



2018 EVALUATION AND ANNUAL REPORT





“They take you seriously, it’s not like they are a parent, or a teacher, and you are a kid – to them [mentors] you are a real person, who is entitled to have their own points of view on life and their own ways to deal with things, their own ways to go through life and they respect that, and take it into perspective. And that’s why they listen, [because] they don’t treat you as a kid they treat you as a normal human being”

WELCOME TO THE RAISE VILLAGE

The first 10 years of Raise Foundation's work have been quite remarkable. A start-up charity has grown from one person's wish, to a small group's dedication, to a large team's passion. However, while we have provided best practice mentoring for thousands of young people so far, there remains many thousands more who also need a Raise Mentor. We need to do more.

Since our inception in late 2008, we have continually designed, developed and delivered effective mentoring programs, and continually explored what more we can do and in what better way. We have built a national presence, continually proving and improving our impact. We have remained curious about what works and what does not, and will hold firmly to the quality of our outcomes to ensure our mentees are resilient, capable and connected.

While we are not without challenges at Raise, we have much reason to be happy this year. Our staff team rated their happiness level at work 8.6 out of 10, we trained 810 satisfied new volunteers, and we mentored 1,016 young people who are happy to refer our program to others. Alongside these priorities, we developed a 5-year Strategic Impact Plan with pro-bono support from McKinsey and Co, inspired the reconvention of the Australian Youth Mentoring Network, submitted to the Gonski 2.0 Review for Educational Excellence, worked with the Centre for Social Impact to submit an ARC Linkage Grant, and commenced building our Raise Digital Village portal. With generous support from our partners, we are growing with strength, and we are planning to offer our program to every public secondary school in our country by 2025.

We are changing the landscape in our country and creating thriving communities. Too many young Australians are not okay, and it is an urgent social necessity that we encourage young people to ask trusted adults for help and that those adults are skilled to respond effectively. We will continue to fight tirelessly for our young people and we need your investment now more than ever to ensure mentoring across generations is the norm. I hope you enjoy reading how you have supported Raise to impact the wellbeing of young Australians this year.

Vicki Condon

Founder and CEO, for the Raise Foundation Board

Listening might just be the most underrated skill in the human repertoire. How many people in your life who you can truly say are great listeners? How do you feel after spending time with them? Most likely empowered, validated and ready to take on the world and its problems. At the least, you will feel heard, cared for and valued.

Our mentors have spent the past ten years listening to young people in high schools and communities and making sure that they, too, feel valued and important at a time in their life when they often feel like nobody is really listening to them.

This year at Raise we have placed even more importance on listening to young people through our evaluation process. In addition to our robust, scientifically valid quantitative evaluation we have been spending lots of time in schools and communities talking to young people about their experience of mentoring, using this data to help explain the 'how' and 'why' part of the mentoring equation. What they told us is powerful, impactful, and will change the way we deliver our programs in many ways.

Our commitment to providing best-practice youth mentoring sees the introduction of a dedicated Research & Evaluation Team for the first time in 2019. We will pilot significant program improvements based on previous evaluation results, develop a Youth Engagement Committee and continue to ensure the voice of young people is at the heart of everything we do. What an exciting time to be part of the Raise village.

Carol Sandiford

Research and Evaluation Director, Raise Foundation

ABOUT RAISE FOUNDATION

Raise Foundation is creating thriving communities by empowering young people to become resilient, capable and connected. Raise is an independent registered Australian charity with Tier 1 DGR status which provides best practice mentoring programs to impact the wellbeing of young people across the country. We are a youth safe, youth friendly organisation and we are not affiliated with any religious or political organisations. Raise is managed by a team of qualified staff members, a professional Board of Directors and our Patron's Advisory Council. We endeavour to work in close partnership with other community, mentoring and youth organisations to build positive alliances and healthy communities for young Australians. We all need someone to talk to, and it takes a village to raise a child.

THE PROBLEM

- » In Australia, 1 in 6 people are aged 12-24
- » Many young people in Australia are facing poor outcomes in key areas
- » 1 in 10 are completely disengaged from education and training
- » 1 in 3 are without adequate work (un or under-employed)
- » 1 in 4 have a mental health condition
- » 1 in 3 are not happy with their lives
- » Only 36% of young people will visit their School Counsellor
- » Suicide is the leading cause of death in young people
- » These issues result in lost earnings of up to \$11.3bn in GDP

VISION

A powerful youth mentoring movement that creates thriving communities across Australia.

PURPOSE

To ensure young people feel heard, valued and supported.

MISSION

To impact youth wellbeing and engagement through early intervention mentoring programs in schools and communities.

DIFFERENTIATORS

Training – our best practice Raise Youth Mentor Training is very comprehensive and is 12 hours compared to the recommended minimum of 6 hours

Program – our evidence-based programs are developed and continuously improved using or exceeding the AYMN benchmarks

Supervision – our mentoring programs are all managed by qualified Counsellors who supervise and case manage the match and liaise with our partners

Evaluation – we conduct comprehensive evaluation research to ensure we reach our KPIs and make a tangible impact on the young people whom we support and protect

Value – our programs are offered at a comparably low match cost due to our effective management and variable workforce model

VALUES

Courage - we are imaginative, driven, progressive, confident

Heart - we are kind, passionate, sincere, empathetic

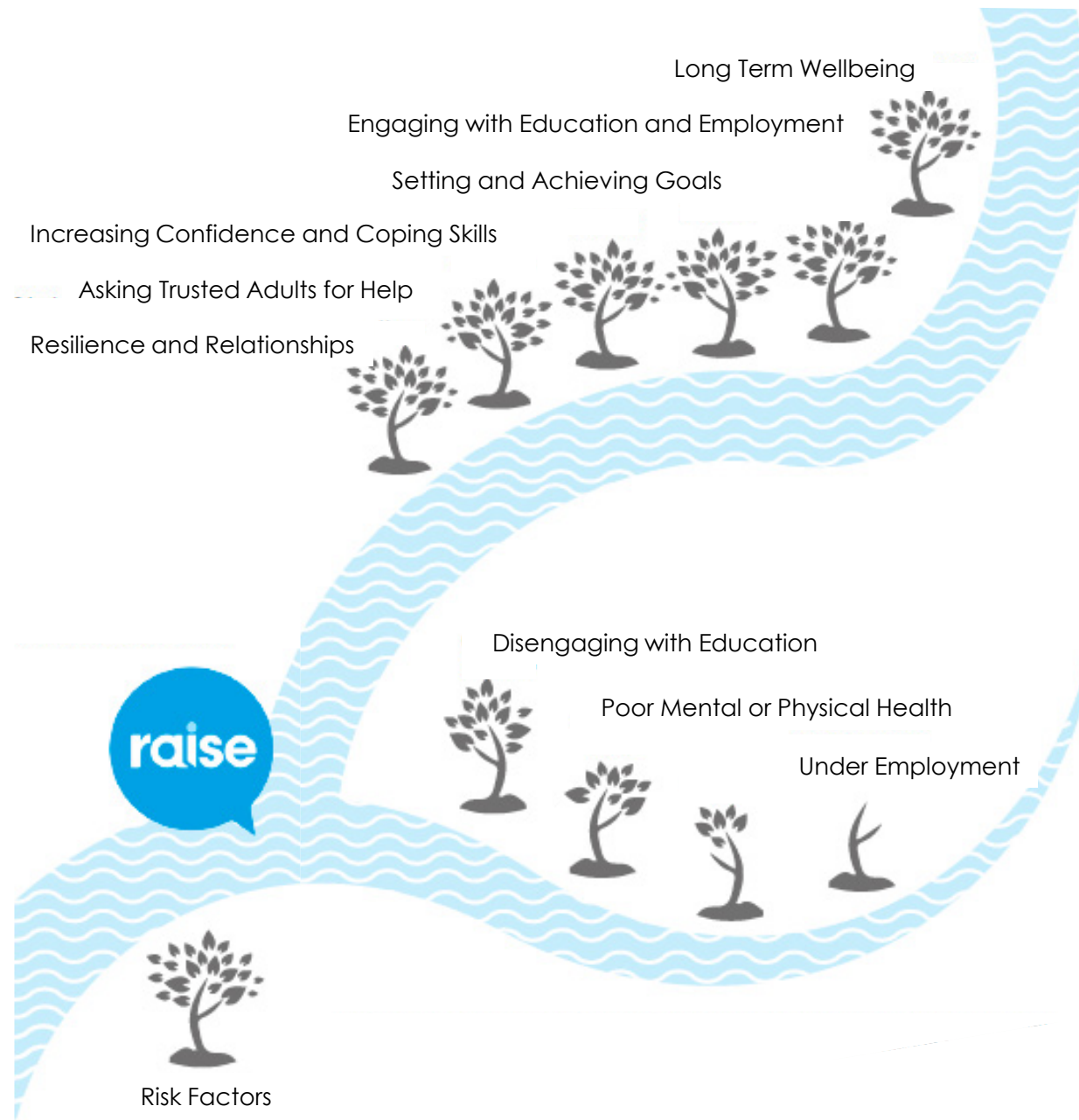
Respect - we believe in acceptance, equity, inclusivity

Integrity - we operate with authenticity, accountability, transparency

Vitality - we are positive, fun, energetic, inspiring

Excellence - we are evidence-based, responsive experts in our industry

THE RAISE SOLUTION – EARLY INTERVENTION STRATEGY



Mentoring helps young people, particularly at-risk youth, to succeed in school, work and life (Bruce & Bridgeland, 2014). However, the more risk factors a young person faces, the less likely they are to have a natural mentor in their lives. At Raise Foundation, we believe this is not okay.

Raise Foundation aims to close this gap and provide young people with a confiding relationship with trusted adults through our mentoring programs. We give young people individual support from a fully trained mentor who helps them navigate their way through the issues they are facing. Through the relationship that is formed between the young person and their mentor, young people in Raise mentoring programs experience growth in areas of cognitive, social-emotional and identity development. This growth leads to improved outcomes in resilience, ability to set and achieve goals, grades, attendance, important relationships and confidence, and helps them achieve key milestones on the path to adulthood such as completing high school and gaining employment.

Young people who are at risk of disengaging in adolescence are often on a negative trajectory. The more risk factors a young person is facing, the higher the likelihood that protective attributes such as confidence, resilience, hope for the future and relationships with friends, family and teachers will decrease; and negative influences such as conduct problems, truancy and mental health issues will increase. Through mentoring, Raise Foundation aims to halt this downward spiral, and equip young people with the skills and resources to set them on a positive pathway.

2018 PROGRAM SUMMARY

36

Ismo programs were run in secondary schools across NSW, VIC, QLD, WA, SA in 2018

40

Youth Frontiers programs were run in secondary schools in NSW in 2018

5

Bump programs for young mums were run across NSW, VIC, QLD in 2018

1

Bump Up program for young mums was run across in Newcastle in 2018

82

Mentoring programs in total were run across Australia by Raise Foundation in 2018

959

Mentoring matches participated in our School programs in 2018

57

Mentoring matches participated in our Bump programs in 2018

1,016

young people worked with a Raise Mentor in 2018

292

experienced mentors came back to volunteer again with Raise in 2018

724

new mentors were trained to be a Raise Mentor in 2018

4,394

young people have worked with a Raise Mentor since 2008

3,142

volunteers have been trained as a Raise Mentor since 2008

» In 2019, we are expanding to run 88 mentoring programs across 6 states including NSW, VIC, QLD, SA, WA, TAS for up to 1,000 young people

EVALUATION EXECUTIVE SUMMARY

Each year Raise Foundation conducts rigorous, scientifically valid research to examine outcomes for the young people who participate in our programs. In 2018, our research included qualitative and quantitative data collected from our mentees, our mentors and our schools through surveys, interviews and focus groups. 2018 saw the development of a Youth Engagement Team at Raise Foundation, which marks a significant step towards our vision for a participatory research framework, and the results of the initial work from this team is extraordinary. Taken together, this data allows us to examine our program processes, our training and our outcomes from the perspective of all participants. This report details the findings for 2018 and our vision for evaluation in future years. Highlights of our findings include:

MENTEES told us that mentoring made a real difference to their lives. They experienced statistically significant change in areas of:

- » **Coping skills**
- » **Hope for the future**
- » **Ability to set and achieve goals**
- » **Confidence**
- » **Communication skills**
- » **Ability to finish school**
- » **Ability to get a job once they finish school**
- » **Knowing where to go to get help**
- » **Ask for and accept help**

BUMP MENTEES felt a great sense of support both from their mentor and the other young mums in the Bump program. They benefitted from increased confidence in their parenting ability, their ability to get a job in the future, improved relationships, engagement with education, ability to set and achieve goals and communication skills.

MENTORS – Our vision is to create thriving communities where young people can flourish, along with our volunteers as well. The outcomes that our Mentors experience allow them to take the skills learnt through their mentoring experience and use them to connect with young people in their families, schools and wider communities. Mentors experienced statistically significant improvement in their:

- » **ability to relate to young people**
- » **knowledge of young people**
- » **confidence to mentor another young person outside of Raise**

SCHOOLS – 97% of schools where we run our programs report that Raise helped to build individual and collective wellbeing at the school; 89% say mentoring encouraged student engagement with school; 72% of schools experienced that the mentoring program supported their wellbeing team.

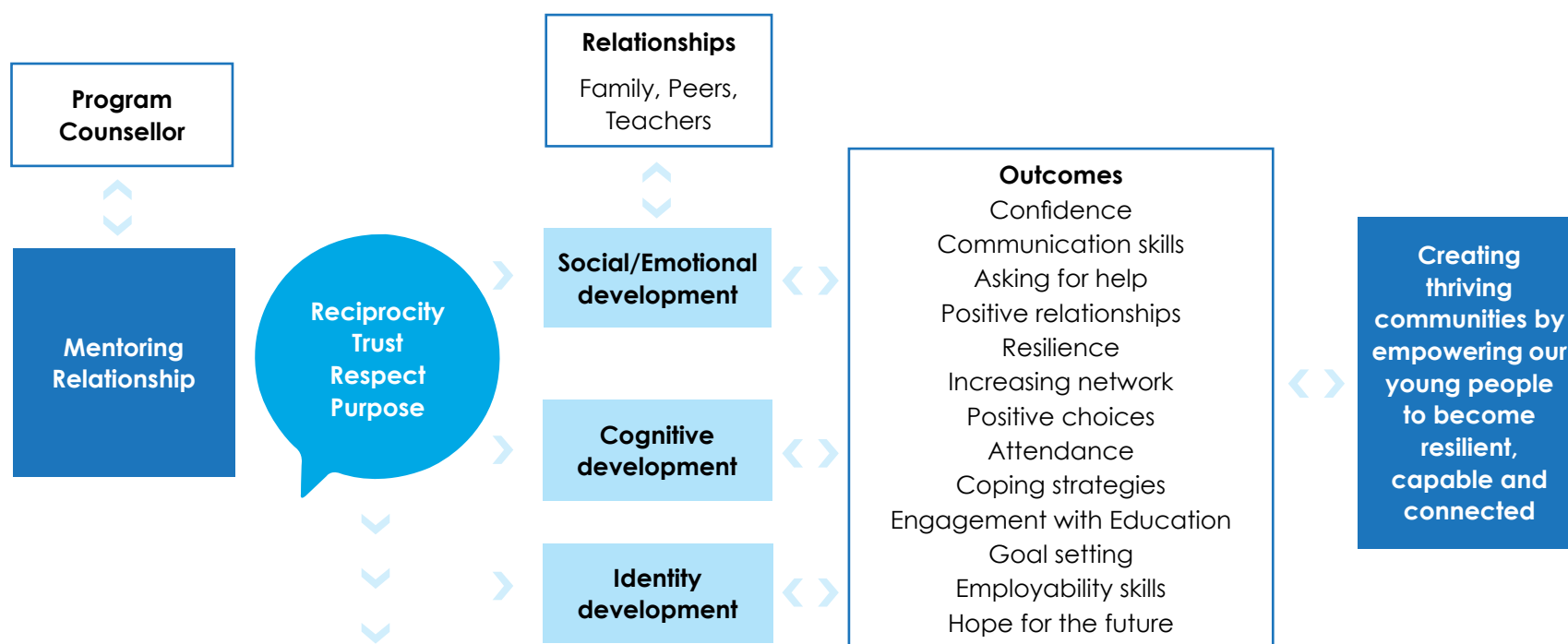
PARTNERSHIPS AND INNOVATIONS - We continue to strive for excellence in all areas of our evaluation. In 2018 we partnered with the Centre for Social Impact who undertook a study looking at how youth mentoring can address young people's social and economic engagement, and mental health and wellbeing. Following the success of this partnership, we are part of an Australian Research Council Linkage grant application to examine the processes through which mentoring supports young people to achieve long-term outcomes such as educational engagement and increased wellbeing. We have appointed a Youth Engagement team within the organisation who are being mentored by our Research and Evaluation Director, and will be pivotal in elevating youth participation at Raise.

THEORY OF CHANGE MODEL RAISE FOUNDATION

Our theory of change is based on Rhode's (2005) Model of Youth Mentoring, which shows that a mutual relationship based on trust and empathy is at the heart of mentoring.

Through the development of a trusting and reciprocal relationship, together mentors and mentees are able to facilitate growth in socio-emotional, cognitive and identity development. This growth leads to positive outcomes in areas such as relationships, resilience, confidence, school engagement and the ability to set and achieve goals.

At Raise Foundation, an important part of this model is the support of a qualified Program Counsellor who provides group and individual support for mentors to ensure successful relationships are formed and maintained.



Raise Foundation uses a theory driven approach and evidence based practice based on the Model of Youth Mentoring (Rhodes 2005)

"Close, enduring mentoring relationships influence youth outcomes through social/emotional, cognitive, and identity development."

EVALUATION GOALS

We are committed to understanding the impact of our program for mentees, mentors, schools and community partners. The goals of our program are:

MENTEES

Our evaluation process for mentees includes three key voices in our programs – the mentees, the mentors and our school partners. This triangulation of mentee outcomes supports the validity of our findings.

We seek to see statistically significant improvements for young people in the following domains:

Social-Emotional Learning



Identity Development



Cognitive Development



School/Community Engagement



METHODOLOGY

We take a mixed-methods approach, where we use qualitative data to provide a contextual, internally valid understanding of the more generalisable and externally valid quantitative survey results. We are moving towards a participatory research model whereby the voice of young people is at the heart of everything we do. Our methodology involves:

- » Baseline and post-mentoring surveys with a mix of structured and open-ended questions including psychometrically sound measures for **mentees** and **mentors** to evaluate both process and outcomes
- » Post program survey with mix of structured and open-ended questions for **schools** and **community partners**
- » Focus groups and semi-structured interviews with **young people**, **mentors** and **program staff**

MENTORS

We seek to increase skills for mentors in the following areas:

Understanding Young People



Personal Growth



Employment Skills



Connection to Community



SCHOOLS

We seek to support schools with the following outcomes:

Student Engagement



Individual & Collective Wellbeing



Supporting Wellbeing team



Lowering classroom disruption



SCHOOL PROGRAMS



"The mentors were amazing,
and their consistency helped
build trust, which made
a huge difference to the
engagement of all students"

(School Principal, NSW)



mentored

433

MENTEES IN ISMO

mentored

526

MENTEES IN
YOUTH FRONTIERS

supported by

46

PROGRAM
COUNSELLORS

in

76

HIGH SCHOOLS

delivered in

5

STATES

over

3,344

HOURS

In School Mentoring Opportunity

- » High school students
- » Years 7-10
- » 23 Weeks
- » One hour per week mentoring
- » One hour per week support
- » Formal graduation celebration

Youth Frontiers

- » High school students
- » Aged 12-16
- » 23 Weeks
- » One hour per week mentoring
- » One hour per week support
- » Formal graduation celebration

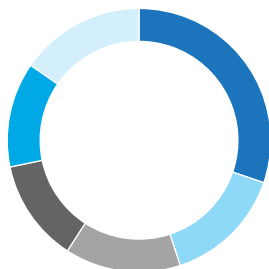
PROGRAM LOGIC – IN SCHOOL MENTORING

Needs	Inputs	Activities	Outputs	Intermediate Outcomes	Long Term Outcomes
<p>Australia's young people are struggling</p> <p>Suicide is the leading cause of death for young people, more than car accidents or cancer.</p> <p>1 in 3 young people are unhappy with their lives, yet only 36% of young people will ask for help from their School Counsellor.</p> <p>Our young people have the opportunity to benefit from having a neutral adult role model who they can trust.</p> <p>Mentoring Programs for Young People</p> <ul style="list-style-type: none"> Lack of evidence based, best practice mentoring programs Many mentoring programs do not meet definition of mentoring, and are not rigorously evaluated 	<p>Participants</p> <ul style="list-style-type: none"> Mentees Schools Parents / Carers <p>Raise Team</p> <ul style="list-style-type: none"> Mentors Raise Staff Team Raise Board of Directors Raise Ambassadors <p>Advisory</p> <ul style="list-style-type: none"> Patron's Advisory Council Youth Advisory Council School Advisory Council AYMN Corporate Pro Bono <p>Funding</p> <ul style="list-style-type: none"> Government Corporate Community Individuals Grants Events <p>Materials</p> <ul style="list-style-type: none"> Program Material Raise Mentor Training Course Forms Food and Beverages 	<p>Mentees and Mentors</p> <ul style="list-style-type: none"> Engage, recruit, retain and support Ensure best practice youth safety measures in place <p>Schools</p> <ul style="list-style-type: none"> Engage, recruit and retain school partners Engage parent/carer support <p>Program</p> <ul style="list-style-type: none"> Mentee information & orientation sessions Mentor introductory session Initial 'Jitters' session Matching process for mentees with mentors Weekly mentoring Weekly SEL based curriculum Weekly supervision Goal setting Graduation celebration <p>Evaluation</p> <ul style="list-style-type: none"> Conduct pre and post surveys with mentors and mentees Post-intervention school surveys Conduct mentee and mentor focus groups Youth Participation in research 	<p>Accountability</p> <ul style="list-style-type: none"> 12 hours best practice training to all mentors 20 weekly sessions of one-on-one mentoring 20 weekly mentor supervision sessions with Program Counsellor Parent consent, match agreement, school partner forms Mentees set, track and achieve chosen goals Graduation celebration Mentor + mentee satisfaction with induction, training, supervision, delivery Mentee, mentor and school satisfaction with mentoring relationship School satisfaction <p>Dosage</p> <ul style="list-style-type: none"> Number of programs Avg number of mentees % of retention rates Avg number of sessions Avg number of mentor supervision sessions Avg number of goals % of evaluation materials completed by mentees, mentors, schools and staff 	<p>Mentees – Initial</p> <ul style="list-style-type: none"> Support from non-parental adult (mentor) Increased social networks <p>Mentees – Intermediate</p> <ul style="list-style-type: none"> confidence communication skills Asking for help Positive relationships with friends, family and teachers Resilience Increasing network Positive choices Coping strategies Engagement with education Attendance Grades Able to set and achieve goals Employability skills Hope for the future <p>Mentors</p> <ul style="list-style-type: none"> Leadership skills Ability to mentor others Understanding of youth Sense of purpose Connection to community Parenting skills Increased social networks 	<p>“Creating thriving communities by empowering young people to become resilient, capable and connected”</p> <p>Mentees</p> <ul style="list-style-type: none"> Engaged with education or employment Good mental health and psychological wellbeing Participating in community Emerging role models Leadership qualities <p>Mentors</p> <p>Increased:</p> <ul style="list-style-type: none"> Quality of relationships Engagement with their workplace (corporate) Wellbeing of workplace (corporate) Corporate community networks (corporate) Skills (industry mentors) Skills for employment Employment networks (industry and corporate mentors) Likelihood of volunteering in the future

WHO ARE OUR MENTEES?

All of our mentees are in high school, mostly Year 8 and 9. They are struggling with a range of normal adolescent issues, many with other risk factors piled on top. One thing they all have in common, is the need to be heard and the wish to be understood.

What mentees want help with



■ Friends
■ Work
■ Mental health
■ Family
■ School
■ Wellbeing

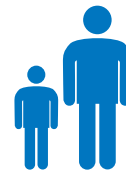
Age range from 12-18
(78% are 14-15)



7.6% identify as being
Aboriginal and
Torres Strait Islander



33% live with one parent



27% speak a language
other than English at home

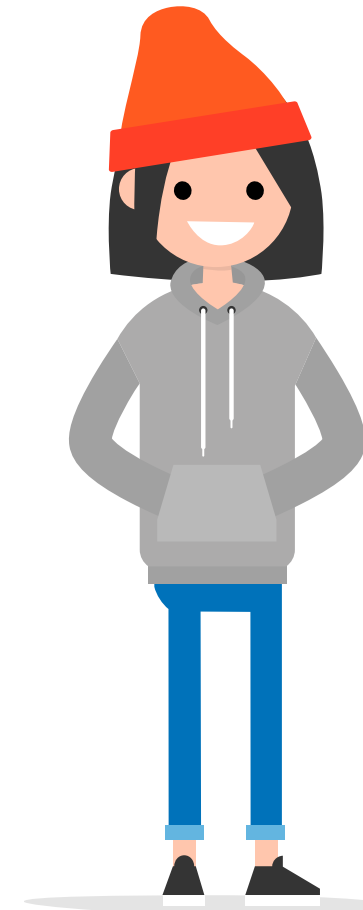


Other 2% Male 55%



Female 43%

6.8% are carers



WHAT IS GOING ON FOR OUR MENTEES?

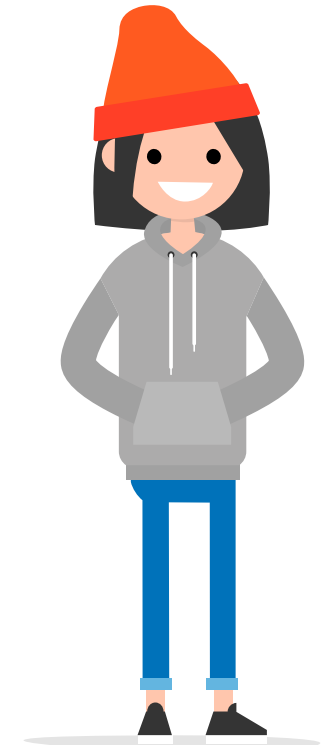
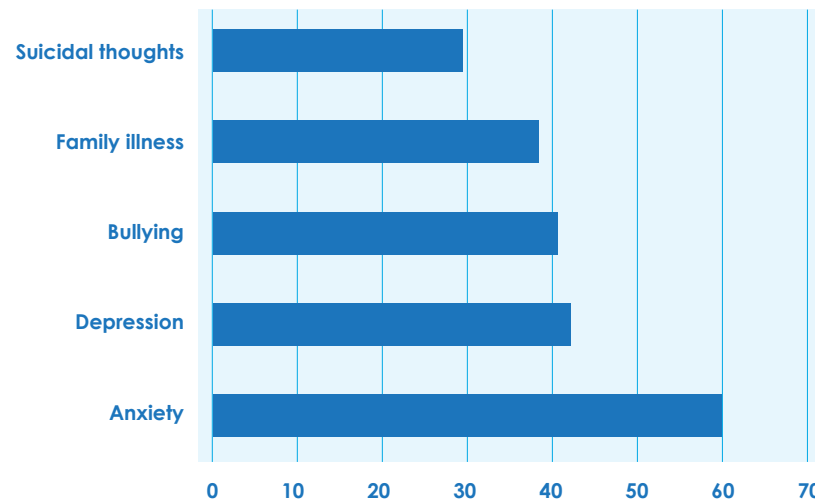
"The best thing was the feeling of someone finally understanding my pain. I feel less alone".

"My mentor taught me what to do in a tough situation, and now I have more courage" [to stop bullying].

"Since mentoring I have smiled more often... I remember what my mentor told me to do when I'm sad which made me re-think my negative thoughts. That helped me improve my mindset a lot"

"I asked for help, if I wasn't in this program I wouldn't have asked for help from anyone"

Top 5 issues experienced by mentees (%)



WHAT MENTEES THOUGHT OF THE PROGRAM

"I have proved to myself that I can do assessments and get them in on time. Without mentoring I'm not sure I would of gotten most stuff done...."

"At first I thought it was going to be hard, but now it's one of the best decisions [joining the program] that I have made..."

"The way I present myself, I feel a lot more confident now – my mentor has helped me so much through this experience"

"It has been a very good journey, and I would highly recommend it to someone else"

93.6%

of mentees say their mentors helped them make better choices

98.9%

of our mentees say they enjoyed the program

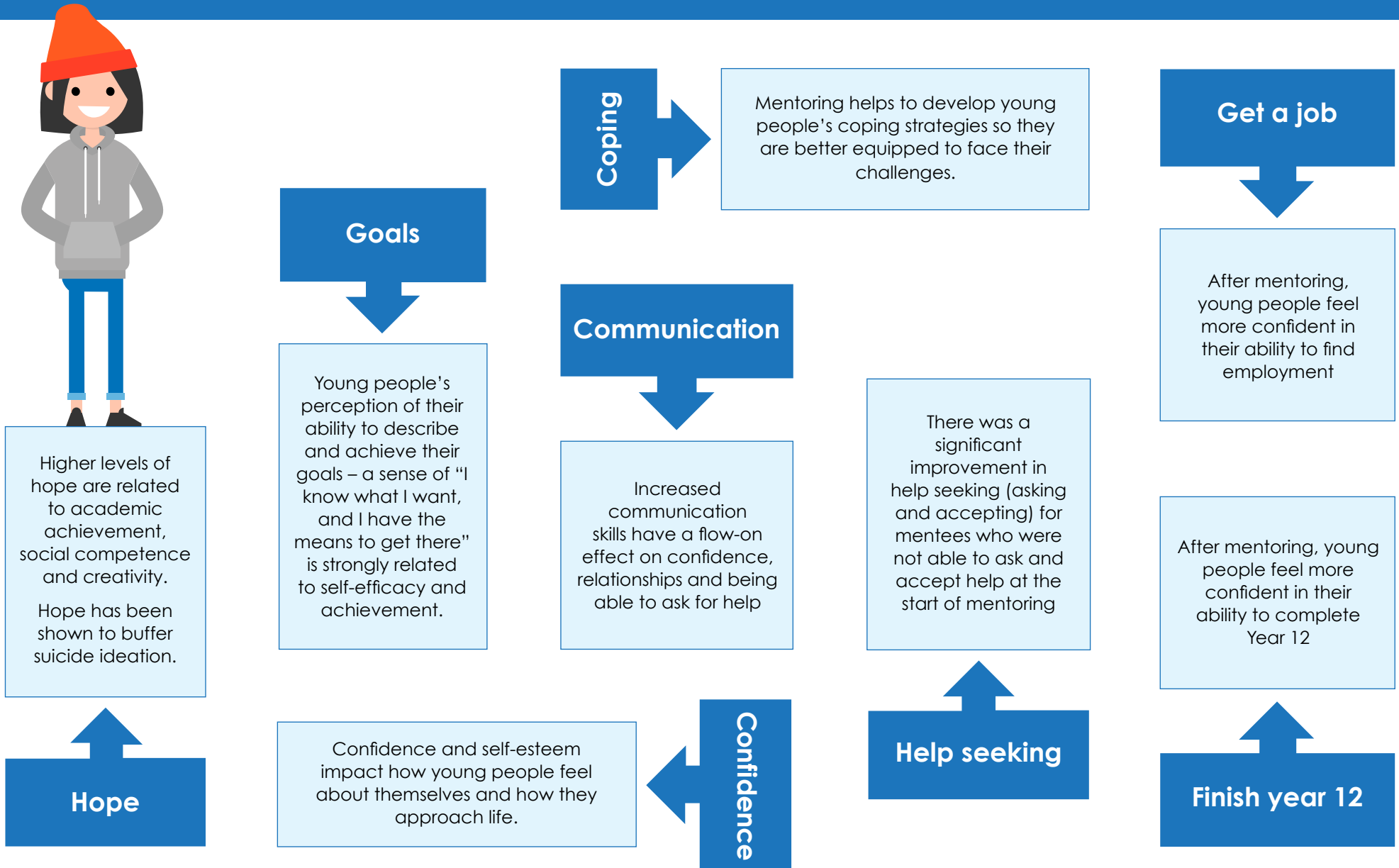
88.9%

of our mentees say things are different for them because of mentoring

97.5%

of mentees would recommend the program to a friend

OUR MENTEES' STATISTICALLY SIGNIFICANT OUTCOMES



*significant at $p < .05$

THE DIFFERENCE MY MENTOR MADE

A poem gathered from the words of our
2019 Ismo and Youth Frontiers mentees



This photo is for illustrative purposes only, the poem was written using the words of a number of Raise mentees, and to maintain confidentiality none of their photos appear in this report.

*My confidence has grown
I can handle more than I thought
I sleep better*

*I don't punch walls any more
I can walk away from bad situations
I do the hard things now (I count down from 5 like my mentor taught me)*

*I look people in the eyes
I found my voice
I am less alone*

*I talk more openly
I'm more outgoing
I understand my strengths*

*I'm thinking about my future and how to cope with my now
I learned that I can't control what others do, only what I do
I set goals and actually do them*

*At first I was scared, but now I am used to it
I let myself tell my story, and I was heard.
(It was hard, I am shy)*

*I asked for help
If I wasn't in this program, I would never have asked for help from anyone
I feel strong*

SCHOOLS – HOW IT HELPED THEM AND HOW IT HELPED THEIR STUDENTS

Hear it straight
from the Schools
themselves...

Raise Mentoring is helping schools to build individual and collective wellbeing, lowering levels of disruption in the classroom, supporting the wellbeing team and encouraging student engagement with school.

- » **99% of schools asked for program again**
- » **94% reported improved wellbeing for students in the program**
- » **94% said mentoring encouraged student engagement**
- » **64% said the program supported the wellbeing team**
- » **30% saw lower levels of disruption in the classrooms**
- » **100% of schools were pleased their school participated in Raise mentoring and rated it excellent or good.**
- » **Schools particularly noted overall student improvement in confidence, communication skills, resilience and relationships with their peers throughout the school.**

"Students experienced a real sense of belonging and benefitted from having a positive model to really connect with"

School contact feedback

From: School Contact

Date: 12 October 2018 at 7:39:51 pm AEDT

To: Raise Foundation

Subject: Y8 Mentoring Program - THANK YOU!

Hi Karen,

I just wanted to extend our sincere appreciation for the chance to take part in Raise Organisation's Ismo program again this year with the hope the partnership can continue for many more to come.

The impact your team of volunteer mentors, from NAB and the wider community, have had on our cohort of student mentees, has been evident since day one and even more so during the Awards Ceremony this week.

To witness some of our shyest, least confident students, who don't say a peep in class, be able to stand up before their peers and articulate how the experience has helped them overcome social anxieties and find their voice was really heartwarming. To see those who struggle with adversity, smile, laugh, feel safe and belong... To hear disengaged others share stories about how their mentors helped connect them to purpose and a desire to realise their potentials... was all pretty inspirational stuff. I'm notoriously a Kleenex case, but don't believe I was the only one getting a little misty-eyed with pride.

In and out of the classroom we have seen the benefits of this initiative, including improved school engagement/attendance, increased self-esteem/efficacy and interpersonal skills. The program has had obvious positive influence on the participants' academic performance and output as a result.

Thornbury High School, the parents and students involved owe you and your team of positive role models a debt of gratitude. Please pass on our thanks to those who provided their ears, shoulders, insights and time to inspire these awesome young people.

Let me know what we need to do to sign up for next year.

Thanks again for your passion and commitment to the cause.

Kind regards,

Year 8 Manager

THORNBURY HIGH SCHOOL

WHO ARE OUR MENTORS?

Our mentors come from local communities, corporate partners and student placements. They choose to mentor with Raise for a variety of reasons, but the one thing they all have in common is a desire to give back to their community, and to feel a sense of purpose.

30% speak a language other than English at home



1.5% identify as being Aboriginal and Torres Strait Islander



Age range is between 19 and 77, with a mean age of 43.



Male 20%



Female 80%

93% of our mentors work either full or part-time, and 28% are studying, 9% are retired



6.2% are carers



WHAT ARE THE OUTCOMES FOR OUR MENTORS

Our Raise mentors collectively benefit from mentoring a young person in many ways. Here are a few overall outcomes.



98%

Contribution to community



93%

Improved listening skills



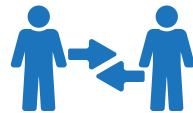
77%

Increased social network



72%

Improved leadership skills



68%

Apply mentoring at work



60%

Skills for employment



60%

Improved parenting skills

COMMUNITY MENTORS:

“gave me a sense of contributing to the community”

Community mentor

CORPORATE MENTORS:

“I feel so much more connected to my workplace”

Corporate partner mentor

STUDENT MENTORS:

“was useful applying skills learnt at university in a practical sense”

Student placement mentor

CONFIDENCE

"I'm putting myself out there more, and not just staying quiet. I found my voice"

Mentee, Age 14

COPING

"I cope with stuff so much better now, and I don't feel so sad anymore"

Mentee, Age 15

RESILIENCE

"I've grown more confident in myself and I can handle a lot more than I thought."

Mentee, Age 14



COPING

"Having someone to listen and work things through has helped him handle the challenges he has with his family and relationships – he's coping so much better now."

Mentor, Age 43

CONFIDENCE

"It has made a huge difference. When we began my mentee was experiencing mental health issues, she is now coming to school more and has so much confidence – she is doing so much better!"

Mentor, Age 26

RESILIENCE

"She is a resilient young person who felt a bit lost - she now has a clear plan to do well at school and get into University"

Mentor, Age 38

MATCH RETENTION RATE

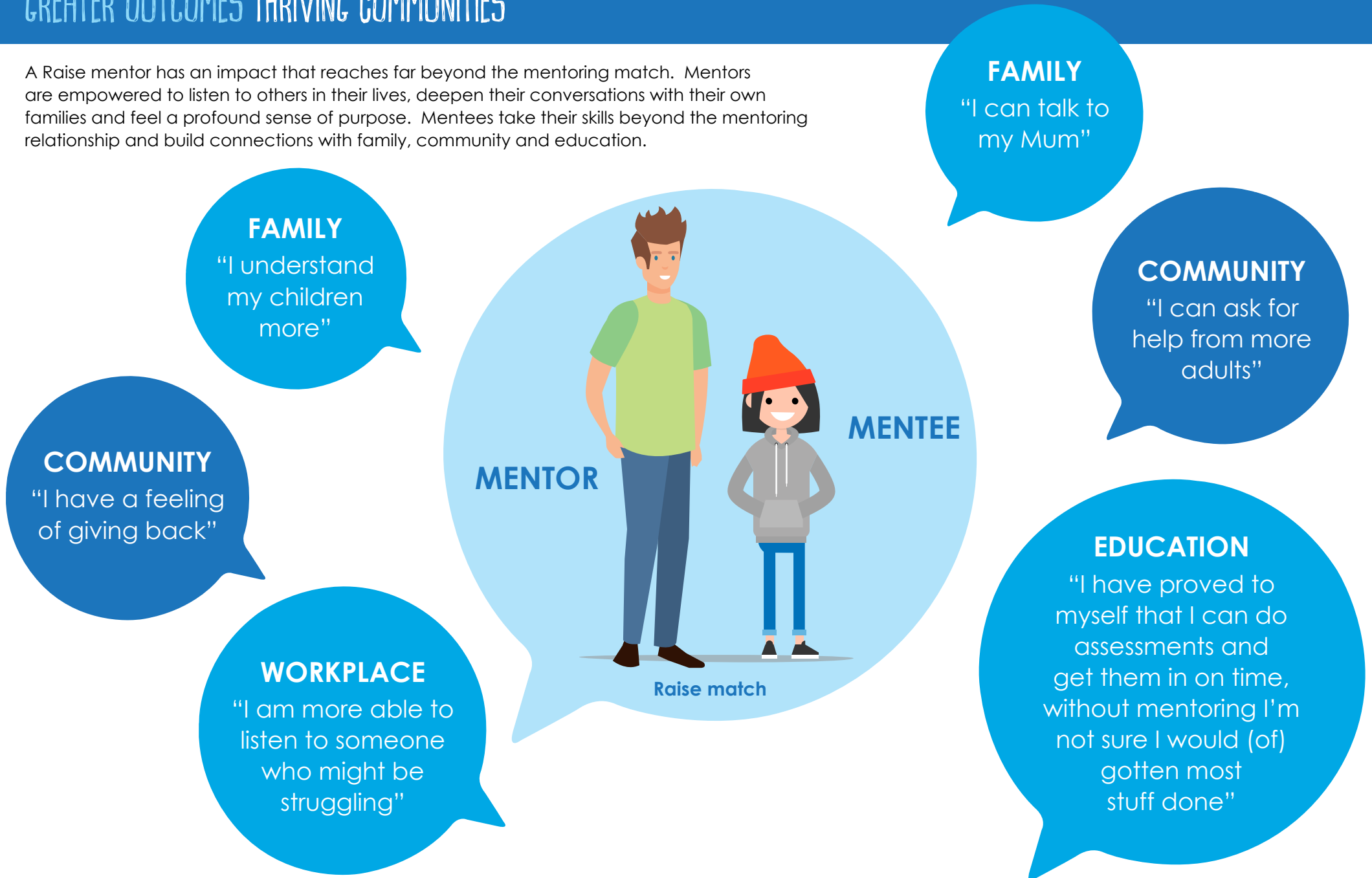
We are very proud of our match retention rate (the number of matches that last the duration of the program), **which sits at 93.6%.**

This compares extremely favourably to the industry standard which is 65%. Matches that end prematurely can negatively impact a young person, so we are strongly committed to keeping our match retention rate high, by ensuring high quality match support from our qualified Program Counsellors.



GREATER OUTCOMES THRIVING COMMUNITIES

A Raise mentor has an impact that reaches far beyond the mentoring match. Mentors are empowered to listen to others in their lives, deepen their conversations with their own families and feel a profound sense of purpose. Mentees take their skills beyond the mentoring relationship and build connections with family, community and education.



BUMP PROGRAM



"My mentor really got to know me, and she told me she was inspired by me. By me! She told me the strengths she saw in me, and nobody had seen them."



mentored
57
YOUNG MUMS

throughout
6
PROGRAMS

across
3
STATES

BUMP program

- » Mentoring for young mums
- » Pregnant and parenting girls
- » Aged between 13 and 23
- » March to October
- » One hour per week mentoring
- » One hour per week support
- » Formal graduation celebration
- » Formal evaluation



Thanks to the generous support of the Priceline Sisterhood Foundation, we have an exciting strategic growth plan for our Bump program. We plan to have a presence in every capital city within the next 3 years for Bump.

BUMP UP program

- » Education for young mums
- » Graduates of Bump program
- » Aged between 13 and 23
- » Three hours per week of classes
- » One hour per week mentoring
- » One hour per week support
- » Formal graduation celebration
- » Formal evaluation

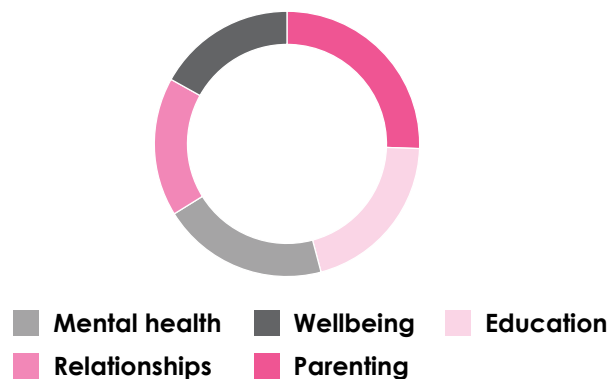
BUMP PROGRAM LOGIC

Needs	Inputs	Activities	Outputs	Intermediate Outcomes	Long Term Outcomes
<p>Australia's youth are struggling</p> <p>Young mums are at risk of disengaging from education and employment, housing insecurity, domestic violence and poor physical and mental health outcomes.</p> <p>By better equipping young parents, the Bump program can help to break the cycle.</p> <p>Young mums have the opportunity to benefit from having a neutral, adult role model who they can trust.</p> <p>Mentoring Programs for Young People</p> <ul style="list-style-type: none"> Lack of evidence based, best practice mentoring programs Many mentoring programs do not meet definition of mentoring, and are not rigorously evaluated. 	<p>Participants</p> <ul style="list-style-type: none"> Mentees and their children (Bumpees) Hospitals, social workers, community organisations, nurses, FaCS, DOCS, maternal health clinics Babysitters Guest speakers <p>Raise Team</p> <ul style="list-style-type: none"> Mentors Raise Staff Team Raise Board of Directors <p>Advisory</p> <ul style="list-style-type: none"> Patron Advisory Council Youth Advisory Council Centre for Social Impact Raise Ambassadors <p>Funding</p> <ul style="list-style-type: none"> Community Corporate Individual Grants Events <p>Materials</p> <ul style="list-style-type: none"> Program Manuals Mentee Handbooks TAFE Training Materials Forms Food and beverages 	<p>Mentees and Mentors</p> <ul style="list-style-type: none"> Engage, recruit, retain, support and supervise Ensure best practice child safety measures <p>Program</p> <ul style="list-style-type: none"> Secure appropriate venue to run mentoring with babysitting facilities Initial 'Jitters' session Matching process Recruit babysitters and provide childcare Conduct evaluations Conduct workshops Gather workshops Monthly supervision Goal setting Weekly shared food Group Graduation Online support network Case management <p>Evaluation</p> <ul style="list-style-type: none"> Pre and post mentoring intervention surveys Post-intervention surveys Qualitative interviews with alumni Focus groups 	<p>Accountability</p> <ul style="list-style-type: none"> 12 hours of best-practice training 9 x 2 hour workshops 6 x 1 hour gather sessions 6 x monthly sessions of supervision Application forms and match agreements Graduation celebration Mentees set, track and achieve chosen goals Mentor and mentee satisfaction with induction, training, supervision and program Mentee and mentor satisfaction with mentoring relationship <p>Dosage</p> <ul style="list-style-type: none"> Number of programs Avg number of mentees Avg number of sessions attended by match % of retention rates Avg number of supervision sessions attended by mentors Avg number of goal setting sessions completed % of evaluation materials completed by mentees, mentors and staff 	<p>Mentees – Initial</p> <ul style="list-style-type: none"> Support from non-parental adult (mentor) Increased social networks with other young mums Social development for Bumpees <p>Mentees – Intermediate</p> <ul style="list-style-type: none"> Ask for and accept help Set and achieve goals Supportive relationships Positive relationships with friends, family, community Making positive choices Increased: <ul style="list-style-type: none"> confidence parenting confidence academic engagement hope for the future employability skills ability to cope resilience communication skills <p>Mentors</p> <ul style="list-style-type: none"> Improved leadership skills Improved confidence Ability to mentor others Increased understanding of young mums Sense of purpose Work/life balance Impact on self esteem 	<p>“Creating thriving communities by empowering young people to become resilient, capable and connected”</p> <p>Mentees</p> <ul style="list-style-type: none"> Engaging in education and employment Community participate Emerging role models leadership qualities Strong networks Good mental health and wellbeing <p>Mentees' Children</p> <p>Improved:</p> <ul style="list-style-type: none"> resilience to adapt physical health eagerness to learn and connect with education <p>Mentors</p> <p>Increased:</p> <ul style="list-style-type: none"> Engagement with community Sense of purpose giving back to community social networks skills (industry mentors) employability (industry mentors) employment networks (industry mentors)

WHO ARE OUR MENTEES?

Our Bump mentees come from lots of different backgrounds and circumstances. Many experience judgements from others simply because they are young, and most experience social isolation. Bump gives them a chance to connect with other young mums as well as providing the support of a mentor (who are all mums themselves).

What mentees want help with



Age range between 15 and 23 years old



14% identify as Aboriginal or Torres Strait Islander



44% are parenting alone



15% speak a language other than English at home



87% are parents and 25% are pregnant



WHAT IS GOING ON FOR OUR BUMP MENTEES?

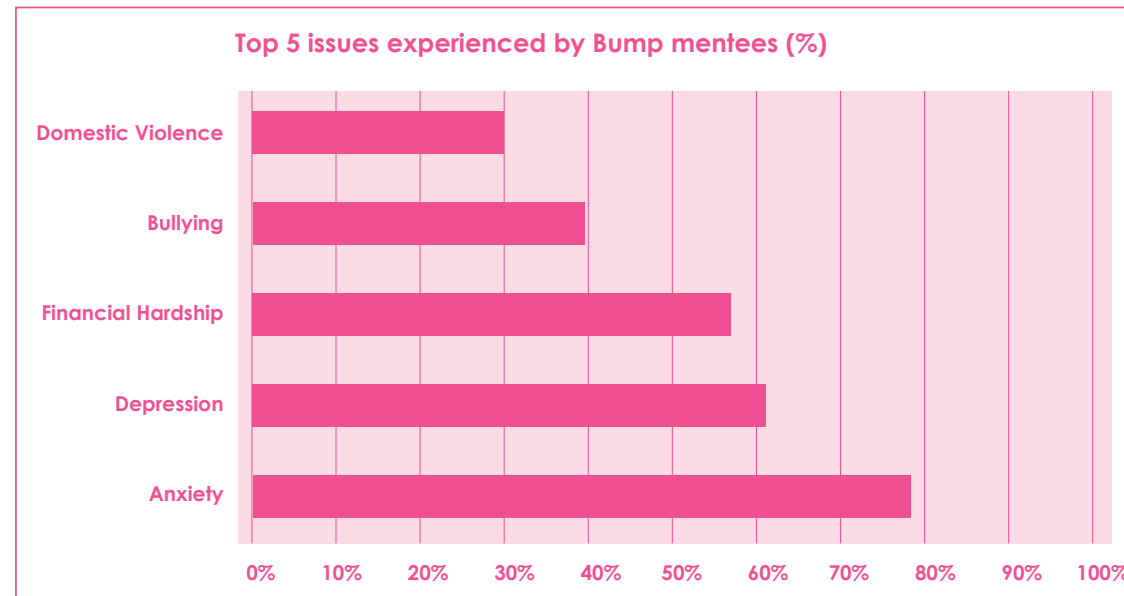
She's [mentor] more supportive than other people who can be sort of... what's the word, put me down? They think I'm not capable of anything. I am!

"It was so good to have the support [from mentor], because lots of us, we don't have that support at home".

"I had a hard time making friends, and there was nowhere where I could really meet young mums or people that I had things in common with... it's so good to be around young mums and people who actually have time for you"

"I really enjoy the time away and getting to know everyone from Bump and having that support"

"something to look forward to each week"



WHAT THE BUMP MENTEES THOUGHT OF THE PROGRAM

100%

of mentees say
they enjoyed the
program

100%

of mentees said they
would recommend
to a friend

89%

of our mentees say
things are different
for them because
of mentoring

97%

of mentees would
recommend the
program to a friend

"Having someone
to talk to
and the feeling
of someone
genuinely caring
about me and
my son"

"I leave the
house and meet
with friends more
often"



"opened up my
life to other young
mums and gave me
a place to debrief
and have fun"

"I'm more
confident and
getting out of
my comfort
zone"

Youth Participation

As part of our youth participation approach, in 2018 we conducted a series of Focus Groups with our Bump mentees to explore their experience of Bump and ensure that their voices are heard in our program decisions.

We heard stories of sadness and isolation, but also of great courage and hope for the future. We were reminded that young mums, like any mums, want to celebrate their pregnancy, and their babies. And, overwhelmingly, that young mums are determined to do the very best they can for their children. Some of the key things that we learnt are:

1. It's scary to start – joining a program is hard, because they are used to being judged
2. The Raise Program Counsellor plays an important role in their experience
3. Bump is a safe space where they connect with other young mums for support
4. It's important to them that their mentor is an experienced mum
5. Through Bump they learn to believe in themselves



This photo is for illustrative purposes only, the poem was written using the words of a number of Raise mentees, and to maintain confidentiality none of their photos appear in this report.

HOPE

*I'm an ex drug addict
I'm stuck at home
I'm scared, and alone.
They told me not to go to my mother's group
They said no-one would like me
I didn't even try*

*She was welcoming and bubbly
She let me join in when I was ready
I felt safe, and seen, and heard*

*I've made friends!
My kids have made friends too,
We feel safe here, we're all the same*

*Time with my mentor is gold
I wish we had more
She's helped me so much*

*She said 'I believe in you, I know you can do it'
No one else seems to think I can
But I can. I have. I will.*

MENTEE OUTCOMES



75%

Increased confidence in
their ability to parent



72%

Can cope better when
things go wrong



64%

Improved ability to set
and achieve goals



54%

Improved communication
skills



52%

Improved ability to
continue their study



46%

Improved confidence



33%

Increased ability to get
a job in the future

"Thank you for never giving up on me...you have helped me realise that I am strong and I can get through hard times no matter what."

Firstly I'd like to communicate my gratitude about the opportunity to complete Bump Up. My mentor was an absolute god-send and the value of having a mentor is something I could have never anticipated. She provided me love and support in a way that is so different to something a family member or friend could have. I just love the program and everything it stands for.

I also just wanted to share my personal success that would not have been possible without Raise. I graduated uni in December 2018 after a long road. Bump is very much attributed to that - the love and support I received when I felt like giving up was a huge influence to keep persevering. I graduated with a Bachelor in Community Welfare and I now work full-time as a Child Protection Caseworker for Family and

Community Services. Centrelink was my sole income when I needed it but now I receive nothing from them - I am fully self-sufficient. I left my abusive relationship I had with my daughter's father and I'm now in a loving, healthy relationship with a caring man who I just moved into a huge house with. He has a son from a previous relationship so I'm a mum to my daughter, as well as a step-mother to an incredible son.

There are no words to describe the ways in which Bump changed my life. Even days I didn't believe in myself and thought of it as a chore - your vision and passion for the program is the reason I love every second in my life today. Thank you so much for everything and I hope more and more young mothers get to experience everything the Bump program does!

Jamie, Bump Up Mentee 2017

COMMUNITY CONTRIBUTION

Mentoring gave me a real sense of purpose and giving back to the community

Mentor, Age 41

CONFIDENCE

I definitely saw increased confidence in my mentee.

She was able to show leadership qualities and she found the confidence to get out of the house and make new friends, even outside of the program.

Mentor, Age 36

THINGS ARE DIFFERENT

I feel my mentee now realises they can trust that adults care about them.

Mentor, Age 48



CONFIDENCE

I actually love it, I love having a mentor. Talking to someone who is so supportive it actually helped me in so many ways and made me feel more confident about myself.

Mentee, Age 18

RESILIENCE

When I came I had anxiety, and I don't have it anymore, I've learnt how to deal with it better.

Mentee, Age 19

COPING

"I now have more friends and coping skills"

Mentee, Age 16

OUR PEOPLE

Our team of people is an extraordinary group of professionals who are personally committed to impacting the wellbeing of young Australians.

They are highly qualified, extremely dedicated, entirely professional and incredibly passionate about making a tangible difference. These are people who give of their time and energy freely to make a real difference in their community, and commit their working life to their community.

Raise operates with a variable workforce model which benefits our team with flexibility and recognition of their talent and experience, along with providing opportunity to work part time while pursuing other life goals. Our team are employed for between 5-35 hours a week to deliver our programs across 6 States.

Raise works hard to attract, develop and retain a highly regarded group of people with a mix of compassion and commercial sense, including our Central Support Team, Board Members and Ambassadors. Our Program Team are a particularly experienced and skilled group of people who come highly qualified in psychology, counselling, and social work to deliver outstanding programs with remarkable outcomes for young people.

Raise Foundation is a youth safe, youth friendly organisation and we hold the wellbeing of our mentees at the heart of all we do, along with the happiness of our staff team. This year our staff rated their Job Happiness Level at 8.6 (out of a possible 10) which was an excellent improvement on 2017. We appreciate our professional team, and their families and friends, and we are very grateful to be able to tap into their expertise, passion and generosity.

Our Board of Directors includes:

Leon Condon, Andrew Birch, Leanne Ralph,
Jenny Moulder, Vicki Condon

Our Patron's Advisory Council includes:

David Gonski, Lisa Paul, Shemara Wikramanayake,
Chris Bond, Emma Flowers, David Knowles

Our Ambassadors include:

Mark Beretta, Mia Freedman, Erik Thomson,
Pat McCutcheon, Jean Kittson, Tommy Herschell

Our Program Team are a particularly experienced and skilled group of people who come highly qualified in psychology, counselling, and social work. Together, they are committed to outstanding delivery and outcomes of our youth mentoring programs across the country, and it is they who sustain our mentees and mentors to connect with each other so remarkably well. It is because of them that our extraordinary match retention rate is so unusually high.



MENTOR TRAINING

Our mentors are the life force of our organisation. While they are volunteers, we consider them part of our staff team at Raise and we cannot thank them enough for their dedication and commitment to our organisation. Without them, we are unable to operate.

Alongside completing our best practice Raise Youth Mentor Training which spans 12 hours of comprehensive education, Raise Mentors complete compulsory Working with Children and National Crime Checks, and then choose which of our mentoring programs they would like to volunteer in, dedicating 2 hours each week to a young person. They are extraordinary people, generous with their time and experience, and we are so grateful to each one of them.

In 2018, we trained 810 new mentors, and retained 292 previously trained mentors. This enabled us to provide a neutral positive role model for 1,016 young people who are facing profound challenges, taking the total number of mentoring matches Raise has made since our inception to 4,421. We have trained 3,142 compassionate volunteers from the community over the last 10 years since inception. Our mentors change thinking and save young lives.

Raise Foundation is possibly the only youth mentoring organisation in Australia which offers its volunteers 12 hours of comprehensive mentor training, which is one of our key differentiators. We are very passionate about providing this training for our mentors so they become highly qualified community volunteers with outstanding mentoring skills.

These skills are also transferrable to other facets of mentors' lives such as assisting with paid work, parenting skills, mentoring young people in the workplace and community involvement with young people. The feedback from our mentors on completion of the training is highly favourable.

"You could really sense the passion and absolute care the trainers have"

"I was surprised at how thorough it was and the amazing support mechanisms in place"

"Expertly delivered with relevant content in a professional space"

"I feel so well prepared – I couldn't ask for more than that!"

MENTOR TRAINING

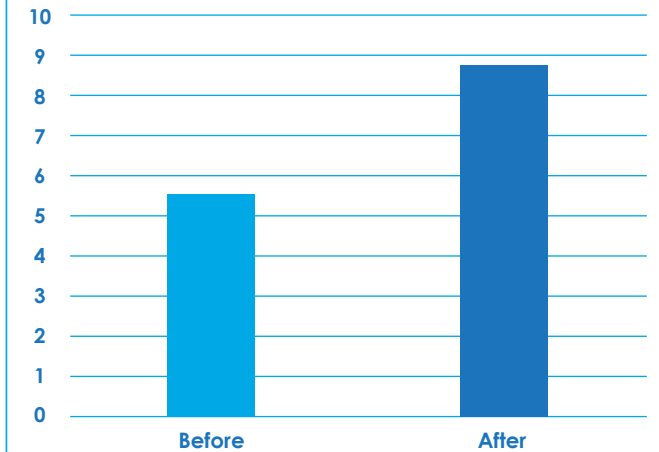
Our Best Practice Promise

"I can't wait to mentor, training was the best thing I have done in a long time"

97%

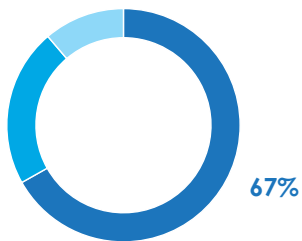
Rated our training either 'excellent' or 'very good'

How do you rate your knowledge and skills about youth mentoring before and after the Raise Youth Mentor Training



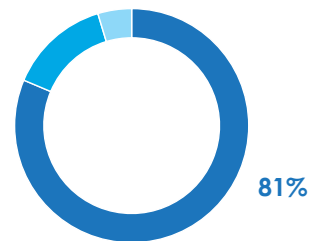
Mentors from our Corporate Partners tell us...

Feel more engaged with your employer



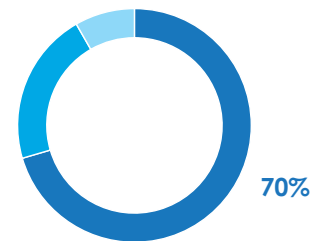
■ Yes ■ Don't know ■ No

Have better leadership skills



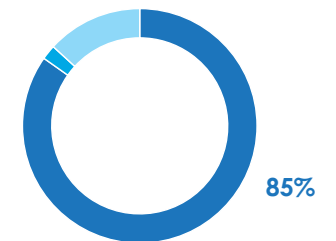
■ Yes ■ Don't know ■ No

Continue working with your employer



■ Yes ■ Don't know ■ No

Proud employer is community minded



■ Yes ■ Don't know ■ No

OUR PARTNERSHIPS

A continued focus on growing our relationships with existing partners as well as securing new multi-year partnership was a theme in 2018 for the Partnership Team. This, in conjunction with a shift to a more efficient, skills-based allocation of resources to our various funding channels has allowed Raise to not only adequately fund its program in 2018 but also rebuild its moderate surplus which had diminished in 2017.

At Raise we are committed to creating a platform of cross-sector collaboration in order to address the urgent social problem facing our young people today.

We continue to enjoy strong support from corporate partners who contributed 63% of our 2018 funding. We believe the strength of our corporate partnerships lies in our ability to provide meaningful engagement opportunities for their staff and deliver a demonstrable impact through robust evaluations. Both our multi-year partners such as Zurich, FICAP and Coca Cola Australia Foundation and our long-term partners who recommit each year such as Martin and Pleasance, Goodman and the Future Generation Investment Company provide operational certainty. At the same time generous once-off funding from partner-led events such as MYOB, Priceline and Smartline and specific grants such as CBA allow us to meet our annual fundraising goals.

We also continue to strengthen our partnership with the NSW Government through the ongoing delivery of high-quality outcomes through the Youth Frontiers program. We firmly believe that government has a role to play in our organisation as we target wellbeing and engagement in high schools and hope our successful partnerships in NSW will form the basis for further support in other states in the coming years.

Private philanthropy and grass roots community support are development areas for Raise. Whilst we enjoy the support of a small number of private donors including ThirdLink, and tap into our community through our flagship Sparkle Ball event, there is much more we can do in this space. In late 2018 we turned our attention to developing a sound strategy in these areas which we look forward to delivering on in 2019.



2018 STRATEGIC PLAN AND RESULTS

OUR GOALS	People Management	Program Management	Evaluation Process	Mentor Management	Fundraising and Philanthropy	Marketing and Communications	Operational Processes
OUR STRATEGIES	Attract, develop, support and retain our quality team	Design and deliver best practice mentoring programs for our mentees	Comprehensive systems to prove and improve our impact	Attract, develop, support and retain quality volunteer mentors	To generate required funding to operate our organisation	Market our brand to attract mentors, mentees, funding	Maintain processes for governance and operational efficiency
OUR MEASURES	90% retention rate of team or better, rating < 7 on staff Job Happiness levels, 100% reviews complete	90% match retention rate, < 90% mentees happy to be part of program and would refer a friend	Reach statistically significant improvements on surveys, attendance rates, survey return rates	30% mentor retention rate, < 90% mentors happy to be part of program and would refer a friend	20% increase in corporate partnerships, achieve fundraising target or better, 20% govt funding	Marketing analytics and measures, involvement in conferences, presentations, awards	Adhere to ACNC, ATO, ASIC requirements, maintain expenses on budget or better
OUR RESULTS	92% retention rate of team	95% match retention rate	Attendance rates 91%	33% mentor retention rate	9% increase in corporate partnerships	Marketing analytics as per KPI's	100% adherence to ACNC
	8.6 staff Job Happiness level	99% enjoyed the program	Survey return rates 82% mentees and 93% mentors	98% felt they made a contribution to the community	Generated 115% of fundraising target	Guest speaker in 2 industry conferences	100% adherence to ATO
	95% reviews complete	97% mentees would recommend to a friend	achieved statistical significance in 11 out of 16 outcomes measured	98% mentors would recommend to a friend	Generated surplus of 194% of target	Made presentations at 3 x corporate partner conferences	100% adherence to ASIC
					17% income from NSW Government	Finalist in NSW Volunteer Team of the Year Award	Annual expenses were 105% of target

STRATEGIC IMPACT PLAN 2019-2024

With the success of our mentoring programs in providing proven outcomes for young Australians at risk of disengaging, and confidence in our position as a leader in the delivery of best-practice mentoring program design, we are now intent on offering our in-school mentoring programs to every public high school in Australia. Harnessing the expertise of McKinsey and Co consultants through an extremely generous probono project in early 2018 and Raise Foundation's newly appointed Transformation Program Director, Raise developed a "Strategic Impact Plan" to achieve this ambitious goal throughout the coming five years across 2019-2024. The intent of the Strategic Impact Plan maintains the following core principles whilst pursuing a staggered, state-by-state rollout of mentoring programs across Australia to every public high school, prioritising those young people most at risk of disengagement.

- » We will stay true to our purpose and vision
- » We won't compromise quality for quantity
- » We will maintain our core competencies
- » We will manage risk for youth safety and reputation
- » We can't be all things to all people and will collaborate and partner where possible
- » We will enable our staff with the tools to perform their roles
- » We will continue to optimise our operating model as improvement and growth are equally important
- » We will continue to deliver on our promises to our key stakeholders

These capacity building projects will create the infrastructure and resources capable of supporting the delivery of Raise mentoring programs to all 1,036 public high schools in Australia, supporting 15,000+ mentoring matches per annum (15x scale) by 2024 whilst halving the per-match cost of delivery. This is a bold strategy, and we will embrace all available support we can inspire for this project.

In order to maintain these core principles whilst achieving the intended dramatic increase in scale, Raise has identified four key enablers and commenced planning and implementation on related capacity building projects during 2018 and into 2019:

Technology – build and implementation of a digital platform in three phases across 2019 which will enable Raise to engage and manage 15,000+ volunteers, 1,000+ programs and schools and 300+ staff. Design completed in 2018 and project commenced with provider Alphasys in January 2019 using surplus funding from prior year. Full funding still needed to complete the project.

Marketing – initiation of a local and national mentor recruitment campaign in 2019 which will allow us to attract and secure 15,000+ volunteer mentors per annum. Creative developed in 2018 with pro-bono partner, Channel Zero. Funding for campaign implementation still needed in 2019.

Support Structures – investing in qualified people to deliver the capacity building projects and implement human resources support structures in advance of moving into a scaled environment. Hired Research and Evaluation Director, State Managers in VIC and NSW and a Salesforce Coordinator who commenced in January 2019. Transformation Director and new IT Transformation Manager required throughout 2019 to implement Strategic Impact Plan projects.

Funding – seeking public and private funding to support capacity building projects in 2019 as well as program roll-out from 2020. In 2018, developed relationships with NSW State Government departments and we have gained some traction in early 2019. Initiated strategic planning for the private sector in late 2018 and currently finalising a 2019 Special Projects Campaign Strategy and 5-year Funding Strategy.

AUDITED ACCOUNTS FOR YEAR ENDING DECEMBER 2018

Raise Foundation

Statement of profit or loss and other comprehensive income For the year ended 31 December 2018

<i>In AUD</i>	<i>Note</i>	2018	2017
Revenue	4	3,254,581	2,054,237
Total revenue		<u>3,254,581</u>	<u>2,054,237</u>
Cost of charitable activities		(125,255)	(110,503)
Personnel expenses		(2,136,264)	(1,510,341)
Administration expenses		(371,696)	(303,097)
Other expenses		(218,659)	(188,457)
Total expenses		<u>(2,851,874)</u>	<u>(2,112,397)</u>
Results from operating activities		<u>402,707</u>	<u>(58,160)</u>
Interest income		628	380
Interest expense		(11,056)	(5,665)
Net finance (costs)/income	5	<u>(10,428)</u>	<u>(5,285)</u>
Surplus/(deficiency) for the year		<u>392,279</u>	<u>(63,445)</u>
Other comprehensive income for the year		-	-
Total comprehensive income for the year		<u>392,279</u>	<u>(63,445)</u>

Raise Foundation

Statement of financial position As at 31 December 2018

<i>In AUD</i>	<i>Note</i>	2018	2017
Assets			
Cash and cash equivalents	6	857,135	598,105
Trade and other receivables		711	55,638
Other assets		17,961	152
Total current assets		<u>875,807</u>	<u>653,895</u>
Total assets		<u>875,807</u>	<u>653,895</u>
Liabilities			
Trade and other payables	7	43,762	214,129
Total current liabilities		<u>43,762</u>	<u>214,129</u>
Total liabilities		<u>43,762</u>	<u>214,129</u>
Net assets		<u>832,045</u>	<u>439,766</u>
Trust's Funds			
Settlement sum	9	10	10
Accumulated surplus		832,035	439,756
Total Members' funds		<u>832,045</u>	<u>439,766</u>

Compiled and verified by KPMG as a generous donation

Full report available at raise.org.au

<http://www.youthbeyondblue.com/footer/stats-and-facts>

<http://www.headspace.org.au/what-works/research-information/depression>

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