

2008/09 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

Founded in 2001 in South Australia 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 at home, at school and in their local community.

The RUSH mentoring program is a catalyst to mobilise caring adults to make a valuable contribution back into the community by mentoring struggling young people as either volunteers or paid youth workers. The RUSH mentoring program has now grown to include schools in Victoria, South Australia and New South Wales. It is providing a vital community and school-based mentoring program to assist young people overcome personal crises and negative life experiences.

Our mentors are professionally trained and accredited, providing on-going supervision and debriefing support. They operate on campus during school hours and frequently out of hours, at night times and on 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 SERVICES mentoring program works collaboratively alongside young people, their families, schools and local community groups. It is our hope that by doing this we can establish a positive, help seeking and supportive youth culture for this country.

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



Mission/Vision

Vision: to connect disengaged children, young people and adults with the community so they are leading positive and meaningful lives.

Mission: to encourage and empower children, willing young people and adults to reach their potential by providing positive relationships and life changing opportunities while supporting their progress towards constructive life goals.

Key Objectives To express the ethics of compassion, empathy, kindness and mercy, to support, encourage, befriend, listen and empower children, young people and adults into a life of worth.

To reduce the critical factors that lead to self-harm, crime, substance abuse, violence and school failure and to encourage help-seeking behaviour.

To provide early intervention mentoring and life skills programs for troubled and vulnerable children, young people and adults.

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 give them hope and inspire them to achieve.

To encourage the emotional, physical, psychological and spiritual health of individuals and groups within the community.

To help children/young people build and develop better relationships and networks with family, school, peers and the wider community through a mentoring relationship.

To engage young people and encourage them to become committed and caring adults who give back to the youth in their local community in an ongoing and meaningful way.

To provide high quality, fiscally sound programs in a sustainable framework, working collaboratively alongside young people, their families, schools and local community groups. In 2 Life is an independent and non-profit organisation.

To reduce the critical factors that lead to self-harm, crime, substance abuse, violence and school failure; also through the mentoring program.

Why RUSH MENTORING SERVICES

Mentoring and its importance are at the centre of In 2 Life's work.

In 2 Life mobilises youth workers and volunteers within the RUSH MENTORING SERVICES 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.

A study by Proctor and Gamble of mentoring in Cincinnati schools showed that young people with mentors were more likely to:

- Stay in school
- Attend classes
- Be less disruptive when attending class
- Get better grades
- Go to college

A Ford Foundation study of high school students from families receiving public assistance found that those with mentors were more likely than those without mentors to:

- Graduate from high school
- Enroll in college
- Have fewer children

- Have fewer arrests
- Live without public assistance
- Become involved in community service
- Be hopeful about their future

Volunteer and Paid Mentoring

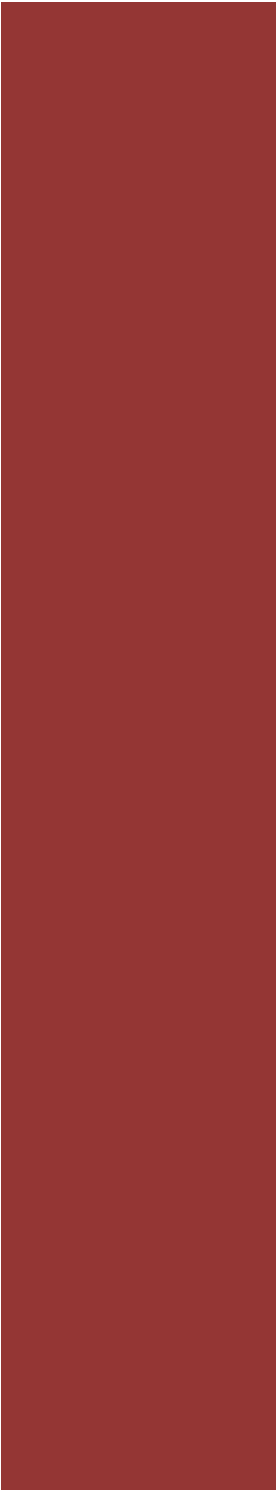
In 2 Life, in partnership with Government departments, employed around 15 mentors from professional backgrounds such as social workers and psychologists as well as graduates of Certificate 4 in Youth Work and people with equivalent experience through such avenues as supervised volunteer work. Also, a further 50 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 success. "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 a State Government instrumentality. 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 severe antisocial tendencies such as aggression and disrespect of 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 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, they are well linked to their communities and to other mentors, making them ideal for linking the mentees, who are currently aged between 8 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 50 new volunteer mentors for the 08/09 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 one to three hours per week.

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

~ One of things I keep learning is that the secret of being happy is doing things for other people. ~ Dick Gregory



Chairman's Report

I am pleased to bring you our 2008/09 Annual Report.

Through the 2008/09 period we received \$318,715.00 of income from Program Activities and Consulting which clearly demonstrates our long term sustainability by the generation of our own funds

rather than a high dependency on government and other sources of income.

We rely on a range of generous supporters who are 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.

Over 150 different young people and over 300 adults through our support families received mentoring support in 2008/09, through an estimated 7200 volunteer hours and 3120 paid youth worker hours.

From a financial perspective, we recorded a loss of \$18445.80

The increasing numbers of youth entering our programs has meant an increased demand on our staff, trainers and volunteers and unfortunately, increased waiting lists for mentors. This also indicates 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. We have also closed some of branches due to them no longer being financially viable.

In 2008/09, 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.

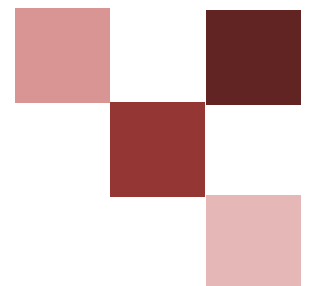
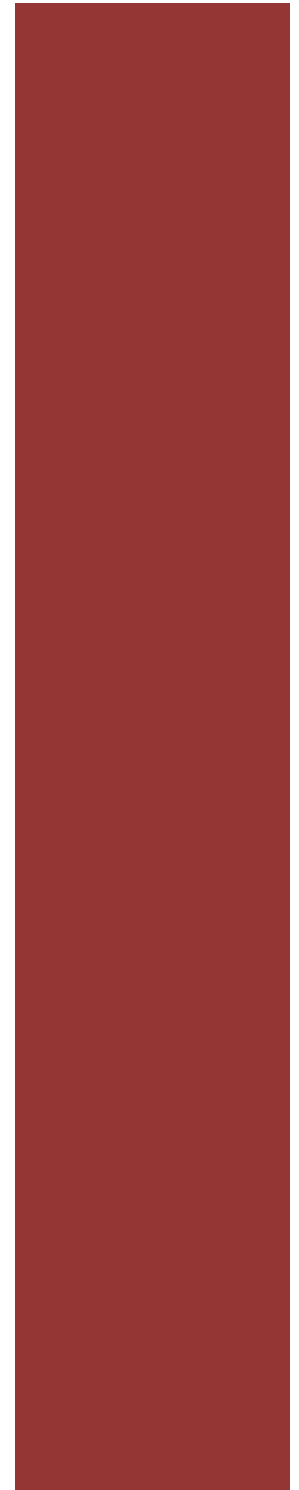
Bernie Glaser,


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.

We are placing significant importance on well being, empowerment and aspirational living in our work with young people.

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 2009/10 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 2009/10 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. I would also like to thank Allan Lawson and Dr John Hapuarachchi of Street Wise Psychological Services for all their continued work on the mentoring evaluation. I would also like to thank RUSH mentoring teams from around Australia including the Newcastle team - Ric Prosser, Geraldine Baker and Matt Schultz; Wimmera - Zoran Paunovich; Broken Hill - Amy Gearen; Sydney - Garry Harris; Mt Evelyn - Scott Hawkins; Bendigo - Bev Jarvis; Brisbane - Rob Urban and finally Andy Kay.

We are only as good as our staff and I would like to thank Angela Keneally, Carol Kerrigan, David Anderson and Glenn Kerrigan.

Darryn Keneally

Founder and Executive Director

~ Do not wait for leaders; do it alone, person to person. ~ Mother Teresa





Snapshot of 2008/09

In 2 Life Mentoring Program RUSH MENTORING SERVICES

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

Community Partnerships

During the 2008/09 year 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 Mentoring Services. These partnerships are also a wonderful source of gifted volunteer mentors.

Research/Evaluation

Dr John Happuarachchi - Street Wise Psychological Services, consulted with In 2 Life to conduct entry and exit point evaluation of young people being mentored.

Philanthropic Trusts and Foundations

We gratefully acknowledge the grant support from the following Foundations:

Ansvar Insurance

Trust Fund

The Sentinel Foundation

Leroy and Joy Brauer Perpetual Charitable trust

The Sunshine Foundation.

~ The unselfish effort to bring cheer to others will be the beginning of a happier life for ourselves. ~

Helen Keller

Government

In 2 Life has a fee for service relationship with Families SA to provide support to Guardianship children and young people

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 also are, St Josephs SA, Lillydale VIC, Belmont NSW, Whitebridge NSW, Fulham Gardens Primary SA, Eaglehawk VIC and Woodridge High Schools QLD.

Business/Corporate

We gratefully acknowledge the following for their support 2008/09: Brock Harcourts, La Loft Apartments, Hardel Group, Ahrens Engineering, Boileau Business Solutions, Masu Financial Group, Newcastle Permanent, Your IT Manager, Minter Ellison and Glaser and Associates.

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 organised on our behalf during 2008/09. Particularly by the Adelaide 36's Basketball, Adelaide United, Adelaide Crows and Port Power Football Clubs.

Advocacy/Media

During 2008/09, we had 6 stories in the media. These stories were able to raise awareness of the levaluable contribution that mentoring of young people can play in addressing issues children face.

We spoke at 15 public meeting/community groups.

In-kind/Pro-bono Support

We received an estimated \$50,000 in-kind donations and pro-bono support during 2008/09

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 our financial resources to be used directly on our service delivery rather than administration.

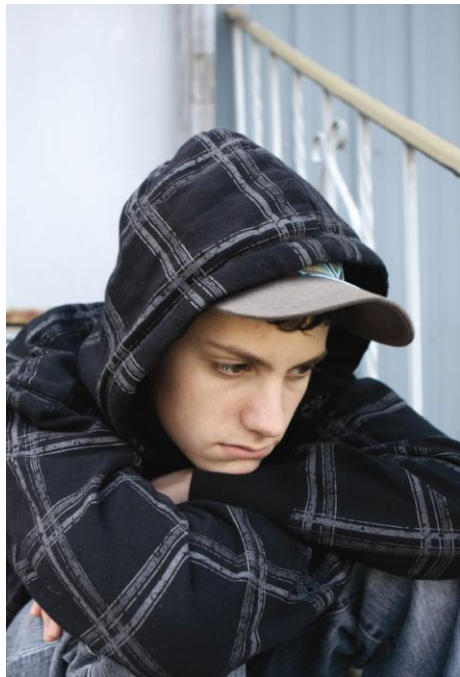
Numbers for 2008/09

Numbers of young people supported on a weekly basis: 145

Numbers of volunteer mentors trained to date: 221

Numbers of people overall supported including families 330 per week.

Estimated number of mentoring hours: Over 10,000.



~ Example is not the
main thing in
influencing others, it
is the only thing.

~

Albert Schweitzer

ACTIVE CENTRES AND PAID MENTORING

Location	Mentors Trained	Active mentors for year	Active mentees for year	Regions
Underdale	8	4	4	Western Adelaide
Adelaide Office	25	10	12	Western Adelaide
Mt Evelyn	20	20	20	Eastern Melbourne
Box Hill		To be trained		Inner Eastern Melbourne
Seven Hills	15	15	15	Western Sydney
Logan City	8	8	15	South West Brisbane
Newcastle	35	22	25	Hunter Valley NSW
Bendigo	12	12	12	Wimmera Vic
Paid Mentoring Adelaide		20	22	Metropolitan Adelaide
Total	123	111	125	

“People seldom improve when they have no other model but themselves to Copy.” – Oliver Goldsmith

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.

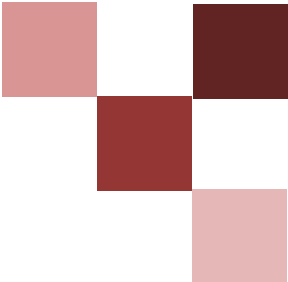
In 2008/09 there were 8 quorum Board meetings with 80% of the Directors attending.



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 Saro Happurachchi – Psychiatrist.
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Looking Ahead 2009/10

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

1. 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.
2. On Line mentoring - We have the need to mentor students online. We will be doing this through forums, Face Book and My Space
3. Mentoring the Mentors - We have created a Yahoo Groups discussion group to assist in mentoring the mentors.
4. School Seminars - We will further develop the Aspire Student Leadership programme to train young people.



Organisational Development and Infrastructure

Develop intranet systems for training and communication with volunteers

Development of the State office in Victoria and NSW

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 MENTORING SERVICES 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. Ben was referred to the RUSH Mentoring programme from his school. His father and mother had passed away tragically when he was young and he was being cared for by his grandmother. Then quite suddenly she passed away. This devastated Ben and he spiraled out of control. His mentor began building furniture with Ben. In Bens own words, "Prior to having a mentor I wouldn't speak to any adult and I was getting heavily involved in drug and alcohol use. Having John to speak to and spend time with has really helped me get my life back together."
2. John, an In 2 Life mentor/youth worker, had been assisting Peter since he was 13 years old. Peter, had come from a horrible background of abuse and neglect. John mentored Peter for approximately 3 years. Peter is now 19 years old, he has a job and is living independently. John, recently got married and Peter was one of John's groomsmen. Peter said, "John took me in to his family and showed me care and concern. John has helped me amazingly."

RUSH MENTORING SERVICES Location Contact Details

Location	State	Coordinator	Contact Number
Newcastle	NSW	Matt Shultz	(02) 4943 8055
Melbourne	VIC	Ben Prestcott	1300 88 33 21
Bendigo	VIC	Bev Jarvis	03 5441 8831
Seven Hills	SYD	Garry Harris	0409 635 241
Wimmera	VIC	Lisa Woods	TBC
Underdale	SA	Russell Wallace	0403 091 120
Logan City	QLD	Rob Urban	0411 777 191

Mentoring is a brain to pick, an ear to listen, and a push in the right direction. ~John Crosby



AUDIT REPORT

To the members of In 2 Life Inc.

Scope

I have conducted an independent audit of the Profit and Loss Statement and Balance Sheet of In 2 Life Inc. for the year ended 30th June, 2009.

My procedures included examination on a test basis of evidence supporting the amounts in the above financial statements. These procedures were undertaken to form an opinion whether, in all material respects, the financial statements represent fairly the transactions of In 2 Life Inc.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In my opinion the above financial statements present fairly the transactions of In 2 Life Inc. for the year ended 30th June, 2009.



Peter A Whiting CPA
Auditor
Phone (08) 8556 5757

19 April 2010

In 2 Life Incorporated

BALANCE SHEET FOR YEAR ENDED 30th JUNE, 2009

ASSETS

Current Assets	
General Cheque Account	\$25,003.30
BBX Account	3,578.85
Payroll Cheque Account	500.00
House Account	6,001.04
Accounts Receivable	<u>64,921.90</u>
	100,005.09
Fixed Assets	
Computers	<u>2,424.52</u>
Total Assets	\$102,429.61

LIABILITIES

Current Liabilities	
School Retention Grant – terms 1 & 2 2009	\$16,027.93
School Retention Grant – term 3 2009	53,900.00
Accounts Payable	19,766.95
House account project	6,000.00
Lyall Gilligan Room project	100.00
Emergency Crisis Fund	<u>300.00</u>
	\$96,094.88
Taxation Liabilities	
GST Collected	-1,410.33
GST Paid	-1,537.77
Newcastle GST and PAYGW	459.00
Outstanding amounts due to ATO	<u>11,241.00</u>
	8,751.90
Payroll Liabilities	

Superannuation Payable	1,946.20	
Workcover Payable	<u>110.74</u>	
		2,056.94
Grants held for branches		
Logan City	18,193.00	
Dandenong	302.10	
Salisbury	5,540.00	
Western Suburbs - Sydney	4,655.72	
Sunshine – Salisbury/Seaton	4,203.00	
HS	<u></u>	
		32,893.82
Long Term Liabilities		
Board member loan		<u>10,507.68</u>
Total Liabilities		\$150,305.22
NET ASSETS		-\$47,875.61
EQUITY		-\$47,875.61

In 2 Life Incorporated
 PROFIT AND LOSS STATEMENT FOR YEAR ENDED 30th
 JUNE, 2009

Income

General Donations		\$63,405.45
Families SA Mentoring		
Paid Mentor Hours	\$208,617.67	
Paid Mentor Entertainment costs	21,246.72	
Paid Mentor Travel & Phone expenses	<u>25,486.06</u>	
		255,350.45
H.O. Admin and expenses reimb. by branches		10,296.46
Grants		
Federal Government grants	7,000.00	
Aust Christian Care	<u>36,000.00</u>	
		43,000.00
Consultancy income		4,584.27
Fundraising		50,032.26
Miscellaneous income		<u>16,317.52</u>
Total Income		\$442,986.41
Expenses		
H. O. Administration		\$64,319.46
Community Services Expenses		30,559.89
Fundraising Expenses		35,900.56
Employment Expenses - Mentors		175,074.41
Employment Expenses - Staff		140,398.56
Motor Vehicle Expenses		<u>15,179.33</u>
Total Expenses		\$461,432.21
Net Loss		\$18,445.80