



2014



ANNUAL REPORT



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OUR VISION

To produce a generation of emotionally-resourced young people, who exhibit integrated positive values, inspired with hope, passion and enthusiasm for developing healthy communities.

OUR MISSION

To be the premier values-education training provider in Australia: permeating all layers of local communities through collaboration, thought-leadership and a proven action-based paradigm.

OUR VALUES

- ◆ We see each individual has **worth** and amazing potential.
- ◆ We are committed to **empowering** leadership, the disadvantaged and those poor in spirit and hope.
- ◆ We work as partners, valuing **collaboration** over competition.
- ◆ We are good **stewards** taking great care of all the resources entrusted to us by others, with open and **transparent** reporting.
- ◆ We seek to lay **stable** foundations in our business for exponential growth.
- ◆ We value the forming of **teams** to achieve our objectives
- ◆ We value fun and **creativity** as a means to higher engagement.
- ◆ We value teaching those who can **teach others**.

V.I.T.A.L. PARADIGM

beyond rules
beyond lectures
beyond fear-based control

WE EXIST TO SEE

values integrated
hope inspired
potential discovered



VP Conference Aug 2013

MESSAGE FROM THE CHAIRMAN



I feel incredibly honoured to be given the opportunity to Chair the VITAL ProJeX Board. VITAL has been important to me since my first introduction back in 2010, when I attended a short training program for small group leaders. I immediately understood the value and benefit of the work to train adults to impact adults and young people. I feel very excited about VITAL ProJeX's future.

With many markets asking for our paradigm, I can easily see we will have an impact in producing a generation of emotionally-resourced young people and continue to enhance the leadership potential of the adults who support them. The feedback from our school's programs being run through the training of young people's Chaplains and youth workers has been extremely encouraging. We have so much positive feedback from School Administrations, Teachers, Parents, Students and Mentors in the programs.

As the Chair of the Board I would like to sincerely thank all of those people who contributed to our success in 2013/14.

Michael

MANAGING DIRECTOR'S REPORT



What an amazing year and privilege it has been to manage and work with so many great friends. Our paradigm is all about synergy and working together, so the outcomes which are life-changing for others are also heart-warming and inspiring for us. In this brief report, I will share just some of the many ways in which our vision and mission is being effectively carried out. My sincere thanks for the many different people who have contributed to making our Vision and Mission a reality. Cont..

MANAGING DIRECTOR'S REPORT

Our Vision: *"To produce a generation of emotionally-resourced young people..."*



It is incredibly exciting to receive just a 'tip of the iceberg' feedback of how much our training and value-based programs are resourcing young people between 10 to 30 years across Australia to Singapore.

"I love seeing the look on a young people's face when I tell them what amazing potential they have. The feedback I received after just 8 weeks was very positive from each primary school student.

I firmly believe in the value and effectiveness of your 'UnLimited' Program and am looking forward to continuing to seeing young lives changed through these courses."

Heather B. (30yrs + Professional Youth Worker & Family Therapist)



"...who exhibit integrated positive values..."

Teaching those who are responsible to teach others, is a core value of V.I.T.A.L. ProJeX in realising our vision. We have been achieving this in Australia for many years now. However, our involvement in Singapore has really highlighted the impact this paradigm has cross-culturally.

After training Soccer Coaches in Singapore, it is so encouraging to see just how much they have embraced integrating positive values through their young teams, within a variety of belief systems.

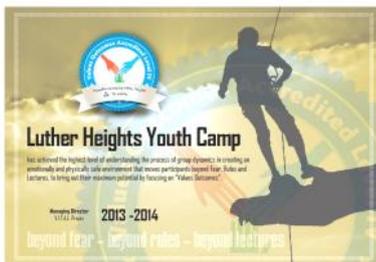
".. inspired with hope, passion and enthusiasm towards developing healthy communities."



These coaches (mainly young people), were immediately able to pass on what they learned to their local community teams (a variety of cultures and religions), inspiring their passion and enthusiasm for integrating positive values in how they treat each other in their games. The feedback from parents has been extremely positive, as their kids

now come home and talk to them about the training, which in turn opens up conversations about their lives in general. These are early days but exciting openings!

Our Mission: *"To be the premier values-education training provider permeating all layers of local communities..."*



This past year saw the creation of V.I.T.A.L. Projex's unique "Values-based Outcomes Accreditation" for adventure-based campsites, which involves four levels of competencies.

"It has been invaluable having our whole staff trained in the VITAL paradigm. It is a life-changing program run by outstanding facilitators."

– Peter Schilling - Director of Luther Heights, a campsite influencing 10,000 students each year..

"... through collaboration, thought-leadership and proven action-based values outcomes."

* A commercial licence has been developed to meet the need to provide professionally trained services for a TAFE College in Victoria. With outstanding outcomes, another 8 have made inquires towards this recently.

It's is very encouraging to receive glowing endorsements from PhD's, practicing psychologists, pastors, varies fields of youth workers, and seeing students empowered to be a better version of themselves, after previously hitting out at society in response to the severe abuse that they never deserved." -

OUTCOMES



These 112 Community and School Workers have received varying amounts of VITAL training, ranging from 4 to 70 hours of action-based training each.

50

People on either the 5 or 7 Day VITAL residential Training

27

People experienced the Advanced VITAL Training

12

People on the 1-day Personal and Group Leadership PD.

27

People experienced the Advanced VITAL Training

TOTAL = 112

The following is the estimated number of students impacted by VITAL programs. Program length ranges from 12 to 20 hours of action-based learning for participants.

12

Students in NL or UnL run by VITAL Projex staff

100s

Students in NL or UnL run by trained Chappies/School Workers

15

School Presentations

1000s

Students in Singapore impacted by VP Paradigm

TOTAL = 2,000+

Below is the number of people who have experienced the VITAL Residential Training, and as a result have been enabled to run either 'No Limits' or the 'UnLimited Programs'. These people consist of Youth Workers, Chaplains, Youth Leaders, Behaviour Management Officers and School Counsellors.

25

Trained this financial year

86

Trained since VITAL ProJeX was founded in May 2012

411

Trained since inception of the program in 2004

There is an average of 10 students involved per NL/UnL Program. Some facilitate up to eight programs per year.

Each of these numbers represents a life deeply impacted by VITAL programs. We know of no other programs making this same impact. VITAL programs integrate values into each of these lives and the lives that each of these people touch, causing a positive ripple effect into families and workplaces.

The real impact is immeasurable.

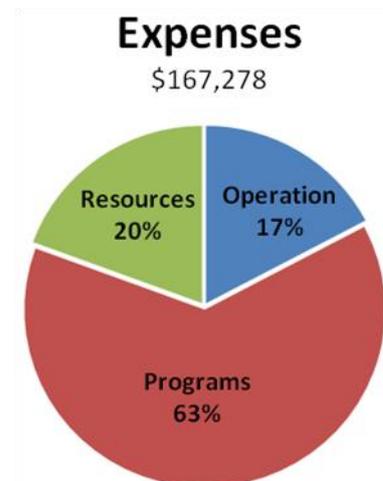
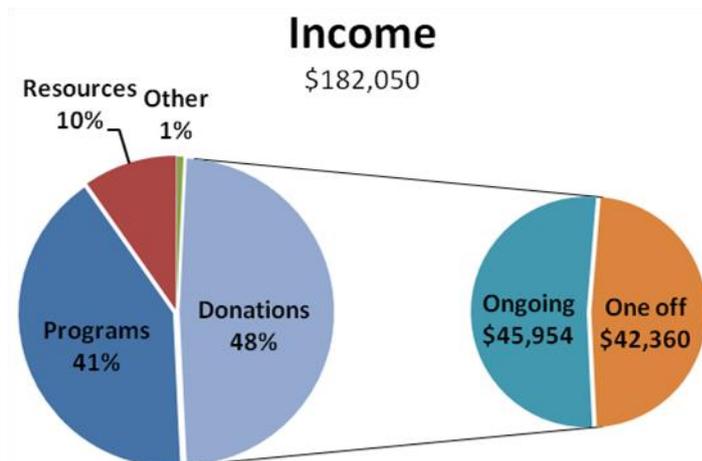
FINANCIAL REPORT

OUR FINANCIAL PERFORMANCE

In it's second full financial year, VITAL ProJeX delivered a surplus of \$14,772. Annual Income grew 25% on the previous financial year, allowing for maintenance and further development of our Programs.

Balance Sheet (as at 30th June 2014)

Assets		
Bendigo 633 108 145484713	\$26,851.94	
Accounts Receivable	\$3,350.50	
		\$30,202.44
Total Assets		
Current Liabilities		
GST Paid (Tax Input Credits)	\$2,614.31	
GST Collected (Payable)	-\$268.11	
PAYG Tax	\$480.00	
Fringe Benefits Payable	\$2,314.40	
Non-Current Liabilities		
Superannuation Payable	\$1,900.80	
Unlimited production costs	\$4,000.00	
Royalties to VP Australia	\$10,000.00	
		\$21,041.40
Total Liabilities		
Equity		
Retained Earnings	\$929.85	
Current Year Earnings	\$8,231.19	
		\$9,161.04
Total Equity		
Income Statement for financial year ended 30th June 2014		
Pledged Donations	\$45,954	
One off Donations	\$42,360	
Programs, Sales, Licenses, Sundry	\$93,737	
Total Income	\$182,051	
Overheads, Administration & Operations		
Programs & Resources	\$133,700	
Total Expenses	\$167,278	
Surplus	\$14,772	



OUR PEOPLE

The Board



CHAIRMAN - Michael List is proud to be a local Ipswich resident having been born raised and educated in and around Ipswich. Michael married Leanne in 1996 and they have three children- Lincoln (Born 1999), Jordon (2001) and Jonah (2003).

Currently employed as Regional Manager South West Qld for Bendigo & Adelaide Bank, Michael has a strong financial background having been in the finance industry since 1999. He is actively involved in the Ipswich Business Community being a Member of Ipswich City Rotary, Past President of the Ipswich Chamber of Commerce & Industry, Catalyst Church Inc, City of Ipswich Community Fund Inc & Ipswich Mayors Community Fund Inc.

With Michael's background in the finance sector and engaging within the local business community he brings a solid foundation of financial and business acumen to V.I.T.A.L. ProJeX. But most importantly his favourite colour is Blue, favourite movie is Conair and he loves getting out on his push bike and putting some K's behind him. Michael plays a valuable role on our board and support to the V.I.T.A.L. management team.



DIRECTOR, SECRETARY AND BUSINESS MANAGER - Mark Drager has played a valuable role both on the board as well as in the VITAL management team as our Business Manager, during the Financial year ending 2014. He grasps the vision of VITAL ProJeX so firmly that he has been giving two days a week self-funded to keep the business and future projects in strong focus.

Mark left global management consulting firm, Accenture, at the end of 2012 to begin to use his skills and expertise to multiply the impact on lives for the greater good.

He has a double degree in Business Management and Science and also holds qualifications in Telephone Counselling, Psychological First Aid and Adventure-Based Learning Instruction.



DIRECTOR - Chad Renando is an organisational leader who is passionate about helping people develop to their full potential as they achieve outcomes in their organisations and teams. Over the past 15+ years, this passion has taken him through management positions in public, private, and not-for-profit sectors. His experience is diverse, operating in areas such as quality, human resources, business development, environmental sustainability, operations within manufacturing, business consulting and digital services industries.

His strengths are in building and growing internal teams and developing opportunities in external networks. Chad works as Management Consultant at Shape Consulting. We are grateful for Chad's willingness to use his many talents and skills to help develop V.I.T.A.L. ProJeX's infrastructure.



DIRECTOR - Mikaela Robertson is a Marketing and Communications Consultant with both local and international experience working with small and large not-for-profit organisations.

She is passionate about helping charities reach their full potential, so they in turn are able to achieve their dreams for positively making a difference in their communities.

Mikaela graduated from the Queensland University of Technology in 2012 with a Bachelor of Business, majoring in Public Relations.

She has worked with charities in Romania, Uganda and Australia, helping them to develop strong brands, increase their potential to fundraise and have a wider impact on their communities.

Branding, communications, media relations and digital marketing are a few of Mikaela's strengths, which she was able to develop whilst working in Public Relations and Marketing roles in Queensland's corporate sector. She is particularly known for her understanding of online marketing.

Mikaela has volunteered with VITAL ProJeX in the past and is now excited to join the team and help take VITAL forward.



DIRECTOR - Joe Ernst is a business owner and pastor who wants people to have opportunity to be their very best version of themselves.

This has led Joe to give leadership in business and church environments over the past 33 years with a focus on providing opportunities for people to journey toward their God inspired future. Joe is excited to serve on the Board of VITAL and hopes to contribute in ensuring that it grows in its ability to impact our communities with positive values. His wisdom and other gifts bring a depth to the V.I.T.A.L. team.

OUR PEOPLE **Staff**



Cheryl Wright,
Office Manager

Profile:

- Works 2 days/week
- Manages office procedures and accounts

Her experience of previously managing a busy insurance office and over 30 years operating now 3 'not-for-profit organisations her experience is invaluable.

Cheryl has also played a valuable role in facilitating and developing the V.I.T.A.L. Paradigm over many years.



Mark Drager,
Business Manager

Profile:

- Worked 2 days/week - Self Funded
- Greatly assisted in breaking down management roles and

- Adapted training programs
- Adventure-based Instructor for No Limits
- V.I.T.A.L. Training Facilitator
- Managing Board business & procedures
- and many other invaluable details

Mark has been an invaluable asset to V.I.T.A.L. ProJeX in its consolidation and future.



Colleen Castray,
Projects Manager

Profile:

- Works 3 days/week
- Manages the many and varied projects that we

run, produce or that are in development.

- Manages website and mailings
 - PR and Resource Management
 - No Limits & V.I.T.A.L. Training Facilitator
- Colleen is another invaluable gem in our Team who fits this unique role like a glove.



Andrea Eadie,
Program Development

Profile:

- Works approx .5 days/week-partly Self-Funded

- Played the major part in the design and process of the successful UnLimited Program
- UnLimited & V.I.T.A.L. Training Lead Facilitator
- Multi-skilled as a counsellor, previous teacher and now chaplain

Andrea is amazing to work with and her wicked sense of humour adds to the flavour.

VITAL Training Facilitators - 2013-2014

Andrea Eadie
Mark Drager
Melanie Minichiello
Tim Everett
Sare Erskine
Stu Cran
Simon Taylor
Bec Goudie
Tom McKinnon
Bekky Hill
Chad Renando
Lisa Hardie
Russ Wright



Russ Wright,
Managing Director & Founder
Train the Trainers

Profile:

- Works 5 day/week
- Program Developer
- Trainer for Train the Trainers
- Designer of the No Limits Program
- Co-writer/consultant of the UnLimited Prog.
- V.I.T.A.L. Training Lead Facilitator

OUR PEOPLE

Volunteers Partners Supporters

V.I.T.A.L. ProJeX relies heavily on the help of our Volunteers. Among them are our Board of Directors who have put in countless hours and effort simply because they believe in what we are doing here.

In addition, below is a list of people who have given Their time, expertise and resources this year. We can't thank you enough. Really.



Many Thanks to our Volunteers

Tanya McKenna
Melanie Minichiello
Jess Mutzelburg
Phillip Mutzelburg
Ash Platell
Sally Platell
Vivian Reynolds
Theresa Renando
Sarah Rothery
Ron Surtees
Murray Keidge
Tony Dowden
Brett Turner
Samantha White
Loren Williamson
Neil Williamson
Jackson Wright
Ingrid Gorrie
Tim Cochran
Michelle Cochran
Catalyst GO Team
Plus the mystery people



Many Thanks to our Sponsors



Alwyn Peffer

Alwyn Peffer & Company Pty Ltd



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V.I.T.A.L. ProJeX:

A community funded charitable company, which is a not-for-profit, non-denominational, PBI organisation having a national and international impact, influencing leaders in community, business, schools and reaching 'youth at risk'.