

Annual Report 2024

Mentoring
with impact



raise.org.au

raise 
youth mentoring experts

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Raise acknowledges the Aboriginal and Torres Strait Islander people as traditional custodians of the lands and waterways on which our programs are delivered. We pay our respects to elders past, present and acknowledge the ongoing contribution of Aboriginal and Torres Strait Islander people in mentoring and nurturing our young people.

Raise acknowledges and honours the fundamental value and dignity of all individuals. We pledge to create and maintain an environment that celebrates diversity and equality and is inclusive for all.

Disclaimer: Some mentee and match photos featured throughout this document are real, and names have been changed for privacy reasons. The quotes and names used on the images are not related to the person(s) pictured.

We would acknowledge and thank St Augustines for their generosity in providing us a space for our annual photo shoot and to the talented individuals who made it a success.



**I went to Raise
a connection made.**

A new confidence in me was laid.

**Every week we talked and shared
– so special knowing someone cared.**

**Each week we had a special treat,
a new friend and mentor to meet.**

**Time in the sun working through the book,
hiding away in a sunny nook.**

**This opportunity so special for me,
my future is bright I now can see.**

– 2024 Raise Reimagined creative writing entry

Mentee voices



"Every week I really looked forward to seeing my mentor and I made sure I was on time cause I always had so much to tell her. I knew she always supported and understood me and just being able to talk to someone without feeling judgement and seeing it from someone older then me perspective. I don't open up to anyone but I really felt safe to do so."

- 2024 Raise Mentee

"I personally love the program. I think the opportunity to learn from an older figure is so helpful as we gain so much more knowledge and insight from their past experiences and the advice they give us from their own life is so so helpful. My mentor in particular is a very wise person and I think we share the same ideologies and morals and being able to talk about issues, whether they're something small like assessments or our future, with someone like him is very inspiring and I am very grateful for everything I've learnt. It's also just generally a really fun program, I enjoyed coming in and just having a nice chat or playing a fun icebreaker with the other mentors and my peers."

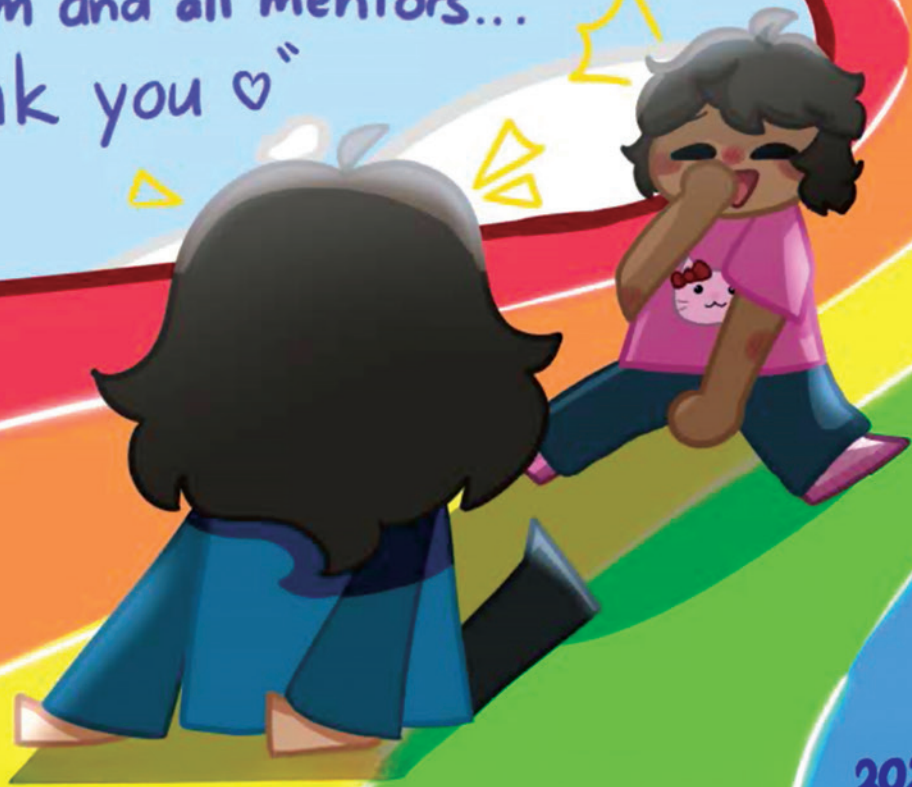
- 2024 Raise Mentee



RAISE!

Raise is a fun, inclusive and safe program for both mentees and mentors to learn the key aspects of mental health.

"For me, my mentor is considerate, caring, and always there to listen. To them and all mentors... Thank you ♥"



2024

Letter from the Chair and CEO

Raise turned 16 this year and, like any typical teenager, we are experiencing thrilling and confusing things in equal measure. With one foot in childhood and one foot in adulthood, adolescence isn't easy. Luckily, we're in the business of building resilience and hope for the future. Thanks to our strong formative years at Raise, we know who we are and where we're going. We're just working out how to get there.

When we started in 2008, we supported 58 young people across 3 school programs. In 2024 alone, we supported 2,546 young people in 189 programs across 173 schools and communities in 7 states and territories. It's important to pause and reflect on just how far our reach and impact have grown.

Within those programs, we achieved statistically significant impact in all four key outcome areas this year: asking for help, resilience, school engagement, and hope for the future. We're thrilled to walk alongside so many young people to support them during this tumultuous stage of life.

One of our most thrilling milestones was achieving our long-term ambition of conducting an independent evaluation study, made possible through the support of the Australian Government Department of Health, University of Melbourne, and the Social Outcomes Lab. Thirteen schools participated in the study: one cohort received a Raise mentor, while a comparable control group did not. Studies like this are rare in our industry, but it scientifically proved what we've always known – Raise mentoring works. Having a Raise mentor makes a positive difference in a young person's life.

As part of this evaluation, the Social Outcomes Lab also conducted a social return on investment (SROI) study. The results showed that for every \$1 invested in Raise, there is \$4.37 of avoided costs to the health, welfare and tax systems. Another thrilling achievement.

Now, like many teenagers, we're grappling with how to grow up or, in our case, scale our service to support more young people. Some evolving parts of the organisation are easy to scale, such as school partnerships, evidence-based curriculum, and evaluation processes. Even finding enough degree-qualified counsellors and psychologists has been relatively easy, despite the sector shortages, because Raise is officially a Great Place to Work (outlined later in the report).

Sourcing the funding we need to meet our scale vision, however, hasn't been easy. Each year, we consistently generate more income than the last, but it falls short of what's needed to achieve the growth detailed in our Strategic Impact Plan. This year, our extraordinary team raised more than ever before from corporate, government, philanthropy, community, schools, and social enterprise initiatives. We also kept our costs under control, an excellent result by our Executive Leadership Team. However, we are still identifying ways to generate more funding to fuel the scale of our impact.

Our challenge lies in how to grow from a medium charity that makes a big impact into a sustainable, large charity making a huge impact. To be able to say yes to every young person in Australia who needs a Raise mentor right now, we need to almost double our income and volunteer mentors.

Raise's vision is to support over 5,000 young people in 2027. To do this, we've been hitting the 'corporate gym' to build our 'execution muscle'. With help from our Patron, Advisors and Board Directors we have developed a detailed plan to achieve our ambition.

Pivotal to the strategy is our exciting new initiative, called Raise Digital, an online youth mentoring option for young people to access their own trained and trusted Raise mentor. The strategy also includes appointing a Chief Operations Officer in 2025 to help us execute our plans and confidently grow into the organisation we know we can become.

As always, we're learning from our mentees. This year, that meant learning to ask for help from those around us – including our talented and highly skilled partners, Directors, and Advisory Councils. After all, learning new skills by connecting with mentors is the Raise way.

We're also learning to be resilient in the face of inevitable challenges. Each year, we grow a little more. Sometimes it's two steps forward, one step back – but like our mentees, we've learned how to bounce back, even when things don't go to plan.

**Just like our alumni,
we hold onto hope
for our future.
What we've always
known in our hearts
has now been
proven by scientific
evidence – Raise
mentoring works.
It creates a real and
measurable impact
for vulnerable
young people.
And that makes
every challenge
worth it.**

Thank you for the vital role you play in the Raise Village. We can't keep making this impact without you. Our country needs more connection – and we know our program delivers that, and so much more.

With your continued support, we can expand our reach even further and deepen impact even more. Your contribution – past, present, and future – is invaluable and it is genuinely appreciated. Please keep supporting us in all the ways you already do, and more if you can. Something as simple as connecting us with one more person like you will make all the difference.

Together, we can guide Raise out of adolescence and into a strong, resilient and hopeful maturity, and connect communities right across Australia with the power of youth mentoring.



Vicki Condon
Founder and CEO



Leon Condon
Chairman

Thank you to our partners

First and foremost, our work would not be possible without our valued supporters.
You make a world of difference, and you mean the world to us.

Transformational and Principal Partners



Australian Government
Department of Health



Future
Generation
Australia



Philanthropists

Boyer Family

Moller Family Foundation
Harlyn Foundation
Mel and Simon Wright
Szangolies Family
Chris Bond
Scott Worthington

Crookes Family Foundation

Bishop Family
Halstead Family
Todd Family Foundation
Gazal Family
Shemara Wikramanayake
and Ed Gilmartin
Valerie Stuart
Su and Morrice Cordiner

Graf Family

David and Juliet Walker
Justin Liberman
Andy and Rosie Wade
George Family
Stuart and Emma Fox
Alex Small
APS Children's
Education Fund

Farrell Family Foundation

Cedric Fuchs OAM
Levins Family Foundation
Peter and Elizabeth Moore
Foundation
Carnegie Family
Jun Bei Liu
Michael Thorns

Garry Browne AM
Eckowitz Family
Whyte Family
John Lydon and
Caroline Beecham

Williams Family
Chris Vaughan
Solsky Family
David and Julie Knowles

Placks Family
Maister Family Foundation
Nunn Family
Barter Family

John and Nicky Caliguri
David Thodey
Levin Family
MacKenzie Wood Family

Ripples members

Su Cordiner
Lianne Graf
Electra Wiggs

Karen Cooper
Nicole Graf

Cathy Sertori
Rachael McLennan

Jenny Pridham
Sally McLennan

Major Partners



The Fred P Archer
Charitable Trust



Partners



The Flora &
Frank Leith
Charitable Trust



Trusts and Foundations



Mary Alice
Foundation



In Kind Partners



About Raise Foundation

Young people across Australia are experiencing increased challenges that impact their wellbeing, and yet so many don't have someone they can go to for support. We are amid a youth mental health crisis in our country.

Purpose

Raise significantly improves youth wellbeing

Mission

by connecting trained and trusted mentors

Vision

with every young person in Australia who needs one.

Impact

Young people can survive adolescence, believe in themselves and others, and are equipped with tools for life.



Why we focus on young people?



Young people are the least likely group to ask for professional help,¹ despite the evident need.

3 in 10
young people
would find it hard
to turn to friends
and family if they
needed help²

1 in 5
young people
feel lonely all
or most of
the time³

1 in 5
young people feel
negative or very
negative about
the future⁴

Suicide
is one of the leading
causes of death for
young people⁵

1 in 10
young people
are disengaged
from education
and work⁶

1 in 4
young people
will experience
bullying
at school⁷

Top three
challenges for young
people are school
and study, personal
relationships, and
mental health⁸

Half
of all lifetime mental
illnesses emerge
by age 14⁹

1 in 5
young people
are experiencing
high psychological
distress¹⁰

A solution built on strengths



We put young people first

By actively listening and understanding, we support and empower young people to navigate challenges with resilience, both now and in the future.



We are youth mentoring experts

As an early intervention and prevention solution, we provide industry-leading mentor training to deliver best-practice programs that meet or exceed industry benchmarks.



We are trusted, safe and reliable

Providing a safe space, supervised by a degree-qualified professional, for young people to connect with trusted, independent adults who show up every week, just for them.



We deliver programs that work

Rigorously monitoring and evaluating our programs, we prove and improve our significant impact in young people's ability to seek help, be resilient, engage with school, and build hope for the future.



We bring everyone together

Forging connections with schools, donors, business, and government to foster thriving communities by equipping everyone with essential youth mentoring skills.



We find better ways

Collaborating and developing new approaches, exciting initiatives, and innovative ways to efficiently provide a mentor for every young person who needs one.



We are *people* people

Priding ourselves on listening, caring and working openly with everyone, we proactively build strong relationships and successful partnerships.



Our values in action



Leading the way

Since we started



10,007
mentors
trained since
we started



16,244
young
people
mentored



100+
passionate and
professional
team members



Continued
collaboration
with "Together for
Youth" collective
in 8 schools

Connecting trusted mentors in 2024



1,116
new mentors,
defying the decline
in volunteering
across Australia



398
university
students – who
are the workforce
of the future



955
experienced
Raise mentors
volunteered
with us again



2,071
Raise
mentors
volunteered
in total



"It has been very good and I love how the mentors put so much effort into the students that are in the program and I'm very thankful for all the mentors and the PC."

– 2024 Raise Mentee



Creating an impact

- Achieved statistically significant outcomes in all four key outcome areas.

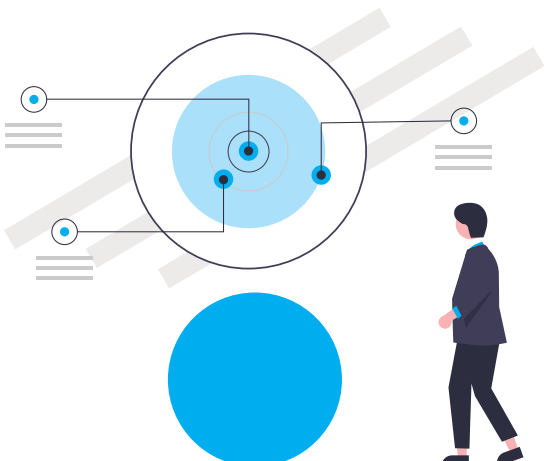
Asking
for help

Hope for
the future

Resilience

School
belonging

- Released internal Evaluation Report – [click here to read](#)
- Mentors reported applying new skills beyond their mentees, impacting at least one additional young person and adult, creating a significant ripple effect.



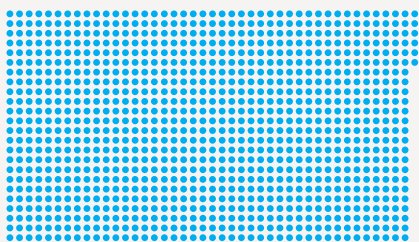
Taking our organisation to the next level

- University of Melbourne and the Social Outcomes Lab, funded by the Australian Government Department of Health, **independently evaluated** Raise in 2024 finding strong outcomes with a social return of \$4.37 for every \$1 invested.
- **Improved mentee safety** with enhanced reporting policies, mentor/staff screening tools, and updates to our Youth Safety Framework.
- **Strengthened the youth voice** by holding our second Youth Summit with 35 mentees and staff from 6 different schools.
- Used varied start cycles to regularly test program delivery and assess the **feasibility of an “always on”** program model.
- Launched **Raise Learning**, a public-facing, industry-certified mentor training program that certifies and equips mentors with skills to actively listen and connect with young people.
- **Leading the mentoring standards revision**, in collaboration with 12 other youth organisations, for the 4th edition of the Australian Youth Mentoring Benchmarks for a mid 2025 launch.
- **Piloted Raise Digital**, our groundbreaking online youth mentoring program that provides flexible, **one-to-one** online sessions – helping us reach every young person who needs a mentor, regardless of their location.

Celebrating our program achievements

Our impact is worth celebrating. Here's a snapshot of our program delivery numbers in 2024.

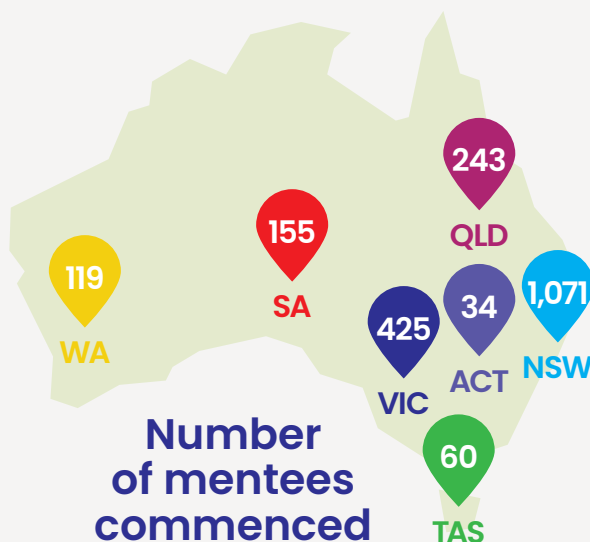
Summary highlights for the year

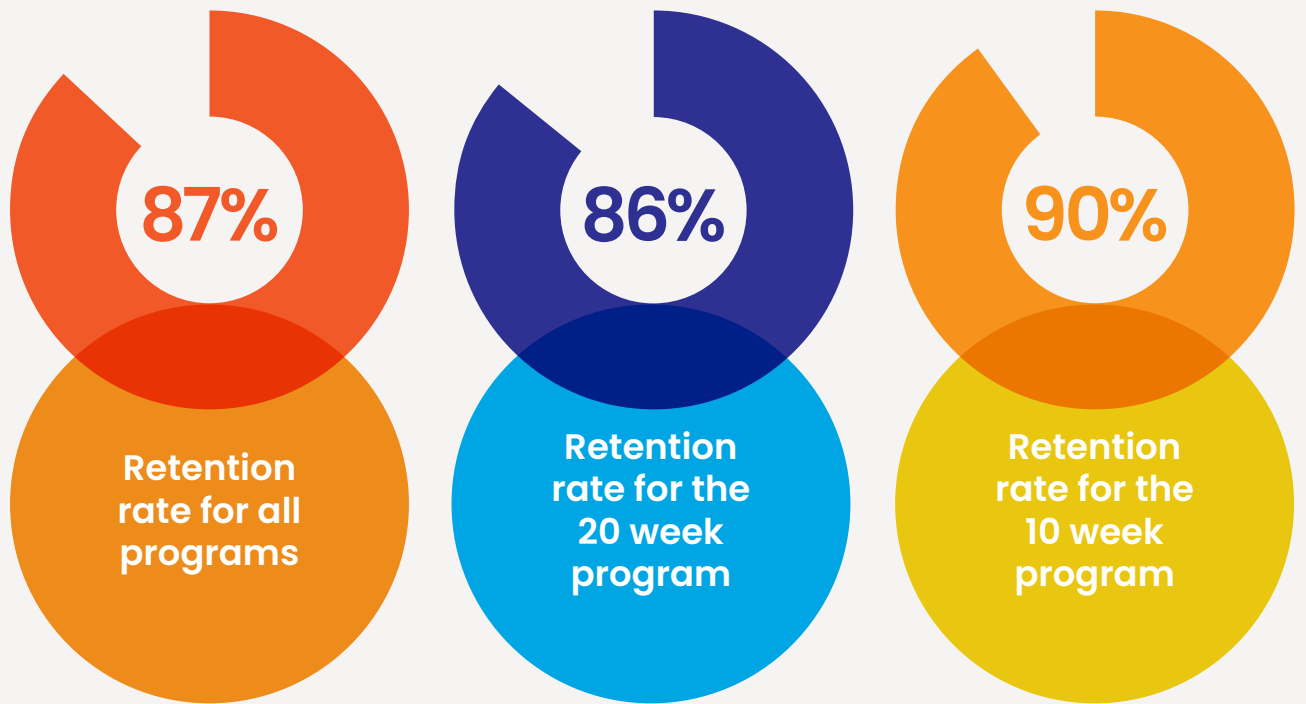


Raise supported **2,546**
young people

Programs delivered

189 programs
were delivered
in **173 schools**
across **7 states**
and territories





"The program gave me a reason to go to school and talk with my mentor, it has significantly improved my happiness for being at school and helped me with issues I was having outside of school."

- 2024 Raise mentee

Celebrating our program achievements

Program and match summary 2024

2024	Number of programs	Number of schools	Number of mentees commenced	Number of mentees graduated	Retention rate %
BAU/online (20 weeks)					
ACT	3	3	34	19	55.9
NSW	77	77	1071	932	87
VIC	33	33	425	372	87.5
TAS	6	6	60	53	88.3
QLD	18	18	243	202	83.1
SA	10	10	155	134	86.5
WA	10	10	119	106	89.1
Sub Total	157	157	2107	1818	86.3
Group (10 weeks)	32	16	384	345	89.8
TOTAL	189	173	2491	2163	86.8

Program summary delivery model 2024

2024 Programs	Online	Group/YIM	In person	TOTAL
ACT	0	4	3	7
NSW	5	10	72	87
VIC	2	4	31	37
QLD	0	4	18	22
WA	0	8	10	18
SA	0	2	10	12
TAS	0	0	6	6
TOTAL	10	22	178	189





**"This program
has taught me
how to be me."**

**– 2024 Raise
mentee**

School partner feedback



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www.windaroovalleyshs.eq.edu.au

Raise Youth Mentoring Foundation
Level 3, 131 Clarence Street
Sydney, NSW 2000

28th October 2024

Dear Raise Foundation,

On behalf of Windaroo Valley State High School, we are pleased to extend our sincere appreciation for the invaluable mentoring program provided by the Raise Youth Mentoring Foundation to our students.

At Windaroo Valley State High School we recognise the critical role that a mentor can play in the personal and academic development of our students. Raise's commitment to guiding and supporting our youth aligns seamlessly with our mission to promote holistic growth and success among our students.

The impact of the mentoring program offered by Raise has been profound. Through the dedicated efforts of your trained mentors, our students have gained invaluable life skills, confidence, and guidance which is essential for them to thrive on their high school journey. The positive relationships formed between mentors and mentees have undoubtedly contributed to a nurturing and supportive environment within our school community.

We have witnessed firsthand the transformative effects of your program on our students, as they have grown academically, socially, and emotionally. We saw students who had poor attendance start attending school regularly and students who would not normally put their hand up in class start leading class projects and demonstrating more confidence. Your dedication to empowering young minds and providing them with the tools for success is commendable and greatly appreciated.

The Raise program gives young people the skills to live well, flourish, and thrive which resonates deeply with our ethos. By instilling resilience, hope, school belonging and confidence your program equips our students with a positive outlook on life. We believe that the ripple effect of this extends far beyond the individual student, positively influencing friends, families and their wider community.

We look forward to continuing our partnership with Raise Foundation and witnessing the continued growth and success of our students under your guidance.

Sincerely,

Tracey Hopper

Principal
Windaroo Valley State High School

240 BEAUDESERT-BEENLEIGH ROAD WINDAROO QLD 4207

CREATING BETTER FUTURES

Mentee journey outcomes with Raise

Working upstream in early intervention



Path with a mentor

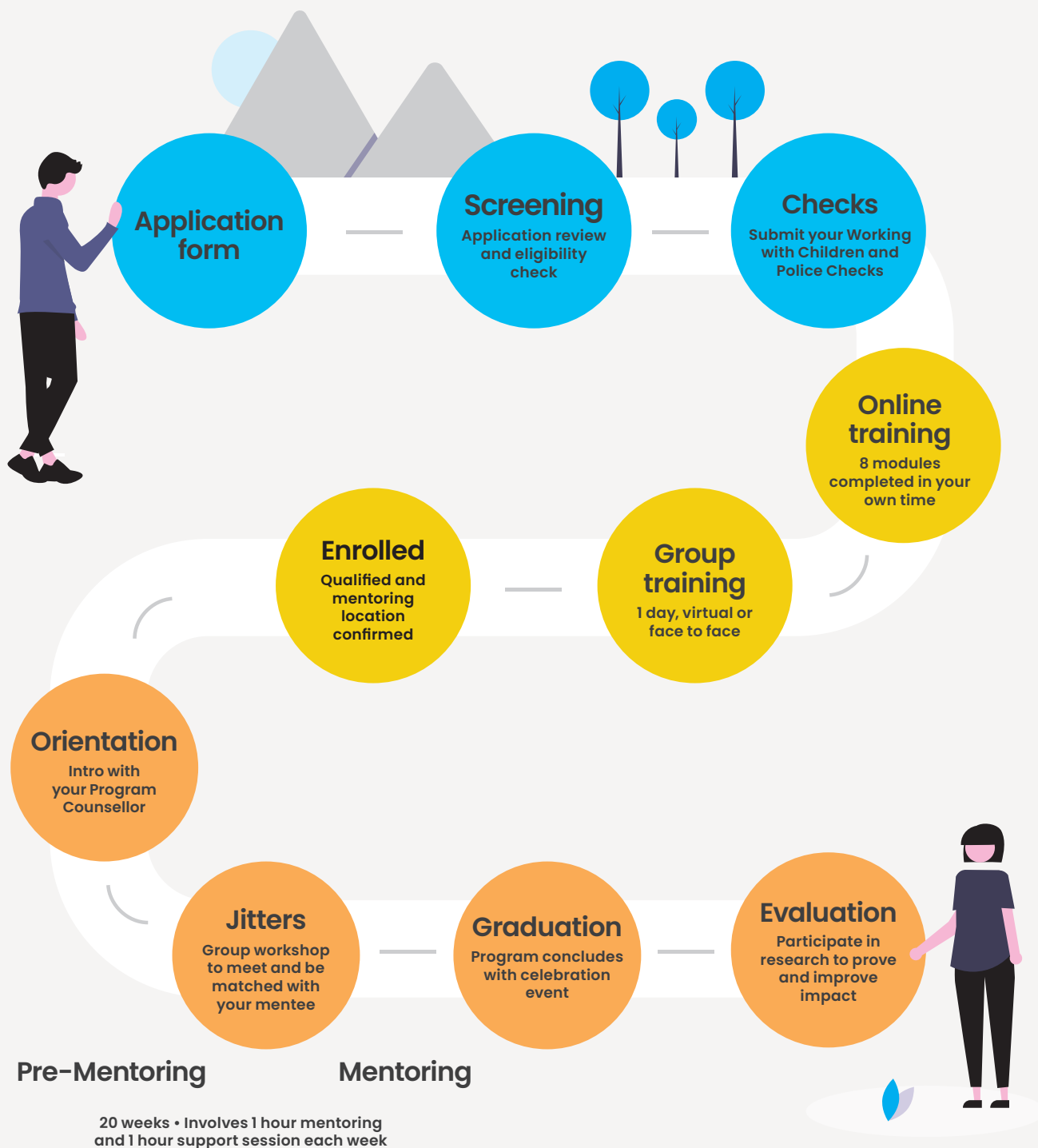
- ✓ Improved Confidence
- ✓ Positive Relationships
- ✓ Goal setting
- ✓ Help seeking
- ✓ Hope for the Future
- ✓ Resilience
- ✓ Improved school attendance
- ✓ School belonging
- ✓ School completion
- ✓ Employment
- ✓ Long term health and wellbeing



Path without a mentor

- ✗ Loneliness and poor relationships
- ✗ Disengagement from education
- ✗ Poor mental health
- ✗ Un or under-employment
- ✗ Poor overall health and social engagement

How our program works for mentors...



...and mentees!



Amplifying young voices

Young people are at the heart of everything we do at Raise – which is why we ensure young voices are at the centre of our program’s design and delivery.

How we listen

Raise applies a robust approach to gaining insight from young people, not just through our evaluation surveys and focus groups, but by embedding the young voice in our organisation and processes.

We engage current and graduate mentees, alongside members of our Youth Advisory Council (YAC), to capture the long-term impact of our programs. With our partners, we co-host annual Youth Summits, providing a direct platform for young people to shape how we improve and expand our programs to meet evolving needs.

By implementing this ‘by youth’ design mentality in our organisation, young people’s voices shape and strengthen Raise programs, enhancing their effectiveness and sustainability as we prepare to further expand our reach.

The Raise Youth Advisory Council

Our Youth Advisory Council (YAC) is made up of highly-skilled and ambitious young people aged 18-25 who are passionate about improving the wellbeing of other young people.

The YAC meet weekly to collaborate on projects with various teams across the organisation, providing insights from the youth perspective. With the support of our Youth Engagement Facilitator, the YAC advocates for the young voice in our ever-evolving, best practice mentoring programs.

Thank you for your work in the YAC in 2024

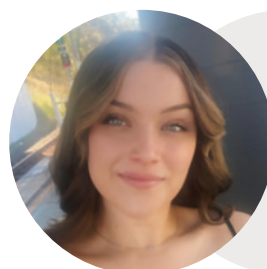
We’d like to thank our 2024 YAC members:

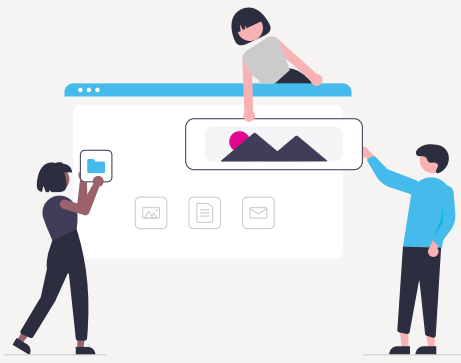
Ava Anselme, Darcy Oates, Ashwak Ahmed, Zali Fisher, Aidan Walker, Dillon Harris, Charley Ellwood, Lilian Meyer, Bree Cavanough and Rebecca Le.

You have all made invaluable contributions to Raise this year and we are grateful for your time and insights.

Some of the projects our YAC contributed to this year:

- Strategic projects in the digital space
- Mentee and mentor recruitment
- Speaking at Raise Evaluation Report launch and Independent Evaluation launch
- Discussions on partnership opportunities for mentors and students
- Informing and consulting Raise on issues impacting young people, such as social media and mental health.





Expanding our reach and engaging more voices

2024 Youth Summits – New South Wales and Victoria

We were thrilled to host two Youth Summits in 2024. In Sydney, we co-hosted with Salesforce. While, for the first time ever, we co-hosted a summit in Melbourne with our principal partner Canaccord Genuity.

Raise's Youth Summits play a crucial role in capturing feedback from young people, ensuring their input is embedded in the evolving design and enhancement of our program delivery. A highlight this year was hosting 16 Raise alumni mentees who had graduated from our mentorship programs in prior years. Their experience was invaluable, giving us insight into life after graduating and the long-term impact of Raise mentoring.

Across these two events, 26 young participants came together for one-day design workshops. Participants were in grades 9, 10 and 11 from two New South Wales school partners – Dulwich High School of Visual Arts, and Matraville Sports High, and three school partners in Victoria – Templestowe College, Broadford Secondary College, and Koonung Secondary College.

The groups were presented with real challenges facing Raise, such as bridging the generation gap, promoting Raise, growing fundraising opportunities, and building lasting connections with Raise graduates in preparation for longitudinal research. Working together, they applied design-thinking to develop creative solutions with support from the invaluable Salesforce and Canaccord Genuity mentors. In Sydney, the day ended with a 'Shark Tank' exercise where each group had the opportunity to pitch their ideas back to the cohort.

Salesforce and Canaccord Genuity, together with our Raise team, ensured the summits were fun, engaging, supportive, and well-structured. Expanding the summits to Melbourne doubled the insights and broadened the reach of this dynamic forum.

A powerful highlight was having so many Raise alumni participate in the summits. Incorporating lived experiences in our program design ensures our mentoring programs remain effective and impactful.

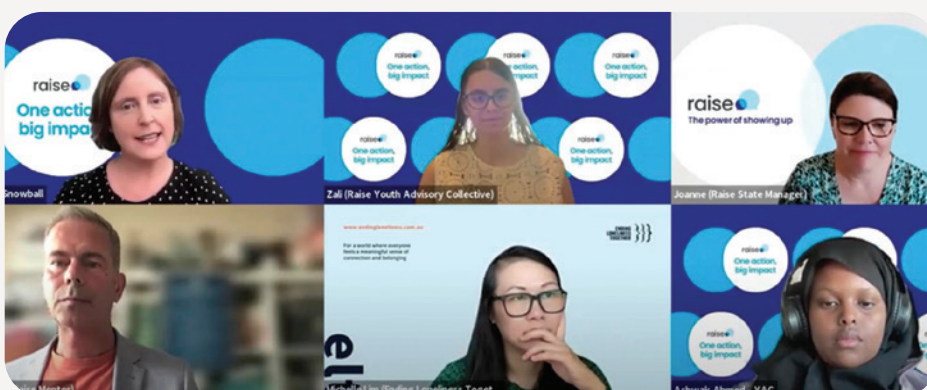
We're not done yet – youth engagement at Raise will continue to grow in 2025. We are expanding the YAC to include under 18s, as well as offering these invaluable summits in more states and territories. Watch this space.

Working with Raise graduate mentees

Another rewarding part of youth engagement is talking to graduate mentees and hearing their powerful stories about how Raise has helped them change their lives. We are grateful to Jess, a Raise graduate for sharing her story on camera. This video will help Raise share its impact to funders, mentors, parents and young people.

We are also grateful to all the graduates who attended the Youth Summits for their insights and reflections on their time in the Raise program.

Below: (from left) YAC members, Zali and Ash speaking at Raise webinars; 2024 Youth Summit participation.



A committed and purpose-driven team

"We all genuinely believe in the power of our mentoring programs to make a very real difference for young people in Australia, and we are all prepared to put our heart and soul into our work to impact youth mental health and wellbeing in our country."

– feedback from our 2024 Great Place to Work® survey

In 2024, our dedicated and purpose-driven team reached new milestones, providing support to thousands of young people while also recruiting, training, and onboarding more volunteer mentors than ever before.

At Raise, we take great pride in the positive work environment we've built and continue to foster together. We were thrilled to earn Great Place To Work® Certification in 2024, a prestigious 'employer-of-choice' recognition based entirely on employee feedback. This certification is the global benchmark for recognising exceptional employee experiences. View our [certified company profile page](#).

In the Great Place to Work® survey, our team members described Raise as a warm, welcoming and inclusive workplace where their work holds deep meaning and they feel they are making a real impact. They also expressed a strong sense of connection, feeling inspired by our vision and purpose and taking great pride in how Raise contributes to the community.

In 2024, Raise submitted its first annual report to the Workplace Gender Equality Agency (WGEA). Pleasingly, our gender pay gap for average total remuneration was within the optimal target range at -1.4%, reflecting our commitment to gender equality and indicating Raise has a balanced approach to compensation.

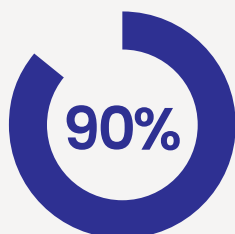
Our volunteer mentors

Every year, we work alongside dedicated volunteers who generously offer their time and passion as youth mentors. Our volunteer mentors are the heart of the Raise community and a driving force behind our mission. This expanding network plays a crucial role in empowering and supporting young people, helping us make a lasting impact.

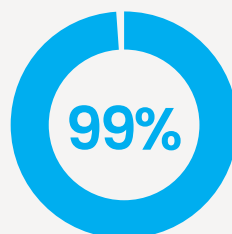
As we look to the future, we're excited to grow this network even more, welcoming volunteers who share our commitment to creating positive change in the lives of young Australians.

Advisory Councils with a purpose

Our team is guided by the expertise of our Board of Directors, Advisory Councils and Ambassadors. We are fortunate to have the support and connections of a remarkable team of people on our **Patron's Advisory Council**, chaired by David Gonski AC, **Youth Advisory Council** chaired by Lucy Snowball, **Research Advisory Council**, chaired by Professor Lucas Walsh, **School Advisory Council** chaired by Tamara Salamacha and **Marketing Advisory Council**, chaired by Emma Flowers.



of employees agree that Raise is a great place to work



feel included and treated fairly, regardless of their background

**Leadership Team:**

- Vicki Condon AM
- Matt Clarke
- Emily Dale
- Lucy Snowball
- Tamara Salamacha
- Adelaide Thompson
- Kathleen Vella

Board of Directors:

- Leon Condon (Chair)
- Andrew Birch
- Tim Bishop
- Vicki Condon
- Joost de Kock
- Jun Bei Liu
- Dr Matthew Miles

Patron's Advisory Council:

- David Gonski AC (Chair)
- Ilana Atlas AO
- Chris Bond
- David Knowles
- Leslie Loble AM
- Rachael McLennan
- Lisa Paul AO
- Rob Tassie

Research Advisory Council:

- Professor Lucas Walsh (Chair)
- Rachel Christie
- Carolyn Curtis
- Penny Daikin
- Anne Hampshire
- Suzie Riddell

Youth Advisory Council:

- Ashwak Ahmed
- Ava Anselme
- Bree Cavanough
- Charley Ellwood
- Zali Fisher
- Dillon Harris
- Rebecca Le
- Lilian Meyer
- Darcy Oates
- Aidan Walker

School Advisory Council:

- Catherine Alderman
- Brendan Barlow
- Lance Berry
- Fiona Bird
- Maggie Butler
- Helen Conidaris
- Edwina Ricci
- Aaron Smith

Marketing Advisory Council:

- Emma Flowers (Chair)
- Anne Hyland
- Robbie Lawson
- Susan Massasso
- Nick Nichles
- Jessica Ridley
- Kylie Smith
- Mikey Taylor
- Charlotte Valente
- Matt Williams

Ambassadors:

- Mark Beretta OAM
- Ali Brahe-Daddo
- Chloe Dalton OAM
- Ryan ("Fitzzy") Fitzgerald
- Georgie Gardner
- Ellia Green OAM
- Tommy Herschell
- Jean Kittson AM
- Cathrine Mahoney
- Pat McCutcheon
- Hugh Sheridan
- Erik Thomson
- Jacinta Tynan



Mentor training

In 2024, we were thrilled to welcome 1,116 new mentors to the Raise Village, alongside a record 955 returning mentors.



2,546 young people



1,116 new mentors



Record 955 returning mentors

These dedicated individuals generously volunteered their time and skills, creating a lasting impact on the lives of over 2,500 young people.

How does Raise ensure that mentors are trained, trustworthy, and safe for young people?

Raise is the only youth mentoring organisation in Australia that provides comprehensive mentor training, including eight online mini-modules and a full day (or two half days) of group training, all supported by rigorous screening processes.

Our industry-leading training has empowered over 10,000 individuals with essential mentoring skills, including communication, mental health awareness, youth safety, and youth culture, while reinforcing the qualities of a trustworthy mentor. Participants complete the program equipped with the knowledge and confidence to effectively support and engage with young people in a meaningful way. The outstanding feedback we receive highlights the exceptional quality of our training.

Feedback from post training evaluation:

"Thank you so much for the excellent training yesterday. We covered a lot in the day, but it was all really relevant and excellently delivered. Everyone was lovely and I'm really excited for the next step in this program!"

– 2024 Raise Mentor

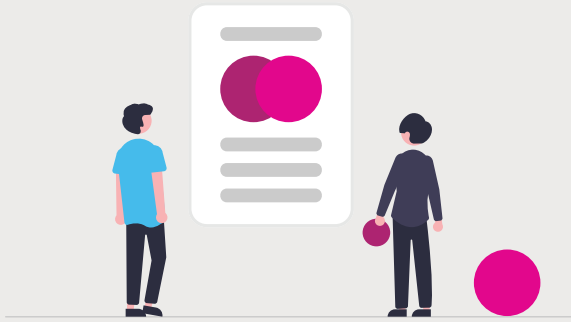


98%

of mentors rated the training they received as very good or excellent

97%

of mentors indicated that their confidence to mentor significantly increased



Creating a ripple effect

Evaluations of our training courses show that the skills participants develop are transferable across all areas of their lives. Our mentors consistently report applying the knowledge and techniques gained from our training and programs to both personal and professional settings, creating a positive ripple effect throughout our communities.

95% of mentors reported learning skills they could use in their personal relationships.

Among our corporate mentors (volunteers who mentor with Raise through their workplace), 86% said they developed skills applicable to their professional environment.

Additionally, an impressive 97% of university placement students shared that their training with Raise was complementary to their studies. We're proud to be equipping a new generation with youth safety and mentoring skills, creating another avenue for a ripple effect.



Fortifying safety standards

We continuously review and enhance our rigorous safety practices. In addition to completing our best practice Raise Youth Mentor Training course, all Raise mentors undergo mandatory Working with Children Checks and National Crime Checks specific to their state.

Raise continues its partnership with Oho, Australia's first always-on national verification system, to enhance volunteer screening processes and quickly identify individuals who do not meet our selection criteria.

Strengthening community

We're thrilled that 90% of mentors reported feeling a stronger connection to their community and 95% expressed a greater likelihood of volunteering after mentoring with us – demonstrating Raise's impact in fostering engaged, connected, and thriving communities.

At Raise, we recognise the transformative power of mentoring in building strong, supportive communities grounded in hope and empowerment. We are committed to expanding mentoring opportunities and equipping more individuals with valuable mentoring skills.

In 2024, we proudly launched **Raise Learning** – an industry-certified mentor training initiative through our social enterprise, the Raise Centre for Youth Mentoring. Raise Learning provides high-quality training for anyone who lives, works, or volunteers with young people – whether through formal mentoring in workplaces and programs like Raise or informal mentoring within their community, network, or home.

Raise Learning offers a range of flexible training options, including courses, workshops, webinars, and 'lunch and learn' sessions, as well as tailored packages designed to meet specific needs. This groundbreaking initiative amplifies our ripple effect, extending our reach and providing another avenue to support young people and address the nationwide youth mental health crisis.

Fundraising and partnerships

Transforming young lives is only possible because of you. Together, we're making mentorship accessible to every young person who needs it.

At Raise, we know your generosity powers our work. To all our donors, philanthropic and corporate partners, and community supporters – thank you for investing in us to enhance our impact and expand our reach. Your support is the reason we can keep showing up for young people who need someone in their corner.

Your generosity drove a 3% growth in fundraising and partnerships revenue, enabling us to support 2,546 more young people. Every dollar you've invested in Raise will help transform young lives – and create four times the value in social good.

Collective giving amplifies impact, and it's the combined generosity and commitment of our Raise Village that drives real change.

Together, we have achieved an incredible year of lasting impact. Thank you for standing with us. Your generosity inspires everything we do – and the best is still to come.

Highlights of the year

- Our biggest year in trusts and foundations income, raising over \$900k.
- Growing our trusts and foundations revenue stream, bringing on 4 new foundations in 2024.
- Introduced a new Ripples Giving Circle – connecting like-minded women who want to create systemic change in youth wellbeing – who raised enough money to fully fund one whole program, and contribute funding to two other programs.
- Doubling the number of supporters and fundraising participants: City2Surf raised \$50k, with 144 fundraisers running for Raise; and Stride for Life grew to 850 striders!
- Bringing to life the fundraising concept developed by Redlands School, NSW students, 'Raise Dough, Bake a Difference' raised \$10,000 in its first year.
- Welcoming our new principal partner Google.org into the Raise Village.
- Our signature corporate events: Tribeca Spring Lunch and BTIG Trading Day which raised over \$220,000, hosted by our Non-Executive Director, Jun Bei Liu
- A very special private dinner, hosted by Simon and Mel Wright, for a group of generous philanthropists, with donations matched by Macquarie Foundation.
- Expanding funding to Tasmania and welcoming a new major partner over a 5-year period.



Raise Ripples Giving Circle

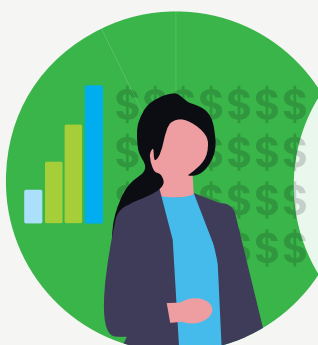
Introduced Ripples Giving Circle



Introduced Raise Dough



Welcomed Google as a principal partner



Our biggest year in trusts and foundations income, raising over **\$900,000**



x2
Doubling our number of supporters and fundraising participants

A special thank you to our loyal supporters

We are profoundly grateful to our multi-year partners. Your loyal support year-on-year creates transformative change – fostering collaboration, strengthening communities, and driving long-term social progress.

Without your commitment, we wouldn't have the stable foundation we need to plan with confidence and scale our efforts. Your consistent support allows us to focus on strategic growth and deliver even greater outcomes, rather than filling short-term funding gaps.

Because of you, we can think bigger, reach further, and deliver sustainable solutions that change lives.

Thank you for believing in the power of consistency. Your generosity doesn't just make a difference – it builds a legacy of impact that will be felt for years to come.

Below: (clockwise from top left) Our Fundraising Team at Aurecon, Breakfast with the Board, Stride for Life, City to Surf, Parliament House, Patron's Lunch.



Summary KPI results 2020 to 2024

Raise Foundation organisational goals

Blue Deliver a high-quality program that has a positive impact

Orange Expand that impact to more young people

Green Ensure we do it sustainably

KPI	Target	2024 Actual	2023 Actual	2022 Actual	2021 Actual	2020 Actual
Number of mentoring matches	Increase yoy	2,546	2,744	2,088	2,124	1,321
Number of programs (schools)	Increase yoy	189	210	180	155	74
Match retention rate (within program)	>90%	86%	86%	88%	74%	94%
Mentees enjoyed the program	>90%	97%	97%	99%	98%	98%
Mentees would recommend Raise	>90%	94%	93%	96%	94%	93%
Statistically significant impact on help seeking skills	Y/N	Yes	Yes	Yes	Yes*	Yes
Statistically significant impact on resilience	Y/N	Yes	Yes	Yes	Yes	Yes*
Statistically significant impact on hope for the future	Y/N	Yes	Yes	Yes	Yes*	Yes
Statistically significant impact on school belonging	Y/N	Yes	Yes	Yes*	Yes*	N/A
Mentors enjoyed the program	>90%	98%	97%	98%	N/A	98%
Mentor likelihood of referring Raise to a friend	8/10	98%	9.7/10	9.8/10	9/10	9/10
Mentor training rated favourably	>90%	98%	100%	93%	99%	99%
School satisfaction with program	>90%	99%	98%	100%	100%	100%
Mentor retention rate (yoy)	>50%	46%	32%	51%	52%	48%
% Increase reach (schools)	Increase yoy	Plan no growth	16%	16%	61%	22%
Schools requested program again	>95%	97%	97%	98%	95%	98%
Staff team engagement with vision and purpose	>90%	92%	96%	91%	97%	99%
Staff team retention rate	>90%	69%	69%	75%	80%	93%
Expense budget maintained	<100%	92%	93%	94%	87%	93%
Fundraising budget achieved	>100%	82%	73%	82%	94%	95%
Fundraising growth	>20%	9%	-1%	4%	7%	42%
Direct match cost	\$2,000	\$3,060	\$3,300	\$3,881	\$2,791	\$3,208

* For mentees who started with a low score in the outcome at the start of the program.

Strategic impact projects

Our Strategic Impact Plan highlights the areas of strategic focus through the special projects we are prioritising this year. This ensures we remain true to our organisational vision, values, and core principles. As we scale our support to more young people, anywhere and anytime, it helps us to maintain best practice by:



Strategic Impact Plan Summary 2024-2027



Purpose
Mission
Vision

Raise significantly improves youth wellbeing by connecting trained and trusted mentors with every young person in Australia who needs one

Impact

Young people thrive through adolescence, believe in themselves and others, and are equipped with tools for life

Mental health support
– Help seeking

Social and emotional wellbeing – Resilience

Social and emotional wellbeing – Hope

School engagement
– School belonging

Goals

1

Deliver mentoring and training programs that have a significant impact

2

Expand that impact to more young people, organisations and communities

3

Ensure we do it sustainably

Teams

Programs

People and Culture

Data and Youth Insights

Operations

Marketing and Fundraising

Social Enterprise

Projections

Type	2025	2026	2027
Mentees	2,970	4,128	5,354
Mentors	2,420	3,318	4,394
Revenue	\$9.3m	\$11m	\$13m
Expenses	\$8.4m	\$10m	\$12m

Projects

Ability to scale

Raise Digital

Optimise In School Program

Values

Deliver excellence

Show heart

Be courageous

Practise integrity

Bring vitality

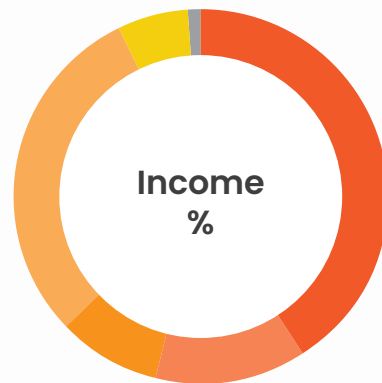
Give respect



Raise Foundation – income and expenses summary 2024

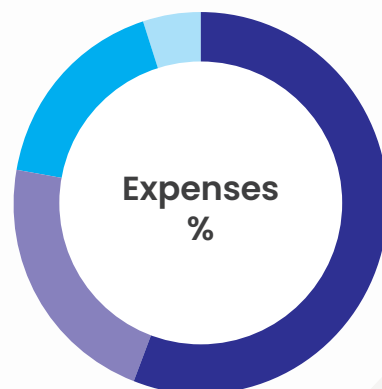
% Income summary

41	Corporate	\$3.446m
13	Private and community	\$1.136m
9	Trusts and foundations	\$758k
Total fundraising income		\$5.340m
30	Government	\$2.559m
6	Fee for service	\$461k
Total income		\$8.360m
1	Other income	\$93k
Total Revenue and other income		\$8.453m



% Expenses summary

56	Program delivery	\$4.390m
22	Fundraising and marketing	\$1.715m
17	Technology and admin	\$1.274k
5	Strategic Impact projects	\$412k
Total Expenses		\$7.791m



Every \$1 spent on fundraising delivers more than \$4 in funds to support our programs.

Audited accounts 2024

Statement of profit or loss

For the year ended 31 December 2024

	2024 \$	2023 \$
Revenue and other income	8,620,008	8,464,060
Finance income	52,824	31,136
Total Income	8,672,832	8,495,196
Employee expenses	(6,462,884)	(7,048,734)
Marketing expenses	(225,871)	(172,753)
IT expenses	(380,668)	(389,782)
Finance, Depreciation and Other expenses	(775,405)	(762,257)
	(7,844,828)	(8,373,526)
Together 4 Youth costs	(427,325)	(624,508)
Together 4 Youth donation	(647,524)	-
Total Expenses	(8,919,677)	(8,998,034)
Surplus/(deficit) for the year	(246,845)	(502,838)

The directors note that the deficit was primarily due to Raise Foundation's support of the Together 4 Youth Collective which has now become its own entity.

The donation of their fundraising monies over to the new entity is recorded in 2024, with the auspice arrangement now complete. Without this inclusion, Raise Foundation was in surplus.

Audited accounts 2024

Statement of financial position

For the year ended 31 December 2024

Balance Sheet	2024 \$	2023 \$
Assets		
Cash and cash equivalents	2,998,595	3,271,666
Trade and other receivables	216,244	214,713
Total current assets	3,214,839	3,486,379
Total non-current assets	39,186	137,959
Total assets	3,254,025	3,624,338
Liabilities		
Total current liabilities	891,706	1,079,634
Total non-current liabilities	124,041	59,581
Total liabilities	1,015,747	1,139,215
Net assets	2,238,278	2,485,123
Total equity	2,238,278	2,485,123



Evaluation Report 2024

One action, big impact



A note from our Data and Youth Insights Team

Community is the antidote to loneliness—and it starts with one conversation.

It can be hard being a young person in 2024. For the first time in recent history young people are the most likely group to experience loneliness and isolation. More than 3 in 5 of the mentees in Raise school programs this year cited loneliness as an issue they had personally faced. Young people are less likely to have a strong social network, less likely to seek help when they need it and less likely to feel optimistic about their future.

Young people are worried about what's happening in their communities, what is happening at school and what is happening in the wider world – as well as the existential threat of climate change and natural disasters.

As adults reading about the mental health crisis, school refusal, violence and disconnection, it can feel hard to work out how to help, when the challenges feel systemic and too large for any one person to ameliorate.

When Raise started back in 2008, we set out to support just one young person, taking local action in one local community. Sixteen years later we have supported more than 16,000 young people and trained more than 10,000 volunteer mentors to be changemakers in our schools and changemakers in their communities. Young people who came through our programs in early high school are coming back as adults to rejoin

Raise, to mentor other young people and to pay forward the difference that mentoring made to them.

Year after year, thousands of people from all walks of life volunteer to mentor a young person in need in one of our 10 or 20-week in-school programs. They are motivated by a range of factors including giving back to their community, developing their own skills to work or to parent, getting to know new people – but almost universally they end the mentoring year with a greater empathy for young people, a greater understanding of the issues facing young people and a greater appreciation for what it is like to be a young person right now.

This year Raise reached 2,546 young people through our in-school programs. Of those, 96% identified at least one positive impact of mentoring from improved confidence and the ability to make friends, to better mental health and feeling less lonely, and being more likely to help others. Across our four key outcomes of Help Seeking, Hope for the Future, Resilience and School Engagement we achieved statistically significant growth in all four outcomes for our 20-week program and three of the four for our 10-week programs. Four out of five parents and carers saw this impact independently – in their child's wellbeing and in the relationship they had with their child.



**"I hope you keep doing this,
so you can help somebody
the way you have
helped me."**

– Raise Mentee

Last year we measured the impact Raise mentors have beyond mentoring and found that as well as making a difference for their mentee, they were able to support at least one additional young person and one additional adult in their lives. This year, we built on this finding to discover that mentors from their first year at Raise are using their skills to help others – four out of five new mentors use their skills to help other young people in their families and their community or help others in their workplace.

Raise mentors feel more equipped to support young people because the relationship they have built with their mentee/s has broken down generational barriers – grandparents are building their confidence to relate to their grandchildren's experiences and parents understand how to encourage their children to seek help when they need it.

Evaluation has always been a cornerstone of our youth mentoring programs. The Raise Independent Evaluation, funded by the Australian Department of Health was completed and launched this year. Comparing outcomes to a matched control group of similar students, the evaluation found that Raise causes positive impact on a range of outcomes and works best for young people most in need.

The benefits of prevention and intervening early also make sound economic sense. Investing in Raise Youth Mentoring for a young person aged 13-15, yields benefits across their whole lifetime in better education outcomes and higher earnings, as well as avoided costs in healthcare and welfare. An independent economic evaluation of the costs and benefits of Raise Youth Mentoring found a return of \$4.37 for every \$1 invested.

We can now answer the question 'Does Raise Youth Mentoring work?' with a resounding 'Yes'. In 2025, in partnership with the Life Course Centre at the University of Sydney we are commencing another independent study, this time looking at the long-term sustained impacts of Raise Youth Mentoring, beyond high school and into early adulthood.

Our mentoring programs are made up of thousands of individual stories of hope, resilience, help seeking and belonging. We can't share all of them with you, but we can share a few. If you are one of the 1,938 mentors who volunteered with Raise this year you may recognise your own mentee's journey in the impact we have made together in 2024.

If not a Raise mentor, I hope you are inspired by the difference that building connection in local communities and across generations can make.

The actions of just one person can lead to change makers everywhere.

"The program has been great. My mentor has been so helpful, and she is the best. Before Raise I was insecure and didn't know what to do and thanks to Raise it has been so helpful. I would love to do it as a mentor myself in the future."

– Raise Mentee



Data and Youth Insights Team

Youth Advisory Council reflections

The Raise Foundation Youth Advisory Collective (YAC) is made up of a diverse group of passionate young people (18–25yrs) across Australia who share their perspective to make a difference to the work we do at Raise. Through ongoing consultation, our YAC ensures we incorporate the youth voice and reflect the needs of young people across all our decision making.

After reading the 2024 outcomes, I am not surprised by these statistics in the slightest. While there are always going to be some young people that are not in a place to receive help, the Raise program clearly has positive impacts on high school students. I particularly love the results on resilience and other factors before and after the program. Raise is so great because of its ability to cater for specific mentee needs and the freedom provided by the program allows the mentor and mentee to conduct sessions in the way that feels right. This serves as a benchmark for school based mental health practices which many services struggle to meet for various monetary and staffing reasons. As this data shows, the problems students today are facing are so individual, and the Raise program has enough flexibility to never pigeon-hole a student. I believe the success of this evaluation is the result of balance between a greatly structured and researched program and the flexibility to adequately help students and make them feel like their problems are heard. Raise continues to improve and evolve, matching the ever-changing landscape of high school that social media is creating. Raise will need to continue to innovate and change to engage the increasingly isolated and confused youth.

Dillon

YAC Member

The 2024 Evaluation Report is a wonderful testament both to the courage and vulnerability of this year's mentees and the commitment and generosity of our mentors. To have 96% of mentees feel that Raise mentoring has helped them in at least one area is an overwhelmingly positive outcome which affirms the impact that one-on-one connection can have on a young person's life. As a young person who had a number of key mentors during my time at school, I really resonated with the comment made by one of this year's mentee's about how helpful it is to have someone to talk to who is not related to you. At a time when loneliness is increasingly an experience that many young people can relate to (62% of mentees), there is immense power in having a mentor choose to get to know you for no reason other than being genuinely interested in your life and the challenges you are facing. It is heartening to see that, after mentoring, many mentees felt both more hopeful towards school (37%) and their future (45%). The fact that there was mentee growth in the four key outcomes – resilience, school belonging, hope for the future and asking for help – by the end of the program foregrounds how impactful it can be to have a mentor recognise your inherent worth and walk alongside you in helping you navigate the difficult situations, experiences and emotions associated with high school, mental health and growing up more generally. I truly believe that giving students the opportunity to experience relational safety with their mentors and feel seen, heard and supported is invaluable, especially considering the consistently high stress and mental health challenges that young people are facing.


Zali

YAC Member





**"This program has taught
me how to be me."**
- 2024 Raise Mentee



"I feel relieved and safer at school. I can share my positive and negative emotions well with loved ones and friends. More people should be a part of this mentoring program and get the help they need with Raise."

– 2024 Raise Mentee

Impact summary

Raise mentoring programs achieved statistically significant impact for the whole cohort in all 4 key outcome areas – help seeking, resilience, hope for the future and school belonging.

Highlights of 2024



85%
of mentees improved in
at least one of our four
key outcome areas



80%
of parents/carers saw
improvement in their
child due to mentoring



100%
of schools saw
improvement in their
cohort



97%
of mentees
felt safe talking
to their mentor



97%
of mentees enjoyed the
program



74%
said mentoring helped
them with mental health
or personal issues



98%
of mentors felt
a sense of contribution
to their community



98%
of student mentors
feel more equipped to
gain employment



93%
of corporate mentors feel
more confident to support the
wellbeing of others at work

As heard directly from Raise mentees, mentoring is...

a place where you can speak your mind,
grow mentally and enjoy communication
with people around you

a safe space to chat and gain advice on life
from trusted adults

a life changing experience

super amazingly awesome

guiding others to a successful future

helping young people get heard

a place to be yourself and talk about your
whole week, and talking helps you feel better

fun, great to talk to someone
with lots of life experience

learning life lessons and talking to mentor
about daily things that happened

listening, understanding
without judgement and
just being there for people
a worthwhile experience

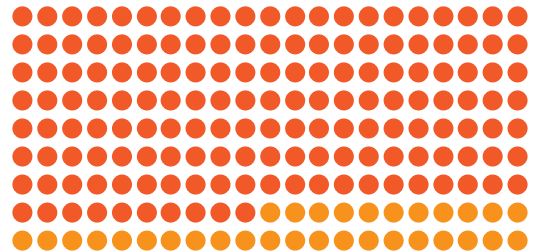
a great program for
building confidence



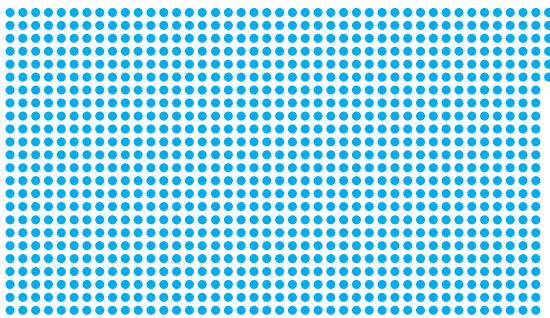
Our year in numbers



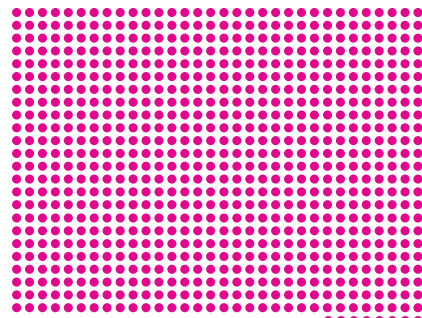
189
programs
across
173 schools



157 x 20 week 32 x 10 week



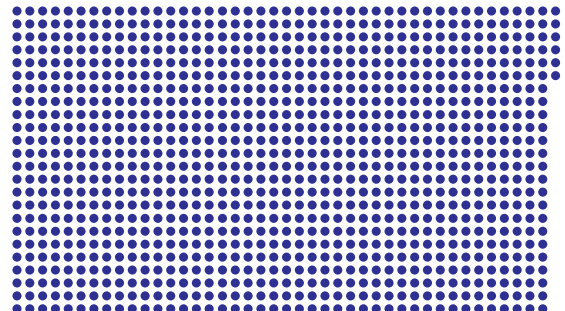
2,546
mentees



1,938
mentors



173
School
communities



2,546
mentee
families

Rigorous evaluation proves and improves our impact

How is data collected?

Each year we conduct a rigorous evaluation via robust surveys, interviews, and focus groups with:



How will the data be used?

The data we've collected gives us a clear understanding of how successful our program was in 2024. We use our learnings as a roadmap to improve our program not just for mentees, but volunteer mentors and school partners as well.

Our evaluation process enables us to:

Measure the impact
of the program

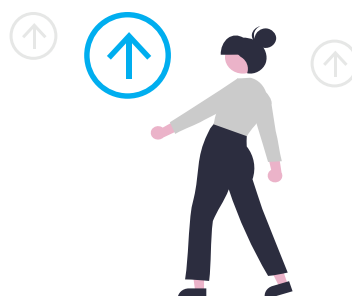
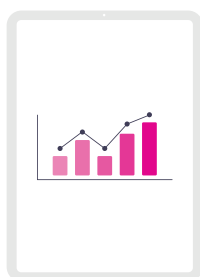
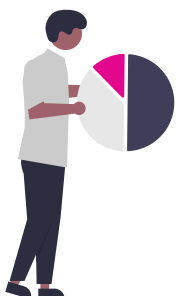


on the outcome areas
identified in our
Theory of Change

Improve the impact
of the program



by using the
experiences of participants
to inform our continuous
improvement



How we deliver our programs

Every Raise program is supervised by a degree qualified Program Counsellor to facilitate programs and provide professional supervision and support to mentees and mentors.

20 week program



- Weekly face to face sessions on site at the school or online
- 20 weekly sessions in term time
- 1:1 or 1:2 mentoring matches
- Session topics are tailored to the program cohort, with four compulsory* sessions

Curriculum sessions

Student/ mentee/ mentor information sessions

Jitters workshop*

Meet – getting to know each other*†

Match – matching*†

Identity – who am I?

Me – my strengths

Self-talk – my thoughts

Help – where, who and how to get there

Support – my support map

Courage – building resilience

Connect – catching up

Friend – relationship skills

Making friends – relationship skills

Stand up – assertive rights, my skills

Risk – my choices

Flip – my turn

Managing stress – looking after myself

Community – my place

School – my learning

Ask – reaching out

Future – looking ahead

Reflect – my progress

Hope – my future

Review – how far I've come*

Graduate – celebrate and party*

Gift of Goodbye – final farewell

10 week program



- Weekly face to face sessions on site at the school
- 10 weekly sessions in term time
- Small group mentoring (up to 1:4)
- No optional sessions

Curriculum sessions

Match

Challenges and barriers to help-seeking

Overcoming barriers

Support

Practice

Building you

Fill your bucket

I am amazing

Future

Launch

Asking for help

Resilience

Hope for the future

School belonging

Match relationship

Program set up/ close

† Either Meet or Match session is compulsory, not both

Our outcomes framework



Equipping young people with the right tools

We can't remove the barriers and challenges that young people face – what we can do is equip, inspire and empower.

Equip them with skills and resources to support their own mental health and wellbeing.

Inspire and foster engagement with school and learning.

Empower them, giving them hope for the future.

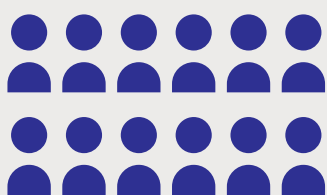
Mentees can use and further develop these skills and tools long after the program finishes – equipped to tackle whatever life throws at them.



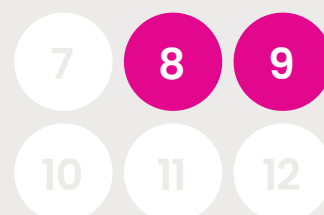
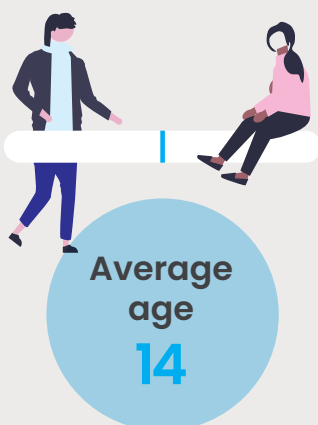
Meet the 2024 Raise mentees

Raise mentees come from a range of backgrounds and experiences, and we work hard to make our mentoring program inclusive and suitable for all young people.

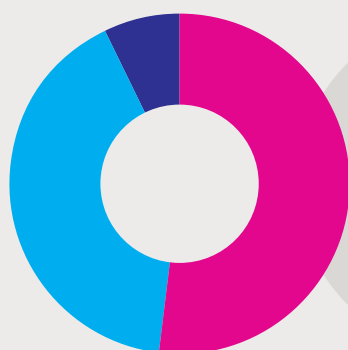
In 2024 we...



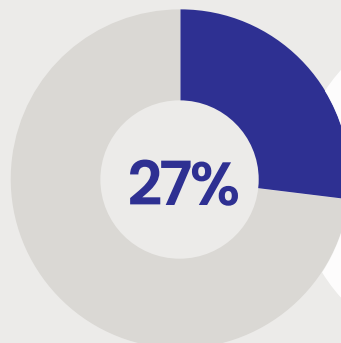
Mentored
2,546
young people



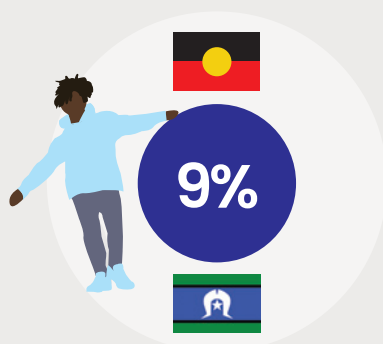
Majority were in
years **8 and 9**
at high school



51% female
42% male
7%
another option
including
non-binary



Speak a
language other
than English
at home



Identify as Aboriginal
or Torres Strait
Islander people



are people
with
disability



born
outside of
Australia

39% of mentees have caring responsibilities for a family member or friend with a disability or mental health issue

Listening to our mentees

What mentees wanted from mentoring:

72% A space to be able to talk openly and be listened to

59% Advice and guidance from their mentor

56% Help to get through school

49% Help with their future

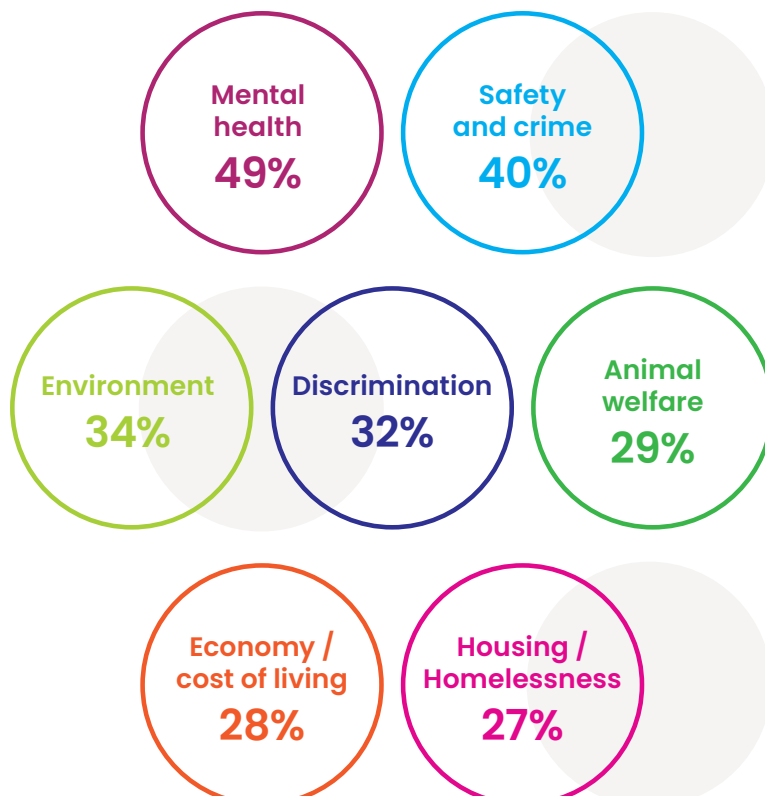
46% Help with friendships/other relationships

46% Help with their mental health

Skills:

★ Confidence 59% ★ Communication 55% ★ Coping with challenges/ stress 54%
★ Social skills 50% ★ Self-care 44% ★ Getting a job 43% ★ Help seeking 43%

Current Issues of most concern to mentees:



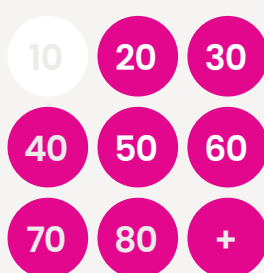
Meet our 2024 Raise volunteer mentors

Raise mentors come from a wide range of backgrounds, bringing a depth of expertise and experiences to the role.

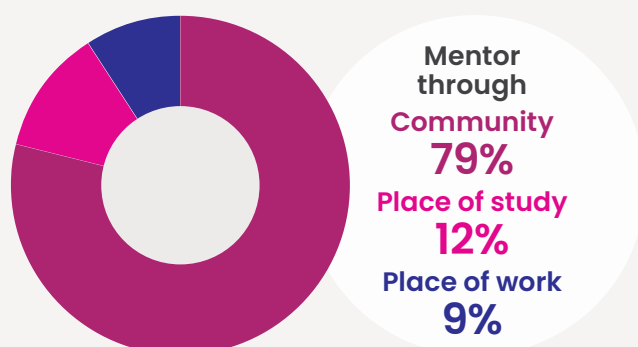
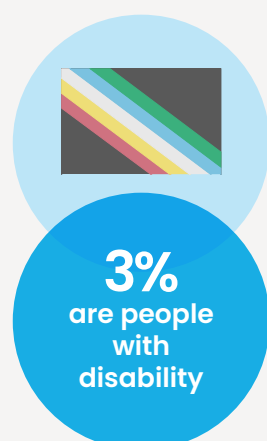
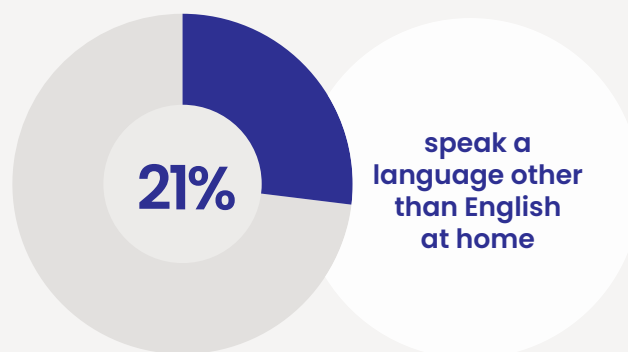
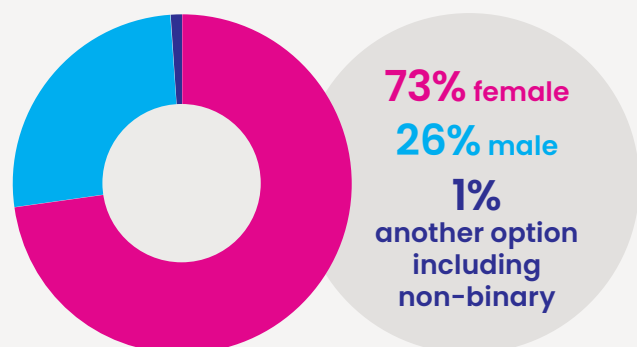
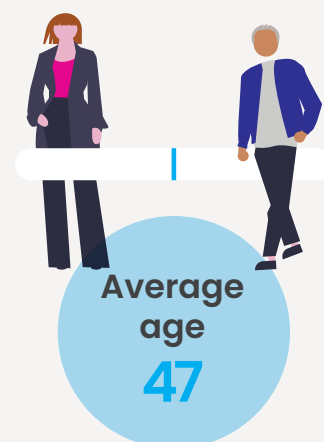
1,938 volunteers signed up to mentor a young person



born
outside of
Australia



Ranged from
20 to 80+
years old



Reasons for mentoring

Mentors volunteer with Raise for a variety of reasons

92% to make a difference in a young person's life

85% to give back to the community

63% to feel a sense of purpose

And for mentors who volunteer through their place of study

77% to learn skills to help them in the workforce

59% to improve their mental health knowledge

57% to improve their listening and communication skills

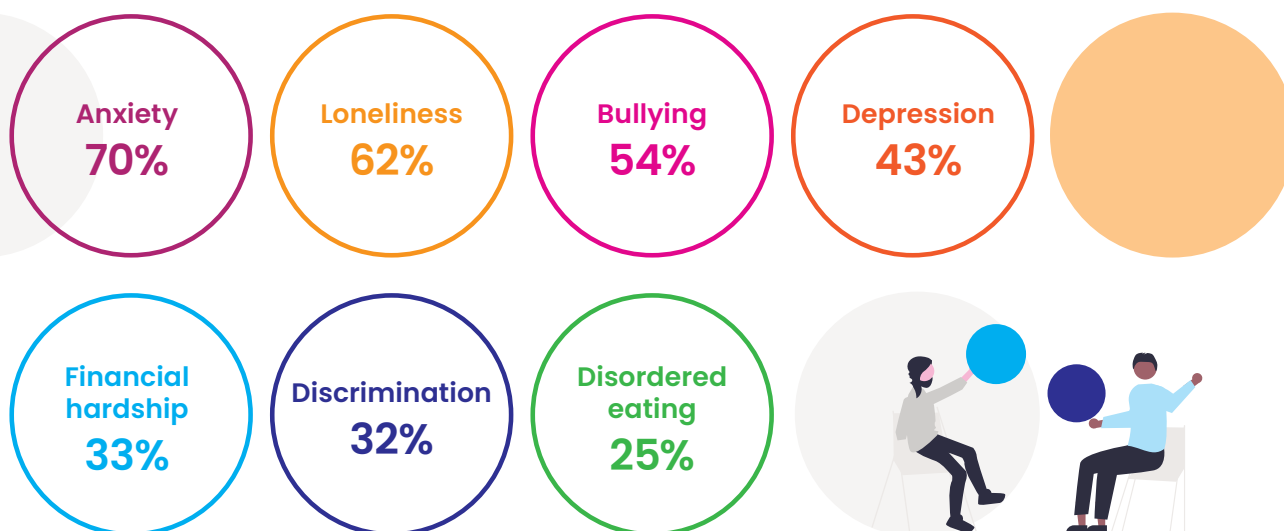
"I would like to mentor a young person because I think young people are so full of potential! It is so rewarding to see a young person be true to themselves and their values when they are faced with so many external pressures. I would also like to be someone that they can count on. Who shows up. Who listens and respects them and empathises with their challenges. Who shows them unconditional positive regard, no matter what they may be expressing."

- 2024 Raise Mentor



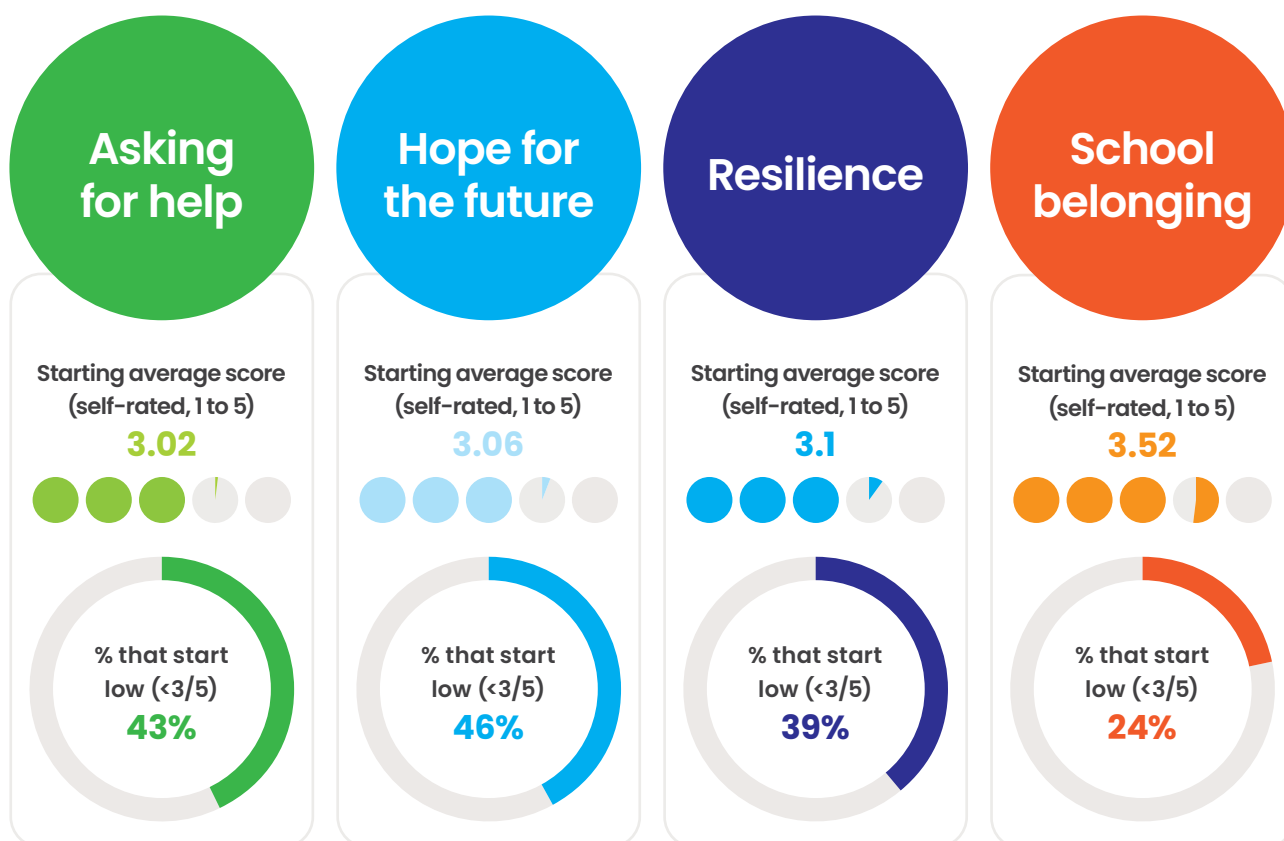
Mentees came with a range of challenges


Self-reported mental health or personal issues:



84% of mentees had experienced at least one of these issues


Baseline figures:



A photograph of a man with grey hair and a young boy with brown curly hair, both smiling and looking down at something they are holding together. The man is wearing a blue button-down shirt and a lanyard with a 'raise' logo. The boy is wearing a blue polo shirt. They are sitting at a wooden table outdoors. A large light blue circle is overlaid on the bottom right of the image, containing a quote.

**"I loved just being able
to talk to someone outside
of my family or friends,
and being able to talk
about anything."**

– 2024 Raise Mentee



"I think my connection with my mentor is excellent because it feels normal when we talk each week and we usually talk about our week with each other. When I first met my mentor it felt weird and awkward but now It doesn't."

– 2024 Raise Mentee

Creating safe and engaging spaces for young people

97%
of mentees felt
safe talking to
their mentor

97%
of mentees
felt supported
by their Raise
Program
Counsellor

90%
of mentees rated
their connection
with their mentor
as favourable
(excellent or
very good)

84%
of mentees
felt safe in their
mentoring group



84%
of mentors rated
their connection
with their mentee
as favourable
(excellent or
very good)

Focusing on our four key outcome areas

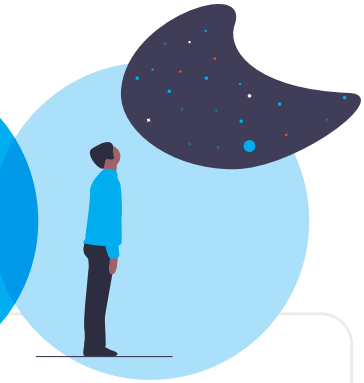
Asking for help



Mental Health Support

Young people are the least likely of any age group to seek help. Through mentoring, young people have more capability to ask for help and a stronger likelihood of accepting it. They develop trust in adults, improve communication skills, and can find support and resources.

Hope for future



Social and Emotional Wellbeing

With higher levels of hope, young people improve socially and academically. They are able to set and achieve goals, and develop a growth mindset with mentor support. Hope is a buffer against stress, anxiety and suicide ideation.

Resilience



Social and Emotional Wellbeing

Mentoring improves a young person's ability to bounce back after stress and enhances recovery. Mentors help young people to increase confidence, adapt to new situations, develop coping skills to deal with adversity, and overcome challenges.

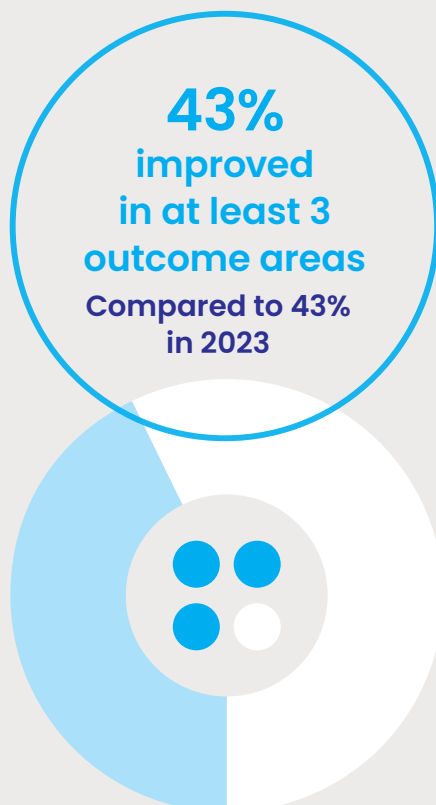
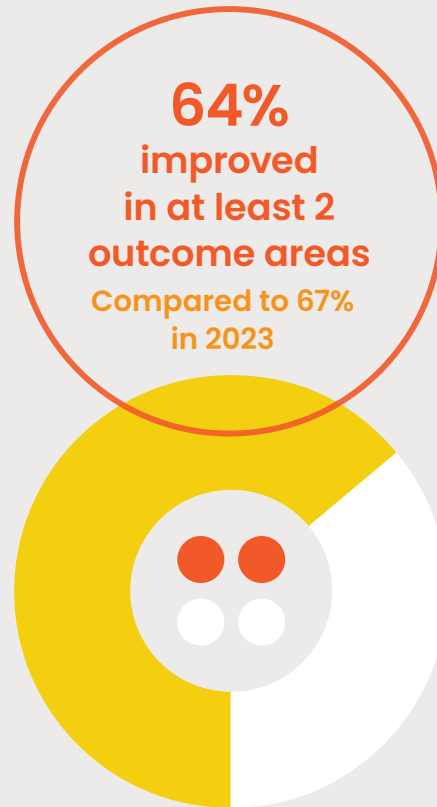
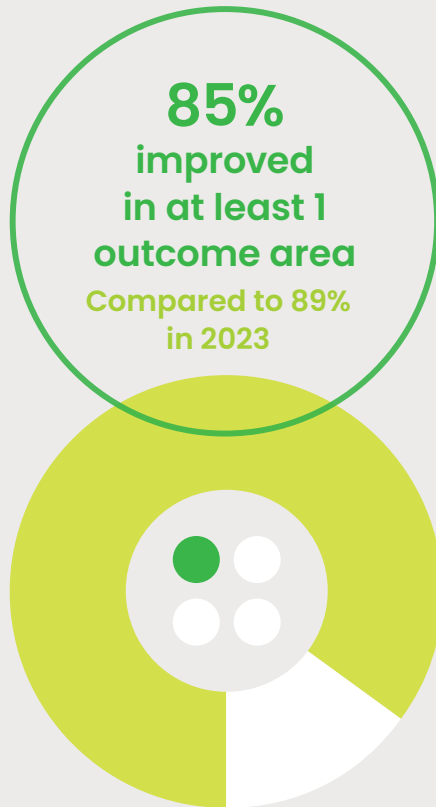
School belonging



School Engagement

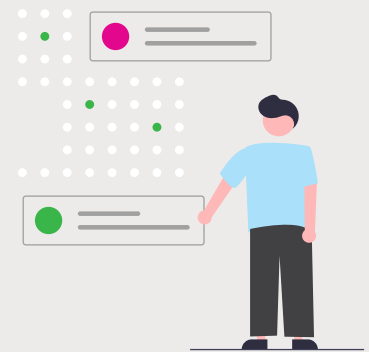
Through mentoring, young people improve their relationship with peers and teachers. Mentees attend school more, resulting in increased grades, higher school completion rates, stronger academic confidence and better economic outcomes.

Delivering key outcomes in 2024



Statistically significant impact on mentee outcomes

Mentee outcomes	20 week program	10 week program
Ability to ask for help	✓	✓
Ability to trust adults who can help	✓	✓
Knowledge of where to seek help	✓	✓
Number of supports they can turn to for help	✓	✓
Communication skills	✓	✓
Having someone to go to if feeling lonely	✓	✓
Hope for the future	✓	✓
Ability to set goals	✓	✓
Ability to achieve your goals	✓	✓
Belief that they are useful	✓	✗
Resilience	✓	✓
Confidence	✓	✓
Belief in their ability to cope	✓	✓
Perseverance (Growth mindset)	✓	✓
School belonging	✓	✗
Belief in their ability finish school	✓	✗



"The best thing about the program is, coming every week and having a good time with my mentor. I always look forward to coming because it's a safe place, I feel like I belong, and I always enjoy it."

- 2024 Raise Mentee

Areas of improvement for mentees

96% identified improvement due to the program, which might look like...

1 in 2



54% communication skills improved

53% feel more confident

2 in 5



45% feel better about the future

43% feel better about myself

42% feel able to make better choices

1 in 3

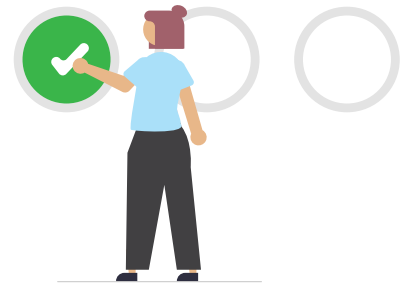


37% feel better about school

36% feel less lonely

34% mental health has improved

32% are more likely to help others



74% of mentees said the program helped with their personal issues

57%

set a goal

96%

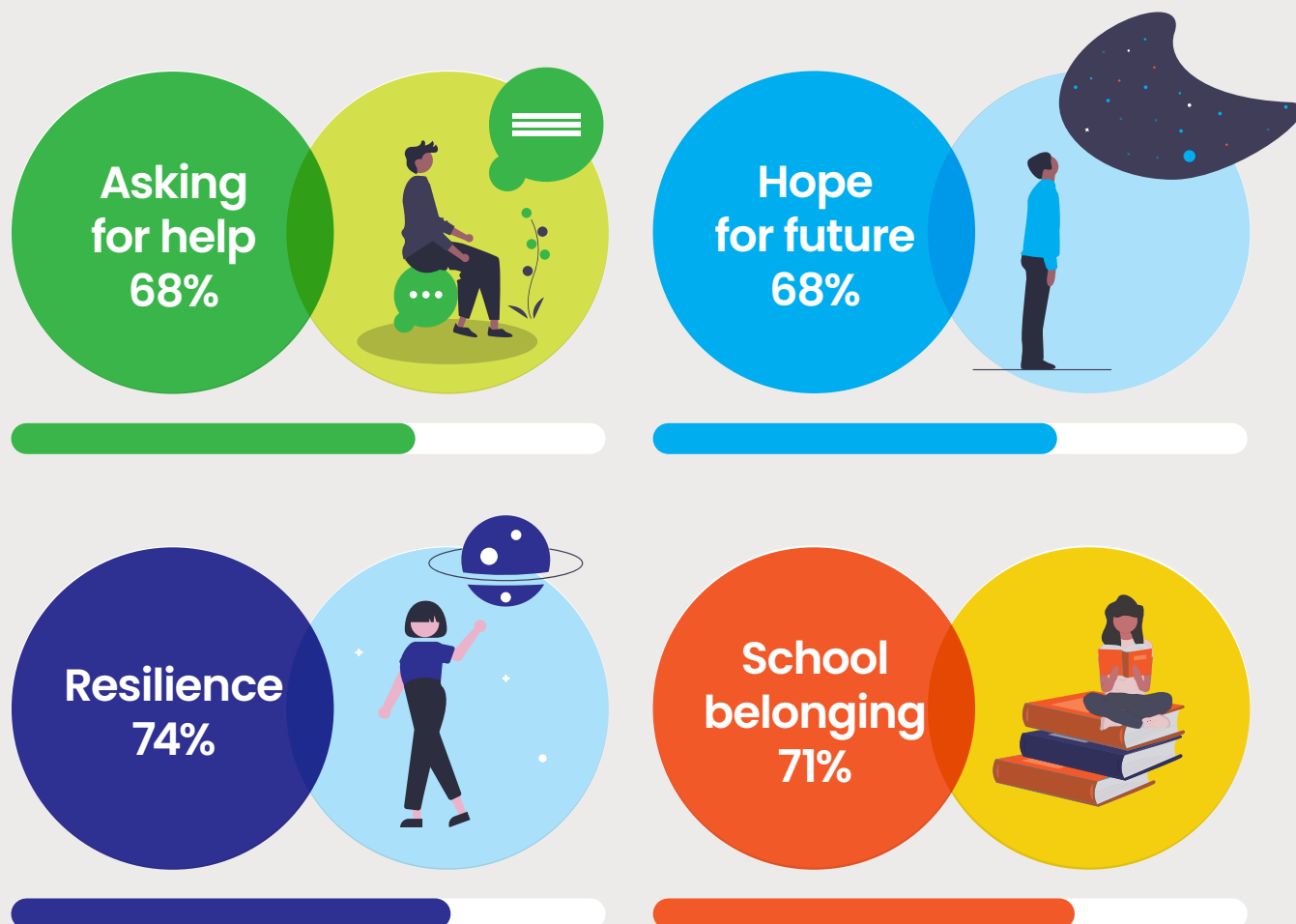
partly or fully
achieved that goal

"This program has helped me develop and build up confidence skills, social skills and other aspects that will help me later in life. This program has been much better than expected and I am glad that I chose to do this program."

- 2024 Raise Mentee

Improvements for mentees who need it most

Percentage of mentees who started the program reporting a low score in each outcome and improved in that outcome by the end of the program



76% of mentees starting with a low score in school belonging improved in at least one school outcome including:

Ability to get a job in the future 46%

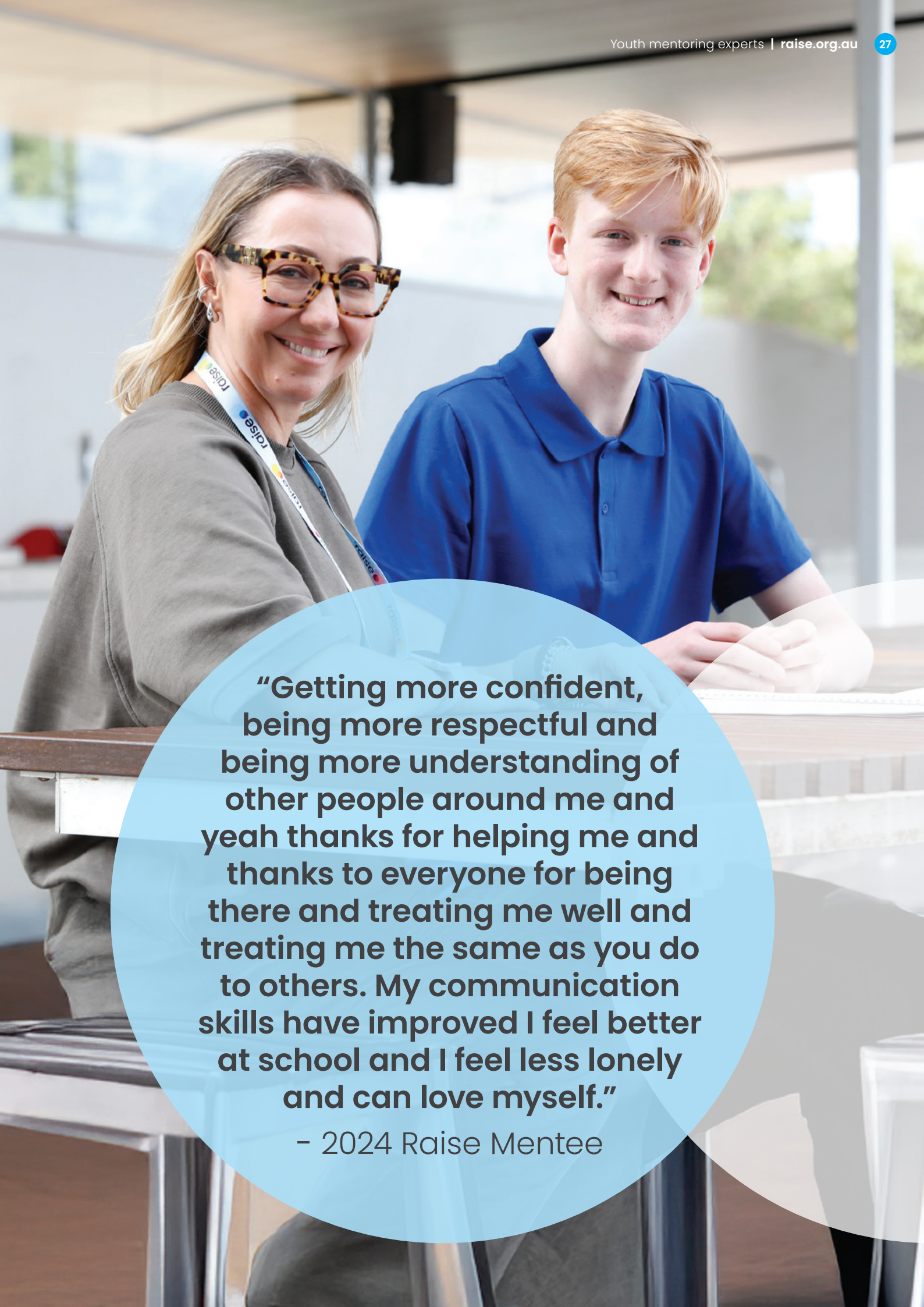
Getting along with friends 46%

Attendance at school 36%

Getting along with other students at school 33%

School Grades 32%

Getting along with teachers 30%



**“Getting more confident,
being more respectful and
being more understanding of
other people around me and
yeah thanks for helping me and
thanks to everyone for being
there and treating me well and
treating me the same as you do
to others. My communication
skills have improved I feel better
at school and I feel less lonely
and can love myself.”**

– 2024 Raise Mentee

The changes others see

Asking
for help

Hope for
the future

Resilience

School
belonging

80% of parents saw an improvement in their child – including:

confidence **47%**

better relationship with others **42%**

96% of mentors saw an improvement – including:

communication **79%**

hope for the future **79%**

100% of schools identified improvement in the cohort – including:

student attendance **70%**

student behaviour **65%**

"I talked a lot with my mentor about these issues I had, in our conversations she doesn't only listen but also found out my potential issues that I did not realise. And gave me emotional support at the same time."

– 2024 Raise Mentee



Mentors noticed

"Nervous and very reserved at the start of the 2024 program. As the weekly mentoring sessions progressed, my mentee's level of confidence and communication skills started to improve significantly. His graduation speech reflected self confidence and his appreciation of the program."



Schools noticed

"I have noticed an improvement in the students' confidence overall, as well as peer connections. As a side note, our school is hoping to run a peer mentoring program this term and has asked for students to complete a sign up sheet. Two-thirds of our Raise Students volunteered, with most making reference to Raise Mentoring and how it helped improve their confidence."



Parents noticed

"More confident and seems to understand the value of attending and participating in school. Also got a more thorough understanding that life isn't a straight path and it's okay to explore other directions and try new things. I feel that he's more resilient, more open and better able to communicate what he's feeling and struggling with."



Graduation and mentee perspectives

One of the key milestones of the Raise mentoring program is Graduation, a significant event where our mentees get to celebrate their journey and achievements. During Graduation, mentees and mentors are invited to reflect on their personal experience. It serves not only as an acknowledgment of their commitment and hard work but also as a springboard to future success, providing mentees with confidence and mentors with connection.

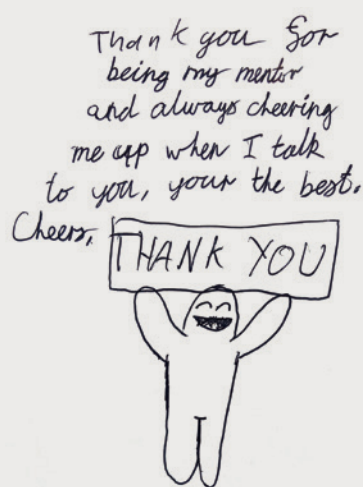
This year we held our first Raise Reimagined competition, inviting young people in our mentoring programs to creatively express their personal journey with Raise. Participants were encouraged to share their experiences through a drawing, artwork, poem, or any creative piece that captured the impact of mentoring in their lives.

This competition celebrated the unique voices and perspectives of the young people we serve, giving them an opportunity to reflect on how mentoring has helped them grow, overcome challenges, and thrive.

Submissions showcased their creativity, courage, and individuality, highlighting the transformative power of connection and guidance.

The competition not only empowered young participants but also gave our community a glimpse into the meaningful relationships built through Raise. By reimagining their mentoring journey, these young individuals reminded us of the profound impact mentoring can have in shaping brighter futures.

Below, top row: *Thank you* messages from mentees.
And bottom row: *Raise Reimagined* entries.



thank you for all
you have done
to help me talk
to someone it has
helped my mental
health by a larger
margin than
before. wish is hard
thank you





86%
Match
retention
rate

98%
of mentors
enjoyed the program
and would
recommend
to a friend

99%
Schools were
satisfied with the
program

97%
of mentees
enjoyed the
program

94%
of mentees would
recommend
to a friend

91%
of mentees
liked the group
activities



90%
of parents were
happy their child
participated

82%
of mentees
liked the
handbook
activities

Our industry leading training delivers high quality mentors

98%

of mentors
rated training
as excellent or
very good

94%

of mentors said
training had
prepared them
for their role

93%

of mentors felt
their Program
Counsellor
provided them
with useful
advice

Training provides mentors with additional skills

97% felt knowledge and skills had increased

97% confidence to mentor significantly increased

95% learnt skills they could apply in personal relationships

97% of placement students said training complemented their studies



"I found the training very helpful, it delved deeper into a lot of the concepts that I was not clear about. I felt as if it incorporated a good balance of theory and practical elements."

- 2024 Raise Mentor

The impact for mentors

New mentors saw **statistically significant improvements** in their:

Empathy for
young people

Understanding
of **youth**
issues

Confidence
in their ability
to mentor a young
person outside
of Raise

Outcomes for all mentors

98% Felt a sense of contribution to their community

97% Felt a sense of purpose

96% Felt they made a difference in young person's life

95% Are more likely to volunteer

94% Have improved their listening and communication skills

90% Felt more connected to their community

90% Have more empathy for others

81% of new mentors have had the opportunity to use their new skills



How Raise equips Australia's workforce of the future

Almost 12% of mentors volunteer with Raise as part of a student placement for their university course and some outcomes they experience include:



"I feel like I have a much better understanding of some of the challenges the youth of today are facing. I also feel more confident in my mentoring abilities and I also feel inspired by my mentee who is an incredible young person."

- 2024 Raise Mentor

The ripple effect on corporate partners...

9% of mentors volunteer with Raise through their workplaces, who partner with Raise as part of their corporate social responsibility (CSR), Environmental, Social and Governance (ESG) or community involvement strategy.

Organisations who partner with Raise benefit from a decrease in employee turnover and an increase in employee engagement and commitment.

Benefits that Raise corporate mentors experience include

94% feel a sense of pride in their employer for partnering with Raise

93% able to confidently support wellbeing in the workplace

92% more confident in creating safe and inclusive environment

90% are able to apply mentoring skills in their workplace

87% have improved their leadership skills

79% are more likely to stay with current employer

69% have increased networks in their organisation



"Schneider Electric is proud to partner with Raise Foundation and offer these volunteering opportunities to our team. Our mentors love the opportunity to make a difference in their local communities and develop skills to support young people and others. We value the professionalism all the way through from training to delivering programs – as well as the commitment to purpose from the whole team."

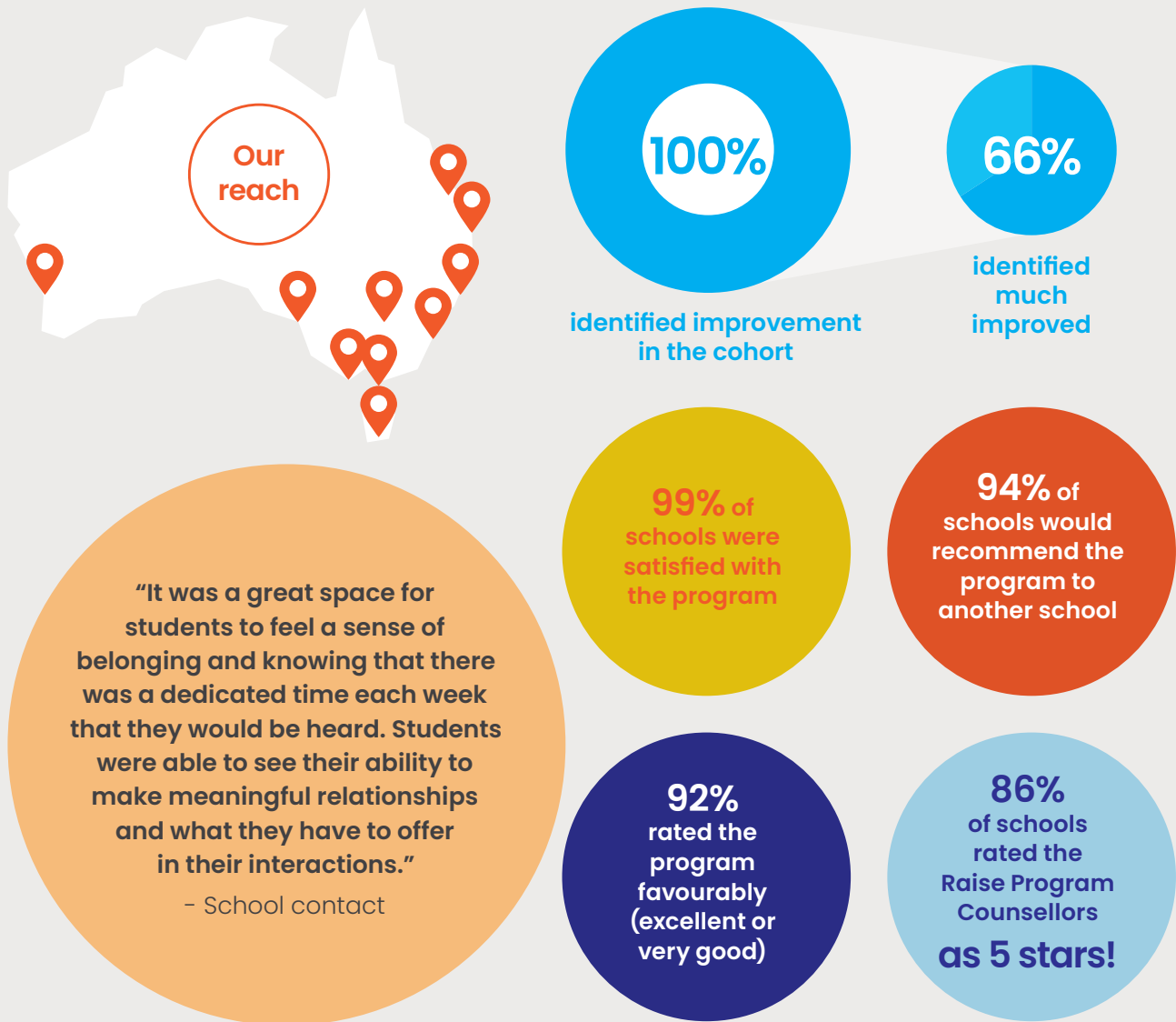
– Schneider Electric

"It has 're-opened' my eyes to how I have changed from a young adult to now. Understanding the different stress levels or triggers other can have can take a great toll on someone. Putting that into perspective at work and with friends, I am more empathetic, understanding and wanting to see the full picture to give advice as there may not always be one end solution."

– 2024 Corporate Mentor

Collaborating with schools across Australia

This year, we partnered with 173 schools across New South Wales, Victoria, Queensland, Western Australia, South Australia, Tasmania and the Australian Capital Territory.



Shaping communities, far and wide

School staff, parents and carers of the mentees also reported experiencing positive outcomes – the widespread ripple effect of mentoring. Outcomes experienced at the wider school level include:

94% helping build individual and collective wellbeing at the school

89% encouraging student engagement with school

71% supporting the wellbeing team at the school



"I have the opportunity to see first hand, the impact of the program on the students who get to participate. Often starting the program not knowing one another. They develop a level of respect and support for one another. Their ability to access support when they are upset and the skills to talk through their issues with support staff within the school. I have seen students who would previously 'blow up' in a classroom, remove themselves and access the Wellbeing Team to talk thorough their concern. Often coming to a happy resolution, developing the confidence to manage their feelings with the knowledge that there is a trusted community of people to assist."

- 2024 School contact

Independent evaluation

In 2024, the University of Melbourne and the Social Outcomes Lab finalised the independent evaluations of the impact of Raise Youth Mentoring.



Access the report by scanning the QR code ▶



The evaluations were funded by the Australian Government.

The Independent Outcome evaluation compared the outcomes for young people in the Raise Youth Mentoring program to a matched control group of other young people.

The evaluation found that Raise Youth Mentoring caused positive outcomes across the domains of help seeking, resilience, hope for the future and school engagement.

This means that young people have better outcomes than other similar young people after six months of Raise Youth Mentoring (see opposite page, top).

The Independent Economic evaluation calculated a Social Return on Investment (SROI) of Raise Youth Mentoring. The SROI was calculated by measuring the program costs and the expected benefits to our community. The evaluation found that Raise Youth Mentoring returns \$4.37 in social benefits for every \$1 invested (see opposite page, below).

We are grateful for the support from the Evaluation Advisory Group members who provided advice and review for the evaluations from design through to completion.

Raise Evaluation Advisory Group members



Alyssa Milton,
University
of Sydney



Amara Bains,
ARACY



Ariella Meltzer,
Centre for
Social Impact



Azhar Potia,
University of
Queensland



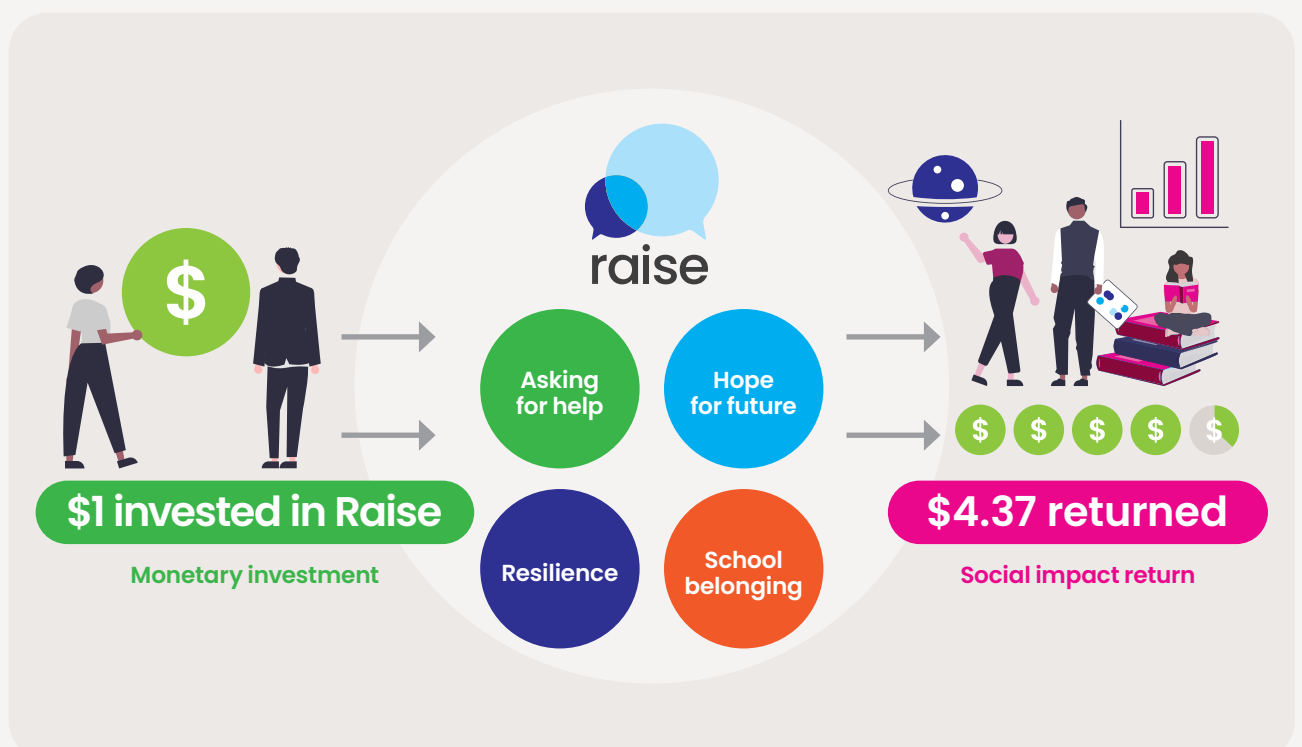
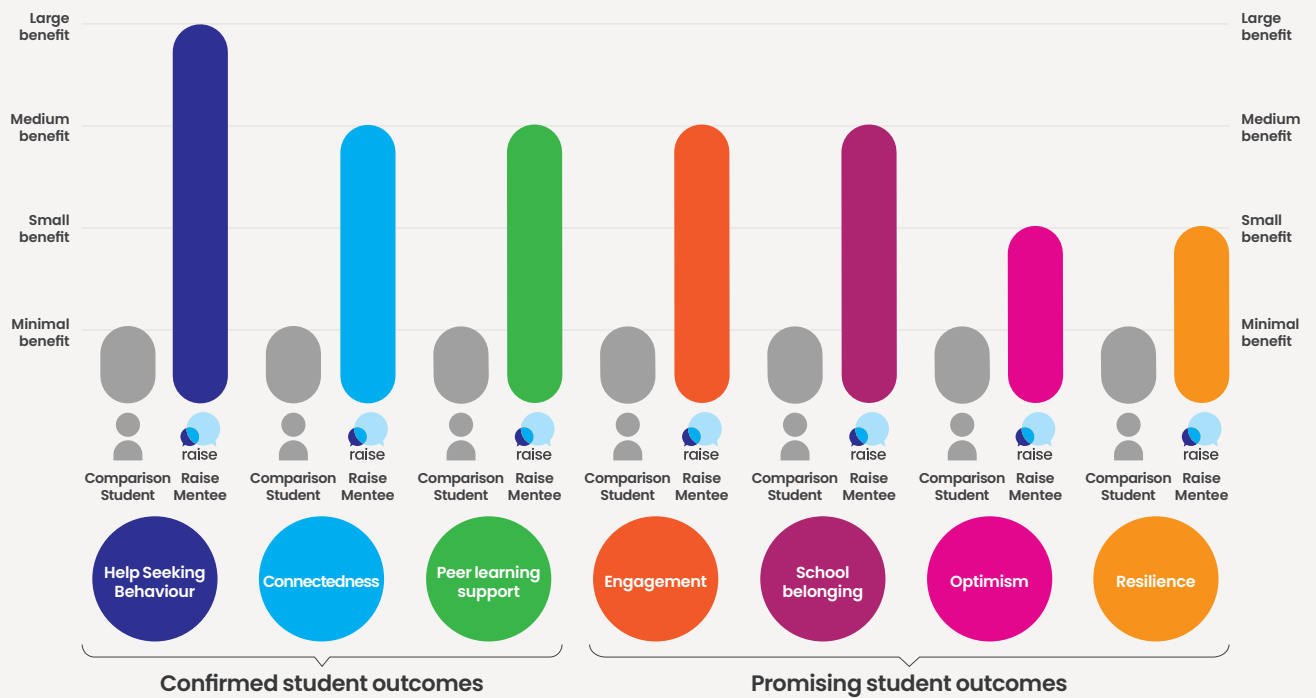
Marisa Coppinger,
Australian
Government



Raise Mentoring Program Findings



The outcomes evaluation of the Raise Mentoring Program was conducted by the **University of Melbourne**, Australia's highest ranked university. This marks the first time an independent body has evaluated the program.



The Raise impact over time

Outcome	Measure	2024	2023	2022	2021	2020
Enjoyed the program	Proportion	97%	97%	99%	97%	98%
Things are different	Proportion	75%	77%	77%	78%	79%
Asking for help	Statistically significant impact	Yes	Yes	Yes	Yes~	N/A
	Effect size	0.39	0.47	0.36	0.3~	N/A
Resilience	Statistically significant impact	Yes	Yes	Yes	Yes	Yes~
	Effect size	0.34	0.16	0.24	0.1	0.32~
Hope for the future	Statistically significant impact	Yes	Yes	Yes	Yes~	Yes
	Effect size	0.26	0.39	0.38	0.8~	0.18
School belonging	Statistically significant impact	Yes	Yes	Yes~	Yes~	N/A
	Effect size	0.19	0.27	0.81~	0.2~	N/A
Rated their connection with their mentor as favourable (excellent or very good)		90	90	94		
Said mentoring helped them with mental health or personal issues		74%	78%	77%	74%	

Note 1: ~ For mentees who started with a low score at the start of the program

A note about the statistical methodology we use

We use a repeated-sample t-test (or paired t-test) methodology to determine whether any changes in outcomes between the pre-program measure and the post-program measure are statistically significant. We test at a 5 per cent level of significance.

To determine the threshold for the 'low starting score' cohorts for each outcome we use, where possible, accepted or recommended cutoff points. Where there are no recommended cutoff points (for example for Raise-designed measures) we have set cutoff points based on data characteristics and tested these using sensitivity analysis.



"My mentor was very understanding and reassured, my mentor also helped me understand how I can move on. My mentor also helped me realise that I had all the skills I needed I just didn't realise I had them."

– 2024 Raise Mentee

Fostering a great place to work

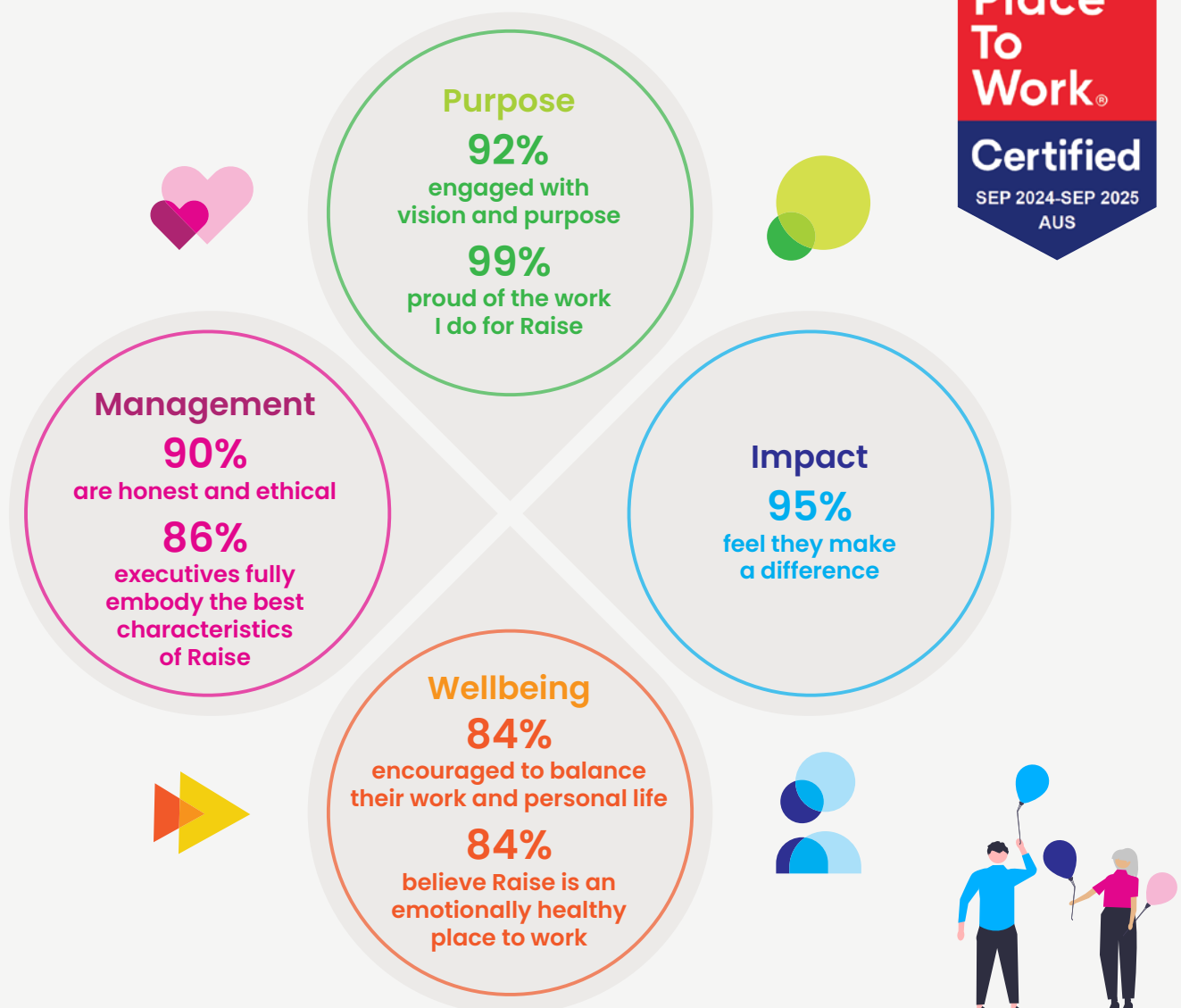
100% of staff feel good about the ways in which Raise contributes to the community

98% feel their work has special meaning

90% say Raise is a great place to work

53% currently mentor another person

In 2024 Raise participated in the Great Place to Work survey.
Raise is proud to be certified as a Great Place to Work for 2024-25.



Thank you to our Raise Research Advisory Council

The Raise Research Advisory Council (RAC) provides independent advice and guidance to support our research and evaluation strategy. We are grateful for the support of the RAC and for their commitment to Raise.



**Professor
Lucas Walsh**

As director of the Monash Centre for Youth Policy and Education Practice, Lucas is passionate about supporting young people to have the best opportunities to thrive. Mentoring is a powerful way of supporting young people – especially those in need.



**Penny
Dakin**

Penny is the Executive Director, Communities for Minderoo Foundation. She is a change maker and systems thinker. Penny's primary focus is on child & youth wellbeing; she supports Raise because of its understanding that all aspects of a young person's experience are interconnected and can potentially impact on individual mental health outcomes.



**Rachel
Christie**

Rachel is driven to inspire curiosity for evidence leading to actions that improve outcomes for people and communities in need. She supports Raise on the Research Advisory Council to contribute to the increased resilience and wellbeing of young people in Australia.



**Suzie
Riddell**

Suzie Riddell is the CEO of Social Ventures Australia. Suzie supports Raise because she believes that every young person in Australia deserves the opportunity to thrive, and the evidence shows that supportive mentoring relationships can help make that happen.



**Carolyn
Curtis**

Carolyn is an experienced CEO and Non-Executive Director, with 25 years of social policy and innovation experience. She is supporting Raise because of the need to move beyond professional service systems alone towards leveraging the wisdom, knowledge and infrastructure of our communities as a way of building more sustainable responses to our most pressing social issues.



**Anne
Hampshire**

Anne Hampshire is Head of Research and Advocacy at The Smith Family. She's passionate about working across organisations and sectors to create the conditions where all young people especially those in need, can flourish. Raise's early intervention approach resonates, as high quality mentoring can support young people's wellbeing, sense of belonging and confidence in a positive future.

References

Annual report, page 11

1. <https://www.beyondblue.org.au/media/statistics>
2. Mission Australia Youth Survey 2024 Report
3. Mission Australia Youth Survey 2024 Report
4. Mission Australia Youth Survey 2024 Report
5. Suicide Prevention Australia; <https://www.suicidepreventionaust.org/news/statsandfacts>.
6. Survey of Education and Work, ABS, 2024.
7. PwC for Alannah and Madeleine Foundation, page i.
8. Mission Australia Youth Survey 2024 Report
9. <https://www.mentalhealthcommission.gov.au/projects/childrens-strategy>
10. Mission Australia Youth Survey 2024 Report



Getting involved

2 easy ways to donate now

In response to supporting the vital services outlined in this Evaluation Report, you can make a donation online by scanning the QR code below or via EFT.

Via EFT

Account: Westpac Bank BSB: 032 097

Account number: 278 223

Payment reference: Your full name

To receive a receipt for donations via bank transfer, please email donations@raise.org.au with your contact details and quote the payment reference.

By scanning
the QR code ▶



Stay in touch

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Level 3/131 Clarence Street Sydney NSW 2000

ACN 134 207 275 • ABN 49 306 288 644

PO Box 3912, Mosman NSW 2088

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 raise.org.au/podcast

 linkedin.com/company/raise-foundation/

 instagram.com/raisefoundation/

 youtube.com/user/RaiseMentoring

Mentor with us

 raise.org.au/mentor

I went to Raise a connection made.
A new confidence in me was laid.
Every week we talked and shared
so special knowing someone cared.
Each week we had a special treat
a new friend and mentor to meet.
Time in the sun working through the book
hiding away in a sunny nook.
This opportunity so special for me,
my future is bright I now can see.

– 2024 Raise REimagined Entry