  
Jennifer Layton  
Jennifer Parrett  
Jennifer Regan

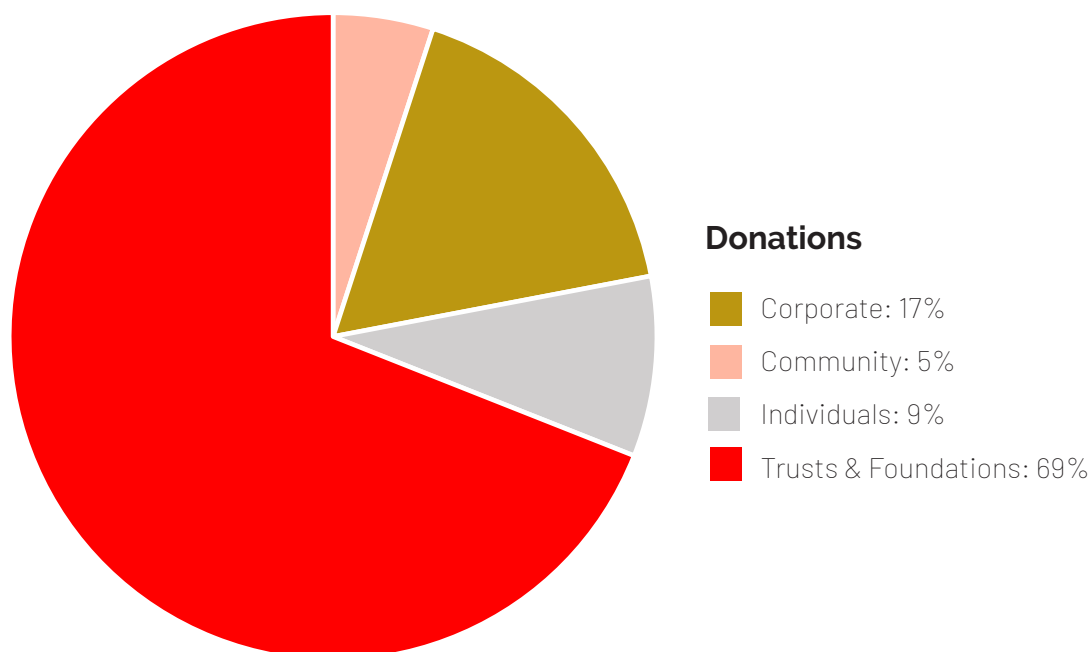
Jessica Cong  
Jim White  
Judy Gastin  
Katie Douglas  
Kimberely Tempest  
Kristen Masters  
Lauren Presutto  
Laurie Smith  
Leanne Sinclair  
Lenore Cooper  
Leonie Bell  
Mantha Wong-Laird  
Mark Greenfield  
Mark Howie  
Martin Chow  
Mathew Ditchburn  
Mel Turner  
Mia Mylonas

Michael Rathborne  
Michael Wade  
Mikaela Khoury  
Nicole Dann  
Petrina Fox  
Petula Martin  
Prue Nelson  
Rachael Klopogge  
Richard Graham  
Rob Lawson  
Simone Zimmerman  
Sonya Gertler  
Sue O'Brien  
Vi-Nghi Dang  
Virginia McClelland





# FINANCIAL REPORT



The following financial information has been extracted from the 2023 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 1 January 2023– 31 December 2023

### Harding Miller Education Foundation Ltd Statement of Financial Position as at 31 December 2023 As at 31 December 2023

	2023 \$	2022 \$
<b>ASSETS</b>		
Current Assets		
Cash on Hand	1,605,614	1,876,773
Other current assets	1,498,134	31,573
TOTAL CURRENT ASSETS	3,103,748	1,908,346
TOTAL ASSETS	3,103,748	1,908,346
<b>LIABILITIES</b>		
Current Liabilities	1,499,422	1,194,318
Accounts payable and other payables	1,604,326	714,028
TOTAL LIABILITIES	3,103,748	1,908,346
NET ASSETS	-	-
<b>EQUITY</b>		
Retained Surplus	-	-
TOTAL EQUITY	-	-

# FINANCIAL REPORT

**Harding Miller Education Foundation Ltd**  
**Statement of Profit & Loss and other comprehensive income**  
**For the period 1 January 2023 to 31 December 2023**

	31 Dec 2023 \$	31 Dec 2022 \$
Donations received	3,015,633	3,533,954
Interest income	28,739	1,722
Other income		
Service provision expenses	(3,044,372)	(3,535,676)
<b>Current year surplus/(deficit) before income tax</b>		
Income tax expense	-	-
Net current year surplus/(deficit)	-	-
<b>Other comprehensive income</b>	-	-
<b>Total other comprehensive income for the year</b>	-	-
<b>Total comprehensive income/(loss) for the year</b>	-	-
Total comprehensive income/(loss) attributable to members of the entity	-	-

**Harding Miller Education Foundation Ltd**  
**Statement of changes in equity**  
**For the period 1 January 2023 to 31 December 2023**

	Retained Surplus \$
<b>Balance at 1 January 2022</b>	106,028
<b>Comprehensive income/(loss)</b>	
Surplus for the year attributable to members of the entity	
Restatement of retained earnings	(\$106,028)
<b>Total comprehensive income attributable to members of the entity</b>	
<b>Balance at 31 December 2022</b>	
<b>Balance at 1 January 2023</b>	
<b>Comprehensive income/(loss)</b>	
Surplus for the year attributable to members of the entity	-
Other comprehensive income for the year	-
<b>Total comprehensive income attributable to members of the entity</b>	
<b>Balance at 31 December 2023</b>	

**Harding Miller Education Foundation Ltd**  
**Statement of cash flows**  
**For the period 1 January 2023 to 31 December 2023**

	31 Dec 2023 \$	31 Dec 2022 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from donations, bequests and raffles	1,902,583	3,522,015
Payments to suppliers and employees	(2,202,481)	(1,766,698)
Other income received	-	-
Interest received	28,739	1,722
Net cash used in/generated from operating activities	(271,159)	1,757,039
Cash on hand at the beginning of the financial year	1,876,773	119,734
Cash on hand at the end of the financial year	1,605,614	1,876,773





## 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. 100% of your donations go to the scholarship program. We welcome volunteers who are interested in working with us to achieve education equity in Australia. Please contact us at: [info@hardingmiller.org.au](mailto:info@hardingmiller.org.au)

### Management Team during reporting period

Cara Varian, BA BBus(Man) MIntlDev GAICD - Executive Director

Tom Rimmeld, BCom - Financial Controller (outgoing)

Ying Sun, MBus, CPA - Financial Controller (incoming)

Caroline Hill, BBus - Scholarship Program Manager

Cathy Johnstone, AdvDipAdministration - Strategic Partnerships Manager







the  
harding miller  
EDUCATION FOUNDATION

## The Harding Miller Education Foundation

PO Box 1026, Rozelle NSW 2039

145 Darling Street, Balmain NSW 2041

p: 1300 103 896 e: [info@hardingmiller.org.au](mailto:info@hardingmiller.org.au)

[www.hardingmillereducationfoundation.org.au](http://www.hardingmillereducationfoundation.org.au)