

Australian Council for Educational Leaders

FINANCE REPORT

2021-2022



Australian Council for Educational Leaders ABN 75 132 672 416

Annual Report - 30 June 2022

Australian Council for Educational Leaders Contents 30 June 2022

Auditor's independence declaration Statement of profit or loss and other comprehensive income Statement of financial position Statement of changes in equity Statement of cash flows Notes to the financial statements Directors' declaration Independent auditor's report to the members of Australian Council for Educational Leaders

16

1

.



Nexia Sydney Audit Pty Ltd Level 16, 1 Market Street Sydney NSW 2000 PO Box H195 Australia Square NSW 1215 p +61 2 9251 4600 f +61 2 9251 7138 e info@nexiasydney.com.au w nexia.com.au

Auditor's Independence Declaration to the Board of Directors of Australian Council for Educational Leaders

As the lead audit director for the audit of the financial statements of Australian Council for Educational Leaders for the financial year ended 30 June 2022, I declare that to the best of my knowledge and belief, there have been no contraventions:

- (i) of the auditor independence requirements as set out in section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) of any applicable code of professional conduct in relation to the audit.

Nexia Sydney Audit Pty Ltd

Vishal Modi Director

Dated this 1st day of September 2022

2

Nexia Sydney Audit Pty Ltd (ABN 77 606 785 399) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Australian Council for Educational Leaders Statement of profit or loss and other comprehensive income For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue from contracts with customers	4	1,447,990	1,980,415
Other income	5	212,901	328,788
Expenses Employee benefits expense Depreciation and amortisation expense Conference and event expenses Membership and development Branch expenditure Professional learning Bookshop and resources Subscriptions, printing and stationery Marketing expenses Other expenses	10	(1,033,813) (54,581) (189,720) (148,591) (47,517) (141,854) (109,252) (31,195) (3,685) (<u>161,627)</u>	(53,967) (197,706) (152,227) (81,263) (232,870) (242,790) (19,482)
Surplus/(deficit) before income tax expense		(260,944)	46,922
Income tax expense			- _
Surplus/(deficit) after Income tax expense for the year		(260,944)	46,922
Other comprehensive income for the year, net of tax			.
Total comprehensive Income for the year		(260,944)	46,922

Australian Council for Educational Leaders Statement of financial position As at 30 June 2022

	Note	2022 \$	2021 \$
Assets			
Current assets Cash and cash equivalents Trade and other receivables Other assets Total current assets	7 8 9	1,110,959 62,834 216,844 1,390,637	1,277,562 16,412 104,328 1,398,302
Non-current assets Property, plant and equipment Total non-current assets	10	1,690,283 1,690,283	1,731,582 1,731,582
Total assets	~	3,080,920	3,129,884
Liabilities			
Current liabilities Trade and other payables Employee benefits Contract liabilities Total current liabilities	11 12 13	111,416 84,264 469,191 664,871	139,560 87,781 226,943 454,284
Non-current liabilities Employee benefits Total non-current liabilities	12	8,358 8,358	6,965 6,965
Total liabilities		673,229	461,249
Net assets		2,407,691	2,668,635
Equity Retained earnings		2,407,691	2,668,635
Total equity		2,407,691	2,668,635

Australian Council for Educational Leaders Statement of changes in equity For the year ended 30 June 2022

	Retained earnings \$	Total equity \$
Balance at 1 July 2020	2,621,713	2,621,713
Surplus after income tax expense for the year Other comprehensive income for the year, net of tax	46,922	46,922
Total comprehensive income for the year	46,922	46,922
Balance at 30 June 2021	2,668,635	2,668,635
	Retained earnings \$	Total equity \$
Balance at 1 July 2021	earnings	
Balance at 1 July 2021 Deficit after income tax expense for the year Other comprehensive income for the year, net of tax	earnings \$	\$ 2,668,635
Deficit after income tax expense for the year	earnings \$ 2,668,635	\$ 2,668,635 (260,944)

Australian Council for Educational Leaders Statement of cash flows For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Cash flows from operating activities Receipts from customers (inclusive of GST) Government stimulus receipts Payments to suppliers and employees (inclusive of GST)		1,883,907 143,336 (2,181,302)	1,690,170 290,000 (2,277,213)
Interest received		(154,059) 738	(297,043) 6,058
Net cash used in operating activities		(153,321)	(290,985)
Cash flows from Investing activities Payments for property, plant and equipment	10	(13,282)	(9,432)
Net cash used in investing activities		(13,282)	(9,432}
Net cash from financing activities			
Net decrease in cash and cash equivalents Cash and cash equivalents at the beginning of the financial year		(166,603) 1,277,562	(300,417) 1,577,979
Cash and cash equivalents at the end of the financial year	7	1,110,959	1,277,562

Note 1. General information

The financial statements cover Australian Council for Educational Leaders as an individual entity. The financial statements are presented in Australian dollars, which is Australian Council for Educational Leaders functional and presentation currency.

Australian Council for Educational Leaders is a registered charity under the Australian Charities and Not-for-profit Commission.

The Australian Council for Educational Leaders (ACEL) is a not-for-profit company that actively supports the development of educational leadership capabilities across Australia through conferences and workshops, leadership programs, in-house publications, on line resources, and a bookshop. Access to these leadership-focused opportunities is available for classroom teachers through to system leaders.

The financial statements were authorised for issue on <u>1st September</u> 2022.

Note 2. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The entity has adopted AASB 1060: General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities for the first lime this reporting period. The Standard, which sets out a new separate disclosure Standard to be applied by all entities that are reporting under Tier 2 of the Differential Reporting Framework in AASB 1053: Application of Tiers of Australian Accounting, replaces the previous Reduced Disclosure Requirements (RDR) framework. The application of this standard has resulted in reductions in disclosures compared to RDR in Revenue, Leases and Financial Instruments; however has resulted in new and/or increased disclosures in areas such as Audit Fees and Related Parties.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards -Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-forprofits Commission Act 2012, as appropriate for not-for profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Note 2 Significant accounting policies (continued)

Revenue recognition

The entity recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the entity is expected to be entitled in exchange for transferring goods or services Io a customer. For each contract with a customer, the entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sale of goods

Revenue from the sale of goods is recognised at the point in time when the customer obtains control of the goods, which is generally at the time of delivery.

Rendering of services

Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the entity is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability tor at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability tor at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Note 2 Significant accounting policies (continued)

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Property, plant and equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives.

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful life of the assets, whichever is shorter.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit lo the entity. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables

These amounts represent liabilities for goods and services provided to the entity prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Note 2 Significant accounting policies (continued)

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST receivable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 3. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The entity determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Note 4. Revenue from contracts with customers

	2022 \$	2021 \$
Branch income	22,060	32, 168
Professional learning	341,464	626,872
Bookshop and resources	151,758	364,403
Conference and events	379,948	290,054
Member subscriptions	552,760	66 <u>6,918</u>
Revenue from contracts with customers	1,447,990	1,980,415_

Note 4. Revenue from contracts with customers (continued)

Disaggregation of revenue The disaggregation of revenue from contracts with customers is as follows:

	2022 \$	2021 \$
Geographical regions Australia	1 447 000	1 000 445
	1.447,990	1,980,415
Note 5. Other income		
	2022 \$	2021 \$
Government stimulus receipts Interest received	143,336 738	290,000 6,058
Other income	68,827	32,730
Other income	212,901	328,788
Note 6. Expenses		
	2022 \$	2021 \$
Surplus/(deficit) before income tax includes the following specific expenses:		
Superannuation expense Defined contribution superannuation expense	92,268	86,933
Note 7. Cash and cash equivalents		
	2022 \$	2021 \$
Current assets Cash at bank	376,123	343,392
Cash on deposit	734,836	934,170
	1,110,959	1,277,562
Note 8. Trade and other receivables		
	2022 \$	2021 \$
<i>Current assets</i> Trade receivables	62,834	16,412
Note 9. Other assets		
	2022 \$	2021 \$
Current assets Prepayments	216,844	104,328

Note 10. Property, plant and equipment

	2022 \$	2021 \$
<i>Non-current assets</i> Land and buildings - at cost Less: Accumulated depreciation	1,641,342 (60,360) 1,580,982	1,641,342 (40,240) 1,601,102
Fixtures and fittings - at cost Less: Accumulated depreciation		175,127 (73,591) 101,536
Computer equipment - at cost Less: Accumulated depreciation	69,768 (60,289) 9,479	62,103 (5 <u>5,288)</u> 6,815
Office equipment - at cost Less: Accumulated depreciation	80,446 (64,648) 15,798	74,829 (52,700) 22,129
	1,690,283	1,731,582

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Buildings \$	Furniture, Fixtures & Fittings \$	Computer Software \$	Office Equipment \$	Total \$
Balance at 1 July 2021 Additions Depreciation expense	1,601,102 (20,120)	101,536 	6,815 7,665 (5,001	22,129 5,617 <u>(11,948)</u>	1,731,582 13,282 <u>(54,581)</u>
Balance at 30 June 2022	1,580,982	84,024	9,479	15,798	1,690,283

Note 11. Trade and other payables

	2022 \$	2021 \$
<i>Current liabilities</i> Trade and other payables GST payable		112,880 26,680
	111,416	139,560

Note 12. Employee benefits

	2022 \$	2021 \$
Current liabilities		
Annual leave	6 0,8 43	68,243
Long service leave	23,421	19,538
	84,264	87,781
Non-current liabilities		
Long service leave	8,358	6,965
Note 13. Contract liabilities		
	2022 \$	2021 \$
Current liabilities		
Deferred income	469,191	226,943

The deferred income comprises of income received in advance including membership fees, national conference event income and registration fees for events and learning programs to be held in the following year.

Note 14. 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 \$1 each towards meeting any outstandings and obligations of the Company. At 30 June 2022 the number of members was 4,388 (30 June 2021: 5,199).

Note 15. Key management personnel disclosures

The total remuneration paid to key management personnel of the Company is \$565,913 (30 June 2021: \$ 622,691).

Note 16. Auditors' Remuneration

Remuneration of the auditor for:

	2022 \$	2021 \$
- auditing the financial statements	<u> </u>	17,200

Note 17. Contingencies

In the opinion of the directors, the Company did not have any contingencies at 30 June 2022 (30 June 2021: None).

Note 18. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 15.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Note 19. Cash flow Information

	2022 \$	2021 \$
Reconciliation of cash Cash and cash equivalents	1,110,959	1,277,562
	2022	2021
(b) Reconciliation of result for the year to cashflows from operating activities (Deficit)/surplus for the year <i>Non-cash fiows in profit:</i>	(260,944)	46,922
- depreciation Changes in assets and liabilities:	54,581	53,967
- Change in trade and other receivables	(46,422)	48,597
 Change in prepayments Change in income in advance Change in trade and other payables Change in employee benefits 	(113,266) 242,248 (27,394) (2,124)	86,992 (519,487) 36,915 (44,891 l
Cash flow from operations	<u>(2,124)</u> (153,321)	(290,985)

Note 20. Events after the reporting period

No matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

Note 21. Statutory Information

The registered office and principal place of business of the company is: Australian Council for Educational Leaders Suite 50, Level 5 50 Holt Street, Surry Hills NSW 2010 Australian Council for Educational Leaders Directors' declaration 30 June 2022

In the Directors' opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012;
- the attached financial statements and notes give a true and fair view of the entity's financial position as at 30 June 2022 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

Sep 1, 2022 2022



Nexia Sydney Audit Pty Ltd

Level 16, 1 Market Street Sydney NSW 2000 PO Box H195 Australia Square NSW 1215 p +61 2 9251 4600 f +61 2 9251 7138 e info@nexiasydney.com.au

w nexia.com.au

Independent Auditor's Report to the Members of Australian Council for Educational Leaders

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Council for Educational Leaders (the Company), which comprises the statement of financial position as at 30 June 2022, 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 a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- i) giving a true and fair view of the Company's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- ii) complying with Australian Accounting Standards Simplified Disclosures and Division 60 of 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 Company in accordance with 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.

Directors' responsibility for the financial report

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

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

Nexia Sydney Audit Pty Ltd (ABN 77 606 785 399) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Auditor's responsibility 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.

A further description of our responsibilities for the audit of the financial report is located at The Australian Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

Nexia Sydney Audit Pty Ltd

Vishal Modi

Director

Dated this 1st day of September 2022





Australian Council for Educational Leaders

ABN 75 132 672 416

PO Box 876, Strawberry Hills, NSW 2012

- P 1800 680 559
- E admin@acel.org.au
- W acel.org.au