



clontarf
foundation

annualreport2023

“ The Clontarf Academy has been a part of the Kirwan State High School since 2017. Since its establishment, the academy staff and the visions and values of Clontarf have become part of the fabric of the school community. Without a doubt, the Clontarf Academy has a profound impact on the lives of many young Aboriginal and or Torres Strait Islander students through their intentional approach to improving student outcomes and the strong partnership established with the school.

The academy staff’s ability to engage a significant percentage of our male Aboriginal and/or Torres Strait Islander students has resulted in improved student attendance, increased educational engagement and has secured employment for students beyond school. This impact was exemplified in 2023 with 100% of our 37 graduates successfully completing Year 12 and obtaining a QCE. Additionally, 95% of these students are now engaging in meaningful employment in Year 13. The outstanding achievements of these young men can

be attributed to the influence of the program. The program supports students to develop employability skills, builds student self-esteem and ensures students and families remain connected to school.

Clontarf staff consistently build proactive and productive community connections with staff and families to support students to succeed. The Clontarf Academy’s commitment to school processes and their involvement in key systems within the school is a testament to the partnership that has been created. Clontarf staff support students to attend class, have meaningful conversations with teachers and consistently develop productive relationships with the Executive and School Leadership Teams to respond to student needs.

The Clontarf Academy is embedded in our school community and their impact is difficult to articulate in words. ”

Heather Murry, Executive Principal, Kirwan State High School

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Robert Kenny, Ricky Mentha and Tyreece Forbes (Centralian Senior Academy, Alice Springs, NT) stroll along the picturesque Emily Gap Waterhole in the MacDonnell Ranges.

WHO WE ARE AND WHAT WE DO

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and, by doing so, equips them to participate more meaningfully in society.

The Foundation believes that failure to experience achievement when young, coupled with a position of under-privilege, can lead to alienation, anger and to more serious consequences.

As a prelude to tackling these and other issues, participants are first provided with an opportunity to succeed and in turn to raise their self-esteem.

Our programme is delivered through a network of academies established in partnership with schools. Any Aboriginal or Torres Strait Islander male enrolled at the school is eligible to participate in the Clontarf academy.

Our academies provide an important school-engagement mechanism for many at-risk students who would otherwise not attend or have low school attendance.

Full-time, locally based Clontarf staff mentor and counsel students on a range of behavioural and lifestyle issues while the school caters for their educational needs.

Using a comprehensive approach of supportive relationships, a welcoming environment and a diverse range of activities, the students develop improved self-esteem and confidence which enables them to participate in education, employment and society in a positive way.

Academy activities are planned within the focus areas of education, leadership, employment, wellbeing and sport. To remain in the programme, participants must continue to work at their schooling, embrace the objectives of the Foundation, and consistently endeavour to:

- **attend school regularly**
- **apply themselves to the study of appropriate courses**
- **embrace the academy's requirements for behaviour and self-discipline.**

During the final years of schooling, students are engaged as to their plans beyond school. While some pursue further education/training, many decide to pursue employment. Upon completing the programme, graduates are assisted to find employment. Specialist Clontarf Employment Officers are engaged to do this, as well as to provide support until graduates become comfortable with their new jobs and surroundings.

This approach has proven to be very successful, not only in attracting young men to school and retaining them but also in having them embrace more disciplined, purposeful and healthy lifestyles.

CHAIRMAN AND CEO'S REPORT 2023

OVERVIEW

2023 proved to be another strong year for the Clontarf Foundation as we continued our expansion phase and, in the process, maintained our consistent results. Highlights of the year included:

- Year-end participant numbers increasing to a record 10,131
- 836 participants completing Year 12
- Improving participant school attendance to an average of 78%
- 86% of Year 12 graduates remaining engaged in employment or further education/training 12 months after graduating.

During the year, the Federal Government extended our existing agreement to fund 12,500 boys out to December 2024. We thank the Federal Government for its support.

In particular, we acknowledge Minister for Education Hon Jason Clare MP and Minister for Indigenous Australians Hon Linda Burney MP who visited our Alice Springs academies during the year.

We also acknowledge the staff at both the Department of Education and National Indigenous Australians Agency (NIAA). During the year, the Foundation's Federal Government funding transitioned from the NIAA to the Department of Education. The changeover was seamless and professional, and we thank the staff involved for guiding us through the process.

Throughout the year, we opened 11 new academies across South Australia, New South Wales, Western Australia and Victoria.

In South Australia, we opened new academies at:

- Ceduna (Ceduna Area School, Ceduna)
- Christies Beach (Christies Beach High School, Christie Downs)
- John Pirie (John Pirie Secondary School, Port Pirie)
- Murray Bridge (Murray Bridge High School, Murray Bridge)
- Wirreanda (Wirreanda Secondary School, Morphett Vale).

In New South Wales, we opened new academies at:

- Gunnedah (Gunnedah High School, Gunnedah)
- Lake Cargelligo (Lake Cargelligo Central School, Lake Cargelligo)
- Tweed River (Tweed River High School, Tweed Heads South).

In Western Australia, we opened new academies at:

- Kiara (Kiara College, Kiara)
- Edmund Rice (Edmund Rice College, Bindoon).

In Victoria, we opened our first new academy in the state since 2010 at St Patrick's (St Patrick's College, Ballarat).

Preparations to open additional new academies commenced in the second half of the year and we are pleased to advise that the following new programmes opened in New South Wales in Term 1, 2024:

- Berkeley Vale (Tuggerah Lakes Secondary College - Berkeley Vale Campus)
- Tumby Umbi (Tuggerah Lakes Secondary College - Tumby Umbi Campus)
- Wadalba (Wadalba Community School)
- Wyong (Wyong High School)

Since its inaugural year in 2000, Clontarf has been guided by its venerable Chairman, Ross Kelly AM. Ross had been introduced to the original concept of the Clontarf programme back in 1999 and, after seeing the merit in its approach and its potential for measurement and scale, Ross had agreed to be involved.

After 24 years of steadfast dedication, visionary leadership and unwavering commitment to the Clontarf Foundation, Ross retired from the Board in May. Under Ross's guidance, the Foundation has flourished, expanding its reach and impact across communities, empowering young Aboriginal and Torres Strait Islander men to realise their full potential through education and employment. His passion for creating positive change and fostering opportunities for young people has been instrumental in driving the organisation forward and inspiring others to support the Foundation.

We extend our deepest gratitude for his exceptional service, profound influence and enduring legacy. The Ross Kelly Cup – an annual rugby league carnival that has become the largest event on the Clontarf calendar – will continue. We wish Ross all the best in his future.

Also retiring from the Board was Harry Neesham, an outstanding contributor to the development of the Foundation who, along with his brother and fellow inaugural Director David, encouraged and guided the development of the Clontarf approach. Harry was instrumental in the Foundation securing its deductible gift recipient (DGR) status. Additionally, his experience in and understanding of government was critical in the Foundation's efforts to both source and maintain vital public funding. We wish Harry all the best and thank him for his service.

10,131

Clontarf participants at year's end

836

boys completed Year 12

150

Clontarf academies operated across six states/territories

160

schools hosted a Clontarf academy

11

new academies opened

Boys from Griffith Academy (NSW) explore the surrounds of Jamberoo during a 'Top Trainers Camp' in December.

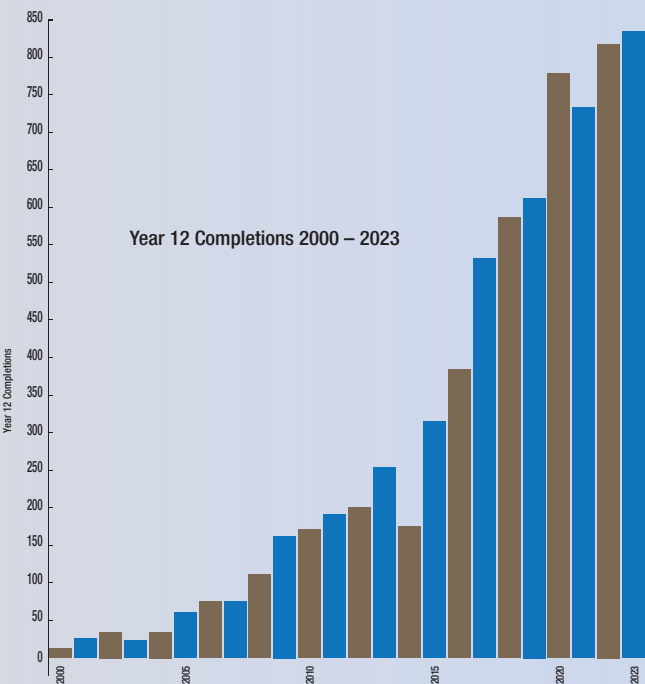
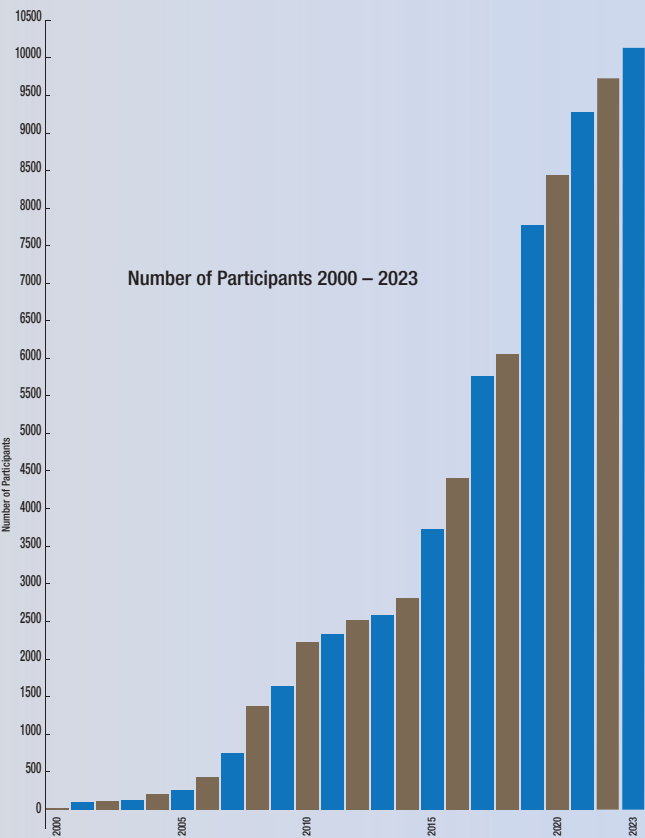
CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

Following Harry's retirement, we welcomed Ms. Jenni Collard to our Board. With over 25 years of senior executive experience in government policy and operational management, she brings invaluable expertise and leadership skills. Ms. Collard's deep commitment to Indigenous communities, rooted in her own heritage and family ties, is evident in her career dedicated to advocating for equal opportunities. Her track record of positive impact, both in government and in the private sector, underscores her dedication to making a difference. We are confident that her passion for equality will greatly contribute to the Foundation's success while upholding our commitment to the communities we serve.

Sadly, 2024 commenced with the tragic death of Moree Academy staff member, Ed Saunders. Ed joined Clontarf in 2018 and worked across Moree's junior and senior campuses at various stages. A highly valued member of the team and community, he was instrumental in supporting older boys through their HSC and guiding them into work or further study. Equally, he inspired the younger boys to get involved with academy activities and front up to school with a positive attitude. Beyond Clontarf, Ed actively contributed to Aboriginal education, holding a position on the local AECG and being a pillar of support for the local community. A gifted sportsman, Ed played rugby league for the Moree Boomerangs, coached the women's league tag side, and played in the Moree Magpies lawn bowls team.

Vale Ed.

HISTORY OF CLONTARF GROWTH 2000 – 2023



RESULTS

The Clontarf Foundation uses key performance indicators (KPIs) to monitor performance. The most important of these are:

- Retention – The number of academy members at the end of the year who are either still at the school, at another school or educational institution or who are in employment or undertaking training, expressed as a percentage of the total number of boys enrolled in the academy at the start of the year.
- Attendance – The total number of days spent at school by academy members expressed as a percentage of the total number of days they could possibly have spent at school.
- The percentage of boys whose attendance is equal to or greater than 80%.
- Average cost per participant – The Foundation's total annual expenditure divided by the average number of boys participating in the programme during the year.
- Employment engagement – The number of young men who completed Year 12 at the end of the previous year and divided by the number of young men who by the end of the current year are engaged in employment or undertaking further education or training, expressed as a percentage.

Lazarus Gallagher (Centralian Senior Academy, Alice Springs, NT) is up bright and early for a morning training session in the foothills of Alice Springs.

In 2023, across all 150 of our academies, we achieved:

- a retention rate of 88% against a target of 90%
- an attendance rate of 78% against a target of 80%.

In addition:

- 56% of academy members had an attendance rate of 80% or better

- 836 boys completed Year 12
- 86% of the 834 boys who completed Year 12 in 2022 remained in jobs or further education 12 months after leaving school, against a target of 80%.

In 2023, our average unit cost per participant was \$7,018 compared to a budgeted cost of \$7,000.



Western Cape Academy (Weipa, QLD)
Year 12 member Kyezaya Namai-
Sabatino was awarded the Australian
School-Based Apprentice or Trainee
of the Year at the Australian Training
Awards in Hobart in November.



CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

EMPLOYMENT AND FURTHER EDUCATION

The Foundation aims to have at least 80% of the boys who complete the programme at the end of Year 12 either continue their education or find work within 12 months of their leaving. To achieve this, specialist Employment Officers work with the boys, predominantly in Years 10, 11 and 12, and continue to support them after they leave school. To prepare them for employment, our staff:

- promote within each boy the desire and expectation that they will be employed after completing their schooling
- provide vocational guidance and help each boy gain work experience in conjunction with host schools and other stakeholders
- equip each boy with skills that will allow them to make a successful transition into the workforce
- work with potential employers on matters relevant to the employment of our boys
- conduct Employment Forums and other relevant events at which boys develop confidence and presentation skills and where potential employers showcase their companies and familiarise themselves with our boys.

In 2022, 834 boys completed Year 12 and by the end of December 2023, 713 (86%) of these remained engaged in employment or were undertaking further education. During the year, a total of 750 (90%) of these boys were engaged at some stage. 182 (26%) of 2022 graduates were employed with a Clontarf partner.

Throughout the year, Clontarf's Employment Officers continued to:

- support recent graduates in their current jobs
- work with those who lost their jobs (or haven't yet found jobs) to help them find employment and/or access various government relief packages.

In addition, during the year we assisted more than 150 of our older alumni to find new jobs or transition into other employment.

Our Employment Officers and academy staff again made a concerted effort to find part-time jobs for as many of our boys as possible and consequently, we are pleased to report that 1,493 of our boys (Year 8-12) were engaged in part-time work in December.

We thank and congratulate those partners and other supporters who made these jobs available to our boys, thereby making a significant contribution to their development and job readiness.

For many of our boys, the lack of a driver's licence acts as a significant barrier to sustainable employment. To overcome this, our academy staff undertook targeted initiatives, (often in consultation with external providers) that assisted a substantial number of our boys to attain their learner's permit, add to their required logbook hours and gain their driver's licence. In total, 283 Year 11-12 boys had their driver's licence and 1,082 had their learner's permit by the end of the year.

We thank the NSW Centre for Road Safety, the WA Road Safety Commission and several corporate and local supporters who provided the Foundation with funding which allowed us to increase the work we do regarding driver safety and licence attainment.

86%

of 2022 Year 12 graduates were engaged in employment or further education/training a year after graduating

90%

of 2022 Year 12 graduates were engaged at some stage during the year

182

2022 Year 12 graduates were employed by a Clontarf partner

1,493

academy members engaged in part-time/casual employment

283

Year 11-12 boys had their driver's licences by the end of the year

1,082

Year 11-12 boys had their learner's permits by the end of the year

CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

SPORT

The Clontarf programme is primarily about education, life skills, behavioural change and employment — it is neither about sport nor producing sportsmen. Nevertheless, sport is important and, because our boys are passionate about it and disproportionately good at it, it is one of the tools we use to deliver our outcomes. Specifically, sport is used to:

- attract our boys to school and attach them to our men
- improve self-esteem and allow participants to experience success
- develop life skills and change behaviour
- encourage healthy lifestyle decisions
- reward achievement and recognise success with participation in trips and carnivals.

Morning training sessions, 'Super Training' sessions, inter-academy games and regional carnivals were all resoundingly popular with academy members and supporters alike.

The annual Ross Kelly Cup rugby league carnival held in Sydney and Tuggerah in September has become the biggest event on the Clontarf calendar. Over 650 Year 9 and 10 boys from 47 Clontarf academies across NSW participated in the event. In addition to the carnival itself, the boys experienced a range of other worthwhile activities, including partner visits, sightseeing and the ever popular carnival celebration dinner. More than a thousand attendees, comprising academy members, Clontarf staff, partners and supporters, gathered for a momentous celebration dinner in the heart of Sydney. With more academies set to open in New South Wales in coming years, the Ross Kelly Cup will only get bigger.

Another highlight for the year was the successful introduction of the Clontarf State of Origin concept, across both rugby league and Australian Rules football codes. The concept involved academies selecting boys to play in a series of regional trials and carnivals with the ultimate goal of being selected to play in the final State of Origin matches.

The rugby league State of Origin match between New South Wales and Queensland Clontarf boys was played at Country Bank Stadium in Townsville, QLD in May, with the New South Wales boys winning the match.

The Australian Rules State of Origin format was run in Melbourne, VIC in November and included teams from Western Australia, the Northern Territory, South Australia and Victoria competing against each other. The Northern Territory boys were crowned champions after remaining unbeaten throughout the tournament.

Congratulations to winners but more importantly, well done to all the boys who strived hard to be selected through excellent school attendance and engagement in their academies.

The following list is just a small selection of other regional Clontarf carnivals that occurred during the year:

Australian Rules

- Clontarf Cup Senior Football Carnival in Perth, WA in March
- Cecil Andrews Junior Football Carnival in Perth, WA in March
- Territory Cup Football Carnival in Tennant Creek, NT in March
- Northern Carnival Football Carnival in Kununurra, WA in June

- Coral Coast Cup Football Carnival in Carnarvon, WA in June
- Spinifex Shield Football Carnival in Port Hedland, WA in August
- Clontarf AFL Carnival in Toowoomba, QLD in August
- Far North QLD AFL9's Carnival in Cairns, QLD in August
- Binjareb Wirrin Cup Football Carnival in Perth, WA in September
- Clontarf State of Origin Football Game in Melbourne, VIC in November

Rugby League

- Year 10-11 Rugby League Carnival in Toowoomba, QLD in March
- NSW Senior Rugby League Carnival in Wyong, NSW in April
- Goondiwindi Rugby League Carnival in Goondiwindi, QLD in May
- Year 7-8 Regional Rugby League Carnival in Wellington, NSW in May
- Clontarf State of Origin Rugby League Game in Townsville, QLD in May
- Queensland Cup Rugby League Carnival in Yeppoon, QLD in June
- Ross Kelly Cup Rugby League Carnival in Sydney/Tuggerah, NSW in September
- Western Cape Shield Rugby League Carnival in Weipa, QLD in September

Other

- Central West Regional Touch Carnival in Bourke, NSW in March
- Junior Regional Basketball Carnival in Townsville, QLD in March
- North QLD Basketball Carnival in Townsville, QLD in March
- Far North QLD Basketball Carnival in Cairns, QLD in March
- Bunbury Basketball Carnival in Bunbury, WA in June
- Far North QLD Regional Cricket Carnival in Cairns, QLD in October
- OzTag Carnival in Sydney, NSW in November

We would like to thank our many supporters, private sector partners and volunteers who attended and cheered on the boys. Your support during these events is invaluable.

We would also like to congratulate our alumni who were drafted or made their professional debut in the AFL or NRL in 2023. Additionally, we would like to congratulate Northam Academy alumnus Ian “Bobby” Hill who was awarded the Norm Smith Medal for his best-on-ground performance during the AFL Grand Final in September. He led Collingwood to victory over Brisbane in a classic match that will be remembered.

Isalah Cochrane (Narrabri Academy, NSW) weaves through traffic during the inaugural Clontarf State of Origin rugby league game in Townsville, QLD in May.





Aiden Shields (Nightcliff Academy, Darwin, NT) receives his annual health check with Danila Dilba Health Service.

CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

HEALTH AND WELLBEING

Since introducing our health programme in 2012, the Foundation's understanding of the scope and range of health issues facing young Aboriginal and Torres Strait Islander men has grown significantly. In partnership and cooperation with health providers, schools and families, the Foundation's health programme has three key deliverables:

- Facilitate annual health checks with qualified, external health providers for Clontarf participants.
- Facilitate follow up appointments for participants in need of further treatment.
- Run and facilitate health awareness sessions for Clontarf participants with internal staff and external providers.

Various local health care providers carried out health checks on 5,533 eligible Clontarf boys. 8,760 medical presentations requiring either treatment or ongoing monitoring were detected.

Poor weight management (both overweight and underweight), tooth decay, substance abuse, mental health issues, poor eyesight and asthma accounted for most conditions that were identified.

Arrangements were made for 2,735 boys requiring further treatment to receive it including 58 boys with serious heart conditions, 697 needing dental treatment, 404 requiring glasses, 253 requiring hearing treatment and 154 requiring counselling. An additional 951 boys were vaccinated (non-COVID).

Also, where restrictions allowed, our boys participated in targeted health information sessions delivered by external providers as well as Clontarf staff members. All sessions

were designed to assist our boys to make better, more informed decisions. Topics covered included:

- Social and emotional health – mental health, suicide awareness/prevention, loss and grief, stress and coping, bullying, identity and culture, building resilience and communication skills.
- Physical health – nutrition, healthy lifestyles, physical activity, hygiene, first aid and road safety.
- Sexual health – healthy relationships, STIs, healthy decision making, contraception, development, myths and misconceptions.
- Tobacco, alcohol and other substances – tobacco, alcohol abuse, cannabis and other illicit drug usage.

5,533

boys received a health check

8,760

conditions requiring treatment/ongoing monitoring detected

2,735

boys were referred for further treatment



Sid Richardson (Elizabeth Macarthur Academy, Campbelltown, NSW) receives his annual health check with Tharawal Aboriginal Corporation.

CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

PATRONAGE

Clontarf is honoured to have six Patrons:

- A National Patron – His Excellency General the Honourable David Hurley AC DSC (Retd), Governor-General of the Commonwealth of Australia.
- Two Western Australian Joint Patrons – His Excellency the Honourable Chris Dawson APM, Governor of Western Australia and Mrs Darrilyn Dawson.
- Three Life Patrons – Dr Ken Michael AC, Dame Quentin Bryce AD CVO and General Sir Peter Cosgrove AK CVO MC (Retd).

In June, the Foundation held a celebration dinner at Western Australia Government House to acknowledge the efforts of the young men who had completed Year 12 while in the Clontarf programme and highlight their success since transitioning to employment. The event was attended by the Governor of Western Australian and Mrs Dawson, as well as Patron Dr Michael AC and numerous Clontarf alumni, current academy members, staff members, partners and supporters.



Clontarf alumnus Jeff Farrell, Mrs Darrilyn Dawson, Governor of WA His Excellency the Honourable General Chris Dawson AC APM Clontarf Foundation Life Patron, Dr Ken Michael AC and Clontarf Foundation Chairman Mr Tom O'Leary at the Clontarf celebration event at WA Government House in June.

ANNUAL ACCOUNTS

In 2023, the Foundation achieved an accounting surplus of \$3,262,049 for the year (or 4.2% of revenue). This reflects a combination of additional funding raised to support future expansion (which is not permitted to be deferred under accounting principles), combined with savings obtained from initiatives designed to maximise the value of every dollar of the Foundation's spending.

Revenue of \$79.3 million increased by 14.3% on the prior year, reflecting the growth in our partnerships with the private sector, and increases in headcount supported by Federal Government and state/territory government funding.

Additionally in 2023, the Foundation was able to purchase 11 houses to be used for staffing purposes in remote areas. The corresponding expenditure is held on the balance sheet with the cost of the buildings being depreciated over 40+ years.

Expenditure increased by 11.9% to \$76 million, largely driven by the 7% increase in participants from previous years, and a full year of operations of all four of the academies opened in the prior year. The surplus achieved will assist the Foundation to help fund the extra number of participants that will result from our network of academies maturing and/or the establishment of new academies.

It is the Foundation's policy to plan for modest annual cash surpluses and consequently, over time, to accumulate a cash reserve that will help protect our operations from the impact of unforeseen variations in the timing of cash receipts. This cash reserve also allows for:

- 'Top Ups' in cases where contracts do not allow for cost escalation or growth in existing academies
- Gaps in the flow of funds that sometimes occur between the end of an old agreement and the commencement of a new one
- Lead time from sourcing new partners to securing funding, and the competitive nature of the private fundraising sector.

The practice of generating a modest surplus is supported by the Australian Charities and Not-for-profits Commission ('ACNC'), which in its Australian Charities Report for 2015, noted that there was an increasing awareness by charities that it was necessary to generate surpluses as part of ensuring their financial health in the event of funding uncertainties. At the end of 2023, the Foundation had a 'free cash' position of approximately \$21 million. Considering its size (average monthly expenditure \$7.4 million) and continuing expansion, the Foundation considers this to be appropriate to manage the risks generated by the uncertainties described above. The cash balance stood at \$6.9 million, with a further \$35 million held in longer term investments to generate operational funds. This is offset by \$20 million received for future funding periods from government and other partners. The Foundation monitors these funds extremely carefully to ensure that they are not spent in advance of programme delivery. In the extremely unlikely event that the Foundation was not able to continue its operations, this \$20 million would be returned to funding partners.



NSW Premier Hon Chris Minns MP stops by Narrandera to admire the water tower art project the local Narrandera Academy boys had been involved in.

CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

FUNDING

Federal Government	\$32,737,616 <i>*see note</i>
WA Government	\$7,199,845
NT Government	\$2,787,500
VIC Government	\$540,000
NSW Government (including partner school contributions)	\$9,120,000
QLD Government	\$4,445,000
SA Government	\$1,553,125
Non-government partner schools	\$1,090,500
Corporate and philanthropic sectors	\$17,566,400
Interest and miscellaneous revenue	\$2,236,588
Total	\$79,276,574

**The Federal Government has provided \$27.9m to support operational activities. Additionally, the Federal Government has provided \$4.8m to support customised vehicles and the purchase of housing for staff use in remote locations.*

The Foundation endeavours to source its funds as follows:

- from the Federal Government, \$2,500 per participant
- from the relevant state or territory governments, \$2,500 per participant
- with the private sector providing the remainder.

During 2023, income was sourced as follows (please refer to Notes 5 and 6 in the financial statements for further information about cash received):

Federal Government

The Federal Government contributed 41% (35.2% excluding asset purchases) of the total income for the year under the National Indigenous Australians Agency (NIAA) and Department of Education.

We wish to thank Prime Minister Hon Anthony Albanese MP, Hon Jason Clare MP, Hon Linda Burney MP, Hon Dr Anne Aly MP, Hon Madeleine King MP, Hon Amanda Rishworth MP, Hon Brendan O'Connor, Hon Kristy McBain MP, Hon Milton Dick MP, Hon Patrick Gorman MP, Marion Scrymgour MP, Tania Lawrence MP, Zaneta Mascarenhas MP, Luke Gosling MP, Senator Hon Anthony Chisholm and Senator Hon Malarndirri McCarthy. We also wish retiring Senator Pat Dodson all the very best and thank him for being a friend of the Foundation. We also wish to acknowledge the staff at the Department of Education, in particular Deputy Secretary Meg Brighton, Christopher Mudford and Rebecca Hughes, and the staff at the National Indigenous Advancement Agency (NIAA), particularly Lauren Willis.

State Governments

Approximately 33.7% of the Foundation's funding was provided by the Western Australian, Northern Territory, Victorian, New South Wales, Queensland and South Australian governments.

Western Australia

We wish to thank the Premier Hon Roger Cook MLA and Hon Dr Tony Buti MLA for their support in 2023.

We continue to work very closely with the Western Australian Department of Education and thank them for their ongoing support - in particular Director-General Lisa Rogers, Melesha Sands, Jim Bell and Martin Clery.

Additionally, we thank those from the Western Australian Department of Primary Industries and Regional Development for their continued support of Clontarf through the Royalties for Regions programme.

Northern Territory

We wish to recognise and thank the Chief Minister Hon Eva Lawler MLA, Hon Natasha Fyles MLA, Hon Mark Monaghan MLA, Hon Chansey Paech MLA and Hon Joel Bowden MLA, as well as Karen Weston, Brenton Toy and Victor Williams of the Department of Education.

Victoria

We wish to acknowledge Hon Ben Carroll MP and Hon Natalie Hutchins MP, as well as Zack Haddock of the Department of Education and Training's Koorie Outcomes Division.

New South Wales

We wish to acknowledge the Premier Hon Chris Minns MP, Hon Prue Car and Hon David Harris MP for their support in 2023. We also thank Karen Jones, Tanya Neale and all staff at the NSW Department of Education.

Queensland

We wish to acknowledge Hon Grace Grace MP, Hon Di Farmer MP, Hon Annastacia

Palaszcuk MP, Hon Curtis Pitt MP, Hon Craig Crawford MP, Aaron Harper MP, Cynthia Lui MP, Julianne Gilbert MP, Michael Healy MP, Scott Stewart MP and Leslie Walker MP. We also acknowledge Director-General Michael De'Ath, Deputy Director-General of First Nations Strategy and Partnerships Phillip Brooks and staff from the Department of Education and First Nations Strategy and Partnerships.

South Australia

We wish to acknowledge the Premier Hon Peter Malinauskas MP, Hon Blair Boyer MP, Hon Kyam Maher MP, and Department for Education Chief Executive Martin Westwell.

PARTNERSHIPS

The remaining portion of our operating revenue was provided by the private sector. As we have done in previous years, we wish to underline how critical our corporate and philanthropic supporters are to our success.

Not only do they serve as an important source of funds, but they also:

- allow us to maintain a high degree of flexibility
- help us retain our independence
- serve as sources of influence and advice
- provide opportunities and careers for our graduates.

A list of companies and organisations that provided financial support throughout the year is presented on page 58 of this report. Within this context, we welcome the new partners that joined us during the year, including Goodman Foundation, CPB Contractors, Mineral Resources, Thomas Foods International, New Hope Group, WA Road Safety Commission, Construction Training Fund, Mitsubishi Corporation, Bede and Andre Noonan Trust, Helen Leech Endowment, BCF, Google, Followmont, Freudenberg Household Products, Serco, Max Services, Allianz Australia, Engenco, MG Tyres, Powerlink Queensland, The Market

Herald, Collier Charitable Fund, CPS Capital, Newcastle West Group, Pilbara Ports Authority, Svitzer, Boart Longyear, The Royal Navy, Jaybro, Stantec Australia Pty Ltd, Alice Springs Town Council, Queanbeyan Leagues Club, Morris Family Foundation, Blacktown Workers Club, Sims Metals (Karratha), Catalina Country Club, Emmerson Resources, Wests City, James and Kirby Foundation, The Rules Club - Wagga Wagga, Collegians Rugby League Football Club and Orange Ex-Services' Club.

We also thank the following organisations for increasing their existing partnership contribution or extending over multiple years: Qantas, QUBE Holdings, Iluka Resources, State Street Fund, Santos, Northern Star Resources, Newcrest Mining's Cadia Valley Operations, Boeing Defence, Mt Gibson Iron, Odyssey Marine, Wallis Drilling, TIMG, CITIC Pacific Mining, Sino Iron Ore Project, IGO Limited, Flinders Port Holdings, AIG, Sonic Healthcare, Jadestone Energy, BGIS and Steel Blue.

The boys from Carnarvon Academy (WA) hit the waves during a visit to Red Bluff.

CHAIRMAN AND CEO'S REPORT 2023 CONTINUED

ADVOCACY

Under our current funding model, future growth is dependent on our ability to raise an ever-increasing amount of money from the private sector. The fact that we have been able to do this year on year for the past 24 years is a tribute to both:

- the long-term commitment and loyalty of our partners, and
- the dedication of an energetic group of advocates (companies as well as individuals).

It further follows that, without the continued support of these loyal friends, our goal of reaching 17,500 boys across the country will not be possible. Within this context, we thank the many individuals and organisations who continued to introduce us to their associates, customers and broader network.

In particular, we want to highlight the following advocacy events that were hosted by our partners throughout the year:

- A lunch in Perth hosted by Hon Julie Bishop and Naomi Flutter from Australian National University (ANU)
- A lunch in Brisbane hosted by Pat Delany from Foxtel and Penny Fowler AM from News Corporation
- A lunch in Sydney hosted by Barry Hoare from Blackwoods.

We also thank and acknowledge the efforts of several other influential advocates, most of whom have expressed the wish to remain anonymous. The fact that they have chosen not to be named in no way detracts from the respect and regard that everyone at Clontarf has for their efforts on our behalf.

STAFF, DIRECTORS, ADVOCATES AND VOLUNTEERS

As at 31 December 2023, the Foundation employed a team of 548 men and women, all of whom were and continue to be committed to improving our academy members' wellbeing and life outcomes.

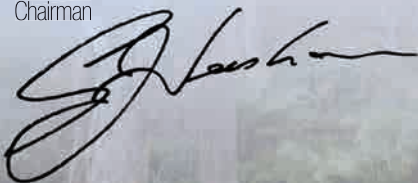
Consistent with previous years, we reiterate that the success of Clontarf's programme hinges on its ability to attract exceptional and committed individuals. These people, through their qualifications and life experiences, establish meaningful connections with our boys, fostering positive change in their attitudes and, consequently, their life trajectories.

Over 500 Clontarf staff members from across the country gathered in Katoomba, NSW for the Foundation's annual professional development weekend in May.

Once again, our partners, advocates and volunteers have stood by the Foundation, its staff and academy members throughout another highly successful year. The invaluable support you provide is immeasurable and we eagerly anticipate the opportunities that 2024 holds, as we continue to work together towards our shared goals with optimism and determination.



Tom O'Leary
Chairman



Gerard Neesham OAM
Chief Executive Officer



Karabar Academy (Queanbeyan, NSW) member Leo White is embraced by his Clontarf mentor, Tom Gleeson during an OzTag carnival in Sydney.



CORPORATE STRUCTURE (BOARD)

The Clontarf Foundation (ACN 131 909 405) is a not-for-profit organisation incorporated as an unlisted public company limited by guarantee under the Corporations Act 2001.

The Foundation is registered with the Australian Charities and Not-for-profits Commission (ACNC).

The Foundation is recognised as a Public Benevolent Institution and has deductible gift recipient status.

The Foundation has a Board of 11 Directors, nine of whom are Independent Non-Executive Directors. A minimum of five Board meetings are held annually.

The Foundation's auditors are:

Ernst & Young
11 Mounts Bay Road
Perth, WA, 6000

Tom O'Leary, LLB, B.Juris

Chairman

Mr O'Leary was appointed Managing Director and Chief Executive Officer of Iluka Resources Limited in September 2016. Iluka is a global critical minerals company with more than 70 years industry experience. Iluka the world's largest producer of zircon; a significant producer of high-grade titanium feedstocks; and is set to become a material supplier of refined rare earth oxides. Mr O'Leary was previously Managing Director of Wesfarmers Chemicals, Energy and Fertilisers, a division of Wesfarmers Limited, having been appointed to that role in 2010. He joined Wesfarmers in 2000 and, prior to that, had worked in London in finance law, investment banking and private equity.

Gerard Neesham, OAM, Dip.Ed.

Director & CEO

Mr Neesham has been Chief Executive Officer of the Clontarf Foundation since 2000. He is a qualified teacher and has spent seven years teaching in Western Australia and the Northern Territory. Mr Neesham's previous experience includes Executive Officer WA Water Polo Association, Coach Fremantle Football Club, Coach Claremont Football Club and Coach Water Polo WA Institute of Sport.

Craig Brierty

Director & Deputy CEO

Craig was appointed Deputy Chief Executive Officer of the Clontarf Foundation in August 2021, after holding position of Chief Operations Officer since he joined the organisation in 2003. Previously, Craig spent 20 years in Education including eight years as a school principal and five years in educational leadership positions.

Marilyn Morgan, B.App.Sc. (Physio),
Grad.Dip. (Comm. Ind. Health)

Director

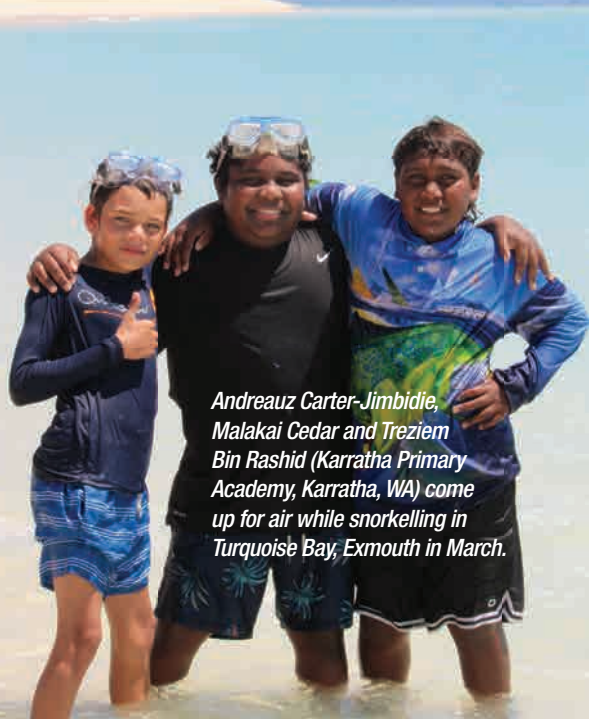
Ms Morgan is the mother of a Clontarf graduate, a partner in Langton and

Associates consulting in Native Title & ILUAs, Aboriginal health and workforce development, Aboriginal education, economic and business development. She is an Honoured Life Member of the Australian Physiotherapy Association and Southerners FC Pemberton WA. Marilyn is Chair of the National Association of Aboriginal and Torres Strait Islander Physiotherapists, Director of the Close the Gap Campaign Steering Committee (CTG), Ember Connect, the National Indigenous Health Leadership Forum (NHLF), Kaitijin Mia Mia Aboriginal Foundation ("the Bush University" & Healing Centre for Stolen Generations). She is a member of Cancer Australia's Aboriginal and Torres Strait Islander Leadership Group on Cancer Control and the Federal Government First Nations Aged Care Governance Group. Ms Morgan is a national leader in Aboriginal governance, health and sport, cultural safety, education and business development. Ms Morgan was formerly a Commissioner of the Conservation Commission WA and a Director of the Aboriginal Economic Development Council WA, AFL SportsReady and Advisor to the AFLPA.

John Gillam, B.Com, MAICD, FAIM

Deputy Chairman

Mr Gillam is a professional Company Director, serving currently as Chairman of CSR Limited, Chairman of Nufarm Limited and Chairman of Bluefit Pty Ltd. He worked for 20 years within the Wesfarmers Group where he was the CEO of Bunnings from 2004 to 2016 and the Chairman of Officeworks from 2008 to 2016. Other roles during Mr Gillam's Wesfarmers career included Managing Director of CSBP and Company Secretary. Prior to Wesfarmers, Mr Gillam was General Manager of Medical Corporation Australia Ltd and he started his career working in KPMG's corporate recovery and corporate finance areas.



Andreauz Carter-Jimbidie, Malakai Cedar and Treziem Bin Rashid (Karratha Primary Academy, Karratha, WA) come up for air while snorkelling in Turquoise Bay, Exmouth in March.

Brian Tyson*Director*

Mr Tyson is the Chairman of SEC Newgate Australia. He is also Global Deputy CEO and Head of APAC region of SEC Newgate S.p.A. Mr Tyson is one of Australia's leading communications practitioners with expertise in strategic issues management, government relations, media management, financial transactions and community campaigning. Mr Tyson is also Director of the Sydney Swans AFL club, SEC Newgate S.p.A and the Committee for Sydney. Prior to his career in consulting, Brian was a school teacher, journalist for The Land newspaper and a political and media adviser to the NSW Government.

Mick McCormack*Director*

Mr McCormack's career has been in energy infrastructure, having led ASX listed APA Group between 2005-2019. During this time, enterprise value grew from \$1b to over \$24b, which included investments in gas pipelines and distribution, gas processing and storage, gas fired power generation, renewables (wind and solar) and electricity transmission across Australia. Mr McCormack is a Director of Austal Limited, Origin Energy, Whitehaven Coal Limited and the Chair of Central Petroleum Limited. He is also Chair of the Australian Brandenburg Orchestra Foundation and has been a long term supporter of the Clontarf Foundation.

Isaac Gibbs*Director*

Mr Gibbs is a proud Yuwalaraay man from Goodooga in North Western NSW. Mr Gibbs is the General Counsel & Company Secretary of Volkswagen Group Australia Pty Ltd, and is responsible for the legal affairs of the VW, AUDI, SKODA and CUPRA brands in Australia. Prior to working in the motor industry, Mr Gibbs worked as a practising lawyer for top tier law firms in Sydney and Perth. In that time, Mr Gibbs has also devoted his time to helping pro bono clients on a range of legal issues. Mr Gibbs is passionate about helping to deliver better educational and life outcomes for Indigenous Australians.

Chris Stavrianou*Director*

Chris is Co-Founder and Managing Partner of Poynton Stavrianou, an independent corporate advisory firm. Chris has over twenty years of experience in mergers and acquisitions with Macquarie Capital in London and UBS in Sydney and was previously a member of the Australian Treasury senior executive. Chris is an Adjunct Professor at the Business School of the University of Western Australia and is Chair of Council of Christ Church Grammar School.

William Johnstone*Director*

Mr Johnstone is Project Director of the Regional Aboriginal Housing Leadership Assembly, and Managing Director of Kimaka Holdings Australia Pty Ltd. He is

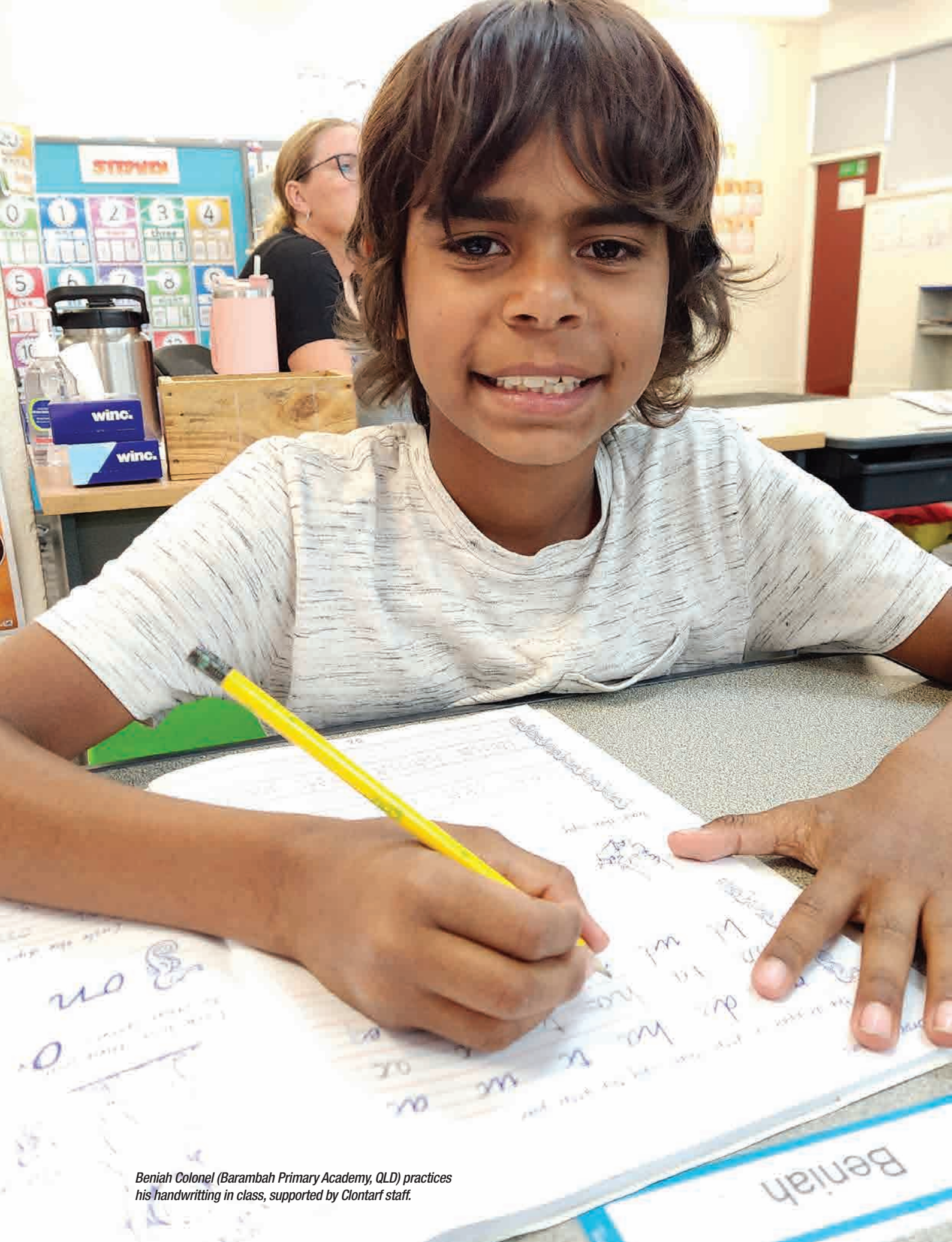
dedicated to advocating for the interests of Aboriginal and Torres Strait Islander people, having formerly held senior management positions at the Aboriginal and Torres Strait Islander Commission at federal, state and regional levels, Indigenous Land Corporation and the NSW Aboriginal Land Council. He was also the inaugural Chair of the Murdi Paaki Regional Council.

Jenni Collard*Director*

Ms Collard is a highly experienced executive with strong leadership skills and deep commitment to Indigenous communities. She has over 25 years of senior executive experience in government policy, strategy, and operational management. As a descendant of the Yadihagana/Wuthathi and Guringji peoples and married to a Noongar Man with four children and three grandchildren, Ms Collard has a deep connection to Indigenous communities and has dedicated her career to advocating for equal opportunities for all Aboriginal people, from access to services to employment and cultural understanding. As a senior executive in both state and federal governments, she has a proven track record of making a positive impact in the lives of Indigenous communities. As a General Manager for Rio Tinto, she continues to put her leadership skills and passion for equality into practice, supporting the company's performance through Group Internal Audits while staying true to your commitment to Indigenous communities.

Boys from Port Lincoln Academy (SA) take a break from a surfing lesson at Streaky Bay in March.





Beniah Colonel (Barambah Primary Academy, QLD) practices his handwriting in class, supported by Clontarf staff.

CORPORATE STRUCTURE CONTINUED

EXECUTIVE TEAM

Jane Conder

Chief Financial Officer
and Company Secretary

Jane was appointed Chief Financial Officer in September 2017. Prior to this, Jane had fulfilled the role of Financial Controller for the Foundation since March 2017. Jane is a professionally qualified accountant and has a degree (B.A Hons) in Accounting and Finance. She started her career in Finance more than 20 years ago and gained her formal training in the United Kingdom. She has worked in a variety of commercial environments holding senior management positions and brings a diverse range of business-centric skills.

Daniel McNamee

Chief Operations Officer

Daniel was appointed Chief Operations Officer in March 2022. He joined the Foundation in 2010 and worked in remote communities in the Northern Territory and New South Wales as a Director and was Regional Manager in both the Central and Northern Regions, before taking on the role of Zone Manager – Queensland. Daniel has a Degree in Sports Management.

James McNamee

General Manager – Partnerships
and Communications

James was appointed as General Manager – Partnerships and Communications in July 2022. Prior to this, James was General Manager – Development, overseeing the Foundation's recruitment and establishment of new academies. James has a management background and has extensive experience working with remote communities.

Marcus Harrold

General Manager – Employment

Marcus was appointed General Manager – Employment in January 2016. Prior to this, Marcus spent six years as Regional Manager for Western Australia and was Academy Director of the Yule Brook Academy in Maddington, Western Australia. Marcus had previously worked in the Western

Australian Education sector for more than 20 years as a primary school teacher, physical education teacher, visiting teacher (students with disabilities) and managed programmes related to Aboriginal education.

Chris McDonald

General Manager – Development

Chris commenced with the Clontarf Foundation in 2012 and was appointed General Manager – Development in 2022. Prior to this appointment, Chris was the Regional Manager in Far North Queensland, Central New South Wales and the inaugural Director of the Inverell Academy. Chris is a qualified teacher who has worked across Victoria and South Australia.

Lee Stewart

General Manager – Human Resources

Lee was appointed as General Manager – Human Resources in September 2020. Prior to this, Lee was the Foundation's Human Resources Manager, Recruitment Manager, an Employment Officer in Cairns, Queensland and an Academy Director at Gunbalanya in the Northern Territory. Lee has a degree in Human Resources and has extensive experience working in remote communities.

Ryan Woolfe

Zone Manager – New South Wales

Ryan was appointed as Zone Manager – New South Wales in July 2022. Prior to this, Ryan was the Southern New South Wales Operations Manager, a Regional Manager in South Coast and Central West New South Wales, and an Academy Director at Dubbo, New South Wales and Katherine in the Northern Territory. Ryan has a Bachelor of Education and has extensive experience working in remote communities.

Liam Toner

Zone Manager – Northern Territory

Liam commenced with the Clontarf Foundation in 2010 and was appointed Zone Manager – Northern Territory in January 2020. Prior to this appointment, Liam was General Manager – Development, Regional Manager for New South Wales and Academy

Director of the Tennant Creek Academy in the Northern Territory. Liam is a qualified teacher with post-graduate qualifications in business and has worked in schools across Victoria and the Northern Territory.

Andrew McDonagh

Zone Manager – Queensland

Andrew commenced with the Foundation in 2012 and was appointed to the Zone Managers position in July 2022. He started out with the Foundation as an Operations Officer in the East Kimberley Academy. Andrew took on the role of the East Kimberley Director before moving to Toowoomba to establish Clontarf's inaugural Queensland operations in Darling Downs Region. Prior to his journey with Clontarf, Andrew worked across the Catholic and private school system in Victoria, where his career and leadership focus was the pastoral care and wellbeing of students.

Mark Riley

Zone Manager – Victoria & South Australia

Mark Riley was appointed Zone Manager – Victoria and South Australia in November 2018. He was a volunteer and part-time employee of the Clontarf Foundation from 2000 to 2002 and returned to the Foundation in a full-time capacity as Partnerships Manager – Victoria in 2015. Mark previously worked in education, financial services and spent two decades as a coach in the AFL.

Brad Cox

Zone Manager – Western Australia

Brad was appointed Zone Manager – Western Australian in January 2024. He was previously Regional Manager for the South Central Region and the North West Region in Western Australia. Prior to that, Brad was an Academy Director in Karratha and Perth. Brad is a qualified teacher who taught in several schools across Western Australia, China and the United Kingdom.

CLONTARF ACADEMY LOCATIONS

AS AT TERM 1 - 2024

NT

- Casuarina (Darwin)
- Centralian Middle (Alice Springs)
- Centralian Senior (Alice Springs)
- Dripstone (Darwin)
- Driver Primary (Darwin)
- Gunbalanya
- Haileybury (Darwin)
- Jabiru
- Katherine
- Moulden Primary (Darwin)
- Nhulunbuy
- Nightcliff (Darwin)
- Palmerston 7-9 (Darwin)
- Palmerston 10-12 (Darwin)
- Sanderson (Darwin)
- Taminmin (Darwin)
- Tennant Creek
- Tennant Creek Primary
- Yirara (Alice Springs)
- Yirrkala

WA

- Belmont (Perth)
- Broome
- Carnarvon
- Cecil Andrews (Perth)
- Champion Bay (Geraldton)
- Collie
- Coodanup (Mandurah)
- Derby
- East Kimberley (Kununurra)
- Eastern Goldfields (Kalgoorlie)
- Edmund Rice (Bindoon)
- Ellenbrook (Perth)
- Esperance
- Fitzroy (Fitzroy Crossing)
- Fremantle (Perth)
- Geraldton
- Gilmore (Kwinana)
- Girrawheen (Perth)
- Halls Creek
- Hedland (Port Hedland)
- Hedland Primary (Port Hedland)
- Kalgoorlie-Boulder (Kalgoorlie)
- Karratha
- Karratha Primary
- Katanning
- Kent Street (Perth)
- Kiara (Perth)
- Narrogin
- Newman
- Newton Moore (Bunbury)
- North Albany (Albany)
- Northam
- St Mary's (Broome)
- Swan View (Perth)
- Yule Brook (Perth)

20

Academies in the Northern Territory

35

Academies in Western Australia

12

Academies in South Australia

SA

- Ceduna
- Christies Beach (Adelaide)
- Coober Pedy
- Murray Bridge
- Ocean View (Adelaide)
- Paralowie (Adelaide)
- Port Augusta
- Port Lincoln
- John Pirie (Port Pirie)
- Salisbury (Adelaide)
- Whyalla
- Wirreanda (Adelaide)

Full address and contact details for each Academy are available on our website www.clontarf.org.au

QLD

- Ambrose Treacy (Brisbane)
- Barambah Primary (Cherbourg)
- Bentley Park (Cairns)
- Cairns
- Dalby
- Goondiwindi
- Gordonvale (Cairns)
- Harristown (Toowoomba)
- Heatley (Townsville)
- Kingaroy
- Mackay
- Murgon
- Palm Beach Currumbin (Gold Coast)
- St Brendan's (Yeppoon)
- Kirwan (Townsville)
- Thuringowa (Townsville)
- Toowoomba
- Townsville
- Trinity Bay (Cairns)
- Warwick
- Western Cape (Weipa)
- Wilsonton (Toowoomba)
- Woree (Cairns)
- Yarrabah

24

Academies in
Queensland

58

Academies in
New South Wales

6

Academies in
Victoria

VIC

- Bairnsdale
- Mildura
- Robinvale
- St Patrick's (Ballarat)
- Swan Hill
- Warrnambool

NSW

- Airds (Campbelltown)
- Berkeley Vale
- Bidwill (Mount Druitt)
- Bourke
- Brewarrina
- Broken Hill
- Canobolas (Orange)
- Chatham (Taree)
- Chifley Senior (Mount Druitt)
- Coonamble
- Cranebrook (Penrith)
- Delroy (Dubbo)
- Dubbo Senior (Dubbo)
- Dubbo South (Dubbo)
- Dunheved (Mount Druitt)
- Elizabeth Macarthur (Campbelltown)
- Endeavour (Sydney)
- Griffith
- Gunnedah
- Hunter River (Newcastle)
- Inverell
- Irrawang (Newcastle)
- James Fallon (Albury)
- Kanahooka (Wollongong)
- Karabar (Queanbeyan)
- Kempsey
- Koorngal (Wagga Wagga)
- Kurri Kurri
- Lake Cargelligo
- Lake Illawarra (Wollongong)
- Matraville (Sydney)
- Melville (Kempsey)
- Moree
- Moruya
- Mount Austin (Wagga Wagga)
- Mount Druitt
- Narrabri
- Narrandera
- Narromine
- Newcastle
- Orara (Coffs Harbour)
- Oxley (Tamworth)
- Port Macquarie
- Quirindi
- Shalvey (Mount Druitt)
- Shoalhaven (Nowra)
- Singleton
- South Grafton
- Toronto
- Tumbi Umbi
- Tumut
- Tweed River (Tweed Heads)
- Vincentia
- Wadalba
- Wade (Griffith)
- Wellington
- Westport (Port Macquarie)
- Wyong

CLONTARF ACADEMY LOCATIONS CONTINUED

AS AT TERM 1 - 2024

WESTERN AUSTRALIA

Operations Manager –
Tony Delaney

WA KIMBERLEY REGION

Regional Manager –
Karl Pirrottina

- 1 **Broome (2006)**
Broome Senior High School,
Broome
- 2 **Derby (2010)**
Derby District High School,
Derby
- 3 **East Kimberley (2007)**
East Kimberley College,
Kununurra
- 4 **Fitzroy (2012)**
Fitzroy Valley District High
School, Fitzroy Crossing
- 5 **Halls Creek (2008)**
Halls Creek District High School,
Halls Creek
- 6 **St Mary's (2006)**
St Mary's College – Primary
Campus and Secondary
Campus, Broome

WA NORTH WEST REGION

Regional Manager –
Rob Clements

- 7 **Carnarvon (2011)**
Carnarvon Community
College, Carnarvon
- 8 **Hedland (2019)**
Hedland Senior High School,
South Hedland
- 9 **Hedland Primary (2021)**
Baler Primary School, Cassia
Primary School & South Hedland
Primary School, Port Hedland
- 10 **Karratha (2010)**
Karratha Senior High School,
Karratha
- 11 **Karratha Primary (2021)**
Baynton West Primary School,
Pegs Creek Primary School &
Tambrey Primary School, Karratha
- 12 **Newman (2021)**
Newman Senior High School,
Newman Primary School &
South Newman Primary School,
Newman

WA CENTRAL

NORTHERN REGION

Regional Manager –
Shaun Cusack

- 13 **Champion Bay (2007)**
Champion Bay Senior High
School, Geraldton
- 14 **Eastern Goldfields (2002)**
Eastern Goldfields College,
Kalgoorlie
- 15 **Edmund Rice (2023)**
Edmund Rice College, Bindoon
- 16 **Ellenbrook (2020)**
Ellenbrook Secondary
College, Ellenbrook
- 17 **Geraldton (2004)**
Geraldton Senior College,
Geraldton

- 18 **Girrawheen (2014)**
Girrawheen Senior High
School, Girrawheen
- 19 **Kalgoorlie-Boulder (2002)**
Kalgoorlie-Boulder Community
High School, Kalgoorlie
- 20 **Kiara (2023)**
Kiara College, Kiara
- 21 **Swan View (2014)**
Swan View Senior High School,
Swan View

WA CENTRAL SOUTHERN REGION

Regional Manager –
Xavier Ennis

- 22 **Belmont (2021)**
Belmont City College, Belmont
- 23 **Cecil Andrews (2014)**
Cecil Andrews College,
Seville Grove
- 24 **Esperance (2007)**
Esperance Senior High School
& Nulsen Primary School,
Esperance
- 25 **Fremantle (2018)**
Fremantle College, Fremantle
- 26 **Kent Street (2022)**
Kent Street Senior High School,
Kensington
- 27 **Northam (2011)**
Northam Senior High School,
Northam
- 28 **Yule Brook (2005)**
Yule Brook College, Maddington

WA SOUTHERN REGION

Regional Manager –
Clint Ernst

- 29 **Collie (2020)**
Collie Senior High School, Collie
- 30 **Coodanup (2012)**
Coodanup College, Mandurah
- 31 **Gilmore (2008)**
Gilmore College, Orelia
- 32 **Katanning (2011)**
Katanning Senior High
School, Katanning
- 33 **Narrogin (2020)**
Narrogin Senior High School,
Narrogin
- 34 **Newton Moore (2007)**
Newton Moore Senior High
School, Bunbury
- 35 **North Albany (2006)**
North Albany Senior High
School, Albany

NORTHERN TERRITORY

NT TOP END NORTH REGION

Regional Manager –
Michael Lee

- 36 **Casuarina (2009)**
Casuarina Senior College, Moil
- 37 **Dripstone (2010)**
Dripstone Middle School, Tiwi
- 38 **Katherine (2008)**
Katherine High School, Katherine

- 39 **Nhulunbuy (2016)**
Nhulunbuy High School,
Nhulunbuy
- 40 **Nightcliff (2011)**
Nightcliff Middle School,
Rapid Creek
- 41 **Sanderson (2008)**
Sanderson Middle School,
Malak
- 42 **Yirrkala (2011)**
Yirrkala School, Yirrkala

NT TOP END SOUTH REGION

Regional Manager –
Jack Reagan

- 43 **Driver Primary (2019)**
Driver Primary School, Driver
- 44 **Gunbalanya (2010)**
Gunbalanya Community
School, Gunbalanya
- 45 **Haileybury (2011)**
Haileybury Rendall School,
Berrimah
- 46 **Jabiru (2010)**
Jabiru Area School, Jabiru
- 47 **Moulden Park Primary (2019)**
Moulden Park Primary School,
Moulden Park
- 48 **Palmerston 7-9 (2011)**
Palmerston College 7-9
Campus, Rosebery
- 49 **Palmerston 10-12 (2008)**
Palmerston College 10-12
Campus, Driver
- 50 **Taminmin (2021)**
Taminmin College, Humpty Doo

NT CENTRAL REGION

Regional Manager –
Rory Hood

- 51 **Centralian Middle (2007)**
Centralian Middle School,
Alice Springs
- 52 **Centralian Senior (2008)**
Centralian Senior College,
Alice Springs
- 53 **Tennant Creek (2010)**
Tennant Creek High School,
Tennant Creek
- 54 **Tennant Creek Primary (2019)**
Tennant Creek Primary School,
Tennant Creek
- 55 **Yirara (2007)**
Yirara College, Alice Springs

SOUTH AUSTRALIA

SA SOUTH REGION

Regional Manager –
Ian Taylor

- 56 **Ceduna (2023)**
Ceduna Area School, Ceduna
- 57 **Christies Beach (2023)**
Christies Beach High School,
Christie Downs
- 58 **Coober Pedy (2021)**
Coober Pedy Area School,
Coober Pedy
- 59 **Murray Bridge (2023)**
Murray Bridge High School,
Murray Bridge

- 60 **Port Augusta (2019)**
Port Augusta Secondary School,
Port Augusta
- 61 **Wirreanda (2023)**
Wirreanda Secondary School,
Morphett Vale

SA WEST REGION

Regional Manager –
Graeme Twaddle

- 62 **John Pirie (2023)**
John Pirie Secondary School,
Port Pirie
- 63 **Ocean View (2019)**
Ocean View College P-12,
Taperoo
- 64 **Paralowie (2021)**
Paralowie R-12 School,
Paralowie
- 65 **Port Lincoln (2019)**
Port Lincoln High School,
Port Lincoln
- 66 **Salisbury (2021)**
Salisbury High School, Salisbury
- 67 **Whyalla (2019)**
Whyalla Secondary College,
Whyalla

QUEENSLAND

QLD FAR NORTH REGION

Regional Manager –
Matthew Hamdorf

- 68 **Bentley Park (2017)**
Bentley Park College,
Bentley Park
- 69 **Cairns (2017)**
Cairns State High School, Cairns
- 70 **Gordonvale (2017)**
Gordonvale State High School,
Gordonvale
- 71 **Trinity Bay (2017)**
Trinity Bay State High School,
Manunda
- 72 **Western Cape (2021)**
Western Cape College, Weipa
- 73 **Woree (2017)**
Woree State High School, Woree
- 74 **Yarrabah (2017)**
Yarrabah State School, Yarrabah

QLD NORTH REGION

Regional Manager –
Michael Lay

- 75 **Heatley (2017)**
Heatley Secondary College,
Heatley
- 76 **Kirwan (2017)**
Kirwan State High School,
Kirwan
- 77 **Mackay (2020)**
Mackay State High School,
Mackay
- 78 **Thuringowa (2017)**
Thuringowa State High
School, Condon
- 79 **Townsville (2017)**
Townsville State High School,
Railway Estate

QLD SOUTH EAST REGION

Regional Manager –
Karl Lohde

- 80 **Ambrose Treacy (2020)**
Ambrose Treacy College,
Indooroopilly
- 81 **Barambah Primary (2015)**
Cherbourg State School,
Cherbourg & Murgon State
School, Murgon
- 82 **Kingaroy (2015)**
Kingaroy State High School,
Kingaroy
- 83 **Murgon (2015)**
Murgon State High School,
Murgon
- 84 **Palm Beach
Currumbin (2020)**
Palm Beach Currumbin Senior
High School, Palm Beach
- 85 **St Brendan's (2020)**
St Brendan's College, Yeppoon

QLD DARLING DOWNS REGION

Regional Manager –
Jason Fenwick

- 86 **Dalby (2015)**
Dalby State High School, Dalby
- 87 **Goondiwindi (2016)**
Goondiwindi State High
School, Goondiwindi
- 88 **Harristown (2015)**
Harristown State High School,
Toowoomba
- 89 **Toowoomba (2015)**
Toowoomba State High School,
Mount Lofy
- 90 **Warwick (2015)**
Warwick State High School,
Warwick
- 91 **Wilsonton (2018)**
Wilsonton State High School,
Wilsonton Heights

NEW SOUTH WALES

Operations Manager –
Joel Parsons

NSW NEWCASTLE/ HUNTER REGION

Regional Manager –
Mick Riddle

- 92 **Chatham (2016)**
Chatham High School, Taree
- 93 **Hunter River (2019)**
Hunter River High School,
Newcastle
- 94 **Irrawang (2019)**
Irrawang High School,
Newcastle
- 95 **Kurri Kurri (2022)**
Kuri Kurri High School,
Kurri Kurri
- 96 **Newcastle (2019)**
Newcastle High School,
Newcastle

- 97 **Singleton (2016)**
Singleton High School, Singleton
- 98 **Toronto (2019)**
Toronto High School, Toronto

NSW CENTRAL WEST REGION

Regional Manager –
Max Harvey

- 99 **Bourke (2012)**
Bourke High School, Bourke
- 100 **Brewarrina (2012)**
Brewarrina Central School,
Brewarrina
- 101 **Canobolas (2016)**
Canobolas Rural Technology
High School, Orange
- 102 **Coonamble (2012)**
Coonamble High School,
Coonamble
- 103 **Delroy (2014)**
Dubbo College – Delroy
Campus, Dubbo
- 104 **Dubbo Senior (2015)**
Dubbo College – Senior
Campus, Dubbo
- 105 **Dubbo South (2014)**
Dubbo College – South
Campus, Dubbo
- 106 **Narromine (2019)**
Narromine High School,
Narromine
- 107 **Wellington (2019)**
Wellington High School,
Wellington

NSW MID NORTH COAST REGION

Regional Manager –
Adam McCormack

- 108 **Kempsey (2016)**
Kempsey High School, Kempsey
- 109 **Melville (2016)**
Melville High School, Kempsey
- 110 **Orara (2019)**
Orara High School,
Coffs Harbour
- 111 **Port Macquarie (2016)**
Hastings Secondary College
– Port Macquarie Campus, Port
Macquarie
- 112 **South Grafton (2019)**
South Grafton High School,
South Grafton
- 113 **Tweed River (2023)**
Tweed River High School,
Tweed Heads
- 114 **Westport (2016)**
Hastings Secondary College –
Westport Campus, Port
Macquarie

NSW NORTH WEST REGION

Regional Manager –
Luke Stahlhut

- 115 **Gunnedah (2023)**
Gunnedah High School,
Gunnedah
- 116 **Inverell (2012)**
Inverell High School, Inverell

- 117 **Moree (2012)**
Moree Secondary College –
Albert Street Campus & Carol
Avenue Campus, Moree
- 118 **Narrabri (2019)**
Narrabri High School, Narrabri
- 119 **Oxley (2012)**
Oxley High School, Tamworth
- 120 **Quirindi (2017)**
Quirindi High School, Quirindi

NSW GREATER SYDNEY REGION

Regional Manager –
Troy Gordon

- 121 **Bidwill (2016)**
Chifley College – Bidwill
Campus, Bidwill
- 122 **Broken Hill (2016)**
Broken Hill High School,
Broken Hill
- 123 **Chifley Senior (2016)**
Chifley College – Senior
Campus, Mount Druitt
- 124 **Cranebrook (2019)**
Cranebrook High School, Penrith
- 125 **Dunheved (2016)**
Chifley College – Dunheved
Campus, North St Marys
- 126 **Endeavour (2015)**
Endeavour Sports High School,
Caringbah
- 127 **Matraville (2019)**
Matraville Sports High School,
La Pouse
- 128 **Mount Druitt (2016)**
Chifley College – Mount Druitt
Campus, Dharruk
- 129 **Shalvey (2016)**
Chifley College – Shalvey
Campus, Shalvey

NSW SOUTHERN REGION

Regional Manager –
Vili Sirilo

- 130 **Airds (2019)**
Airds High School, Campbelltown
- 131 **Elizabeth Macarthur (2019)**
Elizabeth Macarthur High
School, Campbelltown
- 132 **Kanahooka (2019)**
Kanahooka High School,
Wollongong
- 133 **Karabar (2019)**
Karabar High School,
Queanbeyan
- 134 **Lake Illawarra (2019)**
Lake Illawarra High School,
Lake Illawarra
- 135 **Moruya (2019)**
Moruya High School, Moruya
- 136 **Shoalhaven (2019)**
Shoalhaven High School, Nowra
- 137 **Vincentia (2019)**
Vincentia High School, Vincentia

NSW RIVERINA REGION

Regional Manager –
Patrick Edmunds

- 138 **Griffith (2017)**
Murrumbidgee Regional High
School, Griffith
- 139 **James Fallon (2022)**
James Fallon High School,
Albury
- 140 **Koorringal (2022)**
Koorringal High School,
Wagga Wagga
- 141 **Lake Cargelligo (2023)**
Lake Cargelligo Central School,
Lake Cargelligo
- 142 **Mount Austin (2014)**
Mount Austin High School,
Wagga Wagga
- 143 **Narrandera (2019)**
Narrandera High School,
Narrandera
- 144 **Tumut (2019)**
Tumut High School, Tumut
- 145 **Wade (2017)**
Murrumbidgee Regional High
School, Wade

NSW CENTRAL COAST REGION

Regional Manager –
Rhys Matsen

- 146 **Berkeley Vale (2024)**
Tuggerah Lakes Secondary
College – Berkeley Vale
Campus, Berkeley Vale
- 147 **Tumbi Umbi (2024)**
Tuggerah Lakes Secondary
College – Tumbi Umbi Campus,
Tumbi Umbi
- 148 **Wadalaba (2024)**
Wadalaba Community
School, Wadalaba
- 149 **Wyong (2024)**
Wyong High School, Wyong

VICTORIA

Regional Manager –
Ben Djuve

- 150 **Bairnsdale (2010)**
Bairnsdale Secondary College,
Bairnsdale
- 151 **Mildura (2010)**
Mildura Senior College &
Chaffey Secondary College,
Mildura
- 152 **Robinvale (2010)**
Robinvale College, Robinvale
- 153 **St Patrick's (2023)**
St Patrick's College, Ballarat
- 154 **Swan Hill (2010)**
Swan Hill College, Swan Hill
- 155 **Warrnambool (2010)**
Warrnambool College & Brauer
College, Warrnambool

Nathaniel Mclean (Woree Academy, Cairns, QLD), Ishmael Street (Yarrabah Academy, Cairns, QLD) and Sebastian Smith (Gordonvale Academy, Cairns, QLD) come together for the Southern Corridor AFL Competition in July.



Independent auditor's report to the members of Clontarf Foundation Limited

Report on the financial report

Opinion

We have audited the financial report of Clontarf Foundation Limited (the Company), which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. Giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information obtained at the date of this auditor's report is the directors' report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

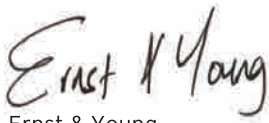
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- ▶ Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Ernst & Young



Sarang Halai
Partner
Perth
15 March 2024

CLONTARF FOUNDATION ACN 131 909 405 FINANCIAL REPORT

FOR YEAR ENDED 31 DECEMBER 2023

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*The boys from Gilmore Academy
(Kwinana, WA) take in the last warmth
from a beautiful sunset during a
leadership camp to Busselton.*



DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The Directors of The Clontarf Foundation Limited (the Foundation) submit herewith the annual report of the Foundation for the financial year ended 31 December 2023. The Directors report as follows:

The names of the Directors of the Foundation during or since the end of the financial year are:

Mr Ross Kelly (Chairman, Ret'd)

Mr Tom O'Leary (Chairman)

Mr Gerard Neesham (CEO)

Ms Marilyn Morgan

Mr Henry Neesham (Ret'd)

Mrs Jenni Collard

Mr Brian Tyson

Mr John Gillam

Mr Michael McCormack

Mr Isaac Gibbs

Mr William Johnstone

Mr Craig Brierty (Deputy CEO)

Mr Chris Stavrianou

Mr Ross Kelly resigned as Chairman and Director, and Mr Tom O'Leary was appointed as Chairman on 22 May 2023.

Mr Henry Neesham resigned as Director on 22 May 2023.

Mrs Jenni Collard was appointed as Director on 22 May 2023.

Ms Jane Conder was appointed as Company Secretary on 2 October 2018 and continues to hold the office.

The Board of the Foundation met six times during the year ended 31 December 2023.

The number of Board meetings attended by each Director during the year is set out below:

	Number eligible to attend	Number attended
Mr Ross Kelly	3	3
Mr Gerard Neesham	6	6
Ms Marilyn Morgan	6	5
Mr Henry Neesham	3	2
Mr Tom O'Leary	6	6
Mr Brian Tyson	6	4
Mr John Gillam	6	5
Mr Michael McCormack	6	4
Mr Craig Brierty	6	5
Mr Isaac Gibbs	6	5
Mr Chris Stavrianou	6	6
Mr William Johnstone	6	4
Mrs Jenni Collard	3	3

PRINCIPAL ACTIVITIES

The principal activity of the Foundation during the financial year was to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and in doing so, equip them to participate more meaningfully in society.

The Foundation's short term objectives are to:

- Provide a safe environment for young Aboriginal and Torres Strait Islander men to attend school;
- Encourage these young men to attend school regularly; and

- Encourage participants to embrace the Academy's requirements for behaviour and self-discipline.

The Foundation's long term objectives are to:

- retain participants within the education system through to graduation; and
- assist graduates in their transition from school to employment or to further education or training.

To achieve these objectives, the Foundation has adopted the following strategies:

- establish a series of academies in partnership with (but independent of) a school or college;
- employing staff with appropriate skills who can be role models and mentors to academy participants; and
- establish an employment strategy to assist graduates gain either further training or employment.

REVIEW OF OPERATIONS

A review of the Foundation's operations for the year is included in the Chairman and CEO's Report.

CHANGES IN THE STATE OF AFFAIRS

There was no significant change in the state of affairs of the Foundation during the financial year.

SUBSEQUENT EVENTS

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Foundation, the results of those operations, or the state of affairs of the Foundation in future financial years.

INDEMNIFICATION OF OFFICERS

During the financial year, the Foundation paid a premium in respect of a contract insuring the Directors of the Foundation (as named above), the Company Secretary and all executive officers of the Foundation against a liability incurred as such a Director, Secretary or executive officer to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The Foundation has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer of the Foundation against a liability incurred as such an officer.

INDEMNIFICATION OF AUDITORS

To the extent permitted by law, the Foundation has agreed to indemnify its auditors, Ernst & Young, as part of the terms of audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young during or since the financial year end.

REMUNERATION

The Foundation's staff are its most important asset. Approximately three quarters of the Foundation's annual expenditure relates to employing and developing high quality staff which reflects the intensive nature of the programme. Remuneration levels are reviewed annually and, after considering the Foundation's financial position, each employee's performance and relevant external benchmarks in each state and territory in which the Foundation operates, salaries are set for the following year.

As at the end of 2023, executive and staff remuneration packages (including superannuation, remote location allowance and vehicle benefit where applicable) fell into the following brackets:

	# Staff
\$300,000 - \$350,000	1
\$250,000 - \$300,000	1
\$200,000 - \$250,000	11
\$150,000 - \$200,000	26
\$100,000 - \$150,000	162
Up to \$100,000	347

With the exception of the CEO and the Deputy CEO, all Board Members are volunteers and accordingly receive no remuneration, superannuation or other financial benefit.

AUDITOR'S INDEPENDENCE DECLARATION

The Auditor's Independence Declaration is included on page 36 of the annual report

This Directors' Report is signed in accordance with a resolution of Directors.

On behalf of the Directors



Thomas O'Leary
Chairman
Perth, 15 March 2024

The boys from Orara Academy (Coffs Harbour, NSW) took part in cultural activities, beach worming and fishing during a trip to Scotts Head in August.



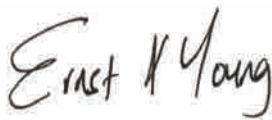


Nicholas Walker (South Grafton Academy, NSW) avoids a tackle during the Mid North Coast Rugby League Carnival.

Auditor's independence declaration to the members of Clontarf Foundation Limited

In relation to our audit of the financial report of Clontarf Foundation Limited for the financial year ended 31 December 2023, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of any applicable code of professional conduct; and
- b. No non-audit services provided that contravene any applicable code of professional conduct.



Ernst & Young



Sarang Halai
Partner
15 March 2024

FINANCIAL REPORT

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023	2022
		\$	\$
Revenue	5	77,039,987	67,963,247
Other income	6	2,236,587	1,373,461
Expenses	7	(76,014,525)	(67,940,241)
Surplus before tax		3,262,049	1,396,467
Income tax expense		-	-
Surplus for the year		3,262,049	1,396,467
Other comprehensive income, net of income tax			
Items that may be reclassified subsequently to profit or loss			
Net fair value gain/ (loss) on financial assets	15	-	(147,511)
Other comprehensive income for the year, net of income tax		-	(147,511)
Total comprehensive income for the year		3,262,049	1,248,956

STATEMENT OF FINANCIAL POSITION AT 31 DECEMBER 2023

	Note	2023	2022
		\$	\$
Assets			
Current assets			
Cash and bank balances	17	6,863,471	6,100,020
Trade and other receivables	8	2,028,789	6,868,234
Prepayments		1,025,541	1,063,065
Other financial assets	9	35,000,000	33,000,000
Total current assets		44,917,801	47,031,319
Non-current assets			
Other financial assets	9	-	-
Property, plant and equipment	10	15,694,675	8,929,137
Right of use assets	11	3,080,534	4,879,100
Total non-current assets		18,775,209	13,808,237
Total assets		63,693,010	60,839,556
Liabilities			
Current liabilities			
Trade and other payables	12	2,378,109	2,096,597
Lease liabilities	18	1,304,470	2,630,570
Provisions	13	1,442,108	1,110,959
Contract liabilities	14	17,961,139	18,316,933
Total current liabilities		23,085,826	24,155,059
Non-current liabilities			
Lease liabilities	18	2,389,956	2,896,294
Provisions	13	223,485	199,005
Contract liabilities	14	2,212,878	1,070,382
Total non-current liabilities		4,826,319	4,165,681
Total liabilities		27,912,145	28,320,740
Net assets		35,780,865	32,518,816
Equity			
Sustainability of Operations Reserve	15	16,027,685	9,682,783
Accumulated surplus	16	19,753,180	22,836,033
Total equity		35,780,865	32,518,816

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2023

	Total	Accumulated Surplus	Sustainability of Operations Reserve	Investment Revaluation Reserve
	\$	\$	\$	\$
Balance at 31 December 2021	31,269,860	19,775,100	11,347,249	147,511
Surplus for the year	1,396,467	1,396,467	-	-
Other comprehensive income for the year	(147,511)	-	-	(147,511)
Total comprehensive income for the year	1,248,956	3,060,935	-	(147,511)
Transfer from Sustainability of Operations Reserve	-	13,964,657	(1,664,466)	-
Balance at 31 December 2022	32,518,816	22,836,033	9,682,783	-
Surplus for the year	3,262,049	3,262,049	-	-
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	3,262,049	3,262,049	-	-
Transfer to Sustainability of Operations Reserve	-	(6,344,902)	6,344,902	-
Balance at 31 December 2023	35,780,865	19,753,180	16,027,685	-

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from customers		90,629,773	59,669,260
Payments to suppliers and employees		(73,356,988)	(65,588,067)
Interest paid		(154,671)	(198,563)
GST remitted		(5,456,870)	(3,873,754)
Net cash granted by/(used in) in operating activities	17.1	11,661,244	(9,991,124)
Cash flows from investing activities			
Interest received		1,673,852	623,614
Payments for property, plant and equipment		(8,784,184)	(5,382,287)
Proceeds from disposal of property, plant and equipment		44,976	653,547
(Invested in)/Proceeds from disposal financial assets		(2,000,000)	16,021,911
Net cash (used in)/generated by investing activities		(9,065,356)	11,916,785
Cash flows from financing activities			
Repayment of lease liability		(1,832,437)	(1,849,266)
Net cash used in financing activities		(1,832,437)	(1,849,266)
Net increase in cash		763,451	76,396
Cash at the beginning of the financial year		6,100,020	6,023,624
Cash at the end of the financial year	17	6,863,471	6,100,020



2023 Year 12 graduate Cody Holmes (Koorringal Academy, Wagga Wagga, NSW) is flanked by his Clontarf mentors Ben Thompson and Nathan Rose during his Year 12 School Formal. In 2024, Cody will commence his university degree in Criminology at Newcastle University.

NOTES TO THE FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

1. GENERAL INFORMATION

The Clontarf Foundation Limited (the "Foundation") is a public company limited by guarantee incorporated in Australia.

These general purpose financial statements have been prepared in compliance with the requirements of the Australian Charities and Not-for-Profit Commission Act 2012, Australian Accounting Standards - Simplified Disclosures and other authoritative pronouncements of the Australian Accounting Standards Board. The Corporation is a not-for-profit, private sector entity which is not publicly accountable for the purposes of preparing these financial statements.

The Foundation is a not-for-profit entity, endorsed as a Deductible Gift Recipient and registered as a Public Benevolent Institution.

The Foundation's registered office and principal place of business is:

McKay Street
BENTLEY WA 6102
Tel: (08) 9356 2500

2. APPLICATION OF NEW AND REVISED ACCOUNTING STANDARDS

At the date of authorisation of the financial statements, there were no new Accounting Standards or other Standards and Interpretations in issue but not yet effective that has a material impact on the Foundation.

3. SIGNIFICANT ACCOUNTING POLICIES

3.1. Statement of compliance

These financial statements are general purpose financial statements which have

been prepared in accordance with the Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012.

3.2. Basis of preparation

The financial statements have been prepared on the historical cost basis except for certain financial instruments that are measured at fair values at the end of each reporting period, as explained in the accounting policies below. Unless otherwise indicated, all amounts are presented in Australian dollars.

Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

3.3. Financial instruments

Financial assets and financial liabilities are recognised when the Foundation becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

3.3.1. Financial assets

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial

assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

3.3.1.1. Classification of financial assets

Debt instruments that meet the following conditions are measured subsequently at amortised cost:

- The financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Debt instruments that meet the following conditions are measured subsequently at fair value through other comprehensive income (FVTOCI):

- The financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding and designated at fair value through profit or loss on initial recognition.

By default, all other financial assets are measured subsequently at fair value through profit or loss (FVTPL).

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

(j) Amortised cost and effective interest method

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period.

For financial assets other than purchased or originated credit-impaired financial assets (i.e. assets that are credit-impaired on initial recognition), the effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) excluding expected credit losses, through the expected life of the debt instrument, or, where appropriate, a shorter period, to the gross carrying amount of the debt instrument on initial recognition. For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated by discounting the estimated future cash flows, including expected credit losses, to the amortised cost of the debt instrument on initial recognition.

The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition minus the principal repayments, plus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance. The gross carrying amount of a financial asset is the amortised cost of a financial asset before adjusting for any loss allowance.

Interest income is recognised using the effective interest method for debt instruments measured subsequently at amortised cost and at FVTOCI. For financial assets other

than purchased or originated credit-impaired financial assets, interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset, except for financial assets that have subsequently become credit-impaired (see below). For financial assets that have subsequently become credit-impaired, interest income is recognised by applying the effective interest rate to the amortised cost of the financial asset. If, in subsequent reporting periods, the credit risk on the credit-impaired financial instrument improves so that the financial asset is no longer credit-impaired, interest income is recognised by applying the effective interest rate to the gross carrying amount of the financial asset.

For purchased or originated credit-impaired financial assets, the Foundation recognises interest income by applying the credit-adjusted effective interest rate to the amortised cost of the financial asset from initial recognition. The calculation does not revert to the gross basis even if the credit risk of the financial asset subsequently improves so that the financial asset is no longer credit impaired.

Interest income is recognised in profit or loss and is included in the "investment income" line item.

3.3.1.2. Impairment of financial assets

The foundation recognises a loss allowance for expected credit losses on investments in debt instruments that are measured at amortised cost or at FVTOCI, lease receivables, trade receivables and contract assets, as well as on financial guarantee contracts. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

The foundation always recognises lifetime ECL for trade receivables, contract assets

and lease receivables. The expected credit losses on these financial assets are estimated using a provision matrix based on the Foundation's historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date, including time value of money where appropriate.

For all other financial instruments, the Foundation recognises lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not increased significantly since initial recognition, the Foundation measures the loss allowance for that financial instrument at an amount equal to 12-month ECL.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12-month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

3.3.1.3. Derecognition of financial assets

The Foundation derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Foundation neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Foundation recognises its retained interest in the asset and an associated liability for amounts it may have to pay. If the Foundation retains substantially all the risks and rewards of ownership of a transferred financial



Kahneil Coull (Cooper Pedy Academy, SA) prepares to launch into a flags sprint during a morning training session.



Sachjein Sampi-Corpus (St Mary's Academy, Broome, WA) gives his approval during a visit to Cygnet Bay Pearl Farm in November.

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

asset, the Foundation continues to recognise the financial asset and also recognises a collateralised borrowing for the proceeds received.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss. In addition, on derecognition of an investment in a debt instrument classified as at FVTOCI, the cumulative gain or loss previously accumulated in the investments revaluation reserve is reclassified to profit or loss. In contrast, on derecognition of an investment in equity instrument which the Foundation has elected on initial recognition to measure at FVTOCI, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

3.3.2. Financial liabilities

All financial liabilities are measured subsequently at amortised cost using the effective interest method or at FVTPL.

However, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies, and financial guarantee contracts issued by the Foundation, are measured in accordance with the specific accounting policies set out below.

3.3.2.1. Financial liabilities at FVTPL

Financial liabilities are classified as at FVTPL when the financial liability is (i) contingent consideration of an acquirer in a business combination, (ii) held for trading or (iii) it is designated as at FVTPL.

A financial liability is classified as held for trading if:

- It has been acquired principally for the purpose of repurchasing it in the near term; or
- On initial recognition it is part of a portfolio of identified financial instruments that the Foundation manages together and has a recent actual pattern of short-term profit-taking; or
- It is a derivative, except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument.

A financial liability other than a financial liability held for trading or contingent consideration of an acquirer in a business combination may be designated as at FVTPL upon initial recognition if:

- Such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- The financial liability forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the Foundation's documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- It forms part of a contract containing one or more embedded derivatives, and IFRS 9 permits the entire combined contract to be designated as at FVTPL.

Financial liabilities at FVTPL are measured at fair value, with any gains or losses arising on changes in fair value recognised in profit

or loss to the extent that they are not part of a designated hedging relationship (see Hedge accounting policy). The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability and is included in the 'other gains and losses' line item in profit or loss.

However, for financial liabilities that are designated as at FVTPL, the amount of change in the fair value of the financial liability that is attributable to changes in the credit risk of that liability is recognised in other comprehensive income, unless the recognition of the effects of changes in the liability's credit risk in other comprehensive income would create or enlarge an accounting mismatch in profit or loss. The remaining amount of change in the fair value of liability is recognised in profit or loss. Changes in fair value attributable to a financial liability's credit risk that are recognised in other comprehensive income are not subsequently reclassified to profit or loss; instead, they are transferred to retained earnings upon derecognition of the financial liability.

Gains or losses on financial guarantee contracts issued by the Foundation that are designated by the Foundation as at FVTPL are recognised in profit or loss.

3.3.2.2. Financial liabilities measured subsequently at amortised cost

Financial liabilities that are not (i) contingent consideration of an acquirer in a business combination, (ii) held-for-trading, or (iii) designated as at FVTPL, are measured subsequently at amortised cost using the effective interest method.

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The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period.

The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability.

3.3.2.3. Derecognition of financial liabilities

The Foundation derecognises financial liabilities when, and only when, the Foundation's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

When the Foundation exchanges with the existing lender one debt instrument into another one with the substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Foundation accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability. It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate is at least 10 per cent different from the discounted present value of the

remaining cash flows of the original financial liability. If the modification is not substantial, the difference between: (1) the carrying amount of the liability before the modification; and (2) the present value of the cash flows after modification should be recognised in profit or loss as the modification gain or loss within other gains and losses.

3.4. Taxation

The Foundation is a charitable institution endorsed by the Australian Tax Office to access the following tax concessions:

- GST concession
- Income tax exemption
- FBT rebate

3.5. Goods and services tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

- where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified within operating cash flows.

4. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the Foundation's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

4.1. Critical judgements in applying accounting policies

The following are critical judgements that the Directors have made in the process of applying the Foundation's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

4.1.1. Discount rate used to determine the carrying amount of the Foundation's long service leave obligation

The Foundation's long service leave obligation is discounted at a rate set by reference to market yields at the end of the reporting period on high quality corporate bonds.

4.1.2. Discount rate used to determine lease liability

The Foundation cannot readily determine the interest rate implicit in the lease, therefore it uses its incremental borrowing rate (IBR) to measure lease liabilities. The IBR is the rate of the interest that the Foundation would have to pay to borrow over a similar term, and with a similar economic environment.

4.2. Key sources of estimation uncertainty

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the reporting period that may have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities within the next financial year.

4.2.1. Useful lives of property, plant and equipment

As described in note 10, the Foundation reviews the estimated useful lives of property, plant and equipment at the end of each reporting period. During the current year, the Directors determined that no change in useful lives was required.

Riley Sebastian (Fremantle, WA) gets on board for his Year 12 studies during a visit to Trigg Beach in March.



NOTES TO THE FINANCIAL REPORT CONTINUED

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5. REVENUE

	2023	2022
	\$	\$
Federal funding	32,737,617	27,088,674
State funding	25,645,470	23,370,000
Private funding	18,656,900	17,504,573
Total revenue	77,039,987	67,963,247

Revenue is measured at the fair value of the consideration received or receivable.

Government Grant income is not recognised until there is reasonable assurance that the Foundation will comply with the conditions attached to them and that the grants will be received. Government Grant income is recognised in the profit or loss on a systematic basis over the periods in which the Foundation recognises as expenses the related costs for which the government grants are intended to compensate.

The Foundation recognises contract liabilities for consideration received in respect of unsatisfied performance obligation and reports these amounts as contract liabilities in the statement of financial position.

Donations and bequests are recognised as revenue when received.

Kaleb Jeffrey and Dustilee Willis-Ardler (Vincentia, NSW) enjoy some friendly competition during a regional fishing camp in May.



6. OTHER INCOME

	2023	2022
	\$	\$
Interest income	1,673,852	623,614
Dividends received	-	8,658
Net gains on disposal of property, plant and equipment	411,310	648,511
Rental income	81,425	15,750
Other income	70,000	76,928
Total other income	2,236,587	1,373,461

Dividend income from investments is recognised when the holder's right to receive the dividend payment has been established (provided that it is probable that the economic benefits will flow to the Foundation and the amount of income can be measured reliably).

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Foundation and the amount of revenue can be measured reliably. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

7. EXPENSES

	2023	2022
	\$	\$
Employee salaries and wages	46,657,364	42,025,365
Superannuation	4,878,822	4,282,633
Staff development and induction costs	1,184,881	1,019,017
Employee housing and relocation costs	2,156,227	2,089,888
Travel and accommodation	919,083	799,974
Academy costs	9,125,079	7,604,990
Motor vehicle expenses	3,408,506	3,147,806
Insurance costs	1,217,422	1,056,080
IT costs	934,090	819,165
Marketing costs	189,139	173,953
Depreciation	3,675,501	3,500,202
Other expenses	1,513,742	1,222,605
Finance costs	154,669	198,563
Total expenses	76,014,525	67,940,241

8. TRADE AND OTHER RECEIVABLES

	2023	2022
	\$	\$
Trade receivables	727,506	5,865,560
Deposits	213,408	207,002
Accrued income	620,878	750,464
Sundry debtors	466,997	45,208
Total trade and other receivables	2,028,789	6,868,234

No expected credit losses on trade receivables has been recognised during the year ended 31 December 2023 (2022: Nil).

The Foundation recognises lifetime Expected Credit Losses ("ECL") for trade receivables, contract assets and lease receivables. The expected credit losses on these financial assets are estimated using a provision matrix based on the Foundation's historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date, including time value of money where appropriate.

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

9. OTHER FINANCIAL ASSETS

	2023	2022
	\$	\$
Term deposits	35,000,000	33,000,000
Total other financial assets	35,000,000	33,000,000
Current	35,000,000	33,000,000
Non-current	-	-
	35,000,000	33,000,000

Term deposits have been designated as held-to-maturity.

10. PROPERTY, PLANT AND EQUIPMENT

	2023	2022
	\$	\$
Carrying amounts of:		
Motor vehicles	7,583,121	6,076,447
Furniture and equipment	311,133	296,052
Software	202,274	275,961
Leasehold Improvements	1,011,297	909,497
Buildings	4,881,335	1,111,180
Land	1,705,515	260,000
	15,694,675	8,929,137



Diondre Samupo-Teohaere (Robinvale Academy, VIC) holds the hose during a worksite visit to Parks Victoria in June.

	Motor vehicles	Furniture & equipment	Software	Leasehold improvements	Buildings	Land	Total
Cost	\$	\$	\$	\$	\$	\$	\$
Balance as at 1 January 2022	9,801,640	1,079,214	814,334	1,153,909	898,545	-	13,747,642
Additions	3,814,170	172,928	31,713	-	425,843	260,000	4,704,654
Disposals	(1,247,015)	(75,769)	-	-	-	-	(1,322,784)
Transfers (Note 11)	2,584,379	-	-	-	-	-	2,584,379
Balance as at 31 December 2022	14,953,174	1,176,373	846,047	1,153,909	1,324,388	260,000	19,713,891
Additions	2,337,041	226,092	34,194	133,463	3,896,388	1,445,515	8,072,693
Disposals	(968,190)	(193,814)	-	-	-	-	(1,162,004)
Transfers (Note 11)	2,493,103	-	-	-	-	-	2,493,103
Balance as at 31 December 2023	18,815,128	1,208,651	880,241	1,287,372	5,220,776	1,705,515	29,117,683

	Motor vehicles	Furniture & equipment	Software	Leasehold improvements	Buildings	Land	Total
Cost	\$	\$	\$	\$	\$	\$	\$
Balance as at 1 January 2022	(6,864,158)	(752,715)	(401,732)	(215,564)	(189,033)	-	(8,423,202)
Depreciation charged	(989,874)	(199,822)	(168,354)	(28,848)	(24,175)	-	(1,411,073)
Disposals	1,245,532	72,216	-	-	-	-	1,317,748
Transfers (Note 11)	(2,268,227)	-	-	-	-	-	(2,268,227)
Balance as at 31 December 2022	(8,876,727)	(880,321)	(570,086)	(244,412)	(213,208)	-	(10,784,754)
Depreciation charged	(1,536,697)	(199,060)	(107,881)	(31,663)	(126,233)	-	(2,001,534)
Disposals	982,186	181,863	-	-	-	-	1,164,049
Transfers (Note 11)	(1,800,769)	-	-	-	-	-	(1,800,769)
Balance as at 31 December 2023	(11,232,007)	(897,518)	(677,967)	(276,075)	(339,441)	-	(13,423,008)



The boys from Kempsey Academy and Melville Academy (Kempsey, NSW) were joined by local Clontarf partners for lawn bowls in September.

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

Land and buildings held for administrative purposes, are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are performed with sufficient regularity to ensure that the carrying amounts do not differ materially from those that would be determined using fair values at the end of each reporting period.

Furniture and equipment is stated at cost less accumulated depreciation and subsequent accumulated impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

Assets held under finance leases are depreciated over their expected useful

lives on the same basis as owned assets. However, when there is no reasonable certainty that ownership will be obtained by the end of the lease term, assets are depreciated over the shorter of the lease term and their useful lives. Once the lease term is finalised, the asset cost and accumulated depreciation is transferred from Right of Use Asset classification to Property, Plant and Equipment Motor Vehicles classification.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.

Leasehold improvements in relation to the McKay Street office will be depreciated over the life of the lease deemed to be 40 years. The land lease is on a peppercorn rent basis.

The following useful lives are used in the calculation of depreciation:

Motor vehicles	3 – 10 years
Furniture and Equipment	2 – 5 years
Buildings	40 years
Software	5 years

At the end of each reporting period, the Foundation reviews the carrying amounts of its assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). When it is not possible to estimate the recoverable amount of an individual asset, the Foundation estimates the recoverable amount of the cash generating unit to which the asset belongs.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss.

Aliyosuis Hapeta-Divilli and Cyril Warlapinni (Moulden Park Academy, Palmerston, NT) sample the coconut chicken curry they prepared during a healthy cooking class in Term 3.



11. RIGHT-OF-USE ASSETS

	2023	2022
	\$	\$
Carrying amounts of:		
Motor vehicles	2,545,469	4,432,796
Commercial premises	535,065	446,304
	3,080,534	4,879,100

	Motor vehicles	Commercial Premises	Total
	\$	\$	\$
Cost			
Balance at 1 January 2022	12,241,762	801,491	13,043,253
Additions	463,241	214,391	677,632
Disposals	-	(270,884)	(270,884)
Transfers	(2,584,379)	-	(2,584,379)
Balance as at 31 December 2022	10,120,624	744,998	10,865,622
Additions	267,666	443,827	711,493
Disposals	(27,014)	(396,406)	(423,420)
Transfers	(2,493,103)	-	(2,493,103)
Balance as at 31 December 2023	7,868,173	792,419	8,660,592

	Motor vehicles	Commercial Premises	Total
	\$	\$	\$
Accumulated depreciation and impairment			
Balance as at 1 January 2022	(6,126,790)	(308,291)	(6,435,081)
Depreciation charged	(1,829,264)	(261,287)	(2,090,551)
Transfers	2,268,227	-	2,268,227
Disposals	-	270,884	270,884
Balance as at 31 December 2022	(5,687,828)	(298,694)	(5,986,522)
Depreciation charged	(1,435,645)	(238,323)	(1,673,968)
Transfers	1,800,769	-	1,800,769
Disposals	-	279,663	279,663
Balance as at 31 December 2023	(5,322,704)	(257,354)	(5,580,058)

The Foundation recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. If a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Foundation expects to exercise a purchase option, the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The Foundation applies AASB 136 Impairment of Assets to determine whether a right-of-use asset is impaired and accounts for any identified impairment loss as described in the 'Property, plant and equipment' policy.

The following useful lives are used in the calculation of depreciation:

Motor vehicles	3 – 10 years
Commercial premises	1 – 3 years

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

12. TRADE AND OTHER PAYABLES

	2023	2022
	\$	\$
Trade payables	1,166,887	985,073
Sundry payables and accrued expenses	1,415,904	1,307,776
GST (receivable)/ payable	(204,682)	(196,252)
Total trade and other payables	2,378,109	2,096,597

The average credit period on purchases is approximately 30 days from the date of the invoice. The Foundation has financial risk management policies in place to ensure that all payables are paid within the pre-agreed credit terms.

13. PROVISIONS

	2023	2022
	\$	\$
Annual leave	863,350	700,198
Long service leave	802,243	609,766
Total provisions	1,665,593	1,309,964
Current	1,442,108	1,110,959
Non-current	223,485	199,005
	1,665,593	1,309,964

Liabilities recognised in respect of short-term employee benefits are measured at the undiscounted amount of the benefits expected to be paid in exchange for the related service.

Liabilities recognised in respect of other long-term employee benefits are measured at the present value of the estimated future cash outflows expected to be made by the Foundation in respect of services provided by employees up to the reporting date.



Boys from Centralian Middle, Centralian Senior and Yirara Academies (Alice Springs, NT) warm up for the regional Super Training session in July.

14. CONTRACT LIABILITIES

	2023	2022
	\$	\$
Income received in advance	19,103,634	18,281,929
Capital grants received for assets constructed	1,070,383	1,105,386
Total contract liabilities	20,174,017	19,387,315
Current	17,961,139	18,316,933
Non-current	2,212,878	1,070,382
	20,174,017	19,387,315

Contract liabilities represents payments in advance from customers for services, where the Foundation has a contractual or constructive liability to repay such amounts to the other party in the event that the Foundation does not deliver the services. Income received in advance are recognised as the amount received by the Foundation and is deferred and disclosed as Contract Liabilities until the delivery of the service.

15. RESERVES

	2023	2022
	\$	\$
Investment revaluation reserve		
Balance at beginning of year	-	147,511
Net gain/ (loss) arising on revaluation of available-for-sale financial assets	-	(147,511)
Balance at end of year	-	-

The investment revaluation reserve represents the cumulative gains and losses arising on the revaluation of financial assets that have been recognised in other comprehensive income.

	2023	2022
	\$	\$
Sustainability of operations reserve		
Balance at beginning of year	9,682,783	11,347,249
Transfer from sustainability of operations reserve to accumulated surplus	6,344,902	(1,664,466)
Balance at end of year	16,027,685	9,682,783

The sustainability of operations reserve represents the unsecured funding required in order to run the operations of the Foundation, and enables consistency in program delivery. This is predominantly related to Commonwealth and State Government grants which have expired at the end of 2023, and are under renewal negotiation. It also includes private sector funding required in order to complete the funding needs for the year ahead. Movement out of this reserve will occur when funding agreements have been secured.

16. ACCUMULATED SURPLUS

	2023	2022
	\$	\$
Balance at beginning of year	22,836,031	19,775,100
Surplus for the year	3,262,049	1,396,467
Transfer (to)/from sustainability of operations reserve	(6,344,902)	1,664,466
Balance at end of year	19,753,178	22,836,033

NOTES TO THE FINANCIAL REPORT CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2023

17. CASH AND CASH EQUIVALENTS

	2023	2022
	\$	\$
Cash at bank	6,863,471	6,100,020
Total cash and cash equivalents	6,863,471	6,100,020

For the purposes of the statement of cash flows, cash and cash equivalents comprise cash on hand and cash held with financial institutions. Cash equivalents are short term (with a maturity period of 3 months or less), highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

17.1. Reconciliation of surplus for the year to net cash flows from operating activities

	2023	2022
	\$	\$
Surplus after income tax	3,262,049	1,396,465
Non-cash flows in surplus		
- depreciation and amortisation of property, plant & equipment	1,295,205	1,411,073
- depreciation and amortisation of right of use asset	2,477,033	2,090,511
- net gain on disposal of property, plant and equipment	-	(648,511)
- dividend reinvested	-	-
- net fair value gain/(loss) on financial asset	-	(147,512)
Investing activities included in surplus		
- interest received	(1,673,852)	(623,614)
Movements in working capital		
- decrease/(increase) in trade and other receivables	5,201,904	(4,890,184)
- increase in provision	355,629	163,293
- decrease/(increase) in prepayments	37,521	(155,140)
- increase/(decrease) in trade and other payables	705,755	(8,587,545)
Cash flows used in operating activities	11,661,244	(9,991,124)

18. LEASE LIABILITIES

	2023	2022
	\$	\$
Secured - at amortised cost		
Current	1,304,470	2,630,570
Non-current	2,389,956	2,896,294
	3,694,426	5,526,864
 Maturity analysis		
Year 1	1,425,883	2,768,505
Year 2 and onwards	2,515,753	3,042,775
	3,941,636	5,811,280
Less: unearned interest	(247,210)	(284,417)
	3,694,426	5,526,863

The Foundation assesses whether a contract is or contains a lease, at inception of the contract. The Foundation recognises a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets (such as tablets and personal computers, small items of office furniture and telephones). For these leases, the Foundation recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Foundation uses its incremental borrowing rate

Lease payments included in the measurement of the lease liability comprise:

- Fixed lease payments (including in-substance fixed payments), less any lease incentives receivable
- Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date
- The amount expected to be payable by the lessee under residual value guarantees
- The exercise price of purchase options, if the lessee is reasonably certain to exercise the options
- Payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The Foundation remeasures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used)
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

The Foundation did not make any such adjustments during the periods presented.

19. CONTINGENT LIABILITIES

The Foundation has no contingent liabilities as at 31 December 2023 (2022: \$nil).

20. RELATED PARTIES

During the financial year, the Foundation remunerated the key management personnel. The amounts disclosed in the table are the amounts recognised as an expense during the reporting period related to key management personnel. Key management personnel are categorised as the CEO and management that has a direct reporting line to the CEO.

	2023	2022
	\$	\$
Compensation of Key Management Personnel		
Short-term employee benefits	1,866,432	1,408,514
Other long-term benefits	44,662	35,763
Total compensation paid to key management personnel	1,911,094	1,444,277

21. SUBSEQUENT EVENTS

There has not been any matter or circumstances that have arisen since the end of the financial year that has significantly affected, or may significantly affect, the operations of the Foundation, the results of those operations or the state of affairs of the Foundation in future financial years.

DIRECTORS' DECLARATION

FOR THE YEAR ENDED 31 DECEMBER 2023

The Directors declare that:

(a) In the Directors' opinion, the attached financial statements and notes thereto are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including

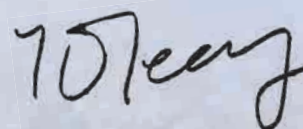
i) complying with Australian Accounting Standards - Simplified Disclosure and the Australian Charities and Not for profits Commission Regulations 2022; and

ii) giving a true and fair view of the financial position of Clontarf Foundation as at 31 December 2023 and its performance for the year ended on that date;

(b) In the Directors' opinion, there are reasonable grounds to believe that Clontarf Foundation will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors.


On behalf of the Directors,



Tom O'Leary

Chairman

Perth, 15 March 2024



Boys from Nhulunbuy Academy (NT) cool off at Emma Gorge during a camp to Kununurra, WA.

PARTNERS

- AGL Energy
- AIG Australia
- AKJ Services
- Alice Springs Town Council
- Alkane Resources
- Allianz Australia
- American Express
- Ampol
- AngloGold Ashanti Australia
- APA Group
- Ashirwad Foundation
- Aurizon Holdings
- Australia Post
- Australian Gas Infrastructure Group
- Australian Government, Department of Prime Minister & Cabinet
- Bank of Queensland
- Bant Street Foundation
- Barmingo
- Barpa
- BCF
- Bellevue Gold
- Berkshire Hathaway
- BGIS
- BHP
- BMD Group
- Boart Longyear
- Boeing Defence Australia
- Border Express
- Bunzl Australasia
- Centurion Transport
- CITIC Pacific Mining, Sino Iron Ore Project
- Civeo
- Clough Foundation
- Clublinks
- Coates
- ComfortDelGro
- Compass Group
- Co-operative Bulk Handling (CBH)
- Cowie Group
- CPB Contractors
- Cricket Australia
- Deutsche Bank AG
- DHL Express
- DHL Global Forwarding
- EIG Australia
- Elemera
- Emmerson Resources
- Engenco
- Essential Energy
- Estate of the late Louis Kim Bartenstein
- Evans Family Foundation
- Fell Foundation
- Fenix-Newhaul
- Flinders Port Holdings
- Followmont
- Fortescue
- Fox Sports Australia
- Freight Lines Group
- Freudenberg Household Products
- FuelFix
- Fulton Hogan
- Glencore Coal Assets Australia
- Goldsmith Family Foundation
- Goodman Foundation
- Google Australia & New Zealand
- Government of South Australia, Department for Education
- Government of Western Australia, Department of Education
- Government of Western Australia, Department of Regional Development
- Gum Tree Foundation
- Haigh's Chocolates
- Haileybury Rendall School Darwin
- Hakluyt
- Hastings Deering
- Herbert Smith Freehills
- Hitachi Construction Machinery (Australia)
- Honeywell
- Hunter Water
- Ian Potter Foundation
- IGO Limited
- Iluka Resources
- Ingot Hotel
- Inland Rail
- Ironbark Aboriginal Corporation
- J&M Wright Foundation
- Jadestone Energy
- Jaybro
- Jerry & Ann Ellis
- John Holland Rail
- John Laing Charitable Trust
- Joss Group
- Kingfam Foundation
- Komatsu Australia
- Landbridge Infrastructure Australia
- Legeneering Australia
- Lhere Artepe Aboriginal Corporation
- Lightsource bp
- Linfox
- Lycopodium
- MAAS Group
- McKay Drilling
- Macquarie Group Foundation
- Margaret Dundas
- Max Services
- Mercer (Australia)
- Mick & Lyndall McCormack
- Mineral Resources
- Mitsubishi Corporation
- MM Electrical & Data Suppliers
- Monford Group
- Mount Gibson Iron
- NDD Family Trust
- New Hope Group
- New Town Toyota
- Newcrest Mining's Cadia Valley Operations
- Newgate Communications
- Newmont Tanami
- Northern Star Resources
- Northern Territory Government, Department of Education
- Notre Dame University
- NSW Minerals Council
- Odyssey Marine
- Orica Australia
- Oz Minerals
- Packer & Co
- Packer Family Foundation
- Paynter Dixon
- Peak Iron Mines
- Peta & John Day
- Pilbara Ports Authority
- Pipeline Technics
- Pon Australia
- Port Waratah Coal Services
- Powerlink Queensland
- Programmed Maintenance Services
- Protech
- PSP Canada
- Qantas Airways
- Qube Holdings
- RC Construction
- Red Vets Toowoomba
- Reece Group
- Resource Strategies
- Rio Tinto Australia
- Riverside Marine
- Road Safety Commission
- Rob Meree Foundation
- Rottnest Island Authority
- Royal Australian Navy
- SA Water
- Santos
- SEE Civil
- Serco
- Servco Australia
- Sirron Holdings
- SKG Services
- Skill Hire
- Snowy Hydro
- Sonic Healthcare
- South32
- SRG Global
- St Mary's College, Broome
- St Vincent's Private Hospital Brisbane
- Stan Perron Charitable Foundation
- Stantec Australia
- State of New South Wales, Department of Education and Communities
- State of Queensland, Department of Education and Training
- State of Victoria, Department of Education and Early Childhood Development
- State Street Fund at Give2Asia
- Steel Blue
- Steelstruct
- SUEZ Australia & New Zealand
- Sulzer Australia
- Sundberg Family Foundation
- SunRice
- Sutherland District Trade Union Club
- Svitzer
- Synergy Resources
- Thales Australia
- The Argyle Family
- The Bass Family Foundation
- The Corio Foundation
- The Gillam Family
- The Market Herald
- The Phillips Foundation
- The University of Notre Dame
- The University of Sydney
- The Wests Group
- Thiess
- Thomas Foods International
- TIMG
- TLA Worldwide
- TransGrid
- Transport for NSW
- Tronox Pigment Bunbury
- Tutt and Bryant Group
- Twin Towns Services
- UBS
- UGL Limited
- United Forklift and Access Solutions
- Visy
- W&K Property Trust
- Wagga RSL Club
- Walsitz Foundation
- Wallis Drilling
- Warilla Bowls & Recreation Club
- Water Corporation
- WesCEF
- Wesfarmers
- Western Cape Communities Trust
- Western Power
- Western Rock Lobster Council
- Wests Group Macarthur
- Whitehaven Coal
- Woodside Energy
- Woolworths Group
- Wright Prospecting
- Yancoal Australia
- Yeperenye Shopping Centre
- Yirara College
- Zenith RBA and Formula RBA

Many other individuals, workplaces and community organisations also make regular donations to our academies. We value and appreciate their ongoing support.

LETTER OF SUPPORT

Our family has had boys in the program for the last seven years, firstly Murgon and now Townsville. Clontarf has not only been a big part of our boys' lives, but a part of our family as a whole.

Our eldest son attended the Clontarf academy at Murgon State High School where he was celebrated for his academic achievements. Clontarf supported him to participate in Bunya to Bay and helped with employment opportunities after completing high school.

Our middle boy attended the Clontarf academy at Murgon State High School and Townsville State High School where he was celebrated for his employment achievements and career goals. He has just started an apprenticeship as a fitter with Aurizon, becoming a role model for his siblings and the other boys at school. Clontarf supported his self-confidence within the workplace through encouragement and connections to a casual job working at Woolworths while still at school. He gained his driver's licence and white card.

While in Year 9, he was diagnosed with a blood disorder, which affected his schooling. The Clontarf staff, along with his teachers, were able to help him finish assessments and pass all his classes. He was not able to participate in football games or physical activities which affected his mental health. The Clontarf staff made sure he was still involved with Clontarf training by having him help with the preparation of breakfast and running water. Through the care and compassion of the Clontarf team, he was able to better deal with his disorder.

Our youngest boy attended the Clontarf academy at Murgon State School and Townsville State High School. Moving to a new town and not knowing anyone on the first day of his first year at high school was daunting. We walked straight into the Clontarf room where we were welcomed by the team and he was introduced to the other boys in the room. This was a wonderful experience and as a parent it put me at ease knowing my boy was in good hands.

Through the Clontarf Foundation our boys have made lasting friendships, been given amazing opportunities, been supported, encouraged and cared for. I hope the Clontarf Foundation continues to grow.

Kind Regards,

Samantha, mother of three boys in the Clontarf programme

Twin brothers Angus and Norbert Nalorlman, Kennedy Manakgu and Operations Officer Rhys Knight (Gunbalanya Academy, NT) kayak along Lake Argyle during a trip to Kununurra, WA.



clontarf
foundation

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