

Evaluation and Annual Report



Empowering young people
to shape a purposeful life



2020

Thank you

First and foremost, our work would not be possible without our valued supporters – thank you.

Principal and Major Partners



Family and Individual Supporters

Boyer Kovacs

Albert
Bishop
Durham
Haywood
Levine
Muir
Trollip
Waterworth

Fuchs Moller

Atlas
Browne
Fox
Harding
Lieberman
Poole
Thodey
Williams

Graf Pascoe

Abulafia
Cooper Tuxen
George
Hersch
Lowe
Reede
Todd

Gonski Walker

Basserabie
Cordiner
Halstead
Herschell
Maister
Spanton
Wade

Gray

Birch
De Meur/Hanmer
Hawker
Knowles
Moore
Swift
Warner

Partners and In-Kind Supporters

APP
Findex
Lantern Club
McKinsey & Company
Now Finance
Pittwater RSL Club
Sydney Community Foundation

Asurion
Geelong Community Foundation
LexisNexis
Milner Rd Foundation
oneZero Financial Systems
Sage
Tello

Chatswood RSL
Good2Give
Lionize
Mingara
Pandora
Salesforce
UBS

Engagis
KPMG
Martin & Pleasance
Norths Leagues & Services Club
Peanut Productions
Scentre Group

"It was exactly what I needed for the longest time – a person to talk to and help me feel comfortable with myself"

– Mila 14

Contents

Challenges for our youth and the Raise solution	4	Community solution with nationwide ambition	16	Our school partners	30
2020 highlights	6	Sydney Airport feature	18	Parent and carer feedback	33
Welcome from the Board	8	Program summary	19	The Bump program	34
Our people, mission and values	9	Meet the mentees	20	Partnerships	36
Our impact	12	Innovations in mentoring	22	Fundraising partnerships	38
Theory of change	14	Match feature story	24	Impact plan results	39
Evaluation and research	15	Meet the mentors	26	2020 income summary	39
		Mentor outcomes and impact	28	Audited accounts	40
				Mentee story – Anaya	42

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

Because young people need us more than ever

Across Australia, young people are experiencing challenges that impact their mental health, emotional and social wellbeing and school engagement. They are struggling to cope; dealing with a multitude of complex challenges including depression, anxiety, bullying, fear of the future and staying connected and engaged with school.

1 in 10

are disengaged
from education



Suicide is the
highest cause of
death amongst
young people

Only **36%**

of young people
will ask for help

50%

of all lifelong mental health
conditions start in mid-teens

3 in 5

experience
bullying

\$11.3 billion

estimated economic
impact to GDP

The Raise solution



At Raise, we recruit, train and screen volunteers to become youth mentors before matching them with a vulnerable, disengaged young person (typically a year 8 student) in a local, public high school.



Our comprehensive, best-practice training equips everyday people with the skills they need to deliver our evidence-based one-to-one, in-school mentoring program.



Working together over a 23 week program, for 2 hours per week in school terms 2 and 3, our mentoring program is fully supported and supervised by degree qualified counsellors.



In partnership with schools and the broader community, together we empower young people to navigate challenges and believe in themselves.



Evaluation and research led, we focus on impact and rigorously measure the difference we are making to help young people become more resilient, capable and connected for the future.

An early intervention solution – working upstream

Imagine you're sitting on the banks of a beautiful river, having a picnic with a friend. You are just about to take a bite of your sandwich, when you hear a scream. To your horror, you look over and see that a child is drowning.

What do you do?

Of course, you jump in the river and do everything possible to save the drowning child. You manage to swim back to the bank, pull them to safety and take care of them while an ambulance arrives.

Exhausted and incredulous, you return to your picnic.

Moments later, to your dismay, you hear more screaming. You look over and now see three children drowning.

What do you do?

This time you grab your friend and both jump in the river, pulling all the children to safety. They are scared, bruised, coughing and spluttering. You stay with them while the ambulance arrives.

Whilst still in shock and disbelief that this could be happening, the screams begin again. Yet more children are drowning in the river.

What do you do?

You finally realise that you need to go upstream, find these young people, listen to their story so that you can find out why they're falling in, or worse still, jumping in, and stop it happening in future. You need to teach them about water safety, show them how to stay afloat, provide life jackets and show them how to call for help, so that they too can help others.

Through mentorship, young people learn lifelong survival skills before they are in crisis... before they are drowning.

Raise knows that early “upstream” intervention with a mentor makes all the difference in the life of a young person.

Leading the way in Youth Mentoring since 2008



6,351
young people
mentored to date



4,850
mentors trained



one-to-one
youth mentoring
experts



over **77K**
training modules for
mentors delivered



research
and
evaluation
driven

over
27K+

followers and supporters



84
passionate,
knowledgeable
staff



688
programs led by
qualified
counsellors since 2008



over **20**
million in funds
donated



36+
incredible
corporate and in-kind
partners in 2020

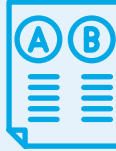


1,304,354,353
minutes of
face-to-face support

Delivering on our strategic impact plan in 2020



930
young people
supported

74 
programs in schools
and communities

we mentor
across
5
states 



quickly and
successfully
adapted our
mentoring program
for online



44
qualified
Raise counsellors



Statistically significant
impact for mentees

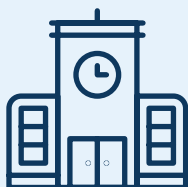


Australian Government
Department of Health

Partnered with the
**Australian
Government
Department
of Health**



Our CEO recognised
by ProBono Australia in
Impact 25 Awards



97% of schools
requested program
again for 2021

95% of schools
say Raise helps build
individual and collective
wellbeing at their school



A letter from the Board

In the past year, we have experienced a rollercoaster of emotions including exhaustion and pride. Like when you run a marathon, you are physically spent, but psychologically overjoyed. So very weary, and yet so relieved.

Ready... set...

2020 was meant to be the year that our strategic impact plan to mentor more young people would ignite. We had planned our path, organised resources, invested in technology and secured the promise of significant Federal Government funding. We were ready.

By the end of February, we had recruited, screened and trained **1,321** volunteer mentors – a **32%** increase on any previous year – and were partnering with a record **100** school partners. We were set. Then the COVID-19 pandemic sent the country into lockdown. We could not press go.

Resilience, help, hope

Rigorous risk management is paramount at Raise, but we had not anticipated that so many public secondary schools across the country would simply shut down overnight under threat from a global pandemic. Along with the rest of the world, the shock and uncertainty of these momentous actions paralysed us at first.

Being experts in the youth wellbeing space, we knew young people were already struggling with anxiety, depression, bullying, self harm, disadvantage and discrimination. Now, with schools closed and students forced to stay at home, young people also faced isolation from friends, disruption of education, family financial insecurity and inability to access psychological support. Major disasters cause fear, grief and sleeplessness, all major risk factors for already vulnerable young people. We had to make our mentees our priority.

So we took a deep breath and stepped in with resilience and courage, facing the challenge of delivering our programs safely for our mentees, our mentors and our team. As an organisation, we called on the very strategies that we had been teaching our mentees for years. We embraced resilience, surmounted obstacles and designed new ways of achieving our goals. We asked for and accepted help from our partners and supporters. We looked after ourselves and each other. We worked together to build hope for our future.

Thank you

We are in awe of our incredibly dedicated leadership team, staff team, volunteer mentors, Advisory Councils, Ambassadors and Board of Directors. In a year where we faced the reality of financial support collapsing and restricted access to support our mentees in schools – you have all stepped up. In spite of the challenges, our village has adapted and innovated to create a world class organisation. We are so inspired by you.

Our partners are also unsung heroes. To our private individual donors, our corporate partners from some of Australia's leading companies, and State and Federal Governments, thank you. Your collective contribution powers the impressive engines that do all this great work in the Raise village. We recognise and value your commitment to us, in spite of your own challenges this year.

Crossing the finish line

It was no mean feat that, in 2020, we provided evidence-based, early intervention mentoring to **930** vulnerable young Australians across 5 states in **74** communities. The results of our evaluation this year will warm your heart.

Best foot forward

With renewed hope and optimism, we embark on a fresh new year mentoring as many young people as we can, at a time when they need it the most. We will continue working towards our ambitious strategic impact plan to offer early intervention mentoring to all public secondary schools across the country, and we are set to provide Raise mentors for **2,300** young people across **155** schools in 2021, a massive step change towards 150% increased reach. We know with your continued support that this is achievable and that, together, we can all experience the difference a mentor makes.



Leon Condon
Chairman



Vicki Condon
Founder and CEO



Above, left: Our *Leadership Team* (left to right) Alison Hall, Allison Salmon, Rachael Davern, Fiona Treweweke, Kathleen Vella, Carol Sandiford, Vicki Condon, Karen Kennedy (inset, on-screen). Above, right: Our *Board of Directors* (left to right) Tim Bishop, Jenny Moulder, Andrew Birch, Vicki Condon, Leanne Ralph, Leon Condon (Chair).



Raise is fortunate to have the expertise and connections of its **Leadership Team**, **Board of Directors**, **Patron's Advisory Council** chaired by David Gonski AC, **Fundraising Advisory Council** chaired by Garry Browne AO, **Research Advisory Council** chaired by Professor Lucas Walsh and **Youth Advisory Council**.

Leadership Team

- Vicki Condon AM
- Rachael Davern
- Alison Hall
- Karen Kennedy
- Allison Salmon
- Carol Sandiford
- Fiona Treweweke
- Kathleen Vella

Board of Directors

- Andrew Birch
- Tim Bishop
- Leon Condon (Chair)
- Vicki Condon AM
- Jenny Moulder
- Leanne Ralph

Patron's Advisory Council

- Ilana Atlas AO
- Chris Bond
- Emma Flowers
- David Gonski AC (Chair)
- David Knowles
- Lisa Paul AO

Fundraising Advisory Council

- Garry Browne AM (Chair)
- Cedric Fuchs
- Michael Graf
- Bronwyn Winley

Research Advisory Council

- Penny Dakin
- Professor Lucas Walsh (Chair)
- Kristy Muir
- Suzie Riddell

Youth Advisory Council

- Cassandra Bentley
- Vince Chen
- Layla Eather
- Ciaran Foster
- Teyarnea Griffiths
- Lisa Lewis
- Leonie Nahhas
- Angelica Ojinnaka
- Gabi Stricker-Phelps

Ambassadors

- Mark Beretta
- Ryan ("Fitzzy") Fitzgerald
- Mia Freedman
- Georgie Gardner
- Ellia Green OAM
- Tommy Herschell
- Jean Kittson
- Pat McCutcheon
- Erik Thomson

Raise may choose to diversify the membership of its Board, and has recently conducted a review of the skills matrix, highlighting the need to add skills and expertise in marketing, fundraising and education. Raise also evaluates its independence regularly as the organisation matures.

We continue to broaden the membership of our Advisory Councils and we also intend to rejuvenate our School Advisory Council in 2021 to bring additional external mentoring and advice to our internal team via expert and well-regarded individuals.

What we stand for at Raise

Purpose

Young people across Australia are experiencing an increasing number of challenges that impact their wellbeing, yet many are unable to access someone or somewhere for support during adolescence.

Intent

Raise offers early intervention, evidence-based mentoring for young people in high school with trained, independent adults with whom they can develop a trusting relationship.

Impact

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

Aspiration

Create thriving communities by offering mentors to all public secondary schools, prioritising year 8 students who are most at risk of disengagement or poor wellbeing.

Values

Be Courageous

– we are imaginative, driven, progressive, confident

Give Respect

– we believe in acceptance, equity, inclusivity

Bring Vitality

– we are positive, fun, energetic, inspiring

Show Heart

– we are kind, passionate, sincere, empathetic

Apply Integrity

– we operate with authenticity, accountability, transparency

Deliver Excellence

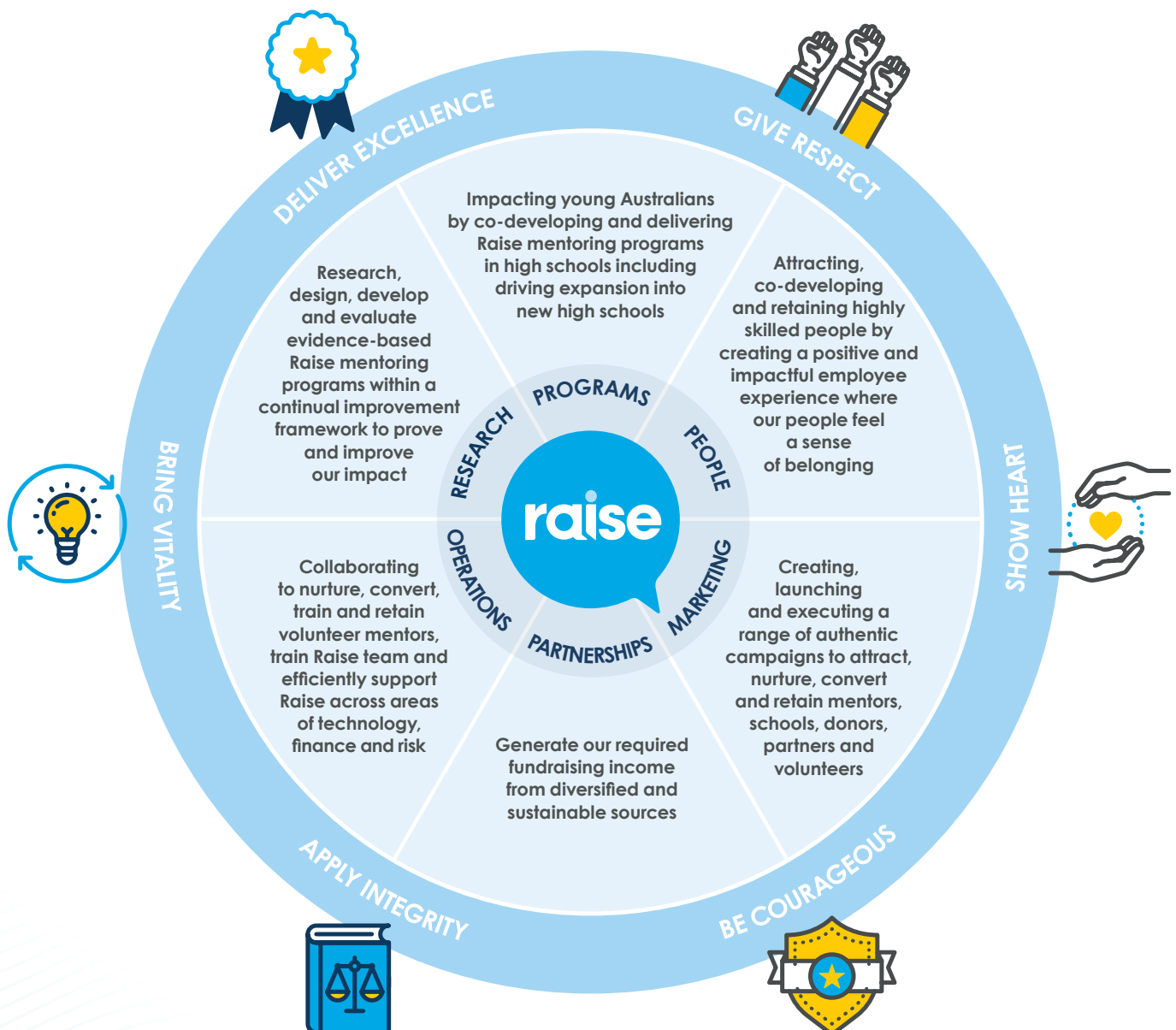
– we are evidence-based, responsive, consistent, experts in our industry

Youth-focused passionate people

Raise works hard to attract, develop and retain a highly skilled and experienced group of people in our “village” including our Volunteers, Mentors, Central Support Team, Program Counsellors, Board Members, Advisory Councils and Ambassadors. Our team consists of extraordinary professionals who are personally committed to impacting the lives of young Australians.

In our most recent culture survey, the vast majority of our team told us that they believe Raise has a vision that inspires them, they feel engaged with our purpose and vision, believe our leaders act with integrity all of the time, believe that we are committed to best practice in our industry, feel that their work is meaningful, and they are proud to work for Raise.

Raise operates with a variable workforce model which benefits our team with flexibility and ensures the donated dollar goes a long way in our organisation.



The impact of our programs on young people

We are extremely proud of our results in the following areas, as our mentees experience

Statistically significant positive changes in:

- | | |
|-------------------------------------|---|
| ✓ Hope for the future | ✓ Confidence |
| ✓ Resilience* | ✓ Coping |
| ✓ Help-seeking | ✓ Communication skills |
| ✓ Ability to set* and achieve goals | ✓ Grades* |
| ✓ Attendance* | ✓ Ability to get a job* |
| ✓ Ability to complete Year 12* | ✓ Relationships with family, friends* and teachers* |

*For those with low baseline ratings



Mentees saw significant improvements in their **hope for the future**, and this is important as hope buffers suicide ideation and aids academic achievement.

There was a significant improvement in **resilience** for mentees with low scores at the beginning of the program. Increased resilience means mentees are better able to overcome the challenges they face and is a life-long skill that will help them long after mentoring has finished.

Young people are the least likely of any age group to ask for the help they need, so improvements in their knowledge of where to get help, their ability to ask for help and the likelihood of accepting help is particularly important for improving mental health outcomes.

When we asked mentees how they perceived their own change, they told us that they had noticed differences in their ability to communicate, confidence in themselves, better relationships with friends and family, school belonging and wellbeing. Mentees also said they felt better about being at school, were able to manage their emotions better, they felt more confident and were able to be more open with adults as a direct result of mentoring.

Strong results in those who set goals was also great to see, with goal setting having strong links to self-efficacy and hope for the future, as well as promoting a sense of self-mastery.



"I was going through some hard times. My mentor was a good listener, understanding and compassionate. I felt safe to be vulnerable and received comfort and great advice."

– Lachlan, aged 14

Tracking their success, today and into the future

98%

enjoyed the program

92%

felt communication skills improved

93%

would recommend
to a friend

92%

feel better about school

93%

helped to make
better choices



67% set a goal and

95% of those
achieved or partly
achieved the goal

64%

know more people at school
through completing the program

84%

more likely to
continue school

86%

feel more
connected

We are excited to announce that we have been tracking our 2019 cohort longitudinally.

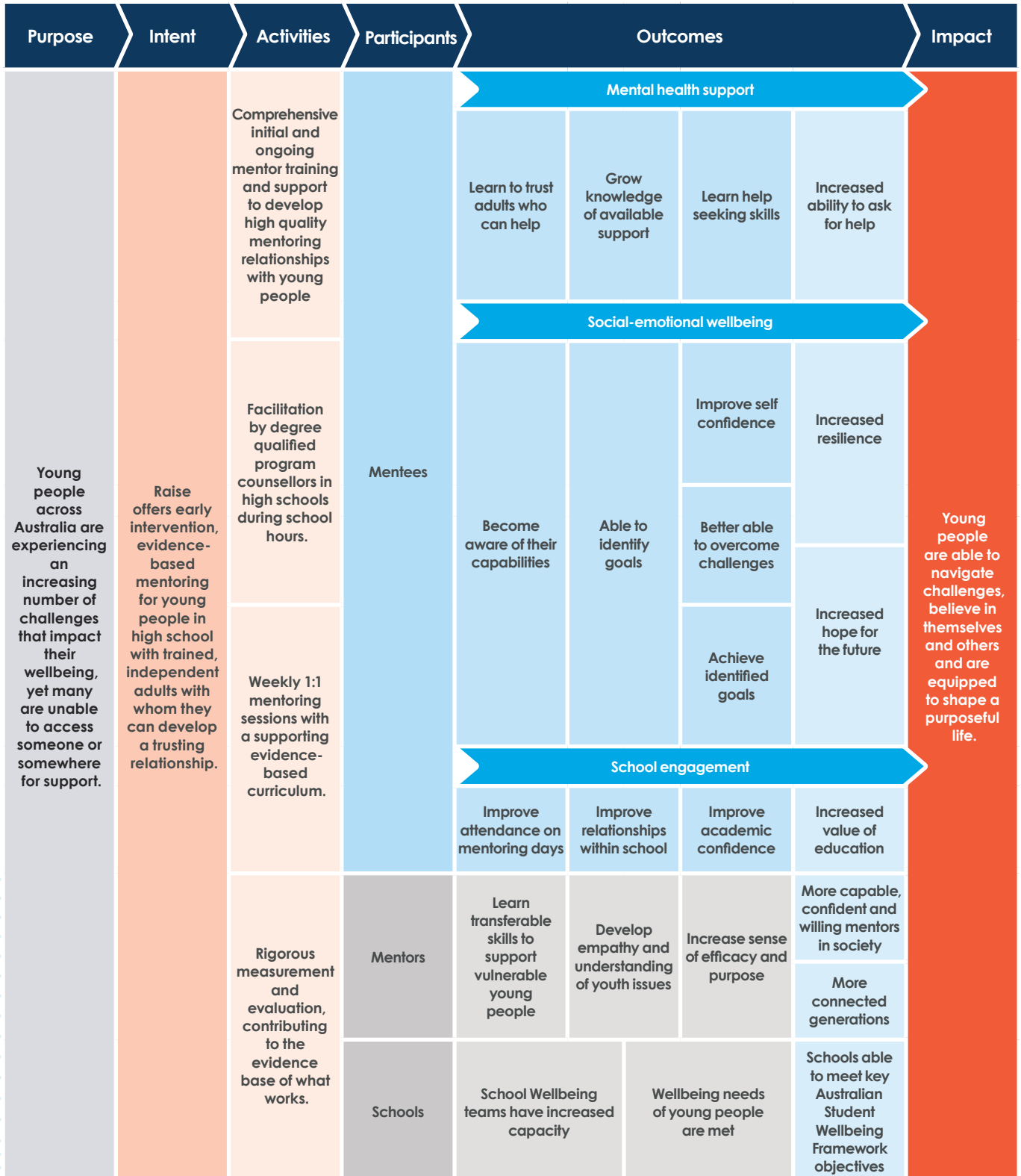
In our six-month follow up survey, responses indicated that these benefits had been maintained over time (despite COVID-19 impacts in 2020).

These positive results were particularly pronounced for mentees who were really struggling coming into the program.

We will continue to prioritise tracking the long-term benefits for our mentees. The response rate was approximately 25%. We are working to increase engagement to achieve a much higher response rate in 2021.

How we create impact – our theory of change

Our theory of change provides a visual and succinct model of how the work we do connects our purpose to the outcomes and change we expect to deliver:



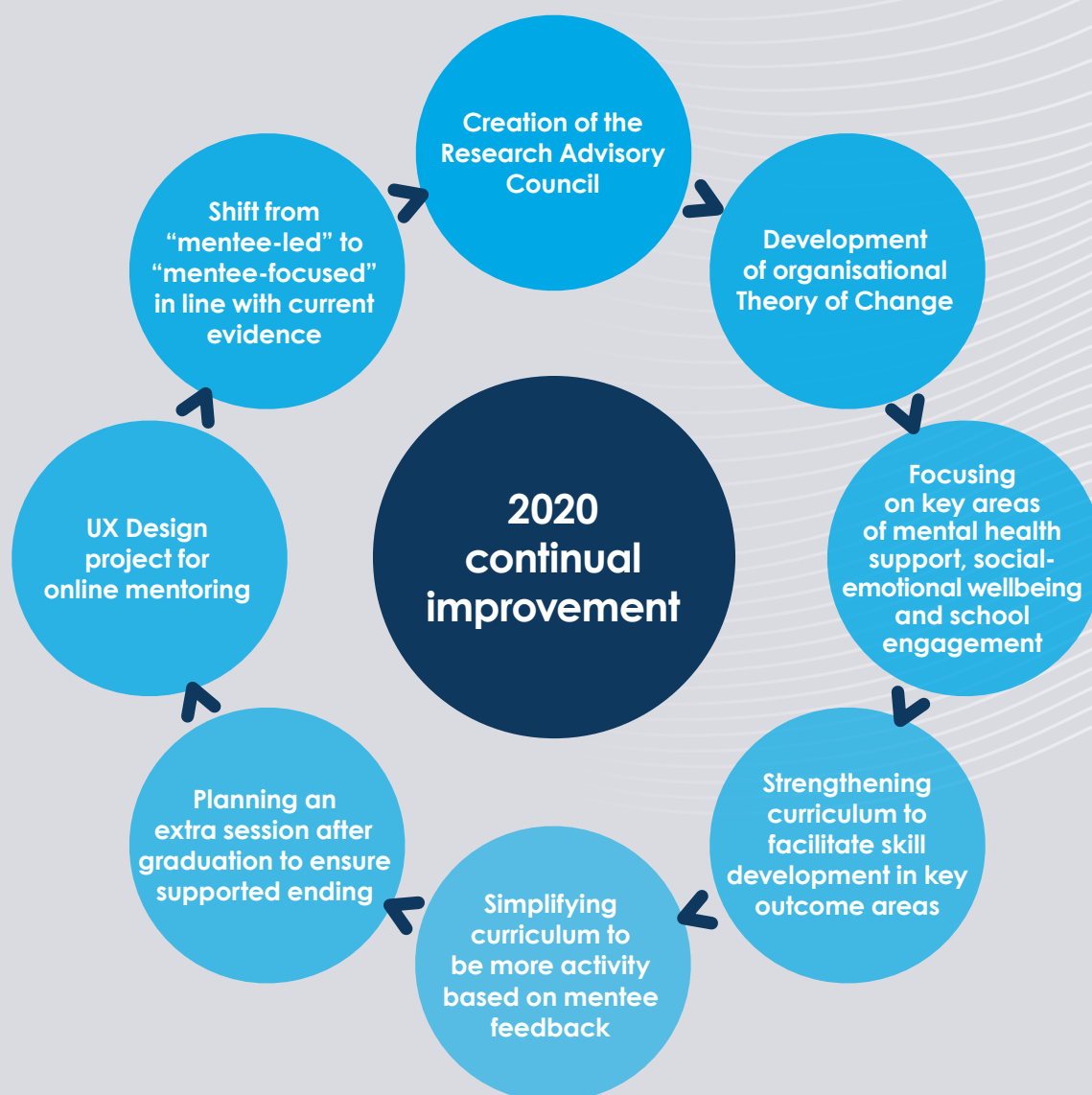
Evaluation-based and research-led

Raise takes pride in being research-led and evidence-based. Every year we rigorously evaluate our programs to understand the impact of mentoring on young people, mentors, schools, families and communities.

The findings of our evaluation inform the continual improvement of our programs so that young people and their mentors experience the best possible outcomes.

How do we do it?

- Quantitative data is collected through robust, scientifically valid, pre-program and post-program surveys completed by mentees and mentors to measure change.
- Post-program surveys are completed by schools and parents/carers.
- Qualitative data is collected through open survey questions, focus groups and semi-structured interviews to add depth and richness. It helps us better understand the mechanisms of change, as well as giving us important information about where we could improve.



A community solution with nationwide ambition

At Raise, we believe that early intervention is a critical part of the solution for young people – and working with schools enables that solution. Delivered at the right time and in partnership with public high schools, our youth mentoring program supports the Australian Student Wellbeing Framework to empower young people to become more resilient, confident and hopeful for the future. Raise delivers a program with young people at the centre where the benefits extend far beyond the mentoring match to create thriving communities.

Youth-centric with community wide benefits

Community Individuals

Experience feel-good factor, giving back to the community and a sense of purpose, whilst learning transferable skills for home and work life

Schools

Flourishing students due to increased wellbeing support, and improved KPIs against the Australian Student Wellbeing framework

Businesses

Enjoy a partnership that gives back to community as well as achieving CSR and business goals, and improve the retention, satisfaction and wellbeing of their employees

Government

Partner with a trusted, scalable, early intervention program that provides a cost effective solution with proven outcomes that deliver against the Australian Student Wellbeing Framework

Philanthropists

Appreciate an evaluation-led program that delivers measurable impact, where every dollar can be trusted to support the wellbeing of the next generation



Our bold aim is to offer this important early intervention mentoring program to every public secondary school in Australia.

Our reach so far

- mentored over 6,300 young people
- trained over 4,800 volunteer mentors
- built a fully replicable model
- established a presence across Australia

How mentoring creates a powerful ripple effect

“One of the beautiful things about mentoring is the change that occurs far beyond the mentoring match itself. Mentoring creates a powerful ripple effect that impacts entire communities.”

– Dr Carol Sandiford, Research and Evaluation Director, Raise Foundation

At Raise, we see the ripple effects that mentoring a young person has on the broader community. Everyone who touches our program experiences their own positive outcomes.

The positive impacts do not start and end with the young person, the improvements in their social and emotional wellbeing can be felt by those around them. Teachers notice improvements in students' attitude and listening skills, through to attendance, grades and the desire to finish school. The school experiences greater capacity to extend their wellbeing program and prioritise the wellbeing of students as well as achieving the Australian Student Wellbeing Framework objectives.

In addition to this, the young people in our program are known to share the learnings of the program and encourage other young people to seek help too. The improvements in relationships these young people experience is also felt by friends, family, teachers and peers.

For the mentors, whether from corporate or community, we know they benefit from a sense of purpose and giving back, but it's so much more than that. Our research tells us that mentors experience statistically significant increases in their knowledge and ability to relate to young people, as well as confidence in their ability to mentor young people outside of Raise. Mentors also tell us that the improved listening and leadership skills and an increase in their own self-esteem and empathy are useful in their home and work lives too. This undoubtedly impacts not only their own wellbeing, but that of those around them.

And so it goes on, prospective employers interact with young people who are more confident and hopeful as a result of the time spent with their mentors. Corporations achieve their own social responsibility goals and their staff discover personal and professional growth from mentoring a young person, which increases their job satisfaction.

Connecting people through effective mentoring creates thriving communities across our whole country.

Greg's story – turning tragedy into purpose



From the simple act of one individual feeling compelled to mentor for Raise, there is now a burgeoning partnership, benefitting many young people in the local community.

It was a typical Friday about 3 years ago when I drove into work and noticed out of the corner of my eye something was out of the ordinary.

I work in operations at Sydney Airport and am often a first responder in a variety of situations. On this particular Friday, I made the tragic discovery that a young person had taken their life. For the remainder of the day, I felt completely numb. I couldn't understand why young people didn't have the tools they needed to ask for help.

The next morning, I went to my colleague's citizenship ceremony where the Mosman Citizen of the Year award was presented to Vicki Condon, Raise's Founder and CEO.

Vicki began talking about suicide being the leading cause of death among young Australians. She shared an analogy about a river and the importance of going upstream to intervene earlier. After the ceremony I got into a taxi, googled Raise, and had signed up to mentor before I got home.

I was interviewed that Monday and placed in mentor training. It was an amazing experience, not only did I learn heaps, but I also met other like-minded people from other organisations, with a desire to make a difference.

I was matched with a young boy at a school in a nearby community and whilst it took time for my mentee to open up, when he did, I found I was really able to be that consistent, trusted adult that he needed. My mentee was carrying a whole heap on his shoulders and he shared details about his home life that he said he just couldn't tell anyone else, not even his friends.



During my second year of mentoring, a colleague joined me on the journey. It sparked a lot of conversation internally and the commitment we could make as an organisation. In my third year, Sydney Airport formed a partnership with Raise and a group of staff were given an opportunity to put their hand up. I was proud to go in as a team.

When I think about the difference a mentor makes, I feel really privileged to be there for a young person who is having a tough time. Raise's youth mentoring program is very special to me. I also really value the opportunity to play an active part in the community.

Supporting one young person and helping them develop the tools they need to ask for help makes a real difference.

A story that starts in tragedy for one young man has undoubtedly turned into a purposeful journey helping Australian youth build a brighter future.

From everyone at Raise we are so proud to be Sydney Airport's partner and very grateful for all your support.

Program summary with a pandemic pivot

69

School
Programs

420

experienced
mentors returned
to Raise

1,321

total mentors
ready to volunteer
in March 2020
(prior to COVID-19)

930

mentoring matches
actually graduated
in 2020 (as a result of
COVID-19)

5

Bump
Programs

901

new mentors
trained

4,850

mentors trained
since 2008

94%

match
retention rate

Pandemic pivot, teaches us all a lesson

We learned a great many things by having to react and adapt, and amongst all the challenges there are many positive learnings for the future.

In times of change and heightened uncertainty, young people need supportive, caring and competent adults to help alleviate feelings of anxiety, and provide strategies such as supportive listening and resilience building.

When COVID-19 was declared a global pandemic in early 2020, we knew we had to overcome any obstacle in the way of running our programs, particularly based on the potential for significant and lasting damage to the mental health of young people.

It was imperative that Raise mentoring programs continued in spite of these challenges. This meant rigorous, agile adaptations to turn our face-to-face program into an engaging online program that would be powerful and effective. Managing the moving parts of pandemic restrictions, we operated online, face-to-face and a combination of both programs, working to deliver the best possible solution on a school by school basis.

Maintaining high quality programs was paramount and our speed to provide programs was safety led.

We learned a lot, and were lucky enough to participate in an innovation project called "Reimagine" through the Social Impact Hub which took us through an innovative UX design process to understand the challenges. Through this process, we found that there were a number of challenges to delivering online including:

- Disruptive noise during the session **51%**;
- Accessing wifi **37%**;
- Logging on to the session **22%**;
- Finding a private spot **21%** and
- Accessing a device **14%**.

Despite these challenges **100%** of schools who received online mentoring rated it Excellent or Very Good.

The outcomes observed are strong enough to encourage us to continue piloting online mentoring in 2021 and have given us a platform to build on with regards to our future delivery models and capabilities. We expect that having this online model for our program will assist us to offer mentoring to more young people across Australia as part of our growth strategy, particularly in regional and rural areas, depending on school requirements.

Meet the mentees

It's not okay

Young people are struggling to cope; dealing with so many challenges including depression, anxiety, bullying, fear of the future and staying connected and engaged with school. Worst of all, they find it really hard to ask for the help they need.

Ranging in age from 12-16 years our mentees come from a range of backgrounds, with one quarter speaking a language other than English and 8% identifying as an Aboriginal and/or Torres Strait Islander person. Most young people want their mentor to provide space to talk openly, advice and guidance and goal setting skills.

In 2020 the most common issues they faced were:



79%

Anxiety/stress



45%

Depression



44%

Bullying



35%

Suicidal thoughts/
attempts



25%

Self-harm

Raise mentoring programs aim to improve mental health support for young people by growing their knowledge of available support and teaching and practicing help-seeking skills.



“When I started the mentoring program, I was also entering the darkest part of my depression. I felt I couldn’t talk to anyone about what I was feeling, and that even if I did, I wouldn’t be taken seriously. The Raise Mentoring Program helped me build some confidence and skill in talking about things that were going on, and that helped me to be able to talk to some close friends and my psychologist, and begin working on my mental health issues.” – Michael, 14

Giving young people a voice to lead the way

This is why setting up our very own Youth Advisory Council (YAC) in the middle of 2020 is something we are extremely proud of.

Raise's YAC is made up of nine young Australians aged 18-25 years who are passionate about the wellbeing of young people, eager to share their ideas and experiences as a young person and are aspiring agents of change in the youth sector.

Our inspiring nine

Led by our Youth Engagement Manager, Alana Faust, this group consists of nine incredible individuals, each of whom bring a wealth of experience and dedication to the youth mental health and wellbeing space. Our YAC members for 2020-2021 are:

Angelica Ojinnaka, Cassandra Bentley, Ciaran Foster, Layla Eather, Leonie Nahhas, Lisa Lewis, Gabi Stricker-Phelps, Teyarnea Griffis and Vince Chen.

The projects they are currently working on include Raise's diversity and inclusion agenda, improving our mentee onboarding and orientation process, development of a grassroots fundraising campaign and implementation of youth-led research and evaluation of our programs.

In addition to these projects, the team have also completed and provided feedback on our Raise Mentor Training, shared their experiences of COVID-19 on our socials, assisted in grant writing, written letters to their own mentors as part of our *Letters to My Mentor* campaign, delivered youth-led focus groups with our mentees and assisted with mentor recruitment for our 2021 programs.

As Raise matures into a major charity in the youth wellbeing space, the YAC will ensure we are in touch and on track with the young people who are at the core of everything we do.

The primary role of the YAC is to collaborate with Raise, channelling the voice of young people in the development of our best practice mentoring programs.

Right: the YAC team.



Innovative mentoring models for the future

2020 Youth-Initiated Mentoring (YIM) Pilot

YIM is a recent innovation on the global mentoring stage showing extremely promising results. The program is focused on teaching young people the skills they need to successfully identify and recruit mentors from their local community or existing network.

In 2020, Raise's pilot program focused on upskilling young people in asking for help and identifying trusted adults already present in their lives who could offer support. We adapted a proven, evidence-based curriculum from a successful USA YIM model to run a pilot in 3 schools, with 34 young people aged 12-14 years across a 10 week program.

Promising headline results showed:

- All mentees said that they enjoyed the program and would recommend it to a friend
- 77% of mentees said that things were different for them because of the program
- 76% saw an improvement in their knowledge of where to get help
- 60% saw an improvement in their communication
- 56% saw an increase in their ability to set goals

In addition to providing important insights for Raise and additional skills for the mentees, the program could provide a solution to some of our challenges as we scale our organisation to offer Raise mentoring programs in every public secondary school in the country. For this reason we will continue to test and refine our YIM program into the future.



“Thank you for making me happy.”

“When you finally get to the end you realise that you’ve got a very different person there than the person you started with...and that young person is going to thrive by comparison to the person they were coming in.” – Sandy, mentor

Sandy discovered the Raise youth mentoring program while she was caring for her mother with Alzheimer’s and looking for volunteering opportunities for her retired husband. Raise piqued her interest and she ended up applying to be a mentor herself.

After the free training, Sandy was paired with Lucas who found it hard to engage with the program at first and didn’t always turn up to sessions. This changed when Sandy explained to Lucas that she would always be there to give her time and it would be respectful and fair for him to come as well. This resonated with Lucas and from that point on, “He’d come early and he’d come shooting through the door... and he’d go: ‘I’m here!’”

Throughout the program, Sandy and Lucas developed a connection and shared a meaningful dialogue. “And he and I were just like two peas in a pod. It was just the most beautiful relationship; it was very funny, we had a lot of humour between the two of us and we had quite big conversations. He wanted to be prime minister you see.”

Lucas was anxious about things in both his home and school life and, while Sandy couldn’t change these things, she was able to empower him with skills that enabled him to cope better and move forward. Sandy helped Lucas by listening to and empathising with his problems and concerns. She guided Lucas in breaking down the bigger picture into smaller components to see what could be addressed, teaching Lucas to create bite-sized chunks that felt manageable.



"I'd hate to think what his life might have been like without mentoring at this critical time in his life... I was able to support him in lots of ways, by giving him information and just connecting him with other people."

On seeing Sandy and Lucas interact, the school principal was struck by the difference in Lucas. *"Honestly, I've never seen him like that ... it's like they were from way back, they were just laughing away."* Hearing this was a real gift to Sandy and made her realise that she had also given a gift to Lucas.

Sandy felt that mentoring helped her to understand what young people are going through as well as improving her listening skills,

"the mentor training has taught me to sit back, keep quiet and let somebody else talk and I've become very good at that and quite frankly I'm very proud of myself."

On reflection of this one-to-one mentoring program, Sandy describes it as an extremely rewarding and humbling experience, and one that she was proud to be a part of because she was able to make a real difference in Lucas' life. *"When you finally get to the end you realise that you've got a very different person there than the person you started with..."*

they're far more outgoing, they're doing better at school, they're doing better at home, life has improved for them... and that young person is going to thrive by comparison to who they were coming in."

Sandy had a tear in her eye when she read out the card that Lucas had written to her after their year of mentoring together. *"Dear Sandy, I would like to take this opportunity to thank you for being a good mentor that helps me get through difficult times, helps me understand my life better. **Thank you for making me happy**".*

* This is a true story, though names and image have changed to protect privacy.

Meet the mentors

With a desire to make a difference, find purpose, and give back to the community, 1321 mentors from corporates and the community were trained successfully to work with young people in 2020 (with 930 mentors able to continue based on pandemic implications). Aged from 20-84 years, our mentors come from diverse backgrounds and we saw 20% more male mentors compared to last year. The rewarding nature of the mentor experience makes it a popular choice and the reason why 36% of our mentors returned from previous years.

Making of a mentor

Our mentors are the life force of our organisation. We cannot thank them enough for their commitment to supporting young people. Raise mentors are extraordinary people, generous with their time and experience, and without them, we would not be able to do the work we do. Raise mentors change thinking and save young lives.

Alongside completing our best-practice Raise Youth Mentor Training Course, consisting of 6 online modules and one day group training (face-to-face or virtual), Raise mentors complete compulsory Working with Children and National Crime Checks. They then choose a school they would like to volunteer in, dedicating 2 hours each week to a young person in need for 2 school terms.

Experts leading the way

Raise Foundation is the only youth mentoring organisation that offers 16 comprehensive modules of evidence-based youth mentor training in Australia, which is one of our key differentiators. We are extremely passionate about providing this training for our mentors, so they become highly qualified volunteers with outstanding mentoring skills. Our training continues throughout the mentoring program, with ongoing development and support each week during our Mentor Support Sessions facilitated by our qualified Program Counsellors.

Our ability to adapt our face-to-face training to a virtual format in March 2020, whilst maintaining the quality of our training, ensured we were able to continue training our volunteers despite the impact of COVID-19. We now have a virtual training model that can be utilised moving forward for interstate mentors and those in regional areas where required, therefore significantly reducing the cost of our training.

Our focus as we expand our programs across Australia is to train and retain as many as 2,300 mentors for our 2021 programs. We are committed to maintaining the quality of our training in line with our growth plans, ensuring our mentors are equipped to support young people in our programs and beyond.

The mentoring skills that our volunteers learn are also transferable to other facets of their lives such as assisting with paid work, parenting skills, mentoring in the workplace, and community involvement with young people.

The feedback from our mentors on completion of the Raise Mentor Training Course was highly favourable.



100%

of mentors rated
their trainer
as Excellent
or Very Good



99%

of mentors rated the
Raise Mentor Training
as Excellent
or Very Good

Mentor outcomes and impact



The impact of Raise mentoring programs extends far beyond the young person and the mentoring match. Mentors learn valuable skills that deepen their conversations with their own families, friends and colleagues, as well as experiencing increased confidence and sense of purpose. Mentors also develop an understanding of and empathy for youth issues, and increase their confidence to mentor the other young people around them. This understanding creates more connected generations and better support for all of our young people.

"It has the potential to change the life of someone else, as well as your own. Why wouldn't you take that opportunity?"

– Theresa, mentor, 43

Top 5 outcomes for mentors

Overall mentors report

98% increased contribution to community

97% feel increased sense of purpose

94% improved listening skills

88% are planning to mentor again

76% improved parenting skills

Corporate mentors experienced

97% feel sense of pride in employer

94% improved listening and communication skills

83% apply mentoring skills in workplace

81% more likely to stay with their employer

81% improved leadership skills

In addition to sense of purpose and a rewarding contribution, our mentors enjoy:



Personal growth



Increased empathy



Improved leadership skills



Understanding of young people



Enhanced listening skills

Positive impacts for our school partners

Our ambition is to make our programs available to every public secondary school in Australia, and in 2021 we are set to mentor as many as 2,300 mentees, in up to 155 schools across the country.

Our program provides crucial support for school wellbeing teams, and together we help our school partners to achieve the objectives of the Australian Government Student Wellbeing Framework.

Working closely with schools, we provide trained volunteer mentors who work one-to-one with their students, for one-hour sessions, every week across terms 2 and 3. On average, 15 students aged 12-14 are selected by the school for the program. All of our programs and mentors are supported and supervised by a qualified Program Counsellor. In 2020, 44 counsellors supported 69 programs in secondary schools (12 of these were predominantly online) with 877 mentees across 5 states.

Opposite: A letter of recommendation from a participating School





20 August 2020

To Whom It May Concern

Re: Raise Program

Yeronga State High School is currently partnering with the Raise Foundation to conduct their In School Mentoring Program (ISMO). This is the fifth consecutive year that this program has been offered to the students of our school. During this time Raise Mentoring has developed a strong reputation with both students and staff and has established itself as a valuable and effective contributor to student welfare within our organization.

The ISMO model is quite unique in that it recruits mentors from the broader community ensuring that this eclectic group of highly motivated, highly supportive and well trained group of adults are able to address the diverse needs of our students whether they be social, emotional or educational.

While the program adheres to a schedule of topics and session plans, the standout feature each year is the high quality relationships which develop throughout the program between the mentors and the mentees. The strength of these relationships is no more evident than at the graduation ceremony where participants are given an opportunity to express their thanks and their admiration. It is a privilege to witness these deeply personal public displays of respect.

Due to the significant restrictions and disruptions throughout 2020, the Youth Initiated Mentoring (YIM) model will operate during Terms 3 and 4 this year. This is a modified program designed to comply with COVIDSafe guidelines. Our students are responding enthusiastically to the presentations and the facilitators.

Yeronga State High School appreciates the efforts of Raise Australia to continue their work with students despite difficult circumstances.

I recommend Raise Mentoring to my school-based colleagues.

Yours sincerely

Brad Milford
Guidance Officer

Terry Heath
Principal

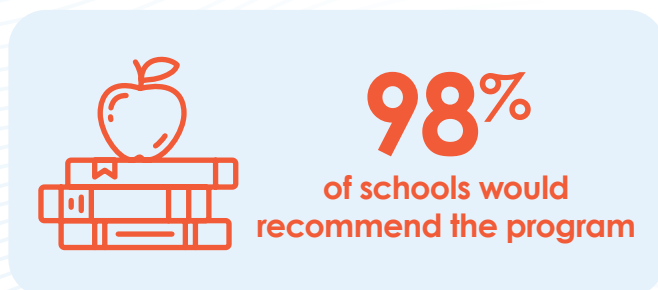
T (07) 3249 1400
159 Villa Street Yeronga, Qld 4104
E office@yerongashs.eq.edu.au
www.yerongashs.eq.edu.au
Cricos Provider Number: 00608A

Quality • Harmony • Sustainability

Quality pathways to success

School results and recommendations

With 69 school partners in 2020, we would like to acknowledge the extra effort that schools had to make in order to deliver programs during such difficult, challenging and uncertain times. The results were outstanding and reflective of the incredible teamwork and collaboration of school staff, the students, parents and our invaluable Program Counsellors and broader programs team.



Increasing student wellbeing and improving engagement

Schools note students' improvements in

100% increased confidence

100% increased communication skills

93% increased resilience

92% improved ability to set goals

93% improved peer relationships

88% improved help-seeking skills

"I cannot recommend Raise highly enough. It is an integral part of our wellbeing programs and provides such exceptional and life changing support to many of our at-risk students."

– Wellbeing Co-ordinator, Marrickville High School

Parent and carer feedback

The impact at home

74%

of parents noticed changes in their child due to mentoring

The top 5 areas where improvements were noticed:

- ✓ Confidence
- ✓ Relationships
- ✓ Communication
- ✓ Help-seeking
- ✓ Coping



"I cannot thank my son's mentor enough for her kindness, support, understanding and guidance. I think it is an amazing program and I am so grateful that he was chosen to be part of this. It has helped him immensely through a very challenging year." – Anh



"My daughter really looked forward to seeing her mentor. She was able to open up without judgement and receive advice from a neutral caring source." – Mariah

Bump – the end of a beautiful era

In its final year, we are proud to wrap up the Bump program having supported 917 pregnant and parenting young women aged between 13 and 23 over the past 12 years. In 88 programs, Raise connected young mums with an experienced mum from the community to mentor and support them along their journey.

Our highly committed Bump team delivered our last 5 Bump programs in 2020 for the final graduating cohort across 5 locations to the highest standards, and we thank our fabulous team for their ongoing dedication and passion for the program, mentors, mentees and their children.

In their own words – Eva's Bump story 2020

Having a child at what society thinks is a young age was really daunting for me. But moving away from my friends and family was even more so. Upon moving to Geelong, I was looking for a community of young mums to help me get through this tough time. I stumbled across the Bump program and initially was not entirely sure what it was, only that it helped support young mummies just like me.



Getting stuck in the day to day routine of mum life can be exhausting (especially during lock down) but the Bump program has given me something to truly look forward to. I feel well supported, comfortable to ask any question or raise any queries, but most importantly I feel as though I have an excellent community of friends that I can trust and talk openly with. Bump has been more than I could have ever hoped for and I am so incredibly grateful for the Bump team that has put it together.

Thanks, Eva x

Priceless benefits – Priceline and Bump

The Priceline Sisterhood Foundation has been our major funding partner for Bump over the past 3 years. Their significant generous contribution enabled us to provide our mentoring program to our final cohort of 53 young mums and their children in the Bump program in 2020.

Priceline supported the promotion of Raise in various ways throughout the year, with one of our graduate mentees participating in the Festival of You campaign, as well as the Stories of Sisterhood Christmas appeal which was set up to encourage their customers to make an online donation or to round up when purchasing products in store. Raise mentoring graduate, Anaya Summer, was a part of the campaign that included print and broadcast advertising plus digital content pushed through the Sisterhood's website and social media channels, and she flourished through the experience.

The funds raised through this campaign will go towards continued support of our mentoring programs into the future and will help us meet our strategic impact goal of offering our program to every public secondary school in the country.

**Right: A print ad that ran as part of the campaign.
Main photo: One of our Bump matches from 2020.**



Partnerships for purpose

Financial impact of COVID-19

The effect of the COVID-19 pandemic was felt immediately across the for-purpose sector in 2020 and Raise was no exception. One of the biggest impacts for us was the loss of event-based income, along with the challenge of achieving our target to grow fundraising income across all streams in such a turbulent and unpredictable year.

Whilst we ultimately did not meet our full growth targets, the addition of Job Keeper funding as well as our team's ability to adapt and capitalise on the positive industry outcomes described below, meant that Raise was able to cover all event fundraising losses and continue with business as usual.

This year saw an increase in online digital fundraising campaigns across the sector, many of which were innovations to replace large physical fundraising events. Our virtual Sparkle Ball ticketing campaign was a good start for us in trying to fill the huge gap that was left when we were unable to host our Sparkle Ball or our Private Dinner event, leaving a \$750k gap in our income by June.

Below, left: Due to COVID-19 restrictions, *The 2020 Sparkle Ball* became an online event. Below, right: In August 2020, we received the first of three Community Grants from the Commbank Foundation. Opposite Page: Our amazing group of volunteer mentors from Sydney Airport at Canterbury Boys High School.



Major partners' support

Corporate Australia stepped up to the challenge we faced with grace and compassion. Larger and well-known philanthropic organisations were able to give more and support gaps in funding with their existing charities, and Raise was a beneficiary in this regard from several of our key partners including Goodman, Zurich, Macquarie and James N Kirby to whom we are extremely grateful. We were fortunate that we only saw a minor reduction in committed corporate partner funding while those organisations tended to the challenges in their own industries, which we completely empathise with.

Philanthropic giving was not as significantly impacted, as structured giving was already locked in for June based on results of the previous year which was a big relief for us. Private philanthropic giving tended to follow a similar path to corporates, many continuing to give at the same level as previous years, with others redirecting funds (or giving extra) to organisations specifically addressing the needs associated with the pandemic. Despite this, some of our major support in 2020 came from our incredibly generous existing and new private partners, to whom we are incredibly grateful.



Future fundraising

In 2021, we will continue our focus on growing relationships with existing partners, securing new multi-year partnerships and diversifying our fundraising income so that we can continue building funds required in preparation for the significant growth which we are continually attempting to spark. We are committed to creating a platform of cross-sector collaboration in order to address the urgent social issues facing our young people.

The strength of our corporate partnerships lies in our ability to provide meaningful engagement opportunities for staff and to deliver a demonstrable impact through robust evaluations.

Our long-term partners who recommit each year provide us with much needed operational certainty and we are continually grateful to our longest serving partners including Future Generation, Zurich, Macquarie, Goodman, Third Link, Priceline, Ottomin and NAB. Our pro-bono supporters also add so much value to our organisation and their talents go a long way at Raise.

Welcome to the village

We were able to make exciting new partnerships this year, and we are thrilled to welcome Thyne Reid, Sydney Airports, ebay, Southern Highlands Foundation, Danks Trust, James N Kirby Foundation and the Mary Alice Foundation to our village.

Our new Elevate C-Suite mentoring program has had a highly successful start with generous support from Wilson Asset Management, McKinsey & Co, and several high profile amazing mentors.

Unfortunately, our partnership with the NSW Government Department of Communities and Justice will be reshaped throughout 2021 to support a new focus area, so our Youth Frontiers program in its current form is at major risk and we will be looking for new support for our NSW programs.

We hope our current partners will stay with us, and that we continue to attract new partners to join our village so that together we can bring the difference a mentor makes to as many vulnerable young people as possible in our country. We simply cannot do it without support, and your investment in Raise is safe and impactful.



Spotlight on funding and partnerships

Our zero to hero fundraiser in 2020



After a gruelling 4.30am start in December last year, Raise's very own Marathon Man, James Boocock, ran 42.2km up Sydney's Northern Beaches from Manly to Palm Beach, raising an impressive \$1,000 in sponsorship money for Raise.

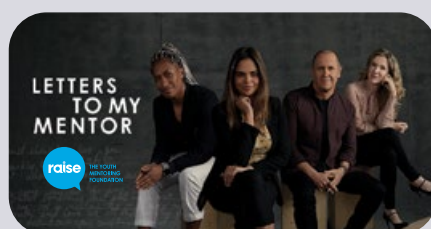
As someone who has benefited from mentors throughout his youth and career, James has first-hand knowledge of the positive impacts of mentoring. For this reason he chose Raise as his beneficiary. In his own words; "I had the good fortune to take part in an all-day mentor training session with Raise Foundation last year and discovered all of the activities they were investing in for youth wellbeing. With increasing reports of youth suicide on the northern beaches, and raising three boys of our own, doing nothing no longer presented as an option.

Two partners, one amazing outcome

Raise's Letters to My Mentor campaign is the brainchild of valued in-kind partner, Lionize. In spite of the city lockdown and social distancing challenges of 2020, we were able to produce new Letters to My Mentor content with Australian Rugby 7s Gold Medallist, Ellia Green OAM; Indigenous Model, Samantha Harris; Journalist and Author, Jacinta Tynan and TV presenter, Larry Emdur.

Alongside this, our new corporate version was created with our Patron, David Gonski AC, Shemara Wikramanayake, Ilana Atlas, and Mikey Taylor. From this new creative, Lionize created multimedia advertising to drive national brand awareness and attract mentors to Raise.

This campaign was amplified through a new partnership with pay TV company Foxtel. The value of this community service announcement placement through Foxtel and Kayo's networks has already topped \$750K and is set to continue until the end of March. It is a perfect example of the power of in-kind relationships, working together in the name of youth mentoring with Raise.



A new partnership with the federal government



After many trips to our nation's capital in Canberra, we are relieved and excited to commence a new partnership with the Australian Government Department of Health, which is supporting 30% of the cost of expanding our early intervention and prevention mentoring program, for which we are now seeking matched funding.

Committed government support such as this gives our individual and corporate partners strong confidence in our ability to step up and address the increasing needs of young people right across Australia.

We believe we are a compelling option for funding support from those interested in making a measured impact for our young people, partnering with an organisation that has a strong plan for growth, a proven track record of impact, and a highly skilled and commercial team. Your investment is safe with us and makes a tangible impact.

Strategic Impact Plan results

Summary KPI Results 2016 to 2020

	Target	2020 Actual	2019 Actual	2018 Actual	2017 Actual	2016 Actual
Number of Mentoring Matches	Increase yoy	1321	1027	1016	976	726
Number of Programs (schools)	Increase yoy	74	86	82	79	66
% Increase reach	Increase yoy	22%	5%	4%	20%	25%
Match retention rate (within program)	>90%	94%	94%	95%	90%	90%
Mentees enjoyed the program	>90%	98%	99%	99%	96%	98%
Mentees would recommend Raise	>90%	93%	97%	97%	87%	95%
Statistically Significant Impact on Resilience	YES	Yes*	Yes	Yes	Yes	Yes
Statistically Significant Impact on Hope for the Future	YES	Yes	Yes	Yes	Yes	Yes
Statistically Significant Impact on Asking for Help	YES	Yes	Yes	Yes	Yes	Yes
Mentors would recommend Raise	>90%	96%	96%	98%	98%	99%
Mentor Training rated favourably	>90%	99%	98%	97%	97%	94%
Mentor retention rate (yoy)	>50%	48%	31%	33%	34%	31%
School Satisfaction with Program	>90%	100%	100%	100%	100%	96%
Schools requested program again	>95%	98%	100%	99%	100%	100%
Staff team engagement with vision and purpose	>90%	99%	88%	85%	77%	NA
Staff team retention rate	>90%	93%	83%	92%	93%	93%
Staff team would recommend Raise	>90%	99%	89%	100%	95%	NA
Expense budget maintained	<100%	93%	93%	107%	98%	115%
Fundraising budget achieved	>100%	95%	92%	108%	87%	89%
Fundraising growth	>20%	42%	16%	37%	29%	9%
Match Cost	\$2,000	\$3,374	\$3,818	\$2,807	\$2,164	\$2,043

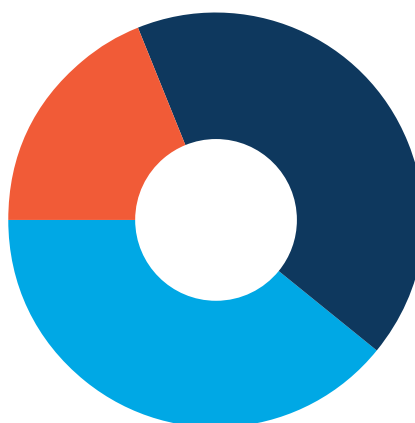
Raise Foundation Income Summary 2020

42%	Corporate	\$2.265m
39%	Government	\$2.120m
19%	Private & Community	\$1.018m

Total Income (excl. Job Keeper) **\$5.403m**

Job Keeper **\$1.347m**

Total Income (incl. Job Keeper) **\$6.750m**



Notes to the above table:

Note 1: purposely held steady at ~1000 matches in 2018 and 2019 while capacity building in preparation for reaching more young people

Note 2: industry standard Match Retention Rate is 65%

Note 3: 2020 number of matches is mentors trained and ready pre-covid, 930 young people actually graduated in 2020 as a result of school closures during COVID-19 pandemic

Note 4: Match cost blow out between 2018-2020 is as a result of capacity building in preparation for reaching an increased number of young people, on track to return to \$2k pm by 2023

Audited accounts 2020

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2020

	Note	2020 \$	2019 \$
Revenue	4	5,403,019	3,877,181
Other income	5	1,346,871	—
Total revenue and other income		6,749,890	3,877,181
Cost of charitable activities		(16,514)	(95,987)
Personnel expenses		(3,766,183)	(2,908,222)
Depreciation expense		(64,116)	(36,582)
Administration expenses		(545,799)	(699,297)
Other expenses		(117,343)	(180,638)
Total expenses		(4,509,955)	(3,920,726)
Results from operating activities		2,239,935	(43,545)
Interest income		1,343	659
Interest expense		(3,448)	(8,981)
Net finance costs	6	(2,105)	(8,322)
Surplus/ (deficit) for the year		2,237,830	(51,867)
Other comprehensive income for the year		—	—
Total comprehensive income for the year		2,237,830	(51,867)

The notes on pages 12 to 23 are an integral part of these financial statements.

Thank you

Our sincere thanks to KPMG for conducting our Audit as a pro-bono partnership



Audited accounts 2020

Statement of financial position

For the year ended 31 December 2020

	Note	2020 \$	2019 \$
Assets			
Cash and cash equivalents	7	3,115,688	793,284
Trade and other receivables	8	210,334	97,114
Other assets		18,251	18,251
Total current assets		3,344,273	908,649
Right-of-use asset	10	25,657	89,773
Total non-current assets		25,657	89,773
Total assets		3,369,930	998,422
Liabilities			
Trade and other payables	9	141,931	29,125
Lease liability	10	25,356	51,739
Deferred income	11	131,281	87,665
Employee benefits provision	12	53,354	22,408
Total current liabilities		351,922	190,937
Lease liability	10	—	27,307
Total non-current liabilities		—	27,307
Total liabilities		351,922	218,244
Net assets		3,018,008	780,178
Trust's Funds			
Settlement sum	13	10	10
Accumulated surplus		3,017,998	780,168
Total Members' funds		3,018,008	780,178

The notes on pages 12 to 23 are an integral part of these financial statements.

The difference a mentor makes

“Before Raise, I was a total ratbag. And because of all I have learned, I am a strong, courageous woman. I am independent.” – Anaya, 18

Three years ago, before joining Raise's in school mentoring program, Anaya was struggling with friendships and family life as an adolescent. Her mentoring journey was transformative and last year Anaya completed her HSC as a happy and confident young woman. She credits mentoring for sending her on the path to new-found courage and independence.

“I think it's built the foundation of what I want to do in my life, not just only set up what I want to do; my career, my future, but set up my personal world... like my relationships with adults and being able to set my goals, build trusting relationships and it's all been supported through these beautiful mentors... in Raise.”

Since graduating in the program, Anaya has been asked to talk about the program to other students in her school. More recently, in her advocacy role for Raise, Anaya chatted to Ambassador, Georgie Gardner on the Today Show about her mentoring experience. She also starred in the Priceline Pharmacy's Sisterhood Campaign 2020: *Help a Sister out* with a little something which raises funds for the foundations' charities, including Raise.

In the future Anaya would like to mentor for our organisation and has even mentioned training to become a Program Counsellor.



References

1 in 10 disengaged from education

<https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release>

Suicide highest cause of death

Australian Bureau of Statistics (2020). *Causes of Death, Australia, 2019: Intentional self-harm (suicide)*, Catalogue No 3303.0.

Only 30% will ask for help

Mission Australia Youth Survey 2020

3 in 5 experience bullying

<https://mccrindle.com.au/insights/blog/three-in-five-australian-students-have-experienced-bullying/>

50% of all lifelong mental health conditions start in mid-teens

Kessler, R. C., Amminger, G. P., Aguilar-Gaxiola, S., Alonso, J., Lee, S., & Ustün, T. B. (2007). Age of onset of mental disorders: a review of recent literature. *Current opinion in psychiatry*, 20(4), 359–364. <https://doi.org/10.1097/YCO.0b013e32816ebc8c>

Image references

Page 17. Joshua Fuller on *Unsplash*

Page 24. Ethan Garvey on *Unsplash*

Page 33. Aryo Lahap on *Unsplash*; Allgo on *Unsplash*

\$11.3B estimated economic impact to GDP

Powell, A., Salignac, F., Meltzer, A., Muir, K., and Weier, M. (2018) *Background report on young people's economic engagement*. Report for Macquarie Group Foundation. Centre for Social Impact, UNSW: Sydney.

Youth Initiated Mentoring

Van Dam, L., Smit, D., Wildschut, B., Branje, S., Rhodes, J., Assink, M. and Stams, G. (2018), *Does Natural Mentoring Matter? A Multilevel Meta-analysis on the Association Between Natural Mentoring and Youth Outcomes*. *American Journal of Community Psychology*, 62: 203-220. doi:10.1002/ajcp.12248

Schwartz, S.E.O., Rhodes, J.E., Spencer, R. and Grossman, J.B. (2013), *Youth Initiated Mentoring: Investigating a New Approach to Working with Vulnerable Adolescents*. *American Journal of Community Psychology*, 52: 155-169. doi:10.1007/s10464-013-9585-3



THE YOUTH
MENTORING
FOUNDATION

Connect with us and stay in touch

-  hello@raise.org.au
-  [@Raise Foundation](https://www.facebook.com/RaiseFoundation)
-  [@Raise Foundation](https://www.linkedin.com/company/RaiseFoundation)
-  [@raisefoundation](https://www.instagram.com/raisefoundation)
-  [@raisementoring](https://twitter.com/raisementoring)
-  [youtube.com/raisementoring](https://www.youtube.com/raisementoring)

Discover a world of opportunities to change the future

Mentor with us

 raise.org.au/mentor

Find out more

 raise.org.au