



Annual Report 2023

**Nurturing connection
and inspiring confidence**

The power of showing up
raise.org.au

raise 

“The program has been fun, friendly, and exciting for me because it’s nice to let my thoughts out because I don’t normally do that. I liked being in a setting that wasn’t about material things and just talking about goals and dreams because I don’t really do that with my friends. I liked seeing how adults and kids could have a good conversation because it lessened my fear of talking to teachers after talking comfortably and often to a trusted adult.”

– Ethan, Mentee



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 emerging 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.

Thanks to Newtown Highschool of Performing Arts for hosting our annual photo shoot and to the talented individuals who made it a success.



Contents

Letter from Chair and CEO	4	Celebrating programs	14	Fundraising and Partnerships	26
Thank you	6	School partner feedback	16	Raise-ing our brand	28
About Raise	8	How our program works	18	Summary KPI results	30
Why we focus on young people	9	Advocating for the young voice	20	Strategically bringing strength	31
A solution based on strengths	10	An inspired team	22	Strategic Impact Plan Summary	32
Our values in action	11	Mentor training	24	Financial accounts	33
Breaking records	12				

Letter from the Chair and CEO

Fostering connection

Many of us are missing strong connections in our lives right now. While we might embrace the benefits of working from home or readily enjoy the convenience of our hand-held devices, it inevitably means we interact less and spend more time alone. It's rare to see bus passengers engaging or smiling at each other – let alone looking up.

Connection is the heartbeat of thriving communities. It's the glue that binds families, the laughter between friends, the joy of children playing. Schools and universities thrive on lively group discussions to learn, while workplaces flourish when individuals collaborate. Senior citizens cherish visitors for sharing old memories and creating new ones. Positive community connections are vital – that's why young people need mentors.

Increasing loneliness and isolation are linked to the rising rates of mental health issues, homelessness, bullying, discrimination, and psychosocial issues in our society. To combat this, in 2023, Raise fostered more thriving communities than ever before. It was a record-breaking year for reach across the organisation.

We built connections by training over 1,600 adult volunteers together in groups; engaged more than 2,700 struggling young people in our programs; matched mentees and mentors in 210 schools; and gathered our team of over 100 staff together for a conference. We empowered connection in everything we did in 2023.

Inspiring confidence

We do one thing, youth mentoring, and we do it really well. Our mentoring creates eye-to-eye connection through heart-to-heart conversation, and we have proven the difference it makes for the past 15 years. In 2023, our program achieved a statistically significant impact for mentees in all four key outcome areas – help seeking skills, resilience, school belonging and hope for the future.

Our confidence comes from our consistent work to strategically improve our programs using strong analysis of quality data. Alongside our own data, we look forward to releasing the results of our independent outcome, process, and economic evaluation very soon. Early indicators demonstrate strong impact and learnings.

Most importantly, the young people in our programs are building confidence. We see increases in their ability to build relationships; to identify trusted adults and ask them for help; to set goals and celebrate when they achieve them; to come to school when they don't feel like it. All these milestones build a strong, lifelong foundation of confidence.

We want to sincerely thank our funding partners for being confident in us and the work we do. Their support gives us the confidence to reach higher and to keep growing, resulting in us tripling our impact over the past six years.



Consolidating growth

However, despite achieving ambitious growth targets and growing revenue year-on-year, we fell short of our fundraising target in 2023. We plan to use this as a momentary plateau to take stock and consolidate, and we have implemented a bottom-up budgeting approach for the next strategic period.

Consolidating in the current economic climate means optimising our operations for longer-term sustainability, efficiency, and effectiveness so we can continue to expand while replenishing our reserves, in line with our cash flow policy.

As such, our Strategic Impact Plan for 2024 is to partner with 180 schools, and positively impact 2,400+ young people through our mentoring programs. Alongside this, we're excited to ignite our ambitious Social Enterprise initiative.

Building with strength

Our school partners have faced significant challenges with severe teacher shortages and issues affecting their Wellbeing Teams. In response, we will continue supporting them with strength and, alongside this, we are extending our support to the broader community through our Social Enterprise initiative. We will commercialise assets, such as our Mentor Training Courses, for community groups, individuals and corporate partners to purchase.

We will also offer paid and subsidised youth mentoring and counselling services to the wider community. The demand for youth support is incredibly high, and with our team of 50+ professional counsellors and psychologists available to provide more hours of support, we can help meet that demand in an effective and impactful way.

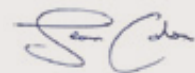
"These new strategies align with our goal of growing sustainably and building with strength. Simultaneously, our Organisation Design project will investigate potential savings and efficiencies to increase the effectiveness of our program delivery model; we will pursue stronger and longer government partnerships, potentially training schools and their communities in youth mentoring skills; and grow our brand awareness to bring more volunteer mentors and sustainable funding to our organisation."

Every young person deserves someone to talk through their challenges with. We remain unflinching in our resolve to provide a trained and trusted mentor to every young person in Australia who needs one.

Thank you for the part you play in bringing that to fruition.



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



Philanthropists

Marilyn and David Boyer
Tim and Stacey Bishop
John and Nicky Caliguri

Crookes Family Foundation
Farrell Family Foundation
Fuchs Family

Graf Family
Liz and Walter Lewin
Moller Family Foundation

Chris Allenby
Chris Bond
Matt Clarke
Su and Morrice Cordiner
Kristina Giuffre
Halstead Family

Harvey Family
Justin Liberman
Jun Bei Liu
Peter and Elizabeth Moore Foundation
James N. Kirby Foundation
Alex Small

Valerie Stuart
Todd Family Foundation
Andy and Rosie Wade
David and Juliet Walker
Shemara Wikramanayake
and Ed Gilmartin

Ball Family
Steve and
Carrie Bellotti
Andrew Birch
Briscoe Family
Garry Browne AM
Boyarsky Family
Earl Family

Eckowiz Family
Bruce Fink OAM
Stuart and
Emma Fox
George Family
Griffiths Family
Jorritsma Family
Joyce Family

David and
Julie Knowles
Mervyn Levin
Levins Family
Foundation
Lewis Family
Geoff and
Carly Lloyd
McGillivray Family

Isabel de Meur
and Rob Hanmer
Pascoe Family
Ian and
Yasmine Poole
Pridham Family
Reede Family
Reemst Family
Roche Family

Solsky Family
David and
Michele Southon
Dominic and
Emma Stevens
Sandi and
John Szangolies
David Thodey
Cooper Tuxen
Foundation

Chris Vaughan
Geoff and
Karen Wilson
Mel and
Simon Wright
2 x Anonymous
donors

Major Partners



The Fred P Archer
Charitable Trust

Partners



The Flora &
Frank Leith
Charitable Trust



Mary Alice
Foundation



Raise Supporters



Morgan Stanley



In Kind Partners



About Raise Foundation

We are amid a youth mental health crisis in our country. 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.

Purpose

Raise significantly improves youth wellbeing

Mission

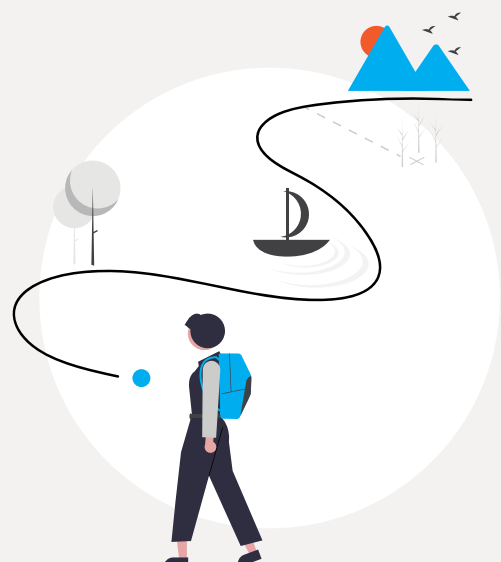
by connecting trained and trusted mentors

Vision

with every young person in Australia who needs one.

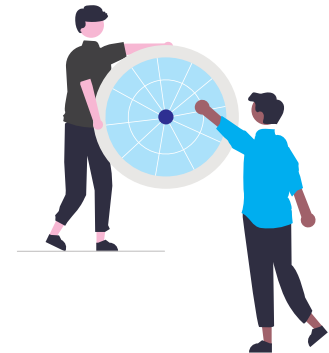
Impact

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 help¹



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 6
young people feel
negative or very
negative about
the future⁴

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

1 in 12
young people
are disengaged
from education
and work⁶

1 in 4
young people
will experience
bullying
at school⁷

This is an urgent crisis, and the economic impact of these problems is substantial.

At Raise Foundation, we believe it is within our power to do something about these social issues.

**Stress,
mental health,
and relationships
are the top issues
of concern⁸**

A solution built on strengths



We put young people first

Understanding the issues they face with disengagement and poor wellbeing, and providing the support they want, we empower young people to manage and cope with challenges today and in the future.



We are youth mentoring experts

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



We are trusted, safe and reliable

Giving young people access to a trusted, independent person who shows up every week, just for them, we are providing a safe space supervised by a degree qualified professional.



We deliver programs that work

Using a rigorous approach to monitor and evaluate our programs, and prove and improve our impact, we see significant growth for young people in help seeking, resilience, school belonging, and hope for the future.



We bring everyone together

Connecting with schools, donors, businesses, and government we are creating thriving communities for young people right across our country by upskilling everyone in youth mentoring skills.



We find better ways

Collaborating with an innovation lens, we are constantly developing new approaches, exciting initiatives, and efficient ways to 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



Be Courageous

– we are imaginative,
driven, progressive,
confident



Show Heart

– we are kind,
passionate, sincere,
empathetic



Give Respect

– we believe
in acceptance,
equity, inclusivity



Practise Integrity

– we operate
with authenticity,
accountability,
transparency



Bring Vitality

– we are positive,
fun, energetic,
inspiring



Deliver Excellence

– we are
evidence-based,
responsive, consistent,
experts in our industry

Leading the way and breaking records

Building accumulative reach



8,878

mentors trained
since we started
in 2008



13,698

young people
mentored
since 2008



110+

passionate and
professional
team members



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

Connecting trusted mentors



A record

1,605

new mentors,
defying the decline
in volunteering
across Australia



Includes

392

university
students,
the workforce
of the future



Inspired

792

experienced
Raise mentors
to volunteer
with us again



A record

2,193

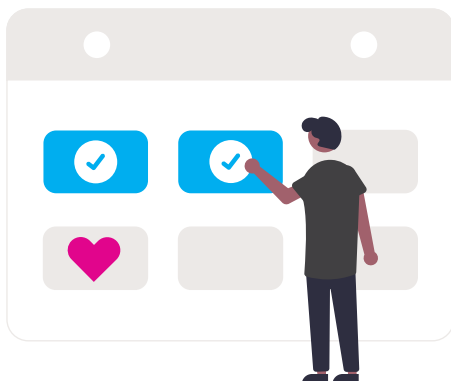
Raise
mentors
volunteered
in total

**"The connection between me and my mentor
made everything so easy and made me feel safe and supported."**



Creating an impact

- Achieved statistically significant outcomes in all four key outcome areas, an unprecedented accomplishment
- Released our Raise Foundation Evaluation Report in the same year of operation – [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
- Delivered an organisation-wide conference for our staff team for the first time since 2019



Taking our organisation to the next level

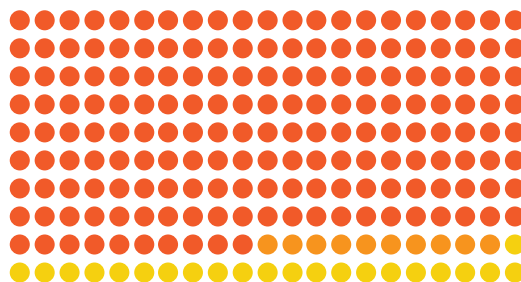
- University of Melbourne and the Social Outcomes Lab, funded by the Australian Government Department of Health, independently evaluated our programs and outcomes with a final report which will be launched in early 2024.
- Improved mentee safety with enhanced reporting policies, mentor/staff screening 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.
- Tested program delivery throughout the year with varied start cycles to assess the feasibility of an “always on” model for our youth, schools, and mentors.
- Piloted our new online “Raise Community” mentoring initiative by matching 27 young individuals from the community with a Raise Mentor, broadening our impact by leveraging our qualified Program Counsellors as Mentors outside of schools.
- Engineered our Social Enterprise strategy to amplify community impact and generate income from internal talents, skills, assets, and resources.

Celebrating achievement in programs

We have so many achievements to celebrate. Here's a snapshot of our program delivery numbers in 2023. .



Provided youth mentoring support across 7 states and territories
Delivered our program in a record 210 school communities



178 in person 10 online 22 group



2,744 young people commenced in our programs



2,541 young people graduated from our programs across all delivery modes



Provided individual matched mentoring support for a record 2,238 young people



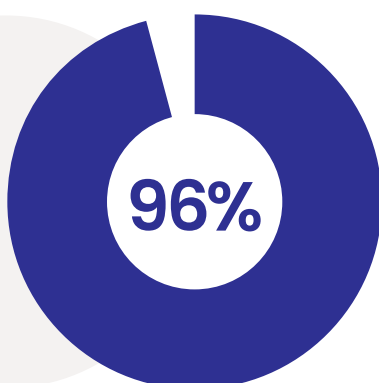
2,055 mentees graduated from the program including mentees who commenced the program late



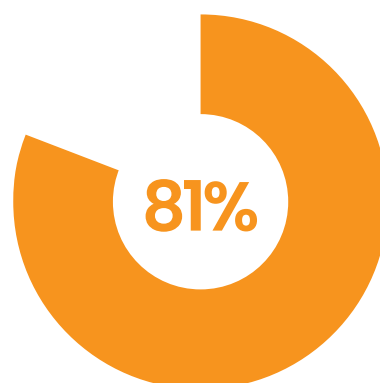
Provided Group mentoring support for 506 young people



1,934 mentees graduated from the program who completed the full program, which is 86% match retention rate



486 young people graduated from our group mentoring program, which is a 96% retention rate



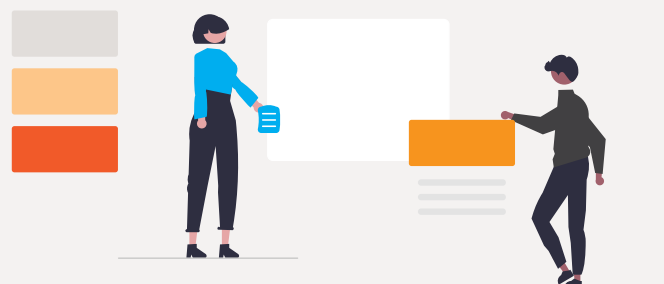
Achieved an 81% overall attendance rate across all our mentoring programs

Program and Match Summary 2023

2023	No. of Programs Planned	No. of Schools	No. of matches made	No. of Matches Graduated (all year)	No. of Matches Graduated (incl. partial)
BAU/online					
ACT	4	4	41	36	37
NSW	100	98	1221	1066	1148
VIC	35	35	417	356	374
QLD	24	24	276	220	233
WA	9	9	102	95	97
SA	12	12	145	128	131
TAS	4	4	36	33	35
Sub Total	188	186	2238	1934	2055
Group/YIM	22	22	506	486	486
TOTAL	210	208	2744	2424	2541

Program Summary Delivery Model 2023

2023 Programs	Online	Group/YIM	In Person	TOTAL
ACT	0	1	4	5
NSW	8	7	92	107
VIC	2	5	33	40
QLD	0	4	24	28
WA	0	4	9	13
SA	0	1	12	13
TAS	0	0	4	4
TOTAL	10	22	178	210



School partner feedback



HENRY KENDALL HIGH SCHOOL

Principal – Andrew Backhouse

RAISE MENTORING

Dear Janelle,

We are incredibly thankful for Raise mentoring. The program has had a strong impact on our student's confidence, self-esteem, and willingness to step out of their comfort zone. The weekly time for students to communicate with their mentors allowed them to feel valued, heard, and empowered. From the initial meeting through to the graduation, and program, facilitator, Ness, has been invaluable to the flow of the program and built its reputation among the student body. The mentors are wonderful, kind and insightful people and we valued every minute of their participation and care for our students.

It has been a privilege to be able to offer the program at our school. Our first graduation is a core memory that will fondly sit in the highlight reel of 2023. Raise will now be embedded as a key contributor to student wellbeing and we look forward to our continued partnership in 2024.

Andrew Backhouse
Principal

Teagan Hoole
Head Teacher Student Services

10 November 2023



16th of November, 2023

Raise Youth Mentoring Program – Oberon High School

Oberon High School would like to express their immense gratitude in being involved in the RAISE Youth Mentoring Program in 2023. It is an extraordinary initiative that has had an undeniable impact on the students who were lucky enough to be part of the 24 week program.

From the very beginning, the program exhibited a commitment to fostering the development of meaningful relationships, creating an environment where students were able to build connections and open up. The mentors assigned to Oberon were selfless and committed, each bringing a wealth of experience and guidance to the program.

The impact of the RAISE program on Oberon's development has been nothing short of transformative. The personalised mentorship received by all students instilled a sense of confidence and resilience. The mentors went above and beyond, addressing crucial life skills, goal-setting, and emotional intelligence. This holistic approach supported each of our students, on their journey to becoming well-rounded individuals ready to face the challenges of the future.

I wholeheartedly recommend the RAISE Youth Mentoring Program to other schools without reservation. The positive outcomes experienced by Oberon students are a testament to the program's effectiveness. The dedication of the mentors and the carefully curated program has proven to be instrumental in equipping these young minds with the skills and confidence needed to navigate the complexities of adolescence and beyond.

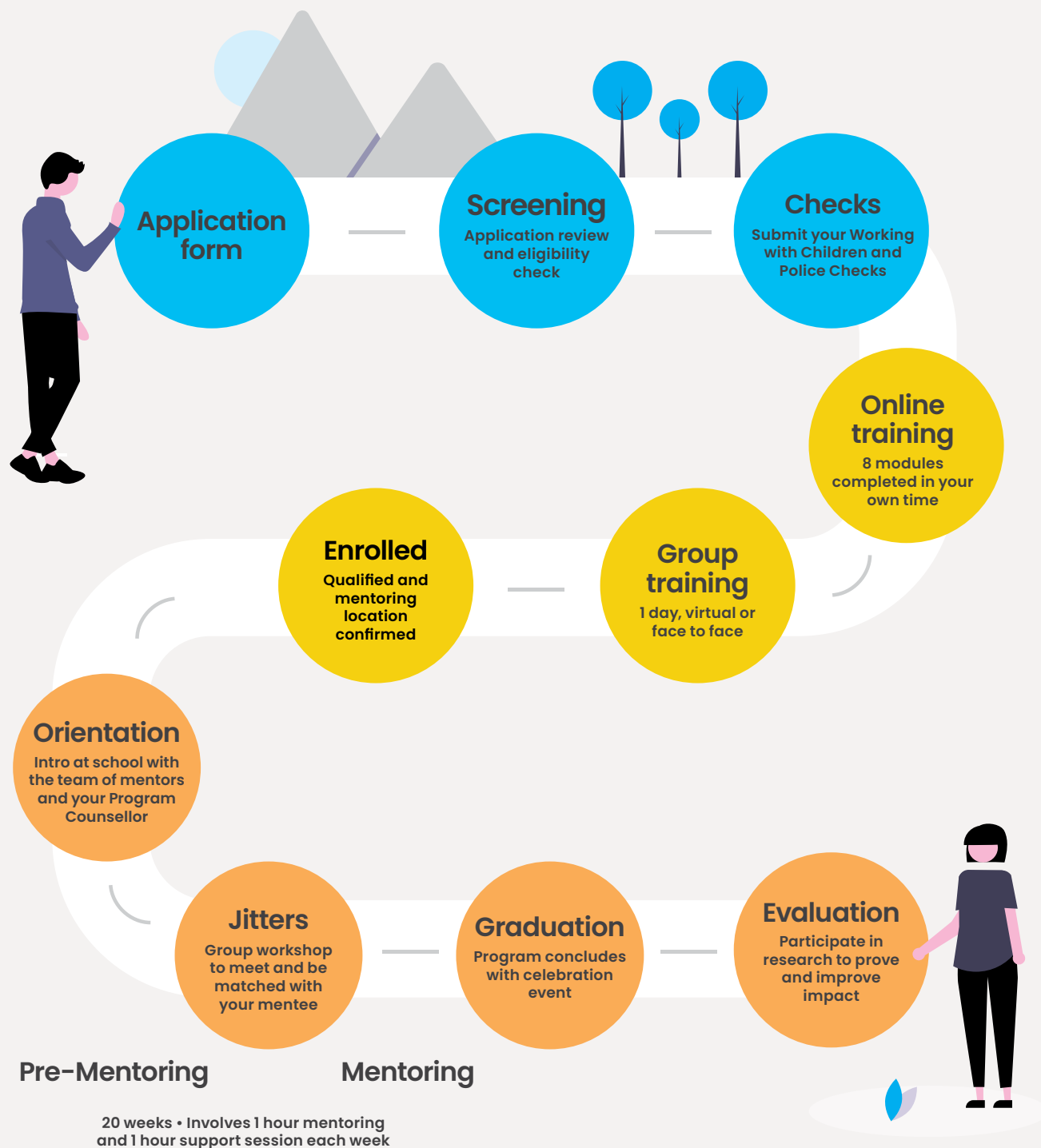
The RAISE program has not only met but exceeded our expectations. It has set a benchmark for youth mentoring programs, proving that investing in the holistic development of students produces remarkable results. Oberon's journey with RAISE has been a beacon of inspiration, and I am confident that this program has potential to positively impact countless other students across different schools.

Yours sincerely,

Tess Ellard

Year 7 & 8 Sub School Manager

How our program works for mentors...



...and mentees!



Advocating for the young voice

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

We engage both current and alumni mentees. Alumni mentees capture the long-term impact of our program and have established a Youth Ambassador program to provide an outlet for other young voices. This year, as part of our 'Mentee' video campaign, we also filmed alumni mentees, including Alec about the long-term impacts of Raise mentoring.

In addition to the voice of our mentees, we actively engage our Youth Advisory Committee (YAC). The YAC is made up of young people aged 18-25 who are highly skilled, ambitious, and passionate about the wellbeing of young people.

Our YAC is always eager to share their ideas and experiences and have been pivotal in not only shaping future Raise programs but implementing a by-youth design mentality in our organisation.

The role of the YAC

The YAC collaborates on projects with various teams across the organisation by providing insights from the young 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 to our 2023 YAC members

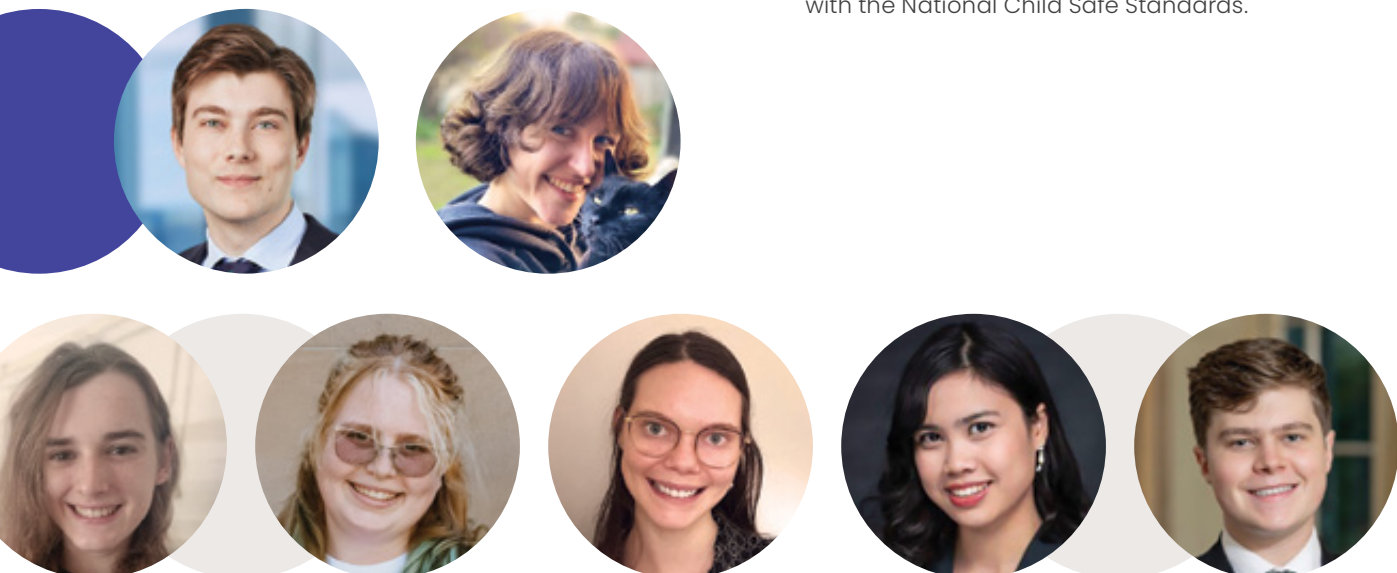
We'd like to thank our 2021-22 YAC members, who completed their role with us in June 2022: Angelica Olinnaka, Cassandra Bentley, Ciaran Foster, Layla Eatber, Leonie Nahhas, Lisa Lewis, Gabi Stricker Phelps, Teyarnea Griffis and Vince Chen. You have all made invaluable contributions to Raise.

Welcome to our new YAC members

Toby Caro, Milena Shvedova, Leah Page, Lilian Meyer, Tianna Jones, Dillon Harris, Aidan Walker, Rebecca Le, Charley Ellwood, Rahim Mohammadi and Justin Nguyen. We are so grateful to have had your expertise in our village in 2023.

Some projects our YAC contributed to this year includes:

- Leading a panel discussion at the Raise Mentor Thank You Summit
- Supporting our Diversity and Inclusion Strategy
- Providing feedback on our new revised Group Mentoring curriculum
- Identifying approaches to re-engage with Raise graduates
- Working with our Volunteer Engagement Team to attract younger mentors through partnerships with community organisations
- Developing guidelines for partnerships in line with our Raise values to support our Fundraising Strategy
- Reviewed Raise's Youth Safety Framework in line with the National Child Safe Standards.



Our second Youth Summit

Our second 'Youth Summit' in September 2023 was co-hosted with our Principal Partner, Salesforce. The summit hosted 35 young people from 6 different schools for a one-day design thinking workshop.

Raise's Youth Summit plays a crucial role in capturing feedback from young people, ensuring their input is embedded in the continuous design and enhancement of our program delivery.

Our 35 young participants in grades 9 and 10 were from 6 Sydney School Partners – Parramatta High School, Randwick Boys High School, St Ives High School, Dulwich High School of Visual Arts and Design and Killara High School. Some were graduate mentees, and some were new to our organisation.

The group were given real challenges – such as building mentoring relationships, increasing engagement in online delivery, and growing school fundraising opportunities. Working together, they applied design-thinking to develop creative solutions with invaluable mentoring and input from the Salesforce experts. The day ended with a 'Shark Tank' exercise, where each group had the opportunity to pitch their idea back to the cohort.

Salesforce, alongside our Youth Engagement Facilitator, played a fundamental role in making the summit a fun, engaging, supportive and well-structured day, with the help of the Raise Programs Team. A true collaborative partnership was formed as Salesforce and Raise worked together to develop the content, agenda and materials for the day.

Engagement was extremely high, with unanimous positive feedback from participants. It made evident what we know to be true – creative initiatives inspire and empower young people.

The team can't wait to run more Youth Summits in other states throughout 2024, as well as another in Sydney.



An inspired team

“Our work culture is collaborative, creative, kind, compassionate and respectful.”

– feedback from our 2023 Team Culture Survey

Raise is an inspiring place to work. In 2023, our exceptional team supported a record-number of young people, and recruited, trained and onboarded more volunteer mentors than ever before.

We are proud of the work environment we’ve collectively created and nurtured at Raise. In this year’s Team Culture Survey, team members described Raise as a rewarding place to work, where they are inspired by our leadership and vision, and find deep meaning in the work they do. A remarkable 95% of employees told us that they are happy working at Raise, completely or most of the time.

In terms of progress, we agreed and acted on our Diversity, Equity and Inclusion plan following our successful National Team Conference. We’re focusing on three initial priorities: Accessibility Inclusion; LGBTQIA+ inclusion; and Racial and Cultural Inclusion.

Cross-team forums have already put our plan into action. We’ve partnered with Minus18 for LGBTQIA+ inclusion training; attended our first ever Mardi Gras Fair Day; running an audit of the language we use at Raise; reviewing accessibility support for people within our programs; and started work on our Reconciliation Reflect RAP. We look forward to sharing our further progress on these initiatives.

Our volunteer mentors

We partner with volunteer mentors each year who generously give their time, skills and talents. In 2023, our largest team of 2,193 volunteer mentors helped us create more impact than ever before.

Despite Volunteering Australia reporting a decline in volunteering across the country, we’ve proudly maintained or grown our numbers year-on-year. Volunteers play an integral role in our Raise village, and we hope to engage more volunteers as we continue to do vital work empowering young people across the country.

We are proud that our Volunteer Engagement Team won the Volunteer Leader of the Year Award from the Centre for Volunteering at the NSW Volunteer of the Year Awards. Their ability to nurture, inspire and engage our volunteer mentors is second to none.

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, **Fundraising Advisory Council**, chaired by Andrew Birch, **Research Advisory Council**, chaired by Professor Lucas Walsh, and **School Advisory Council** chaired by Tamara Salamacha.



**Leadership Team:**

- Matt Clarke
- Vicki Condon AM
- Tamara Salamacha
- Allison Salmon
- Lucy Snowball
- Adelaide Thompson
- Kathleen Vella

Board of Directors:

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

Patron's Advisory Council:

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

Research Advisory Council:

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

Youth Advisory Council:

- Amira Skeggs
- Tianna Jones
- Lilian Meyer
- Leah Page
- Toby Caro

School Advisory Council:

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

Ambassadors:

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



Mentor training

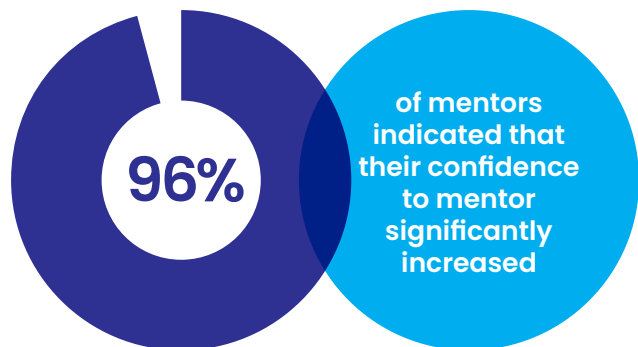
The Raise Village is thriving. This year 1,605 new mentors joined our dedicated returning mentors to reach more young people than ever.

These remarkable people commit 2 hours per week, for 6 months, to make a profound impact on the lives of young people by generously sharing their time and talents. Our Raise Mentors understand the weight of this commitment, and so do we.

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

Raise Foundation is the only youth mentoring organisation in Australia that offers extensive mentor training – including 8 online modules and a full day of group training – to supplement our robust screening processes.

Our industry-leading training builds skills in communication, mental health, youth safety, youth culture, and, importantly, what it takes to be a trustworthy mentor. The feedback that we receive on the quality of our training speaks for itself.



Feedback from post training evaluation:

"I wanted to give you some positive feedback – I've done loads of courses and created my own online and this one was fantastic! It was delivered in an easy-to-follow format – the best part was going through the conversation scenario – I am a counsellor and I think this will really benefit those that are not trained in communication skills. Well done to the people that created it!"

– Karen, Mentor



Creating a ripple effect

We've discovered that our mentors also apply the skills they learn in our training and mentoring programs to other parts of their life.

94% of mentors told us that they learnt skills that they could apply in their personal relationships.

For our corporate mentors (volunteers that mentor with Raise via their workplace), 94% told us that they learnt skills that they could apply in their workplace.

An impressive 96% of university placement students also told us that the training they received with Raise complemented their studies. We're proud to be upskilling a generation of students in youth safety and mentoring skills and creating a long-term impact.



Enhancing safety standards

Our rigorous safety practices are continually reviewed and improved. Alongside completing our best practice Raise Youth Mentor Training Course, Raise Mentors complete the compulsory Working with Children Checks and National Crime Checks relevant to their states.

This year, Raise partnered with Oho, the first always-on national verification system to enhance our volunteer screening processes and enable us to quickly identify individuals who do not meet our selection criteria.

Creating connection

We're delighted that 93% of mentors reported feeling an improved connection with their community and expressed a greater likelihood of volunteering after mentoring with us – demonstrating Raise's impact in fostering strong, connected, and thriving communities.

We continue to connect with other private, public and not-for-profit organisations across the sector to support them with Mentor Training for staff and volunteers. We're committed to upskilling more people in formal and informal mentoring, knowing it contributes to nurturing communities built on hope and empowerment.

This belief sparked our Strategic Impact Project team's resolve to resource and implement our Social Enterprise initiative in 2024. Watch this space!

Fundraising and partnerships

It takes a village to raise a child, but not every young person has a village around them. That's where we, the Raise Village, show up.

We want to sincerely thank our incredible village of partners, donors and supporters whose kindness and generosity enable and empower us to connect with young people and inspire hope, strength and confidence. To all the people, families and organisations who fuel our mission with their generosity, we thank you.

Each year we're humbled by the supporters who've included us in their philanthropic giving since the beginning. Consistent commitment each year helps us continue to grow, year-on-year and it's because of your support that we're able to achieve groundbreaking results and show up for young people in a meaningful way.

Partnerships that bring strength and confidence

Our strong and mutually rewarding connections with our corporate partners stem from their commitment to contribute:

Time – critical mentors in a time of volunteer scarcity in Australia

Treasure – program sustainability through fundraising and donations

Talent – sharing best in class resources and creative commercial solutions

Our Transformational, Principal, Major, and Champion Partners are an intrinsic part of our organisation. Their comprehensive strategies and long-term investments have facilitated our sustainable growth and maximised our impact.

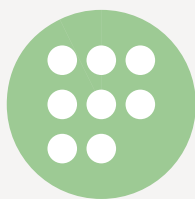
The special support from our In-Kind Partners has played a pivotal role in providing us access to out-of-home and TV media opportunities, crucial for enhancing brand awareness.

Support by numbers



2

Private dinners



8

Principal partners



30

Corporate partners



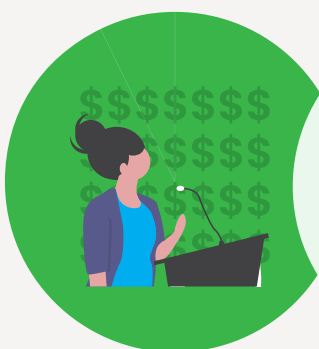
33

Trusts and foundations



61

Philanthropists



4

Private and corporate fundraising events raising over

\$900,000

700

Participants in *Stride for Life* raised over

\$65,000



Summary of support

- 8 visionary transformational and principal partners who empower our sustainability and our future planning capability (Australian Government Department of Health, Z Zurich Foundation, Goodman Foundation, Salesforce, Priceline Sisterhood Foundation, Canaccord, Future Generation, Macquarie Foundation)
- 30 incredible corporate partners sponsor young people through program sponsorship
- 2 corporate events – Tribeca Spring Lunch and BTIG Trading Day which raised over \$220,000, hosted by our Non-Executive Director, Jun Bei Liu
- 2 very special private dinners – One hosted by our Non-Executive Director Tim Bishop and his wife, Stacey, attended by incredibly generous philanthropists and matched by Macquarie Foundation. Another hosted by Sydney Airport with our Patron, David Gonski AC, and CEO, Geoff Culbert, with special philanthropists, including an extraordinary tour of the airfield.
- 125 guests attended our annual Patron's Lunch hosted by David Gonski AC with special guest speaker Kelly Bayer Rosmarin, CEO of Optus
- 33 philanthropically minded Trusts and Foundations generously giving to improve the health of young peoples' wellbeing
- Numerous community-minded clubs and council grants right across the country
- 11 loyal Regular Givers who enable us to plan and utilise funds where we need them most
- The return of our Sparkle Ball with generous sponsors, prize givers and guests who raised enough for an additional 100 mentees in our program
- Our first Facebook fundraiser, Stride for Life, that had over 700 participants and raised \$65,000
- Our Inaugural Social Impact Forum which saw like-minded ESG and CSR experts gather, share and brainstorm ideas to increase Australia's social impact through corporate Foundations

Below: (clockwise from top left) Patron's Lunch, Social Impact Forum, Tribeca Spring Luncheon, *Stride for Life*, Sydney Airport Dinner.

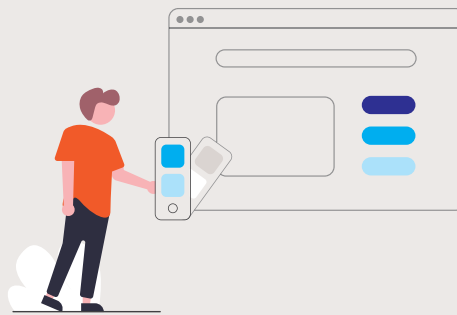


Raise-ing the brand

In 2023, the Raise Marketing team achieved some significant milestones. We delivered the inaugural Raise Mentoring Summit, revamped our quarterly newsletter, and launched two new video campaigns – a standout of which featured Alec, an alumni mentee, reflecting on the life-changing impact of his Raise mentor seven years on.

The Raise Mentoring Summit, hosted in November, was a gesture of gratitude to our supporters. From a Q&A with Ben Crowe to a panel discussion with a mentor, school contact, alumni mentee, and Program Counsellor, the summit was a triumph. Not only did it solidify our brand and establish us as thought leaders but allowed us to connect directly with our Raise Village.

To ensure we continue to connect with our audience in a meaningful way, we implemented a new content strategy for our quarterly newsletter – rebranded as 'The Bubble'. We also created a fresh 'Letters to My Mentor' campaign featuring high-profile media personalities, leveraging their influence to raise brand awareness with a broader audience in an engaging way.



A highlight for us was the supporting 'Mentee' campaign, showcasing the lasting impacts of mentoring. Alumni mentee Alec shared how he's thriving personally and professionally seven years later, thanks to his Raise Mentor who helped him change the course of his life. It's a testament to the power of the work we do and an incredibly proud moment for Raise, captured on video. [Watch the video here.](#)

As part of our volunteer recruitment strategy, we tested several email drip campaigns targeting three key audiences: those who had expressed interest but never mentored, past one-off mentors, and those who recently applied. We experimented with different ways to create deeper engagement, sharing dynamic content and more frequent, targeted updates. Our learnings will enhance our strategy moving forward.

In 2024, we'll also be uniting our Marketing and Fundraising Teams in a strategic move to consolidate operations, foster growth, and ensure sustained delivery of impactful strategies. As always, we'll work together to innovatively Raise the brand so we can continue to transform the lives of young people.

Below: Our 2023 Mentoring Summit hosted by Mark Beretta – branding and Instagram post. Opposite page, bottom: Alumni Alec greeting his mentor in our showcase video.

raise 
Mentoring
summit 2023

Proudly supported by



raise  Mentoring
summit 2023

Partner spotlight: JCDecaux

A heartfelt thank you to our invaluable in-kind partner, JCDecaux. Your steadfast support for the past three years has been instrumental in our marketing strategy, with the assets you provide becoming a cornerstone in our mentor recruitment efforts. We're awed by how many mentors sign up after seeing our bus shelter collateral – a testament to the undeniable reach and influence of this type of media. This level of exposure would be unachievable for us without your support and contribution. Thank you to all the JCDecaux team – you're deeply appreciated.



raise 



"My mentor taught me to love what I have right now and to be grateful."
– Alison Brahe-Daddo
Podcaster and Raise Ambassador

Help support a young person

Volunteer to mentor
raise.org.au
The power of showing up



Summary KPI results 2019 to 2023

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	2023 Actual	2022 Actual	2021 Actual	2020 Actual	2019 Actual
Number of mentoring matches	Increase yoy	2,744	2088	2124	1321	1027
Number of programs (schools)	Increase yoy	210	180	155	74	86
Match retention rate (within program)	>90%	86%	88%	74%	94%	94%
Mentees enjoyed the program	>90%	97%	99%	98%	98%	99%
Mentees would recommend Raise	>90%	93%	96%	94%	93%	97%
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*	N/A	N/A
Mentors enjoyed the program	>90%	97%	98%	N/A	98%	98%
Mentor likelihood of referring Raise to a friend	8/10	9.7/10	9.8/10	9/10	9/10	9/10
Mentor training rated favourably	>90%	100%	93%	99%	99%	98%
School satisfaction with program	>90%	98%	100%	100%	100%	100%
Mentor retention rate (yoy)	>50%	32%	51%	52%	48%	31%
% Increase reach (schools)	Increase yoy	16%	16%	61%	22%	5%
Schools requested program again	>95%	97%	98%	95%	98%	100%
Staff team engagement with vision and purpose	>90%	96%	91%	97%	99%	88%
Staff team retention rate	>90%	69%	75%	80%	93%	83%
Expense budget maintained	<100%	93%	94%	87%	93%	93%
Fundraising budget achieved	>100%	73%	82%	94%	95%	92%
Fundraising growth	>20%	-1%	4%	7%	42%	16%
Direct match cost	\$2,000	\$3,300	\$3,881	\$2,791	\$3,208	\$3,826

* Only for mentees who started with a low score in the outcome at the start of the program

Note 1: industry standard Match Retention Rate is 65%

Note 2: purposely held steady at ~1000 matches in 2019 while capacity building in preparation for reaching more young people

Note 3: Match cost blow out between 2019-2020 is as a result of capacity building in preparation for reaching more young people

Strength in strategy

Our Strategic Impact Plan ensures we remain true to our organisational vision, values and core principles. As we expand our reach, it helps us 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

Services

Raise Youth Mentoring Programs

Deliver early intervention youth mentoring
programs for 28,000+ young people
in high schools nationally
(Raise Mentoring, Raise Group)

Raise Centre for Youth Mentoring

Deliver best practice training in youth
mentoring skills for 17,000+ people and
provide youth mentors and counsellors
as a paid online service (Raise Learning,
Raise Community, Raise Counselling)

Projects

Organisation Design

Raise Learning

Raise Community

Values



Deliver
Excellence



Show
Heart



Be
Courageous



Practise
Integrity



Bring
Vitality



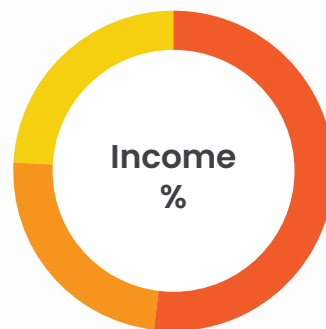
Give
Respect



Raise Foundation – income and expenses summary 2023

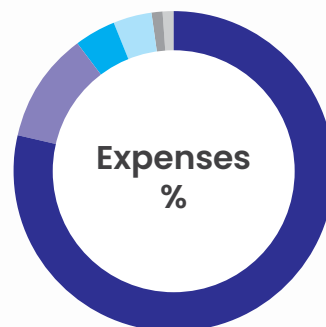
% Income Summary

52	Corporate	\$4.383m
24	Private and Community	\$2.045m
24	Government	\$2.035m
0	Other income	\$32k
Total Income		\$8.495m



% Expenses Summary

78	Employee expenses	\$7.049m
11	Administration expenses	\$1m
4	Technology expenses	\$390k
4	Other expenses	\$351k
1	Depreciation expenses	\$92k
1	Cost of charitable activities	\$112k
0	Finance costs	\$4k
Total Expenses		\$8.998m



Audited accounts 2023

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2023

	2023 \$	2022 \$
Revenue and other income	8,464,060	7,448,221
Finance income	31,136	4,158
Employee expenses	(7,048,734)	(6,503,317)
Depreciation and amortisation expense	(92,224)	(90,940)
Bad debts recovery/(expenses)	15,000	(15,000)
Insurance	(139,243)	(90,044)
Marketing expense	(172,753)	(155,819)
IT expenses	(389,782)	(580,904)
Together 4 Youth costs	(624,508)	(325,128)
Conference expenses	(78,556)	(32,249)
Fundraising costs	(111,934)	(85,576)
Other expenses	(350,779)	(206,546)
Finance expenses	(4,521)	(7,164)
Surplus/(deficit) before income tax	(502,838)	(640,308)
Other comprehensive income for the year	—	—
Total comprehensive income for the year	(502,838)	(640,308)

Audited accounts 2023

Statement of financial position

For the year ended 31 December 2023

	2023 \$	2022 \$
Assets		
Cash and cash equivalents	3,271,666	4,007,939
Trade and other receivables	107,338	239,934
Other assets	107,375	37,601
Total current assets	3,486,379	4,285,474
Property, plant and equipment	14,067	16,551
Right-of-use assets	86,354	172,711
Other assets	37,538	—
Total non-current assets	137,959	189,262
Total assets	3,624,338	4,474,736
Liabilities		
Trade and other payables	657,484	543,344
Lease liabilities	100,669	96,489
Employee benefits	229,781	167,102
Contract liabilities	91,700	570,037
Total current liabilities	1,079,634	1,376,972
Lease liabilities	—	100,669
Employee benefits	59,581	9,134
Total non-current liabilities	59,581	109,803
Total liabilities	1,139,215	1,486,775
Net assets	2,485,123	2,987,961
Equity		
Settlement sum	10	10
Other reserves	144,076	144,076
Retained earnings	2,341,037	2,843,875
Total equity	2,485,123	2,987,961







Evaluation Report 2023

Building confidence and connection
so communities can thrive



A note from our Data and Youth Insights Director

Building confidence and connection so young people and their communities develop the skills to thrive.

“You can talk about things you don’t normally get to talk about, with an anonymous person to everyone else, but a special person to me.”

Powerful words that sum up what the mentoring experience means to a young person in need. In 2023, Raise provided individual mentors to 2,238 young people across Australia and supported a further 506 in our Youth Introduction to Mentoring 10-week group mentoring program. This was the highest number of young people reached in one year (2,824) as well as the highest number of school communities we worked within (209). I am delighted to share with you the impact Raise has made in 2023 for our mentees and their families, our mentors and the wider community.

For young people in Raise Youth Mentoring programs, we saw strong results across all our four key outcomes areas, with statistically significant improvement in each and every one. What was particularly apparent this year was the strength and breadth of this improvement, with 1 in 6 mentees improving in all four areas, compared with 1 in 9 in 2022.

At the centre of the Raise impact is the mentoring relationship between a young person and a trained and supported volunteer mentor. Our mentors and program counsellors are equipped with the skills to build safe, inclusive and supportive environments. In 2023, Raise mentees again told us they felt safe talking to their mentor (98%) and supported by their Raise program counsellor (97%). This creates the conditions to deliver the impact we see.

We continue to build on our university partnerships to support the skill development, confidence and capacity of the mental health workforce of the future. We partnered with 46 educational institutions to train and support 392 student mentors. The clear impact being a Raise mentor has on students’ confidence and capacity to join the workforce, gives us hope for the future.



Our Raise community spreads beyond the mentee and mentor match, into the support networks mentees gain and the skills they take home to their families. We know mentors use the skills they develop through mentoring in their homes, in their workplace and in their communities.

For the first time, this year we have started to quantify the ripple effect of mentoring on a mentor. We have found that each mentor, on average, supports **at least** one additional young person as well as **at least** one additional adult in their lives. As we expand into different training offerings, we have strengthened our measurement of the outcomes volunteer mentors experience through training and mentoring with Raise.

This year we captured two psycho-social safety measures, with strong results in both. With a growing expectation that workplaces provide physical and psychological safety for their employees and actively support the wellbeing of their teams, we are thrilled that Raise mentors are more confident to support others' wellbeing in the workforce (91%) and able to create safe and inclusive environments (85%).

This year marked the second year of the Raise independent evaluation, with data collection and analysis being undertaken to support the impact and economic evaluations. We have already been using the process review undertaken in 2022 to inform our program improvement and further strengthen the experience and outcomes for mentees and mentors. We are looking forward to sharing the findings of the independent evaluation in early 2024 and using the recommendations to improve our effectiveness and our quality.

For many young people in Australia, stress is at school and at home, when they look at what is going on in the world right now and what is to come in their future. And while the fear about lockdowns or a return to remote learning has diminished, the worry about financial and housing insecurity is rapidly increasing. We saw large increases in the prevalence of households' stressors, as well as discrimination, bullying and mental health issues. We know what we're seeing at Raise is a snapshot of what is happening for young people right across Australia, demonstrated again in this year's Mission Australia Youth Survey.

For many adult Australians, their sense of connection and social cohesion is decreasing. They are feeling more pessimistic about the future and less connected to Australian society. Loneliness is increasing and is described as one of the most pressing public health priorities in Australia. The decline in formal volunteering accelerated due to the disruption of the Covid-19 pandemic (36% in 2019 to 27% in 2022), at the same time informal or local-scale volunteering is increasing.

I hope as you read through this year's Raise Evaluation Report you will consider what improved connection and confidence can create, starting at the individual relationship between a young person and their mentor and rippling out into their many different communities across our country.

We know how great the need is, but at Raise we are proud to be contributing to so many parts of the solution.



Lucy Snowball

Lucy Snowball

Data and Youth Insights Director


How to engage with this Evaluation Report

Often, evaluation reports can appear like a series of figures and diagrams without a meaningful story, and we find ourselves wondering 'why does this matter?' What is the purpose of a report like this, and why is it important? At Raise, the data we collect from our program participants – our mentors, our schools, our staff, and most importantly, our young people, is our vehicle to demonstrate the positive impact our program has each year, and where we can enhance our delivery to serve the needs of our mentees. Young people are at the centre of everything we do at Raise, and we need their voices to guide us. Without asking, we can't know, and without knowing, we can't improve.




This report outlines how and why we collect data from our key stakeholders, our processes and models of collection and our outcomes for 2023. We tell the story of the impact of our mentoring program across Australia with statistics, comparative examples, and anecdotal quotes direct from our program participants.

Reading through this report will provide a clear understanding of how successful our programs were in 2023, the key themes, and what we learnt. We use these stories as our map moving forward for bettering our youth mentoring programs in 2024 and beyond.



"After the first lesson I realised how amazing my mentor was. I truly have no words for how thankful I am that I could talk to my mentor each week and I have loved looking forward to every session. Thank you Raise."

– Oliver, Mentee



**"Just being able
to talk to someone
about my problems and
have them understand."**

– Ben, Mentee

Executive 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.

Snapshot of our impact



98%
of mentees
felt safe talking
to their mentor



93%
of mentees would
refer Raise mentoring
to a friend



89%
of mentees improved in
at least one of our four
key outcomes areas



Improved
school belonging
for **77%** of mentees
who needed it most



97%
of mentors felt
a sense of purpose
through mentoring



96%
of student mentors
feel more equipped to
gain employment



91%
of corporate mentors feel
more confident to support
wellbeing of others at work



86%
of parents/carers saw
improvement in their
child due to mentoring



96%
of schools would
recommend Raise
to another school

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:

Mentees

Parents/
carers

Schools

Mentors

Corporate
partners

How will the data be used?

The data we've collected gives us a clear understanding of how successful our program was in 2023. 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

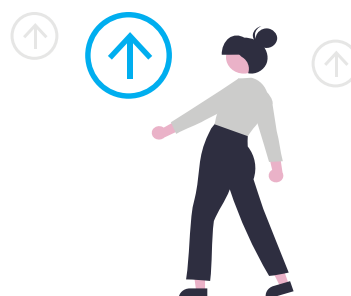
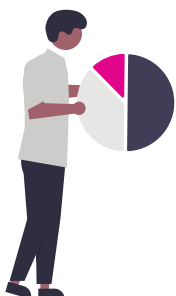


on the outcome areas
identified in our
Theory of Change

Improve the impact
of the program



by using the
experiences of participants
to inform our continuous
improvement



Theory of change

Participants



Outcomes



Impact




Mentees

Mental health support

- Asking for help
- Finding trusted adults who can help
- Knowledge of resources

Social & emotional wellbeing

- Resilience
- Confidence
- Coping strategies
- Hope for the future
- Awareness of capabilities
- Ability to set goals
- Ability to achieve goals

School engagement

- School belonging
- Better relationships
- Academic confidence
- Improved attendance



Mentors

Mentor outcomes

- Transferable skills
- Empathy with young people
- Understanding of youth issues
- Increase sense of purpose
- More confident mentors in society
- More connected generations




Schools

School outcomes

- Increased capacity for School Wellbeing Teams
- Wellbeing needs of students are met
- Schools able to meet key Australian Wellbeing Framework objectives

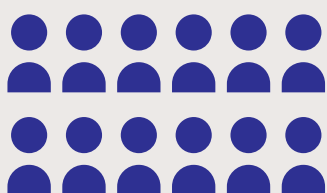
Young people are able to navigate challenges, believe in themselves and others, and are equipped to shape a purposeful life



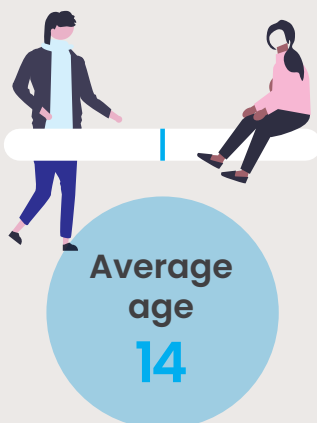
Spreading hope to young people across Australia

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.

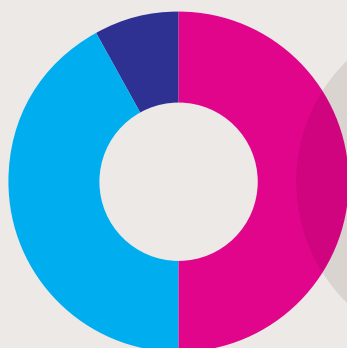
In 2023 we...



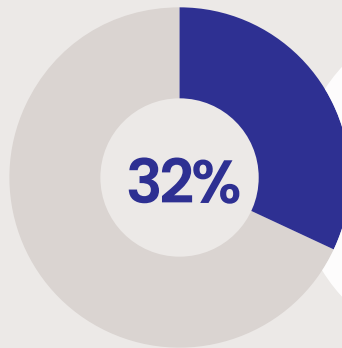
Connected with
2,824
young people



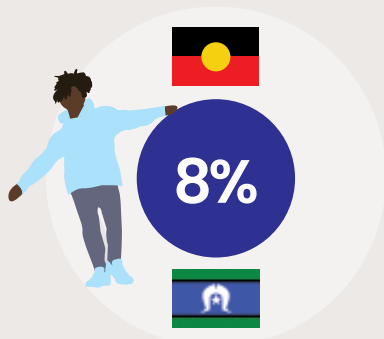
Majority were in
years **8 and 9**
at high school



50% female
42% male
8%
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

29% of mentees look after a family or friend due to disability or mental health issue

Listening to our mentees

What mentees told us they want from their mentors:

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

50% Advice and guidance from their mentor

44% Help with their mental health

41% Help with their future

Current issues of most concern to mentees:

57% Mental health

38% Discrimination

32% Safety and crime

32% Animal rights

31% Environment

25% Homelessness



What skills mentees would like to develop through mentoring:

★ Confidence 59%

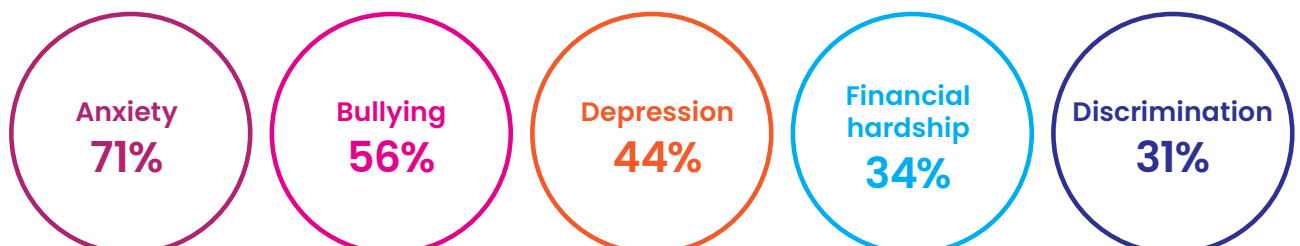
★ Communication 47%

★ Coping with challenges 47%

★ Social skills 43%

★ Help seeking 40%

Most common issues they've experienced:



84% of mentees had experienced at least one mental health or environmental issue when they started Raise mentoring.

91% for young people who identify outside the gender binary

78% of mentees said that the program helped them cope with these issues

**"My mentor has shown me a way to live life that makes me happy. One that is centered around doing the right thing no matter what others think about you and to always seek knowledge and be involved with the community."
– Chloe, Mentee**



Creating safe and engaging spaces for young people

97%
of mentees
enjoyed the
program

98%
of mentees felt
safe talking to
their mentor

93%
said they would
recommend the
program to
a friend

97%
identified
improvement due
to the program

97% of mentees felt supported by their Raise Program Counsellor

90% rated their connection with their mentor favourably (excellent or very good)

89% liked the group activities

82% liked the activities in the Raise handbook

82% felt safe talking in their mentoring group

Equipping our 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.



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.

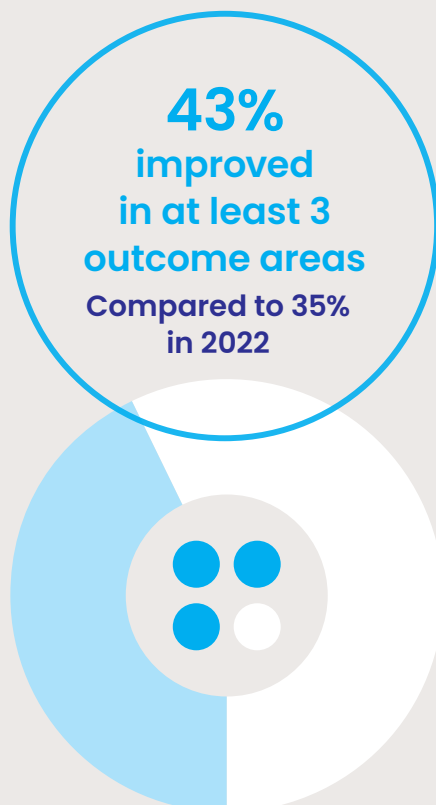
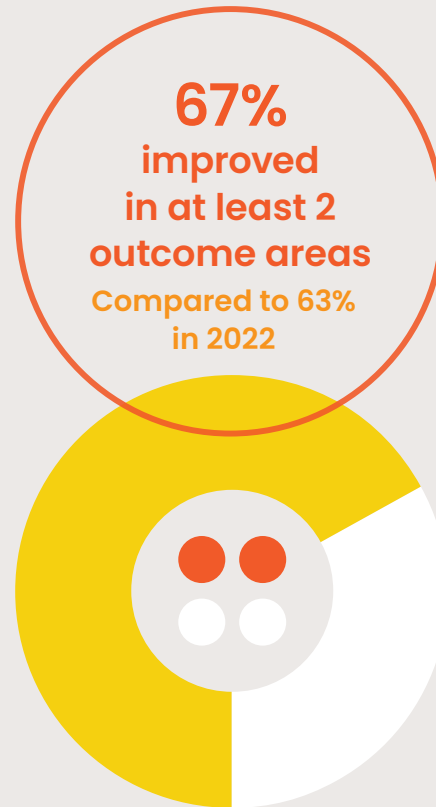
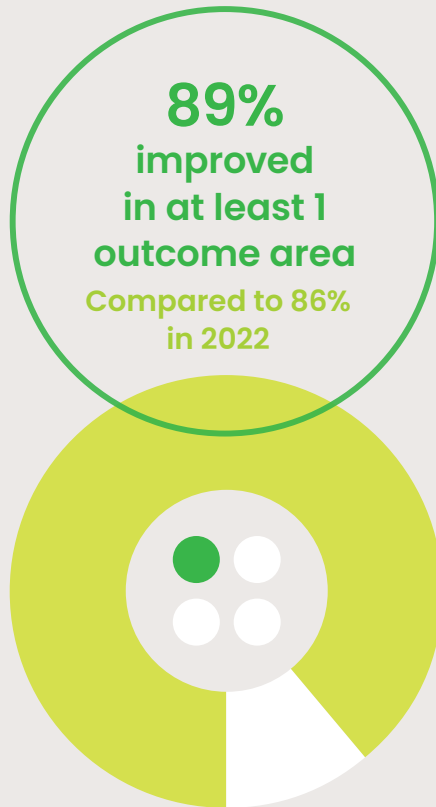
School belonging



School Engagement

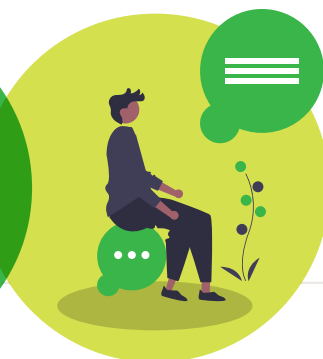
Through mentoring, young people improve their relationship with peers and teachers. Mentees attend school more, resulting in increased grades, higher school completion rates, stronger academic confidence and better economic outcomes.

Delivering key outcomes in 2023



Dive deeper into our Mental Health Support outcomes

Asking for help



Mentees made statistically significant improvements in:

- ✓ 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

Help seeking improved for **64%** of mentees who needed it most~



~ Started the program as low in this outcome

"Well, I gained confidence in the fact that there were people around me who would provide help and safety if needed."

– Ethan, Mentee



73%

**of mentors noticed
an improvement in
their mentee's ability
to ask for help**

95%

**of school staff noticed
an improvement in
students' ability
to ask for help**



**"The ability to know that
communicating with a trusted
adult can make a huge difference
to students' decision making
and how they are feeling about
life challenges."**

– School contact

**Increased
number
of supports
they can turn to
for help**

Dive deeper into our Social and Emotional Wellbeing outcomes



What hope meant for mentees, and how showing up and listening made a difference. Raise mentees saw a **statistically significant improvement in their hope for the future**, which buffers against stress, anxiety and suicidality. Hope improves problem solving and goal setting, and means that our mentees are better able to cope with challenges that arise.



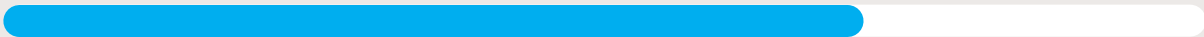
Mentees also saw a significant improvement in their ability to persevere which is associated with achievement and goal setting and protects against anxiety

60% of mentees set a goal, and **98%** achieved or partly achieved their goal. They also saw significant improvements in ratings of their ability to set and achieve goals.

62% of mentors felt that their mentee improved in their ability to set and achieve goals

84% of school staff members surveyed also noticed an improvement in students' ability to set and achieve goals

Hope for the future improved for **72%** of mentees who needed it most~



~ Started the program as low in this outcome

"I feel much more motivated and confident about myself, I feel inspired to achieve the best for me."

- Lachlan, Mentee





Mentees in the program saw a statistically significant improvement in their resilience, confidence, and belief in their ability to cope. This means they are better able to adapt and cope with new situations and deal with challenges and adversity.

56% of mentees said they felt better about themselves because of the program

67% of mentors noticed an improvement in their mentee's ability to cope

81% of mentors felt that their mentee's confidence improved



School staff also noticed improvements in:

- students' confidence **99%**
- ability to cope **90%**
- and resilience **96%**

Resilience improved for **67%** of mentees who needed it most~



~ Started the program as low in this outcome

"The program has helped me realise that being myself isn't a bad thing. Overall, this experience has been amazing and I have learnt many things about connection and resilience."

- Jessica, Mentee



Dive deeper into our School Engagement outcomes

School belonging



Building a feeling of belonging:

Mentees in the Raise program saw statistically significant improvements in:

- ✓ self-rated attendance
- ✓ grades
- ✓ school belonging
- ✓ their belief in their ability to finish school
- ✓ find employment

Approximately 45% of the mentors noticed an improvement in:

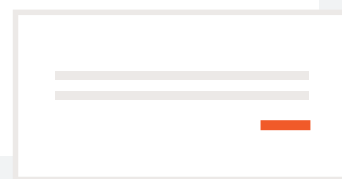
their mentees' relationships at school (friends, teachers) and their confidence in their ability to finish school and find employment.

School belonging improved for 77% of mentees who needed it most~

✓ **School staff noticed improvements in school engagement for students in the Raise program including:**

- attendance **68%**
- school relationships **88%**
- classroom engagement **69%**
- leadership qualities **68%**

~ Started the program as low in this outcome





**"I never used to
go to school, now
that I have done Raise,
it has changed my
whole school year."**

- Abigail, Mentee

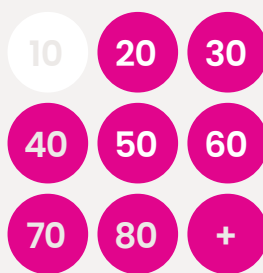
Who are our volunteer mentors?

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

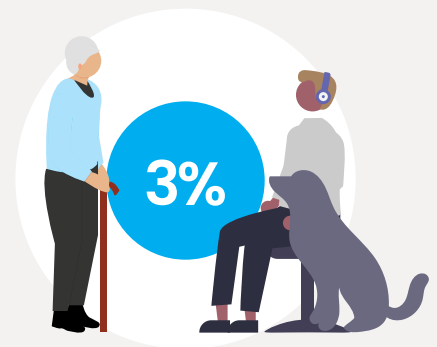
2,193 volunteers signed up to mentor a young person



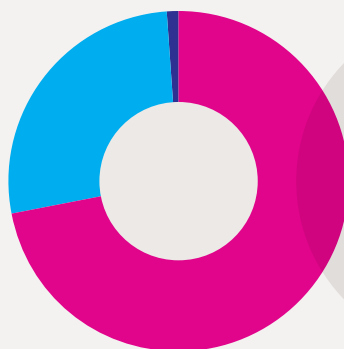
born
outside of
Australia



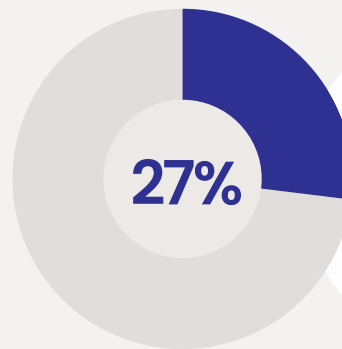
Ranged from
20 to 80+
years old



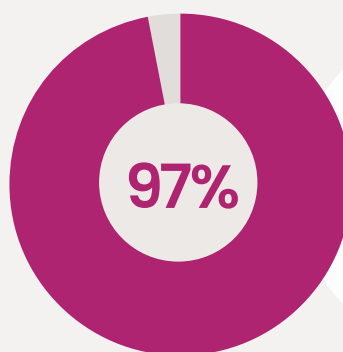
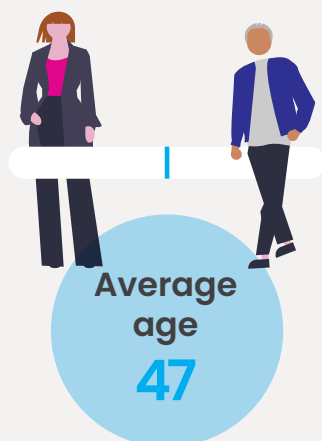
are people
with
disability



72% female
27% male
1%
another option
including
non-binary



speak a
language other
than English
at home



of mentors
enjoyed
mentoring
with Raise
and would
recommend
mentoring
to a friend



Our industry leading training delivers high quality mentors

98%

of mentors
rated training
as excellent or
very good

93%

of mentors said
training had
prepared them
for their role

90%

of mentors felt
their Program
Counsellor
provided them
with useful
advice

Training provides mentors with additional skills

96% felt knowledge and skills had increased

96% confidence to mentor significantly increased

94% learnt skills they could apply in personal relationships

Corporate mentors

76% more likely to mentor someone in workplace

70% improved leadership skills

58% feel more engaged with their employer

96% of placement students said training complemented their studies

**"The entire
experience from
training to mentoring
was extremely
rewarding."**

– Tracey, Mentor
feedback on
mentor training



Causing a ripple effect...

Raise mentees aren't the only ones who get something out of our mentoring program – our mentors consistently tell us how much they benefited from the experience. They are often pleasantly surprised by how applicable the skills they've learnt are to their daily lives.

Raise 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

Going forward, Raise mentors will be more comfortable checking in with young people in their own lives – and better equipped to support them. These outcomes help contribute to our broader goal of **creating thriving communities**.

"I enjoy listening to young people and their thoughts and ideas about life, the future and how they feel about themselves. Giving them a sounding board is rewarding."

– Liz, Mentor



Delivering on mentor outcomes

Other benefits that Raise mentors experience include:

98% felt a sense of contribution to their community

97% felt a sense of purpose

93% more likely to volunteer in the future

93% improved listening and communication skills

91% improved connection with the community

83% improved mental health literacy

81% improved parenting skills

70% improved relationships with family/ friends



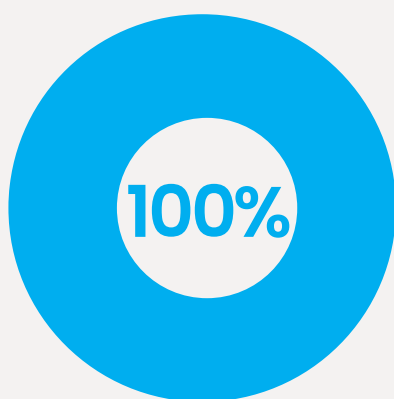
"Spending time with young people keeps me open minded, curious about the world and able to see things through different eyes. This softens us as we get older, preventing a calcification of our views and ideas. It lightens our spirit in a way nothing else can."

– Mark, Mentor

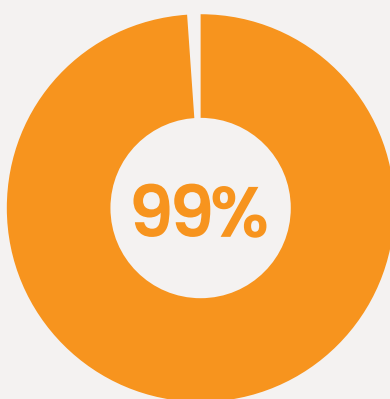


The ripple of hope flows to Australia's workforce of the future

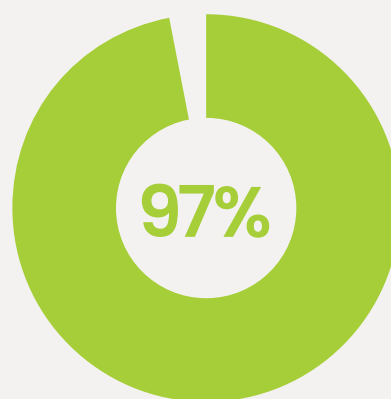
17% of mentors volunteer with Raise as part of a student placement for their university course and some outcomes they experience include:



Gained confidence
supporting young people



Applied studies
in the real world



Feel more equipped to gain
employment in their field



"The mentoring program has been very rewarding and fulfilling. I'm currently studying and have been able to put my learnings into practice. I have gained lots of knowledge and skills becoming a mentor and now have assurance I have made the right career change. The biggest change for me would be improving on my communication skills, in particular active listening."

- Chris, Mentor

The ripple effect on corporate partners...

12% 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 can benefit from a decrease in employee turnover and an increase in employee engagement and commitment.

Benefits that Raise corporate mentors experience include

95% felt a sense of pride in their employer for partnering with Raise

91% able to confidently support wellbeing in the workplace

87% able to apply mentoring skills in the workplace

85% improved leadership skills

85% able to confidently support a safe and inclusive workplace

69% more likely to stay with their employer



“Confidence that I make a difference to another. Recognising how powerful patience, allowing another to contemplate and ponder piecing together their thoughts can be.”

– Helen, Corporate Mentor

“There is strong leadership and a strong and consistent culture within Raise. You recruit and retain the right people for the job/organisation and everyone we interact with clearly believe in their organisation and programs.”

– Origin Energy Foundation

The ripple of hope spreads to parents

Parents/carers of Raise mentees tell us:

92% were happy their child participated in Raise mentoring

86% saw an improvement in their child in at least one area because of mentoring

The ripple effect of hope is huge. It spreads across participants to **schools, families** and **communities**



communities

families

schools

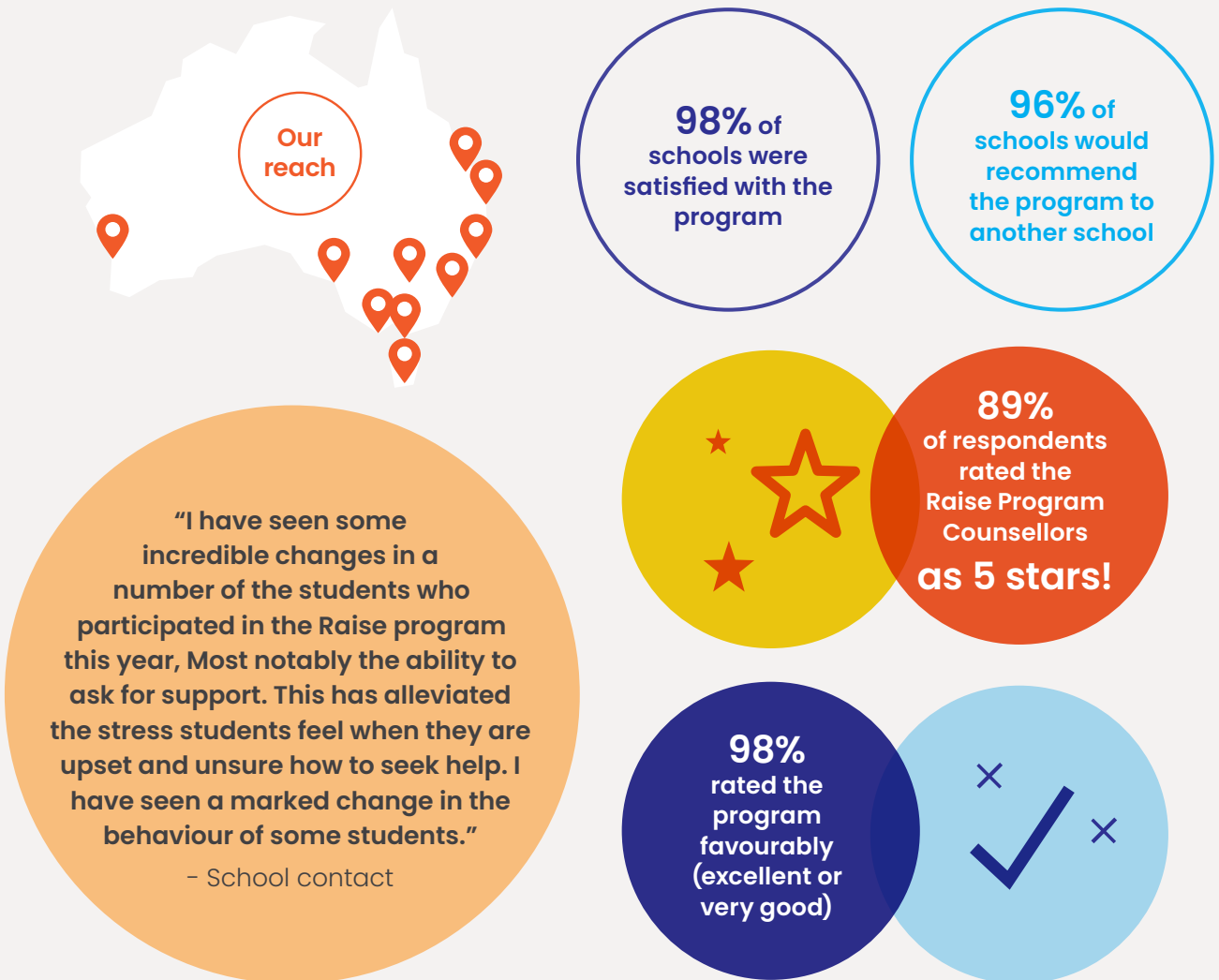
"My child thrived in the mentoring program. They gained more confidence, became more excited about what the future has in store, was increasingly happier throughout the program and became more motivated to pursue his goals. It was the highlight of every week!"

- Angela, Parent



Collaborating with schools across Australia

This year, we partnered with 209 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:

99% felt the program helped students cope with challenges

88% helping build individual and collective wellbeing at school

76% encouraging student engagement with school

68% supporting the wellbeing team at school

Supporting young people in hard to service areas

In 2023, we ran our Youth Introduction to Mentoring (YIM) group mentoring program in 22 schools where we were unable to recruit the required number of mentors.

YIM is a ten-week workshop style program, facilitated by a Raise Program Counsellor. Some programs also had the support of a small number of volunteer mentors.

96% of participants enjoyed the program

95% would recommend the program to a friend

95% identified improvement due to the program

The YIM curriculum is designed to build skills in help-seeking, resilience, hope and school engagement.

53% feel more confident

47% feel better about themselves

46% feel their communication skills improved

44% are more likely to help others

44% feel able to make better choices

34% feel better about school after the program


32% know more people at school now

31% are more likely to continue school



"It's been a great way for me to seek advice and help on issues as well as an outlet for stress and help on not being so negative with myself."
- Pat, Mentee





**"I loved the program
so much I wish we
could have been doing
this for 1,080,338,738
billion years."**

– Skye, Mentee



Mentoring evidence

We conduct regular audits of our program against the Australian Youth Mentoring Network Benchmarks, and meet or exceed all of them.

In 2024, our Program Director, Kathleen Vella – the original author of the Australian Youth Mentoring Benchmarks – is reviewing the Benchmarks in line with international best practice to celebrate 10 years since their adoption in Australia and compare them with those recently updated in the US.

Element and ratings • Raise rating key **E** exceeds • **M** meets

Element and ratings		Average rating (1-4)	Total score 2.75 to 3 to meet	% Meeting element	Raise rating
Element 1 Planning and Design	→	2.83	17/18	95%	M
Element 2 Management and Governance	→	2.78	19.5/21	93%	M
Element 3 Evaluation	→	3.5	12/12	100%	E
Element 4 Staff	→	3	12/12	100%	M
Element 5 Recruitment	→	3.25	12/12	100%	E
Element 6 Screening and Selection	→	3.16	18/18	100%	E
Element 7 Orientation and Training	→	3.33	9/9	100%	E
Element 8 Making the Match	→	3	9/9	100%	M
Element 9 Monitoring and Support	→	2.85	20/21	96%	M
Element 10 Closing the Match	→	3	9/9	100%	M

The Raise impact over time

Outcome	Measure	2023	2022	2021	2020	2019
Enjoyed the program	Proportion	97%	99%	97%	98%	99%
Things are different	Proportion	77%	77%	78%	79%	85%
Asking for help	Statistically significant impact	Yes	Yes	Yes~	N/A	N/A
	Effect size	0.47	0.36	0.3~	N/A	N/A
Resilience	Statistically significant impact	Yes	Yes	Yes	Yes~	Yes
	Effect size	0.16	0.24	0.1	0.32~	0.1
Hope for the future	Statistically significant impact	Yes	Yes	Yes~	Yes	Yes
	Effect size	0.39	0.38	0.8~	0.18	0.3
School belonging	Statistically significant impact	Yes	Yes~	Yes~	N/A	N/A
	Effect size	0.27	0.81~	0.2~	N/A	N/A

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 child now looks forward to going to school where beforehand it was a constant battle to get them there. He has gained heaps of confidence, not only with his school work but also with expressing when he needs help."

– Sue, Parent

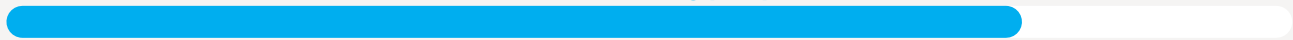
Other areas of Raise that we evaluate

Fostering a positive and purpose driven team

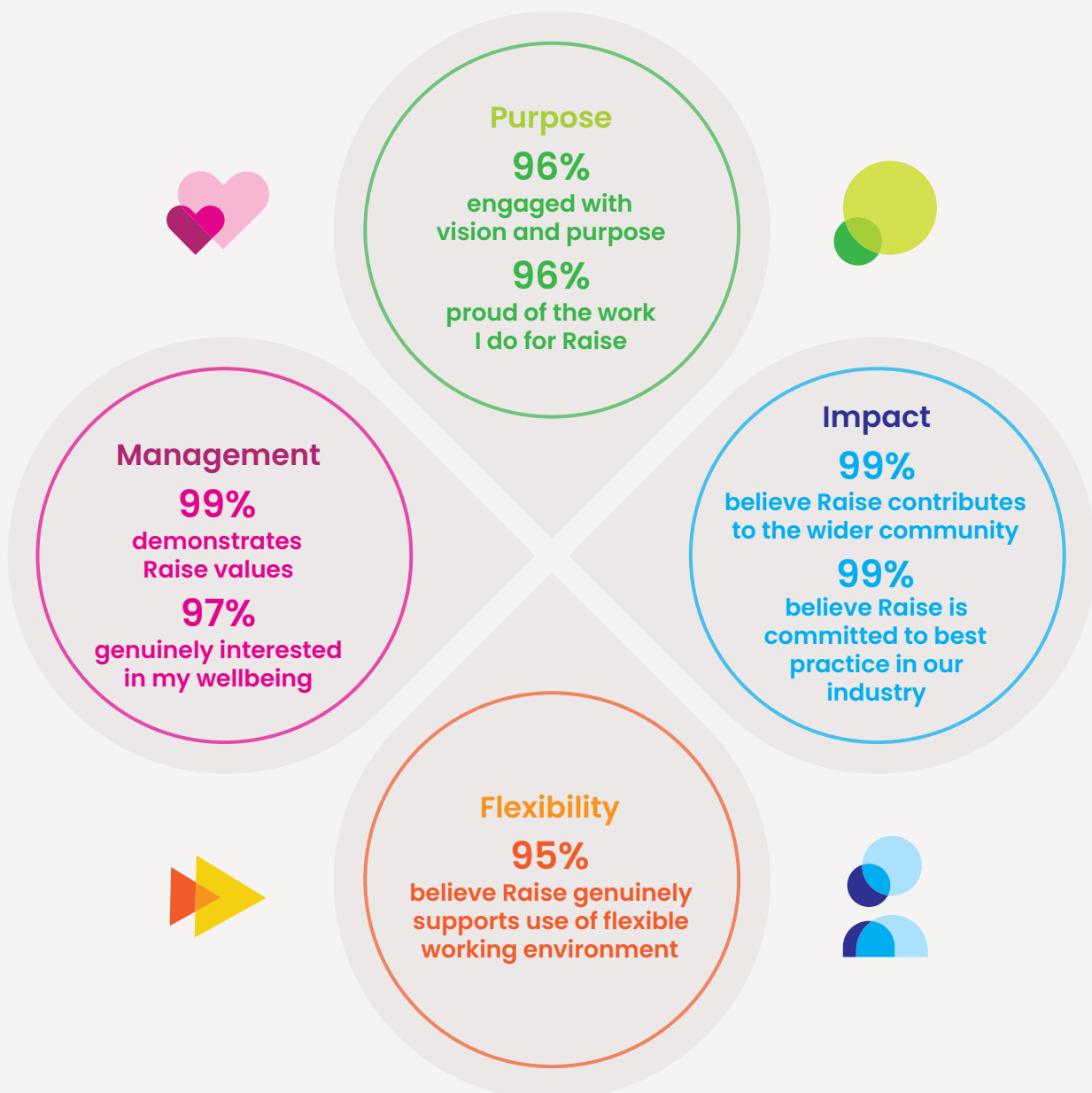
95% of staff are happy to be working for Raise



79% work for Raise to make a difference in young people's lives



58% 58% currently mentor another person



Forging partnerships built on trust and impact

94% of partners see Raise as a highly trusted brand and **6%** as a trusted brand



82% of partners were very satisfied with partnership and **18%** were satisfied



88% of partners were very satisfied with the impact Raise achieves and **12%** were satisfied



100% valued the opportunity for their staff to mentor young people through Raise



Building strong relationships with Raise philanthropists

86% of private donors were very satisfied with Raise and **10%** were satisfied



68% of donors were very satisfied with the impact Raise achieves and **26%** were satisfied



60% of
our donors were
also mentors

"I looked at many
volunteer opportunities
before I began mentoring with
Raise but I like a grass roots
approach – teenagers are
our future and are still young
enough to be persuaded that
their life has meaning.

I will invest in that
human capital."

– Corporate Mentor



Independent evaluation and assurance

Opportunity of the Raise Independent Evaluation

In 2023, the Melbourne Graduate School of Education (MGSE) is undertaking an independent impact evaluation of the Raise Youth Mentoring program, comparing outcomes for Raise mentees against those of other students in the same school. In collaboration, the Social Outcomes Lab is conducting an economic evaluation looking at the cost effectiveness of the Raise Youth Mentoring program.

We expect to release the findings of these evaluations in early 2024, along with the actions Raise has taken in response to the Independent Process Review conducted by the Social Outcomes Lab in 2022.

We are grateful for the support of the Australian Government Department of Health who have provided funding for the independent evaluation.



Melbourne Graduate School of Education



Australian Government
Department of Health

Thank you to our Raise Research Advisory Council

The Raise Research Advisory Council 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.



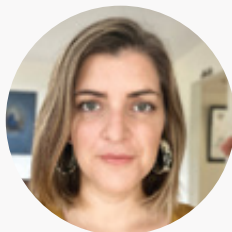
Professor Lucas Walsh

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

ARACY CEO Penny Dakin 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 Curtis is the CEO of TACSI. 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.



Getting involved

2 easy ways to donate now

In response to supporting the vital services outlined in this Annual 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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