



# Annual Report 2022

The impact of hope

The power of showing up  
[raise.org.au](https://raise.org.au)

raise

**"I'm thoroughly enjoying the Raise program, and I'm glad I signed up for it. My mentor is so kind and caring and I believe they have helped me a lot. My mentor was the first person in my life that I could tell everything to – they were always there for me and helped me achieve so many things just by talking to me one hour a week."**

**– Lachlan, Mentee**



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

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





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# Letter from the Chair and CEO

**So many young people across the country needed support to strengthen their hope, resilience, help seeking skills and engagement with school in 2022. They needed a mentor to show up for them. That's why we're thrilled we could provide 2,088 young people with a Raise mentor and that over 90% graduated from our mentoring program.**

This year, we screened and trained 915 new volunteer mentors and retained a record 1,107 experienced mentors. Over the past 14 years we have provided a Raise Mentor to almost 11,000 young Australians and trained over 7,200 volunteer mentors across the country.

We are proud of the impact our mentoring program has and our outcomes are detailed beautifully in our enclosed Evaluation Report, which I know you will enjoy reading. But our work was not without obstacles this year. On the ground, there were tough challenges for young people, schools, mentors and our team.

The challenges schools are experiencing are unprecedented – staff shortages, oversized classes, student disengagement, behavioural issues and challenges with students' social and emotional wellbeing.

It was particularly tough in New South Wales and Victoria, where our biggest footprint is, due to their extended lockdowns. The transition back to face-to-face learning after two disrupted years was extraordinary. We work with mostly Year 8 students, most of whom have not attended school regularly in-person since they were in Year 5. Two very different developmental stages.

For our organisation, sourcing volunteer mentors was and continues to be a challenge. Volunteering Australia reports that volunteering across the country has declined by up to 40% and it is a testament to all in our Raise village that we were able to maintain our mentoring match number above 2,000.

Attracting increased funding to propel our growth strategy towards supporting more young people requires continued focus. Typically, we recruit our mentors first, then source the schools and funding required to bring those programs to life. However, in mid-2022, after seeing the urgent need, we decided to focus on offering our program to schools as the priority for 2023.

We received 87 new school applications in addition to our current 180 programs, so our plan to support more young people was in action. However, it became a stark reality in October that we did not have enough funding to meet that demand. For the first time ever, we had to turn schools and young people away. It was a confronting situation for us, and one we hope to never face again.

It became obvious that we needed to re-strategise for 2023. We determined that we could raise enough funding to deliver 218 programs for 2,605 young people, rather than the planned 263 programs. However, we will keep stretching towards our goal of offering mentoring programs to all public secondary schools.

Ultimately, 2022 was our hardest year yet, but we are inspired by the impact of hope for the future. We are energetically recruiting new mentors, even within the tough volunteering market, to fulfil our 2023 commitment and beyond. So, if you've thought about becoming a youth mentor, now is the time, as young people need you more than ever.

Our commitment to maximising cost efficiency, particularly as we expect economies of scale as we expand, is something we continue to balance out with the required investment to deliver quality programs as the priority.

Since we enacted our Strategic Impact Plan, we have tripled our impact from delivering 66 programs for 726 young people per annum, to delivering 180 programs that supported 2,088 young people in 2022. We are delivering early intervention mentoring programs that provide social and emotional wellbeing support in 21% of secondary schools nationally, compared to 8% in 2017.

Our extraordinary staff team and volunteer mentors continue to demonstrate incredible commitment, and their show of heart for our mentees is inspiring to witness.

All our supporters give us hope, and they give hope to young Australians. We would like to thank each one of you who continues to support us in so many generous ways. We need and appreciate every donor, every volunteer, every partner. You mean the world to us.

What fuels us and keeps us working tirelessly is mentee feedback like this:

**“When I started this program, I was recovering from suicidal ideation and depression, and I still am, but [mentoring] was one of the little things that I looked forward to and a reason to get out of bed and continue on. I will definitely miss this program, but it has been a great journey full of self-growth and patience.”**

We feel encouraged every time we read it, and a profound feeling about the impact of hope. It's been a trying time, but we know our program can change the course of a young person's life. That's why we get up, look forward, embrace the learnings and continue to show up..



A handwritten signature in black ink that reads "Vicki Condon".

**Vicki Condon**  
Founder and CEO



A handwritten signature in black ink that reads "Leon Condon".

**Leon Condon**  
Chairman

# About Raise Foundation

## Purpose

Young people across Australia are experiencing challenges that impact their wellbeing, and so many don't have someone they can go to for support.

## Intent

Raise offers early intervention, evidence-based mentoring for young people in high school with trained and trusted independent adults.

## Impact

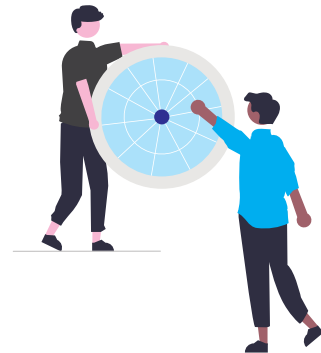
Young people can get through adolescence, believe in themselves and others, and are equipped to shape a purposeful life.

## Aspiration

To create thriving communities by delivering mentoring programs across Australia, prioritising younger students in public secondary schools who are most at risk of disengagement or poor wellbeing.

# Why do we focus on young people?

Young people are the least likely group to ask for professional help<sup>1</sup>



**3 in 10**  
young people  
would find it hard  
to turn to friends  
and family if they  
needed help<sup>2</sup>

**1 in 4**  
young people  
feel lonely all  
or most of  
the time<sup>3</sup>

**1 in 6**  
young people feel  
negative or very  
negative about  
the future<sup>4</sup>

**Suicide**  
is the leading  
cause of death for  
young people<sup>5</sup>

**1 in 12**  
young people  
are disengaged  
from education  
and work<sup>6</sup>

**1 in 4**  
young people  
will experience  
bullying  
at school<sup>7</sup>

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

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

**Stress,  
mental health,  
school problems,  
body image are  
the top issues  
of concern<sup>8</sup>**

# Our Values



## Be Courageous

– we are imaginative,  
driven, progressive,  
confident



## Show Heart

– we are kind,  
passionate, sincere,  
empathetic



## Give Respect

– we believe  
in acceptance,  
equity, inclusivity



## Apply Integrity

– we operate  
with authenticity,  
accountability,  
transparency



## Bring Vitality

– we are positive,  
fun, energetic,  
inspiring



## Deliver Excellence

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



# A solution built on strengths



## We put young people first

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



## We are youth mentoring experts

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



## We are trusted, safe and reliable

Based in schools, we give young people access to a trusted, independent person who shows up every week, just for them, in a safe space and supervised by a degree qualified professional.



## We deliver programs that work

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



## We bring everyone together

Connecting with schools, businesses, government and donors, we deliver innovative solutions for the greater good by creating thriving communities across our country.



## We find better ways

With a collaboration and innovation lens, we are constantly developing new approaches, exciting initiatives and efficient ways to mentor as many young people as possible.



## We are *people people*

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

# Thank you to our partners

First and foremost, our work would not be possible without our valued partners, who make a world of difference at Raise.

## Principal Partners



## Private Donors

**Boyer Family**

**John and Nicki Caliguri**

**Fuchs Family**

**Graf Family**

**Liz and Walter Lewin**

**Moller Family Foundation**

**James and Kathy Ajaka**

**Mary Alice Foundation**

**Bishop Family**

**Chris Bond**

**Crookes Family Foundation**

**Kristina Giuffre**

**Jun Bei Liu**

**Pass Foundation**

**Alexander Small**

**The Swift Family Foundation**

**Wade Family**

**Walker Family**

Steve and Carrie Bellotti

Garry Browne AM

CHEP Australia Helping Hand

Coolaroo Foundation

Su and Morrice Cordiner

Wayne Pascoe and Julie Doyle

Roxanne and Jeremy Dunkel

Stuart and Emma Fox

Bruce Fink

David and Jaclyn Gazal

Halstead Family

Belinda Hutchinson & Roger  
Massy-Greene

David Knowles

Mervyn Levin

Justin Liberman

Geoff and Carly Lloyd

Peter & Elizabeth Moore  
Foundation

Reede Family

Kate and Dom Roche

Dominic and Emma Stevens

David Thodey

Cooper Tuxen Foundation

David and Michele Southon

Sandi and John Szangolies

Shemara and Ed  
Wikramanayake

Geoff and Karen Wilson

Mel and Simon Wright

Plus 3 x Anonymous supporters

## Corporate Partners



## Trusts and Foundations



## In Kind Partners



# Executive summary

## The power of showing up – and the impact of hope

We do one thing, and we do it really well – youth mentoring. Why? Because we know that giving young people a trusted person to talk to is empowering, it builds resilience, it gives young people hope.

Hope can change the course of a young person's life. Hope provides a future, hope drives change. Hope spreads from one person to the next – it's infectious.

Some may have picked up this report asking 'Is it working? Does youth mentoring make a difference?' We know that it does – because we thoroughly measure and monitor our best practice programs to ensure they deliver lasting positive change. Often not just for our mentees, but mentors as well.

Safety remains paramount and trust is everything. We attract and train high quality mentors and match them with young people who need a supportive and caring adult who is just there to listen to them.

**We remain unflinching in our resolve to help more young people navigate their challenges and find the path to a purposeful life – it all starts with a little bit of hope.**

## Leading the way since 2008



**7,273**  
mentors  
trained  
since inception



**10,954**  
young people  
mentored since  
inception



**110**  
passionate  
and professional  
staff



**116,368**  
training modules  
delivered to  
mentors



**251,942**  
hours of  
mentoring  
support provided

**Continued involvement in the Together for Youth collaboration with 13 other NFP organisations to deliver the pilot initiative across 3 states.**



# 2022 was a year filled with hope



## Supporting mentors

- Recruited, trained, screened and onboarded 915 new mentors
- Retained 1,017 experienced mentors (an all-time record)

## Beneficial partnerships & funding

- Continued our partnership with the Australian Government Department of Health, achieving all delivery requirements
- Secured additional major funding from existing and new Principal Corporate Partners
- Successfully hosted our first Formal Gala Ball since 2019 for over 250 guests

## Driving impact

- Achieved statistically significant outcomes for young people in 3 out of the 4 key impact areas
- Delivered Phase 4 of our Raise Digital Village technology project on time and on budget
- Delivered a state-based conference roadshow for our teams across the country, and an online conference for our whole team

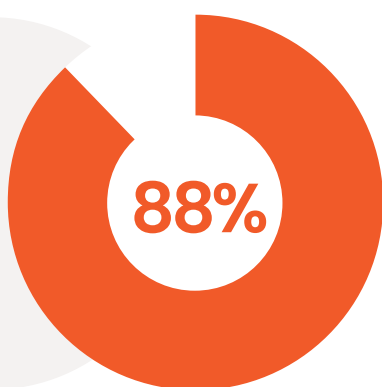
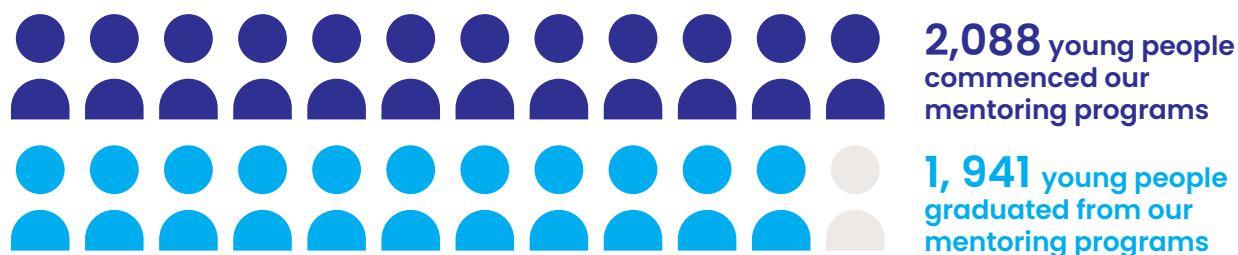
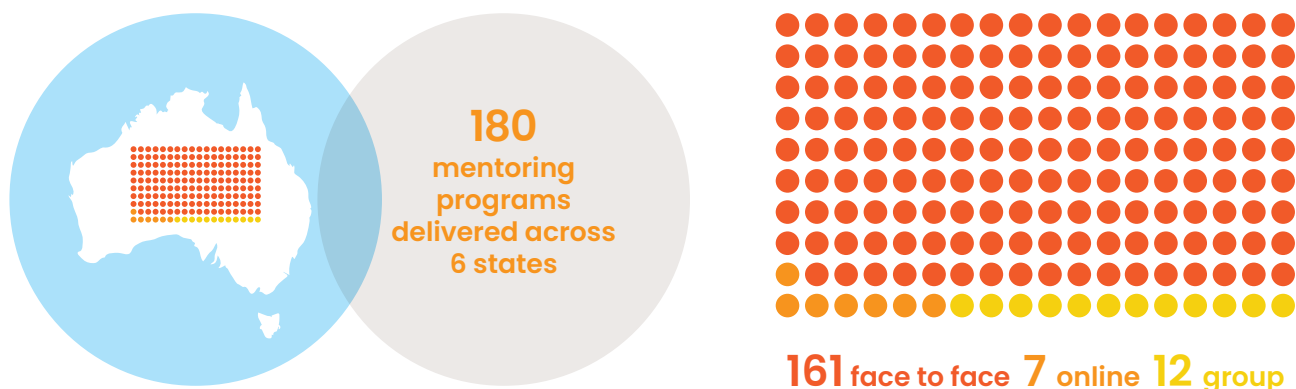
## Taking our organisation to the next level

- Launched our new website with fresh brand guidelines, creating a better user experience for our volunteer mentors
- Commenced Independent Evaluation with University of Melbourne and Soulab to evaluate the process and impact of our program
- Held our first Youth Summit with 35 mentees and staff from 6 different schools as a way to incorporate the voices of young people



# How did we drive change in 2022?

We have so many achievements to celebrate – this is a snapshot of our program delivery numbers in 2022.

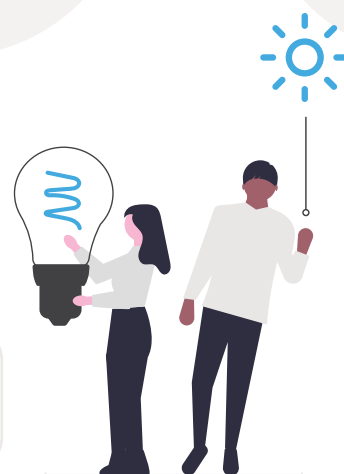


Match retention rate  
(compared to 65% industry standard)



Overall attendance rate across our mentoring programs

Statistically significant improvement in mentee outcomes and mentor outcomes as outlined in separate *Raise Foundation Evaluation Report*



# School partner feedback

Norwood Secondary College Byron Street Ringwood Victoria 3134  
Telephone (+613) 9871 0400 Facsimile (+613) 9879 6061 Email [norwood.sc@edumail.vic.gov.au](mailto:norwood.sc@edumail.vic.gov.au)

17 November 2022



## **Raise Youth Mentoring – Norwood Secondary College**

Norwood Secondary College was lucky enough to be a part of the Raise Mentoring program in 2022. The students who participated in the program not only reported enjoying the program and wishing that they could continue the program next year, but also developed more self-confidence and greater resilience. The students expressed how helpful it was having someone to speak with weekly, guide them with difficult situations and to have fun and laugh with them.

I highly recommend this program to other schools, as the mentoring program has provided our students with the opportunity to connect with a trained mentor who listens and supports them. The mentors developed rapport and built trust with the students through providing a safe space to talk through a range of different topics. The guided sessions provide the students with time to resolve conflict in their lives, work through goals that they set for themselves and focusing on improving their wellbeing.

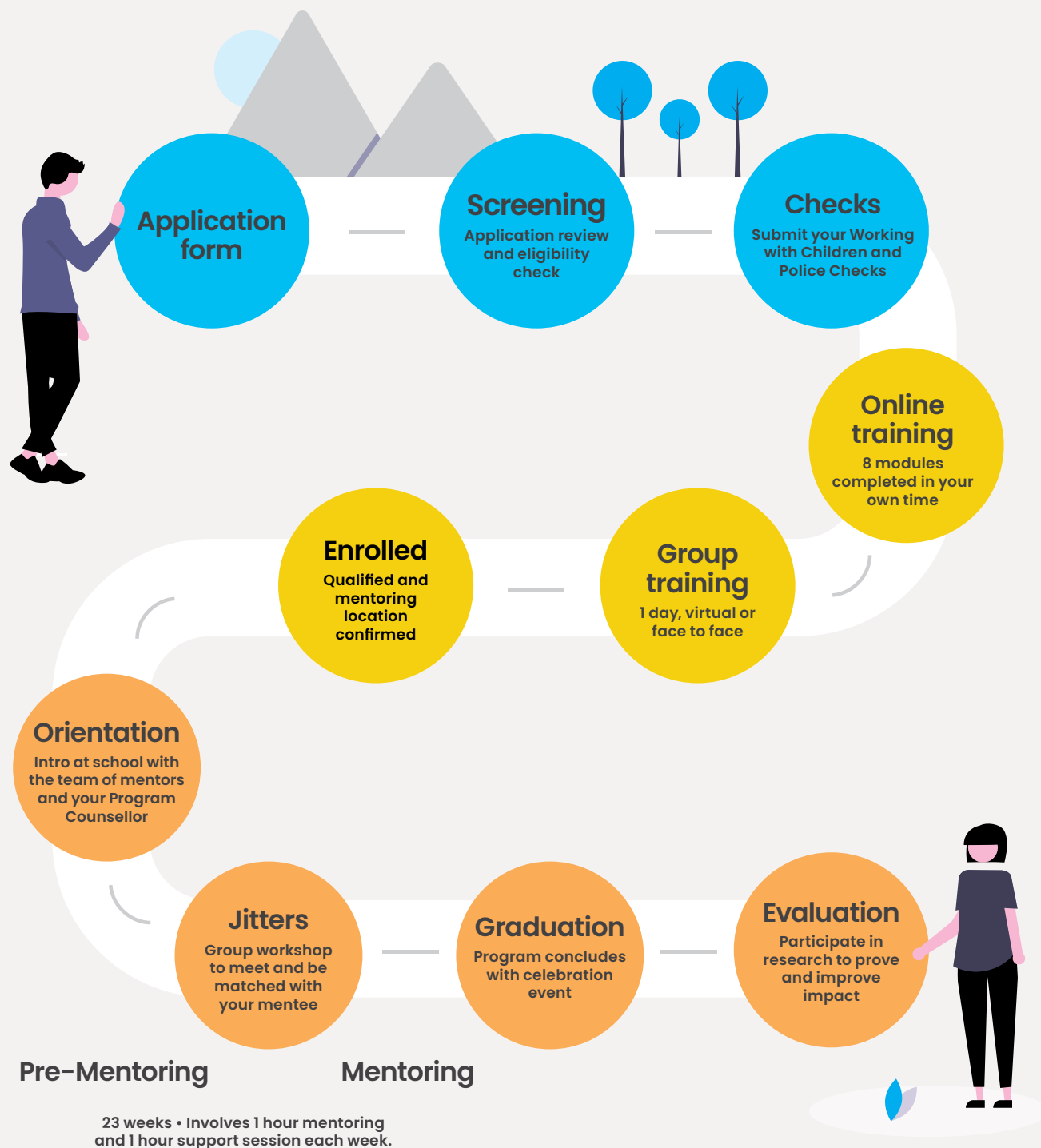
The students who have been a part of the Raise Mentoring program speak very highly of the program, stating how helpful they found it, reflecting on the positive connections they made with their mentor and the other mentors and students involved. One student reflected in the graduation ceremony “I took a lot more away from this than just food”. Staff have observed the positive changes in the students who participated in the program, reporting students were making more connections with fellow students, an increase in their sense of wellbeing and greater resilience and confidence.

The program is extremely valuable and highly relevant for young people. The program structure covers important topics, is well organised and run by fantastic staff. We are excited for the opportunity to be a part of the Raise Mentoring Program again in 2023.

Yours sincerely,

**Miranda Maginness**  
**Wellbeing Counsellor**

# How our program works for mentors...



# ...and mentees!



# Advocating for the young voice

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

## How we listen

We engage both current and alumni mentees to capture the impact of our program. We have also established a Youth Ambassador program to provide an outlet for other young voices.

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

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

## The role of the YAC

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

## Thank you 2021-22 YAC members

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

## Welcome to our new YAC members

We'd like to welcome our new YAC members for 2022-2023: Amira Skeggs, Tianna Jones, Lilian Meyer, Leah Page, Milena Shvedova and Toby Caro.

We are so excited to have you with us.

Some projects our new YAC contributed to in 2022 include:

- developing a panel episode for our podcast, The Power of Showing Up,
- collaborating with our Curriculum Team to design mentor resources,
- supporting the Programs Team to create more inclusive and accessible documentation,
- providing feedback on our new Mentee Handbook design,
- advising our Strategy Team on how to attract younger mentors through marketing and volunteer engagement,
- and supporting our Youth Summit event in November.

These members will continue to be an integral part of the organisation for the duration of 2023.





# Our first ever Youth Summit

**In November 2022, Raise piloted our first 'Youth Summit', co-hosted with our new Principal Partner, Salesforce. The summit hosted 35 young people from six different schools for a one-day design-thinking workshop.**

The Data and Youth Insights team piloted this event as a way to capture feedback from young people, and embed their voice in the ongoing design and improvement of our program delivery.

Six Sydney School Partners participated in the summit – Turramurra High School, Randwick Boys High School, Marsden High School, Rouse Hill High School, North Sydney Girls High School and Newtown Performing Arts High School. Our 35 young participants were in Years 9 and 10, some Raise graduate mentees and some new to the organisation.

The group were given real mentee onboarding, mentor training and program curriculum challenges faced by Raise. Working together, they applied design-thinking to develop creative solutions with invaluable mentoring and input from the Salesforce experts.

The day ended with a 'Shark Tank' exercise, where each group had the opportunity to pitch their idea back to the cohort.

Salesforce, alongside our Youth Engagement Facilitator, played a fundamental role in making the summit a fun, engaging, supportive and well-structured day. A true collaborative partnership was formed during the significant preparation in developing the content, agenda and materials.

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

**Simply put: it was a great success – and the team can't wait to run another Youth Summit in 2023.**

Plans are underway with the support of Salesforce and other possible corporate partners.



# People – because it takes a village

Our Raise team consists of extraordinary people, personally aligned and committed to positively impacting the lives of young Australians.

## Our employees

We employ over 110 (63 FTE) talented individuals who dedicate their expertise, skills and ideas to Raise to ensure we deliver high-quality programs with a positive impact and expand our reach to spread hope to more young people – all in a sustainable way.

## Our volunteer mentors

We partner with over 2,000 volunteer mentors who generously give their time, skills and experiences to empower the young people in our programs.

We are very proud that we have been able to maintain our volunteer numbers year-on-year despite the challenges of COVID-19 and research suggesting that adult Australians are volunteering less. Volunteers play an integral role in our Raise village. While we hope to engage more volunteers as we continue our vital work, we feel lucky to have so many willing to support our mentees.

## Councils with a purpose

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

## Building a positive and inclusive team culture

We are proud of the positive, supportive and inclusive team culture we have at Raise. Our values of Show Heart, Deliver Excellence, Be Courageous, Give Respect, Apply Integrity and Bring Vitality guide how we operate and collaborate.

### Leadership Team:

- Vicki Condon AM
- Alison Hall
- Karen Kennedy
- Allison Salmon
- Lucy Snowball
- Fiona Treweek
- Kathleen Vella

### Board of Directors:

- Andrew Birch
- Tim Bishop
- Leon Condon (Chair)
- Vicki Condon
- Jun Bei Liu
- Leanne Ralph

Right: Our Leadership Team (clockwise from top left) Lucy Snowball, Karen Kennedy, Alison Hall, Vicki Condon, Kathleen Vella, Allison Salmon, Fiona Treweek, Lucy Snowball.

Far right: Some of our Board of Directors and PAC members (left to right) Leon Condon (Chair), David Knowles, Vicki Condon, Jun Bei Liu, David Gonski AC (Chair). Inset, on-screen (clockwise from top left) Lisa Paul AO, Emma Flowers, Ilana Atlas AO, Chris Bond and Leslie Loble.



In our most recent team culture and engagement survey, our people told us:

**99% believe that we positively contribute to the wider community**

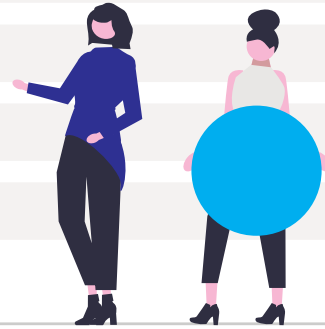
**98% believe that we are committed to best practice in our industry**

**98% believe that their work is extremely or very meaningful**

**97% feel engaged with our vision and mission**

**96% believe our leaders act with integrity**

**92% are happy working for Raise**



#### Patron's Advisory Council:

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

#### Fundraising Advisory Council:

- Andrew Birch (Chair)
- Cedric Fuchs
- Michael Graf
- Dr Matthew Miles
- Rachael McLennan
- Bronwyn Winley

#### Research Advisory Council:

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

#### Youth Advisory Council:

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

#### Ambassadors:

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



# Mentor training

**We couldn't do what we do without our Raise mentors – young people are the heart of our organisation, but our mentors are the lifeblood of our team.**

Raise mentors are extraordinary people – their commitment and generosity is unmatched. They know that the time they invest gives hope that can last a lifetime, that they have the power to change the course of a young person's life. Our mentors don't take that lightly and neither do we.

## How does Raise ensure high quality mentors?

Raise Foundation is the only youth mentoring organisation in Australia that offers comprehensive mentor training. Our commitment and passion to mentor training ensures highly qualified volunteers with outstanding mentoring skills. These skills are also transferable to paid employment, parenting, leading and mentoring in the workplace, as well as community involvement with young people.

## Our commitment to growth and safety

Our commitment to continually review and further develop our Raise Youth Mentor Training resulted in the introduction of two new additional online modules, allowing more time for interactive activities in group training.

The safety of our young people is at the forefront of what we do. Alongside completing our best practice Raise Youth Mentor Training Course, Raise mentors complete compulsory Working with Children Checks and National Crime Checks. Our mentors select preferred schools and through careful screening we match them with a suitable choice, where they dedicate up to two hours each week for two school terms.

## Helping other organisations

We support other organisations in mentor training across the private, public and NFP sector whether it be training their staff and/or volunteers. We believe by upskilling more people to mentor formally and informally, we are creating thriving communities built on hope and empowerment right across Australia.

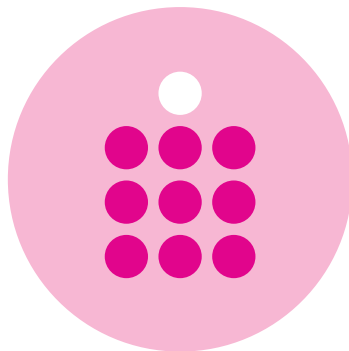


**“Can I just say that this is one of the most well thought-out and engaging learning programs I have attended! I’ve attended many over the years and the Raise training would be in my top 3.”**

– Lisa, Mentor



## Feedback from our mentors on the completion of Raise Mentor training is consistently favourable



**Online Training**  
Our mentors rated the effectiveness and engagement of our online training as **9 out of 10**



## Group Training

Mentors rated their knowledge and skills about youth mentoring as an average:

**5.6 out of 10 before**



**the Raise Mentor Training Course, and**

**8.7 out of 10 afterwards**







and have a voice. They  
have gained resilience  
and inner strength to  
make decisions that are  
best for their wellbeing."

- Chris, mentor

**“I thoroughly enjoyed the Raise training and was inspired by the other trainees and our trainer, James, who led the session with respect and consideration. I am committed to the ongoing process and look forward to the mentoring journey ahead.”**

**– Nicole, Mentor**

# Fundraising

## Private Philanthropy and Community Fundraising

**“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”**

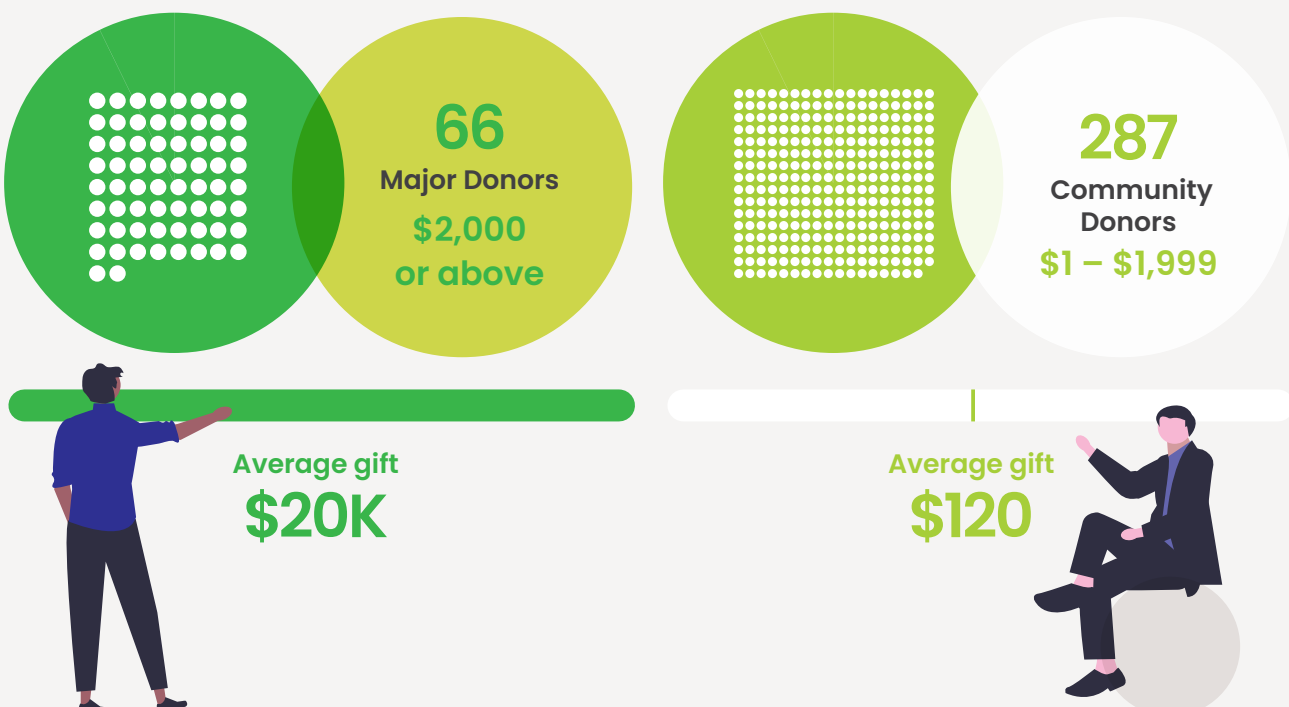
**We know it takes a village to raise a child – but not every young person has a village. That’s where we, the Raise Village, show up.**

But we can only do so thanks to our Raise Village donors, supporters and partners. Our growth is built on the foundation of their kindness and generosity. It’s because of them that we’re able to give young people hope.

We thank those supporters who have been with us since the beginning, who ensure that each year, their philanthropic giving includes Raise. It is their consistent commitment that allows us, year-on-year, to increase the number of programs and mentees we can support.

We sincerely thank all the people, families and partners listed at the front of this report – you enable us to show up and give young people hope, an immeasurable gift.

## Fundraising by numbers



## Regular Giving

Thank you to our generous supporters who give every month through regular giving, either by signing up via our website or through workplace giving. Regular giving is vital for our sustainability, enabling us to plan ahead. We thank all our corporate partners who promote Raise to their staff and enable payroll donations.

## Events

Many individual gifts come through our events. In 2022, we held the following events:

### Bishop and Macquarie Private Dinner

Generously hosted by Tim and Stacey Bishop, and supported by Macquarie Foundation with remarkable matched funding. This event recognises the importance and generosity of our individual donors. This is a major fundraiser for Raise, and we are incredibly grateful to the Bishop family and Macquarie.

### Patron's Lunch

Our annual Patron's Lunch in May celebrated a number of our partners and supporters. We heard from our patron David Gonski AC and keynote speaker, mindset coach extraordinaire Ben Crowe from Mojo Crowe, who inspired the crowd with his uplifting attitude and ability to use mindset to achieve goals.

### Tribeca Lunch

Hosted by our enthusiastic new Board Director, Jun Bei Liu, with the support of Tribeca Investment Partners, David Aylward and his team, the inaugural Raise Spring Luncheon was an outstanding afternoon. Thanks to our guest's generosity, enough funding was raised for 25 young people to participate in our program.

### Back To School Formal

After 3 years of cancellations, we were thrilled to host over 250 members of the Raise Village at Luna Park for our major fundraising event of the year, the Back to School Formal. The wonderful November event raised enough funds – through ticket sales, a live auction and a raffle– for 50 young people to join the program.



# Fundraising continued

## Corporate Partnerships

Our strong and mutually beneficial relationships with our corporate partners is thanks to their willingness to share their:

**Time** – critical volunteers in a time of volunteer scarcity in Australia

**Treasure** – program sustainability through fundraising and donations

**Talent** – sharing best in class resources and creative commercial solutions

Our Principal, Major, and Corporate partners are an intrinsic part of our organisation. Their holistic approach and long-term investments have enabled us to grow sustainably and to drive maximum impact.

The special support from our In-Kind Partners, including our friends at JCDecaux and Foxtel, has been pivotal in giving us access to out-of-home and TV media opportunities to help build brand awareness.

## Existing Principal Partnerships

### Goodman

Our long-term partnership with Goodman has gone from strength-to-strength since its inception in 2015. During 2020-21 they provided critical emergency pandemic funding, and we are thrilled to announce that in 2022 a multi-year agreement to support 765 young people over the next three years was formed. We thank Goodman for their continual support and dedication.

### Future Generation Australia

Future Generation's extraordinary gift to Raise is one-of-a-kind unrestricted funding and we're extremely grateful to have a supporter who understands the benefit of versatile funding. FGX funding increases each year due to the success of the fund, and we receive invaluable mentoring from their team.

### Macquarie

Macquarie is the epitome of a generous partner. As one of our first major partners, they have provided hundreds of mentors, supported our technology build, and taught us commercial acumen. Macquarie is a founding supporter of the Together for Youth Collaboration initiative – an Australia wide collection of purpose-driven organisations delivering critical wellbeing support in high schools – and in 2022, Macquarie hosted the inaugural Together 4 Youth Summit. We know that by collaborating with our peers we can achieve more and we're grateful that Macquarie understands this too.

### Zurich

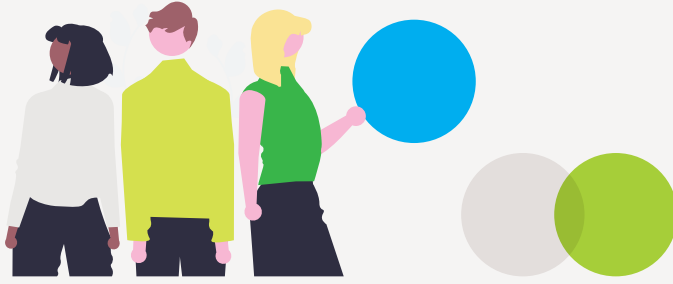
The reliable and generous support of the Zurich Foundation during our long-standing partnership has enabled us to forecast each year and achieve long-term goals. Our Mental Wellbeing Grant runs from 2020 to 2025 and has helped us to expand into more states as part of our Strategic Impact Plan.

### Priceline

Priceline Sisterhood Foundation's support in helping us implement parts of our Strategic Impact Plan has driven transformational change. Their financial gifts over many years enabled us to bring new programs into new locations across the country, while their thought leadership helps us solve business problems, such as building a mentor waitlist to reduce the burden of annual recruitment.







## New Principal Partnerships

### Salesforce

Raise and Salesforce created a multi-faceted partnership which has provided holistic and transformative support. Salesforce is funding nine programs nationally over two years, and their inspiring CEO Pip Marlow is part of our Elevate program, where we match C-Suite executives with sought after business mentors. Over the past three years, 95 Salesforce team members have mentored. They've also given their space and time for special projects, such as our groundbreaking Youth Summit. Securing great spaces is vital to the success of these activities as they drive creative thinking and build room for strong connections.

### Canaccord

Many Canaccord team members are parents and, after two years of lockdowns, learnt firsthand the difficulties young people experience. This has made them passionate about mental health and prevention programs for young people, which led to a two year financial commitment to support 100 new matches each year. Along with critical funding, this partnership-in-action includes fundraising initiatives, many team members signing up to mentor, as well as access to boardrooms and engaging their clients to support Raise or sign up to mentor. While only 8 months into our partnership, Canaccord have already had a significant impact, with more exciting plans ahead.

## Government Support

We are forever grateful for our partnership with the Australian Government Department of Health. Their investment in early intervention and prevention is encouraging, and their willingness to match the support we get from private and corporate partners is incredibly valuable. This year, thanks to their funding, we commenced our Independent Evaluation with the University of Melbourne (outcomes) and Soulab (process and economic) and we are very excited to share the outcomes with you over the coming year.

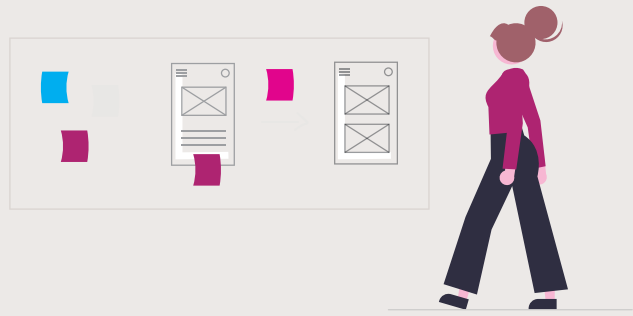


# Raise-ing the brand

## 2022 was a big year for the Raise Marketing team and the growth of our brand.

We launched our new website – packed with great content and using our effective new branding. We worked on improving the user journey, particularly with our new quick-and-easy application form. We also decked out the office in our new branding, making our space a reflection of Raise and our values.

Our Raise Digital Hub (below), previously known as the Raise Digital Village, also had a makeover and some significant functionality improvements. Returning applicants and qualified mentors can now simply log in and sign up for the next intake, and mentors can choose program preferences that suit them. Improving the experience for our mentors is a key way to help with recruitment and get mentors to reapply.

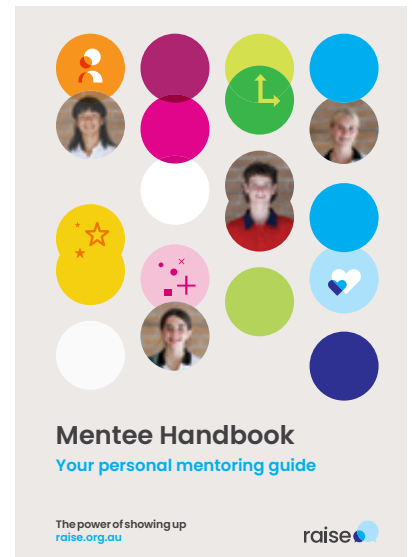


We're always working on new ways to grow our brand and spread our message of hope and empowerment. In 2022, we tested targeted local level tactics through paid social media, street posters, direct mailers and local advertorial and PR. Based on results, we have a springboard to work from in 2023 and will continue to elevate the Raise brand.


A huge thank-you to our wonderful partners JCDecaux, Sydney Airport and Foxtel for their ongoing support with in-kind media, allowing us to continue to build brand awareness and spread our message on a national level.

Opposite page, left to right: *Top row* JCDecaux bus shelters, social media, 2022 Mentee Handbook; *Middle row*, our branding bright to life in our Clarence Street HQ, Recruitment Collateral; *Bottom row* Recruitment advertisement, JCDecaux screens at Sydney Airport, Guerilla recruitment advertising in Parramatta.





## At Raise, we do one thing and we do it really well – youth mentoring



**Mentoring works**

Research shows that young people who are mentored have lower levels of depression, higher sense of wellbeing, know where to go for support. The Raise Youth Mentoring Program provides young people with a caring, independent volunteer mentor to empower them to talk through life's challenges.

**raise**

- Founded in 2008
- More than 10,703 young people supported
- More than 7,206 mentors trained
- 867 mentoring programs delivered

**A solution built on strengths**

- We put young people first.
- We are youth mentoring experts.
- We are trusted, safe and reliable.
- We bring everyone together.
- We deliver programs that work.

**raise**  
The power of showing up

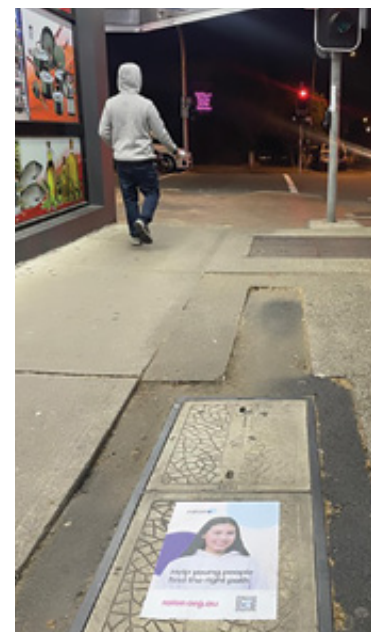
### Can you help young people build resilience and feel hope for the future?



Teenage years are tough, with 1 in 4 unhappy with their lives.

Support from an independent, caring adult during this time can change the course of a young person's life. Volunteer to mentor and you'll work one-to-one with a teenager in your local high school, helping them to cope better with life's challenges. Training and full support is provided and the impact you make could last their lifetime.

**Volunteer to mentor**  
find out more at [raise.org.au](https://raise.org.au)

# Summary KPI results 2018 to 2022

## Raise Foundation organisational goals

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

**Orange** Expand that impact to more young people

**Green** Ensure we do it sustainably

KPI	Target	2022 Actual	2021 Actual	2020 Actual	2019 Actual	2018 Actual
Number of mentoring matches	Increase yoy	2088	2124	1321	1027	1016
Number of programs (schools)	Increase yoy	180	155	74	86	82
Match retention rate (within program)	>90%	88%	74%	94%	94%	95%
Mentees enjoyed the program	>90%	99%	98%	98%	99%	99%
Mentees would recommend Raise	>90%	96%	94%	93%	97%	97%
Statistically significant impact on help seeking skills	Y/N	Yes	Yes*	Yes	Yes	Yes
Statistically significant impact on resilience	Y/N	Yes	Yes	Yes*	Yes	Yes
Statistically significant impact on hope for the future	Y/N	Yes	Yes*	Yes	Yes	Yes
Statistically significant impact on school belonging	Y/N	Yes*	Yes*	N/A	N/A	N/A
Mentors enjoyed the program	>90%	98%	N/A	98%	98%	98%
Mentor likelihood of referring Raise to a friend	8/10	9.8/10	9/10	9/10	9/10	9/10
Mentor training rated favourably	>90%	93%	99%	99%	98%	97%
School satisfaction with program	>90%	100%	100%	100%	100%	100%
Mentor retention rate (yoy)	>50%	51%	52%	48%	31%	33%
% Increase reach (schools)	Increase yoy	16%	61%	22%	5%	4%
Schools requested program again	>95%	98%	95%	98%	100%	99%
Staff team engagement with vision and purpose	>90%	91%	97%	99%	88%	85%
Staff team retention rate	>90%	75%	80%	93%	83%	92%
Expense budget maintained	<100%	94%	87%	93%	93%	107%
Fundraising budget achieved	>100%	82%	94%	95%	92%	108%
Fundraising growth	>20%	4%	7%	42%	16%	37%
Direct match cost	\$2,000	\$2,932	\$2,547	\$3,374	\$3,818	\$2,807

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

**Note 1:** industry standard Match Retention Rate is 65%

**Note 2:** purposely held steady at ~1000 matches in 2018 and 2019 while capacity building in preparation for reaching more young people

**Note 3:** Match cost blow out between 2018-2020 is as a result of capacity building in preparation for reaching more young people

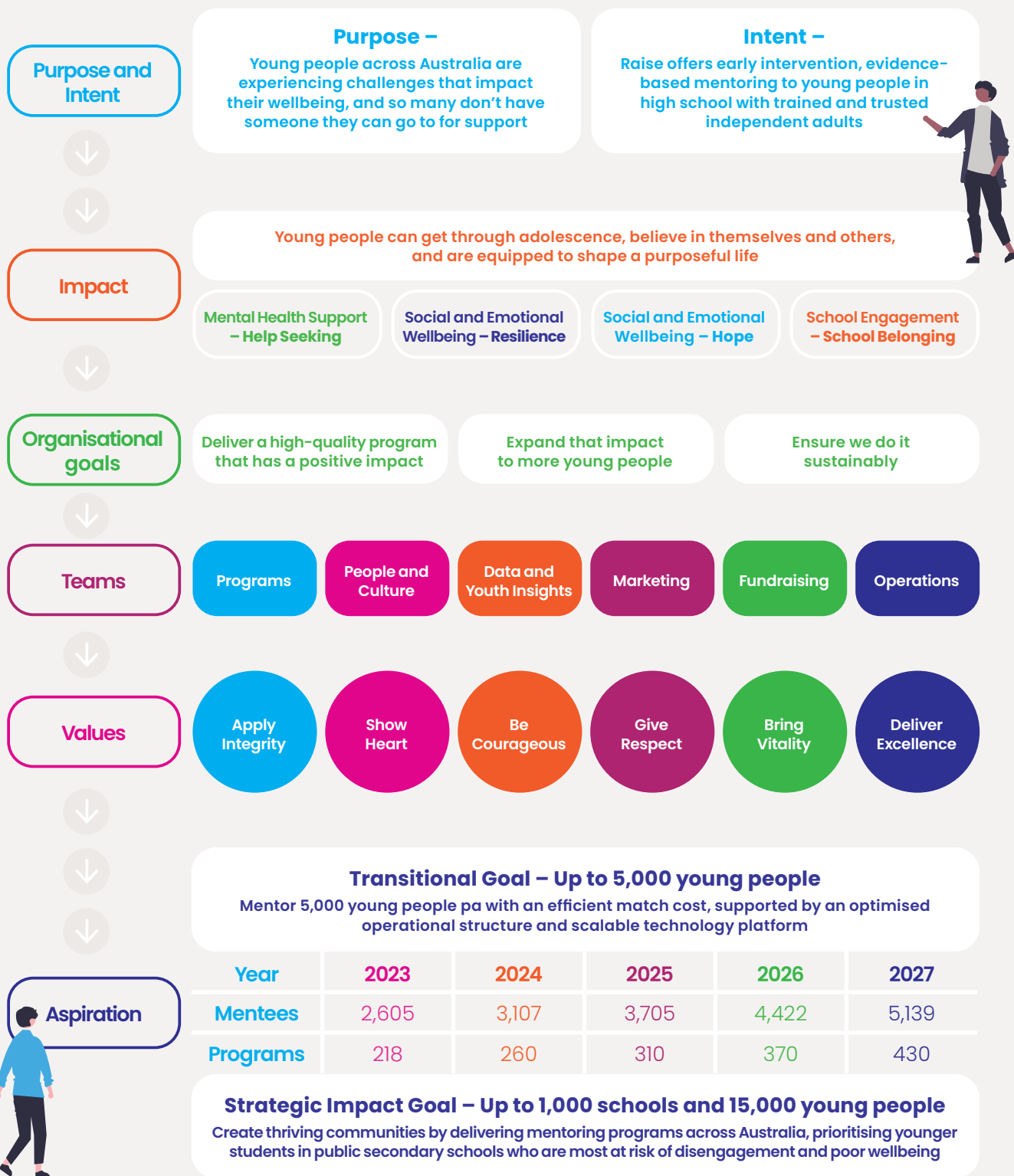


# Strategically driving hope

Our Strategic Impact Plan ensures we remain true to our organisational vision, values and core principles. It helps us achieve best practices as we expand our reach by:



# 2023–2027 Strategic Impact Plan summary





# Strategic Impact projects

## Programs

- 'Always-on' model
- Online mentoring
- Group mentoring
- Workforce design

## People and Culture

- Building diversity and inclusion
- PCs as Mentors
- Commercialisation of mentor training (Raise as a social enterprise RTO)

## Data and Youth Insights

- Independent evaluation
- Embedding child safe standards
- Co-design with young people

## Fundraising

- Five year growth strategy
- Community campaigns
- Pay what you wish (Sponsor mentee, training)

## Marketing

- Building a waitlist of mentors
- Local community-based Initiatives
- Recruitment of online mentors
- Community campaigns

## Operations

- Raise Digital Village consolidate and Phase 5
- Self-service model
- Efficiency project
- Together for youth



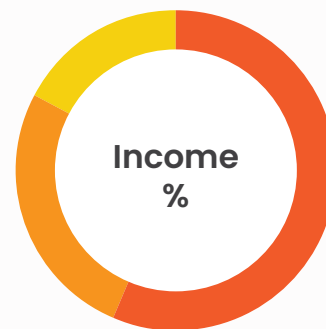
# Raise Foundation – income and expenses summary 2022





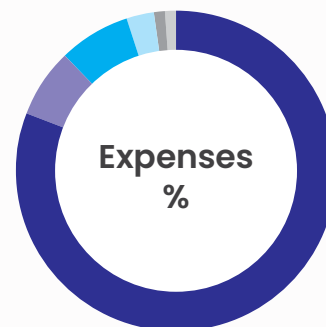
## % Income Summary

<b>56</b>	Corporate	\$4.206m
<b>26</b>	Government	\$1.955m
<b>17</b>	Private and Community	\$1.287m
<b>Total Income</b>		<b>\$7.448m</b>



## % Expenses Summary

<b>81</b>	Personnel expenses	\$6.531m
<b>7</b>	Technology expenses	\$567k
<b>7</b>	Administration expenses	\$563k
<b>3</b>	Other expenses	\$244k
<b>1</b>	Depreciation expenses	\$91k
<b>1</b>	Cost of charitable activities	\$86k
<b>0</b>	Net finance cost	\$6k
<b>Total Expenses</b>		<b>\$8.088m</b>



# Audited accounts 2022

## Statement of profit or loss and other comprehensive income

For the year ended 31 December 2022

	Note	2022 \$	2021 \$
Revenue	2	7448221	6,189,717
Other income	3	—	475,595
Cost of charitable activities		(85,576)	(48,224)
Personnel expenses		(6,531,320)	(5,103,629)
Depreciation expense		(90,940)	(56,301)
Administration expenses		(562,707)	(271,113)
Technology expenses		(567,387)	(363,219)
Other expenses		(244,555)	(208,490)
Net finance cost	4	(6,044)	(4,075)
<b>surplus/ (deficit) before tax</b>		<b>(640,308)</b>	<b>610,261</b>
Income tax		—	—
<b>surplus/ (deficit)</b>		<b>(640,308)</b>	<b>610,261</b>

The notes on pages 12 to 24 are an integral part of these financial statements.

## Thank you

Our sincere thanks to KPMG  
for conducting our Audit



# Audited accounts 2022

## Statement of financial position

For the year ended 31 December 2022

	Note	2022 \$	2021 \$
<b>Assets</b>			
Cash and cash equivalents	5	4,007,939	4,084,994
Trade and other receivables	6	239,928	186,188
Other assets		37,601	57,547
<b>Total current assets</b>		<b>4,285,468</b>	<b>4,328,729</b>
Property, plant and equipment	7	16,551	20,766
Right-of-use asset	8	172,711	259,067
<b>Total non-current assets</b>		<b>189,262</b>	<b>279,833</b>
<b>Total assets</b>		<b>4,474,730</b>	<b>4,608,562</b>
<b>Liabilities</b>			
Trade and other payables	9	543,338	379,443
Lease liability	8	96,489	91,101
Deferred income	10	570,037	209,000
Employee benefits provision	2	167,102	106,306
<b>Total current liabilities</b>		<b>1,376,966</b>	<b>785,850</b>
Lease liability	8	100,669	194,443
Employee Benefits Provision	12	9,134	-
<b>Total non-current liabilities</b>		<b>109,803</b>	<b>194,443</b>
<b>Total liabilities</b>		<b>1,486,769</b>	<b>980,293</b>
<b>Net assets</b>		<b>2,987,961</b>	<b>3,628,269</b>
Settlement sum		10	10
Accumulated surplus		2,843,875	3,484,183
Other reserves		144,076	144,076
<b>Total Members' funds</b>		<b>2,987,961</b>	<b>3,628,269</b>

The notes on pages 12 to 24 are an integral part of these financial statements.













# Evaluation Report 2022

The power of showing up  
and the impact of hope



# A note from our Data and Youth Insights Director

## How Raise's collaborative solution causes a ripple effect of hope.

One of the 2022 words of the year was 'permacrisis' – the state of ongoing crisis. Building evidence shows the impact of the pandemic, multiple disasters, and subsequent economic upheaval on the wellbeing and engagement of young people is ongoing.

We know it's true because young people told us. Nearly 25% of young people feel negative or very negative about the future.<sup>1</sup>

School attendance has reduced – only 70% of students are attending school regularly\*.<sup>2</sup> While for year 8 students, 75% reported a worsening of their mental health following the COVID-19 disruption.<sup>3</sup>

Due to those trends, schools identified students most likely to disengage from education, suffering from poor wellbeing, and recommended them as our 2022 Raise Mentees.

At the beginning of the program, two thirds of these mentees told us that mental health was a top concern – 84% had faced at least one mental health or environmental challenge when they started the Raise program.

We delivered 180 programs with the support of 1,941 volunteer mentors, 161 schools and 353 funding partners and donors.

And, by the end of 2022, **nine out of ten mentees improved in at least one of our four key outcomes**. Proof of the power of showing up – and the impact of hope.



It wasn't without challenges. School engagement proved difficult to shift – although we improved 'school belonging' for many young people – as schools nationwide face unprecedented hurdles. And, for too many schools, national challenges are compounded by local ones caused by disasters.

Like schools, we are concerned about the shortage of mental health professionals. Our early intervention and prevention model works best when we have clear and well-resourced referral pathways. But while the impact is likely to compound, we see the skills our mentors develop through our training and program as part of the solution.

Raise mentors feel more equipped to undertake a career working with young people, they learn practical skills from our Program Counsellors and gain a better understanding of mental health – causing a ripple effect through families and communities.

Staggering data shows this to be true – 99% of Raise mentors feel a sense of contribution to their community; 99% of Raise mentors feel a sense of purpose from mentoring; and 91% feel increased connection to their community.

Raise plays a vital role in skilling tomorrow's mental health workforce and spreading hope throughout communities – and it's not just mentors.

Ninety-one percent of corporate mentors are proud of their employer's partnership with Raise, while 97% of the Raise staff team are proud of the work we do. The ripple spreads.

While mental health and COVID-19 were the most popular issues for young people, the list also included inclusion – discrimination and LGBTQIA+ issues. In 2022, one in nine Raise mentees identified as outside the gender binary – a group that grows each year – and disproportionately experienced a previous mental health or environmental issue\*. We're listening, learning and continuing to enhance our curriculum to ensure it reflects diversity and inclusion and that our mentors are equipped to support and empower all young people.

We also identified more Raise mentees who have caring responsibilities – almost a third in 2022, compared to one in four in 2021 – mostly by changing the question wording, in consultation with Carers NSW, to be more inclusive and tangible.

We gain valuable insight by asking the right questions – pivotal to ensuring all voices are heard. That's also why, in 2022, we launched our embedded survey tool and expanded our collections to include Corporate Partners. Improving our capacity to collect and utilise our data and insights will drive better evaluations, more improvement, and a stronger impact.

We're privileged to share the experiences, outcomes and ideas from the 2022 Raise mentees, mentors, schools, parents and carers in this report.

You'll see the evidence for yourself – when we empower young people, we give them hope, causing a ripple effect on mentors, schools, families and communities.

My hope is that this report provides you with new and thought-provoking insight into how collaborative partnerships can be the solution.

After all, hope is infectious.



*Lucy Snowball*

**Lucy Snowball**

Data and Youth Insights Director

\* Regularly is defined as more than 90% of the time.

~ This figure includes mentees who responded 'prefer not to say'.



# How to engage with this Evaluation Report

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





This report outlines how and why we collect data from all our key stakeholders, our processes, our models of data collection and, the results for 2022. We tell the story of the impact of our mentoring program, across Australia, with statistics, comparative examples and anecdotal quotes that have come directly from our program participants.

Reading through the report will provide a clear understanding of how successful our programs were in 2022, the key themes, and what we learnt. We use these stories as our map moving forward for bettering our youth mentoring programs in 2023 and beyond.



**"I joined Raise for the afternoon tea, but I found out that I was so lucky to join in. At the start I thought mentoring was okay, but then I went through some hard times and mentoring really helped me a lot to get through those hard times. I am so grateful that I joined in because mentoring has helped me so, so much."**

**– Oliver, Mentee**



**"It was a thrilling experience because of the amount of support I got through it, whether it was just talking or in depth conversations, I always felt heard."**

**- Ben, Mentee**



# Executive summary

Raise mentoring programs achieved statistically significant impact for the whole cohort in 3 out of 4 key outcome areas including help seeking, resilience and hope for the future.

## Snapshot of our impact



**98%**  
of mentees  
felt safe talking  
to their mentor



**96%**  
of mentees would  
refer Raise mentoring  
to a friend



**86%**  
of mentees improved in  
at least one of our four  
key outcomes areas



Improved hope  
for **82%**  
of mentees who started  
low in hope



**98%**  
of mentors felt  
a sense of purpose  
through mentoring



**98%**  
of student mentors  
feel more equipped to  
gain employment



**90%**  
of corporate mentors are  
able to apply mentoring  
skills in their workplace



**93%**  
of parents/carers saw  
improvement in their  
child due to mentoring



**96%**  
of schools would  
recommend Raise to  
another school

# Rigorous evaluation proves and improves our impact

## How is data collected?

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

Mentees

Parents/  
carers

Schools

Mentors

Corporate  
partners

## How will the data be used?

The data we've collected gives us a clear understanding of how successful our program was in 2022. We use our learnings as a roadmap to improve our program not just for mentees, but volunteer mentors and school partners as well.

## Our evaluation process enables us to:

Measure the impact  
of the program

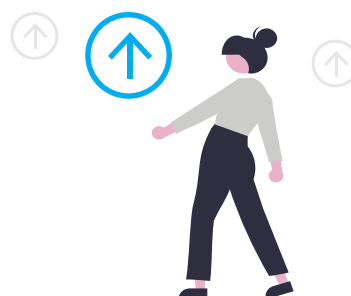
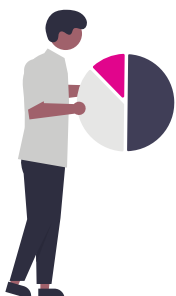


on the outcome areas  
identified in our  
Theory of Change

Improve the impact  
of the program



by using the  
experiences of participants  
to inform our continuous  
improvement



# Theory of change

Participants



Outcomes



Impact




Mentees

## Mental health support

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

## Social & emotional wellbeing

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

## School engagement

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



Mentors

## Mentor outcomes

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




Schools

## School outcomes

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

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

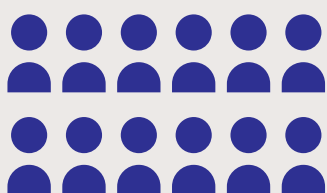




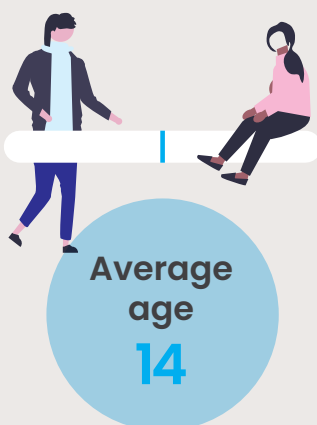
# Spreading hope to young people across Australia

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

In 2022 we...



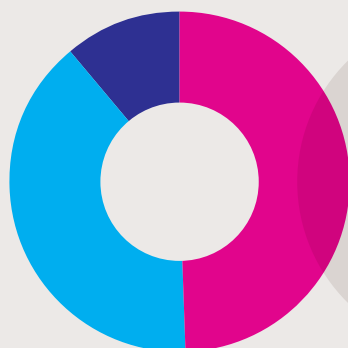
Connected with  
**2,088**  
young people



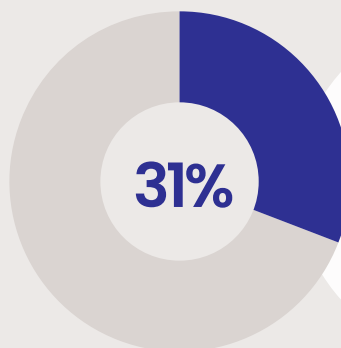
Average  
age  
**14**



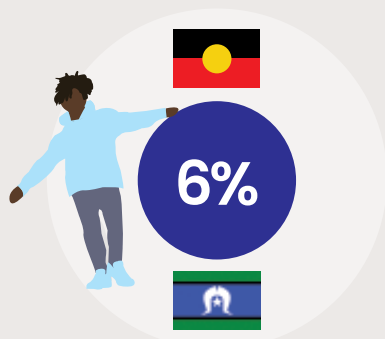
Majority were in  
years **8 and 9**  
at high school



**49% female**  
**39% male**  
**11%**  
another option  
including  
non-binary



Speak a  
language other  
than English  
at home



Identify as Aboriginal  
or Torres Strait  
Islander people



are people  
with  
disability



born  
outside of  
Australia

**32% of mentees look after a family or friend due to disability or mental health issue**

# Listening to our mentees

What mentees told us they want from the program:

73% A space to be able to talk openly and be listened to

59% Advice and guidance from their mentor

59% Build confidence

53% Help with their mental health

Current issues of most concern to mentees:

64% Mental health

62% COVID-19

53% Environment

47% Homelessness

46% Safety and crime

44% Discrimination

38% LGBTQIA+ issues

37% Education



Most common issues they've experienced:

Anxiety  
69%

Bullying  
47%

Depression  
37%

Discrimination  
26%

Disordered eating  
27%

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

*95% for young people who identify outside the gender binary*

77% of mentees said that the program helped them cope with these issues

**“Talking my feelings out helped with what I was going through, and the constant worry of having an outburst of anxiety or emotions, and it’s helped me regulate how I’m feeling instead of just feeling numb.”**

**– Chloe, Mentee**







# Creating safe and engaging spaces for young people

**99%**  
of mentees  
enjoyed the  
program

**98%**  
of mentees felt  
safe talking to  
their mentor

**96%**  
said they would  
recommend the  
program to  
a friend

**95%**  
identified  
improvement due  
to the program

96% of mentees felt supported by their Raise Program Counsellor

94% rated their connection with their mentor favourably (excellent or very good)

91% liked the group activities

86% liked the activities in the Raise handbook

85% felt safe talking in their mentoring group



# Equipping our young people with the right tools

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

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

Inspire and foster engagement with school and learning.

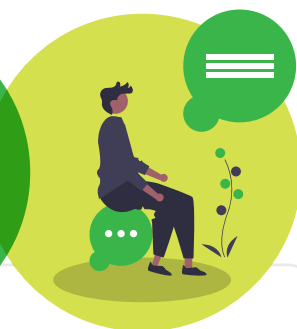
Empower them, giving them hope for the future.

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



# Focusing on our four key outcome areas

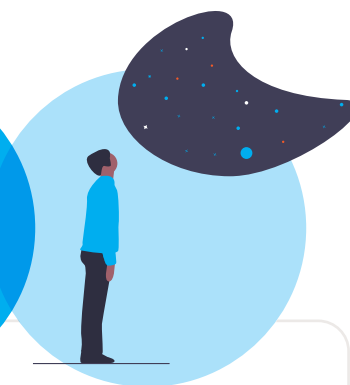
## Asking for help



### Mental Health Support

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

## Hope for future



### Social and Emotional Wellbeing

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

## Resilience



### Social and Emotional Wellbeing

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

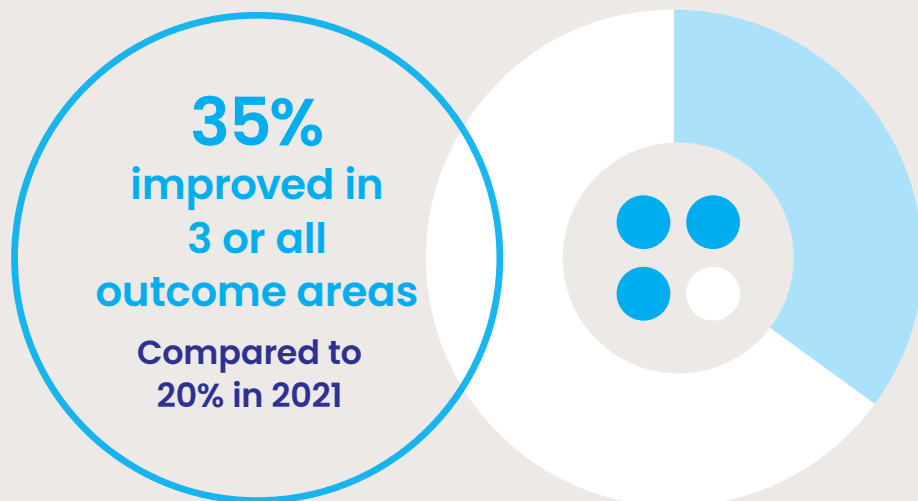
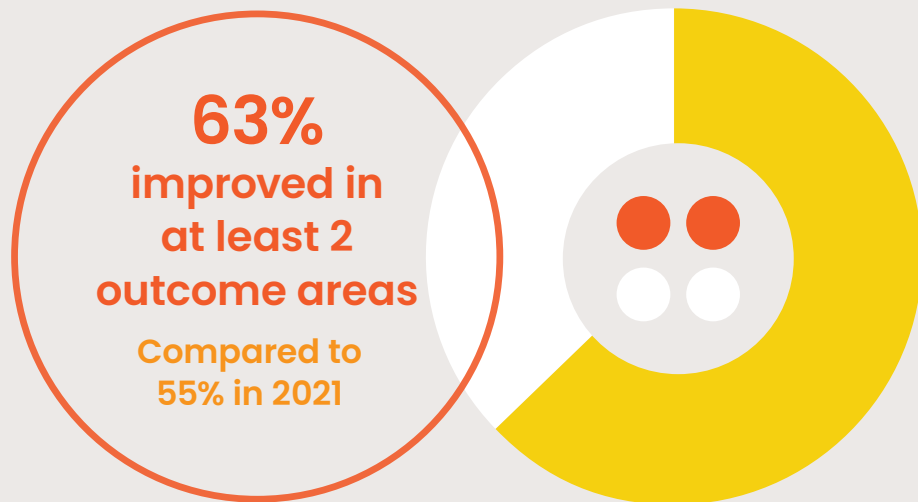
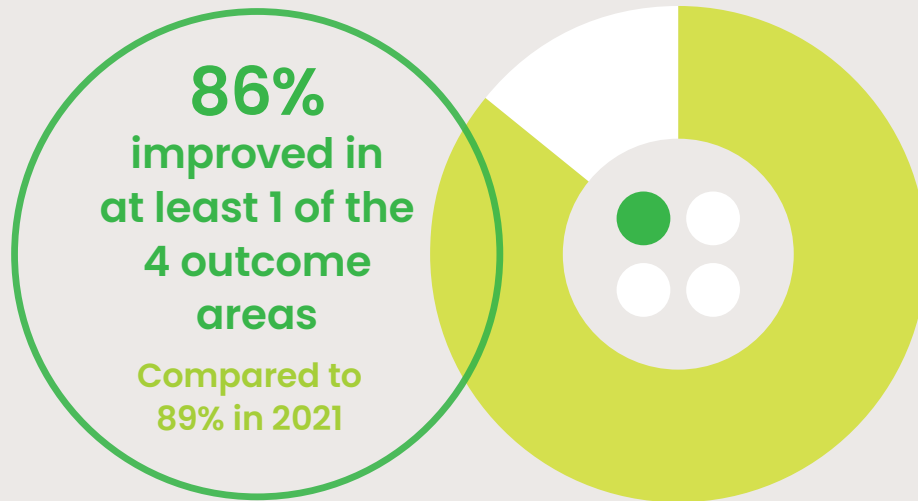
## School belonging



### School Engagement

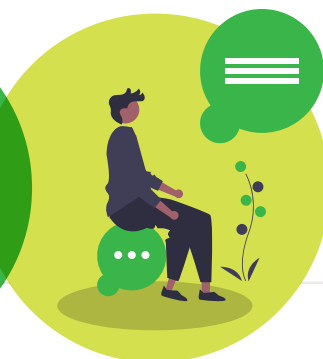
Through mentoring, young people improve their relationship with peers and teachers. Mentees attend school more, resulting in increased grades, higher school completion rates, stronger academic confidence and better economic outcomes.

# Delivering key outcomes in 2022



# Dive deeper into our Mental Health Support outcomes

## Asking for help



### Mentees made statistically significant improvements in:

- ✓ ability to ask for help
- ✓ ability to trust adults who can help
- ✓ knowledge of where to seek help
- ✓ number of supports they can turn to for help

Help seeking improved for **75%** of mentees who needed it most~



~ Started the program as low in this outcome

**"My mentee is now confident talking and voicing their opinion, and even showing their face to others. Additionally, my mentee's trust in people has improved. I am so proud of my mentee being able to trust and confide in adults, and more importantly, reaching out and asking for help."**

– Paul, Mentor



**77%**

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

**90%**

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



**"I have seen girls stand up and  
seek help from teachers when they  
notice an injustice. They help with  
investigations when needed (willing  
to divulge information if it will help  
someone being bullied etc.)"**

– School contact

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



# Dive deeper into our Social and Emotional Wellbeing outcomes



Hope  
for future

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



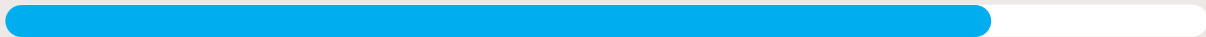
**Mentees also saw a significant improvement in awareness of their capabilities~** (growth mindset) which is associated with achievement and goal setting and protects against anxiety

**68%** of mentees set a goal, and over **96%** achieved or partly achieved their goal. They also saw significant improvements in ratings of their ability to set and achieve goals.

**64%** of mentors felt that their mentee improved in their ability to set and achieve goals

**80%** of school staff members surveyed also noticed an improvement in students' ability to set and achieve goals

Hope for the future improved for **82%** of mentees who needed it most~



~ Started the program as low in this outcome

"I feel mentally stronger and more able to complete my set goals. I've had lots of help with friends, school and outside of school situations and feel confident in my own mental abilities."

- Lachlan, Mentee





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

**64%** of mentees said they felt better about themselves because of the program

**70%** of mentors noticed an improvement in their mentee's ability to cope

**82%** of mentors felt that their mentee's confidence improved



**School staff also noticed improvements in:**

- students' confidence **97%**
- ability to cope **88%**
- and resilience **95%**

Resilience improved for **71%** of mentees who needed it most~



~ Started the program as low in this outcome

"The biggest change for me in the program was my sense of confidence I feel much more confident about the outside world now and I think I can cope easier with difficult times."

– Jessica, Mentee



# Dive deeper into our School Engagement outcomes

## School belonging



### Building a feeling of belonging:

**Mentees in the Raise program saw statistically significant improvements in:**

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

**Approximately 50% of the mentors noticed an improvement in:**

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

**School belonging improved for 68% of mentees who needed it most**

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

- attendance **74%**
- school relationships **83%**
- classroom engagement **73%**
- school relationships **76%**

~ Started the program as low in this outcome



**"It was amazing and I would definitely recommend this program to anyone looking for guidance or just someone to talk to about anything that they might feel would be better with an external voice. My mentor was an amazing mature experienced person who had advice that helped improve my position in school."**

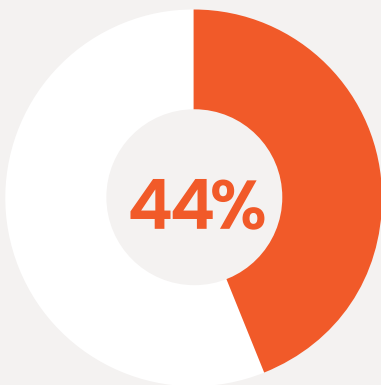
– Abigail, Mentee



**"Raise was a way for me to get away for a short amount of time throughout the day which I felt was needed after leaving the lockdown, my mental health has improved greatly along with this program and I am very thankful I had the chance to attend."**

– Ella, Mentee, anxious about COVID

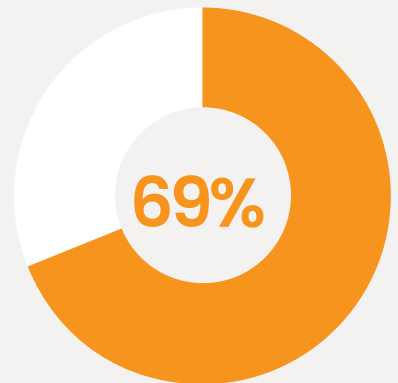
## Building resilience through the COVID-19 pandemic



**44%**  
of mentees felt less anxious about COVID-19 after being in the Raise program



**Mentees who were anxious about COVID-19 saw a statistically significant increase in Resilience across the program**



**69%**  
of parents felt mentoring helped their child deal with COVID-19 related impacts



**"Post-COVID engagement has been difficult for some students who have avoided the school environment/peers/help seeking for an extended period of time. Lack of routine and school-based learning for the best part of two years has impacted students' social skills and sense of responsibility, which in turn impacts their engagement with school."**

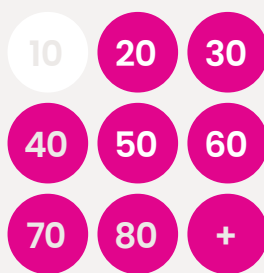
– School contact



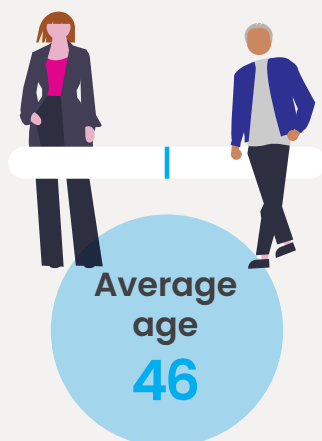
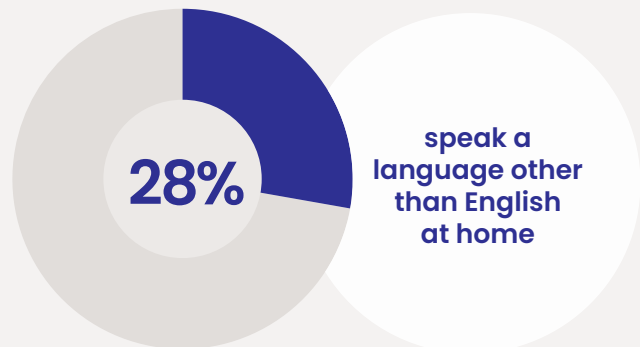
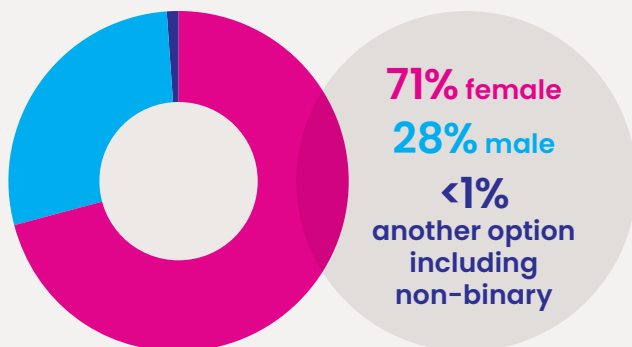
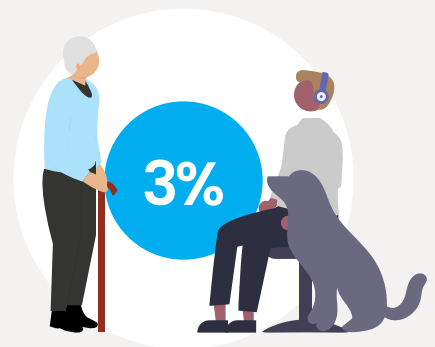
# Who are our volunteer mentors?

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

1,932 volunteers signed up to mentor a young person



Ranged from  
**20 to 80+**  
years old



# Our industry leading training delivers high quality mentors

**100%**  
of mentors  
rated training  
as excellent or  
very good

**94%**  
of mentors said  
training had  
prepared them  
for their role

**93%**  
of mentors felt  
their Program  
Counsellor  
provided them  
with useful  
advice

## Training provides mentors with additional skills

99% felt knowledge and skills had increased

98% confidence to mentor significantly increased

96% learnt skills they could apply in personal relationships

## Corporate mentors

80% improved leadership skills

80% more likely to mentor someone in workplace

45% choose an employer because of volunteering opportunities

94% of placement students said training complemented their studies

**"The session was  
presented excellently!  
It remained engaging  
and informative throughout  
the whole day."**

– Tracey, Mentor  
feedback on  
mentor training



# Causing a ripple effect...

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

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

**Empathy** for  
young people

Understanding  
of **youth**  
issues

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

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

**"It has taught me that there is so much more to life than the everyday stresses. My time with my mentee has reminded me to stop and enjoy the simple things in life, like practicing my hobbies, spending time with family and friends. It has highlighted the importance of giving back to your community and never taking anything in life for granted."**

– Liz, Mentor



# Delivering on mentor outcomes

Other benefits that Raise mentors experience include:

99% sense of contribution to my community

98% felt a sense of purpose

95% more likely to volunteer in the future

94% improved listening and communication skills

91% improved connection with the community

87% improved mental health literacy

70% improved relationships with family/ friends

63% improved parenting skills



"It has made me realise that everyone is going through something, good or bad, and just having a conversation about it holds a lot of power. It has also made me more empathetic to strangers, as you meet such a diverse range of people in both the mentees and mentors who you may not normally interact with, and as such realizing that everyone around you is generally nice, friendly, and approachable."

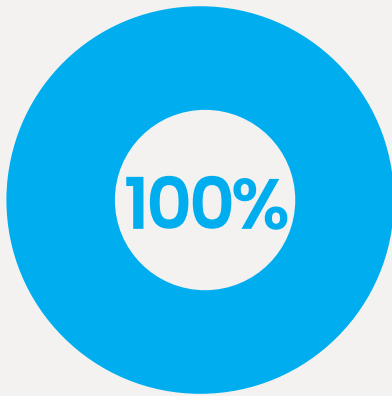
– Mark, Mentor



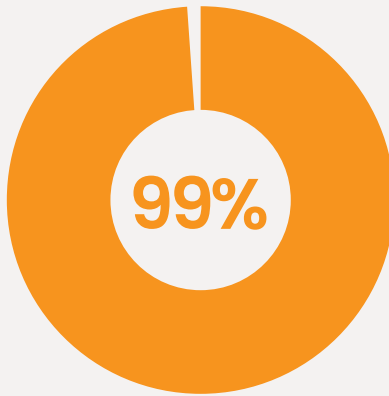


# The ripple of hope flows to uni students...

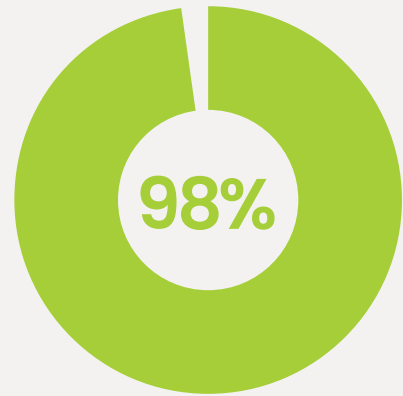
9% of mentors volunteer with Raise as part of a student placement for their university course and some outcomes they experience include:



Gained confidence  
supporting young people



Applied studies  
in the real world



Feel more equipped to gain  
employment in their field



"I feel more confident talking to and working with young people (and people in general). I also have an increased interest in adolescent issues. It also helped me work out what I would like to do in my career."

- Chris, Mentor

# The ripple effect on corporate partners...

11% of mentors volunteer with Raise through their workplaces, who partner with Raise as part of their corporate social responsibility (CSR), Environmental, Social and Governance (ESG) or community involvement strategy.

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

## Benefits that Raise corporate mentors experience include

92% felt a sense of pride in my employer for partnering with Raise

90% able to apply mentoring skills in my workplace

81% improved leadership skills

72% more likely to stay with my employer



"Feeling like I'm really contributing to society – helping out a young person and better understanding the challenges that they face."

– Helen, Mentor



# The ripple of hope spreads to parents

Parents/carers of Raise mentees tell us:

**96%** were happy their child participated in Raise mentoring

**93%** saw an improvement in their child in at least one area because of mentoring

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



"I can't speak highly enough of this program. My child felt heard and validated. Her mentor was exceptional and gave her the skills to see things from a different perspective."

– Angela, Parent



# Collaborating with schools across Australia

This year, we delivered 180 programs in 161 schools across New South Wales, Victoria, Queensland, Western Australia, South Australia and the Australian Capital Territory.



## Shaping communities, far and wide

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

**93% helping build individual and collective wellbeing at school**

**87% felt the program helped students cope with challenges**

**86% supporting the wellbeing team at school**

**78% encouraging student engagement with school**



# Supporting young people in hard to service areas

In 2022, we ran our Youth Introduction to Mentoring (YIM) group mentoring program in 11 schools where we were unable to recruit the required number of mentors.

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

**97% of participants enjoyed the program**

**92% would recommend the program to a friend**

**84% identified improvement due to the program**

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

**47% are more likely to help others**

**43% feel their communication skills improved**

**43% feel able to make better choices**

**41% feel better about themselves**

**38% know more people at school now**

**38% are more likely to continue school**

**31% feel better about school after the program**



**"I got to talk to someone about problems instead of hiding it. The best part was being confident and comfortable with myself."**  
– Pat, Mentee





**"Seeing my mentor  
has been a highlight for me  
most weeks. We formed a great  
connection and my mentor makes  
me feel safe, secure and happy.**

**My mentor is someone to look up to.  
She always helped me with issues I had  
and gave me a better understanding  
of what it's like being an adult which  
I think has helped prepare me  
for the future."**

**– Skye, Mentee**



# Mentoring evidence

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

In 2023, our Program Director, Kathleen Vella – the original author of the Australian Youth Mentoring Benchmarks – is reviewing the Benchmarks in line with international best practice to celebrate 10 years since their adoption in Australia and compare them with those recently updated in the US.

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

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

# The Raise impact over time

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

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

## A note about the statistical methodology we use

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

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



**"I am thankful for the program and the time the mentor took to spend each week getting to know our daughter. It gave our daughter something to look forward to each week. She was very unsure at the start as talking to people she doesn't know was hard especially with her social anxiety. We could see as each week passed, she was coming out of her shell and happy to talk with her mentor. It was a positive experience and made a big difference for our daughter."**

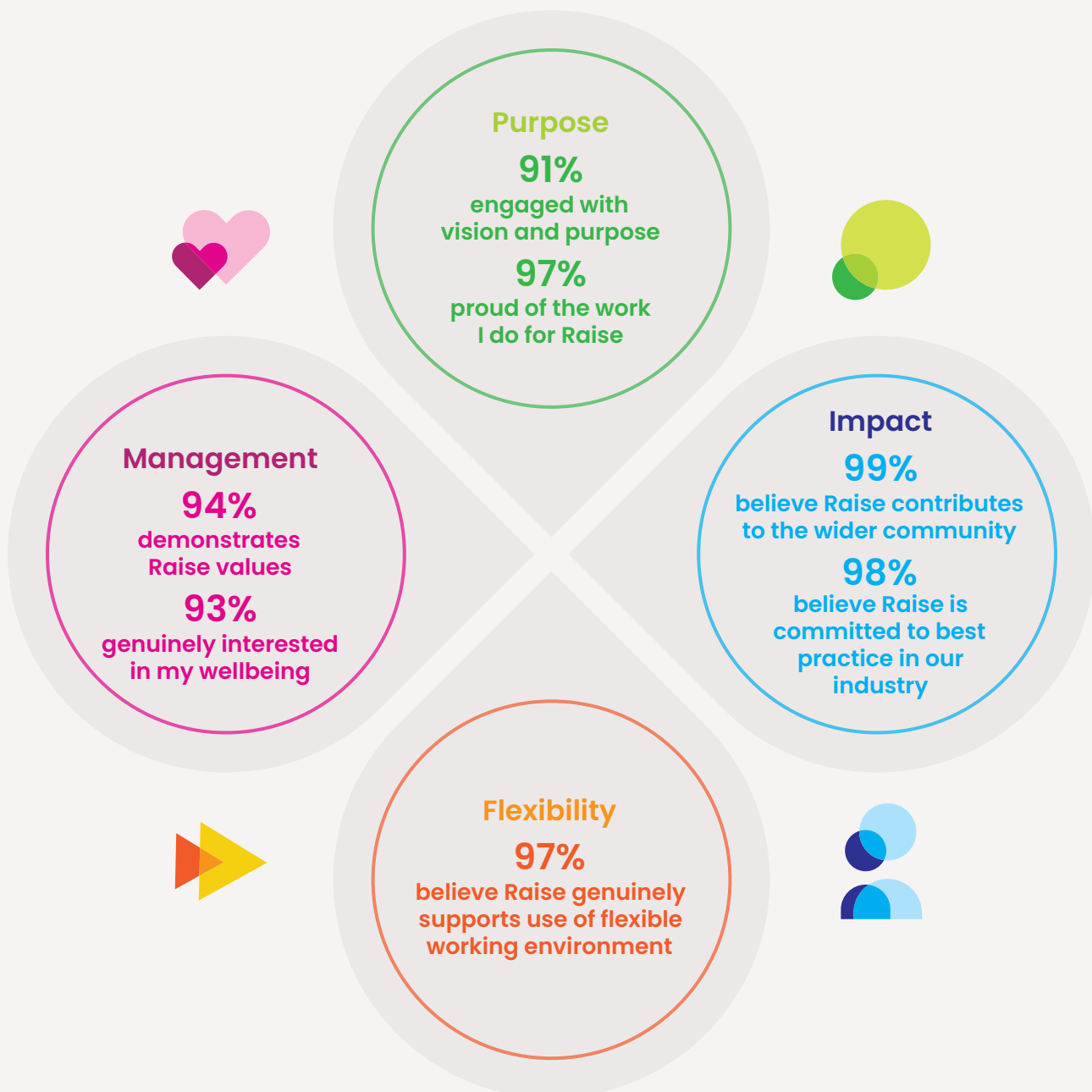
– Sue, Parent



# Other areas of Raise that we evaluate

## Fostering a positive and purpose driven team

**92%** of staff are happy to be working for Raise



## Forging partnerships built on trust and impact

**100%** of partners see Raise as a trusted brand



**79%** of partners were very satisfied with partnership and **21%** were satisfied



**93%** of partners were very satisfied with the impact Raise achieves and **7%** were satisfied



**93%** valued the opportunity for their staff to mentor young people through Raise



"The fact our organisation is providing our team an opportunity to give back, learn about themselves and most importantly have an impact on a young person's life."

— Jaybro Group



# Independent evaluation and assurance

## Opportunity of the Raise Independent Evaluation

The Melbourne Graduate School of Education (MGSE) have reviewed the data collection and analysis that Raise used to evaluate the outcomes of our Youth Mentoring Program in 2022 and have confirmed the approach is suitable and appropriate.

In 2023, MGSE is conducting an Independent evaluation of the Raise Youth Mentoring Program and will compare outcomes of young people in the program to those in a comparison group.

The Social Outcomes Lab is conducting an economic evaluation to compare the costs of our mentoring program to the benefits it achieves.

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



Melbourne Graduate  
School of Education



Australian Government  
Department of Health

## Thank you to our Raise Research Advisory Council

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



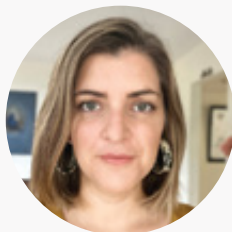
**Professor  
Lucas Walsh**

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



**Penny Dakin**

ARACY CEO Penny Dakin is a change maker and systems thinker. Penny's primary focus is on child & youth wellbeing; she supports Raise because of its understanding that all aspects of a young person's experience are interconnected and can potentially impact on individual mental health outcomes.



**Rachel Christie**

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



**Suzie Riddell**

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



**Carolyn Curtis**

Carolyn Curtis is the CEO of TACSI. She is supporting Raise because of the need to move beyond professional service systems alone towards leveraging the wisdom, knowledge and infrastructure of our communities as a way of building more sustainable responses to our most pressing social issues.

# References

## Annual report, page 7

1. <https://www.beyondblue.org.au/media/statistics>
2. Mission Australia Youth Survey 2022 Report, page 12.
3. Mission Australia Youth Survey 2022 Report, page 10.
4. 1 in 6 – REF 4 Mission Australia Youth Survey 2022 Report, page 33.
5. Suicide Prevention Australia; <https://www.suicidepreventionaust.org/news/statsandfacts>.
6. Survey of Education and Work, ABS, 2021.
7. PwC for Alannah and Madeleine Foundation, page i.
8. Mission Australia Youth Survey 2022, page 20

## Evaluation report, page 2

1. Mission Australia Youth Survey, 2022
2. Australian Curriculum, Assessment and Reporting Authority (ACARA) 2022 National Report on Schooling in Australia 2020.
3. Li, S., et al., The impact of COVID-19 on the lives and mental health of Australian adolescents. European Child & Adolescent Psychiatry, 2020.

# Getting involved

## 2 easy ways to donate now

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

### Via EFT

Account: Westpac Bank BSB: 032 097

Account number: 278 223

Payment reference: Your full name

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

By scanning  
the QR code ▶



## Stay in touch

### Raise Foundation Pty Ltd

Level 3/131 Clarence Street Sydney NSW 2000

ACN 134 207 275 • ABN 49 306 288 644

PO Box 3912, Mosman NSW 2088

Phone 02 7208 8337





## Stay in touch

For general inquiries [hello@raise.org.au](mailto:hello@raise.org.au)

For information on our results [evaluation@raise.org.au](mailto:evaluation@raise.org.au)

To partner with us [partnerships@raise.org.au](mailto:partnerships@raise.org.au)

To run our program at your school [schools@raise.org.au](mailto:schools@raise.org.au)

For marketing and media inquiries [marketing@raise.org.au](mailto:marketing@raise.org.au)

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 [youtube.com/user/RaiseMentoring](https://youtube.com/user/RaiseMentoring)

## Mentor with us

 [raise.org.au/mentor](https://raise.org.au/mentor)