the harding miller

EDUCATION FOUNDATION

2017 ANNUAL REPORT

"IF WE ARE GOING TO SEE REAL DEVELOPMENT IN THE WORLD THEN OUR BEST INVESTMENT IS WOMEN!"

Desmond Tutu

What we do

Provide scholarships to Australian girls with high academic potential who are experiencing hardship.

We focus solely on public schools with the intention of bolstering the prospects, confidence and achievements of girls while they stay within their family, within their school and within their community.

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"Our scholarships are designed to inspire and empower a fresh generation of proud Australian women."

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 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 the East coast of Australia. Our girls 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, personal coaching and enrichment, designed to inspire and empower a fresh generation of proud Australian women. Our scholars are the future leaders, influencers, and innovators of Australia.

MESSAGE FROM THE FOUNDERS

We are pleased to introduce the 2017 Harding Miller Education Foundation Annual Report and can report that we are growing!

This year the Foundation supported 188 scholarship recipients. Our ambition from the start was to grow the number of scholarships to be able to support students from public schools across Australia.

We are delighted with the progress made in 2017 and we are on track to substantially grow our scholarship recipient numbers, donor numbers and our volunteers into the future.

Our support in 2017 included the provision of a laptop, high speed internet, online tutoring and resources including a gift card to purchase school equipment.

Our sincere thanks and gratitude to each of the volunteers, coaches and donors that have joined with us to support the scholarship recipients. Together we are improving the lives of these young women to overcome disadvantage and provide them with the tools to be successful, confident women in the future.

We look forward to continuing to grow the Foundation and support more female students in public schools in all states and territories of Australia.

Kim Harding and Irene Miller

> "Education is the most powerful weapon which you can use to change the world" Nelson Mandela.

EXECUTIVE DIRECTOR'S REPORT

MESSAGE FROM THE EXECUTIVE DIRECTOR

This year has been characterised by growth. We are excited to be supporting more and more students. In turn, that means working with families, more schools, more volunteers, more donors and more tutoring providers.

We have welcomed one new staff member and more than 30 new volunteers to the organisation. On a personal note, I have also welcomed someone new to my family too, and so I spent a significant part of this year on maternity leave. Thank you to Zoe Roddy for ably managing the Foundation during that time.

Importantly, in 2017 we have put a lot of effort into ensuring that the systems we have in place to support scholarship applicants and recipients are secure, robust and reliable. We have invested in systems that will enable the Foundation to scale but still allow us to provide personalised support to scholarship recipients.

One significant change that we have achieved this year is to move our application process from paper based to online. This change is important as it will allow the application process to scale as the number of applicants grow over the coming years. It also provides us with a mechanism to more easily manage the judging process in a fair and transparent way, even as the number of applications grow.

Finally, I want to thank our new and existing donors as well as the volunteers. Without the contributions of these two generous groups, we could not deliver this high-quality scholarship program to the 188 scholarship recipients who we supported this year.

Cara Varian

> "To educate girls is to reduce poverty
> Kofi Annan"

OUR IMPACT

81 SCHOOLS ENGAGED

20,666 MINUTES OF ONLINE HOMEWORK HELP

$738K SCHOLARSHIPS VALUE

1 ENRICHMENT EXPERIENCE AT UNE

5395 HRS OF TUTORING DELIVERED

14 VOLUNTEER COACHES

THE SCHOLARSHIP

A HOLISTIC, MULTI-LAYERED EDUCATION PROGRAM

YEAR 9 - 12

TOOLS
- High-speed mobile broadband
- Remote IT Helpdesk Support

RESOURCES
- $2500 of face-to-face or online tutoring
- Unlimited online homework help
- Pre-paid expense card for school needs

OPPORTUNITIES
- Enrichment Program
- Study Skills
- Awards Night recognition

VALUED AT MORE THAN $20,000 ACROSS 4 YEARS

Personal Coach Support

SPOTLIGHT ON TUTORING

At the Harding Miller Education Foundation, we believe that the tutoring is a crucial element for the success of the student. The Foundation provides $2,500 of face-to-face or online tutoring for each student in each year of their scholarship.

We know that one-on-one tutoring provides many benefits and improves academic performance. It can also help with self-esteem and study techniques as students feel more confident.

When a student works directly with their tutor, they can address any problems the student is having with a particular subject area which ultimately inspires the student to succeed as they start to see improvements.

With direct one-on-one tutoring, the student is able to ask specific questions about their individual needs and can address any weaknesses in a timely way. Personalised tutoring gives the students a chance to catch up on lost learning opportunities or accelerate their learning to meet their potential. The tutor is also able to give the student good study tips and customised programs in order for the student to reach their full potential in exams and assignments.

2017 AWARDS NIGHT

The Awards night was held on 17 May 2017 and it is a very special night in the Foundation's calendar. It is such a joy for the Harding Miller staff and coaches to meet the scholars who we support but it is a transformational day for the scholarship recipients.

For many of the students it is the first time they have been to the historic Sydney Town Hall and for some of the rural students it is the first time they have been to Sydney. For some students it is the first time they have been on a plane, a train, a taxi or even seen the sea.

You can witness the students' confidence grow as they get to know their program peers, learn more about the support available and truly grasp the significance of their achievement.

This year we have expanded the experience and invited students to join us earlier in the day so they can get to know each other, the staff, their coaches and some of our tutoring providers.

We are grateful for the partnership with the Public Education Foundation, which hosts this amazing evening. The evening ceremony was as spectacular as ever with entertainment provided by some of the most talented students in NSW. This year our MC was Annabel Crabb who is a journalist, commentator and presenter. The keynote speaker was Kurt Fearnley OAM, three-time Paralympic Gold Medallist.

And special thanks to Felicity Kean, one our fabulous coaches, who presented the scholarship certificates to the students on stage while Cara was on maternity leave.

SCHOLARS 2017

Some students names have been omitted for privacy or personal reasons.

Year 12

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 Nadjamuddin
Bankstown Girls High School

Tanya Truong
Bankstown Girls High School

Vy Hoang
Bankstown Girls High School

Year 11

Andie Thorpe
Northern Beaches Secondary College Mackellar Girls Campus

Bonnii Heber-Wood
Ballina Coast High School

Celeste Dargue
Callaghan College Jesmond Campus

Ellie Argent
Nambucca Heads High School

Elizabeth Garner
Banora Point High School

Genevieve Gardner
Callaghan College Jesmond Campus

Imara Salamba
St Marys Senior High School

Jemma Gabriel
Banora Point High School

Laura Sole
Chifley College Senior 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

Ravnita Singh
Prairiewood High School

Rose Gorgis
Prairiewood High School

Sophia Tulk
Coolamon Central School

Talah McLachlan
Banora Point High School

Tayla Walker
anora Point High School

Zoe Fletcher
Dubbo College South Campus

SCHOLARS 2017

Year 10

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 Muir
Mount Austin High School

Fereshta Jamshidi
Birrong Girls High School

Hollie Cooling
Lightning Ridge Central School

Holly Towner
Chifley College
Shalvey Campus

Janice Vong
Prairiewood High School

Juliana Tieng
Cabramatta High School

Julie Huynh
Chester Hill High School

Karlie Gaff
Hunter River High School

Kayla Travers
Callaghan College
Waratah Technology Campus

Kawana Crowe
Nambucca Heads High School

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

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

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

Rebecca Merton
Wollumbin High School

Rebekah Dallinger
Narrabeen Sports High School

Roshanak Prasad
Prairiewood High School

Sabrina Sadek
Bankstown Girls High School

SCHOLARS 2017

Year 10

Shauny Kaluza
Tamworth High School

Shaza Ayoubi
Bankstown Girls High School

Sienna Quinane
Banora Point High School

Sonia Tse
Sydney Girls High School

Star Maple
Byron Bay High School

Suchanan Sriwongwan
Chatham 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
Killara High School

Yu Zhang
Greystanes High School

Zainab Al-Faham
Granville South Creative and Performing Arts High School

Year 9

Aisha Wilkins
Morisset High School

Alesha Willcox
James Fallon High School

Alexandra Nash
Toronto High School

Alissa Borg
Banora Point High School

Alyssa Duncan
Moree Secondary College Albert Street Campus

Angel Woods
Wyong High School

Angelina Tang
Cabramatta High School

Annalise Pean
Prairiewood High School

Anne Nguyen
Cabramatta High School

Anoushay Khan
Auburn Girls High School

Bianca Clarke
Bulahdelah Central School

Boshra Bandi Amirabad
Parramatta High School

Brooke Yendall
James Fallon High School

Brooklyn Freer
Tweed River High School

Brooklyn Paulson
Great Lakes College Tuncurry Campus

Chaltu Strachan
Canterbury Girls High School

Claire Melene
Mullumbimby High School

Deanna-Lee Gray
Kincumber High School

Doha Goreishi
Auburn Girls High School

Ebony Tibbitts
Ulladulla High School

Ella Hall-Ainscough
Hunter School of the Performing Arts

Emma Sole
Chifley College Dunheved Campus

Erin Dobinson
Campbelltown Performing Arts High School

Fatemah Khasheei
Greystanes High School

Fiona Lim
Prairiewood High School

Genevieve Pean
Prairiewood High School

Glenys Tan
Chifley College Shalvey Campus

Holly Perkuhn
Macintyre High School

Holly Pullinger
Ulladulla High School

Holly Thompson
Concord High School

Iesha Brophy-Inostroza
Burwood Girls High School

Jaimi-lee Beaven
Maitland High School

Jasmine Kneeves
Grafton High School

Jeanne Hardy
Tottenham Central School.

Jennifer Du
James Ruse Agricultural High School

SCHOLARS 2017

Year 9

Jessica Te
Cabramatta High School

Jessy Le
Westfields Sports High School

Josie Moore
Coleambally Central School

Julina Lim
Cabramatta High School

Kasey Henshaw
Glenwood High School

Keira Bosher
Chatham High School

Khadija Alam
Sydney Girls High School

Lara Niehues
Wadalba Community School

Laura Le
Bonnyrigg High School

Maddison Rose Hearn
Springwood High School

Maegan Carroll
Cowra High School

Mahdeeya Halidh
Auburn Girls High School

Maryam Othman
Westfields Sports High School

Mavis Mensah
James Busby High School

Mersaydes Murray-King
Maitland High School

Nakita Yates
Toronto High School

Ngoc Mai Pham
Prairiewood High School

Pooja Bhaskaran
Sydney Girls High School

Reem Alshammas
Fairfield High School

Rheeannhyn Waters
Erina High School

Rose Lombardo
Cambridge Park High School

Rylee Godfrey-Martin
Macksville High School

Sabina Patawaran
Riverside Girls High School

Taalia Rohrich
Airds High School

Tanisha Gill
Redcliffe State High School

Tenzin Dhesel
Narara Valley High School

Tina Nguyen
Canley Vale High School

Zahraa Ghaddar
Merrylands High School

Zi Han Su
Sydney Girls High School

MEET OUR SCHOLARS

BROOKLYN PAULSON

Brooklyn is a proud Aboriginal student from Great Lakes College, Tuncurry Campus which is located in the mid north coast region of New South Wales. She comes from a large family with two brothers and three sisters. "This scholarship would mean the world to me. I enjoy going to school..... sometimes it can be hard for me to go on excursions or do extra-curriculum activities. Having the support from the Harding Miller Education Foundation would change my life..." Her school principal describes her as a mature and responsible young lady with high academic potential who dreams of being the first person from her family to go to University and has ambitions to work in the area of science.

CLEO BER

Cleo is a popular and well-respected student at Burwood Girls High School in Sydney. Cleo is very creative and would love to do an exchange trip to France and study psychology at university. The scholarship will enable her to have a computer and also to study electives like music and dance. Cleo's English teacher describes her as an exemplary student who is conscientious, dedicated and always does her best. "Cleo is a talented and creative student who is prepared to share and assist other students and I have no hesitation in recommending Cleo for this scholarship."

ZAHRAA GHADDAR

Zahraa is a student at Merrylands High School located in western Sydney. Being awarded the Harding Miller Education Scholarship gives her hope for the future and is the key to being able to achieve her goals of attending university. "Attaining this scholarship would mean the world to me, education is my life; if I didn't have it then I don't see much hope for me". Zahraa is described by her school principal as a quiet achiever who holds her secondary education in the highest regard. Her family has experienced personal trauma resulting in severe socioeconomic disadvantage. "The scholarship will provide Zahraa with the resources she needs to achieve her academic goals and fulfil the potential that her teachers have seen in her."

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.

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.

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.

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.

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.

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

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.

TOM RIMMELD

Financial Controller

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

ZOE RODDY

Scholarship Program Manager

Zoe has a career focussed on customer service, operations and design. She has worked in various industries, including the private sector.

POLY STRATIS

Accounts Officer

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

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. The Foundation was very fortunate to have 14 wonderful coaches this year. They are education advocates and support our scholarship recipients to overcome barriers to success and imagine a future beyond their current experience. Our thanks to:

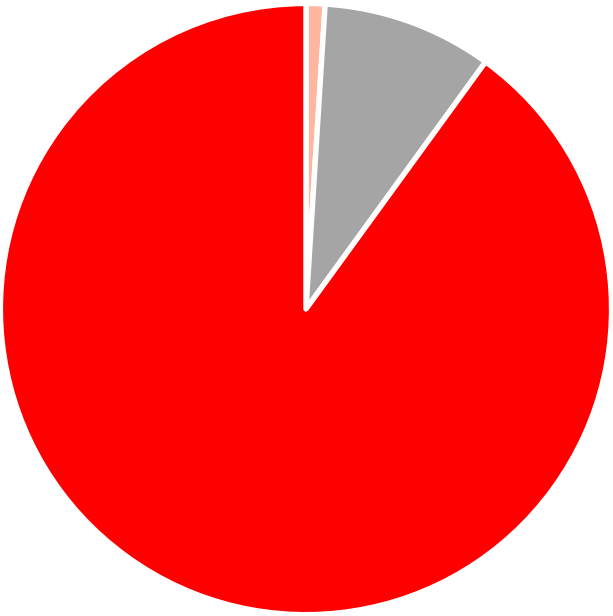
Amanda Clark
Amanda Elder
Carla Mclean
Caroline Hill
Caroline Jennings
Felicity Kean
Geeta Chhatbar
Geoff Shuetrim
Jennifer Regan
Karen Doyle
Lenore Cooper
Lorraine Maclagan
Margaret Dowe
Susie Bardwell

Other volunteers help us select scholarship recipients, find additional funding to support more scholarship recipients, communicate with donors and stakeholders, bring our stories to the Australian public and provide enrichment opportunities for scholarship recipients to learn more about future careers.

Our thanks to:

Judy Playfair
Kay Hetherington
Marius Petroaie
Mark Waldron
Nonie Fisher

FINANCIAL REPORT



Donations

- Community: 0%
- Individuals: 1%
- Corporate: 9%
- Trusts & Foundations: 90%

The following financial information has been extracted from the 2016-2017 Audited Financial Report, which can be viewed on our website. This reflects an 18 month reporting period to facilitate the Foundation moving from reporting on a financial year cycle to calendar year.

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 2016 – 31 December 2017

Harding Miller Education Foundation Ltd **Statement of Financial Position As at 31 December 2017**	**2017 $**	**2016 $**
Assets		
Current Assets		
Cash on hand	23,365	229,932
Other current assets	7,513	23,975
TOTAL CURRENT ASSETS	30,878	253,907
TOTAL ASSETS	30,878	253,907
Liabilities		
Current Liabilities		
Accounts payable and other payables	24,109	6,454
TOTAL CURRENT LIABILITIES	24,109	6,454
TOTAL LIABILITIES	24,109	6,454
NET ASSETS	6,769	247,453
Equity		
Retained Surplus	6,769	247,453
TOTAL EQUITY	6,769	247,453

EXTRACT OF AUDITED FINANCIAL REPORT

Harding Miller Education Foundation Ltd
Statement of profit and loss and other comprehensive income
For the period 1 July 2016 to 31 December 2017

	31 Dec 2017 $	30 June 2016 $
Donations received	447,038	472,860
Interest income	943	32
Other income	3,535	
Service provision expenses	(692,200)	(225,439)
Current year surplus before income tax	(240,684)	247,453
Income tax expense		
Net current year surplus/(deficit)	(240,684)	247,453
Other comprehensive income		
Total other comprehensive income for the year		
Total comprehensive income/(loss) for the year	(240,684)	247,453
Total comprehensive income/(loss) attributable to members of the entity	(240,684)	247,453

Harding Miller Education Foundation Ltd
Statement of changes in equity
For the period 1 July 2016 to 31 December 2017

	Retained Surplus $
Balance at 1 July 2015	
Comprehensive income/(loss)	
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
Balance at 1 July 2016	247,453
Comprehensive income/(loss)	(240,684)
Surplus for the year attributable to members of the entity	
Other comprehensive income for the year	
Total comprehensive income attributable to members of the entity	(240,684)
Balance at 31 December 2017	6,769

Harding Miller Education Foundation Ltd
Statement of cash flows
For the period 1 July 2016 to 31 December 2017

	1 July 2016 to 31 Dec 2017 $	21 July 2015 to 30 June 2016 $
Cash flows from operating activities		
Receipts from donations, bequests and raffles	447,038	472,860
Payments to suppliers and employees	(658,083)	(242,960)
Other income received	3,535	
Interest received	943	32
Net cash (used generated from operating activities)	(206,567)	229,932
Cash on hand at the beginning of the financial year	229,932	
Cash on hand at the end of the financial year	23,365	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@hardingmiller.org.au

PO Box 177, Balmain NSW 2041 | 5-9/5 Rosebery Place, Balmain NSW 2041 | 02 9556 7537
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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

2017

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