



# 2007/08 ANNUAL REPORT

In 2 Life Inc





## Contact Details

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ABN: 57 258 912 132

Incorporation Association Number: A23541

In 2 Life have offices in Adelaide, Brisbane, Bendigo, Broken Hill,  
Melbourne, Newcastle and Wollongong.

In 2 Life Inc is a public benevolent DGR status charity in Australia



## Introducing In 2 Life

In 2 Life is an independent non-profit organisation operating an early intervention mentoring and life skills program for troubled and vulnerable young people aged 12-16, who are experiencing significant difficulties and home, school and in their local community.

In 2 Life was founded in 2001 in South Australia, establishing the RUSH mentoring program which is now grown to schools in Victoria and NSW to provide a vital school-based mentoring program to assist young people overcome personal crisis and negative life experiences.

The RUSH mentoring program is a catalyst to mobilise caring volunteer adults and paid youth workers to make a valuable contribution back into the community through mentoring struggling young people. Our mentors are professionally trained and accredited, with on-going supervision and debriefing support, operating on campus during school hours and also out of school night time and weekends...

We assist struggling young people with significant behavioural issues to build resilience and life-skills, helping them find a more positive future and build stronger relationships at home, school and in their local community.

In 2 Life through the RUSH mentoring program works collaboratively alongside young people, their families, schools and local community groups.

*Mentoring young people creates significant relationships and connects them with adults in meaningful ways.*



## Mission/Vision

In 2 Life's passionate vision is to provide a nurturing community where young people are safe from abuse, harm and suicide. A community in which they have the opportunities and support to reach their full potential, where they can feel they are no longer forgotten or undermined and where they are given a sense of their own importance and the power to change their circumstances.

## Key Objectives

- To challenge the nation to care for children who don't have significant adult support.
- To enhance and build a young person's belief in themselves and their expectations about their future success.
- To help them build and develop better relationships and networks with family, school, peers and the wider community through a mentoring relationship.
- To reduce the critical factors that lead to self-harm, crime, substance abuse, violence and school failure, also through the mentoring program.
- To engage the young person as a catalyst so that they can become committed and caring adults who give back to the youth in their local community in an ongoing and meaningful way.

## Why RUSH


Mentoring and its importance are at the centre of In 2 Life's work. In 2 Life mobilises youth workers and volunteers into the RUSH mentoring program and has successfully reached over 150 young people this year with a cost effective service delivery model.

There has been extensive research on the importance of mentoring both conducted here in Australia and overseas. For the purpose of this report, the focus will be on a comparison of Australia and the United States.

The first major study on the positive influence of mentoring on at-risk youth, occurred in Philadelphia in 1992 to 1993 and its findings are reflected in current research. The study focussed on 959 children mentored by the Big Brothers, Big Sisters agency. They were aged between 10 and 16 years; 60% were male; 50% were from minority groups; the majority were from low income families and many lived in families where drug use and domestic violence were prevalent.

The study revealed the following outcomes:



- 
- They were significantly less likely to initialise the use of drugs and alcohol.
  - There was a significant decrease in truancy and class-skipping.
  - They had increased confidence in their academic potential.
  - They were 33% less likely to act out violently, making anger management a significant outcome.
  - Relationships at home and at school were much improved.
  - Mentoring had a sustained, positive effect on their self esteem, academic performance and social skills.<sup>1</sup>

### **Volunteer and Paid Mentoring**

In 2 Life, in partnership with Government departments, employed around 15 mentors from professional backgrounds such as social workers and psychologists as well as graduates of Certificate 4 in Youth Work and people with equivalent experience through such avenues as supervised volunteer work. Also, a further 70 volunteers were trained on top of the existing 80 who were retained from the previous year.

These people are the force behind In 2 Life's mentoring successes. "They are doing meaningful work because they want to make a meaningful contribution," says Angela Keneally, National Director - Operations. They have a genuine desire to help, as evidenced by the fact that they do approximately seven hours work for five hours pay, and are particularly talented and skilled in dealing with essentially behavioural-based problems in at-risk children.

'At-risk' children are those from backgrounds where there is little or no adult support, where they are exposed to drug and/or alcohol abuse, violence and sexual abuse. These children are placed under the guardianship of the minister and, as such, they are referred to Families S.A. Some are placed into foster care, where this is available, while others are placed into hostels with other at-risk children. This often compounds their situation, with bullying being the least of their problems.

Some children are high-need cases displaying often severe antisocial tendencies such as aggression and disrespect authority figures. They have huge self esteem issues stemming from a basic human trait of inward blame—in the formative years they believe that all that has happened to them is their fault. Without supportive adult role models and living the transient life of a foster child they also have trust issues, an inability to form attachments and difficulties associated with adapting to change, in both living arrangements and schools.

The flow-on effect of these children not receiving vital help and care is high rates of depression, leading to self-harm and suicide; truancy; early school leaving; drug and alcohol use and crime. They are often an increasing and ongoing cost to society. So, to help them help themselves is vital.

Many of the children under guardianship, receive help from social workers but the social workers change from day to day, making their assistance inconsistent, and adding to the transience already present in their lives.

This is where mentoring offers them consistency and the chance to build a sustained meaningful relationship with an adult role model. In 2 Life's mentors work with them for 5-15 hours per week, usually on a 12 week contract which is often renewed. They work with the mentees in activity-based programs to help them open up, paving the way for building a relationship for significant conversation.

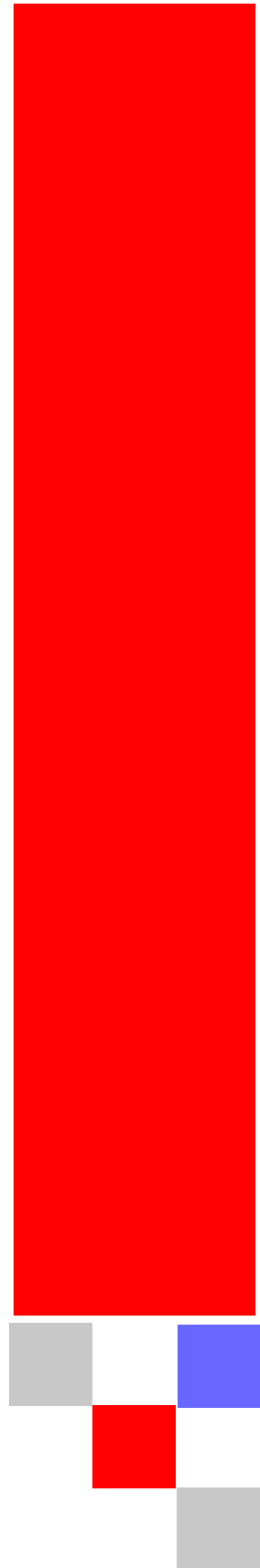
The mentors age range, from 19 to their 60's, and are well linked to their communities and to other mentors, making them ideal for linking the mentees, who are currently aged between 11 and 17, to their local community and to any avenues of help they may need

In 2 Life intensively trains their mentors, ensuring they know the level of responsibility required of them and prepares them for any outcome. They undergo a 2 ½ hour interview and induction process before going into the field and someone is available to them, via mobile, at all times. New training sessions are undertaken with each new and renewed contract.

### **Volunteer mentoring**

In 2 Life trained over 70 new volunteer mentors for the 07/08 financial year. These mentors are doing vital work. They work one-on-one with students usually during school hours, but also evenings and weekends from 1 hour to three hours per week.

The volunteer mentors work with relation-based outcomes that are agreed upon between the mentor and mentee. In this way, outcomes are more self-determined.





## Chairman's Report

I am pleased to bring you our 2007/08 Annual Report.

From a financial perspective, we recorded a surplus of \$28,463.81

Through the 2007/08 period we received \$341,452.90 of income from Program Activities and Consulting which clearly demonstrates our long term sustainability by our own generation of funds rather than a high dependency of government and other sources of income.

We rely on a range of generous supporters, committed to this vital youth work. We use trained and accredited volunteers enabling us a highly cost effective means of reaching and assisting more young people than could be achieved if relying on only paid youth workers.

The thousands of volunteer hours invested in mentoring relationships is an inspiration. On behalf of the whole team, it is an honour and privilege to work with these amazing people. Their work serves to significantly improve the lives and outlook of young people faced with difficult and challenging backgrounds.

120 different young people received mentoring support in 2007/08, through an estimated 6100 volunteer hours and 4500 Youth Worker hours.

The increasing numbers of youth entering our programs has meant an increased demand on our staff, trainers and volunteers, also indicating that In 2 Life's RUSH mentoring program is an effective and sought-after means of improving the lives of troubled youth. This has also lead to the formation of new partnerships with In 2 Life

In 2007/08, we plan to invest more time and effort in strengthening our framework of delivery to incorporate more programs in South Australia and nationally and we look forward to sharing these exciting developments with you.

Thank you for your support as we all share the one common goal for all young people to experience growth opportunities essential to becoming successful adults.

Bernie Glaser,

Chairman

## Executive Directors Report

*“Treat people as if they were what they ought to be and you help them to become what they are capable of being.” —Johann Wolfgang von Goethe*

Isolation, depression, homelessness, physical and sexual abuse, drug and alcohol abuse, rejection, suicide, self-harm and violence are just some of the issues faced day to day by an increasing number of Australia’s youth.

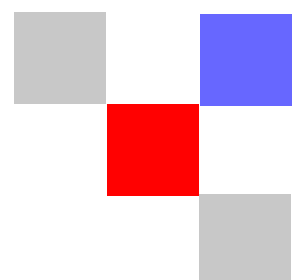
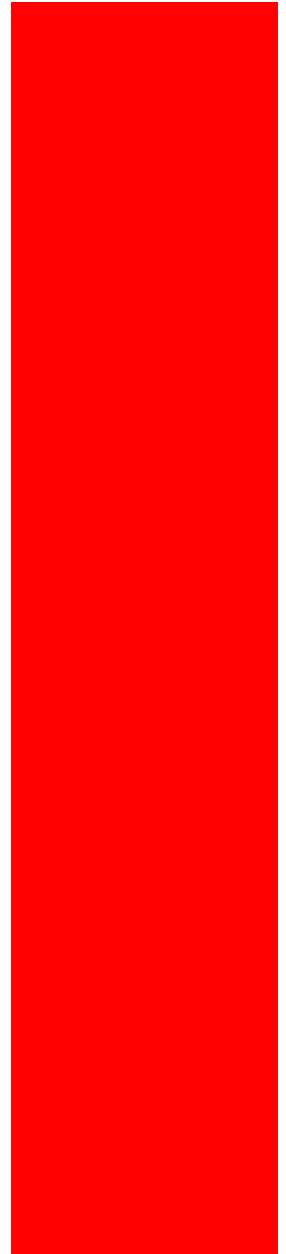
These young people lack the basic foundations of life that many of us take for granted—unconditional love; home and a sense of belonging; feelings of worthiness and belief in ourselves; and significant, positive adult guidance.

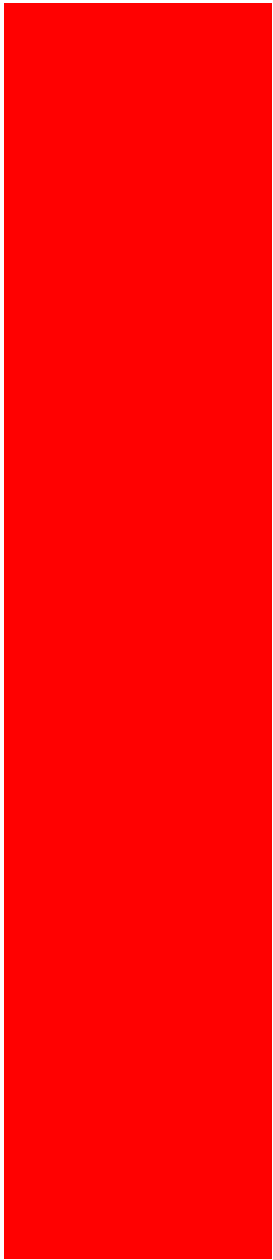
Without these basic foundations, children drown in a world of the unknown. A world that represents to them that they are to blame, that they are not worthy of love. A world that tempts them to live as they’ve been shown—with violence, disrespect, addiction and a lack of hope. A world that fails to inspire.

The work of In 2 Life was established to help these young people. To give them guidance, social and self awareness, motivation, inspiration and worthiness. To reduce the self-harming behaviours prevalent among those who suffer despair due to pain and isolation in early and adolescent developmental years.

The mentoring relationships of committed and caring adults we have, and the new relationships yet to be, have an amazing and sustained impact on the lives of these young people, thus empowering us with a strong sense of passion for this vital work.

The success of In 2 Life’s RUSH mentoring program is measured against the following five factors: Drug use, Offending, Homelessness, Suicide, and Early School Leaving. We look at the determinants of those five factors and work on reversing the effects for positive, sustained outcomes.





We are embarking on an exciting growth stage with strategies for reaching more at-risk youth. Strong growth over the past seven years has enabled us to establish a national service delivery framework for school-based mentoring.

As you read this Annual Report, I encourage you to consider how you can help us make an even greater impact in 2009 and beyond. It is only through people like you, we can be resourced and empowered to achieve our goals.

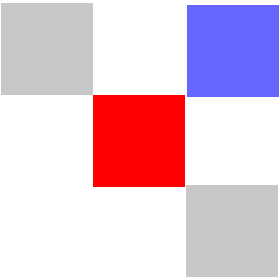
Please join us on this important and much-needed rollout to ensure that no young person is forgotten.

We plan to enlist the support of a number of Trusts and Foundations in 2009 to aid our future directives and growth.

I would like to thank our dedicated team of staff, volunteers and our wonderful supporters. A big thank-you to our Board of Directors and Board of Reference for their valuable time, commitment and input into the work of In 2 Life and the RUSH mentoring program.

Darryn Keneally

Founder and Executive Director



## Snapshot of 2007/08

### In 2 Life Mentoring Program

#### RUSH Reducing Youth Self Harm

In 2 Life's RUSH mentoring program is a national initiative of trained and accredited volunteer mentors. Working one on one with a young person in a school-based setting for approximately 1 hour per week and out of school for up to three hours per week. The young person is referred to RUSH directly by the school staff as they may be struggling with significant behavioural and personal difficulties at home and school.

### Partnerships

#### Community

During the 2007/08 year the In 2 Life established some great and beneficial partnerships.

Our partnerships with local community groups, service clubs and churches are vital to maintaining a strong sense of local community ownership of the RUSH program. These partnerships are also a wonderful source of gifted volunteer mentors.

#### Research/Evaluation

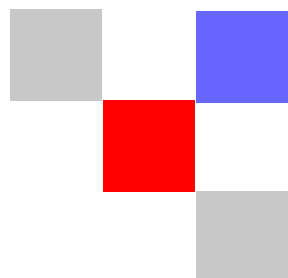
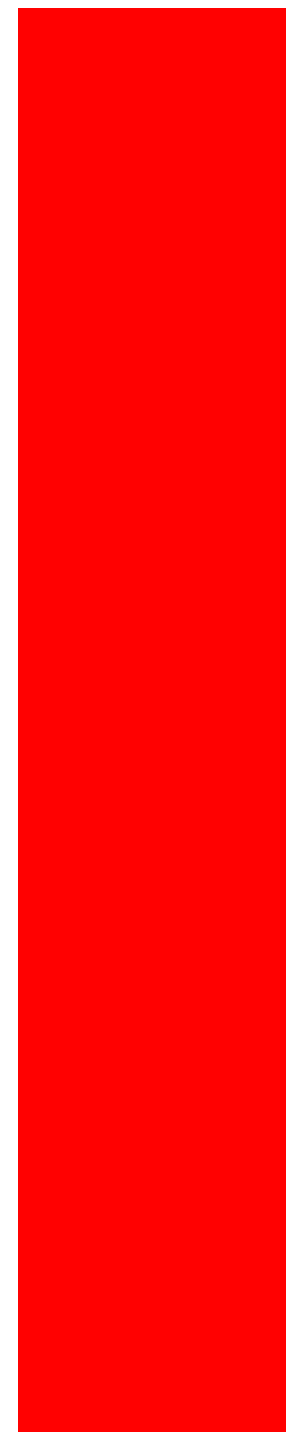
Dr John Happuarachchi - Street Wise Psychological Services and Head of Department - University of SA, consulted with In 2 Life to conduct entry and exit point evaluation of young people being mentored. Included in this report is the results of 10 young people surveyed for 12 months.

### Philanthropic Trusts and Foundations

We gratefully acknowledge the grant support from the Adelaide Bank, Scanlon Foundation, Fred P Archer Trust, Sentinel Foundation, Ansvar, Crows Foundation.

#### Government

The Commonwealth Department of Health Ageing provided a small amount of funding.





### **Schools**

A big thank-you to Underdale High School for providing an excellent space for the Head Office. The other schools we had a presence in are: also, Seaton, Belmont, Whitebridge, Eaglehawk and Woolridge High Schools.

### **Business/Corporate**

We gratefully acknowledge the following for their support 2005/06: Brock Harcourts, the Advertiser Newspapers, Messenger Press, Bianco Construction Supplies, Adcorp, Hardel Group and Ahrens Engineering, Boileau Business Solutions.

We thank McDonalds, KFC and Hungry Jacks for their in-kind support.

### **Events/Fund Raising**

In 2 Life was grateful to the number of events and fund raising events organized on our behalf during 2007/08. Particularly by Adelaide 36's Basketball, Adelaide United, Adelaide Crows and Port Power Football Clubs.

### **Advocacy/Media**

During 2007/08, we had 6 stories in the media. These stories were able to raise attention to the value contribution mentoring of young people can play in addressing issues they face.

In 2007/08 we had 8 meetings with Federal and State members of Parliament, including a meeting with the Prime Minister to highlight the work of RUSH.

We spoke at 10 public meeting/community groups.

### **In-kind/Pro-bono Support**

We received an estimated \$50000 in-kind donations and pro-bono support during 2007/08

The generous support of people in IT, security, printing, legal, accounting and rental is greatly appreciated. This is a significant saving and enables a huge amount of financial resources to be used directly on our service delivery rather than administration.

We provided approximately 5000 volunteer hours during 2007/08 at estimated value of \$75000.

### **Numbers for 2007/08**

Numbers of youth people supported on a weekly basis: 120

Numbers of volunteer mentors trained to date: 221

Estimated number of mentoring hours: Over 10000.

## Future Directions

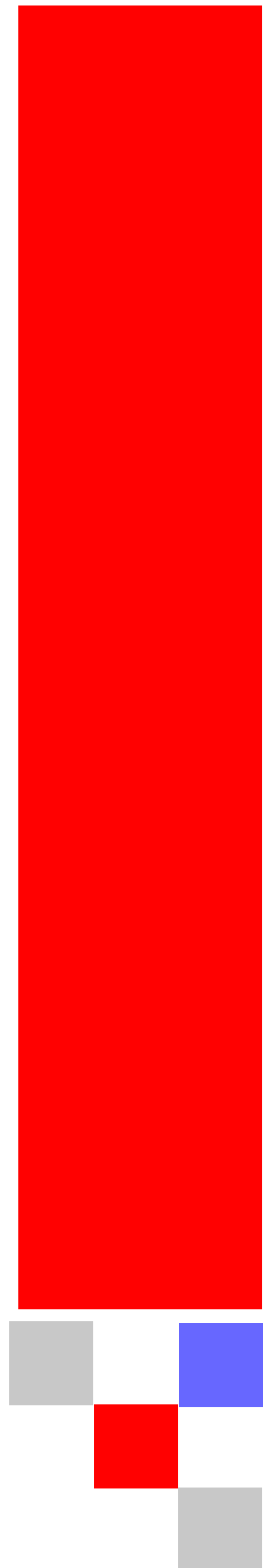
- RUSH interactive site—where young people can go online and discuss issues, exchange information, gain support and utilise forums. Success can be gauged by the number of site hits and forum traffic.
- High school seminars—a range of professional seminars held in high schools to teach coping and resilience skills.
- Peer Mentoring—utilising Facebook and MySpace this aims to encourage young people to mentor other young people within their school.
- Yahoo group—for mentors to be mentored, an avenue whereby they can vent frustrations, challenges and discuss strategies.
- Rural support (See below)

## Rural Support

In 2 Life, in partnership with the Elders Group, is seeking to improve mental health in the rural sector where youth are at risk of depression, suicide and drug abuse due to the particular issues they face.

Research has shown that youth in rural and remote areas are at greater risk of these mental health problems due not only to the financial strains caused by prolonged drought, but also because of social stigmas and misconceptions held about mental illness. A lack of services due to isolation compound the issue. Many do not receive, or even seek, help until they reach crisis point.

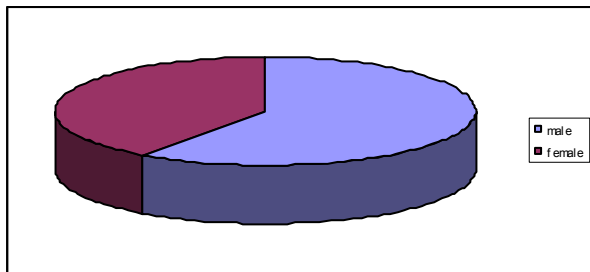
The program aims to raise awareness of the issues, develop empathy and increase community involvement and services.



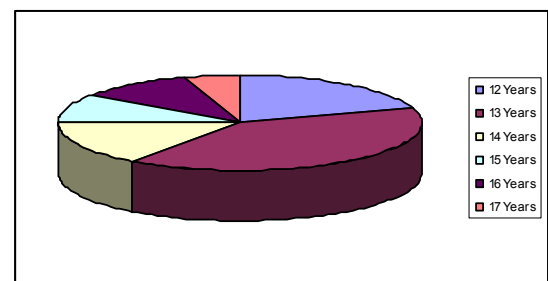
## ACTIVE CENTRES AND PAID MENTORING

Location	Mentors Trained	Mentee "success" who have exited the programme	Active mentors for year	Active mentees for year	Schools and or Community
Underdale	12	Current	4	4	
Seaton	14	Current	10	4	Seaton High
Gawler	8	2	0	0	
Wollongong					
Broken Hill	9		9	20	
Newcastle	35	25	33	43	Belmont High and Whitebridge High
Bendigo	25		25	27	Eaglehawk Secondary
Paid Mentoring Adelaide			25	31	
<b>Total</b>	<b>194</b>	<b>73</b>	<b>106</b>	<b>129</b>	

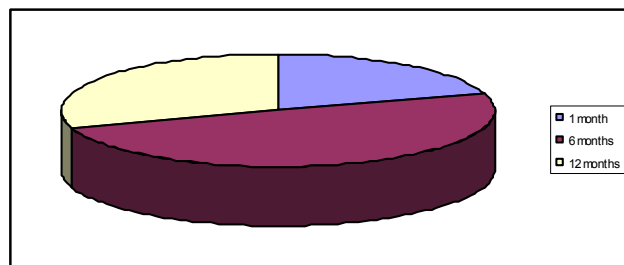
Gender Breakdown



Age Breakdown



Length of average mentoring relationship



## Mentoring Outcomes

Key outcomes reported by young people as the result of their mentoring relationship with In 2 Life's RUSH program in 2007/08

Results in column A show % for each student answer for 9 students who completed the evaluation immediately –before mentoring.

Results in column B show % for each student answer for 9 students who completed the evaluation after 12 months of mentoring.

		A	B
Question 9.	<input type="checkbox"/> everyone dislikes me	11	-
Are there any groups, or students, at school that make life difficult for you at school?	<input type="checkbox"/> there are a few groups that pick on me every chance they get	-	30
	<input type="checkbox"/> two or three students give me a hard time every chance they get.	44	20
	<input type="checkbox"/> one student really dislikes me a lot	33	10
Question 12.	<input type="checkbox"/> In the top 10%.	11	20
What scores or grades do you say you were receiving in your class for tests in English & Language subjects last term?  ( If you had no tests, where would you say you are in the class)	<input type="checkbox"/> The middle to average range.	44	40
	<input type="checkbox"/> below average.	22	30
	<input type="checkbox"/> I missed most or all of the tests	11	-
	<input type="checkbox"/> I cant remember	22	10
	<input type="checkbox"/> I don't know	-	-
Question 13.	<input type="checkbox"/> I couldn't understand the stuff	.89	70
<b>In your head</b> , think of ANY <b>ONE</b> of the above THREE subjects, & tell us why you think it didn't go too well for you.  (MARK MORE THAN ONE IF YOU WANT TO) You might want to put another reason in here	<input type="checkbox"/> The teacher didn't like me	11	50
	<input type="checkbox"/> it was a useless subject that wasn't going to help me in my life	11	30
	<input type="checkbox"/> some of the kids teased me all the time & picked on me	11	10
	<input type="checkbox"/> I always thought I did well but my grades were not too good.	-	10



Tangible support from Your Mentor.	Strongly disagree		Moderately disagree		Slightly disagree		Slightly agree		Moderately agree		Strongly agree	
	A	B	A	B	A	B	A	B	A	B	A	B
I can depend on my Mentor to help me if I really need it.	-	-	-	-	-	-	22	22	44	23	34	55
If something went wrong, Mentor would not come to my assistance.*	44	33	22	22	22	12	12	-	-	22	-	12
I can depend on my Mentor for aid if I really need it.	-	-	-	-	-	12	22	22	55	22	23	44
I can count on my Mentor in an emergency.	-	-	-	-	-	-	33	22	33	12	34	66

## Leadership & Governance

The Board of Director's of In 2 Life and Executive are highly committed to strong governance practices and financial management to ensure that we can continue to assist as many "at risk" young people as possible through our unique mentoring program. Also, we are working within a framework of compliance and best practice within the mentoring sector.

In 2007/08 there were 6 quorum Board meetings with 60% of the Director's attending.

## **Our Board of Directors and Executive**

1. Bernold Glaser            Chairperson  
Company Director - Glaser and Associates Accountants and Financial Planners.
2. Grant Mitchell            Treasurer  
Barrister/Solicitor - Minter Ellison.
3. Robert Allford            Board Member(Leave of absence for 12 months)  
Owner/Operator - AFA Interactive Computer Games
4. Rev Dr Bryce Douglas    Board member  
Chiropractor and Company Director.
5. Mrs Hilary Cook           Board member
  
6. Darryn Keneally           Secretary/Executive Director In 2 Life.

## **Board of Reference**

- 1 Michael Bonnacurso – Owner/Operator - MSE Alarms, Chairman – Australian Security Industry Assoc SA Branch.
2. Niki Vincent – Director – Governors Leadership Foundation
3. Chris Baker – Owner/Operator – McDonalds, Immediate past Chairman – Ronald McDonald Children’s Charity.
4. Pat Trainor – Founding Director United Education.
5. Angela Keneally – Councillor - Charles Sturt Council
6. Dr. John Happurachchi – Psychologist.
7. Dr. Ben Abraham – GP.
8. Dr Saro Happurachchi – Psychiatrist.





## **Looking Ahead 2007/08**

In 2 Life has set a number of Key agenda issues that are vital focus areas for growth and sustainability.

### **Service Delivery and Development**

Establishment of 12 new partnerships with Schools in SA, VIC and NSW

Recruit, train and deploy 150 new volunteer mentors

Review and Re-write the policies and training manual

Building our staff and volunteer expertise through strong training programs

### **Future Directions**

#### **Peer mentoring**

Peer mentoring is among one of the future directions for In 2 Life. It will utilise internet mediums such as 'Facebook' and 'MySpace' to inspire peers to mentor peers at their own schools.

#### **On Line mentoring**

We have the need to mentor students online. We will be doing this through forums, Face Book and My Space

#### **Mentoring the Mentors**

We have created a Yahoo Groups discussion group to assist in mentoring the mentors.

#### **School Seminars**

We will further develop the Aspire Student Leadership programme to train young people.

## Organisational Development and Infrastructure

- Develop a intranet systems for training and communication with volunteers
- Development of the State office in Victoria
- Facilitate a national conference of staff, volunteers and other key stakeholders
- Upgrade our website capabilities in SA office
- Conduct an external evaluation of the RUSH program

## Sustainable Development

- Increase philanthropic support to provide necessary funds for the new stage of growth. In 2 Life is embarking upon a significant grant writing initiative to underwrite its long-term sustainability.

## Real life stories of mentoring

Finally we would like to conclude this report with two wonderful stories of lives supported and changed.

1) My daughter was referred to the RUSH programme by her local school. I was really worried about her as she was in trouble at school a lot, she was skipping school and she was cutting her wrist. This was really scary.

Through her mentor she was able to talk about the issues that were troubling her. Her grades improved and most importantly she stopped cutting her wrists. I am overjoyed. Thankyou Jessica so much.

A deeply grateful mother...

2) Arthur has been mentoring Jim for over two years

Jim was placed in Foster Care when he was 8 years old. These were very difficult times for Jim as he wanted to be with his family. He also had been in and out of juvenile detention.

Jim said that life has been very difficult as times and it is because of his carers and mentors that he has been able to succeed at life.

Jim has completed a Chefs Certificate and is completing year 11. He is also to moved into his own flat.

Jim feels that he has needed a mentor as someone he can talk to and get support when he is down or unsure what to do.

They have gone fishing, on country trips, restaurants and 8 Ball.

"I really like Arthur he's cool," Jim told us.

### RUSH Location Contact Details

<b>Location</b>	<b>State</b>	<b>Coordinator</b>	<b>Contact Number</b>
Broken Hill	NSW	Amy Gearan	0404 125 840
Newcastle	NSW	Matt Shultz	(02) 4943 8055
Wollongong	NSW	Carmelo Fedele	0411 064 617
Melbourne	VIC	Ben Prestcott	1300 88 33 21
Bendigo	VIC	Bev Jarvis	03 5441 8831
Wimmera	VIC	Samantha Solomano	0418 304 786
Underdale	SA	Russell Wallace	0403 091 120
Logan City	QLD	Leslie Pablo	0421 803 844

**In 2 Life Inc.**  
**Financial Statements for Year ended 30<sup>th</sup> June, 2008.**

**AUDITOR'S REPORT**

I have conducted an independent audit of the Profit and Loss Statement and Balance Sheet of In 2 Life Inc. for the year ended 30<sup>th</sup> June, 2009. The audit has been conducted to provide reasonable assurance to members of the association as to whether the reports are free of material misstatement. I disclaim any assumption of responsibility for any reliance on this report, or on the financial reports to which it relates, to any persons other than the members for whom the reports were prepared.

The audit included examination on a test basis of evidence supporting the amounts disclosed in the reports. I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

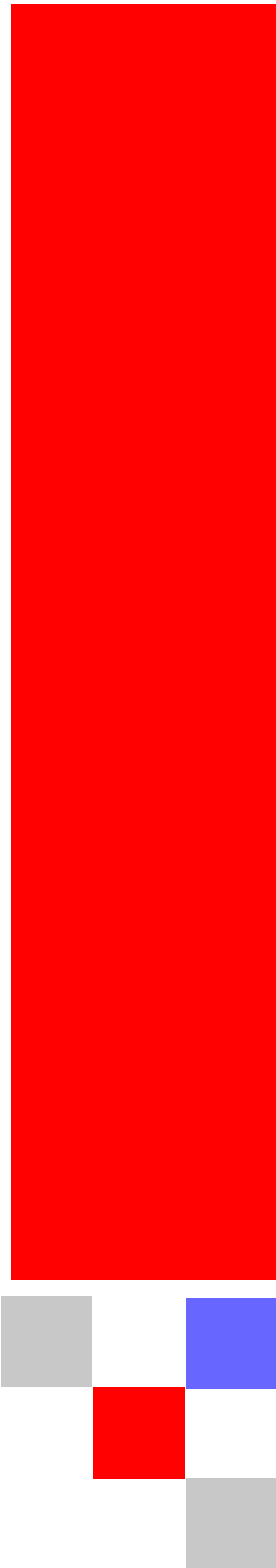
*Audit Opinion*

In my opinion,

- (a) the Balance Sheet is properly drawn up so as to give a true and fair view of the state of affairs of the association as at 30<sup>th</sup> June, 2009, and
- (b) the Profit and Loss Statement is properly drawn up so as to give a true and fair view of the operating result of the association for the year ended 30<sup>th</sup> June, 2009.

Peter A Whiting CPA  
Auditor

Phone (08) 8556 5757



**In 2 Life Incorporated**  
**BALANCE SHEET FOR YEAR ENDED 30<sup>th</sup> JUNE, 2008**

**ASSETS**

Current Assets

General Cheque Account	\$27,102.01	
Accounts Receivable	17,909.80	
		45,011.81

Fixed Assets

Computers		2,424.52
Total Assets		\$47,436.33

**LIABILITIES**

Current Liabilities

Accounts Payable		\$6,529.49
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Taxation Liabilities

GST Collected	\$931.26	
GST Paid	-585.83	
Newcastle GST and PAYGW	-2,641.00	
Outstanding amounts due to ATO	21,302.24	
		19,006.67

Payroll Liabilities

Superannuation Payable	2,647.74	
Workcover Payable	1,001.89	
		3,649.63

Grants rec'd for next fin. year

Underdale	3,106.89	
Paradise West / Seaton	2,516.18	
Broken Hill	-145.86	
Bendigo	-16.90	
Dandenong	5,600.00	
Horsham	4,000.00	
Salisbury	6,233.00	
Woolongong	-599.41	
Newcastle Office Account	-197.50	
Lyll Gilligan Room project	250.00	
		20,746.40

Long Term Liabilities

Janico Loan	\$1,850.00	
Board member loans	24,629.40	
Total Long Term Liabilities		26,479.40
Total Liabilities		76,411.59

NET ASSETS	-28,975.26
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<b>EQUITY</b>	-28,975.26
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**In 2 Life Incorporated**  
**PROFIT AND LOSS STATEMENT FOR**  
**YEAR ENDED 30<sup>th</sup> JUNE, 2008**

**Income**

General Donations		\$17,689.81
Families SA Mentoring		
Paid Mentor Hours	134,144.36	
Paid Mentor Entertainment costs	15,608.51	
Paid Mentor Travel & Phone expenses	<u>19,193.92</u>	
		168,946.79
H.O. Admin and expenses reimb. by branches		23,992.39
Grants		
National Mentoring	28,000.00	
Federal Government grants	27,500.00	
Aust Christian Care	24,000.00	
Elders Rural Mens Health	<u>5,000.00</u>	
		84,500.00
Consultancy income		19,720.00
Fundraising		23,241.37
Miscellaneous income		<u>3,362.54</u>
<b>Total Income</b>		<b>\$341,452.90</b>

**Expenses**

H. O. Administration		\$31,888.65
Community Services Expenses		12,481.72
Fundraising Expenses		12,092.78
Grant Preparation / Evaluation Expenses		17,650.00
Employment Expenses - Mentors		112,055.51
Employment Expenses - Staff		106,811.26
Motor Vehicle Expenses		<u>20,009.17</u>
<b>Total Expenses</b>		<b>312,989.09</b>

**Net Profit**

\$28,463.81

