



Annual Report 20





ACKNOWLEDGEMENT OF COUNTRY

LeaderLife acknowledges the Wiradjuri people and country on which our work takes place. LeaderLife pays respect to the Traditional Owners and Custodians of country throughout Australia. We honour and respect the cultural heritage, customs and beliefs of all Aboriginal and Torres Strait Islander people.

We recognise that Aboriginal and Torres Strait Islander peoples have spiritual social and cultural connections with their traditional lands and waters. We would like to express our sincerest gratitude to the communities on whose land LeaderLife works.

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CHAIRPERSON REPORT



It will be a rare find in 2020 to find a report written that does not acknowledge the significant challenges experienced both within Australia and worldwide. Drought and devastating fires that significantly affected rural communities and millions of hectares of land, followed by the impact of the Covid-19 global pandemic that is still ongoing.

It is how individuals, families, groups, organisations and communities respond to crisis that defines them. Working with the most vulnerable people within their community, LeaderLife not only continued to provide leadership, flexibility and creativity during these extraordinarily challenging times, they shone their never give up, solution driven philosophy even brighter at a time that demanded it the most.

Exceptional events aside, Dubbo has one of NSW's highest representations of children in juvenile detention outside of Sydney. Over 96% identify as Aboriginal. Rates of Aboriginal young people attending pre-school, childcare and completing Year 10 all sit below the National and Dubbo community average. 75% of Indigenous young people over the age of 16 are unemployed. The need to address these issues is paramount and LeaderLife works tirelessly to reverse these unsettling trends, with outstanding engagement of young people at risk of early school-leaving, unemployment and incarceration.

Incorporating an entrepreneurial spirit, the ability to find solutions and fill gaps in the system, LeaderLife has achieved outstanding results the past 12 months. The launch of their social enterprise 'Soil2Soul' through which young people assist in the operations of a working lime farm is a perfect example. The establishment of Soil2Soul is a highly effective strategy for cultivating employment aspirations and work-ready behaviours because it immerses young people in a real-world workplace environment where their contributions have social and economic value.

For an organisation to thrive, there must be a focus on ensuring sustainability and continuity. It is encouraging to witness LeaderLife operations grow exponentially meeting the demand of services required to support the young people within the community. The Board are excited for the implementation of a bold and dynamic strategic vision for 2021 with a 'dare to dream big' theme that consolidates, complements and expands on existing initiatives and programs.

In championing young people in the Dubbo community, Joh and her team go the extra mile to make kids feel seen, heard and understood. They offer a beautiful, expansive narrative that can counter a vulnerable young person's deeply ingrained belief that they cannot achieve – and are not worthy of – a happy, healthy and purposeful life. It is no exaggeration to say that their compassion is changing and saving the lives of some of the most marginalised young people in our country.

On behalf of the Board, Joh, the team and young people, we thank our supporters for their contribution to the work LeaderLife undertakes.

Mel Phillips
Melinda Phillips
LeaderLife Chairperson

CEO REPORT

At a time when many companies and organisations were putting their expansion plans on hold, LeaderLife was exercising an appetite for progression and searching for the next opportunity to help kids live well in this world. We will always stay true to our tagline: *Let's Grow*.

There were many successes and many challenges that demanded a different approach this year, but for those who know LeaderLife well, intentionally pivoting the plan to ensure growth is one of our strengths. An absolute highlight for 2019-2020 was LeaderLife's development of Soil2Soul; our social impact venture of managing and running a working lime farm. This social enterprise was solely developed as a sustainable model to create job opportunities and meaningful training for young people finding it difficult to obtain work. During just the first 7 months of operation, LeaderLife provided 6 Indigenous young people with paid employment and started infiltrating the local market with high quality limes. It's these kind of community solutions which hold both social and economic impact, that are absolutely the ingredients for some incredibly valuable and vibrant futures. When a young fella says to you "this lime farm is the best thing that has happened for us Bronx kids", you know you are on the right track. We can all do this better if we do it together.

Our learning has taught us to resource the future, so multifaceted financial growth has been a prioritising strategy for our organisation this year. As we completely transitioned into LeaderLife, a 1680% growth in income was recorded from 2018/19 to 2019/20. I feel privileged to work alongside the many amazing people who contribute to the growth of LeaderLife and our strong philosophy in creating a sense of belonging for the community, instilling generosity, creating independence and to always be mastering new skills.



Much love to my family who so graciously support my commitment to LeaderLife. Some days I am so humbled by doing this work that I cannot find the words in the human language to describe what that feels like. My sincere gratitude to all those who make LeaderLife possible. To the incredible LeaderLife staff, our board, our funders, our volunteers, our partners, our town, our families, our mentors; you all make up the great village helping kids doing it tough to live their best life.

Finally, a note about all the kids and their families we work with. I just love them. They have so much spirit, so much to offer this world and they're damn straight worth looking after.

Joh Leader
LeaderLife Founder and CEO



OUR VISION

For all to lead a life of purpose, participation and potential, with no child left behind.



OUR MISSION

To grow our community: by helping kids doing it tough to live their best life.

OUR MOTTO

Let's grow!

OUR VALUES

- L Look for the rainbows
- I I never give up
- F Fly in formation; always
- E Empathy; for all



OUR HISTORY

2002

The **Apollo House** Community Centre started by East Dubbo Women's Group

2010

Leader In Development tendered to deliver the Resilience program in East Dubbo

2011

The **Resilience** program at Apollo House started

2016

December → CAPP group visit to BackTrack, Armidale

2012

Dubbo **CAPP Working** group established to keep Indigenous youth out of jail

2012

Our early intervention program **Skillbuilders** began

2017

January → Teenage boys diversionary school holiday camp to BackTrack

2017

March → **CATALYST** (Creating Access To A Loving Youth Support Team) was co-designed with youth

2018

Leader In Development transitioned into **LeaderLife**, non-profit charity



2018

Met **Prince Harry and Meghan**, the Duke and Duchess of Sussex!

2019

April →
CATALYST boys ran the Westview Drive-In during **Youth Week**

2019

June →
 CATALYST youth identified need for jobs and meaningful training



2020

Soil2Soul Social Impact Venture started; running a lime farm in Narromine and helping young people with training, employment & living well



What impresses me about Joh and the team at LeaderLife is that they have big goals to change people's lives and they are truly delivering on that purpose. That's why I've been supporting them over the last few years, and will continue to do so.

I believe in the value and impact of their work.

To have a social enterprise, Soil2Soul, that was just a seed of an idea only 18 months ago and now talking about delivering sales nationally, is no small feat.

I'm proud to support LeaderLife in their next growth stage.

– Natalie Bramble
Cofounder and CEO iClick2Learn



ABOUT US

LeaderLife work to grow the community by doing whatever it takes to help people doing it tough to live their best life. LeaderLife is a not-for-profit charity organisation based in Dubbo, NSW. We create meaningful relationships and support vulnerable children who are falling through the cracks of society.

At LeaderLife we understand that we are all souls; with purpose, passions and dreams. Our focus is to provide the ideal conditions for young people to live well.

We do this by delivering practical skills and mentoring programs to over 300 young ones each year, and connect them with key support agencies and community-based services. Our work is community driven, innovative and evidence based, providing everyone opportunities to lead a life of purpose, participation and potential.

When you can create a true sense of belonging, encourage independence, instil generosity and provide endless opportunities of learning, then growth is almost certainly the outcome.

LeaderLife is a foundation block that supports some of our community's most vulnerable young people.

LeaderLife and their staff go about their work quietly, with a clear focus on supporting and developing young people to help them chase their hopes and dreams, breaking moulds set for them by many in our society.

I challenge anyone to hang out with this crew and their young fellas and tell me that the experience hasn't changed them.

Many of the young men and women I have witnessed LeaderLife work with, I have come to admire their strength and resilience to create a change in their own lives and to clear a path to make it easier for others to follow.

I guess quite simply LeaderLife isn't just an organisation, it's a place where young people feel loved and respected. It's where they are able to make mistakes without fear of rejection. It's a safe place for growth and expansion.

- Jason Yelverton
A lover of the Dubbo community
and those that live in it and visit it



Let's grow!

OUR PROGRAMS

LeaderLife's four core programs work respectfully with the community, providing a platform of empowerment, reducing barriers, delivering effective early intervention and prevention strategies. Our programs focus on leveraging strengths and opportunities for our kids and their families, because building strengths absolutely requires less effort and resources than trying to correct weaknesses.

It sounds simple, but it's not easy!

LeaderLife's programs gently create opportunities for behaviour change and helps transform lives within Dubbo. Our programs are 100% voluntary. We never chase; we draw people in, and while we do not run any Indigenous specific programs, over 90% of those accessing our supports are Indigenous. At the time of this report, LeaderLife has 143 adults, 167 children and 22 adolescent young people signed up to our programs.

Our approach, along with a number of other programs across Australia, continues to undergo research through YARRN (Youth At Risk Research Network) with the Drug and Alcohol Research centre from the UNSW. This research will continue until 2021 and is investigating innovative approaches to help kids climb out of disadvantage.

RESILIENCE

8551

SETS OF LEGS
THROUGH THE
DOORS 19/20

WHERE IS ALL STARTED!

Resilience was our first program initially funded by Housing NSW through a public tender and started in February 2011. Apollo House is our hub. Our community meeting place and is the centre of all our programs. The community centre was initially started by a group of Indigenous women who lived in the community in the early 2000's. Today, an average of 43 people voluntarily walk through the Apollo House front door every day; anyone from the Dubbo community is welcome, any age, and for whatever reason. It might be a mum escaping domestic violence, someone needing to search the internet for a job on the community computer, a meeting place for services, kids needing a lift to school, a coffee, a yarn.

Apollo House is often the first point of call in times of crisis, with people knowing that they will be compassionately supported. In many instances, LeaderLife is the conduit between community and many mainstream services. All programs run directly out of Apollo House.

The state government generously funded the Resilience program since its inception in 2011, however funding for this program from Communities and Justice finished in December 2019. We will continue to seek further funding from all avenues to ensure the sustainability of the Resilience program, to make certain that the doors of Apollo House remain open for the community while ever there is the need.



My kids have been going to Apollo House since it opened in 2011. The team are always friendly, smiling and willing to help. They have been there with my family through some rough times, and continue to be there every day when I need them.

- LeaderLife mum DINA K



SKILLBUILDERS

SKILLS FOR LIFE

With kids being the core of our work, Skillbuilders was initiated in 2012 by Communities for Children and has evolved over time, to meet the needs of the kids and the community. Thanks to our facilitating partner CatholicCare Wilcannia-Forbes, Skillbuilders is for kids aged between 5 and 12 years of age experiencing disadvantage. The kids who have unwillingly been caught in the crossfire of some incredible complexities and trauma throughout their life. Typically, Skillbuilders looks like an after school program, but not one where kids are dropped off, but more a voluntary scenario where kids run to Apollo House as soon as they finish school. Skillbuilders is not about the activity that is running each day, which could be a touch footy match, Aboriginal dance classes, Zumba, yoga, art and craft, drama classes or robotics, Skillbuilders is about relationships. It's about care. It's about love, and the adult champions in the lives of young people who all deserve the best. Skillbuilders creates opportunities for the building of foundational skills like social and emotional intelligence, awareness and confidence, so children can move through life stages until adulthood with as much ease as possible.



Apollo House is our safe place. We would have nothing to do but be a game freak on the playstation if it wasn't for the programs.

TSHARN, 12 YEARS

526

YOUTH BASED WORKSHOPS,
ACTIVITIES & PROGRAMS



326

YOUNG PEOPLE ENGAGED IN LEADERLIFE PROGRAMS

CATALYST

320
PROGRAM HOURS IN
ONE QUARTER

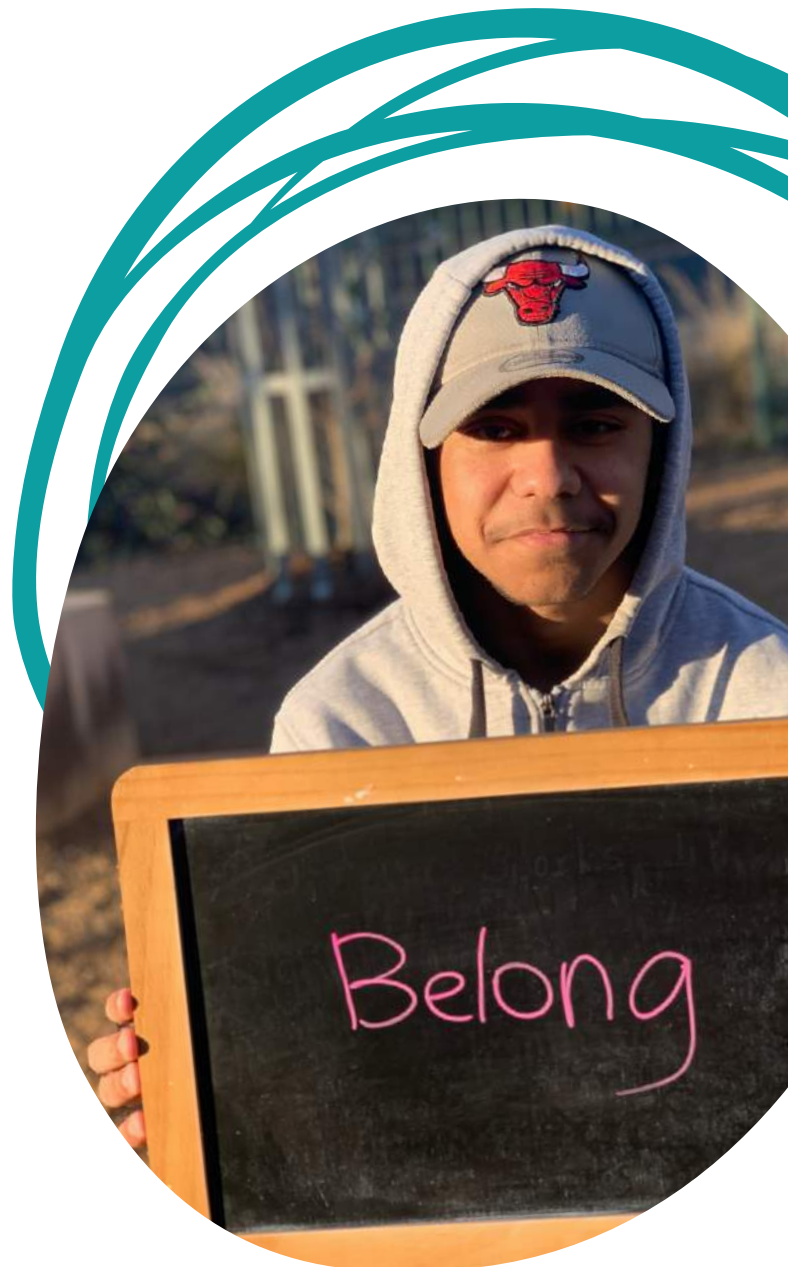
CREATING ACCESS TO A LOVING YOUTH SUPPORT TEAM

CATALYST (Creating Access To A Loving Youth Support Team) is a holistic, mentoring program for young people 12-18 years who have lost their way. It's a program meeting kids exactly where they are at. CATALYST engages young people in positive diversionary activities, provides individualised care, links to meaningful learning and opportunities to give back to communities.

We have learnt so much in establishing CATALYST from our friend and mentor Bernie Shakeshaft, and his great team from BackTrack in Armidale. BackTrack is an incredible holistic program doing great things for kids and communities. CATALYST offers young people having a hard time an opportunity to reconnect with education and training, become work ready, find jobs, heal from psychological trauma and pursue positive life pathways that result in meaningful lives.

Many of the youth LeaderLife supports are experiencing a form of homelessness, 90% have at least one identifiable health issue, many are not going to school or experiencing repeated suspensions and so many have been in contact with the legal system.

In 2019, it was the CATALYST young people who identified huge barriers for young people to find a job and gain training, and this gap in Dubbo was filled by starting LeaderLife's Soil2Soul social enterprise.





From Little Things, Big Things Grow



In so many ways, our kids are just like our lime trees. The more you put in, the more you get out.

You don't plant a lime tree seed and expect a juicy Tahitian lime the next day. First you must plant it in the right spot, with the right soil, adequate mulch, the ideal companion plants and the right amount of sunshine. You must water it regularly, carefully analysing the amount of rainfall compared to your hand watering; always adjusting accordingly. This balance needs constant monitoring and change. You must feed the lime tree as it grows, keeping the weeds away from it, and always loving it along the way. Then as it grows bigger and stronger and healthier, new branches will sprout from many different angles. Sometimes, but not always, these branches will need extra support. Some days there will be storms – very wild storms, with wind and lightning and hail, where we risk losing those branches, the weak ones and even the strong ones. Through some storms the very real reality is that we will even risk losing the whole tree. The hope is that we have nurtured the tree enough to withstand the wind and the lightning and the hail. Eventually the storm will pass, the sun will shine, the songbirds will sing and the rainbows will be bright. And when the time is right, exactly right (following the right amount of water and care) you will eventually see little buds forming on that lime tree ... buds that will then burst into a beautiful flower. Then one day, a beautiful juicy lime will be picked; sometimes years from the day you planted the seed.

Our advice to our kids is stand tall and proud like your lime trees. Sink your roots into Mother earth. Go out on a limb. Drink plenty of water. Think long term. Enjoy the view. Look after yourselves.



*The more you put in,
the more you get out.*

3396

LIMES PICKED
AND SOLD!



SOIL2SOUL

HELPING KIDS ONE LIME AT A TIME

To help kids live their best life and to fill the next gap for young people toughing it out in Dubbo, LeaderLife – along with a bunch of kids in Dubbo – developed a social impact business model called Soil2Soul. This model was born totally for social purpose, aiming to create lasting social change and impact young lives for the better. Thanks to fundraising efforts, state government funding, corporate and philanthropic investment, this program kick started in December 2019. Through this work-readiness social enterprise initiative, meaningful jobs have been created and training provided for young people (15 – 25 years) who are mostly Indigenous, who have disengaged from education or are on the edge of the criminal justice system. LeaderLife has been incredibly fortunate to lease a lime farm in Narromine, thanks to the generosity and commitment of the Maxwell family. Our Soil2Soul project has supported 17 young men in its 6 months of operation and they have picked and sold over 3396 limes! Through this program, these young men will develop work-readiness skills across horticulture, agriculture, retail, customer service, farm management and landscaping.

Soil2Soul is a model that creates incredible opportunities for young people to be supported in an alternative and innovative employment,



education and training model that has the potential to grow into other enterprises such as tree planting, agricultural work and wood cutting; ultimately becoming a long-term employment pathway for young people doing it tough in Dubbo.

Our work in 2020 has ensured that not one of our young people have been locked up in juvenile detention, which has huge social and economic impact in our Dubbo community. The research says that if a child remains out of the jail system as a young person, there is over an 80% chance they will not enter the detention system as an adult. Based on this literature, we think it is totally worth investing in our young people at the front end.

An ounce of prevention is worth a pound of cure.



This lime farm is the best thing that's ever happened to us Bronx kids.

17 YEAR OLD MALE



15-20

HOURS OF VOCATIONAL &
EMPLOYABILITY SKILLS &
TRAINING PER WEEK



Soil2Soul is giving young fellas in Dubbo like my brother and me so many opportunities.

ALEX BONEY

ACHIEVEMENTS

Since its commencement in December 2019, the young people in the Soil2Soul program have achieved some remarkable things. They have been working on the lime farm at Narromine learning the fundamentals of growing good quality produce, and they have also expanded the enterprise into landscaping and odd job work!

Since the commencement of Soil2Soul the following has been achieved:

- Established the Dubbo business office
- 8 young people casually employed
- 17 young people have commenced work experience
- 4 young people have already commenced work in mainstream employment, including 1 apprenticeship
- Young people have commenced trials of value-add products for local distribution such as lime cordial
- Skills matrix template developed to track employability skills development for young people
- Attended Dubbo Farmers Markets
- 79% of young people in the Soil2Soul program have not had any contact with police in 2020





- Young people designed and obtained work uniforms
- Commenced local delivery service thanks to a '*pivot quickly*' need during the pandemic, which in turn has been an excellent opportunity for young people to obtain driving practice and accrue L plate logbook hours!
- Commenced early stage planning of a mentoring program with leaders, including Indigenous Elders, local police and businesses
- Commenced local sales at pubs, clubs and restaurants in Dubbo and Narromine
- Investigating distribution strategy beyond regional area
- Health and wellbeing measurement tools developed and administered to all young people
- 1 young person spoke about Soil2Soul in front of an audience of 800 at the Channel Nine headquarters in Sydney!
- Developed a partnership with a training organisation to deliver meaningful (on farm) vocational training during 2020.
- 8 young people completed certified chainsaw course
- Side-By-Side Buggy training, chemical application certificate, fencing training, tractors, first aid and motorbike safety booked in.

LeaderLife are focussed on creating real impact in everything they do. It is exciting to see the establishment of the social enterprise, growing opportunities and outcomes for young people in Dubbo.

When you visit LeaderLife and meet the staff you cannot deny they have the interests of the young people at the centre of everything they do and the establishment of a social enterprise is a natural extension of this focus. This will be a social business that will have a big impact on the region.

- Marcus Watson
BackTrack Executive Manager
Social Enterprise

LeaderLife would like to acknowledge the support of all our lime buyers, iClick2learn, the Rotary Club of Dubbo South, NSW Government 'Youth Opportunities' and 'Stronger Country Communities', Newcastle Permanent Charitable Foundation and Kennards Hire Dubbo. Your commitment to making this world a better place made the Soil2Soul dream possible. Thank you.



I'm really impressed by CATALYST and the Soil2Soul program that LeaderLife is running in Dubbo. This is a real attempt on the part of LeaderLife to reconnect with disengaged Indigenous youth, to work closely with them on personal wellness, to navigate the maze of juvenile justice and to create pathways to employment.

What LeaderLife is doing in Dubbo City and beyond is what's really needed. Indigenous youth need employment, purpose and direction in their lives. Most of all, they need to learn to live with hope rather than despair. In this regard LeaderLife's programs tick all the boxes.

One criticism of LeaderLife could be that it doesn't offer cultural training at all. This criticism is warranted to a point. LeaderLife does not promise to tackle cultural issues. To do so would be ludicrous. LeaderLife is, however, committed to maintaining an ongoing close relationship with the Indigenous community, particularly Elders and teachers of Indigenous culture.

What LeaderLife offers is not in opposition of Indigenous culture at all. In fact, I feel that time will prove that what LeaderLife offers actually compliments and enhances Indigenous cultural values.

LeaderLife has proven, in its short life, that partnership is possible between Indigenous and non-Indigenous Australians, between young and old. This hopefully will create more harmonious communities for us all.

- Uncle Frank 'Riverbank' Doolan





*No one
left behind*

OUR IMPACT



326 YOUNG PEOPLE ENGAGED IN LEADERLIFE PROGRAMS

179
MALE KIDS



147
FEMALE KIDS

54
0-4 YR OLDS

117
5-9 YR OLDS

121
10-14 YR OLDS

50
15-19 YR OLDS



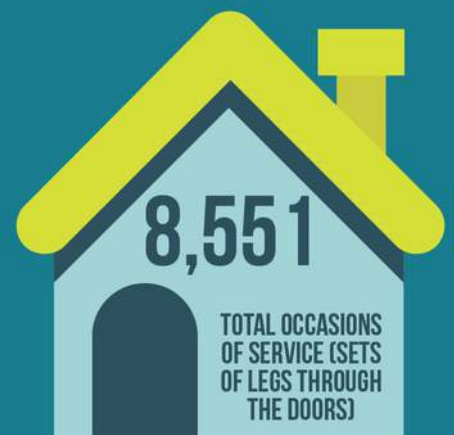
15-20

HOURS OF VOCATIONAL AND EMPLOYABILITY
SKILLS AND TRAINING PER WEEK

SOIL2SOUL



526 YOUTH-BASED WORKSHOPS,
ACTIVITIES & PROGRAMS



8,551

TOTAL OCCASIONS
OF SERVICE (SETS
OF LEGS THROUGH
THE DOORS)

AVERAGE OF
77
KIDS PER MONTH



PROGRAM HOURS IN ONE QUARTER
320

AVERAGE OF
60
ADULTS PER MONTH

HIGHLIGHTS



BACK ON TRACK BOOK LAUNCH

ADMIRALTY HOUSE SYDNEY

August 2019 landed the LeaderLife crew and CATALYST young people in the big smoke, at the beautiful Admiralty House in Sydney. They attended a morning tea hosted by the Governor General of Australia, The Honourable David Hurley and his wife Mrs Hurley to launch Bernie Shakeshaft's new book **Back on Track**, with the team from BackTrack.

It was an opportunity of a lifetime to connect with great people like Down The Track in Lake Cargelligo, and our young people represented everything about themselves with grace, charisma and confidence.

HIGHLIGHTS



INNOVATING THROUGH COVID-19

On Wednesday 25th March 2020, the Australian Government closed all youth and community centres due to the COVID-19 pandemic. Many critical frontline services ceased providing face to face contact with young people in Dubbo due to the public health directives. With the health and wellbeing of our young people at the forefront of everything we do, never before was it so essential to provide support services to our kids and families as the crisis unfolded. Strikingly quickly, LeaderLife was able to innovate and continue supporting the most vulnerable in a COVID safe way.

Firstly, a 24/7 video intercom system was installed at Apollo House, a veggie garden was planted, 'keep kids busy' kits dropped off to children, our lime farm continued as an alternative venue for engagement and training, home deliveries commenced, and zoom meetings became the in thing! It certainly was a year to think about the 'we' instead of the 'me'.

150
KIDS SUPPORTED
THROUGH COVID
FROM 26TH MARCH
TO 30TH JUNE 2020

HIGHLIGHTS



MUSICAL STORYTELLING

WITH TRAV COLLINS

Talented musician, cracking bloke and busker Trav Collins visited Dubbo and worked with LeaderLife's children and teenagers in co-writing a song that tells a story about marginalised young people growing up in today's challenging and complex world. This song, "Lead a Life" is an original piece, sung by Trav Collins with lyrics co-written with young people. It's real and it's raw and tells such an important story.

Listen here: shorturl.at/krxL3

Big thanks to TAFE Western's Opportunity Hub, the Yarradamarra Centre, and Wez Thompson for working with Trav to record such a special song. Our gratitude to Jane Dempster for her beautiful filming, the crew at the WestView Drive-in and the incredibly talented Carol Cho for producing the clip, and most importantly well done to our kids who stepped up and had a crack at something new. You trail blaze inspiration into our hearts every day and we are so proud of you for bravely sharing your stories.



Lead A Life Lyrics

Next time you're drivin' down the street, you see a kid walkin', kickin' stones at parked cars and throwin' sticks. Think how the world would change, if someone stopped and asked if they're ok.

(CHORUS)

Maybe one day these kids could lead a life that meant more.
Lead a life no one thought possible.

I got two sisters a brother at home, and a couple others didn't leave the hospital
At least that's better than one of my friends, his Dad's in jail and he doesn't know his brother's names.
A different mum, a different dad. A different house each time Christmas comes around.

One day a queen came to town, for change.
Opened the door to a place, to a home.
Where the trees and the soil and the hearts let them grow.
People laughed, people cared, showed love for them all.
The colours on the wall showed them where to go.
They didn't tell them the things they'd always been told.
Kicked out and knocked down locked behind those cell doors.

Maybe one day these kids could lead a life that meant more.
Lead a life no one thought possible

HIGHLIGHTS



BACKTRACK EVERYWHERE

COMMUNITY SOLUTIONS FOR KIDS, NOT JAIL TERMS

LeaderLife has been one of five organisations in Australia who are part of the BackTrack Everywhere program, which mentors and support organisations on the ground to establish their own programs. Each program is different and suited to the young people of the local region, building upon the strengths which exist within their respective communities. All of these programs and communities operate independently of BackTrack but work together in close alliance.

LeaderLife has gained so much from our involvement and relationship with BackTrack Everywhere, and will continue to work closely with the community and young people to keep kids alive, out of jail and chasing their hopes and dreams.

MESSAGE FROM BERNIE

“Sometimes you just get lucky. At BackTrack we were lucky enough to cross the tracks of the fabulous team at LeaderLife. The work being undertaken in Dubbo is a good example of a community taking responsibility for looking after those most in need. By involving local Elders, they ensure great inclusive leadership for the young people they are entrusted to work alongside.

For many years we have watched the organisation go from strength to strength, filling the gaps in our systems to keep coming up with real life changing programs shaping long term positive solutions.

This has been a tough year where real leaders step up and take on the challenge.

We are humbled to share part of their journey and look forward to strengthening our partnership, our combined knowledge and passion for standing up and doing the job that needs to be done.”

Bernie Shakeshaft

Founder and CEO of BackTrack
2020 Australian Local Hero of the Year





THE ROTARY CLUB OF DUBBO SOUTH

Our partners, the Rotary Club of Dubbo South, hosted a fundraising dinner in September. The night was attended by 160 community members to support LeaderLife's CATALYST (Creating Access To a Loving Youth Support Team) program.

The fundraising evening was a huge success raising \$25,000. On the night, guests enjoyed hearing from LeaderLife's founder Joh Leader, Bernie Shakeshaft - founder of BackTrack Youth Works - and complete funny bloke Kerry O'Keeffe. Thanks to the support of generous local businesses and individuals,

there were over 25 auction items, raffle and lucky door prizes up for grabs on the night.

The club continued their generous support of Dubbo's young people, further donating a side by side buggy. The buggy has been a welcome addition to the team allowing the young people to pick and cart limes for their weekly delivery service to local restaurants, pubs and cafes and their home delivery service. It's also assisted with teaching maintenance skills, driving skills and will allow for expansion into other enterprises into the future.

HIGHLIGHTS



WELCOME WALLY DOG

This year Taje and the kids lovingly rescued and warmly welcomed Wally to the LeaderLife family. Wally turned up at the Apollo House doorstep as a tiny 6-week-old puppy covered in fleas, full of parasites, hungry and so scared. Our kids and the compassionate LeaderLife staff rolled up their sleeves because no one gets left behind and got straight to work nurturing little Wally back to well health. He is a very loved, happy part of the crew now!

HIGHLIGHTS



CHANNEL 9 AND UNLTD SUPPORT

Late last year, our friends at UnLtd brought a group of visitors from Channel Nine to visit us in Dubbo. They were so inspired by our work and our young people, that they agreed to support LeaderLife with an incredibly generous donation for three years! There wasn't a dry eye in the house when they announced this at our community evening at the end of their trip!

In addition to their donation, the 'Nine Good Squad' will also be supporting us through a social impact partnership organised by UnLtd, supporting us with various strategy and marketing projects to help us grow our programs and our social enterprise. Thank you UnLtd and Nine - we can't wait to see where this partnership will take us!



The moment I walked into Apollo House I was bowled over. Kids were spilling out of every doorway, laughing, joking, making things and playing sport. The buzz was electric and I could see that these kids not only felt safe here but they also felt at home, they felt comfortable, and they felt loved. In that moment it was hard to imagine all of the trauma that these kids face in their real homes.

The guys at LeaderLife are providing an essential service, they are all in and they are creating positive generational change. Their work is life changing, they are life savers and I'm in awe of all that they do. Love you guys!

- Chris Freel, CEO, UnLtd





HIGHLIGHTS



BAKER MCKENZIE TEA TOWEL FUNDRAISER

How grateful we have been to work with the gorgeous team at Baker McKenzie. After a competitive internal selection process, LeaderLife was selected as one of three charities across Australia that Baker McKenzie will support. Baker McKenzie lawyers have previously fundraised for LeaderLife, written and received letters from the kids and generously volunteered their time to help out with our Skillbuilders program at Apollo House.

After observing first-hand the strong and positive impact that LeaderLife has on the Apollo Estate community, Baker McKenzie decided to provide strategic fundraising and awareness, raising support to LeaderLife in the form of a long term partnership.



OUR PATRON

STEVE PEACOCKE

Although 2020 proved to be such a testing year in so many different ways, the team at LeaderLife has continued their incredible work, bringing their community together and giving kids doing it tough a place to grow and the space to learn. After finishing a job out in Broken Hill, I spent some time at Apollo House and saw first-hand the brilliant work that the team does.

Meeting some of the kids, hearing their stories and seeing the real difference that Joh and the crew are making was incredibly inspiring. I'm proud to be an ambassador for LeaderLife, privileged to be part of the village and look forward to seeing the work they'll continue to do in 2021.

cheers Steve

BOARD OF DIRECTORS



MELINDA PHILLIPS

Chair Person

Melinda has had 30 years' experience in community services both in the disability and youth service sectors. Following 6 years as the CEO of Vivability Disability Services Bathurst, Melinda undertook the role of General Manager for BackTrack Youth Works, Armidale in 2016. BackTrack Youth Works is an organisation dedicated to the vision of helping as many kids as possible who are experiencing hard times.



Being involved with 'Leader In Development', and now 'LeaderLife' for the past 4 years has been extremely rewarding. It is innately fulfilling to witness an already remarkable organisation further strengthen and diversify in response to emerging community and young people needs. Seeing a passionate and dedicated team striving daily to create opportunities to better the life of vulnerable people beckons you to contribute what you can to its successes. I am particularly excited about the diversity of experience and potential opportunity Soil2Soul has to offer to all ages and am grateful to be contributing to LeaderLife's future vision alongside a highly skilled and valued Board and committed team on the ground.

MELINDA PHILLIPS

FIONA PRENTICE

Director

Fiona has a professional background in public secondary school education, including 21 years as principal of five schools across Western NSW. In that role she has developed strong awareness of the needs of many marginalised young people who need stronger, more positively focused frameworks of relationships around them to help them achieve their potential as strong, happy and independent citizens in control of their own destiny. Since retirement from school education and a move to Dubbo she has been engaged in various community projects and also worked in adult education. LeaderLife, through its inspiring leadership, committed team, unstinting effort and generous supporters, is making a difference for many young people and their families in the Dubbo area. In turn, the benefit to the community vastly exceeds the benefit to the people directly engaging with LeaderLife programs, and Fiona values the opportunity to contribute to the community through her involvement. In particular Fiona has a strong interest in ensuring clearly articulated policies, strategies and programs support the growth and development of the enterprise on robust foundations of shared understandings, thus facilitating LeaderLife to garner continually increasing support from both the local and broader communities as its achievements become more widely recognised over time.

MATTHEW WADE

Director

Matt is a member of the LeaderLife Board and brings 16+ years of experience in the Banking and Finance industry to the role. Matt lives in Dubbo with his wife and young family. Matt was drawn to the positive work being achieved at Apollo House, and was lucky enough to be able to experience the positive difference that the team was making whilst volunteering at the centre. After growing up on a farm and working in the agricultural field, Matt is very excited about being involved in the Soil2Soul program with LeaderLife and making it a success.





LIONEL WOOD

Director

Lionel is a proud Murrawarri man, who has worked with youth in the community for over 8 years. Lionel values the work LeaderLife does for young Indigenous youth and their families in the Dubbo community and has seen first-hand the positive impact they have on their lives. The opportunities that LeaderLife continues to provide for at risk youth through Soil2Soul, is something that Lionel is passionate about and likes seeing programs like this become self sustainable. He is confident this will lead to more kids in the community who are needing supported pathways to education and employment getting the help they need.



PIP GOLDSMITH

Director

From Coonamble, north of Dubbo, Pip has lived in Sydney and country towns across NSW. Pip is now based back in Coonamble with her family. Pip's professional experience in corporate communications and economic development help her make a strategic contribution to the Board of LeaderLife. The most rewarding part of being a board member for Pip is seeing LeaderLife grow and develop as an organisation, with the transition to a registered charity being a highlight. The successes of programs and real difference that's made to the lives of all people involved is what Pip is most proud of. Pip loves that LeaderLife bravely does things a bit differently, isn't restrained by any normal or expected approaches, and will find a way to get an outcome, even if others say it can't be done. Pip is looking forward to seeing LeaderLife continue to grow and innovate in the ways it reaches young people and helps them in ways that resonate.



ALEXANDRA QUIGLEY
Secretary



JOHN CURLEY
Public Officer



OUR TEAM

The LeaderLife team compassionately looks beyond the damage. They look beyond the behaviour and see the kids for who they are; smart, resilient young people who often just need someone to help them grow.

JOH LEADER

Founder of LeaderLife, Joh oozes the kind of warmth, sincerity and compassion that is rarely seen in the business world.

Joh started her career as a paediatric speech pathologist before taking her passion for kids into the community services field. It was here she realised her passion was to help grow communities and be part of a great village that ultimately helps kids live their best life; all kids. With no one left behind.

Joh founded LeaderLife to fill a youth service gap in Dubbo, with sincere, meaningful holistic long-term support for kids who have been caught in the crossfire of some of the most complex social issues anyone could face.

Over her years of learning, Joh stumbled across the importance of balance, always looking out front at the big picture and getting the little things right. She brings this philosophy of being holistic and keeping it simple to LeaderLife, along with her extensive knowledge of child development and trauma informed care.





MEL SINGH

A familiar face at Apollo House, Mel has been the program coordinator at LeaderLife since its inception in 2010.

Mel is focused on coming up with solutions for kids who are falling through the cracks. Mel is always seeking sustainable funding and support to continue to provide multifaceted diversionary and long-term support for younger kids and ongoing opportunities for youth who are not attending school. Mel goes well and truly beyond her call of duty to help kids in Dubbo. She does whatever it takes to make sure kids are safe, helping them at school and engaging youth in supported work readiness and training programs, helping them transition into mainstream employment.

Her dream is to help LeaderLife start an alternative education model that meets kids where they are at, and provides them with opportunities to learn that is hands on, relevant and gives them the foundations to be happy and healthy with prospering futures. Everyone needs a Mel! She is the heart of Apollo House.

JUDY ARMSTRONG

Judy has been part of the LeaderLife family since 2010 and is passionate about helping people of all ages. With over 20 years experience in the paediatric health sector and raising four grown up children of her own, Judy brings a wealth of knowledge to the team working closely with the kids and their families. Judy delivers parenting and early intervention programs and heads up our weekly APOLLArt Group, helping the community create all things crafty. Judy makes everyone who attends LeaderLife's programs feel welcome and valued and is described by her team mates as funny, helpful and resilient. Judy is an incredible listener, is completely practical and has so much love for all.





UNCLE FRANK DOOLAN

Born and bred in Bourke, in the far west of New South Wales, Uncle Frank always knew of his strong connections to Wiradjuri Country from his mother, Aunty Pat, who was born on the Talbragar Mission in Dubbo.

A Willae Wiradjuri man of the Tubbogah peoples, Uncle Frank moved from Bourke to Dubbo in the 1980s, and has since re-established and strengthened his links and connection to Country and community.

Uncle Frank joined us at Apollo House in 2012, initially employed to further our storytelling projects in East Dubbo's Apollo Estate. This early work grew with his role, extending to include community work.

Uncle Frank believes it's a blessing to be someone the community trusts to share their stories with, and counts working in community as a big learning curve for him as well.

TAJE FOWLER

Taje is a decedent of the Wurundjeri nation and has family connections to the Wiradjuri nation with family in Narromine. Taje started as a volunteer with LeaderLife and is now the Community Research Officer collecting data for YARRN (Youth At Risk Research Network) through the University of NSW that is currently researching innovative ways to engage at risk youth through a holistic framework.

Taje is intuitive, kind and passionate about advocating culture. This passion led her to volunteer as a youth worker for the Murama youth summit in Sydney and travelled to America learning about GONA (Gathering of Native Americans) which is underpinned by the wellness wheel and the circle of courage principles that strengthen her work in the community. Taje gives the best hugs and is completely adored by all.





MYLES RYAN

Myles started working at LeaderLife in 2017. Since then he has built some really strong bonds with all of the kids, especially the young fellas in the Skillbuilders program. A proud role model and mentor to heaps of young people in Dubbo, Myles says that LeaderLife has given him the opportunity to learn and grow and he enjoys giving back to the community and seeing kids getting along and having fun. Myles is so reliable, never gives up and brings so much kindness to Apollo House.

ALEX BONEY

Since being in his role at LeaderLife in 2017, Alex has developed a passion for working with kids. Alex is happiest when he sees young people in LeaderLife's programs having fun and reaching their goals. He is well known in the Dubbo Community and is often seen driving our bus around the neighbourhood, helping kids get to school, access programs and making sure they are all home safely. Supporting kids in Dubbo is something he still wants to be doing in 10 years time.

SCOTT QUIGLEY

Agriculture runs through his veins. Having grown up in the bush, Scotty joined the LeaderLife family in 2019. He is passionate about holistic support for young people having a hard time, providing shared life experiences, and creating opportunities for young people to learn in a supported, practical and hands-on way. With over 20 years farming experience, he has headed up the lime farm and our social enterprise, that has grown exponentially thanks to Scotty's commitment to helping kids.

BRADY MORRIS

Brady joined the LeaderLife Crew in 2020. From Armidale, he is a former BackTrack Youth Works participant and employee and has completed a Cert III in Youth Work. Brady is passionate about working with youth and supports the young people in our CATALYST and Soil2Soul Programs. Brady's dream is to work with young people having a tough time in Peak Hill, supporting them through programs that are meaningful and relevant to them.





LeaderLife's genuine care and commitment mean they go above and beyond, working alongside young people in Dubbo to open up greater opportunities to thrive.

- TEYA DUSSELDORP,
EXECUTIVE DIRECTOR
DUSSELDORP FORUM



OPPORTUNITIES FROM BUSINESS & PEOPLE

Work experience, paid jobs, and employment opportunities has been high on the agenda this year. So many great businesses, families and individuals have given us a hand to create these opportunities. Without these guys in the village believing in our kids as much as we do, these on the job training chances and paid work just don't exist. This year our young fellas mastered the art of flat packs as well as skills in landscaping, paving, fencing, laying turf, school canteen work, cleaning, farm work, youth work, cooking, catering and even building chicken coops!

It's all about broadening the skillset and confidence of young people to tackle new things, ultimately helping them to transition into the complex adult world with strong foundations and the resources they need to be independent.



LeaderLife is investing in growing all their people. At The Exchange, we have watched on (and cheered) as the Indigenous community thrives because LeaderLife brings opportunities their way. Equally, we have observed the staff grow with the development opportunities provided by Joh. We love that LeaderLife ensures employees are receiving professional development along the way, making them the leading non-profit organisation in the Orana Region.

JILLIAN KILBY
CEO, THE EXCHANGE

OUR SUPPORTERS

They say it takes a village to grow a young person and boy has our village grown this year! The vital work we do at LeaderLife is only made possible by so many people. There are too many to list by name, but they include:

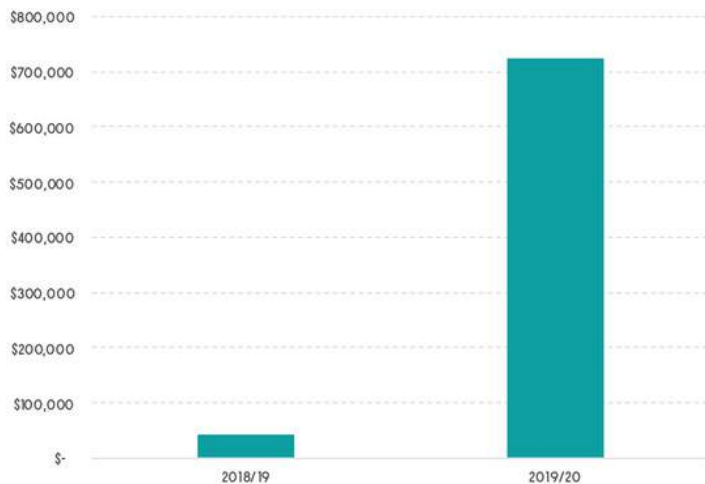
- Our volunteers who generously help in so many ways and never hesitate to give their time whenever it is needed. Our volunteers do everything from delivering home cooked meals, to helping out with the back end of the business.
- The individual donors, philanthropists, government and commercial organisations who fundraise, provide funding and so generously invest in truly making this world a better place.
- The grass roots community organisations who collaborate with us and generously donate their time and expertise in so many ways.
- Schools and Registered Training Organisations that support our education and skill development activities.
- Local businesses and employers who offer sponsorship, work experience and employment opportunities for our young people and contracts to our social enterprise.
- Our families. Much love to the LeaderLife team's husbands, wives, partners, friends, parents, grandparents, family members and especially our children who support us unconditionally in our sacred work; and
- All of those sideline cheerers who spread the word about helping young people having a tough time.



FINANCIALS



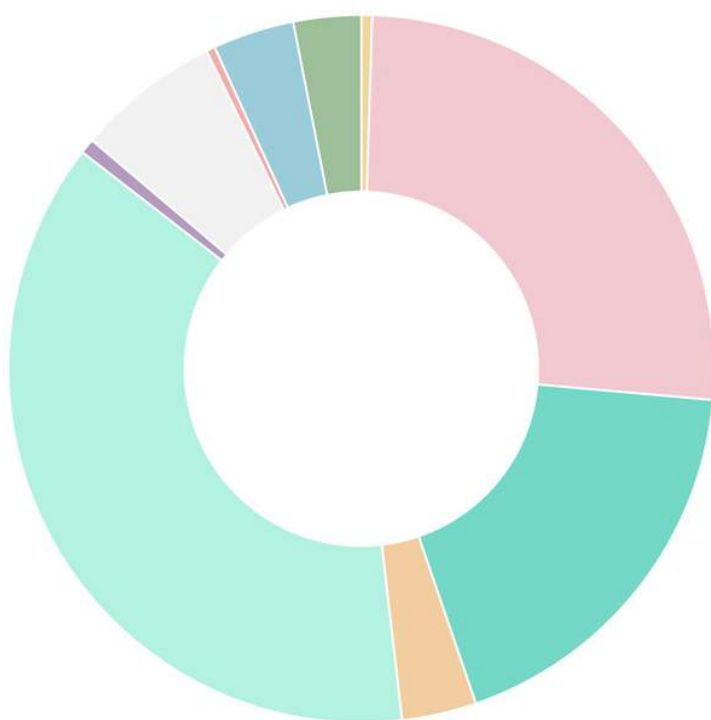
OUR PROFILE



REVENUE

1680%

GROWTH IN INCOME
FROM LAST YEAR

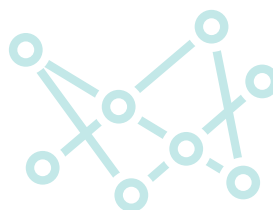


STREAMS OF INCOME

- LOCAL GOVERNMENT 0.49%
- STATE GOVERNMENT 26%
- FEDERAL GOVERNMENT 18.4%
- PHILANTHROPY 3.43%
- CORPORATE DONATION 37.45%
- SOCIAL ENTERPRISE 0.69%
- JOBKEEPER 6.62%
- INTEREST 0.07%
- INDIVIDUAL DONATION 3.74%
- FUNDRAISING 3.11%



9 STAFF,
INCLUDING
5 WHO ARE
INDIGENOUS



108
COLLABORATIVE
PARTNERS AND
ORGANISATIONS

PRINCIPALS

Kevin Rankmore B.Bus. CA, ACIS, ACSA, DipFP

Roger Estens B.Fin. Admin. CA, DipFP

Tim Lacey B.Com. CA

administrator@ryanrank.com

www.ryanrank.com

Leaderlife Limited

ABN: 80 628 938 929

Auditor's Independence Declaration Under Section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 to the Directors of Leaderlife Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020, there have been:

- (i) no contraventions 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) no contraventions of any applicable code of professional conduct in relation to the audit.

Ryan and Rankmore
Chartered Accountants



Michael McGann
RCA 523501

113-115 Darling Street
DUBBO NSW 2830

Dated 04 December 2020

PRINCIPALS

Kevin Rankmore B.Bus. CA, ACIS, ACSA, DipFP

Roger Estens B.Fin. Admin. CA, DipFP

Tim Lacey B.Com. CA

administrator@ryanrank.com

www.ryanrank.com

Leaderlife Limited

Independent Audit Report to the members of Leaderlife Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Leaderlife Limited, which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the 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 financial report of Leaderlife Limited has been prepared 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 2020 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, 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 auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

The Directors are responsible for the other information. The other information obtained at the date of this auditor's report is included in the Director's report, (but does not include the financial report and our auditor's report thereon). Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

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

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, 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.

Leaderlife Limited

Independent Audit Report to the members of Leaderlife Limited

Responsibilities of the Directors for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of a 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.

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 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 the 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

PRINCIPALS

Kevin Rankmore B.Bus. CA, ACIS, ACSA, DipFP

Roger Estens B.Fin. Admin. CA, DipFP

Tim Lacey B.Com. CA

administrator@ryanrank.com

www.ryanrank.com

Leaderlife Limited

Independent Audit Report to the members of Leaderlife Limited

We communicate with those charged with governance 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.

Ryan and Rankmore
Chartered Accountants



Michael McGann
RCA 523501

113-115 Darling Street
DUBBO NSW 2830

Dated 04 December 2020

Leaderlife Limited

ABN: 80 628 938 929

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2020

		2020	2019
	Note	\$	\$
Revenue	3(a)	445,878	28,745
Other income	3(b)	279,468	11,982
Accountancy fees		(10,305)	-
Activities		(16,637)	-
Brokerage		(2,169)	-
Computer and software costs		(9,127)	-
Employee costs	4	(410,522)	-
Insurance		(6,827)	-
Management and consultant fees		(50,688)	-
Marketing, promotions and advertising		(4,871)	-
Meetings		(5,212)	-
Depreciation and amortisation expense		(489)	-
Motor vehicle expenses		(14,035)	-
Other operating expenses	4	(9,547)	(173)
Projects and programs		(15,549)	(27,784)
Rates and taxes		(2,635)	-
Repairs and maintenance		(6,976)	-
Resources		(4,580)	-
Telephone		(6,146)	-
Profit before income tax		149,031	12,770
Income tax expense		-	-
Profit for the year		149,031	12,770
Other comprehensive income, net of income tax		-	-
Total comprehensive income for the year		149,031	12,770

Leaderlife Limited

ABN: 80 628 938 929

Statement of Financial Position

As At 30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	273,491	37,443
Trade and other receivables	6	42,787	174,900
Other assets	7	3,171	-
TOTAL CURRENT ASSETS		319,449	212,343
NON-CURRENT ASSETS			
Property, plant and equipment	8	29,216	-
TOTAL NON-CURRENT ASSETS		29,216	-
TOTAL ASSETS		348,665	212,343
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	66,960	29,573
Employee benefits	10	11,176	-
Other liabilities	11	108,728	170,000
TOTAL CURRENT LIABILITIES		186,864	199,573
NON-CURRENT LIABILITIES			
TOTAL LIABILITIES		186,864	199,573
NET ASSETS		161,801	12,770
EQUITY			
Retained earnings		161,801	12,770
TOTAL EQUITY		161,801	12,770

Leaderlife Limited

ABN: 80 628 938 929

Statement of Changes in Equity For the Year Ended 30 June 2020

2020

	Retained Earnings	Total
Note	\$	\$
Balance at 1 July 2019	12,770	12,770
Profit attributable to members of the Company	149,031	149,031
Balance at 30 June 2020	<u>161,801</u>	<u>161,801</u>

2019

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2018	-	-
Profit attributable to members of the Company	12,770	12,770
Balance at 30 June 2019	<u>12,770</u>	<u>12,770</u>

Leaderlife Limited

ABN: 80 628 938 929

Statement of Cash Flows For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		115,749	10,073
Payments to suppliers and employees		(599,674)	(12,380)
Donations received		204,243	8,130
Interest received		423	-
Receipt from grants		545,012	31,620
Net cash provided by/(used in) operating activities	12	<u>265,753</u>	<u>37,443</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		<u>(29,705)</u>	-
Net cash provided by/(used in) investing activities		<u>(29,705)</u>	-
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net cash provided by/(used in) financing activities		<u>-</u>	-
Net increase/(decrease) in cash and cash equivalents held		236,048	37,443
Cash and cash equivalents at beginning of year		<u>37,443</u>	-
Cash and cash equivalents at end of financial year	5	<u><u>273,491</u></u>	<u><u>37,443</u></u>

Leaderlife Limited

ABN: 80 628 938 929

Directors' Declaration

The directors declare that in the directors' opinion:

- there are reasonable grounds to believe that the Company is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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

Director 
Melinda Phillips

Director 
Fiona Prentice

Dated 04 December 2020



WHERE WE'RE GOING:

In the next 12 months, LeaderLife is focused on securing multifaceted, flexible funding to continue our sacred community work and to grow our existing program and concepts.

DARE TO DREAM BIG



LeaderLife is currently working to secure funding, that will take their lime farm impact enterprise to the next level by creating opportunities for young people from our programs to manufacture lime cordial and other value adding products. For young people with complex histories, setting goals, finding purpose, supported employment and positive mentors are paramount to helping them work and live their best life.

Young people in Soil2Soul, identified that the lime farm provides opportunities for outdoor, hard physical work but there was a genuine need for those whose strengths did not lie with physical, manual labour, to be involved in the program in a capacity that suited them.

Young people will be directly involved in the manufacturing, marketing, and business side of the enterprise gaining certified training throughout the process. They will gain on-the-job work experience and paid employment through this program, learning vital employability skills that they can take into the mainstream job force down the track.

LeaderLife are also working towards attracting a parcel of agricultural land around the Dubbo area, to expand their enterprises so more young people can have different opportunities of learning and work. Those interested in contributing or investing in this dream, please contact LeaderLife.

CAPP AND WALWAAYS



LeaderLife has continued to work through the Theory of Change with CAPP partners, including Dubbo Regional Council, NSW Police and Education Training Out West. The broad goal is that *'Dubbo is a place where the community creates great opportunities and outcomes for young people, as a building block for a thriving community'*.

Through our relationship with CAPP, LeaderLife has developed a strong partnership with the NSW Police Aboriginal Youth Team who head up Project Walwaay; a proactive policing program that assigns designated officers to work with at-risk youth in our community. Our Superintendent, Peter McKenna and everyone part of Project Walwaay should be commended on their incredible work. It's showing in a simple way that building strong positive relationships between the police and marginalised youth is a vital part of supporting them. Walwaays provides the space for kids to grow, with improved safety the outcome and greater wellbeing of the young people involved: now and into the future. In the past 18 months Dubbo has seen a 65% reduction rate in charges against Indigenous youth.



As the Police Commander in Dubbo, I cannot speak highly enough of LeaderLife and the work they do with some of our most vulnerable kids.

Put simply ... they care. Joh, Mel and the team have earned the respect of the youth in Dubbo and together they are making inroads that cannot be overstated. We are lucky to have LeaderLife in Dubbo. I look forward to continuing a great relationship with them; with the common goal of improving the lives of our youth.

**PETER MCKENNA APM
SUPERINTENDENT
COMMANDER OMWPD**



Teamwork makes the dream work, and the LeaderLife annual report always requires a team! This report helps tell our special story and showcases the great impact LeaderLife have had throughout the year. Sincere thanks to the photographers who capture so many special moments: Clancy Job, Sarah O'Neill, Asher Milgate, Simon Scott, Duke Albada, James Shakeshaft, Nikki Scott, Jane Dempster, Behn Monley, Gerry Managh and Kate Wade.

Special thanks to Mel Singh and Taje Fowler for helping put this report together, and to those who proofread every single word! Huge gratitude to Phillipa English for designing the story into something so beautiful. Finally, we would also like to acknowledge the LeaderLife staff, our partners, our young people and their families who bravely shared their stories from the 2019-2020 year.

Thank you!



LeaderLife

Let's Grow.

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LIKE AND FOLLOW US ON

