



# FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

Teach For Australia  
(A company limited by guarantee)  
ACN 133 833 762

# FINANCIAL REPORT

For the year ended  
31 December 2023

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# Directors' Report

The Directors present their report on the financial statements of the Company for the year ended 31 December 2023.

## DIRECTORS

The Directors of the Company in office at any time since the beginning of the year are:

Patrick Forth	Edwina Dohle (appointed 21/4/23)
Sarah Davies	Ben Jensen
Melodie Potts Rosevear	Keita Matsumoto (resigned 21/7/23)
Olivia Brown (appointed 21/4/23)	Adam Ross (appointed 21/4/23)

Directors have been in office since the beginning of the year to the date of this report unless otherwise stated.

## INFORMATION ON DIRECTORS

The following are particulars of the qualifications of each of the Directors:

Name	Responsibilities	Special experience	Appointment date	Resignation date
Patrick Forth	Chair Member of Governance Remuneration & Governance Committee.	Senior Adviser and former Senior Partner at the Boston Consulting Group, Ex Global leader of BCG's Technology, Media and Telecommunications practice, Founding board member of BCG's Digital Ventures, Member of UNSW Business School Advisory Council, and of the Advisory Council of the Centre for Social Impact, Ex Vice President of Cranbrook School Council		
Sarah Davies	Director, Deputy Chair. Member of Governance Remuneration & Nominations Committee	CEO of the Alannah & Madeline Foundation, Former CEO of Philanthropy Australia, Former CEO at The Reach Foundation and The Australian Communities Foundation, Board Member of the Centre for Social Impact and Council Member of the National Museum of Australia, ACNC Advisory Board Chair.		

**DIRECTORS' REPORT (CONT.)**

<b>Name</b>	<b>Responsibilities</b>	<b>Special experience</b>	<b>Appointment date</b>	<b>Resignation date</b>
Melodie Potts Rosevear	CEO	Founder of TFA, former Consultant at Boston Consulting Group, Think Tank leader at Cape York Institute, Member AICD		
Olivia Brown	Director Chair of Risk and Finance Committee	Founding partner Morris Brown Communications Pty Ltd, Former co-COO of Mergers & Acquisitions at Goldman Sachs Australia New Zealand, Member of Grande Experiences advisory board and Melbourne Committee for Human Rights Watch.	21/04/2023	
Edwina Dohle	Director	Teach For Australia Alumnus (Cohort 2010), Director Women's Economic Security, Commonwealth Treasury, Acting Assistant Secretary, Social Policy Division, Commonwealth Treasury	21/04/2023	
Ben Jensen	Director	Founder of Learning First, Former Director School Education Program Grattan Institute, Former OECD Analyst, Directorate for Education		
Keita Matsumoto	Director	Teach For Australia Alumnus (Cohort 2016), Teach to Lead Alumnus (Cohort 2018), Partnership Manager at Our Place/Coleman Foundation, Board Director of Kindred Spirits Foundation.		21/07/2023
Adam Ross	Director Member of Risk & Finance Committee	Teach For Australia Alumnus (Cohort 2012), Manager Victorian Academy of Teaching & Leadership.	21/04/2023	

## DIRECTORS' REPORT (CONT.)

The following table sets out the number of meetings of the company's Directors (including committees of Directors) held during the year ended 31 December 2023 and the number of meetings attended by each director.

Name	Board Meetings		Risk and Finance Meetings	
	Eligible to attend	Attended	Eligible to attend	Attended
Patrick Forth	7	7	-	-
Sarah Davies	7	6	-	-
Melodie Potts Rosevear	7	6	-	-
Olivia Brown (appointed 21/4/2023)	6	6	3	3
Edwina Dohle (appointed 21/4/2023)	6	6	-	-
Ben Jensen	7	7	-	-
Keita Matsumoto (resigned 21/7/2023)	3	2	-	-
Adam Ross (appointed 21/4/2023)	6	6	3	3

## PRINCIPAL ACTIVITIES AND OBJECTIVES

Teach For Australia is dedicated to achieving equity in education – an Australia where your socio-economic background and postcode does not determine your future potential, the opportunities available to you in life or your ability to contribute to society.

Our **vision** is of an Australia where education gives every child greater choice for their future.

Our **mission** is to grow a community of leaders committed to equity for children, by recruiting and developing exceptional people to teach and lead across Australia.

We know that the two key levers to positively impact student outcomes are teacher quality and school leadership. We're proud that since 2009 we've recruited, developed, supported and empowered great teachers in hundreds of schools reaching more than 540,000 children in communities experiencing disadvantage.

The principal activities of Teach For Australia (TFA) during the course of the financial year 2023 were the delivery of our two programs - **Leadership Development Program** (LDP) and **Future Leaders Program** (FLP). By working with schools and partners we are advancing our understanding of the problem of educational inequity and how our organisation can contribute and collaborate to solutions.

There have been no significant changes in the nature of those activities during the year.

### What outcomes do we seek?

The two-year Leadership Development Program (LDP) aims to recruit talented individuals to work in schools in low socio-economic settings while undertaking their Master of Teaching (Secondary) (Leading Learning) with our university partner, Australian Catholic University (ACU).

## PRINCIPAL ACTIVITIES AND OBJECTIVES (CONT'D)

The program seeks to:

- inject talented and committed teachers where they are needed most in the system,
- support schools with hard-to-staff vacancies,
- contribute towards improved students outcomes and access to opportunities, and
- create a pipeline of leaders to drive long-term transformational reform and innovation in Australian education.

In addition to this, we support educators working in regional and remote schools to develop their leadership skills and capabilities through our one-year Future Leaders Program. We know the leadership need is most prevalent in regional, rural and remote Australia. TFA sees a major priority in enhancing the leadership capability of our program participants and accelerating them into positions of further formal leadership, influence and impact within schools.

## ORGANISATIONAL PRIORITIES

Our organisational priorities were updated for 2023 as follows:

Organisational priority	Focus in 2023
<b>Primary</b>	
Grow our brand and core program	<ul style="list-style-type: none"> <li>• Prepare the LDP to grow in scale</li> <li>• Consolidate partnerships with NSW Catholic Schools</li> <li>• Secure Federal and State funding</li> </ul>
Strengthen our programmatic foundations	<ul style="list-style-type: none"> <li>• Continue delivering the Leadership Development Program at the highest quality</li> <li>• Deliver a successful third-year pilot of the Future Leaders Program</li> </ul>
<b>Secondary</b>	
Energise our community of leaders	<ul style="list-style-type: none"> <li>• Onboard incoming Associates and Fellows via an online Community Hub forums and resource sharing library</li> <li>• Broaden Alumni engagement</li> </ul>
Diversify for sustainable impact	<ul style="list-style-type: none"> <li>• Pilot new innovations that increase the impact of our core program</li> </ul>
<i>This will be supported by...</i>	
Culture, capability and systems	<ul style="list-style-type: none"> <li>• Continue to embed First Nations knowledges and practices into our programs and our ways of working</li> <li>• Establishing a Diversity, Equity, Inclusion and Belonging Committee</li> <li>• LGBTIQ+ inclusion and awareness training</li> <li>• Psychological Risk Assessment and Psychological Safety Action Plan</li> <li>• System consolidation and simplification through migration to the Microsoft suite</li> </ul>

## REVIEW OF OPERATIONS

Key activities during 2023 are as follows:

- We recruited and placed our next Leadership Development Program cohort of 156 Associates to commence teaching in 2024.
- We supported 170 Associates in their first year of teaching and 132 Associates in their second year of teach at 140 schools in Victoria, Western Australia, Tasmania, the Northern Territory, South Australia and New South Wales.
- We delivered our Future Leaders Program to a third cohort in 2023, with 69 aspirant leaders graduating from 46 schools across the NT, QLD and WA.
- We connected and supported 1182 TFA Alumni as they continue to contribute to educational equity in their careers.
- We worked with nearly two dozen new and returning philanthropy partners including;
  - (i) the Hansen Little Foundation as our new strategic partner. The Hansen Little Foundation provides TFA with growth and transformation focused program funding and specific funding for Humanities, English, Arts and Languages teachers and to support Associates with financial hardship;
  - (ii) global ecommerce technology company Rokt to support talented STEM graduates who want to join our work; and
  - (iii) Woodside, who support our work in the remote West.
- We met with politicians, political advisors and representatives to raise awareness of TFA's work in their electorates and across the nation and to make the case for funding our work to address educational equity, and we prepared for major funding tenders including the upcoming Federal Government's High Achieving Teachers program Phase II funding round.
- We ceased recruitment and placement of Associates for our contracted NSW pilot after the NSW Government decided to cancel its funding. While disappointing, we continued supporting our NSW Catholic school-based teachers and continued to engage NSW stakeholders to increase understanding of the program.
- We continued to elevate our cost structure in light of market conditions. This included driving major efficiencies in the business including through the completed migration from Google to Microsoft Office suite.
- Patrick Forth was endorsed as TFA Board Chair after founding member and long-serving Chair Larry Kamener stepped down in December 2022, while we welcomed three new board members Edwina Dohle, Adam Ross and Olivia Brown.
- TFA's Founder and CEO Melodie Potts Rosevear took a five-month sabbatical from September 2023 as part of the Social Impact Leadership Australia program.

## TRADING RESULTS

We are reporting a surplus after tax of \$1,538,280 (2022 loss of \$1,955,301).

## SUBSEQUENT EVENTS

There are no other matters after the financial year end that materially impact upon the results of these financial statements.

## OPTIONS

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

## ENVIRONMENTAL ISSUES

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

## DIVIDENDS

The Company has no power to declare or pay dividends under its Constitution.

## INDEMNIFYING OFFICERS OR AUDITOR

In accordance with its constitution, during the year, the company paid or agreed to pay insurance premiums as follows:

The company has paid premiums to insure all of the Directors and officer bearers against liabilities for costs and expenses incurred by them in defending legal proceedings arising from their conduct whilst acting in the capacity of director or office bearer of the company, other than conduct involving a wild breach of duty in relation to the company. The premium amounted to \$33,018.

## PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

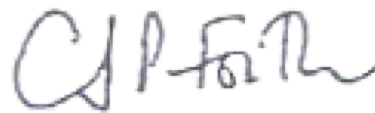


## AUDITOR'S INDEPENDENCE DECLARATION

A copy of the Auditor's Independence Declaration as required under section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC) is included at page 9 of this financial report and forms part of the Directors' report.

Signed in accordance with a resolution of the Board of Directors

Patrick Forth—**Director**



Melodie Potts Rosevear—**Director**



Place: Melbourne  
Date: 17 May 2024

The Board of Directors  
Teach for Australia  
Level 1, 103 Flinders Lane  
Melbourne VIC 3000

17 May 2024

Dear Board Members,

### Auditor's Independence Declaration Teach for Australia

In accordance with *Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Directors of Teach for Australia.

As lead audit partner for the audit of the financial statements of Teach for Australia for the financial year ended 31 December 2023, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in *the Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely



DELOITTE TOUCHE TOHMATSU



Sandra Lawson  
Partner  
Chartered Accountants

## Independent Auditor's Report to the Members of Teach for Australia

### Opinion

We have audited the financial report of Teach for Australia (the "Entity"), which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policies information and other explanatory information, and the declaration by the Directors.

In our opinion, the accompanying financial report of Teach for Australia is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the ACNC Act), including:

- (a) giving a true and fair view of the Entity's financial position as at 31 December 2023 and of its financial performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirement of the ACNC Act and the ethical requirements of the Accounting Professional & 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.

### Other Information

The Directors are responsible for the other information. The other information comprises the Directors' Report but does not include the financial report and our auditor's report thereon.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Directors for the Financial Report

The Directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the ACNC Act 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 Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Entity 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 judgement 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 Entity'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 Entity'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 Entity 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.

  
DELOITTE TOUCHE TOHMATSU



Sandra Lawson  
Partner  
Chartered Accountants  
Melbourne, 17 May 2024

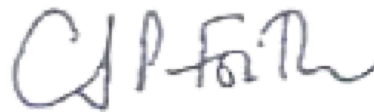
## DIRECTORS' DECLARATION

The Directors of the Company declare that:

1. The financial statements and notes, as set out on pages 14 to 27 are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 (ACNC) and :
  - a) Comply with the Australian Accounting Standards – Simplified Disclosures; and
  - b) Give a true and fair view of the company's financial position as at 31 December 2023 and of its performance for the year ended on that date;
2. In the Directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the Directors by:

Patrick Forth—**Director**



Melodie Potts Rosevear—**Director**



Place: Melbourne  
Date: 17 May 2024

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

	Notes	2023 \$	2022 \$
<b>Revenue</b>	7	<b>18,995,998</b>	<b>15,229,522</b>
<b>Expenditure</b>			
Program costs			
Recruitment		3,352,118	2,959,207
School placement		1,710,755	1,631,265
Teacher education		7,973,129	8,045,745
Program office		621,769	860,021
<b>Total Program costs</b>		<b>13,657,771</b>	<b>13,496,238</b>
Fundraising		2,346,086	2,024,318
Administration		1,453,861	1,664,267
<b>Total Expenditure</b>		<b>17,457,718</b>	<b>17,184,823</b>
<b>Surplus/(loss) before income tax</b>	8	<b>1,538,280</b>	<b>(1,955,301)</b>
<b>Other comprehensive income</b>		-	-
<b>Income tax expense</b>	1(a)	-	-
<b>Net surplus/(loss) for the year</b>		<b>1,538,280</b>	<b>(1,955,301)</b>

Notes to and forming part of these accounts are set out on pages 19 to 28.

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Notes	2023 \$	2022 \$
<b>Current Assets</b>			
Cash and cash equivalents	2	2,214,294	3,831,498
Investments	3	19,651,210	5,182,321
Trade and other receivables	4	1,186,494	3,202,847
<b>Total Current Assets</b>		<u>23,051,998</u>	<u>12,216,666</u>
<b>Non-Current Assets</b>			
Property, plant & equipment		-	122,272
Investments	3	8,223,691	7,533,544
<b>Total Non-Current Assets</b>		<u>8,223,691</u>	<u>7,655,816</u>
<b>Total Assets</b>		<u><b>31,275,689</b></u>	<u><b>19,872,482</b></u>
<b>Current Liabilities</b>			
Trade and other payables	5	1,263,163	867,253
Funding in advance	7	16,611,578	7,057,491
Lease liabilities		-	96,631
Short term provisions	6	699,909	650,069
<b>Total Current Liabilities</b>		<u>18,574,650</u>	<u>8,671,444</u>
<b>Non-Current Liabilities</b>			
Long term provisions	6	67,139	105,418
<b>Total Non-Current Liabilities</b>		<u>67,139</u>	<u>105,418</u>
<b>Total Liabilities</b>		<u><b>18,641,789</b></u>	<u><b>8,776,862</b></u>
<b>Net Assets</b>		<u><b>12,633,900</b></u>	<u><b>11,095,620</b></u>
<b>Equity</b>			
Accumulated Reserves		12,633,900	11,095,620
<b>Total Accumulated Funds</b>		<u><b>12,633,900</b></u>	<u><b>11,095,620</b></u>

Notes to and forming part of these accounts are set out on pages 19 to 28.



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

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>Accumulated reserves at beginning of period</b>	<b>11,095,620</b>	<b>13,050,921</b>
Surplus/(loss) for the year	1,538,280	(1,955,301)
<b>Accumulated reserves at end of period</b>	<b>12,633,900</b>	<b>11,095,620</b>

Notes to and forming part of these accounts are set out on pages 19 to 28.

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 \$	2022 \$
<b>Cash flows from operating activities:</b>			
Payments to suppliers and employees		(16,927,227)	(17,065,524)
Receipts from funders		29,405,619	14,341,875
Interest received		652,011	117,758
Finance costs paid		(1,770)	(4,180)
<b>Net cash from / (used in) operating activities</b>	13	<u>13,128,633</u>	<u>(2,610,071)</u>
<b>Cash flows from investing activities:</b>			
Purchase of financial assets		(14,649,208)	(3,725,928)
<b>Net cash used in investing activities</b>		<u>(14,649,208)</u>	<u>(3,725,928)</u>
Cash flows from financing activities:			
Repayment of lease liabilities		(96,629)	(205,327)
<b>Net cash used in financial activities</b>		<u>(96,629)</u>	<u>(205,327)</u>
<b>Net decrease during the year</b>		<u>(1,617,204)</u>	<u>(6,541,326)</u>
<b>Balance at the beginning of the year</b>	2	<u>3,831,498</u>	<u>10,372,824</u>
<b>Balance at the end of the year</b>	2	<u>2,214,294</u>	<u>3,831,498</u>

Notes to and forming part of these accounts are set out on pages 19 to 28.

# 1. Statement of Accounting Policies

## STATEMENT OF COMPLIANCE

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards – Simplified Disclosures and Australian Charities and Not-for-profits Commission Act 2012.

For the purposes of these financial statements, Teach For Australia is a not-for-profit private sector entity.

The financial report was authorised for issue by the Directors on 17 May 2024.

The financial report is presented in Australian dollars.

## BASIS OF PREPARATION

The financial report has been prepared on a historical cost basis, except for certain non-current assets and financial instruments that have been measured at revalued amount or fair value, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The accounting policies adopted are consistent with those of the previous year, unless otherwise noted.

## AMENDMENTS TO ACCOUNTING STANDARDS THAT ARE MANDATORILY EFFECTIVE FOR THE CURRENT REPORTING PERIOD

The Company has adopted all new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to its operations and effective for an accounting period that begins on or after 1 January 2023.

New and revised Standards and amendments thereof and Interpretations effective for the current year that are relevant to the Company include:

- AASB2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The amendments include changes to AASB 101 that require entities to disclose their material accounting policy information rather than their significant accounting policies. Accounting policy disclosures have been updated in these financial statements in accordance with requirement.

# 1. Statement of Accounting Policies (cont'd)

## NEW AND REVISED AUSTRALIAN ACCOUNTING STANDARDS IN ISSUE BUT NOT YET EFFECTIVE

At the date of adoption of the financial statements, the Company has not applied the following new and revised Australian Accounting Standards, Interpretations and amendments that have been issued but are not yet effective:

Standard/interpretation	Effective for annual reporting periods beginning on or after
AASB 2022-6 Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants	1 January 2024
AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback	1 January 2024
AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements	1 January 2024

The potential effect of the revised Standards/amendments listed above on the Company's financial statements has not yet been finalised but the Directors do not expect any material impact on its financial position and performance, with the adoption of revised Standards/amendments.

## MATERIAL ACCOUNTING POLICIES

Material accounting policies adopted in the preparation of the financial statements to the extent not disclosed within the notes to the financial statements are listed below. These have been consistently applied to all the years presented.

### (A) INCOME TAX

The company is exempt from income tax pursuant to Section 50-5 of the Income Tax Assessment Act 1997.

### (B) COMPANY DETAILS

The company is a company limited by guarantee and incorporated in Australia. Its registered office and principal place of business is: 33 Lincoln Square South Carlton, Victoria 3053, Australia.

The average number of employees during the year was 90 (2022 – 90).

## 2. Cash & Cash Equivalents

	2023 \$	2022 \$
Cash at bank and in hand	2,214,294	3,831,498
Term deposits less than 3 months maturity	-	-
	2,214,294	3,831,498

*Material accounting policies and significant judgements:*

Cash and cash equivalents include cash on hand and cash at bank.

### Credit Standby Arrangement & Loan Facilities

The company had a \$20,000 (2022 - \$180,000) credit card facility at the year end. The unused credit card facility at year end is \$20,000 (2022 - \$44,000).

## 3. Investments

	2023 \$	2022 \$
<b>Current</b>		
Current term deposits more than 3 months maturity	19,651,210	5,182,321
<b>Non-Current</b>		
Equity instruments measured at FVTPL	2,592,847	2,396,255
Managed funds measured at FVTPL	5,377,177	4,922,702
Cash account	253,667	214,588
	<b>8,223,691</b>	<b>7,533,545</b>
Investment income recognised as revenue		
Net income on investments	271,721	339,995
Fair value gain/(loss) on investments	514,220	(664,584)
<b>Total investment income/(loss) recognised</b>	<b>785,941</b>	<b>(324,589)</b>

*Material accounting policies and significant judgements:*

### Term deposits more than 3 months maturity

Term deposits held are stated at nominal value.

### Equity instruments and managed funds measured at FVTPL

Investments in equity instruments and managed funds are classified at FVTPL and are initially measured at fair value. Transaction costs directly attributable to the acquisition are recognised immediately in profit or loss. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in profit or loss. These can be seen in Note 7.

## 4. Trade & Other Receivables

	2023 \$	2022 \$
Trade debtors	285,116	1,255,100
Accrued revenue	441,966	1,739,026
Prepayments	153,297	156,720
Interest receivable	306,115	51,901
<b>Total Current trade &amp; Other Receivables</b>	<b><u>1,186,494</u></b>	<b><u>3,202,847</u></b>

*Material accounting policies and significant judgements:*

Trade and other receivables are carried at amortised cost. Accrued revenue represents funding due from Federal or State governments for delivery of services to cohorts to reporting date.

### **Impairment of financial assets**

An expected credit loss model is applied as per AASB 9 and a simple approach is followed in relation to trade and other receivables as well as contract assets (accrued revenue), as the loss allowance is measured at lifetime expected credit loss.

## 5. Trade & Other Payables

	2023 \$	2022 \$
Trade payables and accrued expenses	<u>1,263,163</u>	<u>867,253</u>
<b>Total trade &amp; other payables</b>	<b><u>1,263,163</u></b>	<b><u>867,253</u></b>

*Material accounting policies:*

Trade and other payables reflect supplier payments due within 30 days.

## 6. Provisions

	2023 \$	2022 \$
<b>Current</b>		
Employee entitlements at start of period	650,069	545,450
Employee entitlements used	(552,752)	(652,805)
Additional provisions	592,463	708,819
Transfer (to)/from non-current	10,129	48,605
	<u>699,909</u>	<u>650,069</u>
<b>Total Current Provisions</b>	<b>699,909</b>	<b>650,069</b>
<b>Non-Current</b>		
Employee entitlements at start of period	105,418	96,162
Additional provisions	(28,150)	57,861
Transfer from/(to)current	(10,129)	(48,605)
	<u>67,139</u>	<u>105,418</u>
<b>Total Non-Current Provisions</b>	<b>67,139</b>	<b>105,418</b>
<b>Total Provisions</b>	<b>767,048</b>	<b>755,487</b>

### *Material accounting policies and significant judgements:*

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Recognition of liabilities in respect to long service leave considers years and service and probabilities of tenure, including consideration where relevant for those covered by portable long service leave provisions in Victoria.

## 7. Revenue

	2023 \$	2022 \$
<b>Revenue for Service</b>		
Government funding	13,378,507	13,400,262
Philanthropic	1,367,380	782,683
Total	14,745,887	14,182,945
<b>General donations and other</b>		
Philanthropic	1,989,055	1,176,118
Other	1,094,825	417,285
Total	3,083,880	1,593,403
<b>Interest Income</b>	652,011	117,758
<b>Investment Income</b>		
Unrealised gain/(loss) on investments	508,809	(584,241)
Realised gain/(loss) on investments	5,411	(80,343)
<b>Total Revenue</b>	<b>18,995,998</b>	<b>15,229,522</b>

### *Material accounting policies and significant judgements*

#### **Program specific funding**

The company has determined that funding received from Federal Government, State Government and Philanthropic organisations specific for delivery of the (Leadership Development Program) (LDP) and Future Leaders Program (FLP) programs meet the enforceability and the 'sufficiently specific' criteria under AASB 15.

Funding from these sources is deferred under AASB 15 and recognised when (or as) the performance obligations are satisfied. In the case of the revenue for service revenue stream, this is as the performance obligation is being satisfied over time.

#### **General Donations and Other**

General donations and other from corporate and philanthropy that are not enforceable or the performance obligations are not sufficiently specific, are recognised immediately in statement of profit or loss recognition under AASB 1058.



## 8. Surplus/(Loss) before Income Tax Expense

	2023 \$	2022 \$
<i>Surplus/(Loss) from ordinary activities before income tax expense has been determined after:</i>		
Depreciation of property, plant and equipment	121,251	182,111
Interest expense on leases	1,770	4,180
Movement in provision for employee entitlements	11,561	113,876
	<hr/>	<hr/>
<i>Remuneration of Auditors:</i>		
Audit of financial report	33,018	33,000
Other services	-	-
<b>Total remuneration to auditors</b>	<b>33,018</b>	<b>33,000</b>

## 9. Members' Guarantee

The company is limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the company. At 31 December 2023, the number of members was 6.

## 10. Key Management Personnel Compensation

	2023 \$	2022 \$
Short term benefits	1,403,591	1,109,528
Other long term benefits	269,631	222,230
	<hr/>	<hr/>
<b>Total</b>	<b>1,673,222</b>	<b>1,331,759</b>

## 11. Post Balance Sheet Events

There were no significant post balance sheet events after the financial year end.

## 12. Financial Risk Management

### INTEREST RATE RISK

The company's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rate and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

Financial Assets	Weighted average effective interest rate		Floating Interest Rate		Fixed Interest Rate	
	2023 %	2022 %	2023 \$	2022 \$	2023 \$	2022 \$
Cash and cash equivalents	2.72%	2.89%	2,214,294	3,831,498	-	-
Other financial assets	4.61%	1.75%	-	-	19,651,210	5,182,321

Interest rate risk is managed using a combination of floating rate and fixed interest rate finance.

### LIQUIDITY RISK

Liquidity risk arises from the possibility that the company might encounter difficulty in settling its debts or meeting its fixed spending obligations. The company manages this risk through tight budgetary control.

### CREDIT RISK

Exposure to credit risk relating to financial assets arises from the non-performance of counterparties of contract obligations that could lead to financial loss.

Credit risk is managed by ensuring that an adequate level of funding is received prior to providing services. Risk is also minimised by investing surplus funds only in institutions with a high credit rating.

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial statements.

The company receives its funding primarily from State and/or Federal Government. Funding is received in advance of provision of services.

### PRICE RISK

To date the Company has invested \$8.22m (2022: \$7.53m) in a managed diversified portfolio including managed funds, equity instruments and cash in line with target allocations and tolerance bands.

The portfolio is balanced to avoid over-exposure and price risk with regards to individual issuers, sectors or investment instruments.

## 12. Financial Risk Management (cont'd)

### PRICE RISK (CONT.)

In seeking to optimise investment returns, the Company is mindful of inherent risks.

### NET FAIR VALUE

The net fair value of assets and liabilities approximates to their carrying values.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and in the notes to the accounts.

## 13. Reconciliation of Cash Flow from Operations with Surplus/(Loss) after Income Tax

	2023 \$	2022 \$
Surplus/(Loss) after income tax	1,538,280	(1,955,301)
<i>Non-cash items</i>		
Depreciation	121,251	182,111
Fair value gain on investments	(508,809)	584,241
Movements in assets and liabilities:		
(Increase)/Decrease on trade and other receivables	2,016,353	(3,010,333)
Increase/(Decrease) in trade and other payables	395,910	(180,867)
Increase in funding in advance	9,554,087	1,656,203
Increase in provisions	11,561	113,876
<b>Net cash from operating activities</b>	<b>13,128,633</b>	<b>2,610,071</b>

## 14. Reserves Policy

As determined by the Board, it is Teach For Australia policy to retain only sufficient reserves to safeguard the continuity of its operations. The Reserves Policy seeks to strike a balance between spending on the organisations programmatic development and expansion, investments in realising our strategic objectives and maintaining the minimum level of resources necessary to ensure uninterrupted operations. Teach For Australia's Board reviews the level of reserves held periodically.

## 15. Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless stated.

During the year under review, Ms Melodie Potts Rosevear, Director, was paid remuneration, including superannuation and benefits, of \$329,075 (2022 – \$292,901) for services provided in her role as Chief Executive Officer of the company.

All Board Directors are not paid or remunerated as per the Constitution, except the CEO, who is also a Director of the company.

## 16. Capital Commitments

As of 31 December 2023, the company had no capital commitments.