



2015 ANNUAL REPORT

Business Partnering with Education



Students from NSW high schools - Cabramatta, Lurnea and Sarah Redfern - performing together at ABCN's 10-year anniversary celebration hosted by KPMG.

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Chair's Report



It is essential that our programs respond to the changing needs of the business world with relevant content, specifically in the areas of STEM and women in leadership.

In 2005, a visionary group of business leaders wanted to make a difference to the opportunities and outcomes for disadvantaged students. Ten years – and 276,787 volunteer-hours – later, 105,439 students from high-needs schools have experienced the benefits of that dream coming to fruition.

Our very first program was GOALS – a Year 9 mentoring program developed to encourage students to complete Year 12. Ten years on, it remains one of seven core ABCN programs and continues to be one of our most popular. Of the cohort of GOALS students from 2011, we were delighted to find that 94% of these students not only completed Year 12 in 2014, but are now either at university, in vocational education or employed. To put this statistic in context – 74% of all Australian students complete Year 12 with 37% going to university, compared to our cohort of 2014 GOALS students where 94% completed Year 12 and 67% went on to university. We are justifiably proud of these results.

Our strategic imperatives in 2015 therefore remained focussed on motivating students to complete Year 12 and beyond. However, we have also broadened our focus to address the ongoing issue of youth unemployment and the constantly evolving employability skills required to futureproof Australia's workforce. It is essential that our programs respond to the changing needs of the business world with relevant content, specifically in the areas of STEM and women in leadership.

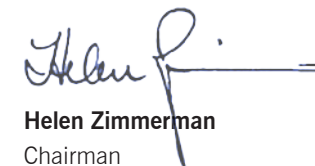
In light of this, I'd like to acknowledge a number of our member companies whose vision and funding enabled us to develop additional pilot programs in 2015. In particular, J.P. Morgan for the *InRoads* IT employability program, PricewaterhouseCoopers for the *Innovate* STEM program, American Express for *Leaders of Tomorrow*, State Street

for a number of interview and employability workshops and Microsoft Australia for a series of technology-focused *CAREERx* workshops.

ABCN's Scholarship Foundation was also the beneficiary of generous funding from member companies and individuals. In line with our strategy to increase the number of scholarships offered each year, I'm pleased to report that we awarded scholarships to 15 students this year. There are now 41 students participating in the scholarship program.

And finally, I'm delighted to announce that we have confirmed terms of a merger with *Schools Connect Australia* (SCA), which will enable us to broaden our network and program offering, increasing our reach in Victoria and regional areas. As a result of the merger, seven new companies and eight new schools will join the ABCN network. SCA's *Business Class* program will now be delivered as one of ABCN's core programs.

The success ABCN has enjoyed over the past decade has been made possible because of the vision and commitment of so many people. As is evident, business and education partnerships can make a difference – and I thank CEO Jacqui Jones and her team at ABCN for their work behind the scenes in bringing together the many member companies, schools and supporters that make up the ABCN community. Together we are achieving our goal of improving outcomes for the students who are most in need.



Helen Zimmerman
Chairman



Our Impact



94%

2011 GOALS Students

are now in employment or tertiary study
vs 73.5% of students by age 24.



100%

Inaugural Scholarship Students

completed Year 12 and secured entry to university
*vs 61% of disadvantaged students who complete Year 12
and 37% of all students who attend university
and other tertiary institutions.*



86%

1:2:1 Students

demonstrated improved Maths skills.



Chief Executive Report



These inspiring young students, who have continued to thrive and succeed, remind us that ABCN's work is so vitally important.

It was a memorable year for ABCN in 2015 as we celebrated 10 successful years of partnering business with education. Together we celebrated not only the thousands of students and hundreds of schools who have benefitted over the years from our mentoring programs, but also the incredible staff from our member companies who bring our programs to life each year.

Highlights for the year include record-breaking program numbers with more than 4,500 students being mentored by over 3,400 volunteers. Our school partnerships grew to 175, enabling the delivery of 524 programs nationally and we held our first ever program in the Northern Territory – a *Career Choice Day* – with the Australian Defence Force and Casuarina Senior College in Darwin.

In 2015, we continued our focus on our seven core programs within Enterprise Skills, Leadership and Foundation Skills. Our newly established Development Hub enabled innovation and collaboration between ABCN, our member companies and schools which resulted in a number of exciting pilot programs. These include working with PwC on *Innovate*, and J.P. Morgan on *InRoads* – both of which emphasise Science, Technology, Engineering and Maths (STEM) as a new area of focus for ABCN. In the area of leadership, we worked with American Express on *Leaders of Tomorrow* and with MCI on the *Future Influence-Her* event. We collaborated with Microsoft and CitiBank on a new program called *CAREERx*, which aims to address a knowledge gap for Careers Advisors in schools – and we were delighted to partner with The Prince's Charities Australia to deliver *Seeing is Believing* in Geelong.

We were fortunate that Commonwealth Bank supported ABCN directly with skilled volunteers to improve ABCN's risk management approach. In partnership with senior members

of CBA's operational risk team, we completed a risk review of the organisation and developed a matrix for assessing, managing and reporting on risk.

Without a doubt, one of our favourite times of the year is awarding our annual ABCN Scholarships and this year we were delighted to be able to award 15 to exceptional students from disadvantaged backgrounds. Our biggest number yet, we are thrilled that it includes our first Tasmanian scholar. It also means we are now proudly supporting a total of 41 ABCN scholars. While it's still early days for these students, we know they are already on the path to achieving great things. 100% of our 2013 scholars have been offered places at university – two gaining early entry places – and many of our 2014 scholars were awarded leadership positions in their schools.

Throughout this year we've also spent a good deal of time re-connecting with our student alumni to see the lasting impact our programs have had on their lives years after leaving school. These inspiring young students, who have continued to thrive and succeed, remind us that ABCN's work is so vitally important. So as always, I'd like to acknowledge the ABCN team and all those who contribute to our work in making such a positive and important impact within our community. Regardless of their postcode, every Australian child should have the same opportunities to succeed. Here's to another decade of achieving great things together.

Jacqui Jones
Chief Executive Officer



Governance Statement



Our aim is to provide students with the skills and work experience they require to make sound personal, educational and vocational choices.

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 disadvantaged 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 34 member companies and an experienced body of CEOs from well-recognised, national and global organisations, representing 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 hundreds of public schools across Australia to deliver a range of mentoring programs that focus on enterprise, leadership and foundation skills such as reading and numeracy. All programs are provided at no cost to the schools or the students.

Mission and Objectives

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

Our aim is to provide students with the skills and work experience they require to make sound personal, educational and vocational choices. This is achieved through structured programs that involve corporate volunteers mentoring students in the workplace and

business partnering with disadvantaged schools. 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

As of 31 December 2015, there were eight directors on the Board, including the Chief Executive Officer. 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.



Our Reputation



99% of Mentors

would recommend ABCN programs to a colleague.



98% of Students

would recommend ABCN programs to a friend.



100% of Teachers

would recommend ABCN programs.



Case Study

A Full Circle Story

The impact of Partners in Learning

A bond that began back in 2005, the partnership between MinterEllison and Glenala State High School in Queensland, has produced some incredible outcomes and inspirational stories.

One such story is that of former student, Lee Vo. Only six years old when he arrived in Australia from Vietnam, neither Lee, nor his mother, spoke a word of English. Two years later, he had topped his Year 3 class in English but by the time he got to high school, Lee admits things had started to slide. After participating in ABCN's RISE, *Aspirations* and *Career Choice Day* programs, however, he then successfully applied for a MinterEllison scholarship and work experience program. By Year 12 he was Dux of the school.

'To be honest I was starting to muck around in school a bit in high school and I wasn't taking it seriously. Being mentored in Aspirations and the work experience at Minters really helped me determine my career path in law'.

Glenala SHS is typical of many of ABCN's schools. A high-needs school in one of Brisbane's most disadvantaged areas, generational unemployment, poverty, domestic violence and non-English speaking backgrounds are common issues. Consequently many students start high school with lower than average literacy and numeracy skills. The disadvantage they face means fundamental support is needed to help them achieve their potential.

As part of the firm's national Community Investment Program, MinterEllison staff voted unanimously to support disadvantaged youth from lower socio-economic areas. In Brisbane, conversations began with Glenala in 2005 before joining ABCN in 2007, providing structure and format

through mentoring programs, which would consolidate the evolving relationship.

Ten years on, MinterEllison and Glenala continue to work closely together in a *Partners in Learning* (PiL) relationship that both parties proudly agree is a cornerstone of school and company culture. Amongst other initiatives, a MinterEllison scholarship program for promising Year 10 students has been established – of which Lee Vo was a recipient.

Now in his fourth year of an Arts Law degree at Griffith University, Lee has also worked part-time at MinterEllison over the years, which enabled him to volunteer for ABCN's RISE program at his former school – this time as a mentor – an opportunity he was proud to take up. He will return to MinterEllison in November 2015 to take up a coveted vacation clerkship position.

'I often think back to where I started', says Lee. 'How did the boy with no English get to where I am today? I'm so grateful for the opportunities – to the teachers who believed in me, my mentors and my mum - who all instilled the value of education.'

We'd like to acknowledge all the representatives from MinterEllison and Glenala, past and present, who have contributed over the years to a partnership that is making an enormous difference.

MinterEllison



Kim Matthew, Glenala State High School, former Glenala student Lee Vo and Rob Reed, MinterEllison.

ABCN Programs



Our mentors inspired us to work on our strengths, conduct ourselves professionally and keep an open mind in terms of career pathways and opportunities.

Aspirations Student

ABCN works with hundreds of public schools across Australia to deliver a range of mentoring programs that focus on enterprise and employability, leadership and foundation skills such as reading and numeracy. Our vision is to improve outcomes for disadvantaged students through work experience and mentoring that supports future workforce participation.

While each program has a different focus and targeted year group, the underlying aim is always to motivate students to attain Year 12 and beyond.

Most programs involve a launch at the school followed by subsequent workshops which are either one-on-one sessions or small group sessions. For primary school programs, this involves mentors participating in one-on-one sessions at the school each week. For high school programs, students and their mentors meet at member company venues – this enables students to experience the workplace and a corporate environment. Some programs are one-day workshops and these are also held at a member company venue.

All programs involve corporate volunteers from our member companies. There is no cost to the schools or the students.



Enterprise Skills



I found the program was not only personally fulfilling, but it also helped me develop my coaching skills.

GOALS Mentor

Aspirations

At a glance

- > Year 11 – small group mentoring
- > raises aspirations with a focus on communication skills, confidence and awareness of career pathways
- > encourages students to complete Year 12, equipping them with knowledge and skills to transition from high school to further study and/or the workplace
- > four sessions plus a launch at the school.

533 students took part in *Aspirations* in 2015.

Impact outcomes

- > 87% of students feel more prepared for the world of work
- > 94% of students have a better understanding of the key employability skills and what employers are looking for
- > 89% of students have clearer goals for the future as a result of *Aspirations*.



Growing Opportunities and Learning Skills (GOALS)

At a glance

- > Year 9 – one-on-one mentoring
- > widens the life choices and aspirations of students in their middle years of high school
- > encourages students to complete Year 12 and go on to tertiary study
- > five sessions plus a launch at the school.

460 students took part in GOALS in 2015.

Impact outcomes

- > 85% of students know about the importance of setting goals
- > 76% of students intend to continue on to university or further study
- > 88% of students reported increased confidence.



InterACT

At a glance

- > Year 10 (or equivalent) – small group mentoring
- > supports recently arrived migrant and refugee students in gaining the cultural and vocational literacy they need to participate in Australian life
- > emphasis on soft skills such as communication and building relationships
- > five sessions plus a launch at school.

Interview 2 Impress (i2i)

At a glance

- > Year 10 – interactive workshop
- > builds students' understanding of job interview techniques
- > provides students with an opportunity to practise and role play interviews with their mentors in preparation for the workplace
- > one-off session in a corporate venue.

School-based Activities

At a glance

- > member companies engage with high-needs schools through a variety of one-day activities
- > provides opportunities for employees who are unable to commit to a sustained program
- > supports high-needs schools with resources and expertise they would otherwise not have access to.

238 students took part in *InterACT* in 2015.

Impact outcomes

- > 87% of students demonstrated increased confidence
- > 93% of students demonstrated improved communication skills
- > 80% of students showed they have a better understanding of the workplace.



929 students took part in i2i in 2015.

Impact outcomes

- > 93% of students have a better understanding of how to prepare for a job interview
- > 92% of students feel more confident to attend a job interview
- > 100% of students valued their mentor's advice and tips for succeeding in a job interview.



1,293 ABCN corporate volunteers participated in 2015.



Foundation Skills



In schools like ours, *Spark* makes a huge difference... It reinforces the importance of reading and encourages our students to see role models that they might aspire to follow.

Primary School Teacher

Spark

At a glance

- > primary school students – one-on-one mentoring and reading skills
- > supports primary school students who will benefit most from developing their literacy, language skills and socialisation
- > eight sessions including launch and completion at school.

512 students took part in *Spark* in 2015.

Impact outcomes

- > 100% of students had increased confidence
- > 94% of students felt more positive about reading
- > 86% of students demonstrated an improvement in their reading skills.



1:2:1

At a glance

- > Year 1 focus – one-on-one mentoring and mathematics tutoring
- > supports primary school students who are falling behind in the early years of mathematical literacy
- > incorporates a critical element of socialisation and confidence building
- > eight sessions including launch and completion at school.

156 students took part in *1:2:1* in 2015.

Impact outcomes

- > 86% of students demonstrated improved maths skills
- > 86% of students had increased confidence
- > 71% of students have improved communication.



Leadership Skills



Focus showed me the path to a successful future and how to get there.

Focus Student

Focus and Focus2

At a glance

- > Year 11 female students – small group mentoring
- > three sessions at member company
- > students and female mentors in leadership roles, explore the challenges of leadership through shared experience and personal reflection.

Partners in Learning (PiL)

At a glance

- > brings together school principals with corporate CEOs in one-on-one partnerships
- > approximately four sessions a year
- > business and educational leaders share experiences and expertise, solve problems and explore leadership challenges
- > provides professional development through enhanced management and leadership skills.

600 students took part in *Focus* and *Focus2* in 2015.

Impact outcomes

- > 96% of students have a better understanding of their leadership potential
- > 82% of students can demonstrate leadership in day-to-day life
- > 74% of students see themselves as leaders.

56 school and business leaders participated in PiL in 2015.





ABCN Development Hub – pilot programs and special projects



Our newly established Development Hub enables innovation and collaboration between ABCN, our member companies and schools on exciting new pilot programs and one-off bespoke programs.

Aurora College

At a glance

- > provides mentoring and workplace experience for high-potential students from regional schools by bringing them together via a virtual school
- > collaboration with various ABCN member companies
- > area of impact – regional areas of Australia.

83% of students reported a better understanding of teamwork and employability skills.

CAREERx

At a glance

- > aims to upskill careers advisors, including a technology-focused series
- > funding and collaboration with Citi and Microsoft
- > area of impact – employability, educators, STEM for career advisors at school level.

100% reported a better understanding of entry level roles, cadetships and graduate programs in the corporate world.

Future Influence-Her

At a glance

- > one-day girls and women in leadership program
- > collaboration with MCI
- > area of impact – leadership.

87% of students felt confident they could pursue their chosen career following the program.

Innovate

At a glance

- > Science, Technology, Engineering and Maths (STEM) program for Year 7s and 8s

- > funding and collaboration with PwC
- > area of focus – STEM, Years 7–8.

81% of students reported an increased interest in STEM subjects following the program.

InRoads

At a glance

- > technology/employability program for 16-17 year olds
- > funding and collaboration with J.P. Morgan
- > area of impact – STEM, Years 11–12.

86% of students felt more confident to apply for a job in the IT industry following the program.

Leaders of Tomorrow

At a glance

- > leadership development for school captains
- > funding and collaboration with American Express
- > area of impact – leadership.

100% of students reported a better understanding of their leadership potential.

Seeing is Believing

At a glance

- > Geelong-based program for senior corporate leaders
- > in collaboration with Princes' Charities Australia
- > area of impact – regional Australia.

83% of participants were surprised by what they saw.



Our Reach



4,661

Students mentored



4,705

Corporate Volunteers



34

ABCN Member Companies



174

Schools



32,225

Volunteer Hours



Case Study

The Power of Mentoring



Mentoring is not a job, or a tick-the-box exercise to confirm I am 'giving back' – it is a privilege.

Carolyn Ralph, Mentor

In 2010, Jennifer Truong from Cabramatta High School was the recipient of the KPMG and ABCN Doug Jukes Memorial Scholarship – the framework of which was to inspire the launch of ABCN's Scholarship Foundation three years later.

Although initially a three-year mentoring commitment, Jennifer has been mentored by Carolyn Ralph from KPMG now for six years. During this time, she completed her HSC, enrolled at UNSW and will soon graduate with a Bachelor of Science/Education. Both women are enthusiastic about the mentoring experience and the difference it's made to each of them.

Jennifer says winning the first Doug Jukes Memorial Scholarship was her 'miracle' – not only giving her the courage to take on new challenges but also an enormous help financially during her last year of study in particular. However it's through the mentoring relationship that she's formed with Carolyn that she feels she's gained the most.

'Carolyn showed me that life is forever changing. There are new experiences every day, and you are never too old or unskilled to try something new', she says. 'Thanks to her, I was able to discover certain aspects of myself that I never considered as positive characteristics. Her achievements in life, both in her work life and personal life inspire me.'

Carolyn had always aspired to mentoring. Inspired by former KPMG Partner, Doug Jukes – who she says defined the firm's identity as a corporate citizen – she jumped at the chance to represent his legacy in mentoring a winning student of his scholarship. Her attraction to the scholarship program was a combination

of the calibre of candidates and the commitment involved in the program. *'The eventual winners are exceptional individuals with sometimes unbelievable challenges to address in their short lives to date', she says. 'Committing to the mentees is a three-year investment, over the critical final two years in high school and transition year to university – but Jennifer and I have broken the rules and six years later we're still in constant contact.'*

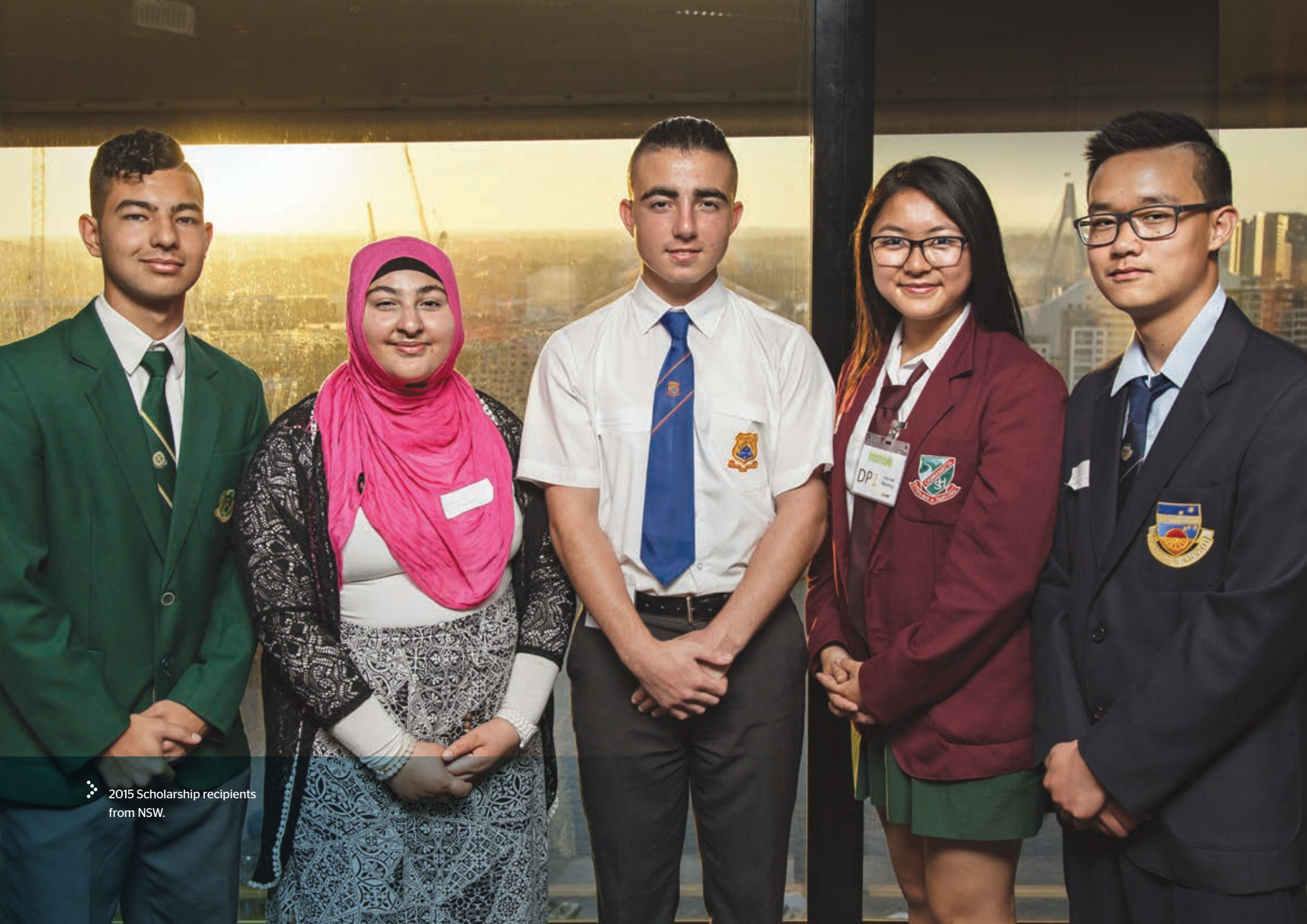
She is justifiably proud of how far Jennifer has come during this time. Their mentoring experience has enabled many 'firsts' – from high-tea to various foreign foods – and Carolyn has been able to provide Jennifer with critical support when it came to big decisions such as switching university degrees, travelling without her family and her evolving relationships.

Jennifer's goal is to successfully finish her Bachelor of Science/Education at UNSW and start teaching as a qualified high school maths teacher as soon as possible. She hopes she can be a role model to other students – and Carolyn has no doubt she will be. *'Jennifer is an exceptional individual who will soon shape the future of our next generation, contributing enormously to Australia's prosperity', she says.*

'Mentoring is not a job, or a tick-the-box exercise to confirm I am 'giving back' – it is a privilege', says Carolyn. 'Jennifer reminds me there is more...more perspectives, more flavours, more passion...and always room for more dessert! I would unreservedly recommend mentoring to others.'



❖ Jennifer Truong, former Cabramatta High student with her mentor of six years, Carolyn Ralph from KPMG.



2015 Scholarship recipients
from NSW.

ABCN Scholarship Foundation



It has made me actually believe
that I can achieve my dream of
going to university.

Scholarship Student

ABCN scholarships specifically target high-potential students in disadvantaged schools who are experiencing significant economic, family or social challenges that impact on their ability to achieve their potential and pursue their desired tertiary pathways.

Each scholarship includes financial assistance for Years 11, 12 and the first year of tertiary education combined with one-on-one support by a dedicated mentor. Applications are subject to a rigorous, data-driven assessment process with final selections being based on the quality of the application, the principal's recommendation and on student merit and need.

Since our 2013 inauguration, the Foundation has successfully increased the number of scholarships awarded year-on-year – so in 2015 we were delighted to be able to award a further 15 scholarships. This means there are now 41 students participating in ABCN's scholarship program including our first scholar from Tasmania.

Scholarship winners form an important part of the ABCN's growing alumni which meets annually at ABCN end-of-year events. This year, many of our 2013 and 2014 winners attended our 10-year anniversary celebration in October.

All scholars currently participating in the program reported the positive impact of having a business mentor and that they had learnt invaluable skills from their mentors. Evaluation results for 2015 demonstrate the following outcomes:

- > 100% of inaugural scholars completed Year 12 and secured entry to tertiary education
- > 100% of principals report that the scholarship award has had a positive impact on their school community

- > 94% of scholars took on leadership positions
- > 100% of 2014 scholars have greater motivation to succeed and have reported being less worried about money due to receiving scholarship funding.

For many of our scholarship winners, they may be the first person in their family to complete year 12, aspire to a career and gain tertiary qualifications. The empowerment of education and a meaningful career path means these students will have a far greater likelihood of participating positively in society, avoiding reliance on social welfare and breaking a cycle of generational disadvantage. Importantly, they also form important role models within the school community, demonstrating that it is possible to have high aspirations and achieve goals.

The 2015 Scholarship winners are:

New South Wales

Hajar Al Moussawi, Joseph Charrouf, Tracy Chau, Maseeh Daudi and Michael Zhan.

Victoria

Gasha Admassu, Tahlia Gibson, Kimberly Perry and Shadab Safa.

Queensland

Lacey Kohn, Bertha Mbunde, Wisam Omer, Elton Simpson and Kristie-Lee Watego.

Tasmania

Tamara Davey.

The Scholarship Foundation relies on funding from the corporate sector, philanthropic foundations and generous individuals. Many of our member companies, who already contribute an annual membership fee to be involved in sustained programs, generously donate additional funds to

support the Foundation's scholarships and bursaries. We are extremely grateful therefore, to our ABCN community – both individuals and corporate entities – whose ongoing support has enabled us to raise \$302,180 in 2015.

We'd like to acknowledge the organisations and individuals who have contributed this financial year.

Major donors (\$50,000 and above to enable the establishment of perpetual scholarships) are Fuji Xerox Australia, Microsoft, Navitas and Optus.

Regular financial supporters (\$10,000 and above) are IAG, Minter Ellison, Macquarie, Navitas and PwC.

Members of the Scholarship Foundation Board also personally support the foundation through regular financial contributions. Members of the 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 Roberts, Guy Templeton, Matthew Quinn and David Clarke.

We are also grateful for the organisations that have provided mentors and/or inkind support since our inception. These include Allen & Overy, Bain & Co, CBA, Ernst & Young, Fuji Xerox Australia, Genworth, Hall & Wilcox, KPMG, Microsoft, Minter Ellison, Navitas, Norton Rose Fulbright, Optus, PwC and UBS.

Many of these companies support workplace giving and match employee donations.

The ABCN Scholarship Foundation is registered with the Australian Charities and Not-for-Profits Commission and has deductible gift recipient (DGR) status.

Financial information for the Year Ending 30 June 2015

ABCN Scholarship Foundation - Profit and Loss

Income

July 2014 - June 2015

	\$
Advance from ABCN	0
Bank interest	17,689
Foundation donations	302,180
Total Income	319,869

Expenses (Scholarship Foundation)

Scholarship Awards – payments to students	52,000
Management and program expenses	12,039
Total Expenses	64,039

Net Income

255,830



Program Delivery



ABCN delivered 524 programs in 2015. This represents an 11% increase from 2014.

Impact Area	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
Enterprise Skills									
Aspirations		14		4			8	3	29
GOALS		11		3	1		7	5	27
InterACT		9		1			1	1	12
Workplace Visits and Interview 2 Impress		26	1	20	5		17	12	81
School-based Activities	2	68		32	5		28	17	152
Leadership									
Scholarship Program		18		8		1	13	1	41
Focus and Focus2		26		7	1		10	5	49
Partners in Learning (PiL)		13		3	1		6	3	26
Foundation Skills									
Spark	4	20		12	4	2	14	4	60
1:2:1		11		4	1		3	1	20
Pilots & Bespoke									
Aurora College, CAREERx, Future Influence-Her, Innovate, InRoads, Leaders of Tomorrow, Seeing is Believing, TEAM, RISE		17		6			4		27
Total Programs	6	233	1	100	18	3	111	52	524

In 2015, the number of students in sustained mentoring programs increased by 14% from the previous year while the total number of volunteers increased by 9%.

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Totals 05-15
Businesses	11	23	28	28	26	28	30	32	34	35	34	
States/Territories	1	1	4	5	5	7	7	7	7			
Schools	12	28	69	120	157	188	216	220	228	167	174	
Mentors	102	197	625	1,575	2,089	2,522	2,812	2,856	3,253	3,231	3,412	22,674
Total Volunteers*	102	197	625	1,575	3,789	4,515	4,537	4,404	4,801	4,314	4,705	33,564
Students Mentored*	38	112	504	1,044	1,385	1,863	2,275	2,422	2,893	4,073	4,661	21,270
Total Students*	4,000	4,637	4,210	6,289	7,762	8,802	10,586	13,497	15,326	15,245	15,085	105,439
Volunteer Hours ^	1,000	3,000	12,000	18,000	24,000	36,319	38,158	39,035	36,800	36,250	32,225	276,787

* In all ABCN activities including one-day activities.

^ 2005-2009 are aggregated estimates based on program numbers.

Case Study

Where are they now? Ashleigh's Story

Pregnant at the age of 14 and a self-confessed rebel, WA student Ashleigh Lindsay admits many of her teachers and even some of her family thought she would never amount to anything. But Ashleigh had a dream of becoming a lawyer. And far from deterring her, the birth of her son Shaun made her even more determined than ever to achieve this dream. *'I wanted to give him the best opportunities in life',* she says. *'I didn't want him going down the wrong path'.*

So began three intense years to complete her schooling and achieve the marks required for university. Supported by her mother, the deputy principal at her new school and tutors, Ashleigh returned to school to repeat year 10 with a renewed goal of studying to become a lawyer. Participating in ABCN's GOALS program helped developed confidence in her abilities, which then led to her successful application for financial assistance through two scholarships – one of these being KPMG's Doug Jukes Memorial Award (which three years later inspired the launch of ABCN's Scholarship Foundation in 2013).

'There were definitely some tough times and without the support I had, I'm not sure I could have got there', says Ashleigh. *'But my advice to other kids is to follow your dreams no matter what gets in your way and despite whether people believe in you or not – you're only limited by your own commitment.'*

Her hard work and dedication paid off and in 2013 Ashleigh successfully enrolled in a law degree at WA's prestigious Murdoch University. Now in her third year, she's achieved a distinction grade average throughout and has a string of awards to her name. A recent internship with a top tier law firm was the icing on the cake – an opportunity that Ashleigh describes as a real

privilege – and it was this experience that consolidated her passion for commercial law.

Five years on, Ashleigh is a living example of how critical support can make all the difference. She is confident that she's being the best role model she can for her son Shaun who is now six and at school – and she's grateful also for her Mum who pushed her and insisted that she continue her education. With so many challenges and obstacles behind her and so much promise ahead of her, Ashleigh's enthusiasm is infectious. *'My Mum told me recently "you're everything I wanted you to be as an adult"... That's got to be one of my proudest moments ever'.*

Ashleigh is like many extraordinary young students participating in ABCN programs who, with the right support, can find the determination and courage to reach their potential. There are now 41 students benefitting from critical mentoring and financial support that is made possible through the ABCN scholarship program.



Financial Information for Year Ending 30 June 2015

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.

ABCN operates on a financial year basis, but programs are reported on a calendar year basis to align with the school curriculum. Therefore in this report, the programs reflect the 2015 calendar year (1 January – 31 December 2015) but the financial information is based on the 2015 financial year (1 July 2014 – 30 June 2015).

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 2015 financial year was \$1,625,000 compared with \$1,699,348 for the 2014 financial year.

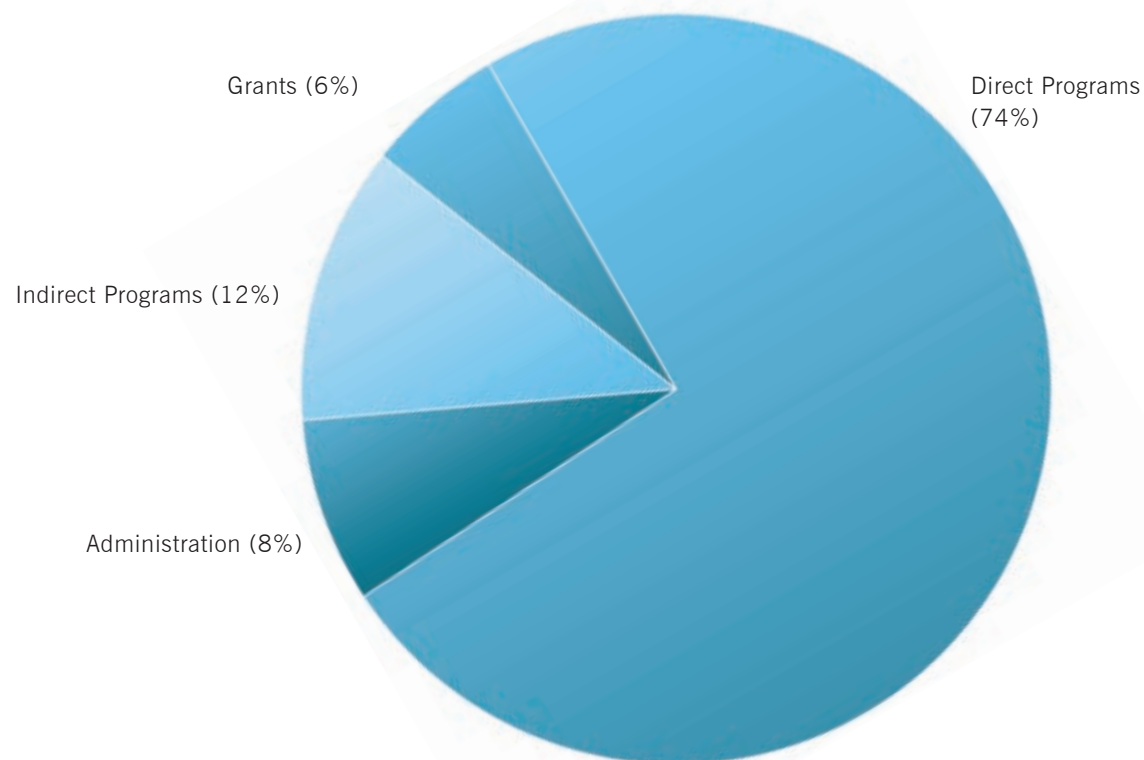
Other income included \$157,061 in combined grants from the following organisations:

- > JP Morgan Chase Foundation – for the development and delivery of the *InRoads* IT employability program
- > PwC – for the development and delivery of the *Innovate* STEM program
- > Microsoft – for the development of a series of technology-focused *CAREERx* workshops
- > American Express – for the development and delivery of the *Leaders of Tomorrow* program
- > State Street – for interview and employability workshops

Interest income for the 2015 financial year was \$52,266 compared with \$69,528 for 2014.

Expenditure

2015 Full Year Program Costs



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 2015 financial year were \$1,723,412.*

**Please note this figure is exclusive of the Scholarship Foundation figures.*

The percentages for each of these main areas of expenditure have remained steady compared to 2014.

Appropriately, direct program expenditure is still the largest component as this includes all aspects of program delivery such as development, delivery, materials, transport, co-ordination, evaluation and reporting. Indirect costs include some facilities, depreciation, insurance and professional

fees, without which the ABCN could not continue to delivery programs in schools and member companies.

Grant costs cover the distribution of funds from the JPMorgan Chase Foundation, PwC, Microsoft, American Express and State Street.

Surplus for the Financial Year

The surplus for the financial year to 30 June 2015 was \$14,100 compared with \$10,527 for the year to 30 June 2014.

	2015	2014
	\$	\$
Surplus before income tax	14,100	10,527
Income tax	-	-
Surplus for the year	14,100	10,527

Financial Position

ABCN continues to be in a strong financial position. A summary of the financial position as at 30 June 2014 and 2015 is set out on this page.

The increase in cash and cash equivalent between 30 June 2014 and 30 June 2015 reflects a surplus for the financial year of \$14,100 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.

More details are available in the statutory financial report.

Cash Flows from Operating Activities	2015	2014
	\$	\$
Membership fees	1,775,760	1,869,283
Grant income	100,680	437,860
Interest income received	52,266	69,528
Payments to suppliers & employees	(1,659,430)	(2,058,736)
Advance to ABCN Scholarship Foundation	-	(250,000)
Net cash provided by operating activities	269,276	67,935

Cash Flows from Operating Activities

Purchase of property, plant and equipment		
Net cash used in investing activities		
Net change in cash & cash equivalents held	269,276	67,935
Cash and cash equivalent at beginning of financial year	1,783,327	1,715,392
Cash and cash equivalent at end of financial year	2,052,603	1,783,327



Board of Directors

Financial Year 2015

Jacqui Jones **Chief Executive, ABCN**

Jacqui is the CEO of the Australian Business and Community Network (ABCN). She has overall responsibility for leading the ABCN, a coalition of business leaders partnering with schools to improve student outcomes in disadvantaged areas. The ABCN creates impact through structured, sustained mentoring programs involving corporate volunteers and students. Prior to joining the ABCN, she held roles at Optus and Pearson Education, specialising in sales, learning and development and change management. Jacqui holds a Bachelor of Economics, a Master of Arts in Australian Literature and a Diploma of Education in Secondary Education, all from the University of Sydney. She is the Chair of the Member Committee of Australian Schools Plus, a fund established to assist schools most in need to create and access philanthropic funds.

John Weber **Chair, ABCN**

(resigned as Chair 31 September 2014)
(resigned from Board 18 October 2014)

John was the Chief Executive Partner at Minter Ellison from 2009 until his retirement from the firm in June 2014. Prior to this 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. Up to the June 2014 he was also 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.

Helen Zimmerman **Chair, ABCN**

(appointed Chair 1 October 2014)

Helen has worked in leadership roles in Australian public and private education for over 30 years. Prior to joining Navitas she was Managing Director of the ACL Group of companies, the largest private provider of English language education in Australia. She has served on the boards of a number of peak professional education associations and regulatory bodies. Helen is a former President of the International Education Association of Australia and a current member of the Victorian International Education Ministerial Advisory Roundtable and of the NSW International Education Advisory Board. Helen was appointed to the Jobs for NSW Board in December 2015 and is a member of the NSW State Advisory Council of CEDA (Committee for Economic Development of Australia). 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.

Sharon Ford **Director, Secondary Education, NSW Department of Education and Communities**

As Director, Secondary Education, Sharon is responsible for the strategic leadership of secondary curriculum, vocational education and training as well as programs to support youth at risk in NSW government secondary schools and rural and distance education in all NSW government schools. Prior to taking up this role, Sharon was a School Education Director in Western Sydney. Between 2003 and 2009 she was the principal of Auburn Girls High School, one of the first schools to be part of the ABCN program.

Matthew Grounds**CEO, UBS Australia**

(resigned 18 November 2014)

Matthew 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 Macvean**Managing Partner, Hall & Wilcox**

Tony has been a Partner at Hall & Wilcox since July 2000 and Managing Partner since July 2007. A leading independent business law firm with over 60 partners and 400 people, he is responsible for driving the firm's strategy, leading the firm's people, managing the firm's relationships with its key clients and representing the firm publicly. During his tenure as Managing Partner, the firm has experienced considerable growth and success.

In 2015, Tony won the Managing Partner of the Year at the Australian Law Awards and was recognised in the 2014 and 2015 Best Lawyers in Australia, published by the Australian Financial Review in corporate law. He has a Masters of Laws and Bachelors of Laws (Hons) and Commerce from the University of Melbourne and sits on ABCN's Board and Committee for Melbourne.

Pip Marlow**Managing Director, Microsoft**

Pip began her career with Microsoft in the Australian Partner team in 1995. 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.

Luke Sayers**CEO, PwC Australia**

Luke is the Chief Executive Officer of PwC Australia and Vice Chairman for PwC Asia Pacific. Under his leadership, PwC Australia is focused on using the collective expertise of the firm to help address important national issues such as tax reform, Australia's engagement with Asia and how we can continue to innovate and thrive as a nation.

In addition to his work at PwC, Luke has long term commitments to community organisations and external Boards. He is currently on the Board of the Carlton Football Club and chairs the not-for-profit organisation e.motion21. He is also a member of Monash University's Industry Council of Advisors (MICA), the Genazzano FCJ College Council, and the Victorian Branch of the Male Champions of Change.

Rob Sindel**Managing Director, CSR**

Rob joined CSR in April 2008 as Executive General Manager of CSR Lightweight Systems. In October 2009, he was appointed CEO of CSR Building Products. He was appointed to the CSR board as an Executive Director in December 2010 and Managing Director in January 2011. Rob was formerly the managing director of Hanson's slag cement business in the UK, a subsidiary of the global building materials company, Heidelberg Cement Group. Rob also held the position of commercial trading director for Hanson Aggregates in the UK. His 25-year career in the construction industry started with Pioneer in Australia. He is a member of the UNSW Australian School of Business Advisory Council and a director of the Green Building Council of Australia.

Mike Wilkins**Managing Director and CEO, IAG**

(appointed 18 November 2014)

Mike was appointed Managing Director and Chief Executive Officer of IAG in May 2008. He has more than 30 years' experience in the insurance and financial services sector and is a member of the Australian Government's Financial Sector Advisory Council. Mike was formerly the Managing Director of Promina Group Limited (from 1999 to 2007), and Managing Director of Tyndall Australia Limited (from 1994 to 1999). He is a former Director and President of the Insurance Council of Australia and a former Director of the Investment and Financial Services Association (now the Financial Services Council).

Board of Directors
Meetings Attendance
(Financial Year 2015)

This includes all Directors in office at any time during the 2015 financial year.

Directors	21 August 2014	24 February 2015	12 June 2015
Jacqui Jones, CEO	*	*	*
John Weber, Chair (resigned 18 October 2015)	*	NA	NA
Helen Zimmerman, Chair (appointed 1 October 2014)	A	*	A
Sharon Ford	*	*	*
Matthew Grounds (resigned 18 November 2014)	A	NA	NA
Tony Macvean	*	A	*
Pip Marlow	A	*	*
Luke Sayers (appointed 27 February 2014)	A	A	A
Rob Sindel (appointed 4 October 2013)	*	A	A
Mike Wilkins (appointed 18 November 2014)	NA	*	*

* = Attended, A = Absent, NA = Not eligible to stand.

Board and Council Members



ABCN's Board and Council are comprised of the Chief Executives from each of our member companies.

The list shown here represents all companies and members during the 2015 financial year.

ABCN
Allen & Overy
American Express Australia Ltd
Bain & Company Inc
Bendigo & Adelaide Bank
Citi Australia
Commonwealth Bank of Australia
CSR
Department of Defence
Ernst & Young
Fuji Xerox Australia
Genworth
Gilbert+Tobin
Goldman Sachs
Hall & Wilcox
Hay Group
iiNet
Insurance Australia Group
Investec (Australia) Limited
Jetstar
J.P. Morgan
KPMG
MCI
Microsoft Australia
Minter Ellison Lawyers
Minter Ellison Lawyers
Navitas Ltd
Norton Rose Fulbright
NSW Department of Education and Communities
Optus
PricewaterhouseCoopers
Red Balloon
ShineWing Australia
Stockland
TATA Consulting Services
UBS
Wesfarmers

Jacqueline Jones, Chief Executive*
Jason Denisenko, Managing Partner
Rachel Stocks, Managing Director
David Zehner, Managing Partner
Mike Hirst, Managing Director
Stephen Roberts, CEO and Citi Country Officer
Ian Narev, CEO
Rob Sindel, Managing Director*

Tony Johnson, Oceania CEO and Managing Partner
Nick Kugenthiran, Managing Director
Ellie Comerford, CEO and Managing Director
Danny Gilbert, Managing Partner
Simon Rothery, Chief Executive
Tony Macvean, Managing Partner*
Henriette Rothschild, Managing Director
David Buckingham, CEO
Mike Wilkins, CEO and Managing Director*
Milton Samios, Head of Investec Australia
Jayne Hrdlicka, Group CEO
Robert Priestley, CEO
Gary Wingrove, CEO
Danny Bielik, CEO
Pip Marlow, Managing Director*
John Weber, CEO and former ABCN Chair*†
Tony Harrington, CEO ^
Helen Zimmerman, Executive General Manager and ABCN Chair*
Wayne Spanner, CEO
Sharon Ford, Director Secondary Education
Paul O'Sullivan, Chairman
Luke Sayers, CEO*
Kristie Buchanan, CEO
Marco Carlei, Managing Partner
Michael Rosmarin, Chief Operating Officer
Deborah Hadwen, CEO
Matthew Grounds, CEO*
Richard Goyder, Managing Director and CEO

*Also Board Members | †resigned from Board 18 October 2014 | ^ Council member from 1 July 2014

Our Partner Schools

ACT

Campbell Primary School
Hughes Primary School
Kingsford Smith School
Red Hill Primary

NSW

Airds High School
Alexandria Park Community School
Athelstane Public School
Auburn Girls High School
Aurora College
Bankstown Girls High School
Bass High School
Bert Oldfield Public School
Birrong Girls High School
Blacktown Boys High School
Bonnyrigg High School
Bourke Street Public School
Cabramatta High School
Cambridge Park High School
Canley Vale High School
Canterbury Boys High School
Casula High School
Chester Hill High School
Cleveland Street High School
Curran Public School
Doonside Technology High School
Eagle Vale High School
Evans High School
Fairfield High School
Gardeners Road Public School
Glebe Public School
Goonellabah Public School
Granville Boys High School
Granville South Creative & Performing Arts High School
Greystanes High School
Guildford Public School

Holroyd High School
Hoxton Park High School
Islington Public School
James Meehan High School
Kingsgrove North High School
Kogarah High School
Lawrence Hargrave High School
Leumeah High School
Liverpool Girls High School
Lurnea High School
Maroubra Bay Public 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
Mount Annan High School
North Sydney Demonstration School
Parramatta High School
Parramatta North Public School
Parramatta West Public School
Pendle Hill High School
Ryde Public School
Sarah Redfern High School
Seven Hills High School
Sir Joseph Banks High School
Smithfield West Public School
St Johns Park High School
St Peters Public School
Tempe Public School
Thomas Reddall High School
Warakirri College
Wiley Park Girls High School

NT

Casuarina Senior College

Qld

Ashmore State School
Bald Hills State School
Balmoral State High School
Bray Park State High School
Brisbane Central State School
Capalaba State College
Corinda State High School
Glenala State High School
Greenslopes State School
Ipswich State High School
Junction Park State School
Keebra Park State High School
Kingston State College
Loganlea State High School
Marsden State High School
Milpera State High School
Moorooka State School
New Farm State School
Seville Road State School
Shailer Park State High School
Toowoomba North State School
Townsville Central State School
Townsville State High School
Victoria Point State High School
West End State School
Woodridge State High School
Yeronga State High School

SA

Allenby Gardens Primary School
Challa Gardens Primary School
Findon High School
Kilkenny Primary School
Le Fevre High School

Ocean View College
Para Hills Schools
Plympton Primary School
Seaton High School
Woodville High School

Tas

Invermay Primary School
Montrose Bay High School
Waverley Primary School

Vic

Bayside P-12 College
Belle Vue Park Primary School
Braybrook College
Canadian Lead Primary School
Carwatha College
Charles La Trobe College
Copperfield College
Cranbourne Secondary College
Dandenong High School
Dandenong South Primary School
Doveton College
Epping Secondary College
Footscray North Primary School
Fountain Gate Secondary College
Gilmore College for Girls
Glenroy College
Hume Central Secondary College
John Fawcner College
Keysborough College
Lalor Secondary College
Laverton Secondary College
Melbourne High School
Mooroopna Park Primary School
Mount Ridley College P-12
Newcomb Secondary College
Northern Bay College

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
Thornbury High School
Victoria University Secondary College
Westall Secondary College
Western Heights College
Whittington Primary School
Wooranna Park Primary School

WA

Balga Senior High School
Ballajura Community College
Beaconsfield Primary School
Belridge Secondary College
Butler College
Byford Secondary College
Cecil Andrews Senior High School
Girrawheen Senior High School
Hamilton Senior High School
Highgate Primary School
John Forrest Senior High School
Lynwood Senior High School
Maylands Peninsula Primary School
Mirrabooka Senior High School
Mount Barker Community College
Osborne Primary School
Swan View Senior High School
Thornlie Senior High School
Wanneroo Secondary College
Warnbro Community High School
Warwick Senior High School

ABCN Contacts

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