



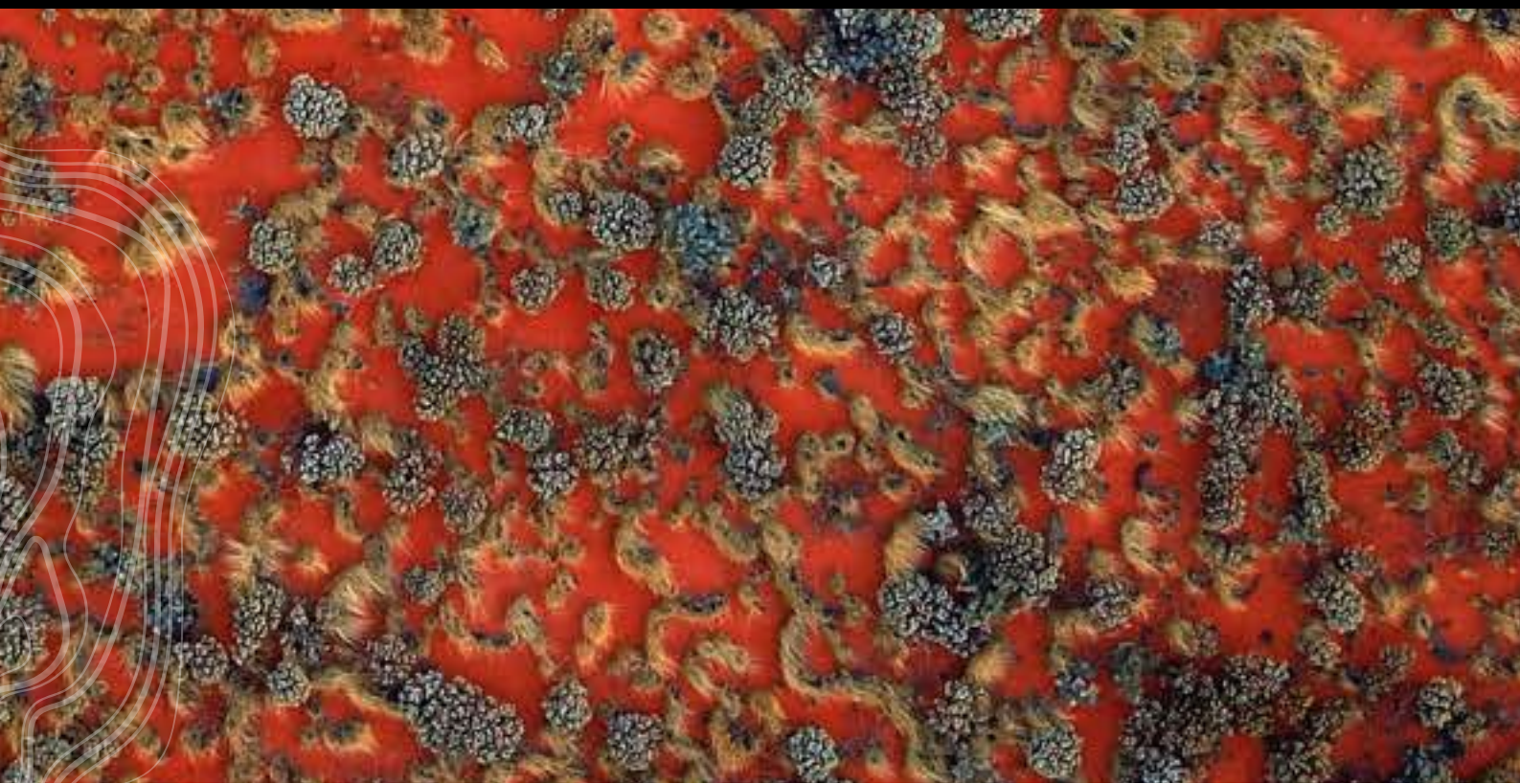
ANNUAL REPORT

2021



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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message from our Chair

Melinda Phillips

LeaderLife Chairperson

Welcome to LeaderLife's 2021 Annual Report. As you read through the many energising and inspiring stories captured within these pages, I'm sure you too will marvel at the resilience, creativity and vision of this tremendous organisation. Despite navigating an extended lockdown and the ongoing impact of COVID-19 on the safety and wellbeing of the young people they serve, the LeaderLife team have not just survived - they have thrived! It is this ability to find possibility and hope where others only see insurmountable obstacles that truly defines this organisation and drives the real, long-lasting change it continues to achieve for the Dubbo community.

The depth of service that LeaderLife provides to vulnerable children, young people and adults is exceptional, whether it's via evidence-based therapeutic support, meaningful diversionary activities, supported education, training and employment pathways or creating safe, respectful forums for community connection. At the core of every program is a commitment to helping people lead lives of purpose, participation and potential, and building the foundations for belonging, mastery, independence and generosity.

Informed by its 2020-2021 Strategic Plan, LeaderLife has prioritised several strategic initiatives over the past twelve months, focusing on governance, finance, program delivery and people management. These have resulted in a diversified revenue stream spanning government, philanthropic, corporate and self-generated funding, enduring relationships with 130+ partners and organisations, an extraordinary number of awards (highlighted throughout this report) and most importantly, meaningful impact for over 300 young people who have been supported by LeaderLife's programs.

LeaderLife's social enterprise, Soil2Soul continues to fill a vital gap for young people who would otherwise be marginalised from the workforce by providing real-world work experience, training and employment. 2021 saw the LeaderLife crew embark on its first large-scale lime harvest with 156,000 limes handpicked and hitting the national market in Coles supermarkets across Australia. This has enabled LeaderLife to offer 23 young people 16+ years of age, work experience and employment opportunities, helping them to develop their vocational and soft skills in an environment that is responsive to their complex needs.

Following her resignation in November 2020, I would like to acknowledge Alex Quigley for her remarkable contribution to the Board as Company Secretary during her 2 years tenure with LeaderLife. Additionally, the Board thanks Scott Quigley for his efforts as Social Enterprise Supervisor, as he resigned in April 2021 after a solid year within the organisation. He was pivotal in establishing and growing Soil2Soul and managing its first lime harvest. We now welcome Rob Burns to the team to build on these foundations and further develop accredited training and employment opportunities for young people.

On behalf of the Board, Joh, the team and our young people, I thank all of LeaderLife's supporters for their contributions. Whether it's offering up your time, energy, donations or expertise to support young people doing it tough, providing much-needed program funding or simply sharing our story, it is all immensely valued.

Thank you for helping us to ensure that no child gets left behind - this work would not be possible without you.

message from our CEO

Joh Leader

LeaderLife Founder and CEO



As we reach ten years providing frontline services for the community, we have so many amazing things to be thankful for and to reflect on. This past year is no exception! With a multifaceted funding strategy, LeaderLife has raised over one million dollars through philanthropic and corporate investment, government funding and self-perpetuating funds through our social enterprise. Every single dollar we raised went towards keeping kids alive, out of jail, and living their best life. Research tells us that the social impact return of investing in programs like LeaderLife is at least \$2.30 for every \$1 invested in children and young people doing it tough.

Our Soil2Soul social enterprise has been full steam ahead, handpicking a whopping 156,000 limes which were sold locally and to Coles. With eleven young people employed, our enterprise expanded quickly into contract farm work like lamb marking, orchard pruning, fencing and irrigating. The aim of our enterprise is to provide young people with opportunities for skill development, and build their confidence to transition into mainstream employment. Five young fellas achieved this in the last twelve months, entering into apprenticeships and full time jobs. As kids reach adolescence they need more than ever for us to watch over them. Adolescence is not about letting go, it's about hanging on during a very bumpy ride, especially as they then transition into adulthood. I am glad we always hold on during the bumpy times, because it's this kind of grit and commitment that saw LeaderLife awarded a highly commended award for 2021 NSW Youth Service of the Year.

Like everyone else in the world, our organisation and the people we support were again hit hard by COVID. Our team were on the ground delivering essential items and activity packs to families who were locked down. Much gratitude goes to the many organisations and generous individuals who in true community spirit rolled up their sleeves to support those in need. It was a privilege to see the unity in community.

This year, I apprehensively and graciously attended the 2021 NSW Women's Awards as a finalist for the Local Community Hero Award. Whilst I would prefer to fly under the radar, and quietly go about business helping young people be the best versions of themselves, it was a great experience where I met some wonderful women who make this world a better place.

Speaking of amazing people, thank you to the LeaderLife team who show up every day, ready to tackle what the day has to offer. Our work is not possible without the support of our children and families, board, funders, volunteers, partners and everyone who is invested in the young people in our community.

Finally, to the incredible young people who show up day after day. You are the reason we exist and we are proud and privileged to be on this journey with you. Be generous. Be genuine. Be gentle. Be yourself. We can't wait to see what the next twelve months brings ... let's grow!

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 VALUES

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



OUR MOTTO

Let's Grow!

about us

Since 2010, LeaderLife has been providing a safe space and programs for families that are responsive to the communities need and relevant to young people and their families in Dubbo.

2011

The Resilience Program at Apollo House started

2012

Our early intervention Skillbuilders program began

2017

CATALYST (Creating Access To A Loving Youth Support Team) commenced to divert at-risk teens away from the criminal justice system

2018

LeaderLife became a not-for-profit charity

2020

Soil2Soul (our for impact social venture) kicked off, training and employing at-risk young people on a lime farm in Narromine

2021

2021 Soil2Soul developed plan to expand enterprise into landscaping maintenance and agricultural industry jobs



To say I'm in awe of what LeaderLife have managed to achieve in the last 12 months is an understatement ... It's amazing! The work LeaderLife does, touches all of community and is especially life changing for Indigenous youth. As well as building good relations with young people, they have worked tirelessly to empower them through real employment and education opportunities.

LeaderLife have shown, through their example, the power, the possibilities and potential in partnership. LeaderLife have, through what's been an interesting but really tough year, been a light in the darkness. In this black and white thing, LeaderLife in my opinion are setting the pace, and indeed showing the way forward.

I can't talk up LeaderLife enough. What they are doing will change Dubbo City forever, in the most positive ways.

**Uncle Frank 'Riverbank' Doolan
Wiradjuri Elder**



programs



resilience program

At LeaderLife, our Resilience program provides a safe space to foster and facilitate connection to services and support. This could involve helping to navigate a job search online, helping take the kids to school or speaking with government services. Sometimes a cup of tea and a yarn is the best support for someone feeling isolated and overwhelmed.

Run from our community meeting place Apollo House, Resilience is our service aimed at anyone, at any age and at any time for whatever reason, within our Dubbo community.



For someone like me that has no family in town, LeaderLife are there to support me when I need.

It's so important for people in this community to have somewhere like this to go. LeaderLife show respect to the community and the community give it back. It's a special place for a lot of kids and their families.

My son has grown in confidence so much since going to the afterschool activities. It gives kids a safe and stable place to be themselves.

We have been attending the centre for the past 5 years. It's like a home away from home – you're always welcome!

Jay
Resilience Program Participant



skillbuilders

Skillbuilders is an early intervention program for children aged 5-12 years, who are experiencing complex issues and challenging circumstances.

Run during the school term and school holidays, this after-school program provides a range of activities from arts and crafts, sports, team games and skills-based workshops to create opportunities for developing social and emotional intelligence, awareness and confidence.

We also deliver evidence-based programs for parents and carers along with programs for pre-schoolers.

Skillbuilders is delivered under Communities for Children, a Department of Social Services initiative, and is part of our proud partnership with Catholic Care Wilcannia Forbes.





**When I come to Apollo House
my heart fills back up.**

Abi
11 year old

meet tayarnah

Tayarnah is a gentle and kind 11-year-old who has been attending our Skillbuilders afterschool program since 2015.

Tayarnah says she “likes attending because the staff make her feel safe and have taught her how to have the confidence to meet new people”.

Her dream is to graduate from year 12 and go to university to become a childcare worker so she can work with LeaderLife at Apollo House one day. She wants to give back, taking care of people in the community; especially kids.



I want kids in this neighbourhood to always have somewhere safe to go, to know that Apollo House is a great place to go and learn new stuff. Set goals. Have fun. Feel cared about.

I've seen a lot of people come to Apollo House who have had bad days, and they walk out with a smile on their face.

Tayarnah

CATALYST

LeaderLife's CATALYST program is aimed at young males aged 13-18 years who are at risk of disengaging from education and have had emerging contact with the criminal justice system.

Our program focuses on 'Creating Access To A Loving Youth Support Team' by offering 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. We do this by providing safe, caring adult role models for our young people. We focus on engaging our youth in diversionary activities such as helping out on the lime farm, community volunteering, go karting, touch football, cultural activities, cooking, bush camps and trips away. We are able to provide individualised care, links to opportunities and doorways into the wider community.

The teenage years are notoriously a pretty wild time in your life, and it's a time that we must lean in, hanging on for the wild ride with young people. It's pretty tough watching a kid get locked up a jail, so we will continue to find community solutions to jail terms for kids.

LeaderLife's CATALYST program is also about providing a caring, supportive place for young people to go when they get out of jail too.

CATALYST is currently engaged with the University of NSW's Drug and Alcohol Research Centre's 'Youth At Risk Research Network' (YARRN), as part of a nation-wide project investigating innovative ways to work with young people with complex needs. This research will continue throughout 2021.



Soil2Soil

Soil2Soil is LeaderLife's Social Enterprise designed to develop work-readiness skills across the agriculture industry.

In 2019 LeaderLife leased a Lime Farm in Narromine. Working in partnership with a local training organisation we deliver vocational training for mostly young Indigenous people aged 15-25 years who have disengaged from education, can't get a job, on the edge of the criminal justice system or simply just doing it tough.

Soil2Soul reinforces positive life pathways and supports these young men as they develop work-readiness skills across agricultural, retail, customer service and management. Through our education and training model, our young men have the potential to develop their skills across other enterprises such as tree planting, agricultural work and woodcutting, making Soil2Soil a long-term employment pathway for young people doing it tough in Dubbo.

Our lads attend the Dubbo Farmers Markets to sell limes, learning important social, business and communication skills. We have also commenced a local delivery service in response to COVID-19. This has been an excellent opportunity for our young people to accrue L plate logbook hours and much needed driving practice!

From our work at Soil2Soil we have seen an impressive drop in police contact with our young men, with 79% having zero interactions throughout 2020-2021.

If we are going to keep kids out of trouble and off the streets, we have to start our own business and get them jobs. But jobs with mentors who can teach us how to work and people who understand us kids.

one of our young fellas

meet wes

We were lucky enough to meet Wes when he was just a gorgeous 9-year-old little boy. He started off in Skillbuilders and has popped in and out of LeaderLife's world since we met him 10 years ago. He is now 19 and still pops in regularly to catch up. Soil2Soul is about equipping young people with mentors and the skills they need to transition into mainstream employment and retain long-term work. Having worked at the lime farm and in Soil2Soul for just 4 months, Wes commenced a landscaping apprenticeship with a local Dubbo business who also aligns with the social impact of ensuring no child is left behind. It was a damn exciting day when Wes got his P's and even a more exciting day when he purchased his own car! He was awarded a Bert Evans apprenticeship scholarship and dreams of one day opening his own landscaping business, spreading the social impact love by employing Indigenous young people and those having a tough time. He also has a dream of learning how to invest money into the stock market. We are so proud of Wes, and everything he has achieved over the years.



The Soil2Soul program helped me get the extra confidence and skills I needed to get a full time job.

Wes

CatholicCare Wilcannia Forbes have contracted LeaderLife for a number of years now to deliver meaningful activities for children. They never fail to amaze me with their enthusiasm to get children moving in a positive direction. With their love and commitment, they provide a compass for some of our most vulnerable children and provide them with the opportunity to create a future story. Keep doing what you do, it is amazing.

Diane Tierney
Project Manager
Communities For Children

impact

in 2021 we:

SUPPORTED



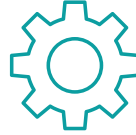
309 kids and young people

COLLABORATED



with 131 partners and organisations

EVALUATED



using a specially developed impact measurement tool

EMPLOYED



11 young First Nations people

ACCREDITED



young people with 74 formal training certificates

DELIVERED



over 1.6 tonnes of limes to local businesses and families with our COVID inspired delivery service!

ENGAGED



5-12 year-old kids in over 1,092 hours of positive workshops

TRANSITIONED



5 young people into mainstream jobs and apprenticeships

SOLD



over 156,000 limes; handpicked and distributed to Coles!

RAISED



over \$1.1 million in funding to support community

DIVERTED



100% of supported kids out of jail

INNOVATED



during COVID lockdown to ensure continued care for youth

PARTICIPATED



in training and work experience with Soil2Soul: 23 young people

REPRESENTED



marginalised youth at the 2021 Regional Youth Taskforce

RECOGNISED



with Dubbo's 2021 Young Citizen of the Year

Our combined results saw a remarkable 60% reduction in young Aboriginal persons being charged with a criminal offence in Dubbo. Of greater significance was the fact that many of these young persons were prolifically entrenched in the criminal justice system and displayed anti-social, and anti-authoritative behaviours and have since completely changed their lives. These same young persons are now some of the biggest supporters of the work Police and LeaderLife do, and are either back at school or in some form of vocation.

Peter McKenna
APM Assistant Commissioner



people



message from our patron, steve peacocke

Despite the enormous challenges the last year has thrown down, LeaderLife has continued to show what an important and vitally relevant organisation it is for the families and the community it cares so much about.

You'd be hard pressed to find a community anywhere around the world that hasn't been impacted by the COVID-19 pandemic, but I'd especially like to congratulate LeaderLife for their resilience and their ability to forge ahead to support the wellbeing of so many young people and their families during this tough time.

I had the good fortune of visiting Apollo House this year to spend some time with the LeaderLife board, as well as some of the young folks from the Skillbuilders and


Soil2Soul programs. They shared with me their aspirations and their achievements, and also reflected on where they might be without LeaderLife's 'never give up' care and commitment. It's always amazing and inspiring to see how far people have come.

LeaderLife is having a real, positive influence in the community and I'd again like to commend the kids and the young folks at Apollo House on their achievements this year. I hope LeaderLife continues to expand, to dream, to fill the gaps, and help guide more kids in their community to live their best lives.

Cheers Steve



A group of seven people, including staff and a volunteer, posing for a photo outdoors. They are wearing polo shirts with the 'Lead4Life' logo. The group consists of four men and three women of various ages, all smiling. The background shows a building with a colorful mural and a metal railing.



Since its inception, this outstanding organisation has established itself as an example of best practise and innovation within the community services sector. The LeaderLife team provide a supportive, loving, inclusive and non-judgmental environment where children can thrive.

Libby Wilson
Skillset Senior College Principal

our board

Melinda Phillips Chair Person



Melinda Phillips is the CEO of BackTrack. With 30 years experience across the Youth Service and Disability sectors, she believes that resilient, purpose-led organisations can create powerful social change.

Across her career, Melinda has strived to empower people to deliver services that support the most disadvantaged groups in our community. After 7 years as the CEO of Vivability Disability Services Bathurst, Melinda commenced at BackTrack as its Chief Operating Officer in 2016, before being appointed CEO in May 2021. Based in Armidale NSW, BackTrack is a community organisation that exists to keep kids alive, out of jail and chasing their hopes and dreams. It offers vulnerable young people holistic, flexible and long-term support, which spans youth work, education, training and diversionary activities, residential accommodation and transitional employment.

Throughout her 3-year tenure as Board Director and Chair, she has witnessed LeaderLife's capacity to guide its young people through a deep, patient and transformative process that helps them to overcome complex challenges and live their best lives.

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.

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 17+ 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 has loved seeing the adoption of the lime farm and the implementation of the Soil2Soul program. This year, Matt worked alongside LeaderLife young people during lime harvest, and said it was a pretty proud moment seeing the lime truck drive off the farm; Coles bound! Sustainable programs like Soil2Soul are key to long term impact.

Lionel Wood Director

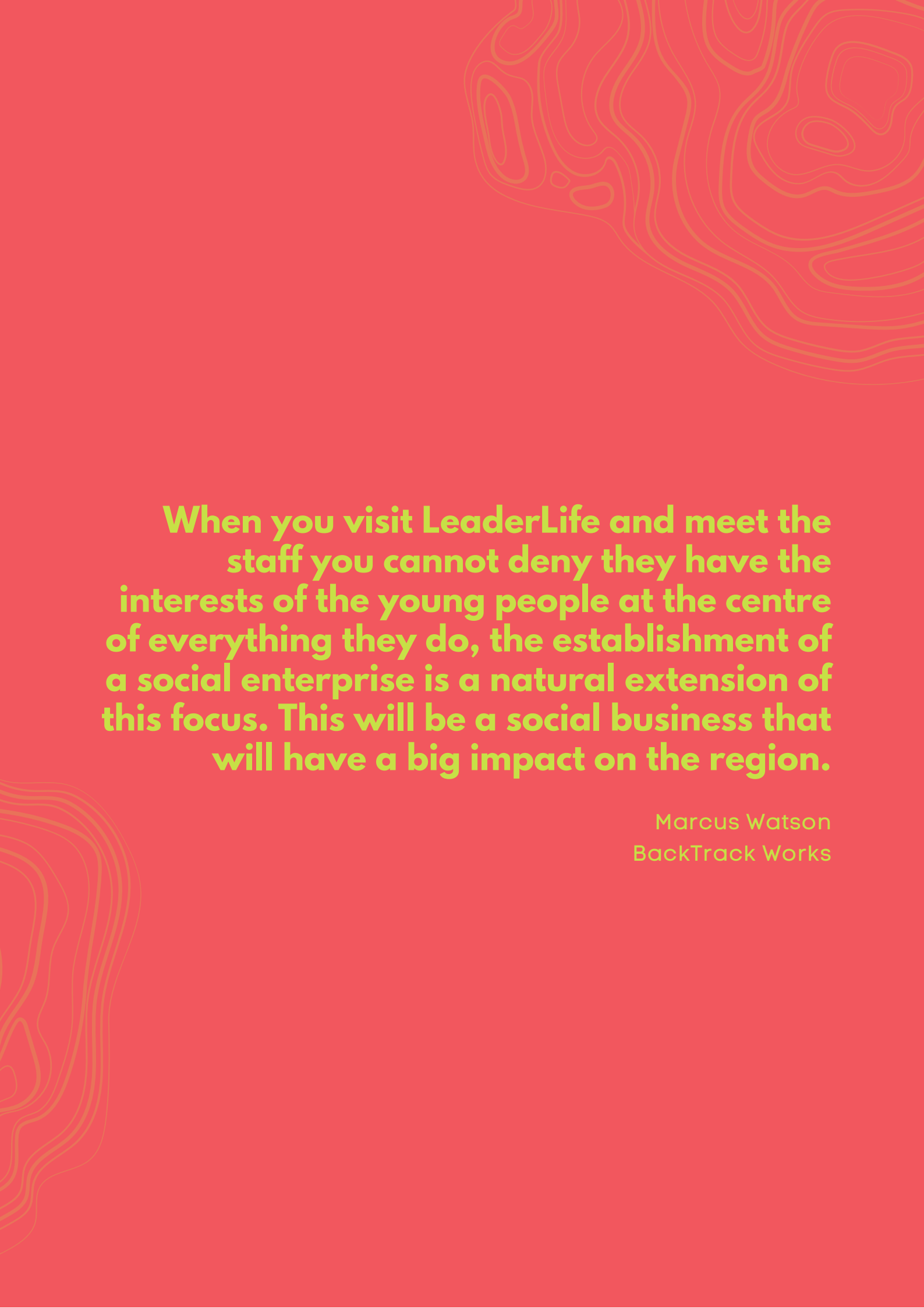


Lionel is a proud Murrawarri man, who has worked with youth in the community for over 9 years and this year, took up a position with the Clontarf Academy helping young people at Senior Campus. Lionel values the work LeaderLife does for Indigenous youth and their families in the Dubbo community and has 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-perpetuating and 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.

Philippa Goldsmith Director



From Coonamble, Pip's professional experience in agriculture, 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 implementation of a social enterprise being a big highlight this year. 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 to live their best life.



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, 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 Works

our team

Joh Leader



Over 10 years ago, Joh had a relentless desire to become part of the solution addressing the unsettling trends of kids and young people getting locked up, disengaging from school and not meeting fundamental development milestones. Everyday Joh roles up her sleeves to help kids live well in the world.

In 2020, Joh became a Paul Harris Fellow with Rotary International due to her outstanding contribution to the community.

With open arms and her signature bright pink smile, Joh will continue showing up for kids all across Dubbo and Central West, NSW.

Mel Singh



Mel's proudest moment of this year was seeing the young people from the Soil2Soul program complete the first whopping lime harvest and seeing their incredibly hard work on the shelves for sale at Coles!

Mel looks forward to seeing the Zest For Life cordial project kicking off soon.

In her 10th year at Apollo House, Mel continues to wear her heart on her sleeve, unconditionally loving kids across Dubbo and doing whatever it takes to keep kids alive, out of jail and living their best life.

Judy Armstrong



Our most resourceful team member, Judy has continued her creative and generous flair this year. Heading up our weekly ApollArt group teaching everything from sewing to cooking to crochet, Jude's biggest hope for the next 12 months is to become a granny!

She continues to juggle working at LeaderLife as well as her love for all things Occupational Therapy, working also as a paediatric Allied Health Therapy Aide at Dubbo Primary and Community Health Centre.

Frank Doolan



Our connector, our mentor, our guider.

Uncle Frank has continued to support many at LeaderLife this year, especially through his perception of life to create lasting positive social impact and true reconciliation. His wisdom of putting unity in community inspires everyone involved with LeaderLife every single day. Always with a cup of tea in his hand, he generously shares much knowledge with young people and those walking through the doors of Apollo House; which his family were so pivotal in starting in the early beginnings.

One of his proudest moments this year was seeing the LeaderLife young people being involved with the new fence at the Dubbo Showground.

Taje Fowler



Taje has continued to live true to her values this year giving out many warm smiles and big hugs.

She started in her final year of university this year and is on track for graduating with a Bachelor of Community and Social Development for Indigenous Communities at the end of 2021. She was a 2021 member of the NSW Regional Youth Task Force reporting directly to the Minister for Regional Youth the Hon Bronnie Taylor MLC; being a voice for young people from the Central West of NSW, with particular support for First Nations kids and those experiencing complex vulnerabilities. It's been a blessing to see Taje represent the young people of our region with enthusiasm and passion.

Taje is definitely one to watch!

Rob Burns



The newest member of our team, Rob stepped into the Soil2Soul supervisor role with ease. Rob has come to share his passion for creating opportunities for young people in our community after working with the Clontarf Academy for many years,

Since starting with LeaderLife, Rob has been building partnerships with businesses and organisations securing contracts to keep the young people busy and learning and in jobs.

So grateful to have Rob part of the dynamic LeaderLife team.

Myles Ryan



It's been a big year for Myles. He has grown from strength to strength, stepping in to support the Soil2Soul crew at the farm and worksites across Dubbo. He has had a crack at everything from sheep work to fencing to landscaping, and has helped LeaderLife young people achieve many formal certificates this year. With his reliability and 'can do', no stress attitude, Myles has helped many young people develop their work muscle and employability skills this year. He is also adored by many younger kids in LeaderLife's Skillbuilders program.

Myles dreams of one day having his own carpentry business. We secretly hope he never leaves!

Alex Boney



With his completely beaming smile, Alex's proudest moment this year was welcoming his beautiful daughter Bronte.

Alex was recognised for his passion and commitment to the Dubbo community and is so popular with the kids from around the Apollo neighbourhood.

He started pursuing his dream of becoming a firefighter this year and worked incredibly hard to become a retained firefighter with Fire and Rescue NSW. You make us proud Alex.

Scott Quigley



Scotty was instrumental in kicking off and growing our Soil2Soul program. He built great rapport with our young people, teaching them employability skills, life skills, and oversaw our first big lime harvest.

Scott left our team in April 2021 to pursue his love of all things farming; we are forever grateful for him being part of our lives and thank you for inspiring so many young fellas along the way!

Brady Morris



Former BackTrack participant and employee in Armidale, Brady worked with the young fellas in our Soil2Soul program. He is a deep thinker and has been such a special part of the LeaderLife team.

Brady dreams of one day setting up a youth program for kids having a hard time in his home town, and we think he is the perfect man for the job.

LeaderLife Social Enterprise

*Past LeaderLife participant in Skillbuilders or CATALYST program



Bert Carr*



Callum Dowling*



Hank Hammond*



Jamari Stanley-Fernando*



Keith Doolan*



Kyle Boney*



Mackenzie Ryan



Malakai Dixon*



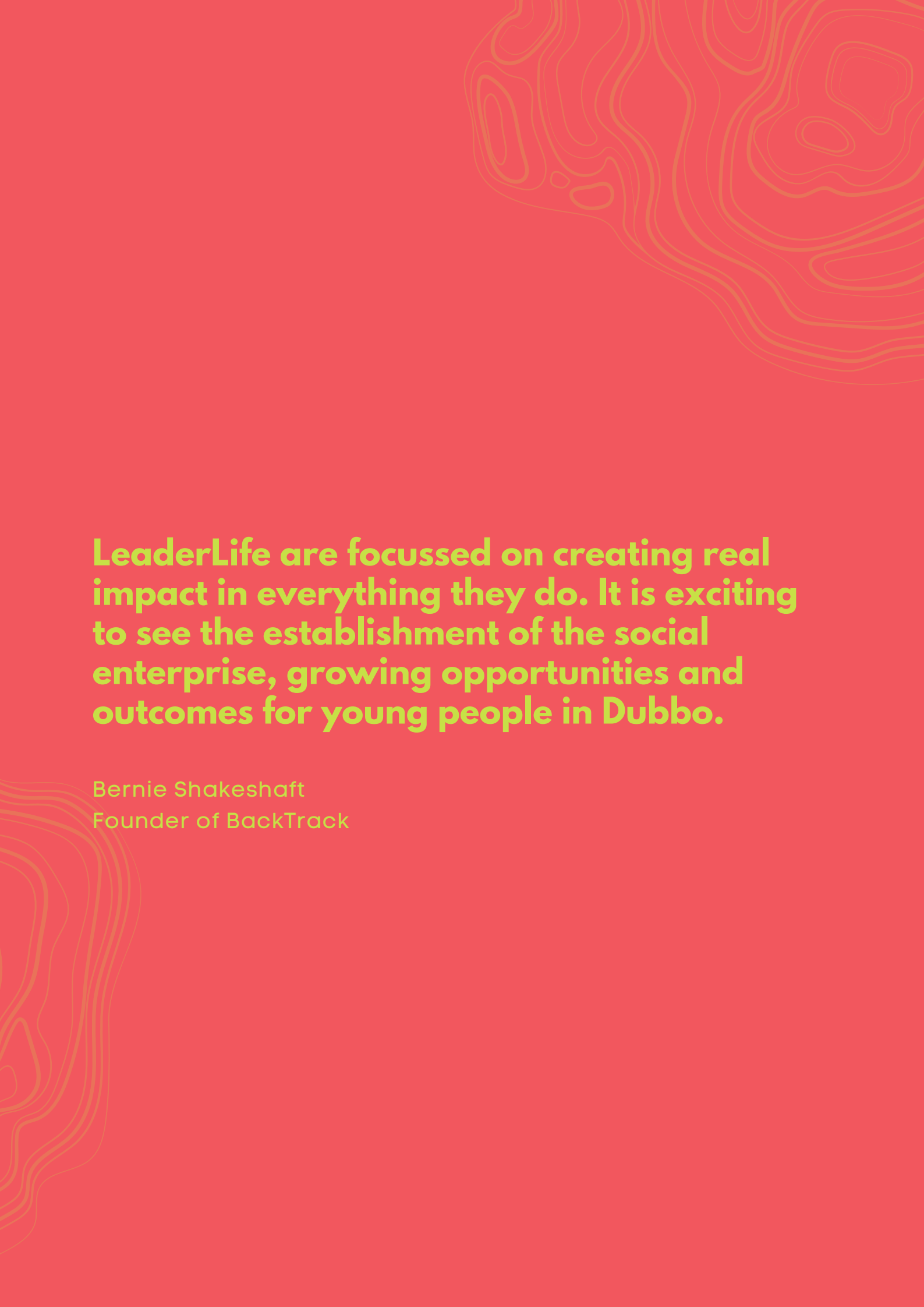
Max Toomey



Tremaine Francis



Tyrell Ryan*



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.

Bernie Shakeshaft
Founder of BackTrack

highlights

the australian article

LeaderLife had a write up the The Australian!! An ex-CATALYST young person who is now working for LeaderLife's social enterprise bravely spoke to the press and he was adamant that the program has made a great difference in his life.

His final words in the article said ... "If I would'na met Joh, well it's not a good thought. I was pretty depressed at the time. If I would'na met Joh, I wouldn't be talking to you ... I'd be locked up or ..." This young fella thinks his future is going to be good now ... "heaps good future".



NSW youth work award finalist

LeaderLife was a finalist for the NSW Youth Service of the Year in both 2020 and 2021, demonstrating recognition for our innovative approach to working with young people at risk. In 2021, LeaderLife received a highly commended award for NSW Youth Service of the Year.

We were humbled and honoured to be nominated with other such incredible youth services across NSW like WEAVE Youth and Community Services and Down The Track in Lake Cargellico,



representing regional youth

In 2020, LeaderLife's Taje Fowler presented at the NSW Regional Youth Taskforce on the importance of community and supported employment pathways for youth. Now a member of the NSW 2021 Regional Youth Taskforce, Taje represents the Central West & Orana region with 17 other members from across regional NSW. Members of the taskforce advise our Minister for Regional Youth, Hon. Bronnie Taylor MLC on issues that affect young people living in regional NSW. The Taskforce allows members to have their say on ways the government can improve outcomes for young people in regional NSW and better deliver services.

"The regional youth task force was such a fabulous opportunity to meet new people and I am very grateful to have been part of this great initiative.

I have learnt so much from the other young people on the taskforce and working directly with Minister Bronnie Taylor and her team at the Office for Youth has been such a privilege. This team have a real commitment in supporting young people. I have also appreciated working with the Advocate for Children and Young People Zoe Robinson who has inspired me a lot over the last 12 months."

"Having regional youth advocates heard within an influential platform is incredibly important for young voices from the bush. Young people have so much to offer; they are creative, know what works and have a good grasp in finding solutions to complex problems."




tracker network

LeaderLife is a founding organisational member and key contributor to the Tracker Network - a BackTrack initiative. The network of like-minded organisations work to support young people having a tough time through holistic, flexible and long-term support. LeaderLife hosted the other network partners in Dubbo learning from the inspiring founder of the "School for Life Foundation" Annabelle Chauncy OAM and a trip to the iconic Dubbo Westview Drive In.

Our friends from RuffTrack lent us a huge hand during lime harvest and we have been learning some innovative youth work skills from Pete Slattery and Bernie Shakeshaft, who now sit in the NSW Youth Work Hall of Fame. LeaderLife were also honoured to give a shout out to Bernie at the 2021 Australia Day Awards Ceremony on ABC TV to congratulate him on his role as 2020 Australian Local Community Hero and everything he did during this time to help kids having a hard time.





The LeaderLife team are outstanding and inspire us at BackTrack daily. We have had the pleasure of walking alongside LeaderLife for the past five years and have seen the amazing results they have with their young people and in the Dubbo community, as the organisation has continued to flourish, evolve and be pioneers in this space. We're so excited for our evolving partnership and what we can achieve together!

Candice Van Dooselaere
BackTrack Youth Works

'let's grow like wildflowers'

In October 2020, our beautiful artwork 'Let's grow like Wildflowers' was on display at the Western Plains Cultural Centre. Designed and painted by the community, this artwork paid tribute to the importance of true-blue community, especially when faced with chaotic adversities. LeaderLife's motto of 'Let's Grow' is depicted in the artwork and symbolises the 'never give up' attitude of finding real solutions for kids having a tough time. It takes a village to grow strong young people so they can stand tall, resilient and show up well in the world just like our wildflowers.

**“Like wildflowers
you must allow
yourself to grow
in all the places
people thought
you never would”**



young citizen of the year

LeaderLife's youth worker Alex Boney was recognised as 2021 Australia Day Young Citizen of the Year and also received the Outstanding Community Service to the City of Dubbo award at Dubbo Day Awards Ceremony in January. The awards recognise and celebrate Alex's ongoing commitment to and passion for helping young kids in Dubbo. He is well-known in the community for his readiness to help and encourage kids, his active involvement in community events and youth programs, and his great sense of humour and passion for sport.



women's NSW award finalist

LeaderLife's founder and CEO Johanna Leader was a finalist in the 2021 Women's NSW Local Community Hero Award. It's true what they say, that not all heroes wear capes. Ours wears hot pink lipstick and a cheeky grin! Every single day for over 10 years Joh has quietly rolled up her sleeves to help out and unconditionally love the kids in our community. Joh has created a culture of care by putting together a village of people to help kids having a hard time, founding LeaderLife simply so no child was left behind.



lime harvest

Learning every day, independence, giving and belonging encompasses our Soil2Soul program and it's absolutely fair to say that the Soil2Soul crew have achieved a lot this year. They have knuckled down during the year gaining employability skills through on-the-job learning and training courses.

Their biggest achievement was, hands down, seeing a semi-trailer load of limes roll out after LeaderLife's very first lime harvest which took place in April 2021. *Harlequin Kids* donated the bags before we embarked on 3 days of picking starting at day break! Thirty people split into 2 work crews including our Soil2Soul young people and a great group of volunteers, rolled up their sleeves and handpicked over 6 tonne of zesty green limes. It was a massive few days, and when we got the job done, there were tears rolling over proud grins as the truckie hung off the air horn on the drive out!

"It was a pretty cool moment seeing those limes drive off on that truck! All our hard work has paid off," said one Soil2Soul young person.

A second harvest took place in May, with the help of many great individuals from the community and volunteers from Rabobank, Rotary International, NSW Police (Walwaays) and Hair Tales by Charnie. Our friends from RuffTrack in the Hawkesbury even bused up a group of young people from their core program to lend a hand. Thank you to you all. You guys are salt of the earth. We would like to say a special note of gratitude to the Maxwell family; none of this could have happened without their generosity; we thank you for the opportunity and believing in LeaderLife young people.

In total, both harvests equated to over 156,000 limes being pick and delivered to SimFresh in Mildura, and were distributed into Coles Supermarkets. A big shout out to the 'good squad' at Channel Nine, the phenomenal crew at UnLtd, the Simonetta family and Coles for helping us make this dream a reality and for also believing in our mission of helping kids doing it tough to live their best life.

The young people learnt a lot during harvest; the importance of team work, being organised and not giving up! It was an amazing effort by all.

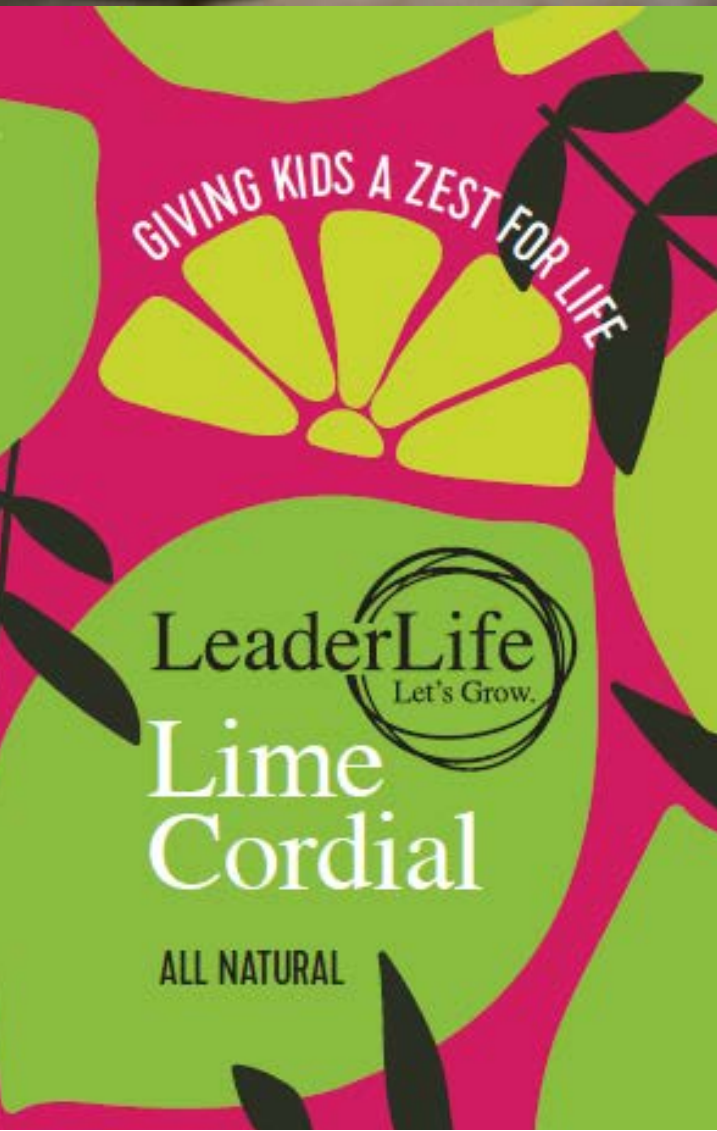




zest for life

Do you know what to do when you have a lot of limes? Besides harvest them, sell them to Coles and enjoy them in a beverage, you can also make delicious Artisan Lime cordial. The young people from our Soil2Soul team have been working to perfect the recipe which will be available for purchase soon.


A young person initiated a "Match The Batch" concept; so for every cordial batch sold, the LeaderLife crew and youth will commit to a random act of kindness across Dubbo; teaching the notion of generosity and giving back to the community. This power of caring is an important constituent of the circle of courage model that underpins the 'Zest for Life' project. People who buy a bottle will be able to scan the QR code that will take customers directly to the LeaderLife website to see what generous things the kids have been up to.



st johns fundraising

The Year 12 Class from St Johns College Dubbo selected LeaderLife as their 2021 major fundraising charity. An amazing and inspiring group of young people, they have hosted Bunnings barbeques, a movie screening at the Drive-In and a golf day amongst other things as well as attending our Skillbuilders activities to meet the LeaderLife kids. It's incredible seeing young people doing their bit to help other young people in their communities.





In championing young people in the Dubbo community, LeaderLife 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 along with their practical approach is changing and saving the lives of some of the most marginalised young people in our country.

Stephen Lawrence
Mayor of Dubbo Regional Council

The background is a solid teal color with a pattern of thin, light-colored wavy lines that resemble topographic contour lines or water ripples, creating a textured effect.

financials

OUR PROFILE

BUSINESS

131 COLLABORATIVE PARTNERS AND ORGANISATIONS



REVENUE



STREAMS OF INCOME



21
STAFF



15 ARE LESS THAN 25 YEARS OLD

PEOPLE



17 ARE INDIGENOUS



Leaderlife Limited

ABN: 80 828 838 828

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2021

		2021	2020
	Note	\$	\$
Revenue	3(a)	413,460	445,878
Other income	3(b)	712,447	279,468
Accountancy fees		(9,850)	(10,305)
Activities		(10,561)	(16,637)
Auspice funding		(60,000)	-
Brokerage		(947)	(2,189)
Computer and software costs		(7,791)	(9,127)
Depreciation and amortisation expense		(14,844)	(489)
Employee costs	4	(556,093)	(410,522)
Insurance		(14,702)	(6,827)
Management and consultant fees		(5,012)	(50,688)
Marketing, promotions and advertising		(5,022)	(4,871)
Meetings		(5,376)	(5,212)
Motor vehicle expenses		(21,825)	(14,035)
Other operating expenses	4	(14,124)	(9,547)
Projects and programs		(28,735)	(15,549)
Rates and taxes		(2,961)	(2,635)
Repairs and maintenance		(6,912)	(6,976)
Resources		(8,545)	(4,580)
Telephone		(4,523)	(6,146)
Profit before income tax		348,084	149,031
Income tax expense		-	-
Profit for the year		348,084	149,031
Other comprehensive income, net of income tax		-	-
Total comprehensive income for the year		348,084	149,031



Statement of Financial Position
As At 30 June 2021

	2021	2020
Note	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	5 480,953	273,491
Trade and other receivables	6 27,830	42,787
Other assets	7 5,371	3,171
TOTAL CURRENT ASSETS	514,154	319,449
NON-CURRENT ASSETS		
Property, plant and equipment	8 75,139	29,216
TOTAL NON-CURRENT ASSETS	75,139	29,216
TOTAL ASSETS	589,293	348,665
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	9 56,968	66,960
Employee benefits	10 22,440	11,176
Other liabilities	11 -	108,728
TOTAL CURRENT LIABILITIES	79,408	186,864
NON-CURRENT LIABILITIES		
TOTAL LIABILITIES	79,408	186,864
NET ASSETS	509,885	161,801
EQUITY		
Retained earnings	509,885	161,801
TOTAL EQUITY	509,885	161,801

We feel extremely proud to be a partner of LeaderLife and part of the extended family. The work that Joh, Mel, and the team do is absolutely critical in ensuring that the kids in Dubbo who need support, get exactly what they deserve. Helping these incredible kids to chase their dreams is exactly why we established UnLtd. Every young Australian deserves the best opportunity in life, and LeaderLife is working so hard to make this true in the Dubbo community. We salute the incredible job that you are doing and the massive difference that you are making.

Chris Freel
CEO UnLtd

our supporters: thank you!

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 because of so many people. There are too many to list by name, and they include:

- Our volunteers who generously help in so many ways and never hesitate to give their time whenever it is needed.
- The individual donors, philanthropists, government and corporate organisations who fundraise, provide funding and pro bono support 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.
- Registered Training Organisations that support our education and skill development activities.
- Local businesses and employers who offer sponsorship, stock our produce and provide work experience and employment opportunities for our young people and contracts to help 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 side-line cheerers who spread the word about helping young people having a tough time.

Photographers:

Big shout out to those who capture the special moments: Asher Milgate, Nikki Short, Christopher Pavlich (The Australian), Mel Singh, Taje Fowler, Joh Leader, Clancy Job, Leigh Kelly

**Want to help kids in the Dubbo community
by supporting Leaderlife? Contact us today
about volunteering, collaborating or
donating today!
Email: hello@leaderlife.org.au**

the future



LeaderLife are passionate about providing opportunities for young people in the Dubbo community. We will continue to seek opportunities to grow our programs to flexibly meet the needs and interests of children, young people and their families through partnerships, multifaceted funding and community consultation.

Our dream for the next 12 months is to expand our social enterprise, securing landscaping and maintenance type work that will allow us to bring more young people into our program and transition those who are ready into mainstream employment.

The kids and young people we work with have expressed interest in the concept of regenerative farming. We will be looking to source a block of land close to Dubbo and will be investigating setting up an aquaponics system and other models that provide opportunities for young people to thrive.



**Want to grab a bottle (or two)
of our delicious lime cordial
handmade with love by kids?**

Get in touch with us today to
place an order:
email: hello@leaderlife.org.au
phone: 02 6881 8756





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