

annualreport2021



clontarf
foundation



"It's not often we stop from our busy lives to put pen on paper and thank someone. However, today I am. I must thank the Clontarf team, but especially one of your staff members, Ricco Lane.

My son, Jarrell James McMillan attends Dubbo College South Campus. Without the support of Clontarf and Ricco, my son wouldn't even attend school. Clontarf have helped Jarrell and I with many challengers, including:

- *If needed, getting him to school*
- *His transition into the behaviour class*
- *Being bullied and helping Jarrell deal with this*
- *Attending as support during education meetings*
- *Talking through his challenges at school with him and implementing positive changes*
- *Providing a safe place within the school for Jarrell to seek help*
- *Assisting the teachers to provide the best education to suit him.*

Ricco has worked closely with my son and he continues to amaze me with his support and kindness. As a parent, I feel Ricco has my son's school future as a priority and wants to see him achieve; something I struggle seeing with other similar services.

I must also take this time to acknowledge the Aboriginal culture that Clontarf helps to provide. As a single, non-Aboriginal mother, I don't always understand the culture and there are things I just can't teach. Clontarf provides a space where Jarrell can feel proud to be Aboriginal and learn and understand his culture further.

Unfortunately, Jarrell does not see or have a positive relationship with his dad due to domestic violence and drug abuse. Therefore, as a single mother, it is heart-warming to know that he has positive, Aboriginal, male role models around him every day at school to influence and support him.

Sometimes school is challenging for children who do not work well in that environment. Jarrell has ADHD and ODD, so being able to sit still, listen and learn is hard. Clontarf have assisted him with these challenges.

So, after all the above, this is why I felt I had to stop my busy life to acknowledge amazing people and an incredible service. Thank you, Clontarf and Ricco!"

Rebekah McMillan, mother of a Dubbo South Academy member, Jarrell McMillan.



CONTENTS

Who We Are and What We Do 2

Chairman & CEO's Report 3 - 16

Roll of Honour 17 - 18

Corporate Structure 19 - 22

Academy Locations 23 - 26

Auditor's Report 27 - 30

Financial Report 31 - 57

Partners 58

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.**

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.

Edwin Peters and TJ Taylor (Hedland Primary Academy, WA) cool off during a camp at Pretty Pool in Port Hedland, WA.

CHAIRMAN AND CEO'S REPORT 2021

OVERVIEW

During 2021, the COVID-19 pandemic continued to impact the lives and livelihoods of people across Australia. It also continued to disrupt the Clontarf programme, with many events having to be cancelled or postponed and many traditional academy activities shifted to virtual engagement.

Despite this, our staff once again stepped up to the plate, worked tirelessly alongside their host schools to ensure the welfare and ongoing development of the young men enrolled in their academies and, contrary to expectations, in several areas even managed to achieve record results.

Highlights of the year included:

- opening eleven new academies
- expanding our reach in the Pilbara region of WA
- year-end participant numbers increasing to a record 9,290

- 731 participants completing Year 12
- achieving an average school attendance of 79% (with 60% of participants having average attendance rates of 80% or above)
- 88% of Year 12 graduates remaining engaged in employment or further education 12 months after graduating – another Clontarf record.

In Western Australia, we started new academies at:

- Belmont (Belmont City College, Belmont)
- Hedland Primary (Baler Primary School, Cassia Primary School, South Hedland Primary School, Port Hedland)
- Karratha Primary (Baynton West Primary School, Pegs Creek Primary School, Tambrey Primary School, Karratha)
- Newman (Newman Senior High School, Newman).

In South Australia, new academies were opened at:

- Coober Pedy (Coober Pedy Area School, Coober Pedy)
- Paralowie (Paralowie R-12 School, Paralowie)
- Salisbury (Salisbury High School, Salisbury).

In Queensland, a new academy was opened at Western Cape (Western Cape College, Weipa).

In the Northern Territory, we started a new academy at Taminmin (Taminmin College, Humpty Doo).

Lastly, in addition to all of the above, the number of participants in two "satellite" academies grew to the point where they each warranted their own academy.

Senior Broome Academy (WA) boys Djalen Monck-O'Meara and Hahvahn Rivers speak to Alec Isaac and Chantel Westley about work opportunities with Rio Tinto during the Broome Employment Forum.



These academies were:

- St Mary's College Broome
(a satellite of the academy at Broome Senior High School)
- Tennant Creek Primary School
(a satellite of the academy at Tennant Creek High School).

During the year, St Mary's Academy and the Tennant Creek Primary Academy were spun off from their respective parent academies to become standalone academies.

At the end of the year, we closed our inaugural academy, the Clontarf Academy, located at Clontarf Aboriginal College in Waterford, WA. The academy, which opened in 2000 with 25 boys, grew to the point where, in a typical year, it catered for 90 participants. Over the 21 years of its existence, nearly 400 boys enrolled in the programme completed Year 12. The decision for the College and the Foundation to part company was triggered by the College's desire to support both male and female students in a single programme. The Foundation:

- understands and accepts this decision
- thanks the College for hosting us – particularly in our formative years
- wishes the College and its students every success in the future.

Whether measured in terms of results achieved, growth in numbers, geographic reach, financial viability, or all of these, the Foundation's 21 years must be rated as successful. One of the major factors contributing to this success is the stability, vision and collective capability of the Board. Despite this, seven of the eleven

Board Members are inaugural Board Members and in addition some of the seven are approaching the end of their corporate careers. Accordingly, early in 2021, the Board decided that, for the Foundation to be able to continue to grow and evolve, the Board itself should be renewed. Under a plan developed and agreed by all Board Members, over the next two and a half years, all inaugural Non-Executive Directors will retire and be replaced by new Directors with appropriate qualifications and experience.

As part of this process, as well as to equip the Foundation for further expansion, Craig Brierty was appointed to the new position of Deputy Chief Executive Officer and made a Director of the Foundation. Craig joined Clontarf in 2003 to establish our employment capability and since that time has progressed through the ranks to become Chief Operations Officer – a position he has occupied for more than 15 years. In acknowledgement of the size and importance of our Eastern States operations, Craig recently relocated to Sydney.

We also welcomed another new Board Member in Isaac Gibbs. Isaac – who has degrees in law as well as agricultural science – previously occupied senior legal roles with several companies and legal practices before taking up his current position, General Counsel and Company Secretary at Audi Australia.

December 2021 also saw David Neesham, an outstanding contributor to the development of Clontarf, stand down from the Board. David, along with his brother and fellow inaugural Director Harry,

first gave Gerard the encouragement and guidance he needed to pursue his idea. As a Board Member, and irrespective of the complexity of the issue, David never failed to cut through to the core of the matter and come up with sound advice. His listening ability, wisdom, sound judgement and empathy with our cause has been invaluable and will be missed. We sincerely thank David for his major contribution.

9,290

Clontarf participants at year's end

731

boys completed Year 12

136

Clontarf academies operated across six states/territories

149

schools hosted a Clontarf academy

11

new academies opened

CHAIRMAN AND CEO'S REPORT 2021 CONTINUED

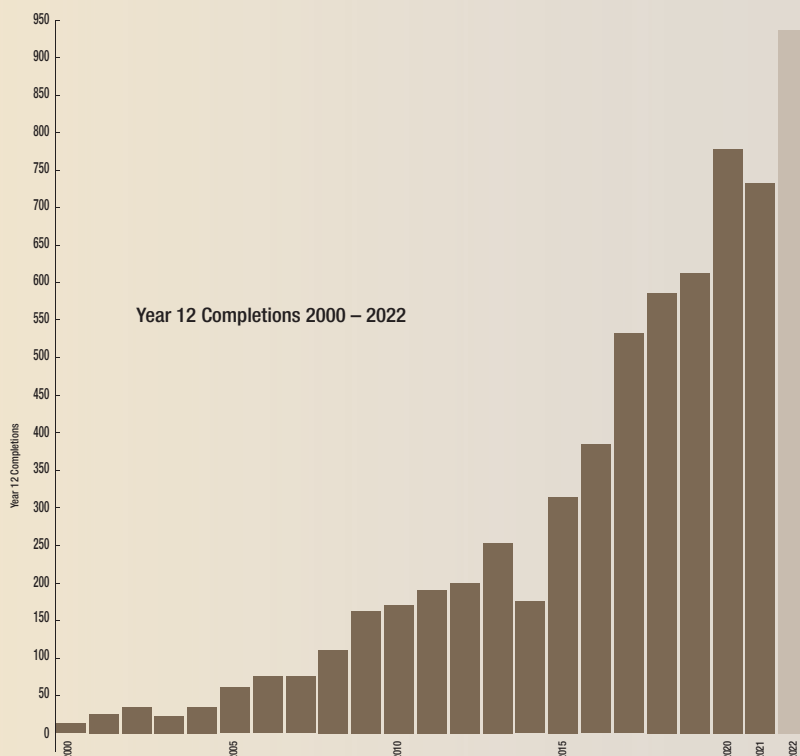
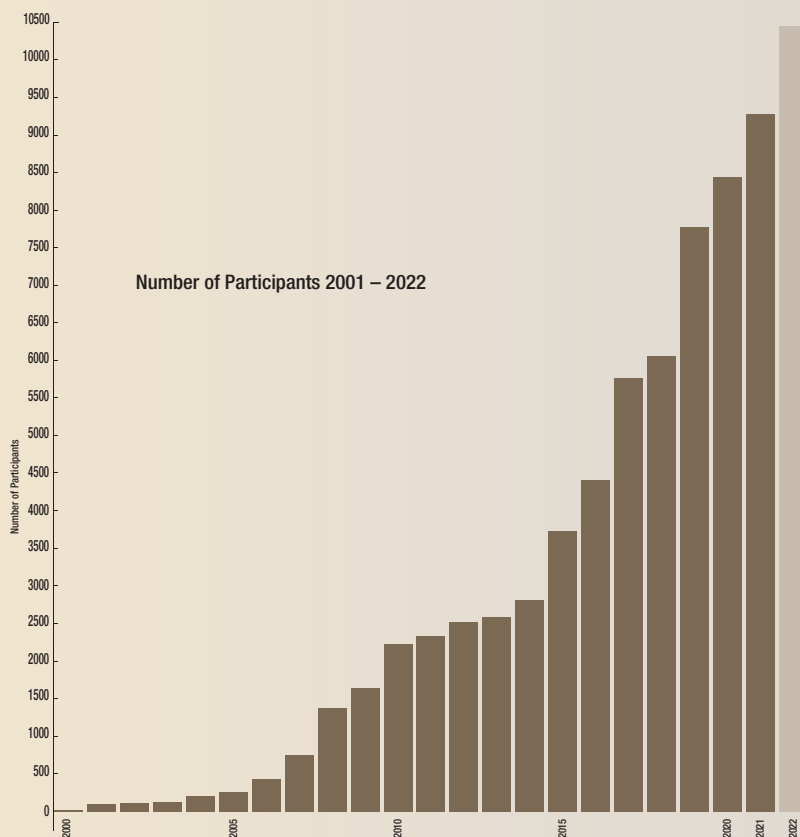
Finally, the demand from schools, parents and Aboriginal and Torres Strait Islander communities to open new academies remains exceptionally strong with requests from 70 schools with an estimated potential to cater for 4,000 participants having been received in the last three years. However, the majority of these came from schools and communities located in New South Wales and to a lesser extent in Queensland where in both cases our total numbers already exceed the totals allowed for (and hence paid for) under the existing state government contracts. We are currently exploring whether either (or both) state governments have an appetite to vary their contracts with us in order to meet some or all of the burgeoning demand. It follows that unless (and until) this occurs, our ability to grow in these large states will be limited.

The above notwithstanding, further growth will also require us to obtain additional funding from the private sector. Current indications are that any additional private funding needed should be available.

Hence, to summarise, without additional funding from one or both of the New South Wales and Queensland governments, 2022 will be a year of moderate growth with:

- most of any increase in numbers resulting from organic growth in existing academies
- new academies opening in Term 1 at Kent Street Senior High School, located in Perth, WA, and James Fallon High School, located in North Albury, NSW
- two more academies opening in South Australia in the second half of the year.

HISTORY OF CLONTARF GROWTH 2000 – 2022



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 boys who completed Year 12 at the end of the previous year and who by the end of the current year are engaged in employment or undertaking further education or training, expressed as a percentage of the total number of boys who completed Year 12 at the end of the previous year.

In 2021, across all 136 of our academies, we achieved:

- a retention rate of 89% against a target of 90%
- an attendance rate of 79% against a target of 80%.

In addition:

- 60% of academy members had an attendance rate of 80% or better
- 731 boys completed Year 12
- 88% of boys who completed Year 12 in 2019 remained in jobs or further education after 12 months of leaving school, against a target of 80%.

In 2021, our average unit cost per participant was \$6,407 compared to a budgeted cost of \$7,500.

Three factors contributed to the significant difference between the average unit cost and budgeted cost per participant:

- Planned academies being delayed in their start-up and taking time to grow to budgeted enrolments.
- Operational cost savings across many expense categories, but predominantly vehicle procurement.
- Reduced activity due to COVID-19 restrictions resulting in temporary suspension of some academies, localised camps/major trips as opposed to intrastate travel, and major trips.

The impact of these factors on the unit cost per participant is as follows:

Item	Amount (millions)	Cost per participant
Operating expenditure	61.92	6,407
Planned academies delayed opening	1.73	179
Operational cost savings	6.46	668
Efficiencies of economies of scale	6.65	688
Budgeted surplus	-4.27	-441
Total	72.48	7,500

Colique Wiseman (Centralian Middle Academy, Alice Springs, NT) takes in the beautiful landscape of Central Australia during a trip to Uluru and Kata-Juta.

CHAIRMAN AND CEO'S REPORT 2021 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. In order 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
- 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 at which boys develop confidence and presentation skills and where potential employers showcase their companies and familiarise themselves with our boys.

In 2020, 771 boys completed Year 12 and by the end of December 2021, 678 (88%) of these remained engaged in employment or were undertaking further education.

During the year, a total of 709 (92%) of these boys were engaged at some stage.

These are record results for Clontarf and to achieve them in a year as challenging as 2021 is a testament to the hard work of our employment team and the resilience of the young men they work with.

We must also acknowledge our many partners who answered our early call to employ as many of our graduates during the pandemic as possible. 140 (21%) of 2020 graduates were employed with a Clontarf partner in December. These employment opportunities were vital lifelines for these young men and allowed them to support themselves and their families during uncertain times.

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.

Like in 2020, restrictions resulting from the pandemic reduced our ability to run our traditional employment activities such as Employment Forums and worksite visits. Where possible, our Employment Team, in conjunction with Clontarf partners and local businesses, ran virtual forums, worksite visits, mock interviews and other remote activities to ensure our senior boys received as much exposure as possible to potential work opportunities and experience prior to leaving school. They also assisted boys to obtain driver's licences and write CV's.

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 1,229 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.

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, 188 Year 12 boys had their driver's licence and 582 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 other corporate and local supporters for providing the Foundation with funding that allowed us to increase the work we do regarding driver safety and licence attainment.



Oxley Academy (Tamworth, NSW) alumnus Dominic Goodwin-Hauck receives the Tom Harvey Award from NSW Governor Her Excellency Margaret Beazley AC QC.

88%

of 2020 Year 12 leavers were engaged in employment or further education/training a year after graduating

92%

of 2020 Year 12 leavers were engaged at some stage during the year

1,229

academy members engaged in part-time/casual work

597

academy members engaged in work with a Clontarf partner

582

Year 12s had their learner's permits

188

Year 12s had their driver's licences



Marcus Carr (Dubbo Senior Academy, NSW) sharpens his employment skills during a metal work class.

CHAIRMAN AND CEO'S REPORT 2021 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.

Like 2020, many of our traditional sporting activities including morning training sessions, inter-academy games and carnivals were postponed or cancelled due to pandemic restrictions. Where morning training sessions were unable to be held, academies ran virtual training sessions via video conference to ensure the boys stayed active and in a positive routine.

Despite the reduction in opportunities to participate in sporting activities, most boys remained engaged in the programme, which is testament to the broad appeal of Clontarf.

Of course, where possible, games and carnivals were held and included:

Australian Rules

- Kimberley Clontarf Shield in Broome, WA in March.
- Cecil Andrews Junior Football Carnival in Seville Grove, WA in March.

- Clontarf Cup Senior Football Carnival in Perth, WA in March.
- Top End Cup in Katherine, NT in June.
- Silver City Shield in Broken Hill, NSW in June.
- Spinifex Shield in Port Hedland, WA in August.
- Deadly Attendees Carnival in Perth, WA in August.
- Port Augusta Football Carnival in Port Augusta, SA in August.
- Senior Football Carnival in Perth, WA in September.
- Battle in the Barkly Middle Schools Football Carnival in Tennant Creek, NT in September.
- Northern Carnival in Kununurra, WA in September.
- Binjareb Wirin Cup Football Carnival in Mandurah, WA in September.

Rugby League

- Warwick Rugby League 9's Carnival in Warwick, QLD in March.
- Year 7 Rugby League Carnival in Townsville, QLD in March.
- Senior Rugby League Carnival in Wyong, NSW in April.
- Year 7-8 Rugby League Carnival in Singleton, NSW in April.
- Queensland Rugby League Carnival in Mackay, QLD in June.
- Ross Kelly Cup Warmup Carnival in South West Rocks, NSW in June.
- City vs Country Footy Carnival in Toowoomba, QLD in July.
- Western Cape Shield in Weipa, QLD in September.
- Far North Queensland Twilight Rugby League Carnival in Cairns, QLD in November.
- Year 7 Rugby League Carnival in Townsville, QLD in November.

Cricket

- Sydney Regional Cricket Carnival in Matraville, NSW in February.
- Imparja Cup in Alice Springs, NT in February.
- Middle School Indoor Cricket Carnival in Palmerston, NT in March.
- Regional Indoor Cricket Carnival in Toowoomba, QLD in August.
- Year 7-8 Southern Corridor Competition in Cairns, QLD in October.
- Darling Downs Cricket Carnival in Toowoomba, QLD in October.
- Regional Cricket Carnival in Townsville, QLD in October.
- Year 7-8 Far North Queensland Clontarf Cricket Carnival in Cairns, QLD in November.
- City Beach Cricket Carnival in Perth, WA in November.
- Regional Cricket Carnival in Aldinga, SA in December.
- Great Southern Beach Cricket Carnival in Albany, WA in December.

Other

- Mid North Coast Year 8-9 Basketball Carnival in Port Macquarie, NSW in March.
- Junior Bush Run in Townsville, QLD in February.
- Clontarf Soccer Carnival in Darwin, NT in March.
- Port Lincoln Cup Basketball Carnival in Port Lincoln, SA in March.
- Regional Basketball Carnival in Townsville, QLD in April.
- West Pilbara Shield Basketball Carnival in Karratha, WA in September.
- Boab Cup Basketball Carnival in Derby, WA in October.



Jahkarl Kennedy (Mount Austin Academy, Wagga Wagga, NSW) charges through his opponents as his teammates cheer him on during the Year 7-8 Rugby League Carnival in Orange.

CHAIRMAN AND CEO'S REPORT 2021 CONTINUED

4,631

boys received a health check

6,602

conditions requiring treatment/ongoing monitoring detected

1,867

boys received further treatment



Peter Leo (Yirara Academy, Alice Springs, NT) receives his annual health check.

(Right) George Mye, Fred Sagigi and Teejay Hegarty (Trinity Bay Academy, Cairns, QLD) cook up a storm in the academy room kitchen.

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.

The disruption to the Foundation's activities caused by the COVID-19 pandemic also impacted the delivery of our health programme. Despite this, various local health care providers carried out health checks on 4,631 eligible Clontarf boys. 6,602 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 the majority of conditions that were identified.

Arrangements were made for 1,867 boys requiring further treatment to receive it including 32 boys with serious heart conditions, 593 needing dental treatment, 303 requiring glasses, 228 requiring hearing treatment and 217 requiring counselling. An additional 277 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 – COVIDSafe, 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.

The health and safety of Clontarf participants and staff is of the highest priority for the Foundation and as such, COVIDSafe practices continued in every academy around the country. Measures included:

- Social distancing
- Academy hygiene stations
- Signage promoting safe practices
- COVID-19 information sessions
- Schoolwork/food delivery to homes
- Remote learning, training and engagement
- Reduction/cancellation of physical contact during sport
- Restriction/cancellation of external visitors



CHAIRMAN AND CEO'S REPORT 2021 CONTINUED

PATRONAGE

Clontarf is honoured to have five Patrons:

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

In a challenging year, our Patrons continued to support the Foundation and its participants:

- Dr Michael attended the Clontarf Cup football carnival in Perth (WA) in March.
- The WA Governor visited the Fremantle Academy (WA) where he had lunch with academy members and staff in August.
- A video conference between the Governor-General and Katherine Academy (NT) was planned for September but was cancelled due to pandemic-related lockdowns.

We acknowledge and thank all our Patrons for their support during the year.

ANNUAL ACCOUNTS

In 2021, the Foundation achieved an accounting surplus of \$2,212,386 for the year (or 3.4% 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 \$64.1 million increased by 10.4% on the prior year, reflecting the growth in our partnerships with the private sector, and the bounce back to an economical normal, as predicted last year. Expenditure increased by 11.5% to \$55.6 million, largely driven by the 9% increase in participants from previous years, the opening of nine new academies (not counting our two 'spin off academies', and a full year of operations of all seven 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 achieve 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.

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 Clontarf surpluses as part of ensuring their financial health in the event of funding uncertainties. At the end of 2021, the Foundation had a 'free cash' position of approximately \$26 million. In light of its size (average monthly expenditure \$6.0 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 \$6.0 million, with a further \$49.0 million held in longer term investments to generate operational funds. This is offset by \$28.2 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 \$28.2 million would be returned to funding partners.



Endeavour Academy (Caringbah, NSW) staff member Arnold Woulf with Joshua Munro, Cooper Thompson and Prime Minister the Hon. Scott Morrison MP.

FUNDING

Federal Government	\$25,117,535
WA Government	\$5,503,750
NT Government	\$2,787,500
VIC Government	\$600,000
NSW Government (including partner school contributions)	\$8,035,000
QLD Government	\$4,445,000
SA Government	\$606,042 *see note
Non-government partner schools	\$838,359
Corporate and philanthropic sectors	\$15,517,410
Interest and miscellaneous revenue	\$681,046
Total	\$64,131,642

**Actual funds received \$822,500, less deferment of \$216,458 to next funding agreement commencing 1 Jan 2022.*

The Foundation endeavours to source its funds:

- 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 2021, 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 39.6% of the total income for the year under the Indigenous Advancement Strategy (IAS) and from the Department of Health. We enjoy a very strong and cooperative relationship with The Department of Prime Minister and Cabinet and appreciate the assistance provided.

We wish to thank the Prime Minister the Hon. Scott Morrison MP, Hon. Josh Frydenberg MP, Hon. Ken Wyatt AM MP, Hon. Daniel Tehan MP, Hon. Alan Tudge MP, Hon. Mark

Coulton MP, Hon. Steve Irons MP, Hon. Ben Morton MP, Hon. Melissa Price MP and Senator the Hon. Michaela Cash for their support. We also acknowledge the support provided by Hon. Linda Burney MP, Hon. Warren Snowden MP, Dr Anne Aly MP and Senator Patrick Dodson.

State Governments

Approximately 34.6% 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 the Hon. Mark McGowan MLA, Hon. Dr Tony Buti MLA, Hon. Sue Ellery MLC and Hon. Stephen Pratt MLC for their support in 2021.

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 the Hon. Michael Gunner MLA, Hon. Lauren Moss MLA, Hon. Selena Uibo MLA, Karen Weston, Susan Considine and Victor Williams of the Department of Education.

Victoria

We wish to acknowledge the Deputy Premier and the Minister for Education the Hon. James Merlino MP, and Zack Haddock, Janette Kennedy and Gerry Finnigan of the Department of Education and Training's Koorie Outcomes Division.

New South Wales

We wish to acknowledge the Premier the Hon. Dominic Perrottet MP, Hon. Sarah Mitchell MP, Hon. Victor Dominello MP, Hon. Don Harwin MLC and all staff at the Department of Education.

Queensland

We wish to acknowledge the Minister for Education the Hon. Grace Grace MP, outgoing Director-General Tony Cook and Acting/ Assistant Director-General Leon Proud for their support. We welcome recently appointed Director-General Michael De'Ath and look forward to working with him closely.

South Australia

We wish to acknowledge the outgoing Premier: the Hon. Steven Marshall MP, Hon. John Gardner MP and Department for Education CEO Rick Persse.

CHAIRMAN AND CEO'S REPORT 2021 CONTINUED

PARTNERSHIPS

The remaining third 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, they also:

- allow us to maintain a high degree of flexibility,
- help us retain our independence,
- serve as sources of influence and advice, and
- provide jobs 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 Australia Post, Bant Street Foundation, Barpa, Coates, Estate of The Late Louis Kim Bartenstein, Fenix-Newhaul, Flinders Port Holdings, Steelstruct, Fulton Hogan, GPT Group, Inland Rail, Joss Group, MAAS Group, McKay Drilling, MM Electrical & Data Suppliers, Nacap, Ormond Civil, Peak Iron Mines, Red Vets Toowoomba, Reece Group, Riverside Marine, State Street Fund, Transdev, Tronox Pigment Bunbury, Western Cape Communities Trust, Western Power, Wren Oil and Visy.

We also thank the following organisations for increasing their existing partnership contribution or extending over multiple years: APA Group, Aurizon Holdings, Compass Group, Co-operative Bulk Handling (CBH), Cricket Australia, Northern Star Resources, Programmed Maintenance Services, Woolworths Group, Rio Tinto Australia, St Vincent's Private Hospital Sydney, Woodside Energy and Yancoal Australia.

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 21 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 friends, our goal of reaching 16,000 boys across the country will not be possible. Within this context, we thank the many individuals and organisations who even through such a challenging year, continued to introduce us to their associates, customers and broader network.

We also thank and acknowledge the efforts of several 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

At December 2021, the Foundation employed a team of 503 men and women who worked tirelessly to provide as many opportunities as possible for the young men in our programme to realise their full potential.

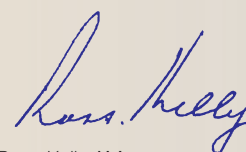
While our team is dispersed across the country and made up of people from widely differing

backgrounds, its members have two things in common – their commitment to our cause and as a consequence, their ability to engender trust not only within the young men enrolled in Clontarf but also within the communities in which we operate. Without this trust, nothing we achieve would be possible.

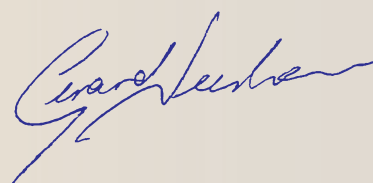
To all of you we say 'Thank you for continuing to provide the safe, non-judgemental and fun environment that enables these boys to thrive, while all the while dealing with the trials and tribulations resulting from the pandemic.'

To our volunteer Board Members, we thank you for once again providing invaluable advice, guidance and direction. To our new Board Members, Craig and Isaac, we say welcome, and to David, who is leaving us after 20 years of service, thank you and good luck. We're sure you'll stay in touch.

To our advocates, partners and volunteers, you have continued to stand by the Foundation, its staff and academy members during another very challenging year. We value and enjoy your partnership with us and look forward to continuing to achieve together.



Ross Kelly AM
Chairman



Gerard Neesham OAM
Chief Executive Officer

To Coonamble Academy (NSW) member Shontayne Dixon, Clontarf staff member Nathan Thurston is so much more than a role model. He is someone he can trust and confide in – key attributes expected of all Clontarf staff members.



ROLL OF HONOUR

EDUCATION

- **Brandon Houghton** (Matraville, NSW, 2020)
Bachelor of Engineering at University Technology Sydney
- **Caleb Martin** (Elizabeth Macarthur, NSW, 2021)
Bachelor of Information Technology at the University of Wollongong
- **Cameron Gregory** (Bidwill, NSW, 2021)
Bachelor of Tourism Management at Western Sydney University
- **Charlie Thomson** (Narrabri, NSW, 2021)
Bachelor of Psychology at the University of Newcastle, School Dux
- **Coby McClelland** (Kilwan, QLD, 2018)
Bachelor of Information Technology at James Cook University
- **Conor Goddard** (Port Macquarie, NSW, 2021)
Bachelor of Computer Science at Griffith University
- **Cooper Timms** (Goondiwindi, QLD, 2021)
Bachelor of Criminology at the University of Southern Queensland
- **Declan Miller** (Centralian Senior, NT, 2020)
Bachelor of Arts/Bachelor of Business at Griffith University
- **Ethan Taylor** (Geraldton, WA, 2016)
Bachelor of Arts (Honours) at Melbourne University
- **Hunter Culbong** (Gilmore, WA, 2017)
Bachelor of Criminology (Honours) at Australian National University
- **Izac Schofield** (Irrawang, NSW, 2021)
Bachelor of Business at Charles Sturt University
- **Izayah Tuigamala** (Endeavour, NSW, 2021)
Bachelor of Law at the University of Technology Sydney
- **Jacob Ellis** (Oxley, NSW, 2019)
Bachelor of Sports Science at the University of Newcastle
- **Jackson Worley** (Quirindi, NSW, 2021)
Bachelor of Music at Monash University
- **Jae Clarke** (Centralian Senior, NT, 2017)
Bachelor of Arts at Flinders University
- **Jaycob Stream** (Karratha, WA, 2020)
Bachelor of Mechanical Engineering at Curtin University
- **Jock Ellis** (Oxley, NSW, 2019)
Bachelor of Education at the University of Newcastle
- **Julian Turfrey-Naus** (Mildura, VIC, 2021)
Bachelor of Paramedics at Monash University
- **Kaleb Bannon** (Ellenbrook, WA, 2021)
Bachelor of Conservation Biology at the University of Western Australia
- **Kayden Roberts-Barker** (Dubbo Senior, NSW, 2014)
Bachelor of Social Science at the University of Newcastle, Ma and Morley Scholarship Recipient
- **Kobee Denniss** (Oxley, NSW, 2021)
Bachelor of Educational Studies at the University of New England
- **Kobey Potts** (Oxley, NSW, 2021)
Bachelor of Medical Studies at the University of Newcastle
- **Lachlan Pile** (Singleton, NSW, 2021)
Bachelor of Psychology at the University of Newcastle
- **Lachlan Saunders** (Endeavour, NSW, 2021)
Bachelor of Mechanical Engineering at the University of Technology Sydney

- **Michael Young** (St Brendan's, QLD, 2021)
Bachelor of Nursing at James Cook University
- **Riley Herbert** (Shoalhaven, NSW, 2021)
Bachelor of Science at Australian National University
- **Ronald Malicevic** (Camarvon, WA, 2021)
Bachelor of Mechanical Engineering at Curtin University
- **Sam Fechner** (Quirindi, NSW, 2021)
Bachelor of Sports Science at the University of Newcastle
- **Tom Young** (Quirindi, NSW, 2019)
Bachelor of Education (Primary School) at the University of Newcastle
- **Tristan Luxton** (Chatham, NSW, 2021)
Bachelor of Nursing at Charles Sturt University
- **Zachary Heilig** (Harristown, QLD, 2021)
Bachelor of Business at the University of Southern Queensland
- **Jaylen Merriman** (Warrnambool, VIC, 2021)
Selected to participate in the Regional Arts Victoria Creative Leaders Project

EMPLOYMENT

- **Marcellus Ah Kit** (Tennant Creek, NT, 2010)
Awarded the Hospitality NT 2021 Apprentice/Trainee of the Year

LEADERSHIP

- **Andrew Adidi** (Woree, QLD, 2021)
Woree State High School House Captain
- **Arama Samuel** (Woree, QLD, 2021)
Woree State High School House Captain
- **Auston Bruskshaw** (Palmerston 10-12, NT, 2021)
Appointed to the Northern Territory Youth Round Table, Palmerston College 10-12 Campus House Captain
- **Ben Saunders** (Toronto, NSW, 2021)
Master of Ceremonies for the NSW Department of Education NAIDOC Week Celebration
- **Caleb Baker** (Thuringowa, QLD, 2021)
Thuringowa State High School Captain
- **Chevy Ellison** (Collie, WA, 2021)
Collie Senior High School Prefect
- **Cooper Thompson** (Endeavour, NSW, 2021)
Master of Ceremonies at the Prime Minister Community Cook Awards, Endeavour Sports High School Student Representative Council
- **Dallas Cooper** (Barambah Primary, QLD, 2021)
Murgon State School Vice-Captain
- **Daymon Eades** (Sevenoaks, WA, 2021)
Sevenoaks College Student Guild Representative
- **Declan Miller** (Centralian Senior, NT, 2021)
Awarded Young Centralian of the Year at the Australia Day Ceremonies
- **Dominic Goodwin-Hauck** (Oxley, NSW, 2021)
Awarded the Australia Youth Trust 2021 Tom Harvey Award for Citizenship by NSW Governor the Hon. Margaret Beazley AC QC
- **Errol Watson** (Broome, WA, 2021)
Broome Senior High School House Captain, Student Representative Council
- **Evan Collis** (Wellington, NSW, 2021)
Wellington High School Captain

- **Gary-Delette Hogan** (Yirara, NT, 2021)
Yirara College Captain
- **Girra-Dahla Watson** (Murgon, QLD, 2021)
Murgon State High School Vice-Captain
- **Ishmael Singleton** (Woree, QLD, 2021)
Woree State High School Captain
- **Izayah Tuigamala** (Endeavour, NSW, 2021)
Endeavour Sports High School Vice-Captain
- **Jai Hunter** (Chifley Senior, NSW, 2021)
Junior Aboriginal Education Consultative Group President
- **Jawyon Taylor-Hiscox** (Centralian Middle, NT, 2021)
Centralian Middle School Vice-Captain
- **Joshua Munro** (Endeavour, NSW, 2021)
Master of Ceremonies at the Prime Minister Community Cook Awards
- **Kaleb Bannon** (Ellenbrook, WA, 2021)
Ellenbrook Secondary College Head Boy
- **Kendrick Treadwell** (St Brendan's, QLD, 2021)
St Brendan's College House Captain
- **Kevin Skeen** (Broome, WA, 2021)
Broome Senior High School House Captain
- **Kieran Henshaw** (Broome, WA, 2021)
Broome Senior High School House Captain
- **Lane Stewart** (Griffith, NSW, 2021)
State winner of the Our Mob, Your Mob, My Mob art competition
- **Liam Turner** (Centralian Middle, NT, 2021)
Centralian Middle School Student Representative Council
- **Llafton Muller** (Hedland Primary, WA, 2021)
Baler Primary School Head Boy
- **Malachai Bell** (Newton Moore, WA, 2021)
Newton Moore Senior High School House Captain
- **Matthew Barker** (Palmerston 10-12, NT, 2021)
Palmerston College 10-12 Campus House Captain
- **Meikhi Humphries** (North Albany, WA, 2021)
North Albany Senior High School House Captain
- **Michael Young** (St Brendan's, QLD, 2021)
St Brendan's College Captain
- **Nathan Broad** (Woree, QLD, 2021)
Woree State High School House Captain
- **Nick Clark** (Bentley Park, QLD, 2021)
Bentley Park College Captain
- **Pharrell Chapman** (Murgon, QLD, 2021)
Murgon State High School Captain
- **Rebehl Coomer** (Newton Moore, WA, 2021)
Newton Moore Senior High School Student Representative Council
- **Rudi Walker-Sangster** (Quirindi, NSW, 2021)
Quirindi High School Student Representative Council
- **Ryder Coleman** (North Albany, WA, 2021)
North Albany Senior High School House Captain
- **Samuel Fechner** (Quirindi, NSW, 2021)
Quirindi High School Vice-Captain, Student Representative Council

- **Steven Smith** (Quirindi, NSW, 2021)
Quirindi High School House Captain
- **Tarkyn Narrier** (Northam, WA, 2021)
Northam Senior High School Head Boy
- **Traezehl Kelly** (Carnarvon, WA, 2021)
Carnarvon Community College Head Boy
- **Troy Schriber** (Woree, QLD, 2021)
Woree State High School House Captain
- **William Heggarty** (Cranebrook, NSW, 2021)
Cranebrook High School Captain
- **William Murray** (Barambah Primary, QLD, 2021)
Murgon State School Vice-Captain

SPORT

The Foundation is very proud of the achievements of all boys within our programmes. Here we make special mention of those who represented the nation or their state/territory in U/16 level or above:

NATIONAL REPRESENTATION

Boxing

- **Alex Winwood** (Coodanup, WA, 2014)
Represented Australia in the 2020 Tokyo Olympics

Athletics

- **Colin Skeen** (Karratha, WA, 2021)
Winner of the Stawell Gift U18 Boys Handicap 100m, Karratha Junior Sportsman of the Year

NRL Players

- **Dudley Dotoi** (Kirwan, QLD, 2019)
Contracted to Wests Tigers
- **Hamiso Tabuai-Fidow** (Kirwan, QLD, 2019)
Made NRL State of Origin debut and Indigenous All-Stars debut
- **Selwyn Cobbo** (Murgon, QLD, 2019)
Made NRL debut with Brisbane and Indigenous All-Stars debut
- **Xavier Savage** (Palm Beach-Currumbin, QLD, 2021)
Made NRL debut with Canberra

STATE/TERRITORY REPRESENTATION

Australian Rules – Lloyd Johnston (NT)

Rugby League – **Alistair Faulkner, Blake Faulkner, Bryce Sait, Jayze Tuigamala, Kakile Leha, Kersiano Russell, Kobe Douglas, Troy Whicker, William Leha** (NSW) **Dudley Dotoi, Kaiden Lahrs, Matthew Hill, Tajshon Santo-Messa, Xavier Chatfield** (QLD)

Other Sports

Athletics – Carson James (WA)

Basketball – Byron AhMat, Jason Ramsamy (NT)

Boxing – Phareel Chapman (QLD)

Rugby Union – Jack Barton (NT)

Touch Football – Denzel Morris (NT)

Wheelchair Rugby – Weston Tedcastle (NT)

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 12 Directors, 10 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

Chairman:

Ross Kelly, AM, B.E (Hons), CitWA.

Mr Kelly was previously Director of Operations – Asia Pacific for PA Management Consultants. As a professional Company Director, he was also Chairman of Clough Ltd, Sumich Group Ltd, Orbital Corporation Ltd, Beltreco Ltd, Otraco International, Fraser Range Granite NL and Wood & Grieve Ltd, and a Director of Aurora Gold Ltd, PA Consulting Services Ltd and the Fremantle Football Club Ltd.

Director:

Gerard Neesham, OAM, Dip.Ed.

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.

Director:

Danny Ford, BA (Soc.Wk), Dip.Teach

Mr Ford is an independent consultant, a Board Member of the Polly Farmer Foundation, Board Member of the Aboriginal Alcohol and Drug Service and currently works part-time with BGC as a Community Relations Manager. He has held many senior positions within the Western Australian State Public Service including being an Executive Member of the Department of Community Development, the Department of Housing and Works, and the Department of Indigenous Affairs. Mr Ford has been involved in numerous community groups and sporting initiatives, especially for youth, over the past 30 years.

Director:

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

Ms Morgan is a qualified physiotherapist, and an Honoured Life Member of the Australian Physiotherapy Association. She is Chair of the National Association of Aboriginal and Torres Strait Islander Physiotherapists, Director of Kaitjin Mia Mia Aboriginal Foundation ("the Bush University"), Close the Gap Campaign Steering Committee, (CTG), the Aboriginal National Health Leadership Forum (NHLF) and a member of Cancer Australia's Aboriginal and Torres Strait Islander Leadership Group on Cancer Control. Ms Morgan is a national leader in Aboriginal health, cultural safety education and social and emotional well-being. Ms Morgan was formerly a Commissioner of the Conservation Commission WA and a Director of the Aboriginal Economic Development Council WA.

Director:

Harry Neesham, B.Com, F.C.P.A.

Mr Neesham is a Certified Practising Accountant. Mr Neesham also has extensive expertise in the area of workers compensation having been Executive Director of Workcover Western Australia, Deputy Chairman and Member of the Workers Compensation and Rehabilitation Commission, Member of the Premium Rates Committee, Chair of the Public Service Task Force on Workers Compensation and Chair of the Australian Heads of Workers Compensation Authorities Committee.

Director:

Tom O'Leary, LLB, B.Juris

Mr O'Leary was appointed Managing Director and Chief Executive Officer of Iluka Resources Limited (Iluka) in September 2016. Iluka is an international mineral sands company with expertise in exploration, project development, mining, processing, marketing and rehabilitation. With 70 years

industry experience, Iluka is a leading global producer of the critical minerals zircon and high grade titanium dioxide feedstocks (rutile and synthetic rutile); the company also has an emerging position in rare earth elements (rare earths). Mr O'Leary was previously Managing Director of Wesfarmers Chemicals, Energy & Fertilisers, having joined Wesfarmers in 2000 in a Business Development role. Prior to this, Mr O'Leary worked in London for 10 years in finance law, investment banking and private equity.

Director:

Ennio Tavani, FCA, M.Bus,
Grad.Dip (Accounting).

Mr Tavani is a Fellow Chartered Accountant and was a founding partner of Moore Stephens, Chartered Accountants. He has served on numerous Boards, most recently as Chairman of Variety Central Asia Middle East Council and a member of the Variety International Board of Directors. Mr Tavani was also previously a Board Member of the Italian Chamber of Commerce, Chairman of the Curtin University Alumni, Observer of the Curtin University Council, Member of the Finance and Staffing Committee and Audit Committee of Curtin University, Director of Curtin University Theatre Company, Commissioner of the Western Australia Super Soccer League, Board Member of Corpus Christi College, Vice President of the Western Australia Soccer Federation, President of Perth Soccer Club, Board Member of the Perth Institute of Contemporary Arts and President of the West Australian-Vietnam Business Council. In addition, Mr Tavani currently serves on the Boards of several corporate entities and is currently the Chairman of the 9th Royal Australian Regiment (WA) Branch.

Director:

Brian Tyson

Mr Tyson is the Managing Partner of SEC Newgate Australia and the Deputy CEO of SEC Newgate Global, an AIM-listed global communications company based in Europe. 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 Global (UK) and the Committee for Sydney. Prior to his career in consultancy, Brian was a school teacher, journalist for The Land newspaper and a political adviser to the Greiner and Fahey Governments in New South Wales.

Director:

John Gillam, B.Com, FAICD, FAIM.

Mr Gillam is a professional Company Director, serving currently as Chairman of CSR Limited, Chairman of Nufarm Limited and Chairman of Bluefit Pty Ltd, as well as a Board Member of the Heartwell Foundation. 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.

Director:

Mick McCormack

Mr McCormack's career has been in energy infrastructure, having lead 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 and the Chair of Central Petroleum Limited. He is also a Director of the Australian Brandenburg Orchestra Foundation and has been a long term supporter of the Clontarf Foundation.

Director:

Craig Brierty

Mr Brierty was appointed Deputy Chief Executive Officer of the Clontarf Foundation in August 2021, after holding the 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.

Director:

Isaac Gibbs

Mr Gibbs is a proud Yuwalaraay man from Goodooga in North-Western NSW. Mr Gibbs is the General Counsel and 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 Aboriginal and Torres Strait Islander Australians.



*Tennant Creek Primary Academy (NT)
boys visit the famous Devils Marbles
(Karlukarluk) in September.*

CORPORATE STRUCTURE CONTINUED

EXECUTIVE TEAM

Chief Financial Officer and Company Secretary - Jane Conder

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.

General Manager – Partnerships and Communications - Shane Kiely

Shane was appointed General Manager – Partnerships and Communications in August 2012. Prior to this, Shane spent three years in the Foundation's Employment Team. Shane is a qualified teacher who has taught in various schools in Western Australia and the United Kingdom before working in the finance industry for four years, primarily with the Commonwealth Bank.

General Manager – Employment - Marcus Harrold

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 supporting students with disabilities and managed programmes related to Aboriginal education.

General Manager – Development - James McNamee

James McNamee was appointed as General Manager – Development in December 2019. Prior to this, James managed the Foundation's recruitment, was a Development Officer in South Australia and an Academy Director at Yirara College in the Northern Territory. James came from a business/management background, and has extensive experience in remote service delivery within communities across Australia.

General Manager – Human Resources - Lee Stewart

Lee was appointed as General Manager – Human Resources in September 2020. Prior to this, Lee was the Foundation's Human Resources 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.

Zone Manager – Northern Territory - Liam Toner

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.

Zone Manager – Queensland - Daniel McNamee

Daniel was appointed Zone Manager – Queensland in March 2018. 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. Daniel has a degree in Sports Management.

Zone Manager – Victoria & South Australia - Mark Riley

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.

Zone Manager – Western Australia - Gavin Greaves

Gavin was appointed Zone Manager – Western Australian in January 2020. He was previously Zone Manager – Western Australia & Northern Territory. Prior to that, Gavin was Regional Manager for the Western Australia Southern Region and was an Academy Director in Broome and Bunbury. Gavin is a qualified teacher who taught in a number of schools in Western Australia and held leadership positions over a 12 year period. He was the Executive Director of the University of Notre Dame, Broome Campus for four years.

CLONTARF ACADEMY LOCATIONS

AS AT TERM 1 - 2022

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)
- Ellenbrook (Perth)
- Esperance
- Fitzroy (Fitzroy Crossing)
- Fremantle (Perth)
- Geraldton
- Gilmore (Kwinana)
- Girrawheen (Perth)
- Halls Creek
- Hedland (Port Hedland)
- Hedland Primary (Port Hedland)
- Kalgoorlie
- Karratha
- Karratha Primary
- Kent Street (Perth)*
- Newman
- Narrogin
- Katanning
- Newton Moore (Bunbury)
- North Albany (Albany)
- Northam
- Sevenoaks (Perth)
- Swan View (Perth)
- Yule Brook (Perth)

20

Academies in the Northern Territory

33

Academies in Western Australia

7

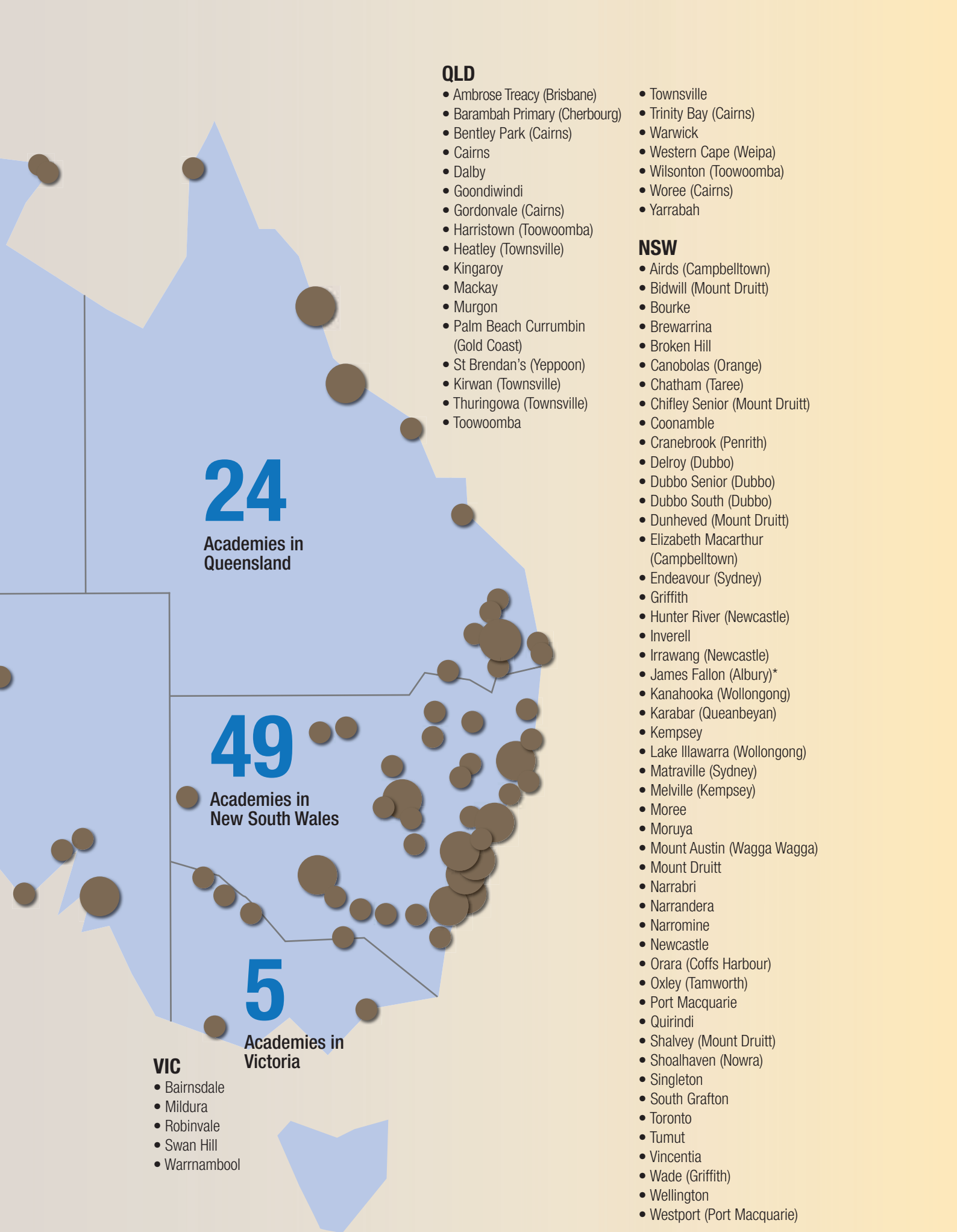
Academies in South Australia

SA

- Coober Pedy
- Ocean View (Adelaide)
- Paralowie (Adelaide)
- Port Augusta
- Port Lincoln
- Salisbury (Adelaide)
- Whyalla

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

*New academies that opened in Term 1, 2022



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

NSW

- Airds (Campbelltown)
- 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
- Hunter River (Newcastle)
- Inverell
- Irrawang (Newcastle)
- James Fallon (Albury)*
- Kanahooka (Wollongong)
- Karabar (Queanbeyan)
- Kempsey
- 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
- Tumut
- Vincentia
- Wade (Griffith)
- Wellington
- Westport (Port Macquarie)

VIC

- Bairnsdale
- Mildura
- Robinvale
- Swan Hill
- Warrnambool

CLONTARF ACADEMY LOCATIONS CONTINUED

AS AT TERM 1 - 2022

WESTERN AUSTRALIA

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, Broome

WA NORTH WEST REGION

Regional Manager –
Brad Cox

- 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

WA CENTRAL NORTHERN REGION

Regional Manager –
Clint Ernst

- 13 **Belmont (2021)**
Belmont City College, Belmont
- 14 **Champion Bay (2007)**
Champion Bay Senior High
School, Geraldton
- 15 **Ellenbrook (2020)**
Ellenbrook Secondary
College, Ellenbrook
- 16 **Geraldton (2004)**
Geraldton Senior College,
Geraldton
- 17 **Girrawheen (2014)**
Girrawheen Senior High
School, Girrawheen

- 18 **Kalgoorlie (2002)**
Eastern Goldfields College &
Kalgoorlie-Boulder Community
High School, Kalgoorlie
- 19 **Swan View (2014)**
Swan View Senior High School,
Swan View

WA CENTRAL SOUTHERN REGION

Regional Manager –
Tony Delaney

- 20 **Cecil Andrews (2014)**
Cecil Andrews College,
Seville Grove
- 21 **Esperance (2007)**
Esperance Senior High School
& Nulsen Primary School,
Esperance
- 22 **Fremantle (2018)**
Fremantle College, Fremantle
- 23 **Kent Street (2022)**
Kent Street Senior High School,
Kensington
- 24 **Northam (2011)**
Northam Senior High
School, Northam
- 25 **Sevenoaks (2009)**
Sevenoaks Senior
College, Cannington
- 26 **Yule Brook (2005)**
Yule Brook College, Maddington

WA SOUTHERN REGION

Regional Manager –
Michael Lay

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

NORTHERN TERRITORY

NT TOP END NORTH REGION

Regional Manager –
Michael Lee

- 34 **Casuarina (2009)**
Casuarina Senior College, Moil
- 35 **Dripstone (2010)**
Dripstone Middle School, Tiwi

- 36 **Katherine (2008)**
Katherine High School,
Katherine
- 37 **Nhulunbuy (2016)**
Nhulunbuy High School,
Nhulunbuy
- 38 **Nightcliff (2011)**
Nightcliff Middle School,
Rapid Creek
- 39 **Sanderson (2008)**
Sanderson Middle School,
Malak
- 40 **Yirrkala (2011)**
Yirrkala School, Yirrkala

NT TOP END SOUTH REGION

Regional Manager –
Jack Reagan

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

NT CENTRAL REGION

Regional Manager –
Shaun Cusack

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

SOUTH AUSTRALIA

SA REGION

Regional Manager –
Ian Taylor

- 54 **Coober Pedy (2021)**
Coober Pedy Area School,
Coober Pedy
- 55 **Ocean View (2019)**
Ocean View College B-12,
Taperoo
- 56 **Paralowie (2021)**
Paralowie R-12 School,
Paralowie
- 57 **Port Augusta (2019)**
Port Augusta Secondary School,
Port Augusta
- 58 **Port Lincoln (2019)**
Port Lincoln High School,
Port Lincoln
- 59 **Salisbury (2021)**
Salisbury High School, Salisbury
- 60 **Whyalla (2019)**
Whyalla Secondary College,
Whyalla

QUEENSLAND

QLD FAR NORTH REGION

Regional Manager –
Chris McDonald

- 61 **Bentley Park (2017)**
Bentley Park College,
Bentley Park
- 62 **Cairns (2017)**
Cairns State High School, Cairns
- 63 **Gordonvale (2017)**
Gordonvale State High School,
Gordonvale
- 64 **Trinity Bay (2017)**
Trinity Bay State High School,
Manunda
- 65 **Western Cape (2021)**
Western Cape College, Weipa
- 66 **Woree (2017)**
Woree State High School, Woree
- 67 **Yarrabah (2017)**
Yarrabah State School, Yarrabah

QLD NORTH REGION

Regional Manager –
Matthew Hamdorf

- 68 **Heatley (2017)**
Heatley Secondary College,
Heatley
- 69 **Kirwan (2017)**
Kirwan State High School,
Kirwan
- 70 **Mackay (2020)**
Mackay State High School,
Mackay
- 71 **Thuringowa (2017)**
Thuringowa State High
School, Condon
- 72 **Townsville (2017)**
Townsville State High School,
Railway Estate

QLD SOUTH EAST REGION

Regional Manager –
Karl Lohde

- 73 **Ambrose Treacy (2020)**
Ambrose Treacy College,
Indooroopilly
- 74 **Palm Beach Currumbin (2020)**
Palm Beach Currumbin Senior
High School, Palm Beach
- 75 **St Brendan's (2020)**
St Brendan's College, Yeppoon

QLD DARLING DOWNS REGION

Regional Manager –
Andrew McDonagh

- 76 **Barambah Primary (2015)**
Cherbourg State School &
Murgon State School, Cherbourg
- 77 **Dalby (2015)**
Dalby State High School, Dalby
- 78 **Goondiwindi (2016)**
Goondiwindi State High
School, Goondiwindi
- 79 **Harristown (2015)**
Harristown State High School,
Toowoomba
- 80 **Kingaroy (2015)**
Kingaroy State High School,
Kingaroy
- 81 **Murgon (2015)**
Murgon State High School,
Murgon
- 82 **Toowoomba (2015)**
Toowoomba State High School,
Mount Lofty
- 83 **Warwick (2015)**
Warwick State High School,
Warwick
- 84 **Wilsonton (2018)**
Wilsonton State High School,
Wilsonton Heights

NEW SOUTH WALES**NSW NORTH**

Operations Manager –
Joel Parsons

NSW NEWCASTLE/NORTH WEST REGION

Regional Manager –
Mick Riddle

- 85 **Hunter River (2019)**
Hunter River High School,
Newcastle
- 86 **Inverell (2012)**
Inverell High School, Inverell
- 87 **Irrawang (2019)**
Irrawang High School,
Newcastle
- 88 **Moree (2012)**
Moree Secondary College –
Albert Street Campus & Carol
Avenue Campus, Moree

- 89 **Narrabri (2019)**
Narrabri High School, Narrabri
- 90 **Newcastle (2019)**
Newcastle High School,
Newcastle

NSW CENTRAL WEST REGION

Regional Manager –
Rob Clements

- 91 **Bourke (2012)**
Bourke High School, Bourke
- 92 **Brewarrina (2012)**
Brewarrina Central School,
Brewarrina
- 93 **Broken Hill (2016)**
Broken Hill High School,
Broken Hill
- 94 **Coonamble (2012)**
Coonamble High School,
Coonamble
- 95 **Delroy (2014)**
Dubbo College – Delroy
Campus, Dubbo
- 96 **Dubbo Senior (2015)**
Dubbo College – Senior
Campus, Dubbo
- 97 **Dubbo South (2014)**
Dubbo College – South
Campus, Dubbo
- 98 **Narromine (2019)**
Narromine High School,
Narromine
- 99 **Wellington (2019)**
Wellington High School,
Wellington

NSW MID NORTH COAST REGION

Regional Manager –
Charlie Maher

- 100 **Kempsey (2016)**
Kempsey High School, Kempsey
- 101 **Melville (2016)**
Melville High School, Kempsey
- 102 **Orara (2019)**
Orara High School,
Coffs Harbour
- 103 **Port Macquarie (2016)**
Hastings Secondary College
– Port Macquarie Campus, Port
Macquarie
- 104 **Westport (2016)**
Hastings Secondary College –
Westport Campus, Port
Macquarie
- 105 **South Grafton (2019)**
South Grafton High School,
South Grafton

NSW HUNTER/NORTH WEST REGION

Regional Manager –
Dan Lewinski

- 106 **Chatham (2016)**
Chatham High School, Taree

- 107 **Oxley (2012)**
Oxley High School, Tamworth
- 108 **Quirindi (2017)**
Quirindi High School, Quirindi
- 109 **Singleton (2016)**
Singleton High School, Singleton
- 110 **Toronto (2019)**
Toronto High School, Toronto

NSW SOUTH

Operations Manager –
Ryan Woolfe

NSW GREATER SYDNEY REGION

Regional Manager –
Troy Gordon

- 111 **Bidwill (2016)**
Chifley College – Bidwill
Campus, Bidwill
- 112 **Chifley Senior (2016)**
Chifley College – Senior
Campus, Mount Druitt
- 113 **Cranebrook (2019)**
Cranebrook High School, Penrith
- 114 **Dunheved (2016)**
Chifley College – Dunheved
Campus, North St Marys
- 115 **Endeavour (2015)**
Endeavour Sports High School,
Caringbah
- 116 **Matraville (2019)**
Matraville Sports High School,
La Pouse
- 117 **Mount Druitt (2016)**
Chifley College – Mount Druitt
Campus, Dharruk
- 118 **Shalvey (2016)**
Chifley College – Shalvey
Campus, Shalvey

NSW SOUTHERN REGION

Regional Manager –
Vili Sirilo

- 119 **Airds (2019)**
Airds High School,
Campbelltown
- 120 **Elizabeth Macarthur (2019)**
Elizabeth Macarthur High
School, Campbelltown
- 121 **Kanahooka (2019)**
Kanahooka High School,
Wollongong
- 122 **Karabar (2019)**
Karabar High School,
Queanbeyan
- 123 **Lake Illawarra (2019)**
Lake Illawarra High School,
Lake Illawarra
- 124 **Moruya (2019)**
Moruya High School, Moruya
- 125 **Shoalhaven (2019)**
Shoalhaven High School, Nowra
- 126 **Vincentia (2019)**
Vincentia High School, Vincentia

NSW RIVERINA REGION

Regional Manager –
Patrick Edmunds

- 127 **Canobolas (2016)**
Canobolas Rural Technology
High School, Orange
- 128 **Griffith (2017)**
Murrumbidgee Regional High
School – Griffith Site, Griffith
- 129 **James Fallon (2022)**
James Fallon High School,
Albury
- 130 **Mount Austin (2014)**
Mount Austin High School,
Wagga Wagga
- 131 **Narrandera (2019)**
Narrandera High School,
Narrandera
- 132 **Tumut (2019)**
Tumut High School, Tumut
- 133 **Wade (2017))**
Murrumbidgee Regional High
School – Wade Site, Griffith

VICTORIA**VIC REGION**

Regional Manager –
Ben Djuve

- 134 **Bairnsdale (2010)**
Bairnsdale Secondary College,
Bairnsdale
- 135 **Mildura (2010)**
Mildura Senior College &
Chaffey Secondary College,
Mildura
- 136 **Robinvale (2010)**
Robinvale College, Robinvale
- 137 **Swan Hill (2010)**
Swan Hill College, Swan Hill
- 138 **Warrnambool (2010)**
Warrnambool College & Brauer
College, Warrnambool

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 Foundation), which comprises the statement of financial position as at 31 December 2021, 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 a summary of significant accounting policies, and the directors' declaration.

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

- a. Giving a true and fair view of the Foundation's financial position as at 31 December 2021 and of its financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 Foundation 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 information included in the Annual 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.



Silas Stephen (Kirwan Academy, Townsville, QLD) enjoys an early morning training session with his fellow academy members.

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 Foundation are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements 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 Foundation'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 Foundation or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

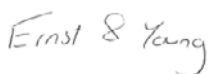
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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:

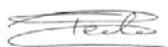
- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting 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 Foundation'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 Foundation'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 Foundation 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



Philip Teale
Partner
Perth
14 March 2022

CLONTARF FOUNDATION ACN 131 909 405 FINANCIAL REPORT

FOR YEAR ENDED 31 DECEMBER 2021

CONTENTS

Directors' Report	33 - 34
Auditor's Independence Declaration	36
Financial Statements	37 - 38
Notes to the Financial Statements	39 - 55
Directors' Declaration	57



*Tate Barker and Ronald Malicevic
(Carnarvon Academy, WA) lead their
fellow Year 12s during the boys' end of
year trip to Broome.*

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The Directors of Clontarf Foundation (the Foundation) submit herewith the annual report of the Foundation for the financial year ended 31 December 2021. 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)
Mr Gerard Neesham (Chief Executive Officer)
Mr Danny Ford
Ms Marilyn Morgan
Mr David Neesham
Mr Harry Neesham
Mr Tom O'Leary
Mr Ennio Tavani
Mr Brian Tyson
Mr John Gillam
Mr Michael McCormack
Mr Isaac Gibbs
Mr Craig Brierty

Mr Craig Brierty and Mr Isaac Gibbs were appointed as Directors on 5 August 2021.

Mr David Neesham resigned as Director on 3 December 2021.

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 2021.

Jarrold Johnson (Robinvale Academy, VIC) sits on the shoulders of giants, or in this case, Operations Officer Travis Bussell, during an academy induction camp.

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	6	6
Mr Gerard Neesham	6	6
Mr Daniel Ford	6	1
Ms Marilyn Morgan	6	6
Mr David Neesham	6	6
Mr Henry Neesham	6	6
Mr Tom O'Leary	6	6
Mr Ennio Tavani	6	6
Mr Brian Tyson	6	5
Mr John Gillam	6	6
Mr Michael McCormack	6	6
Mr Craig Brierty	2	1
Mr Isaac Gibbs	2	2

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 men and in doing so, equip them to participate 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
- 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

- 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
- 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 is 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 program. 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 2021, 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
\$200,000 - \$300,000	3
\$150,000 - \$200,000	32
\$100,000 - \$150,000	103
Up to \$100,000	364

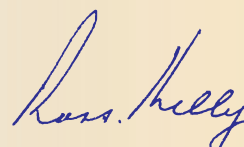
With the exception of the CEO and the Deputy CEO, all Board Members are volunteers and accordingly receive no remuneration, superannuation or other financial benefit.

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,



Ross Kelly AM
Chairman
Perth, 14 March 2022

Tyson Datson-Pearce and Terrell Colson (Whyalla Academy, SA) get a glimpse of a bigger world during a tree climb at the Adelaide Employment Forum.





**Building a better
working world**

Ernst & Young
11 Mounts Bay Road
Perth WA 6000 Australia
GPO Box M939 Perth WA 6843

Tel: +61 8 9429 2222
Fax: +61 8 9429 2436
ey.com/au

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

In relation to our audit of the financial report of Clontarf Foundation Limited for the financial year ended 31 December 2021, 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

Philip Teale
Partner
14 March 2022

FINANCIAL STATEMENTS

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 \$	2020 \$
Revenue	5	63,450,596	56,524,873
Other income	6	681,046	1,574,695
Expenses	7	(61,919,256)	(55,555,816)
Surplus before tax		2,212,386	2,543,752
Income tax expense		-	-
Surplus for the year		2,212,386	2,543,752
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	119,691	(465,347)
Other comprehensive income for the year, net of income tax		119,691	(465,347)
Total comprehensive income for the year		2,332,077	2,078,405

STATEMENT OF FINANCIAL POSITION AT 31 DECEMBER 2021

	Note	2021 \$	2020 \$
Assets			
Current assets			
Cash and bank balances	17	6,023,624	11,329,226
Trade and other receivables	8	1,978,051	3,632,482
Prepayments		907,920	769,194
Other financial assets	9	48,000,000	52,500,000
Total current assets		56,909,595	68,230,902
Non-current assets			
Other financial assets	9	1,021,911	902,220
Property, plant and equipment	10	5,324,440	3,103,663
Right of use assets	11	6,608,172	7,439,927
Total non-current assets		12,954,523	11,445,810
Total assets		69,864,118	79,676,712
Liabilities			
Current liabilities			
Trade and other payables	12	1,871,185	1,517,713
Lease liabilities	18	2,444,982	2,369,143
Provisions	13	920,461	775,281
Contract liabilities	14	27,094,886	23,197,106
Total current liabilities		32,331,514	27,859,243
Non-current liabilities			
Lease liabilities	18	4,931,148	5,588,473
Provisions	13	226,210	160,035
Contract liabilities	14	1,105,386	17,131,178
Total non-current liabilities		6,262,744	22,879,686
Total liabilities		38,594,258	50,738,929
Net assets		31,269,860	28,937,783
Equity			
Investment Revaluation Reserve	15	147,511	27,820
Sustainability of Operations Reserve	15	11,347,249	16,215,559
Accumulated surplus	16	19,775,100	12,694,404
Total equity		31,269,860	28,937,783

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2021

	Total	Accumulated Surplus	Sustainability of Operations Reserve	Investment Revaluation Reserve
	\$	\$	\$	\$
Balance at 31 December 2019	26,859,378	9,752,613	16,613,598	493,167
Surplus for the year	2,543,752	2,543,752	-	-
Transfer to Sustainability of Operations Reserve	-	398,039	(398,039)	-
Other comprehensive income for the year	(465,347)	-	-	(465,347)
Total comprehensive income for the year	2,078,405	2,941,791	(398,039)	(465,347)
Balance at 31 December 2020	28,937,783	12,694,404	16,215,559	27,820
Surplus for the year	2,212,386	2,212,386	-	-
Transfer (to)/from Sustainability of Operations Reserve	-	4,868,310	(4,868,310)	-
Other comprehensive income for the year	119,691	-	-	119,691
Total comprehensive income for the year	2,332,077	7,080,696	(4,868,310)	119,691
Balance at 31 December 2021	31,269,860	19,775,100	11,347,249	147,511

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 \$	2020 \$
Cash flows from operating activities			
Receipts from customers		57,499,959	54,027,721
Payments to suppliers and employees		(59,065,598)	(53,956,940)
Interest paid		(266,973)	(318,265)
GST remitted		(3,308,512)	(3,222,294)
Net cash used in operating activities	17.1	(5,141,124)	(3,469,778)
Cash flows from investing activities			
Interest received		276,603	815,588
Payments for property, plant and equipment		(2,418,066)	(386,387)
Proceeds from disposal of property, plant and equipment		246,020	328,792
Proceeds (payments) from / to acquire financial assets		4,500,000	(1,000,000)
Net cash generated by / (used in) investing activities		2,604,557	(242,007)
Cash flows from financing activities			
Repayment of lease liability		(2,769,035)	(2,366,879)
Net cash used in financing activities		(2,769,035)	(2,366,879)
Net decrease in cash		(5,305,602)	(6,078,664)
Cash at the beginning of the financial year		11,329,226	17,407,890
Cash at the end of the financial year	17	6,023,624	11,329,226

The boys from Bairnsdale Academy (VIC) were thankful to get back out on the footy field and play against other Clontarf academies in 2021.



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1. GENERAL INFORMATION

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

These financial statements are general purpose financial statements that have been prepared in accordance with the requirements of Australian Charities and Not-For-Profit Commission Act 2012 and comply with Australian Accounting Standards – Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB). 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 had an 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 – Reduced

Disclosure Requirements 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 revalued amounts or 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.

3.2.1. Going Concern and impact of COVID-19

The financial statements have been prepared on a going concern basis which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

The spread of novel coronavirus (COVID-19) was declared a public health emergency by the World Health Organisation on 31 January 2020 and upgraded to a global pandemic on 11 March 2020. The rapid rise of the virus has seen an unprecedented global response by governments, regulators and industry sectors. The Australian Federal Government enacted its emergency plan on 29 February 2020 which saw the closure of Australian borders from 20 March, an increasing level of restrictions on corporate Australia's ability to operate, significant volatility and instability in financial markets and the release of a number of government stimulus packages to support individuals and businesses as the Australian

and global economies faced significant slowdowns and uncertainties.

Looking ahead, there remains uncertainty for the 2022 financial year including any potential further outbreak of COVID-19. Accordingly, there remains uncertainty as to the impact COVID-19 will have on the economy in general and on the Foundation's earnings, cashflows and financial position over the next 12 months.

The Directors have considered the cash flow forecasts of the Foundation for the 12 months from the date of approval of these financial statements taking into consideration the estimation of the continued business impacts of COVID-19. These forecasts indicate that, taking account of reasonable possible downsides, the Foundation is expected to continue to operate within available cash levels.

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.

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

(i) 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.

(ii) Debt instruments classified as at FVTOCI

For debt instruments at fair value through OCI, interest income and impairment losses or reversals are recognised in the statement of profit or loss and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss. The Foundation does not have any debt instruments at fair value through OCI.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

(iii) Equity instruments designated as at FVTOCI

On initial recognition, the Foundation may make an irrevocable election (on an instrument-by-instrument basis) to designate investments in equity instruments as at FVTOCI. Designation at FVTOCI is not permitted if the equity investment is held for trading or if it is contingent consideration recognised by an acquirer in a business combination.

A financial asset is held for trading if:

- It has been acquired principally for the purpose of selling 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 evidence of 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).

Investments in equity instruments at FVTOCI are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investments revaluation reserve. The cumulative gain or loss is not be reclassified to profit or loss on disposal of the equity investments, instead, it is transferred to retained earnings.

Dividends on these investments in equity instruments are recognised in profit or loss in accordance with AASB 9, unless the dividends clearly represent a recovery of part

of the cost of the investment. Dividends are included in the 'investment income' line item in profit or loss.

(iv) Financial assets at FVTPL

Financial assets that do not meet the criteria for being measured at amortised cost or FVTOCI (see (i) to (iii) above) are measured at FVTPL. Specifically:

- Investments in equity instruments are classified as at FVTPL, unless the Foundation designates an equity investment that is neither held for trading nor a contingent consideration arising from a business combination as at FVTOCI on initial recognition (see (iii) above).
- Debt instruments that do not meet the amortised cost criteria or the FVTOCI criteria (see (i) and (ii) above) are classified as at FVTPL. In addition, debt instruments that meet either the amortised cost criteria or the FVTOCI criteria may be designated as at FVTPL upon initial recognition if such designation eliminates or significantly reduces a measurement or recognition inconsistency (so called 'accounting mismatch') that would arise from measuring assets or liabilities or recognising the gains and losses on them on different bases. The Foundation has not designated any debt instruments as at FVTPL.

Financial assets at FVTPL are measured at fair value at the end of each reporting period, with any fair value gains or losses recognised in profit or loss to the extent they are not part of a designated hedging relationship (see hedge accounting policy). The net gain or loss recognised in profit or loss includes any

dividend or interest earned on the financial asset and is included in the 'other gains and losses' 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

Jai Riley and Eli Wardman peer into employment opportunities during the new Mackay Academy's (QLD) induction camp.



NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

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 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



Malek Baxter (Robinvale Academy, VIC) gets hands on experience with the Robinvale Fire Brigade.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

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.

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.

5. GRANT INCOME

	2021	2020
	\$	\$
Federal funding	25,117,535	23,331,643
State funding	21,977,291	21,077,833
Private funding	16,355,770	12,115,397
Total grant income	63,450,596	56,524,873

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

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. 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 grants are intended to compensate.

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

Government grants whose primary condition is that the Foundation should purchase, construct or otherwise acquire non-current assets are recognised as contract liabilities in the statement of financial position and transferred to profit or loss on a systematic and rational basis over the useful lives of the related assets.

Donations and bequests are recognised as revenue when received.

Some friendly visitors drop in on the boys from Shalvey Academy (Mount Druitt, NSW) during a visit to the iconic Wollongong Head Lighthouse.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

6. OTHER INCOME

	2021	2020
	\$	\$
Interest income	276,603	815,588
Dividends received	-	324,281
Net gains on disposal of property, plant and equipment	246,020	328,792
Rental income	26,295	26,000
Other income	132,128	80,034
Total other income	681,046	1,574,695

Dividend/distribution income from investments is recognised when the holder's right to receive 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. SURPLUS FOR THE YEAR FROM OPERATIONS

Surplus for the year has been arrived at after charging the following expenses:

	2021	2020
	\$	\$
Employee salaries and wages	40,877,990	37,553,066
Superannuation	3,877,916	3,466,800
Staff development and induction costs	428,794	360,734
Employee housing and relocation costs	1,727,356	1,306,365
Travel and accommodation	540,911	367,634
Academy costs	5,694,194	4,431,092
Motor vehicle expenses	2,286,983	1,732,203
Insurance costs	605,529	866,570
IT costs	813,244	337,653
Marketing costs	80,296	131,633
Depreciation	3,413,278	3,101,798
Other expenses	1,305,792	1,582,003
Finance costs	266,973	318,265
Total expenses	61,919,256	55,555,816

8. TRADE AND OTHER RECEIVABLES

	2021	2020
	\$	\$
Trade receivables (net)	1,522,993	3,274,166
Deposits	198,175	151,975
Accrued income	165,253	174,022
Sundry debtors	91,630	32,319
Total trade and other receivables	1,978,051	3,632,482

The Foundation always 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.

9. OTHER FINANCIAL ASSETS

	2021	2020
	\$	\$
Term deposits	48,000,000	52,500,000
Units held at fair value	1,021,911	902,220
Total other financial assets	49,021,911	53,402,220
Current	48,000,000	52,500,000
Non-current	1,021,911	902,220
	49,021,911	53,402,220

Term deposits have been designated as held-to-maturity investments and units held at fair value as FVTOCI. The fair value of Units has been determined by reference to published price quotations.

10. PROPERTY, PLANT AND EQUIPMENT

	2021	2020
	\$	\$
Carrying amounts of:		
Motor vehicles	2,937,481	685,546
Furniture and equipment	326,500	324,674
Software	412,602	394,275
Buildings	1,647,857	1,699,168
	5,324,440	3,103,663

Port Lincoln Academy and Whyalla Academy (SA) prepare to hit the waves of Streaky Bay during a surfing reward camp in Term 1.



NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

	Motor vehicles	Furniture and equipment	Software	Buildings	Total
Cost					
	\$	\$	\$	\$	\$
Balance at 1 January 2020	3,710,435	848,425	548,897	2,052,454	7,160,211
Additions	26,636	261,063	98,688	-	386,387
Disposals	(1,089,267)	(201,269)	-	-	(1,290,536)
Transfers	2,790,737	-	-	-	2,790,737
Balance as at 31 December 2020	5,438,541	908,219	647,585	2,052,454	9,046,799
Additions	2,035,547	215,770	166,749	-	2,418,066
Disposals	(466,524)	(44,775)	-	-	(511,299)
Transfers	2,794,076	-	-	-	2,794,076
Balance as at 31 December 2021	9,801,640	1,079,214	814,334	2,052,454	13,747,642

	Motor vehicles	Furniture and equipment	Software	Buildings	Total
Accumulated depreciation and impairment	\$	\$	\$	\$	\$
Balance at 1 January 2020	(2,867,566)	(590,955)	(128,792)	(301,974)	(3,889,287)
Depreciation charged	(419,161)	(183,855)	(124,518)	(51,312)	(778,846)
Disposals/ Transfers	(1,466,268)	191,265	-	-	(1,275,003)
Balance as at 31 December 2020	(4,752,995)	(583,545)	(253,310)	(353,286)	(5,943,136)
Depreciation charged	(553,423)	(205,599)	(148,422)	(51,311)	(958,755)
Disposals/ Transfers	(1,557,740)	36,429	-	-	(1,521,311)
Balance as at 31 December 2021	(6,864,158)	(752,715)	(401,732)	(404,597)	(8,423,202)

Land and buildings held for administrative purposes, are stated in the statement of financial position at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are performed with sufficient regularity such 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.

Depreciation is recognised so as to write off the cost or valuation 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.

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.

Building 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.

11. RIGHT-OF-USE ASSETS

	2021	2020
	\$	\$
Carrying amounts of:		
Motor vehicles	6,114,972	7,212,717
Commercial premises	493,200	227,210
	6,608,172	7,439,927

	Motor vehicles	Commercial Premises	Total
Cost			
	\$	\$	\$
Balance at 1 January 2020	13,015,438	451,249	13,466,687
Additions	3,074,203	130,344	3,204,547
Disposals	(39,082)	-	(39,082)
Transfers	(2,790,737)	-	(2,790,737)
Balance as at 31 December 2020	13,259,822	581,593	13,841,415
Additions	1,895,468	556,503	2,451,971
Disposals	(119,452)	(336,605)	(456,057)
Transfers	(2,794,076)	-	(2,794,076)
Balance as at 31 December 2021	12,241,762	801,491	13,043,253

	Motor vehicles	Commercial Premises	Total
Accumulated depreciation and impairment			
	\$	\$	\$
Balance as at 1 January 2020	(6,299,419)	(210,055)	(6,509,474)
Depreciation charged	(2,322,953)	(144,328)	(2,467,281)
Disposals/ Transfers	2,575,267	-	2,575,267
Balance as at 31 December 2020	(6,047,105)	(354,383)	(6,401,488)
Depreciation charged	(2,223,402)	(231,150)	(2,454,552)
Disposals/ Transfers	2,143,717	277,242	2,420,959
Balance as at 31 December 2021	(6,126,790)	(308,291)	(6,435,081)

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

Right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

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

12. TRADE AND OTHER PAYABLES

	2021	2020
	\$	\$
Trade payables	762,589	729,817
Sundry payables and accrued expenses	1,152,547	837,085
GST (receivable)/ payable	(43,951)	(49,189)
Total trade and other payables	1,871,185	1,517,713

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

	2021	2020
	\$	\$
Annual leave	583,593	584,851
Long service leave	563,078	350,465
Total provisions	1,146,671	935,316
Current	920,461	775,281
Non current	226,210	160,035
	1,146,671	935,316

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.

Jamez Kaspers and James Taylor (Vincentia Academy, NSW) engage in some friendly beach sprints during morning training.





Robert Kenny, Liam Turner and Henry Brown (Centralian Middle Academy, Alice Springs, NT) enjoy an old fashioned slip and slide on a warm summer day.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

14. CONTRACT LIABILITIES

	2021	2020
	\$	\$
Income received in advance	27,059,883	39,152,890
Capital grants received for assets constructed	1,140,389	1,175,394
Total contract liabilities	28,200,272	40,328,284
Current	27,094,886	23,197,106
Non-current	1,105,386	17,131,178
	28,200,272	40,328,284

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

	2021	2020
	\$	\$
Investment revaluation reserve		
Balance at beginning of year	27,820	493,167
Net gain/ (loss) arising on revaluation of available-for-sale financial assets	119,691	(465,347)
Balance at end of year	147,511	27,820

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.

	2021	2020
	\$	\$
Sustainability of operations reserve		
Balance at beginning of year	16,215,559	16,613,598
Transfer from sustainability of operations reserve to accumulated surplus	(4,868,310)	(398,039)
Balance at end of year	11,347,249	16,215,559

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 State Government grants which have expired at the end of 2020, 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

	2021	2020
	\$	\$
Balance at beginning of year	12,694,404	9,752,613
Surplus for the year	2,212,386	2,543,752
Transfer (to)/from sustainability of operations reserve	4,868,310	398,039
Balance at end of year	19,775,100	12,694,404

17. CASH AND CASH EQUIVALENTS

	2021	2020
	\$	\$
Cash at bank	6,023,624	11,329,226
Cash on hand	-	-
Total cash and cash equivalents	6,023,624	11,329,226

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

	2021	2020
	\$	\$
Surplus after income tax	2,212,386	2,543,752
Non-cash flows in surplus		
- depreciation and amortisation of property, plant & equipment	958,755	778,846
- depreciation and amortisation of right of use asset	2,257,838	2,322,951
- net gain on disposal of property, plant and equipment	(246,020)	(328,792)
- dividend reinvested	-	(324,281)
Investing activities included in surplus		
- interest received	(276,603)	(815,588)
Movements in working capital		
- decrease/(increase) in trade and other receivables	1,654,431	(1,077,993)
- increase in provision	211,356	30,200
- increase in prepayments	(138,727)	(97,313)
- decrease in trade and other payables	(11,774,540)	(6,501,560)
Cash flows generated by operating activities	(5,141,124)	(3,469,778)

18. LEASE LIABILITIES

	2021	2020
	\$	\$
Secured - at amortised cost		
Current	2,444,982	2,369,142
Non-current	4,931,148	5,588,473
	7,376,130	7,957,615
Maturity analysis		
Year 1	2,640,740	2,622,365
Year 2 and onwards	5,158,939	5,923,881
	7,799,679	8,546,246
Less: unearned interest	(423,549)	(588,631)
	7,376,130	7,957,615

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.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2021

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 2021 (2020: \$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.

	2021	2020
	\$	\$
Compensation of Key Management Personnel		
Short-term employee benefits	1,464,706	1,329,730
Other long-term benefits	34,876	56,762
Total compensation paid to key management personnel	1,499,582	1,388,492

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.



Singleton Academy (NSW) member Andrew Meyer proudly displays his Academic Award after the academy's annual awards night.



DIRECTORS' DECLARATION

FOR THE YEAR ENDED 31 DECEMBER 2021

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 compliance with accounting standards and giving a true and fair view of the financial position of Clontarf Foundation as at 31 December 2021 and its performance for the year ended on that date;
- (b) The operations of Clontarf Foundation have been carried out in accordance with the Foundation's Constitution; and
- (c) 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,



Ross Kelly AM
Chairman
Perth, 14 March 2022

*Kristian Cunningham
(Jabiru Academy, NT)
shows fellow academy
member Joseph Rotumah
just how fit and strong he
is during an after school
training session.*

PARTNERS

- AIG Australia
- Alkane Resources
- Ambrose Treacy College, Indooroopilly
- American Express
- AMP
- Ampol
- AngloGold Ashanti Australia
- APA Group
- Ashirwad Foundation
- Aurizon Holdings
- Austin Engineering
- Australia Post
- Australian Gas Infrastructure Group
- Australian Government, Department of Health
- Australian Government, Department of Prime Minister & Cabinet
- Bank of Queensland
- Bant Street Foundation
- Barmingo
- Barpa
- Bass Family Foundation
- Bellevue Gold
- Berkshire Hathaway
- BGIS
- BHP
- BMD Group
- Boeing Defence Australia
- Bunzl Australasia
- Camco Engineering
- Centurion Transport
- CITIC Pacific Mining, Sino Iron Ore Project
- City of Bunbury
- City of Mandurah
- Civeo
- Clontarf Aboriginal College
- Clough Foundation
- Coates
- Collegians Wollongong
- Compass Group
- Co-operative Bulk Handling (CBH)
- Corio Foundation
- Cowie Group
- Cricket Australia
- Crown Resorts Foundation
- Dalara Foundation
- Deutsche Bank AG
- DHL Express
- DHL Global Forwarding
- Emmerson Resources
- Essential Energy
- Estate of the late Louis Kim Bartenstein
- Eureka Benevolent Foundation
- Evans Family Foundation
- Fell Foundation
- Fenix-Newhaul
- Flinders Port Holdings
- Fortescue Metals Group
- Fox Sports Australia
- Freight Lines Group
- Fremantle Football Club
- FuelFix
- Fulton Hogan
- G4S
- Gilead Sciences
- Glencore Coal Assets Australia
- Goldman Sachs Gives
- Goldsmith Family 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
- GPT Group
- Gum Tree Foundation
- Haigh's Chocolates
- Haileybury Rendall School Darwin
- Harvey Norman Commercial
- Hastings Deering
- Hayman's Electrical
- Herbert Smith Freehills
- Hitachi Construction Machinery (Australia)
- Honeywell
- Horizon Power
- Huawei Technologies
- Ian Potter Foundation
- IGO Limited
- Iluka Resources
- Ingot Hotel
- Inland Rail
- J&M Wright Foundation
- Jadestone Energy
- Jerry & Ann Ellis
- John Holland Rail
- John Laing Charitable Trust
- Joss Group
- Kingfam Foundation
- Komatsu Australia
- Landbridge Infrastructure Australia
- Leagues Club Australia
- Legeneering Australia
- Lightsource bp
- Lycopodium
- MAAS Group
- Mackay Drilling
- MacLean Electrical
- Macquarie Group Foundation
- Margaret Dundas
- Melville Toyota
- Mercer (Australia)
- Mick & Lyndall McCormack
- Minerals Council of Australia
- Mitsubishi Corporation
- MM Electrical & Data Suppliers
- Monford Group
- Mount Gibson Iron
- Nacap
- National Rugby League (NRL)
- NDD Family Trust
- New Town Toyota
- Newcrest Mining's Cadia Valley Operations
- Newgate Communications
- nib Foundation
- Northern Star Resources
- Northern Territory Government, Department of Education
- NSW Minerals Council
- NSW Rugby League
- Odyssey Marine
- Orica Australia
- Ormond Civil
- Oz Minerals
- Packer & Co
- Packer Family Foundation
- Paul Ramsay Foundation
- Peak Iron Mines
- Perkins Builders
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- Pipeline Technics
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- Port Waratah Coal Services
- Programmed Maintenance Services
- Protech
- 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
- SA Water
- Santos
- SEE Civil
- Servco Australia
- Skill Hire
- Snowy Hydro
- Sodexo Australia
- Sonic Healthcare
- South32
- St Barbara
- St Brendan's College, Yeppoon
- St Mary's College, Broome
- St Vincent's Private Hospital Brisbane
- St Vincent's Private Hospital Sydney
- Stan Perron Charitable Foundation
- 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
- Steel Blue
- Steelstruct
- SUEZ Australia & New Zealand
- Sulzer
- Sundberg Family Foundation
- SunRice
- Sutherland District Trade Union Club
- Swinburne University of Technology
- Sydney Airport
- Taren Point Bowling Club
- Thales Australia
- The Argyle Family
- The Gillam Family
- The Market Herald
- The University of Notre Dame
- The University of Sydney
- The Wests Group
- Thiess
- TIMG
- TLA Worldwide
- Topdrill
- Toyota WA
- Transdev
- TransGrid
- Transport for NSW
- Transurban
- Tronox Pigment Bunbury
- Tutt Bryant Group
- UGL Limited
- United Forklift and Access Solutions
- Visy
- VivCourt Energy
- W&K Property Trust
- Waislitz Foundation
- Wallis Drilling
- Warilla Bowls & Recreation Club
- Water Corporation
- WesCEF
- Wesfarmers
- Western Cape Communities Trust
- Western Power
- Wests Group Macarthur
- Whitehaven Coal
- Winc
- Woodside Energy
- Woolworths Group
- WorkPac
- Wren Oil
- Wright Prospecting
- Yancoal Australia
- Yeperenye Shopping Centre
- Yirara College

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



clontarf
foundation

www.clontarf.org.au

Telephone: (08) 9356 2500

Facsimile: (08) 9356 2555

PO Box 1009 Bentley DC WA 6983

LETTER OF SUPPORT

"I wanted to write to you to let you know about the hard work, dedication and commitment shown from the Clontarf staff, Luke Swain and Zach Cantwell, towards the Clontarf students of Elizabeth Macarthur High School and how this has impacted on the lives of students. I've been fortunate enough to witness the development and growth in some of the Clontarf students from engaging in camps, daily activities around the school and through training sessions.

I recently was invited to attend the Clontarf South Coast Rugby League camp in Canberra. This was my second "Clonny" camp experience, yet the first time that I had met these Year 7 and 8 students on this camp. From the first minute until the last, these students were extremely respectful to staff, each other and members of the public. They were social and greeted the other Clontarf students with a gentleman's handshake and introduced themselves, and displayed the EMHS motto during the camp

of respect, responsibility and pride. All the boys knew their responsibility on the camp and demonstrated this by setting up and packing up the tent, preparing daily meals and cleaning up our camp site, as well as assisting other Clontarf students by tending to theirs.

This was further exemplified during a brief visit to the Stromlo Leisure Centre when a member of the public approached to inform me of how the boys assisted him getting out of the pool with his grandson. Zayden, Charlie, Joel and Cooper all went out of their way to offer help to an elderly gentleman and pull him from the water after having a knee replacement. The boys could have continued playing around him. However, they noticed he was struggling to get out of the water, with his grandson by his side, and assisted him on two separate occasions.

These values displayed by our students is a reflection on the Clontarf staff we have at

EMHS and the work they do regarding the "Clonny way". I really want to encourage more staff to see for yourselves and get involved more with our Clontarf students, whether that's through school-based projects, excursions or even a morning training session with a "Clonny" brekky. The kids are receptive to this and I've noticed a positive change in the mannerisms in a number of students involved.

Thanks again, Luke and Zac, for the commitment and dedication you continue to exhibit to these students, and for showing them the importance of gaining an education, providing various life experiences, understanding their own culture and background and the importance of living a healthy and well-balanced life."

**Benjamin Spruce, Physical Education
Teacher, Elizabeth Macarthur High School**