



ABCN

Business Investing in Tomorrow

Australian Business and Community Network
2013 Annual Report

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Chairman Review

In 2013, we remained focused on implementing the key strategic outcomes that were developed with our partners, member companies, schools and other stakeholders in 2011. This includes deepening our engagement with students, broadening our impact to more schools and increasing the involvement of our member companies with students transitioning to high school and tertiary training.

Our Melbourne taskforce continued their work in securing new Melbourne-based companies while also developing relationships with existing members. Led by ABCN Council members, Luke Sayers, CEO of PwC and Tony Macvean, Managing Partner of Hall & Wilcox, the Melbourne taskforce was successful in welcoming two new Melbourne-based companies – Bendigo & Adelaide Bank and the Hay Group. I congratulate all involved in their efforts this year.

The Foundation also delivered on its promise to support students as they move from senior school to tertiary education and employment, with the first Foundation Scholarships being awarded to 12 fortunate students. These 12 students shone in a field of over 140 applications from Year 11 students from across Australia. They have all overcome personal challenges and disadvantage to achieve academically, lead in their local communities, and aspire to excel in their chosen fields. They are remarkable young Australians. As scholarship winners, they will each receive financial and mentoring support over the next three years.

In 2013, Jacqui Jones was appointed CEO of ABCN. We were also delighted to welcome three new member companies – Bendigo & Adelaide Bank, the Hay Group and Gilbert + Tobin. Consequently, Mike Hirst, Managing Director of Bendigo & Adelaide Bank, Henrietta Rothschild, CEO of the Hay Group and Danny Gilbert, Managing Partner of Gilbert + Tobin have now also joined the ABCN Council.

I would like to take the opportunity to thank retiring ABCN Board members, Geoff Wilson from KPMG and David Clarke from Investec, for their contribution to ABCN's growth over the past three years.

This has been a positive and inspiring year. I continue to be impressed by the high level of commitment from our Board and Council members and I acknowledge all the individuals involved - our schools, principals, students and mentors - all of whom have contributed to making this year such a success.

And finally, I'd like to make special mention of Carey Badcoe who stepped down as CEO on 30 June 2013. When Carey founded ABCN eight years ago, it was an organisation with 12 members and one program. Under her leadership, the organisation has grown significantly – and today we have 34 members working together to deliver 427 programs across Australia. Without Carey's vision and commitment, ABCN would not exist. We wish her the very best.

John Weber

Chairman

Chief Executive Report

2013 was a busy and exciting year for ABCN as we welcomed three new member companies and eight new schools to the network. An increase in both mentor and student participation saw 3,253 mentors and 2,893 students taking part in sustained mentoring programs, all with extremely positive results. Overall we delivered 427 programs (up from 338 the previous year) to support 15,326 students from 228 high-needs public schools across Australia.

Mentor outcomes and engagement scores are outstanding, with feedback indicating that 100% of mentors valued the opportunity to participate in ABCN programs. Mentors also reported they had developed personally (92%), and professionally (88%), as a result. Critical student outcomes across all programs remained positive with over 80% reporting an improvement in their communication skills.

We witnessed extraordinary growth of *Focus* with uptake of this program surpassing all expectations. The fastest growing ABCN program to date, *Focus* expanded from one pilot program in 2012 to 29 programs in 2013. This overwhelming demand from our member companies and mentors has led to the development of *Focus2*, which will continue the leadership development of these high-potential female students. *Focus2* piloted at the end of 2013 with Goldman Sachs and Norton Rose Fulbright, and we anticipate the program will roll out to all our member companies throughout 2014.

Aspirations continues to be one of our most popular programs, maintaining strong growth and increasing the number of participating schools by 17%. The program received extra support this year as the Department of Education and Workplace Relations provided funding for an additional 800 students across Australia in 2013 and 2014.

This year we were thrilled that the ABCN Scholarship Foundation was able to award 12 inaugural scholarships to exceptional students from NSW, Vic, Qld and SA. Each of these scholarship students receive financial assistance for Years 11, 12 and their first year of tertiary education and will be supported throughout this time by a dedicated mentor. Mentors from KPMG, Navitas, UBS, Norton Rose Fulbright, Hall & Wilcox Lawyers, PwC and Minter Ellison Lawyers will be allocated to students nationally to work with them over the three-year period. We are very grateful to our Foundation Board for their generous personal donations in support of the scholarships, and to our member companies who have granted 10 general scholarships and two targeted scholarships (one for an indigenous student and the other for a student from Victoria).

In 2013, ABCN was awarded grants totalling \$290,000 by the JPMorgan Chase Foundation for the ArtsAccess program and Parramatta Now project.

Now in its second year, the ArtsAccess program addresses a lack of funding for the arts in disadvantaged areas. This year, 6025 students from high needs schools benefitted from taking part in arts activities - up from 5300 in 2012.

The Parramatta Now project engaged 12 partners to deliver programs focussed on developing community engagement, literacy and access to the arts. This new project successfully reached almost 8,000 community members through sustained programs, public showcases, exhibitions and performances. The flagship playwright-in-residence program delivered some outstanding outcomes, with 91% of students saying they felt more confident following the program, and teachers observing improved teamwork in 96% of the students who took part.

Lastly, thanks go to the ABCN team. We are a small organisation making a large impact - and these achievements are due to the group of dedicated people who consistently strive to deliver excellence in our programs and outcomes. I am indeed fortunate to follow in the footsteps of the founding CEO, Carey Badcoe, who created and nurtured the dynamic and innovative organisation that is ABCN today.



Jacqui Jones

Chief Executive Officer



Governance Statement

The Australian Business and Community Network (ABCN) is a company limited by guarantee. It is a not-for-profit organisation that partners schools with business through the development and delivery of mentoring programs for students from high-needs schools.

Entirely business-funded, ABCN was established in 2005 by a group of senior business leaders whose vision was to inspire, challenge and engage businesses to have a greater positive impact in the community. Today, it is made up of 35 member companies and an experienced body of CEOs from well-recognised, national and global organisations, who represent a breadth of industries. These organisations share a common belief that a collaborative approach by business can greatly assist in the improvement of major issues through the education of disadvantaged young people.

Every year, ABCN works with a network of comprehensive public schools across Australia to deliver a range of critical employability, leadership and skill-building mentoring programs. All programs are provided at no cost to the schools or the students. Training materials, transportation, books, catering and excursion fees are all included.

Mission and Objectives

ABCN's primary objective is to establish partnerships with high-needs schools and share resources available to businesses - including volunteers, expertise and services - with these schools and their students.

Our goal is to improve the opportunities and outcomes for disadvantaged students by raising aspirations and increasing their awareness of the wider range of personal, educational and vocational choices available. This is achieved through the development and delivery of structured programs that involve business professionals mentoring students in a corporate environment. More details on ABCN's operations are set out in this report.

Council

The organisation's council is comprised of the Chief Executives (or equivalent) of each member organisation. The role of the council members is to both facilitate and enable the achievement of ABCN's mission and objectives by leveraging their professional networks, profile, reputation, energy, experience and influence to:

- serve as a source of independent advice to the Board with regard to ABCN strategy and external relations
- ensure that ABCN remains focussed on high-impact engagement
- participate personally with ABCN and encourage and inspire other business leaders to commit to joining as ABCN members, thereby expanding the resources and influence of ABCN in the wider, general community
- raise ABCN's profile and build its brand and reputation, and
- engage with schools and the broader community.

Board Members

Other than the Chief Executive Officer, the Board members are non-executive directors and receive no remuneration for their services. The non-executive directors are drawn from the senior executive management of ABCN's member organisations. They are nominated by the ABCN Council and appointed by the Chairman.

The company's constitution specifies:

- there must be no less than three and no more than 12 directors, and
- directors who have held office for more than three years must retire at the next annual general meeting – such directors, if they are not otherwise ineligible, may stand for re-election.

The Board's charter further provides that, unless changed by a majority vote of the directors:

- the maximum term for the Chairman as a director is six years
- the maximum term for other directors is three years
- there will be a majority of non-executive directors, and
- the Board will review its size, composition and performance, including each director's performance, annually.

Roles and Responsibilities of the Board

The Board fulfils its primary role of meeting ABCN's objectives and complying with the relevant *Corporations Act* requirements through:

- governing, rather than managing, ABCN by ensuring that there is a proper governance framework in place to promote and protect ABCN's interests for the benefit of its members
- setting goals and policies and, specifically, approving ABCN's strategies and strategic plan
- monitoring the performance and contribution of Board members
- selecting and regularly evaluating the performance of, and if necessary, replacing the CEO
- setting standards for proper governance practices (including appropriate standards of ethical behaviour, corporate governance, and social and environmental responsibility) and monitoring the processes to ensure adherence to these standards
- selecting, appointing and monitoring the performance of the external auditors
- monitoring financial performance and reporting
- approval of ABCN's annual budget
- approval of ABCN's annual financial report
- monitoring key risk areas by ensuring the implementation of a suitable risk management and internal controls framework
- reviewing the adequacy of systems to comply with all laws and regulations which apply to ABCN and its programs
- approval of ABCN's insurance arrangements, and
- ensuring that all legal and commercial requirements are met in terms of proper reporting and disclosure.

In discharging its role, the Board considers the guidance and advice of the Council but will not be bound by such guidance and advice.

Board Oversight

The Board oversees and monitors management's performance by:

- meeting at least three times per annum
- receiving detailed financial and other reports from management at these meetings
- requesting and receiving additional information and input from management when necessary, and
- regular communication between the Chair and the CEO.

Aspirations

Exploring Career Options and Workplace Skills

Aspirations is specifically designed for Year 11 students to broaden their awareness of career options and equip them with knowledge and tools to make informed decisions about their choices and pathways after school.

The program focuses on Year 11 as this is a critical stage for students in determining what type of further education they will pursue, or whether they will continue with school at all. The aim is to enable students to engage in the workplace and build an understanding of the types of skills that are required in a modern work environment. Sessions include developing essential employability skills, interview techniques and exploring post-school options.

The program usually runs over one to two school terms and involves a launch at the school and four subsequent workshops of around three hours each, all held at member company venues. Students and mentors sit in small groups, typically with two mentors and five students in each group.

Aspirations maintained strong interest in 2013, growing program participation to 403 mentors and 698 students. This represents a 9% increase in mentors and an 8% increase of students from the previous year. There was also a 17% increase in school participation.



The program was very helpful and effective in getting us to think about what paths and goals we would like to achieve. It gave me the motivation and aspiration to achieve the absolute best in my life and career.

Student



Focus

Young Women's Leadership Program



The program was well targeted and appropriate for the participants' next steps at school and beyond. As a mentor, I was constantly impressed by the students and their potential.

Mentor



The *Focus* program seeks to provide young women from high-needs schools with the essential leadership skills they need to engage in a successful, meaningful career.

Through a series of three structured, facilitated sessions, the program encourages the students to aspire to senior roles in business and the community and improve achievement while also fostering a sense of self-belief and confidence in their leadership abilities. Working in small groups with female executives who act as role models and mentors, participants will explore current thinking about leadership and have the opportunity to work with, and learn from, the experience of successful women in corporate Australia. Sessions include an introduction to leadership, realising strengths and developing leadership and creating a leadership picture.

The program typically targets young women from Years 10, 11 and 12. Participants in the program are students who already demonstrate leadership potential. They may already be holding leadership positions or are about to enter into leadership positions in their schools.

In 2013, we rolled out the *Focus* program to the broader business community following the success of the 2012 pilot program. An unprecedented level of interest and subsequent take-up resulted in participation of 346 students and 209 mentors across 29 programs nationally.

Growing Opportunities and Learning Skills (GOALS)

Year 9 Mentoring Program

GOALS is a one-on-one mentoring program designed to widen the life choices and aspirations of Year 9 students from high-needs schools who are at risk of disengaging from school. These students have little opportunity to network outside their immediate community and are often lacking in professional role models who can demonstrate or encourage career options. This limited social network combined with financial constraints can result in a higher likelihood of leaving school early.

The focus of GOALS is to raise awareness of the wider personal, educational and vocational choices available for students and maintain their engagement at school. This is achieved through structured group and individual mentoring sessions with business people working in a range of roles and businesses. The program encourages the completion of Year 12 and the potential for further tertiary study at TAFE or University.

Students are matched with a corporate mentor who has shared interests and experiences. They meet as a group at corporate venues and take part in a range of activities that focus on topics such as setting goals, communication, managing finances and preparation for the workforce.

The GOALS program continues to achieve exceptional engagement scores with 84% of students reporting an increased awareness of the link between education and career options. In 2013, 405 students and 535 mentors participated in the program nationally.



What I like most about the program was seeing the development of both myself and my student over the course of the program and taking on situations that were out of our comfort zones.

Mentor

InterACT

A Program for Students Who Are New Arrivals to Australia



As new arrivals, we didn't know anything. *InterACT* has given us a perspective outside of school.

Student



InterACT gave our students an opportunity to see the world outside of their immediate communities which was a wonderful experience.

Teacher



InterACT is designed specifically for recently arrived, high school-aged migrants and refugees whose first language is not English. Their experience is exacerbated by limited social networks, poor cultural and vocational literacy, little or no formal schooling in their country of origin, low socio-economic status and often exposure to violence, deprivation and loss throughout the resettlement process.

The focus of *InterACT* is to support these students in gaining the cultural and vocational literacy they need to participate in Australian life. While the emphasis is on soft skills such as communication and building relationships, there is also a critical socialisation aspect as students learn to sustain adult conversations in English with a positive role model outside their immediate community.

The program involves students and accompanying teachers travelling to a corporate venue for six facilitated sessions. Students are placed into groups and typically two mentors are matched with four to five students.

152 students participated in *InterACT* in 2013, which is an increase of 74% from 2012. Mentor participation also increased by 62% from 56 to 91.

Partners in Learning (PiL)

Business and Education Leader Partnerships

PiL is a program that supports business and educational leaders by linking them together to share experiences and expertise, solve problems and explore leadership challenges.

The focus of the program is to further professional development through enhanced management and leadership skills. It's also an excellent opportunity for both partners to collaborate on research and information - educators are able to comprehend what businesses require in school graduates and tertiary training, while business leaders are able to learn more about their future customers and employees.

Executive business members and educators from primary or secondary schools are partnered and meet approximately four times a year. Initial meetings are typically held at the school with subsequent meetings at the member company or at a venue that suits the participants and the purposes of the meeting.

In 2013, there were 42 partnerships nationally, creating opportunities for schools and companies to grow and develop. In many cases these partnerships have expanded further to include other staff members - for example this year J.P. Morgan hosted a professional development day that involved the entire teaching staff from Granville South High School.



The program allows our organisation to give something back to the local community, and that's not always about money - it's quite often about something more valuable: time and commitment.

Business Leader

Partnerships, Opportunities and Projects (POP)

One-day Events to Support High-needs Schools

POP activities allow ABCN member companies to support high-needs schools through a variety of one-day activities that benefit the school community. They provide opportunities for employees who are unable to commit to a sustained program - or for employee groups wishing to participate in a team-building activity.

Many high-needs schools struggle with the budget and people-power necessary for general maintenance such as painting, clean ups, gardening and repairs. Often stretched to cover their core business of teaching and learning, they also lack the resources to assist with strategic planning, professional development and finance and management advice. By investing their time and expertise through these one-day activities, corporate professionals can make a significant difference while also sending a positive message to students and staff that the business community values their school.

Some examples of successful activities include a schoolyard blitz, a strategic planning workshop, an apprenticeship and traineeship offer, building a sustainable garden, marketing and PR advice, a resume

and interview workshop or work experience. Students and employees meet as a group and often share lunch.

In 2013, 96 schools benefitted from our member companies volunteering their support, time and expertise. One of the most successful one-day events was the inaugural EY Care Day - an initiative of Ernst & Young - which involved 377 volunteers taking part in activities at 17 schools across Australia.



I don't have the time to commit to a sustained or multi-session program. A one-off activity for a few hours is great ... it allows me to give to the school and see the impact straight away.

Employee



Read, Inspire, Strive, Exceed (RISE) **High School Reading Program**

RISE is a literacy program focusing on high school students who demonstrate lower-than-average literacy skills. These students have minimal opportunities for reading outside of the school environment and would benefit from one-on-one engagement to improve their reading and comprehension and build self-confidence.

Poor literacy skills are closely linked to low self-esteem, under-performance at school and negative adult life outcomes. RISE aims to address this issue with one-on-one mentoring sessions that target reading and comprehension at high school level. However, it also incorporates socialisation and confidence building as the mentors involved demonstrate positive adult role modeling and encourage the student personally. For many students, these sessions are important opportunities for sustained adult conversations in English and represent a safe environment to develop their self-esteem.

Students are identified and selected by their school prior to being matched with a mentor. Typically drawn from Years 7, 8 and 9, the students' travel to their mentor's company to take part in the sessions.

Participation in the RISE program remained steady in 2013 with 205 students and 290 mentors involved in the program.



It was a privilege to be part of the program, our students found the program extremely beneficial. They walked away with a love for reading.

Teacher

Realising Your Potential (RYP) **Two-day Young Leaders Program**

RYP is a two-day program for young student leaders from high-needs schools to develop their potential. It focuses on building and strengthening essential skills for leadership and developing an awareness of professional presentation.

The program aims to provide young leaders with opportunities and guidance in setting goals, developing communication techniques, increasing awareness of the business world and reflecting on their contribution as leaders.

Ernst and Young ran RYP this year, involving 20 young leaders from four different schools. During the day, participants were engaged in facilitated sessions and in the evening they attended a dinner with their mentors in a corporate environment. Students were also provided with overnight accommodation in the CBD.

RYP students form an integral part of ABCN's student alumni and attend important ABCN functions and celebrations to maintain their networks.

Spark

Primary School Reading Mentoring Program

Spark is a basic reading and literacy program designed for primary school children who require assistance in developing their reading and comprehension skills. These children have little opportunity for reading outside of school and would benefit from one-to-one attention to help build confidence and self-esteem.

While the focus of the program is on reading and comprehension, there is a critical element of socialisation with reading mentors acting as positive and reliable role models for the participating students. The one-on-one time involved in the program provides an opportunity for sustained conversations in English, encourages the student personally and has a powerful impact on their enjoyment of reading.

Students participating in the program are typically from the early stages of primary school and are matched with a mentor for weekly one-on-one sessions. The program works on a buddy system for mentors who alternate their visits to the school, reading with their student once a fortnight.

In 2013, more than 1000 mentors and over 800 students participated in *Spark*. It remains our largest and most popular program.



Thank you for
reading with us.
I like reading.

Student



Technology, Enterprise and Mathematics (TEAM) Year 10 Mentoring Program



After participating in the TEAM program, I know what is expected of me in a business role. I can see myself in a business role in the future.

Student

TEAM is a mentoring program for Year 10 students from high-needs schools to provide them with the relevant skills they require to gain meaningful employment.

Based around a project management simulation, the objective is to equip students with the business skills they require but also to stimulate their interest in technology and maths, highlighting the fact that both subject areas are applicable in a contemporary workplace. While the participants may have already demonstrated skills or an interest in mathematics and technology related subjects, this is not a requirement.

The program involves students and accompanying teachers travelling to a corporate venue to attend four, three-hour workshops. The students work with their mentors in small teams to create a business project proposal, which is presented in the final session.

In 2013, TEAM delivered a 60% increase in school participation and a significant increase in mentor/student involvement. Overall, 145 students and 66 mentors were involved this year compared with 100 students and 42 students the previous year.

Workplace Visits and Interview Skills Workshops

One-day Workplace Preparation Opportunities

These one-day workplace visits target Year 10 students as they begin to consider career options for the future and the relevant study pathways required. They are specifically designed to broaden students' awareness of the vocational choices available and equip them with tools for an interview situation.

Participants are from high-needs schools, who are often limited in their access to work opportunities and situations that will develop their interview skills. For many, this may be the first time they have travelled to the city and been exposed to different industries and career options.

The day typically involves groups of students visiting one of ABCN's member companies where they learn about the workplace, different roles and the various career pathways of some of their employees. Students participate in facilitated activities designed to develop their non-verbal communication skills, step out of their comfort zones and learn about current interview techniques. 2013 saw an increase of 27% in the number of schools participating in these one-day workplace visits with 92% of students reporting that they came away with a better understanding the job interview process.



1:2:1

Primary School Mathematics Tutoring Program

1:2:1 is a basic numeracy and counting program designed for primary school children who require assistance with the development and understanding of basic mathematical skills. These children have limited opportunities to build on their numeracy outside of school and would benefit from one-to-one attention with a mentor to help build confidence and self-esteem.

While the program focuses on developing an understanding of maths and its applications, it also incorporates a critical element of socialisation and confidence building, with mentors acting as positive and consistent adult role models for the participating students. The one-on-one time involved has a powerful impact on student performance and their overall enjoyment of maths.

The program generally targets students from Year 1, as this year is widely recognised to be a critical point of numeracy development. Participating students have been identified and selected by their school before being matched with a mentor for weekly sessions.

Student and mentor participation in 1:2:1 doubled in 2013 compared with last year. An increase of 125% in school involvement reflects the significant interest and level of demand for the program.



Total enjoyment. On the last day, my student told me how proud he was of what he had done in the term.

Mentor



ABCN Pilot Programs

Focus2

Young Women's Leadership Program

Focus2 builds on the *Focus* program. It typically involves the same group of students from the *Focus* program - however this time they work with a new group of female executive mentors. The program builds on the leadership concepts covered in *Focus*, fostering a sense of self-belief that will encourage students to aim high and have confidence in their leadership abilities. Sessions include developing leadership characteristics, communicating as leaders and motivation and leadership.

The program typically targets young women from Years 10, 11 and 12. Participants in the program are students who demonstrate leadership potential and have already participated in *Focus*. They may already be holding leadership positions or are about to enter into leadership positions in their schools.

Focus2 was piloted this year in Sydney with Goldman Sachs and Norton Rose Fulbright with great success. We expect national take-up of the program by our member companies in 2014.

Outward and Upwards

Intensive Leadership Program

Outward and Upwards is an intensive leadership program for students from high-needs schools who demonstrate leadership potential. It is designed to inspire and equip selected students with leadership abilities that will assist them in their school lives and future.

The program involves experiential learning through a variety of outdoor, adventure activities. It also requires students to develop a community impact project and seek to make positive social change through demonstrating personal leadership in their local community.

Students participating in the program are typically drawn from Years 10 and 11 and have been selected by their school through a rigorous application process. This includes a written proposal, an assessment of their leadership potential and a personal recommendation by their school principal. Each student is then matched with a mentor from Qantas.

The program begins with a seven-day residential summit followed by a six-month mentoring program that typically involves four facilitated meetings between students and mentors.

Outward and Upwards piloted in 2013 with Qantas. Participants included 15 students from five different schools in NSW with excellent feedback indicating that 100% of students would recommend the program to others. The success of the program has ensured it will expand to incorporate schools nationally in 2014.



Outward and Upwards gives students the tools to make positive social change through the demonstration of personal leadership in their local communities.

The ABCN Scholarship Foundation provides financial scholarships and mentoring support for high-potential students who are experiencing economic, family or social challenges. These challenges may impact on their study or capacity to achieve their potential and pursue their desired tertiary pathways.

The only organisation of its kind in Australia to offer both mentoring from business professionals and financial assistance to students, the Foundation awarded 12 inaugural scholarships to exceptional students in 2013:

- > Aadarsh Prasad, NSW
- > Aidan Ferderer, NSW
- > Fadila Fidina, NSW
- > Haley Watt, NSW
- > Nhi Chiem, NSW
- > Alex Jadresic, Vic
- > Douha Taleb, Vic
- > Fiona Duong, Vic
- > Myers Nguyen, Vic
- > Samantha Lim, Vic
- > Denise Nyirangabo, Qld
- > Sarah Skitt, WA

These students will receive financial assistance for Years 11, 12 and their first year of tertiary education, and are supported throughout this time by a dedicated mentor as well as membership to ABCN's alumni network. Scholarship funds assist students to pay for school fees, tuition and other resources that will prepare them for further education. Mentors are assigned to students by ABCN in consultation with member companies, donors and schools.

Students and mentors typically meet four times during the first year, including two formal functions. During their meetings, participants will discuss goals, aspirations, challenges, achievements and areas for development. The first meeting should take place at the student's school with the school principal present with subsequent meetings being held at the mentor's place of work.

Scholarships are open to Year 10 students who are Australian citizens or permanent residents. A rigorous and thorough application process includes the student submitting an essay of up to 750 words, which is considered in conjunction with their academic and school records. Endorsement of the application by the applicant's school principal is essential. Final selections are based on the quality of the application, the principal's recommendation and on student merit and need.

The ABCN Scholarship Foundation is registered with the Australian Charities and Not-for-Profits Commission and has deductible gift recipient (DGR) status. It is generously supported by a number of organisations, which include Commonwealth Bank of Australia, Fuji Xerox Australia, Insurance Australia Group, iinet, KPMG, Macquarie, Microsoft Australia, Minter Ellison Lawyers, Navitas, Norton Rose Fulbright and PricewaterhouseCoopers.

Members of the Scholarship Foundation Board include ABCN founder, Michael Hawker AM (Chair), Jacqui Jones (CEO, ABCN) Kerry Dukes and ABCN's Board and Council alumni - Paul O'Sullivan, Stephen Fitzgerald, Matthew Quinn and David Clarke. Board members also personally support the Scholarship Foundation.



Program Delivery

ABCN delivered 427 programs in 2013, which represents a 26% increase from 2012.

	ACT	NSW	Qld	SA	Tas	Vic	WA	National
High School								
Aspirations		21	6			8	3	38
Focus and Focus2		17	1	1		6	4	29
GOALS		10	2	1		4	4	21
InterACT		6				1	1	8
RISE		8	6			3	3	20
RYP		1						1
TEAM		6	1			1		8
PiL		9	10	4		13	6	42
Primary School								
Spark	6	17	13	6	4	14	8	68
Transitions			1					1
1:2:1		17	1	2		1		21
Pilots								
Outward and Upwards		1						1
One-day Events								
Workplace Visits and Interview Skills Workshop	2	36	13	3		11	8	73
School-based Activities		29	33	1		26	7	96
Total Programs	8	178	87	18	4	88	44	427

Session and participant numbers grew more strongly with the number of students mentored up 19% from the previous year.

	2005	2006	2007	2008	2009	2010	2011	2012	2013	Totals 05-12
Businesses	11	23	28	28	26	28	30	32	34	
States/Territories	1	1	4	5	5	7	7	7	7	
Schools	12	28	69	120	157	188	216	220	228	
Mentors*	102	197	625	1,575	2,089	2,522	2,812	2,856	3,253	16,031
Total Volunteers**	102	197	625	1,575	3,789	4,515	4,537	4,404	4,801	24,545
Students Mentored*	38	112	504	1,044	1,385	1,863	2,275	2,422	2,893	12,536
Total Students	4,000	4,637	4,210	6,289	7,762	8,802	10,586	13,497	15,326	75,109
Sessions, Visits, Experiences	75	140	481	1,233	1,366	1,975	2,037	2,070	1,932	11,345
Volunteer Hours	1,000	3,000	12,000	18,000	24,000	36,319	38,158	39,035	36,800	208,312

* In sustained mentoring programs including PiL, GOALS, *Aspirations*, TEAM, *Transitions*, *Spark* and RISE.

** In all ABCN activities including POP (*Partnerships, Opportunities & Projects*) one-day activities.



Financial Information

for Year Ending 30 June 2013

Basis of Presentation of Financial Information

ABCN prepares a financial report in accordance with the *Corporations Act* and relevant accounting standards. This financial report is approved by the Board of Directors and audited by Grant Thornton Audit Pty Ltd. The statutory financial report is lodged with the Australian Securities and Investments Commission and is also available on request.

The financial information contained in this report is drawn from the information used in preparing the audited financial report. However, as the full financial report contains other details and disclosures, including the basis of preparation of the financial report, reference should be made to audited financial statements before placing any reliance on this information.

Income

ABCN's main source of income is membership fees. These range between \$15,000 and \$65,000 per member depending on the size of the organisation. Total membership fee income for the 2013 financial year was \$1,685,932 compared with \$1,683,952 for the 2012 financial year.

Other income included \$381,534 in combined grants from the Commonwealth Bank of Australia to continue the 1:2:1 mentoring program, JPMorgan Chase Global Foundation to continue the Arts Access program for disadvantaged children and Fuji Xerox to develop a sustainability program.

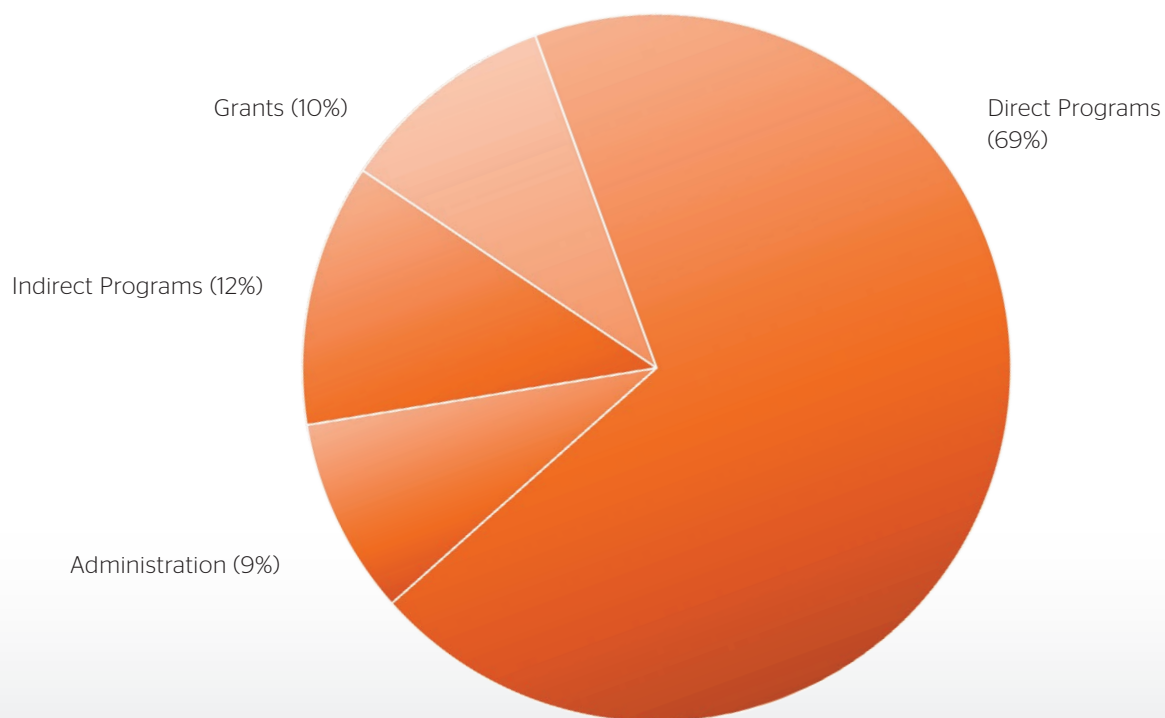
Interest income for the year was \$83,125 compared with \$98,894 for the 2012 financial year.

Expenditure

ABCN operates on a financial year basis, but programs are reported on a calendar year basis to align with the school curriculum.

Total expenses for the 2013 financial year were \$2,095,393.

2013 Full Year Program Costs



Program expenditure continues to be the largest single component of ABCN's costs. The direct cost of program delivery, which includes development, delivery, materials, transport, co-ordination, evaluation and reporting, makes up 69% of all expenditure. Indirect program costs include some facilities, depreciation, insurance and professional fees, without which ABCN could not continue to deliver programs in schools and member companies.

Administration costs fell slightly as a percentage of total costs, which reflects organisational efficiencies.

Grant costs are related to the disbursal of the JPMorgan Global Foundation grant for the Arts Access program, Commonwealth Bank for the 1:2:1 program and Fuji Xerox for the sustainability program.

Surplus for the Financial Year

The surplus for the financial year to 30 June 2013 was \$61,498 compared with \$100,407 for the year to 30 June 2012. A summary of the components is set out below. More details are available in the statutory financial report.

	Notes	2013 \$	2012 \$
Surplus before income tax		61,498	100,407
Income tax		-	-
Surplus for the year		61,498	100,407

Financial Position

ABCN continues to be in a strong financial position. A summary of the financial position as at 30 June 2012 and 2013 is set out below. More details are available in the statutory financial report.

Cash Flows from Operating Activities	2013	2012
	\$	\$
Membership fees	1,854,525	1,852,347
Grant income	381,534	190,137
Interest income received	83,125	98,894
Payments to suppliers & employees	(2,176,882)	(1,999,589)
Other operating receipts		
Net cash provided by operating activities	142,602	141,789

Cash Flows from Operating Activities		
Purchase of property, plant & equipment	(24,243)	
Net cash used in investing activities	(24,243)	
Net change in cash & cash equivalents held	178,359	141,789
Cash and cash equivalent at beginning of financial year	1,597,033	1,455,244
Cash and cash equivalent at end of financial year	1,715,392	1,597,033

The increase in cash and cash equivalent between 30 June 2012 and 30 June 2013 reflects a surplus for the financial year of \$61,498 in addition to cash flows from operations. The company's constitution prohibits the distribution of any part of the profits or income or property as dividends or otherwise.

Board of Directors

Jacqui Jones
(appointed 1 July 2013)

Chief Executive, Australian Business and Community Network

Jacqui Jones is the CEO of ABCN. She joined ABCN in 2007, initially on secondment from Optus, as National Projects Manager. She was then appointed General Manager in 2010 and CEO in 2013. During this time, the organisation grew from 12 companies working with 12 schools to 35 companies working with 228 schools across Australia. Prior to joining the ABCN, she held roles at Optus and Pearson Education, specialising in sales, learning and development and change management. She is a non-executive Director of Australian Schools Plus, a fund established to assist schools most in need to create and access philanthropic funds.

John Weber
(appointed 27 June 2013)

Chief Executive Partner, Minter Ellison
Chairman of Australian Business and Community Network

John has been the Chief Executive Partner at Minter Ellison since 2009. Prior to this appointment, he was Managing Partner at one of Minter Ellison's Australian offices, Government Industry Group Leader and a senior partner in the firm's Dispute Resolution Division. He is a director of the Large Law Firm Group, a member of the Business Council of Australia and its Labour Market, Skills and Education Committee and also a member of the European Australian Business Council.

Carey Badcoe
(resigned 1 July 2013)

Former Chief Executive, Australian Business and Community Network

Carey Badcoe was appointed Chief Executive of the Australian Business and Community Network on 14 September 2005. Carey has worked widely in the arts, media and community areas, in both the private and public sectors, for the past 20 years. Her former roles include being Head of Community & Sponsorship for IAG, General Manager of Ovation, at the Sydney Opera House and an advisor to the Federal Minister for the Arts and Communications.

Paul O'Sullivan
(resigned 27 June 2013)

Chief Executive Officer, Optus
Former Chairman of Australian Business and Community Network

Paul O'Sullivan was appointed to the role of Chief Executive of Optus Pty Limited (Optus) in 2004. Paul is responsible for all aspects of the performance and operations of Optus, Australia's second largest telecommunications company.

David Clarke

Chief Executive, Investec Bank Australia Limited

David Clarke was appointed to the position of Chief Executive Officer of Investec Bank (Australia) Limited in June 2009 and is also a member of the Global Operating Forum for the Investec Group (Investec Plc and Investec Ltd). He has 25 years experience in investment banking, funds management, property and retail banking and is a member of the University of New South Wales Medicine Advisory Council.

Stephen Fitzgerald
(resigned 27 June 2013)

Managing Director, Chief Executive Officer, Goldman Sachs JBWere

Stephen Fitzgerald is CEO and Managing Director of Goldman Sachs JBWere. He joined Goldman Sachs in 1992, became Managing Director in 1998 and a partner in 2002. Prior to joining Goldman Sachs JBWere, Stephen was head of Goldman Sachs Asset Management International. In that capacity, he was responsible for GSAM's business outside North America, encompassing Latin America, Europe, the Middle East and Asia Pacific. Previously, he was head of the Investment Management Division in Asia and spent eight years as Chief Investment Officer for GSAM's global fixed income and currency business.

Matthew Grounds

Chief Executive Officer, UBS Australia

Matthew Grounds is CEO of UBS Australasia and Global Head of UBS Investment Banking. He is a member of the UBS Asia Pacific Management Committee, the UBS Global Executive Committee and a Group Managing Director. With more than 20 years investment banking experience, Matthew is one of Australia's leading corporate advisers and has been responsible for a number of landmark transactions for major Australian and international companies.

Tony Macvane
(appointed 4 October 2012)

Managing Partner, Hall & Wilcox

Tony Macvane has been a partner of Hall & Wilcox since July 2000, and Managing Partner since July 2007. During his tenure as Managing Partner, the firm has experienced considerable growth and success and in 2009 he won the Law Institute of Victoria President's Award- Managing Partner of the Year. He is a Fellow of the Taxation Institute of Australia and a member of the Law Institute of Victoria, the Australian Corporate Lawyers Association, the Australian Institute of Company Directors, the Australian Private Equity & Venture Capital Association and the Law Council of Australia (Business Law Section).

Pip Marlow
(appointed 4 October 2012)

Managing Director, Microsoft Australia

Pip Marlow began her career with Microsoft in the Australian Partner team in 1996. She then moved to head office in Seattle, USA, for eight years, where she held a succession of senior roles including General Manager for US Channel Sales. Returning to Microsoft Australia, Pip held the joint role of Enterprise and Partner Group Director and Public Sector Director before her appointment as Managing Director.

Matthew Quinn
(resigned 27 February 2013)

Managing Director, Stockland Corporation Limited

Matthew Quinn has been Managing Director of Stockland since 2000. He was National President of the Property Council of Australia from 2003 to 2005 and is a member of the Business Council of Australia's education, skills and innovation task force.

Geoff Wilson

Chief Executive Officer, KPMG in Australia

Prior to being appointed as KPMG's CEO in January 2008, Geoff Wilson was the National Managing Partner of Audit and Risk Advisory Services for the Australian practice. In this capacity, he also served as Chief Operating Officer for the Asia-Pacific Audit and Advisory practice and was a member of KPMG's Global Audit Leadership Group. Geoff is also a board member of the Business for Millennium Development and a member of the advisory council of the Australian School of Business at UNSW. He is also a member of the Great Barrier Reef Foundation's Chairman's Panel.

Helen Zimmerman

Executive General Manager – English, Navitas Limited

Prior to joining Navitas as head of the English Division, Helen Zimmerman was Managing Director of the ACL Group of companies. She is a board member of the International Education Association of Australia and on the ETS TOEFL Advisory Group. From 2002 to 2008, Helen was a member of the NSW Vocational Education and Training Board. In 2010, she was one of five national finalists for the Equal Opportunity for Women in the Workplace Agency's award of Leading CEO for the Advancement of Women. She was named as a Paul Harris Fellow by the Rotary Foundation of Rotary International in 2010 and is Secretary of a not-for-profit children's charity.

Board of Directors Meetings Attendance

Directors	4 October 2012	8 March 2013	17 June 2013
Jacqui Jones (CEO) (appointed 01/71/13)	N/A	N/A	N/A
John Weber (appointed 27/06/13)	*	*	*
Carey Badcoe (CEO) (resigned 01/07/13)	*	*	*
Paul O'Sullivan (Chair) (resigned 27/06/13)	*	*	*
David Clarke	*	*	*
Matthew Grounds	A	A	A
Stephen Fitzgerald (resigned 27/06/13)	A	A	A
Tony Macvean (appointed 04/10/12)	*	*	*
Pip Marlow (appointed 04/10/12)	*	A	*
Matthew Quinn (resigned 27/02/13)	A	N/A	N/A
Geoff Wilson	*	*	*
Helen Zimmerman	A	A	*

* = Attended, A = Absent, N/A = Not eligible to stand.

ABCN Council Members

Minter Ellison Lawyers

Allen & Overy

American Express Australia Ltd

Aussie

Bain & Company Inc

Blackmores

Bendigo & Adelaide Bank

Citi Australia

Commonwealth Bank of Australia

CSR

Ernst & Young

Fuji Xerox Australia

Genworth

Gilbert + Tobin

Goldman Sachs

Hall & Wilcox

Hay Group

iiNet

Insurance Australia Group

J.P. Morgan

King & Wood Mallesons

KPMG

Microsoft Australia

Mi9

MLC

Navitas

Norton Rose Fulbright

O-I (Owens Illinois)

Optus

PricewaterhouseCoopers

Qantas Airways Limited

Stockland

UBS

Wesfarmers

John Weber, CEO (Chair)

Grant Fuzi, Managing Partner

Rachel Stocks, Managing Director

Stephen Porges, CEO

David Zehner, Managing Partner

Christine Holgate, CEO

Mike Hirst, Managing Director

Stephen Roberts, CEO and Citi Country Officer

Ian Narev, CEO

Rob Sindel, Managing Director

Rob McLeod, Oceania CEO and Managing Partner

Nick Kugenthiran, Managing Director

Ellie Comerford, President and CEO

Danny Gilbert, Managing Partner

Simon Rothery, Chief Executive

Tony Macvean, Managing Partner

Henriette Rothschild, Managing Partner

Michael Malone, CEO

Mike Wilkins, CEO and Managing Director

Robert Priestley, CEO

Robert Milliner, Chief Executive Partner

Gary Wingrove, CEO

Pip Marlow, Managing Director

Mark Britt, CEO

Steve Tucker, CEO

Helen Zimmerman, Executive General Manager

Wayne Spanner, CEO

Brian Slingsby, CEO

Paul O'Sullivan, CEO

Luke Sayers, CEO

Alan Joyce, CEO

Michael Rosmarin, Chief Operating Officer

Matthew Grounds, CEO

Richard Goyder, Managing Director and CEO

ABCN Schools

ACT

Campbell Primary School
Canberra College
Dickson College
Hughes Primary School
Kingsford Smith School
Lake Ginninderra College
Red Hill Primary
University of Canberra High School - Kaleen

NSW

Airds High School
Alexandria Park Community School
Athelstane Public School
Auburn Girls High School
Bankstown Girls High School
Bass High School
Belmore Boys High School
Bert Oldfield Public School
Birrongo Girls High School
Blacktown Boys High School
Blacktown Girls High School
Bonnyrigg High School
Bourke Street Public School
Brookvale Public School
Cabramatta High School
Cambridge Park High School
Canterbury Boys High School
Casula High School
Chester Hill High School
Chifley Public School
Chullora Primary School
Cleveland Street Intensive English Centre
Curran Public School
Darcy Road Public School
Darlington Public School

Doonside Technology High School
Evans High School
Fairfield High School
Fairfield Public School
Gardeners Road Public School
Girraween Public School
Glebe Public School
Goonellabah Public School
Granville Boys High School
Granville South Creative & Performing Arts High School
Greystanes High School
Greystanes Public School
Guildford Public School
Holroyd High School
Hoxton Park High School
Islington Public School
James Meehan High School
La Perouse Public School
Lawrence Hargrave
Leumeah High School
Liverpool Boys High School
Liverpool Girls High School
Lurnea High School
Maroubra Bay Public School
Maroubra Junction Public School
Marrickville High School
Marrickville Public School
Marrickville West Public School
Mascot Public School
Matraville Public School
Matraville Soldiers Settlement Public School
Melrose Park Public School
Merrylands High School
Miller Technology High School

Mitchell High School
North Sydney Demonstration School
Parramatta East Public School
Parramatta High School
Parramatta North Public School
Parramatta Public School
Parramatta West Public School
Pendle Hill High School
Pendle Hill Public School
Queanbeyan High School
Richmond High School
Rutherford Technology High School
Ryde Public School
Sarah Redfern High School
Sir Joseph Banks High School
Smithfield West Public School
St Clair High School
St Peters Public School
Tempe High School
Tempe Public School
Thomas Reddall High School
Toongabbie East Public School
Toongabbie Public School
Toongabbie West Public School
Villawood North Public School
Wentworthville Public School
West Ryde Public School
Wiley Park Girls High School

QLD

Ashmore State School
Bald Hills State School
Balmoral State High School
Bray Park State High School
Brisbane Central State School

Browns Plains High School
Corinda State High School
Dutton Park State School
Earnshaw State College
Enoggera State School
Glenala State High School
Glenmore State School
Greenslopes State School
Ipswich State High School
Junction Park State School
Kingston College
Loganlea State High School
Marsden State High School
Miami State School
Mitchelton State High School
Mooloolaba State School
Moorooka State School
Nerang State School
New Farm State School
North Lakes State College
North Rockhampton State High School
Shailer State High School
Somerset Hills State School
Stafford State School
Toowoomba North State School
Townsville Central State School
Trinity Beach State School
Upper Coomera State College
West End State School
Woodridge State High School
Yeronga State High School

SA Allenby Gardens Primary School
Brompton Primary School
Findon High School
Kilkenny Primary School
Le Fevre High School
Modbury South Primary School
Ocean View College
Pennington Primary School
Plympton Primary School
Reynella South Primary School
Richmond Primary School
Roma Mitchell Secondary College
Seaton High School
Seaton Park Primary School
Underdale High School
Warriapendi School
Westport Primary School
Woodville High School

TAS Glenorchy Primary School
Montrose Bay High School
Moonah Primary School
Warrane Primary School
Waverley Primary School
Windermere Primary School

VIC Albion North Primary School
Ardeer South Primary School
Belle Vue Park Primary School
Braybrook College
Carwatha College
Charles La Trobe College
Copperfield College
Cranbourne Secondary College

Dandenong High School
Dandenong South Primary School
Deer Park North Primary School
Derrimut Primary School
Dinjerra Primary School
Epping Secondary College
Footscray North Primary School
Fountain Gate Secondary College
Gilmore College for Girls
Glenroy College
Hallam Senior College
John Fawcner College
Keysborough College
Lalor East Primary School
Lalor Secondary College
Laverton Secondary College
Meadows Primary School
Mount Ridley P-12 College
Olympic Village Primary School
Preston Girls Secondary College
Preston South Primary School
Richmond Primary School Melbourne
Roxburgh College
Seaford Park Primary School
St Albans Secondary College
Sunshine Harvester Primary School
Sunshine Heights Primary School
Sunshine North Primary School
Taylors Lakes Secondary College
Thomastown Secondary College
Victoria University Secondary College
Wellington Secondary College
Westall Secondary College
Western English Language School

William Ruthven Secondary College

Wooranna Park Primary School

WA

Armadale Senior High School

Balga Primary School

Beaconsfield Primary School

Belmont City College

Cecil Andrews Senior High School

Dryandra Primary School

Gilmore College

Girrawheen Senior High School

Halls Head Community College

Hamilton Senior High School

Highgate Primary School

John Forrest Senior High School

Kalamunda Senior High School

Kalgoorlie-Boulder Community High School

Kelmscott Senior High School

Lake Monger Primary School

Lynwood Senior High School

Maylands Peninsula Primary School

Mirrabooka Primary School

Mirrabooka Senior High School

Mount Barker Community College

Osborne Primary School

Redcliffe Primary School

Swan View Senior High School

Thornlie Primary School

Thornlie Senior High School

Wanneroo Secondary College

Warnbro Community High School

Winterfold Primary School

ABCN Head Office
Level 3, 141 York Street, Sydney 2000

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For all program queries please find relevant contacts for each state below:

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