



EVALUATION AND
ANNUAL REPORT



RAISE FOUNDATION 2019 EVALUATION AND ANNUAL REPORT

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WELCOME FROM THE BOARD



IT WAS AN ENERGETIC AND EXCITING YEAR FOR RAISE FOUNDATION IN 2019.

We delivered another successful year of engaging mentoring programs that encourage young people across Australia to thrive, which is our reason for being. Alongside this, our team worked with great vigour on the optimisation strategies outlined in our Strategic Impact Plan 2019-2025.

We have ambitious but achievable goals for the future that will see us offer our best-practice, early intervention mentoring program to every public secondary school in our nation. We are intent on every year 8 student who needs one, having a mentor to support them.

In 2019, we began the motivating task of putting this plan into motion. Our focus was on optimisation – of our programs, our technology, our marketing, our income generation, and our support structures. This included the delivery of:

- The Raise Digital Village for onboarding and training mentors
- Program Pilots which addressed attachment, social and emotional learning, and length
- Our Letters To My Mentor campaign with our fabulous Ambassadors

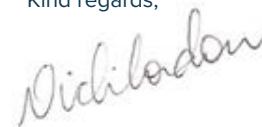
We are extremely proud of the achievements that everyone in our village delivered this year, and we stand with strength, ready to support 50% more young people next year, as a result.

With curiosity and inspiration, we are looking forward to igniting our plan and starting to turn the wheels of opportunity from 1,000 mentoring matches in 2019, to the possibility of 1,500 in 2020. In order to do this, we will have to step in with courage to navigate the challenges presented by the Coronavirus pandemic, to ensure we emerge stronger out the other side.

On behalf of the Raise Foundation Board and the Raise Staff Team, I would like to thank you for being part of our village. The support of our mentors, volunteers, partners, donors, advisory councils, friends and family goes a very long way in an organisation like ours.

Please enjoy reading this chapter in our story of impact for young people in Australia.

Kind regards,



Vicki Condon
Founder and CEO



ABOUT RAISE FOUNDATION

THE PROBLEM

- In Australia, 1 in 6 people are aged 12-24
- Approximately 1 in 4 will experience a mental health condition
- Suicide is the leading cause of death for young people
- Only 36% of young people seek the help they need
- 1 in 10 young people are disengaged from education and training
- 1 in 3 are unhappy with their lives
- These issues result in a loss of up to \$11.3 bn in GDP

OUR DIFFERENTIATORS

TRAINING Our comprehensive best-practice Raise Youth Mentor Training exceeds industry standards and offers 6 online modules and 6 hours face to face training.

PROGRAM Our evidence-based programs are developed and continuously improved, meeting or exceeding the AYMN benchmarks.

SUPERVISION Our programs are all managed by qualified Counsellors who supervise and case-manage each match

EVALUATION Our comprehensive evaluation strategy ensures we reach our KPIs and have a tangible impact on our young people

VALUE Our programs have a comparatively low match cost

OUR VISION

A powerful mentoring movement that creates thriving communities across Australia

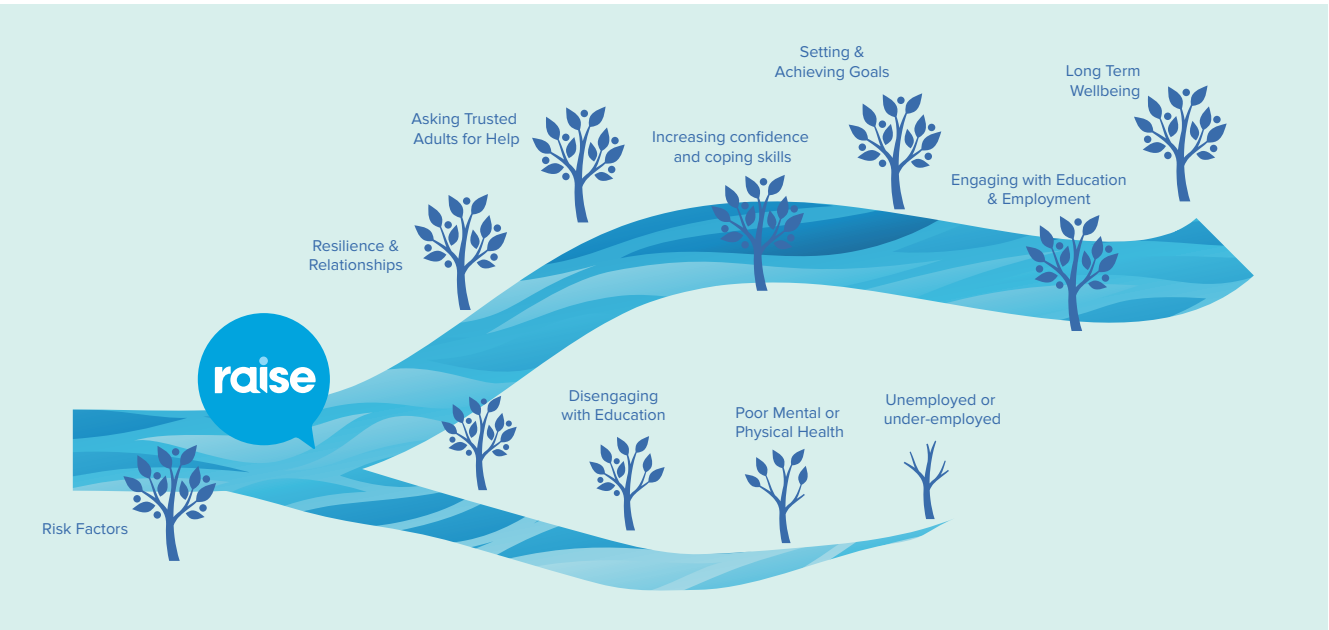
OUR PURPOSE

To ensure young people feel heard, valued and supported

OUR MISSION

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

THE RAISE SOLUTION



OUR SOLUTION IS TO PROVIDE BEST-PRACTICE EARLY-INTERVENTION MENTORING FOR YOUNG PEOPLE WHO ARE AT RISK OF DISENGAGING. RAISE MENTORS WORK UPSTREAM WITH YOUNG PEOPLE, PROVIDING THEM WITH THE SKILLS, CONFIDENCE AND RESOURCES THEY NEED TO NAVIGATE A SUCCESSFUL PATH THROUGH ADOLESCENCE.

COURAGE

we are imaginative, driven, progressive, confident

HEART

we are kind, passionate, sincere, empathetic

RESPECT

we believe in acceptance, equity, inclusivity

INTEGRITY

we operate with authenticity, accountability, transparency

VITALITY

we are positive, fun, energetic, inspiring

EXCELLENCE

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

A RAISE MENTOR MAKES AN INCREDIBLE DIFFERENCE

EXECUTIVE SUMMARY

This report summarises the work that Raise Foundation is doing to support young people in Australia. Mental health, suicide, disengagement from education and underemployment are major issues facing many of our young people.

Raise is working to reduce these problems by providing young Australians with a mentor to give support and help them learn the skills they need to navigate adolescence successfully. A summary of our impact in 2019 includes:

- Significant improvement for young people in resilience, coping skills, confidence, communication skills, help-seeking, goal-setting, important relationships, educational engagement and hope for the future
- Mentors are more confident in their ability relate to young people, and more likely to mentor a young person in their own community
- Mentors experience many positive outcomes including personal growth, a sense of purpose and connection to their community
- Corporate mentors gain many skills including leadership and listening skills, and are more likely to stay with their current employer because of mentoring
- Schools love our program – 100% requested it again in 2020, and 90% say that Raise helps to build individual and collective wellbeing at their school

2019 HIGHLIGHTS

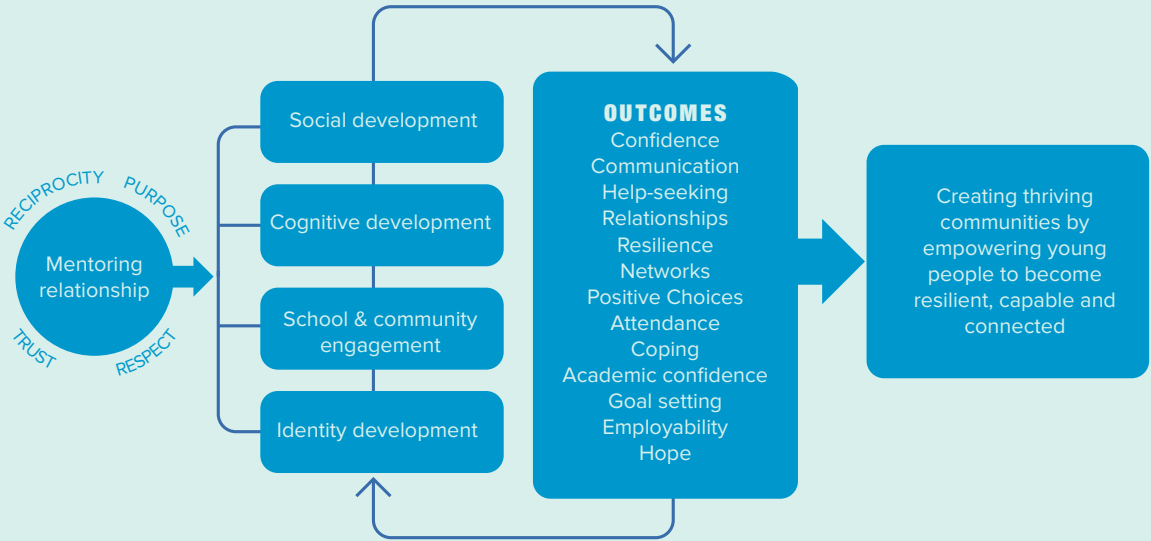
- Made 5,421 matches since our inception 11 years ago
- Provided an accredited mentor for 1,027 young Australians this year alone
- Achieved statistical significance in major evaluation areas
- Completed Optimisation phase of Strategic Impact Plan 2019-2025
- Leading reconvention of the Australian Youth Mentoring Network
- Submitted paper to National Productivity Commission on Mental Health
- Delivered Youth Frontiers program for NSW Department of Communities and Justice
- Designed and launched “Letters To My Mentor” campaign
- Delivered Phase 1 of Raise Digital Village, prepared for Phase 2 and commenced Phase 3
- Presented at the European Mentoring Short Course 2019 in Amsterdam
- Presented at the Prospsych Conference in Melbourne
- Our CEO was awarded an AM in the Order of Australia and won Marie Claire Glass Ceiling Award

THEORY OF CHANGE

RECIPROCITY, TRUST AND RESPECT IS AT THE HEART OF MENTORING

Our Theory of Change is based on Rhode’s (2005) Model of Youth Mentoring which shows that a relationship based on reciprocity, trust and respect is at the heart of mentoring. Our own research has shown that shared purpose between the mentee and the mentor is an important part of this relationship.

This relationship facilitates growth in a range of areas such as social development, cognitive development, school and community engagement and identity development. This leads to a multitude of positive outcomes for young people, which in turn facilitate additional growth.



A MULTITUDE OF
POSITIVE OUTCOMES
FOR YOUNG PEOPLE,
WHICH FACILITATE
ADDITIONAL GROWTH

EVALUATION GOALS

THE FINDINGS OF OUR EVALUATION

The primary purpose of our evaluation is to assess how Raise Foundation contributes to improved outcomes for young people. We also assess how our program impacts other stakeholders such as mentors, schools, parents/carers and community partners and how this impact contributes to creating thriving communities across Australia.

This year an additional evaluation goal was to compare the outcomes of our 3 pilot programs (a longer program, a program that focussed on the attachment relationship between mentees and mentors and a program that focussed on social-emotional learning) with our business as usual program.

The findings of our evaluation inform continual improvement for future delivery of our programs.

This evaluation used a combination of qualitative and quantitative data collected between April and November 2019 by way of:

- Pre and post mentoring surveys for mentees and mentors to measure change
- Post program surveys for schools, parent/carers and community partners
- Focus groups and semi-structured interviews with young people, mentors and program staff

2019 PROGRAM SUMMARY

78 SCHOOL PROGRAMS

8 BUMP PROGRAMS

**220 EXPERIENCED MENTORS
RETURNED TO RAISE**

**807 NEW MENTORS
WERE TRAINED**

**1,027 YOUNG PEOPLE WORKED
WITH A MENTOR IN 2019**

**3,949 MENTORS TRAINED
SINCE 2008**

**5,421 YOUNG PEOPLE HAVE
WORKED WITH A MENTOR
SINCE 2008**

94% MATCH RETENTION RATE

SCHOOL MENTORING PROGRAM SUMMARY

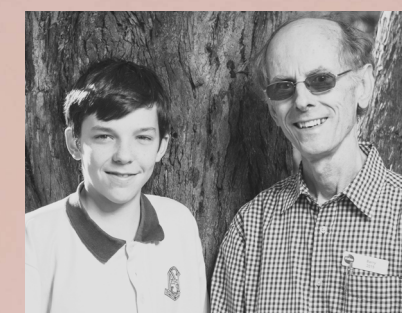


SUMMARY

- ISMO AND YOUTH FRONTIERS
- HIGH SCHOOL STUDENTS IN YEARS 7-10
- AT RISK OF DISENGAGEMENT OR POOR WELLBEING
- 23-WEEK PROGRAM
- EVIDENCE-BASED CURRICULUM
- ONE HOUR PER WEEK OF ONE-ON-ONE MENTORING
- ONE HOUR PER WEEK OF MENTOR SUPPORT/SUPERVISION WITH QUALIFIED COUNSELLOR
- GRADUATION CELEBRATION

THIS YEAR

- 950 MENTEES
- 78 SCHOOL PROGRAMS
- 49 PROGRAM COUNSELLORS
- 5 STATES



"The impact on students' confidence cannot be over emphasised. I had never seen such positive relationships with adults from some of our students. Clearly the mentors chosen are gold."

Head Teacher Wellbeing, NSW

OUR YOUNG PEOPLE ARE STRUGGLING

Jasmine, 15

"I AM SCARED FOR MY FUTURE AND I CAN SEE THIS HELPING ME AND GUIDING ME TO ADULTHOOD WITHOUT STRESSING."

Eve, 13

"I HAD THE CHANCE TO COMMUNICATE WITH SOMEONE THAT ACTUALLY WANTED TO HELP ME WITH MY PROBLEMS"

Ruby, 13

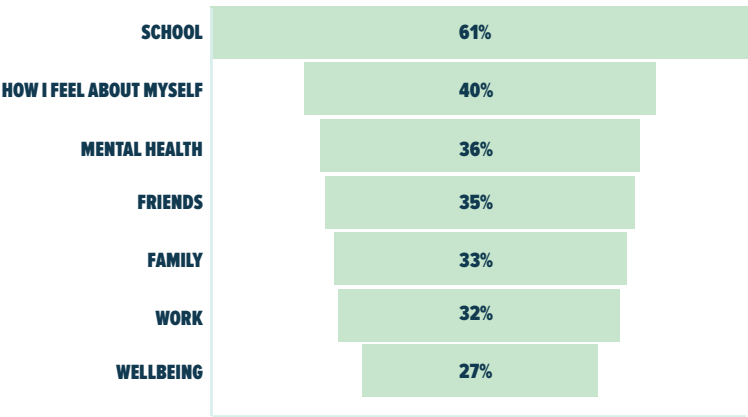
"IT CHANGED ME AND MADE ME A BETTER PERSON"

Kayla, 13

"I HAVE DEPRESSION AND A SEVERE SOCIAL ANXIETY DISORDER AND THIS HAS HELPED ME TO GET THROUGH IT"

WHO ARE OUR MENTEES?

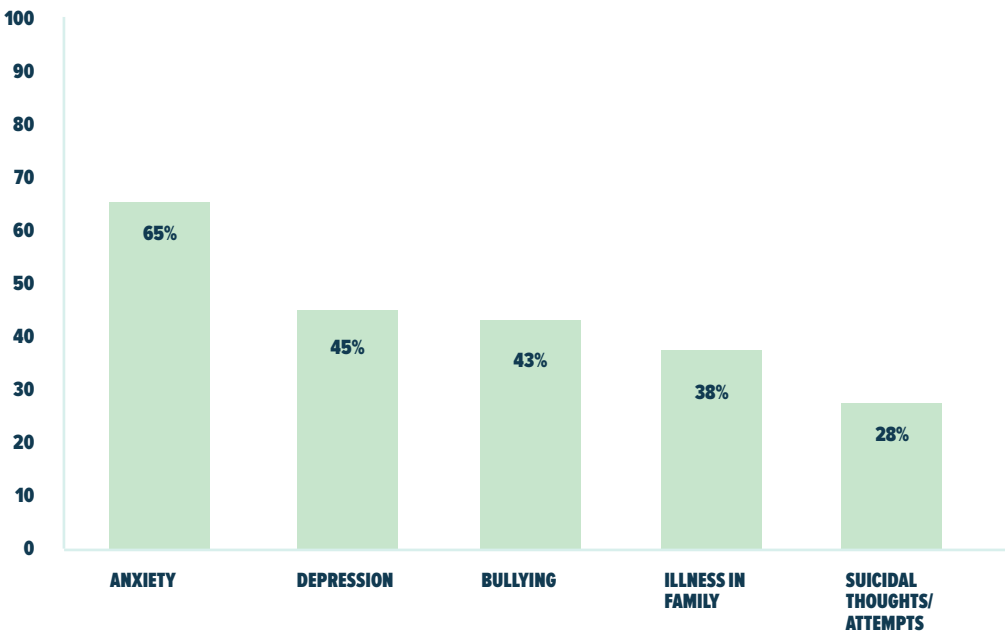
OUR MENTEES WANTED HELP WITH



DEMOGRAPHICS

- Our mentees range from 12-18
- 55% male, 41% female, 4% other
- Average age is 14
- 43% live with one parent
- 4% are carers
- 7% have a disability
- 9% identify as Aboriginal or Torres Strait Islander
- 27% speak a language other than English at home
- 15% were born outside of Australia

THE MOST COMMON ISSUES REPORTED BY OUR MENTEES



MENTEE OUTCOMES

ANALYSES REVEALED THAT MENTEES OBSERVED
STATISTICALLY SIGNIFICANT IMPROVEMENTS FOR MENTEES IN THEIR

GOAL ACHIEVEMENT

This is strongly related to self-efficacy and achievement

ABILITY TO COMPLETE YR12

Mentees felt more able to complete year 12 after mentoring

RESILIENCE

This means mentees are better able to bounce back after a setback

HOPE

This buffers suicide ideation and improves academic achievement and social competence

ATTACHMENT

Mentees had healthier relationship attachment following mentoring

CONFIDENCE

This impacts how mentees feel about themselves, and how they approach life

FAMILY RELATIONSHIPS

Mentees have better relationships with family members after mentoring

HELP SEEKING

Mentees felt more able to ask for, and accept help after mentoring

COMMUNICATION

This improves confidence, relationships and help-seeking

COPING

This means mentees are better equipped to cope when faced with challenges

FOR MENTEES WHO WERE REALLY STRUGGLING, WE ALSO OBSERVED
STATISTICALLY SIGNIFICANT IMPROVEMENTS IN THEIR

ATTENDANCE

Mentees reported increased attendance after mentoring

GRADES

Mentees reported an improvement in their grades after mentoring

RELATIONSHIPS WITH TEACHERS

Young people saw improvements in their relationships with teachers after mentoring

GOAL SETTING

Mentees felt more confident to set goals for themselves, this is linked to self-efficacy

RELATIONSHIPS WITH FRIENDS

Mentees had better relationships with friends following mentoring

ABILITY TO GET A JOB

Mentees were more confident in their ability to get a job because of mentoring



MENTEE SATISFACTION

99% OF MENTEES ENJOYED THE PROGRAM

90% OF MENTEES SAID THEIR MENTOR HELPED THEM FEEL BETTER ABOUT SCHOOL AND MAKE BETTER CHOICES

97% WOULD RECOMMEND THE PROGRAM TO A FRIEND

85% SAID THINGS ARE DIFFERENT FOR THEM BECAUSE OF MENTORING



MENTEE VOICE

**I HAVE LET MORE PEOPLE IN
AND STARTED TO REALISE MY GOALS.
I'M HAPPY AROUND MY FRIENDS NOW.
I'VE CHANGED MY OUTLOOK ON LIFE
AND BECOME HAPPIER WITH WHO I AM.
I'VE SPOKEN OUT INSTEAD OF KEEPING IT IN.
NOW I CAN ASK FOR HELP MORE,
I LAUGH MORE,
I CLEAN MY ROOM!
I'VE BEEN BRAVER AND LISTENED TO MY
HEART.
I'VE THOUGHT ABOUT MYSELF DIFFERENTLY,
I LOOK PEOPLE IN THE EYE WHEN I'M TALKING
TO THEM.
I HAVE FRIENDS NOW.
I BELIEVE IN MYSELF NOW.
I FEEL BETTER.**

PARENTS AND CARERS

PARENTS AND CARERS SAID

"I believe this saved our relationship."

"He was very happy and positive on mentoring days. He felt listened to by his mentor."

"Thank you for looking after our kids and our community."

"I would love to have this program available to her every year. Its fantastic."

"...I would like to thank my son's mentor for being there for him this year..."

"The card that she received from her mentor at the end was so beautiful...it brought tears to our eyes..."

"I think it is such a valuable experience and I am so grateful that [my son] was chosen."

SCHOOL PARTNERS



100% of schools surveyed rated the program highly and asked for it to continue again in 2020

90% of schools said that the program helped build individual and collective wellbeing at the school

85% of schools reported that mentoring encouraged student engagement with the school

35% of schools saw lower levels of classroom disruption because of the program – an unexpected but welcome benefit!

“IT IS SUCH A FANTASTIC OUTLET FOR STUDENTS TO FIND A CONNECTION WITH AN ADULT SEPARATE FROM THE STAFF AT THE SCHOOL. IT STRONGLY ASSISTS THE STUDENTS IN HAVING A PRODUCTIVE AND HAPPY TIME AT SCHOOL AND MAKING POSITIVE CHOICES.”

Head Teacher Wellbeing, NSW



NEW EVIDENCE BASED CURRICULUM FOR TWO PILOT PROGRAMS IN 2019

RESULTS OF PILOT STUDY

As part of our strong, innovative response to research and evaluations findings, we developed a research design that saw us create new evidence-based curriculum for two pilot programs in 2019.

These programs were developed in response to research findings that suggested:

- a) A stronger focus on the development of the mentee-mentor relationship could lead to stronger mentee outcomes and
- b) A relationship that included a skill-building focus and shared purpose could lead to stronger and longer lasting mentee outcomes

These pilot programs (working name Attachment and Social-Emotional (SEL) programs) were implemented in 2019 alongside an extended 26-week program and our business as usual Ismo program.

A STAGE 1 REVIEW

A Stage 1 review of the results has been undertaken with the following findings:

- Improved Program Counsellor and mentor satisfaction in Attachment and SEL pilots due to increased sense of purpose
- Stronger mentee-mentor relationships in both Attachment and Extended pilots
- Stronger Attachment outcomes in Attachment and Extended pilots
- Strengths and weaknesses existed in the curriculum of all 4 program conditions
- The structure of the Attachment pilot mentoring sessions was successful
- The Mentor Support topics used in the SEL pilot supporting the curriculum were successful

THESE RESULTS HAVE INFORMED OUR 2020 PROGRAM REVIEW AND CURRICULUM REFRESH. STAGE 2 WILL SEE THE DEVELOPMENT OF AN EXPERT WORKING COMMITTEE WHO WILL UNDERTAKE A FULL REVIEW OF THE FINDINGS, RECOMMEND AND DEVELOP A “GOLD STANDARD” PROGRAM CURRICULUM READY FOR IMPLEMENTATION IN 2021 IN LINE WITH OUR GROWTH STRATEGY.

WHO ARE OUR MENTORS?



OUR MENTORS RANGE BETWEEN 19 AND 77 YEARS OF AGE,
WITH AN AVERAGE AGE OF 43

**80% ARE FEMALE AND
20% ARE MALE**

**33% OF MENTORS WERE BORN
OUTSIDE OF AUSTRALIA**

**31% SPEAK A LANGUAGE OTHER
THAN ENGLISH AT HOME**

**1% IDENTIFY AS ABORIGINAL
OR TORRES STRAIT ISLANDER**

3% HAVE A DISABILITY

7% ARE CARERS

OUR MENTORS VOLUNTEER TO

**GIVE BACK TO THE COMMUNITY
FEEL A SENSE OF PURPOSE
IMPROVE THEIR LISTENING
AND PARENTING SKILLS**

MENTOR OUTCOMES

MENTORS EXPERIENCED STATISTICALLY SIGNIFICANT INCREASES IN THEIR

- ABILITY TO RELATE TO YOUNG PEOPLE
- KNOWLEDGE OF YOUNG PEOPLE
- CONFIDENCE IN THEIR ABILITY TO MENTOR A YOUNG PERSON IN THEIR COMMUNITY
- MENTORS ALSO REPORTED PERSONAL GROWTH, DEVELOPMENT OF LISTENING SKILLS AND INCREASED SELF-ESTEEM AND EMPATHY



MENTORS SAID

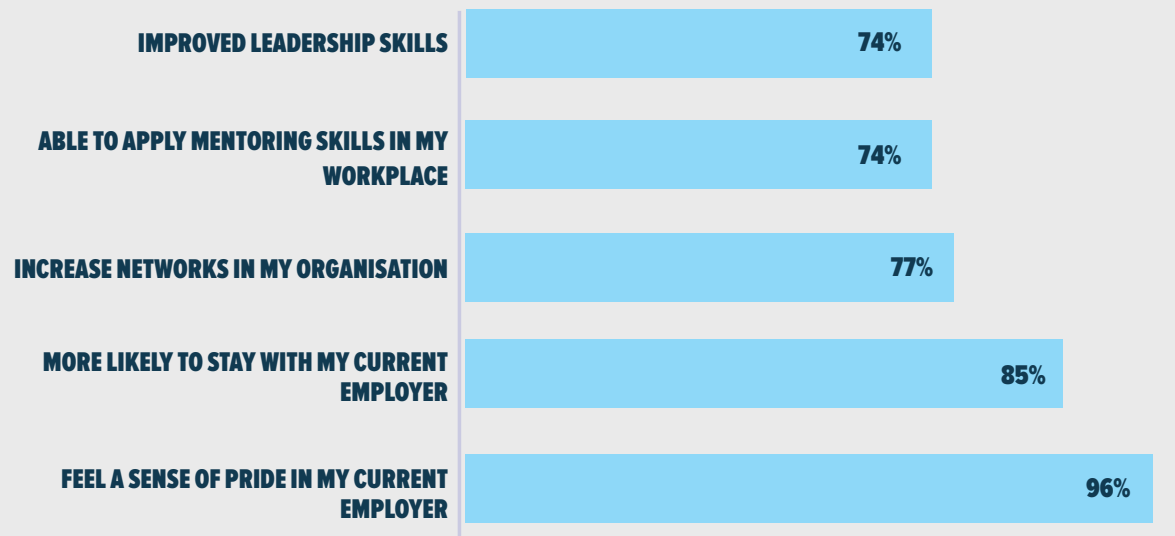
“...My biggest takeaway would be the power of truly listening to someone. Sometimes that is all they need”
Mentor, 25

“There is so much personal joy in helping another individual, it fills my heart”
Mentor, 69

“It is incredibly rewarding and eye-opening”
Mentor, 36



CORPORATE MENTORS EXPERIENCED:



**"MY MENTOR IS
THE MOST AMAZING
WOMAN I HAVE MET.
SHE'S MADE ME
MORE CONFIDENT
AND GIVES THE
BEST ADVICE."**

Jane 20



BUMP MENTORING PROGRAM SUMMARY

BUMP PROGRAM

- Mentoring for young mums (pregnant or parenting)
- 23-week program
- One hour per week of one-on-one mentoring
- Free babysitting
- Networking opportunities
- One hour per week of mentor support/supervision with qualified counsellor
- Graduation celebration

2019 HIGHLIGHTS

- 8 programs
- NSW, VIC, QLD, SA, WA, TAS
- 77 mentees
- 56 mentors
- 82 children
- 6 Program Counsellors

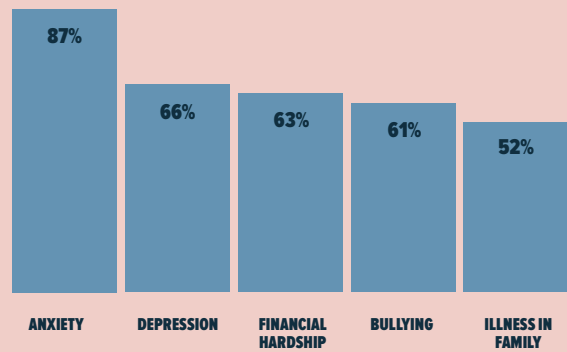
OUR SINCERE THANKS

to the Priceline Sisterhood Foundation for being our major partner for Bump

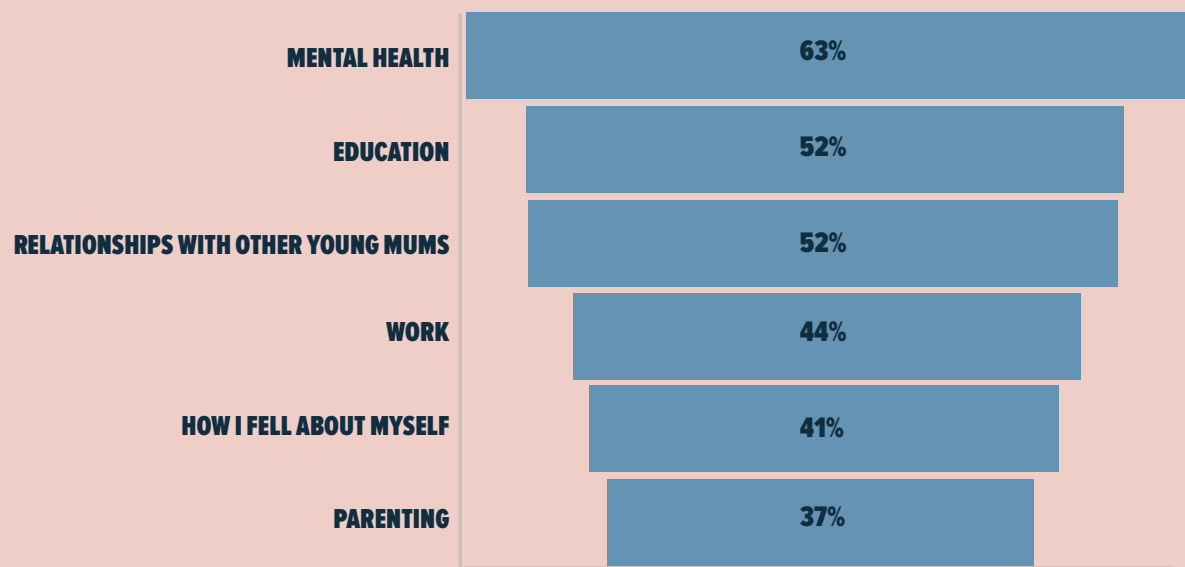


ISSUES FACING BUMP MENTEES

WHAT'S GOING ON FOR OUR BUMP MENTEES



THINGS OUR BUMP MENTEES WANT HELP WITH



WHO ARE OUR BUMP MENTEES?

14 OUR YOUNGEST BUMP MENTEE

22 THE AVERAGE AGE OF OUR BUMP MENTEES

11% WERE PREGNANT

96% WERE PARENTING

29% WERE PARENTING ALONE

15% IDENTIFY AS ABORIGINAL OR TORRES STRAIT ISLANDER

26% SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME

7% WERE BORN OUTSIDE OF AUSTRALIA



BUMP MENTEE OUTCOMES

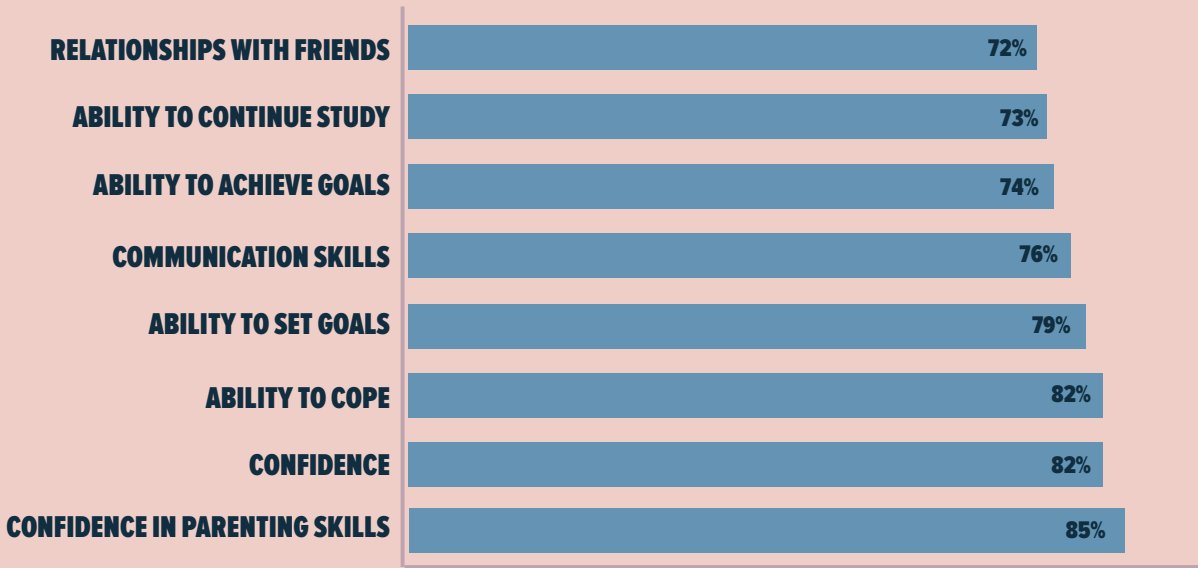
BUMP MENTEES EXPERIENCED IMPROVEMENTS IN THEIR:

+50%

MORE THAN HALF OF OUR BUMP MENTEES SET A GOAL TO WORK ON WITH THEIR MENTOR.

96%

EITHER ACHIEVED OR PARTLY ACHIEVED THEIR GOAL.



“We were very connected and I felt like I could tell her anything.” Jodie, 19

“I feel a lot more confident and have a lot of support.” Lilah, 24

BUMP MENTEE SATISFACTION



100%

OF BUMP MENTEES SAID THEY ENJOYED THE PROGRAM AND THINGS WERE DIFFERENT FOR THEM BECAUSE OF THE PROGRAM

100%

OF BUMP MENTEES SAID THEY WOULD RECOMMEND THE PROGRAM TO A FRIEND

“It has made me more confident and happy within myself.”

Aisha, 20

“It has helped me develop better social skills and a sense of community.”

Melissa, 20

“My mentor made me feel empowered... She helped me keep going, especially when I was scared and felt worthless and suicidal.”

Frances, 24



YOUTH ENGAGEMENT @RAISE

YOUTH SAFE COMMITMENT

As part of our commitment to being a Youth Safe, Youth Friendly organisation, Raise Foundation has pledged to provide welcome, safe and nurturing services and ensure young people have a voice, are heard, and understand their rights and responsibilities in our programs.

To increase youth voice in our organisation, we have appointed a part-time Youth Engagement Manager to action the implementation of a Youth Advisory Council. This role formally acknowledges our commitment to ensure the voice of youth is heard in every aspect of our organisation.

Our Youth Engagement Manager has hit the ground running and done some incredible work in the following areas:

- **SAFE STORYTELLING FOR MENTEES**
- **YOUTH LED FOCUS GROUPS**
- **RECRUITMENT OF YOUNG PEOPLE TO FORM THE RAISE YOUTH ADVISORY COUNCIL**

We are extremely excited about stepping further into this space, and look forward to bringing you lots of news about youth engagement at Raise in 2020.

OUR PEOPLE

IMPACTING THE WELLBEING OF YOUNG AUSTRALIANS

Our team of people is an extraordinary group of professionals who are personally committed to impacting the wellbeing of young Australians. They are highly qualified, extremely dedicated, entirely professional and incredibly passionate about making a tangible difference. These are people who give their time, energy and skills to make a real difference through committing their working life to their community.

At Raise, our people ambition is to create a positive and impactful employee experience where our people feel a sense of belonging to our Raise Village. We are proud of the employee value proposition that we offer to our people. We attract highly talented individuals who are keen to work flexibly to better integrate their work and personal life priorities.

Raise Foundation is a youth safe, youth friendly organisation and we hold the wellbeing of our mentees at the heart of all we do. Our generous and committed volunteer mentors are highly trained and screened, and they make an extraordinary contribution to our organisation as an unpaid part of our workforce.

As a purpose-led foundation, our employees have a strong sense of pride in Raise. They have a strong belief in our vision, purpose and leaders, and our people demonstrate high engagement levels. Raise attracts a highly regarded group of people with a mix of social and commercial expertise, including our central support team, Board of Directors and Ambassadors.

Our Program Team are particularly experienced and skilled and they come highly qualified in psychology, counselling and social work to deliver outstanding programs with remarkable outcomes for young people. Our team rated their Job Happiness Level at 8.1 out of 10 in 2019.

BOARD

Our Board of Directors includes: Leon Condon, Andrew Birch, Leanne Ralph, Jenny Moulder, Vicki Condon

PAC

Our Patron's Advisory Council includes: David Gonski AC, Lisa Paul AO, Chris Bond, Ilana Atlas AM, David Knowles, Emma Flowers (Previous Member: Shemara Wikramanayake)

AMBASSADORS

Our Ambassadors include: Mark Beretta, Mia Freedman, Erik Thomson, Georgie Gardner, Jean Kittson, Pat McCutcheon, Tommy Herschell



**RAISE FOUNDATION IS A
YOUTH SAFE, YOUTH FRIENDLY
ORGANISATION AND WE HOLD
THE WELLBEING OF OUR
MENTEES AT THE HEART OF
ALL WE DO**

MENTOR TRAINING

OUR MENTORS ARE THE LIFE FORCE OF OUR ORGANISATION.

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

Alongside completing our best practice Raise Youth Mentor Training course, Raise Mentors complete compulsory Working with Children and National Crime Checks, and then choose which of our mentoring programs they would like to volunteer in, dedicating 2 hours each week to a young person in need.

Raise Mentors are extraordinary people, generous with their time and experience, and we are so grateful to each one of them. Our mentors change thinking and save young lives.

Raise Foundation is the only youth mentoring organisation in Australia which offers its volunteers 12 hours of comprehensive mentor training, 6 modules online and 6 modules face to face, which is one of our key differentiators. We are very passionate about providing this training for our mentors so they become highly qualified volunteers with outstanding mentoring skills.

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

STATISTICS

98%

of mentors rated our Raise Mentor Training Course overall as Excellent or Very Good

99%

of mentors rated our Trainer as Excellent or Very Good
Mentors rated their knowledge and skills about youth mentoring as an average of **5 out of 10 before Raise Mentor Training and 9 out of 10 afterwards.**

Completing this training helped mentors from our corporate partners to:

88.0%

Feel more engaged with their employer

87.1%

More likely to stay with current employer

94.5%

Have better leadership skills in their workplace

89.5%

Mentor someone in their workplace

100%

Feel proud that their employer is community minded

100%

of university placement students said the skills covered in our Raise Mentor Training Course was complementary to their studies

MENTOR QUOTES:

"THE TRAINING WAS SO INTERESTING AND I FEEL VERY WELL EQUIPPED FOR MENTORING"

"I LEARNED INVALUABLE AND TANGIBLE SKILLS IN MENTORING THAT I DIDN'T HAVE BEFORE"

"RAISE IS AN EXTREMELY PROFESSIONAL OPERATION"

"I'M FEELING MORE CONFIDENT IN HELPING A TEENAGER THROUGH A DIFFICULT TIME"

"YOU COULD REALLY SENSE THE PASSION AND ABSOLUTE CARE THE TRAINERS HAVE"

"IT WAS EXPERTLY DELIVERED WITH RELEVANT CONTENT IN A PROFESSIONAL SPACE"

"I CAN'T WAIT TO MENTOR, TRAINING WAS THE BEST THING I HAVE DONE IN A LONG TIME"



**"I FEEL MORE COMFORTABLE
NAVIGATING CHALLENGES
MY FRIENDS OR FAMILY
ARE HAVING"**

Mentor



THRIVING COMMUNITIES

RAISE MENTORING PROGRAMS BUILD COMPLEMENTARY SKILLS ACROSS THE WHOLE COMMUNITY.

Young people learn to ask for help, and adults develop the skills required to effectively respond. A Raise Mentor has an impact that reaches far beyond the mentoring match. Mentors are empowered to listen to others in their lives, deepen their conversations with their own families and develop a sense of purpose.



"I DEFINITELY LISTEN MORE TO MY OWN CHILDREN AT HOME - MENTORING MADE ME REALISE THAT AT TIMES, I DIDN'T LET MY KIDS HAVE A VOICE"

"THERE ARE SOME THINGS FROM MENTORING THAT I WILL CONTINUE TO DO WITH MY OWN CHILDREN"

"I BELIEVE IT WILL GIVE ME INSIGHT INTO BEING A BETTER PARENT IN THE FUTURE"

"I FEEL A SENSE OF CONTRIBUTING TO THE COMMUNITY"

"IT HAS BEEN GREAT FUN AND A GREAT SENSE OF COMMUNITY"

RAISE PARTNERSHIPS

GROWING OUR RELATIONSHIPS

A continued focus on growing our relationships with existing partners, securing new multi-year partnerships and diversifying our fundraising income streams were the themes for our Partnerships Team in 2019. This allowed us to not only adequately fund our program this year, but also maintain our moderate surplus.

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

We continue to enjoy strong support from corporate partners who contributed 51% of our 2019 funding. We believe the strength of our corporate partnerships lies in our ability to provide meaningful engagement opportunities for their staff and deliver a demonstrable impact through robust evaluations. Our long-term partners who recommit each year such as Macquarie, Future Generation, Zurich, Priceline Sisterhood Foundation, Third Link, Martin and Pleasance, Goodman, and Ottomin provide us with much needed operational certainty.

At the same time, support form generous private individuals allows us to meet our annual fundraising goals. These individuals also mentor us and share their skills with us, which is highly valuable to our organisation.

Grassroots community support is a development area for Raise. Whilst we tap into our community through our flagship Sparkle Ball event, there is much more we can do in this space and look forward to delivering on a grassroots digital campaign in 2020. Our pro-bono supporters also add so much value to our organisation, such as McKinsey and Co on our strategic planning, and Channel Zero (now Lionize) who helped us to successfully deliver the first year of our Letters To My Mentor campaign. Plus our new branding partner; Creative Order, who donated the design of the 2020 handbook and also created this Annual Report design.

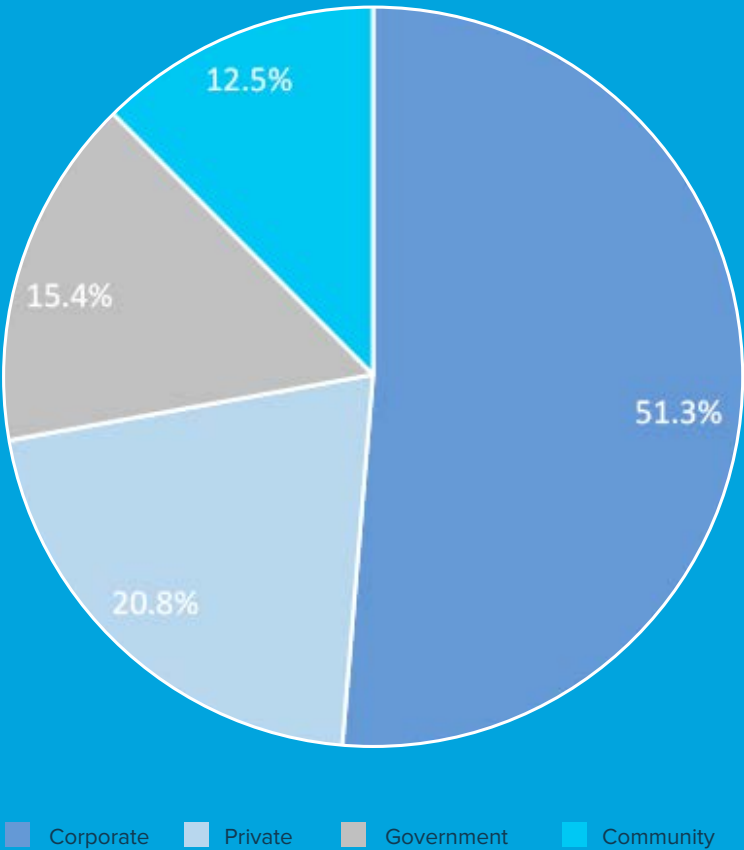


PARTNERSHIP WITH THE NSW GOVERNMENT

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

We also have a compelling proposal for Federal Government funding in 2020 to support our growth towards delivering on our Strategic Impact Plan of offering our program to every public secondary school in Australia.

RAISE FUNDRAISING SPLIT 2019



THANK YOU TO OUR FAMILY AND INDIVIDUAL SUPPORTERS:

- | | | |
|--------------|---------------|---------------|
| ATLAS | GONSKI | MOLLER |
| BAILLIE | GRAF | MOORE |
| BELLOTTI | GRIST | PRIDHAM |
| BENNETT | HALSTEAD | SOLSKY |
| BIRCH | HANMER | TAYLOR |
| BISHOP | HUNTER | THODEY |
| BOND | KNOWLES | TODD |
| BOYER | KOVACS | WADE |
| BROWNE | LIBERMAN | WALKER |
| COOPER-TUXEN | MAISTER | WIKRAMANAYAKE |
| CORDINER | MASI | WILSON |
| DE MEUR | MASSEY-GREEN | |
| DUNKEL | MEADES | |
| FUCHS | MEATHERINGHAM | |

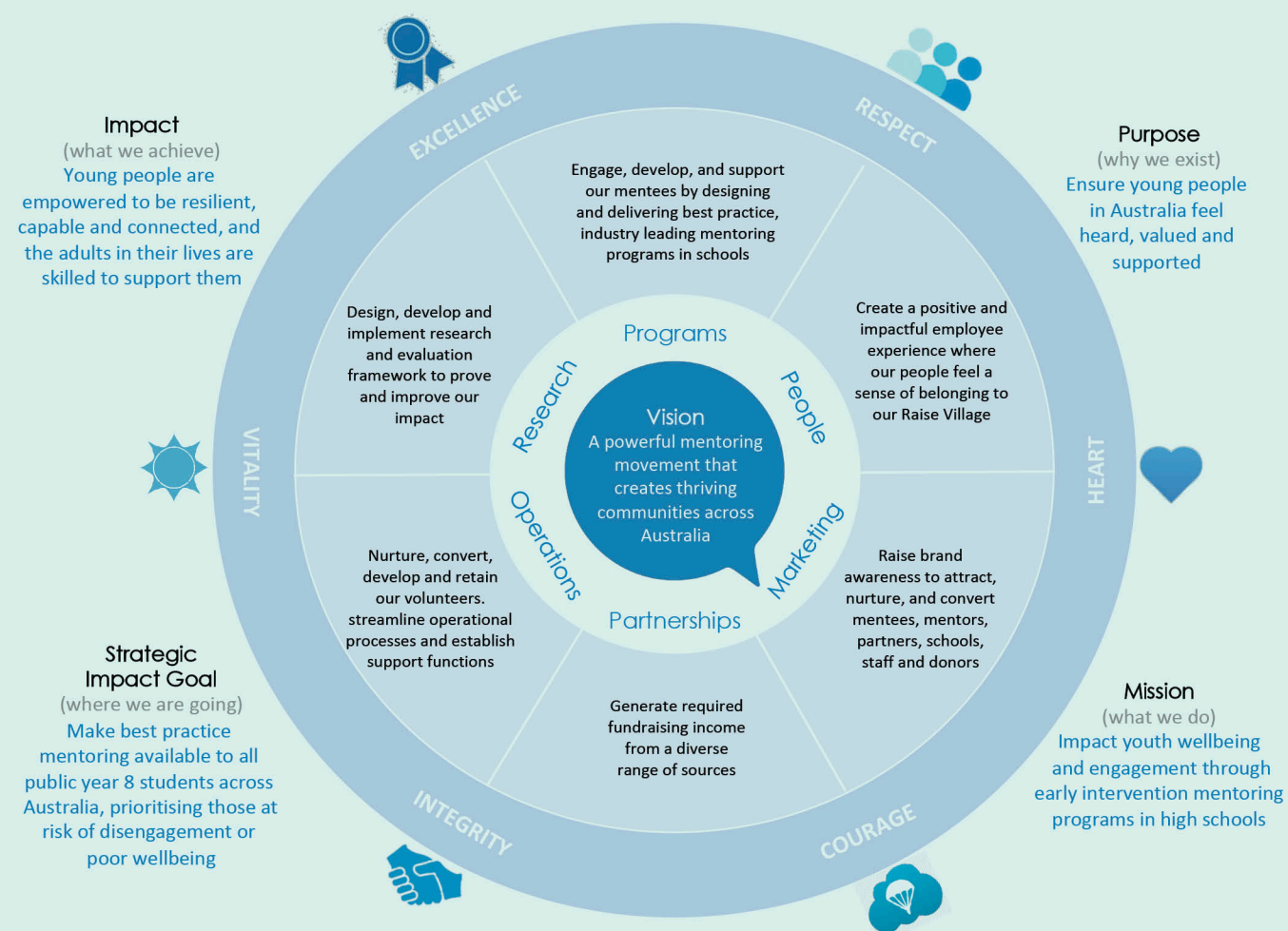
THANK YOU TO OUR CORPORATE AND GOVERNMENT SUPPORTERS



2019 STRATEGIC PLAN RESULTS

| Goals | Programs | Research + Evaluation | Fundraising + Philanthropy | People + Culture | Volunteers + Operations | Marketing |
|------------|---|--|--|---|--|--|
| Strategies | Engage, develop, and support our mentees by designing and delivering best practice, industry leading mentoring programs in schools and for young mums | Design, develop and implement research and evaluation framework to prove and improve our impact | Generate required fundraising income from a diverse range of sources | Attract, develop, nurture, reward and retain our staff, maintain our “village” culture | Nurture, convert, develop and retain our volunteers. Streamline operational processes and establish support functions. | Raise brand awareness to attract, nurture, and convert mentees, mentors, partners, schools, staff and donors |
| Measures | Statistically significant outcomes, match retention rate, satisfaction rates for mentees, mentors, and schools | Statistically significant outcomes, quantitative survey results, qualitative focus group, annual reporting | Fundraising income exceeds annual expenses with 10% surplus, 5 year strategy in place and on track, balanced fundraising portfolio | Recruitment indicators, job happiness levels, staff retention rates, regular review of operational procedures | Mentor conversion, retention and satisfaction rates, adherence to ACNC, ATO, ASIC, and other legislation | Marketing analytics and metrics to measure ROI, increased brand awareness, conversion and retention rates, community donations |
| Results | 94% match retention rate | SSI achieved on 15 outcomes | 93% fundraising budget achieved | 83% retention rate of team | 31% mentor retention rate | 10k hits per month on website |
| | 99% mentees enjoyed the program | Survey Return Rates 85% mentees and 89% mentors | 90% of surplus maintained | Team overall happiness rating 8.2 out of 10 | 96% mentors enjoyed the program | Letters To My Mentor Campaign KPI results |
| | 97% mentees would recommend to a friend | 100% PCs participate on Focus Groups | 5 year strategy in place | 95% Performance Reviews conducted | 100% adherence to ACNC | 7 x PR Features 8 x Ambassadors 3 x In Kind Partners |
| | 100% schools requested the program again | 100% Program Improvement Pilots Delivered | Portfolio balanced across variety Of streams | Bi-annual Team Survey Conducted | 100% adherence to ATO | 51k donations from individuals |
| | SSI achieved on 15 outcomes | Evaluation and Annual Report Complete on Time | | | Maintained expenses 5% under target | 2 x Award Recognitions |

STRATEGIC IMPACT PLAN 2020-2025



AIMING FOR ALL SECONDARY SCHOOLS

With the success of our mentoring programs in providing proven outcomes for young Australians at risk of disengaging and poor wellbeing, and confidence in our position as a leader in the delivery of best-practice mentoring programs, we remain intent on offering our program to all 1,036 public secondary school in Australia.

Our focus has been on optimisation during 2019, in preparation for the commencement of our ambitious expansion strategy in 2020 which projects growth of our programs by 50% from 1,000 matches to 1,500 matches.

In order to maintain these core principles whilst offering our program to more young people across Australia, we will continue working towards our five key enablers which are Programs, Technology, Marketing, Support Structures, and Funding.



THE INTENT OF OUR STRATEGIC IMPACT PLAN MAINTAINS THE FOLLOWING CORE PRINCIPLES, PROMISING THAT WE WILL:

- stay true to our purpose and vision
- maintain quality and not compromise for the sake of quantity
- remain committed to our core competencies
- manage risk for youth safety and reputation
- collaborate where possible as we cannot be all things to all people
- enable our staff with the tools to perform their roles
- continue to deliver on our promises to our key stakeholders
- continue to optimise our operating model as improvement and growth are equally important

ACCOUNTS

Raise Foundation

Unaudited statement of profit or loss and other comprehensive income For the year ended 31 December 2019

| <i>In AUD</i> | <i>Note</i> | 2019 | 2018 |
|--|-------------|--------------------|--------------------|
| Revenue | 4 | 3,943,814 | 3,254,581 |
| Total revenue | | <u>3,943,814</u> | <u>3,254,581</u> |
| Cost of charitable activities | | (95,987) | (125,255) |
| Personnel expenses | | (2,908,222) | (2,136,264) |
| Depreciation expense | | (36,582) | - |
| Administration expenses | | (699,297) | (371,696) |
| Other expenses | | (180,638) | (218,659) |
| Total expenses | | <u>(3,920,726)</u> | <u>(2,851,874)</u> |
| Results from operating activities | | <u>23,088</u> | <u>402,707</u> |
| Interest income | | 659 | 628 |
| Interest expense | | (8,981) | (11,056) |
| Net finance (costs)/income | 5 | <u>(8,322)</u> | <u>(10,428)</u> |
| Surplus for the year | | <u>14,766</u> | <u>392,279</u> |
| Other comprehensive income for the year | | - | - |
| Total comprehensive income for the year | | <u>14,766</u> | <u>392,279</u> |

THANK YOU

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



Raise Foundation

Unaudited statement of financial position As at 31 December 2019

| <i>In AUD</i> | <i>Note</i> | 2019 | 2018 |
|--------------------------------------|-------------|------------------|----------------|
| Assets | | | |
| Cash and cash equivalents | 6 | 793,284 | 857,135 |
| Trade and other receivables | 7 | 163,747 | 711 |
| Other assets | | 18,251 | 17,961 |
| Total current assets | | <u>975,282</u> | <u>875,807</u> |
| Right-of-use asset | 8 | 89,773 | - |
| Total non-current assets | | <u>89,773</u> | <u>-</u> |
| Total assets | | <u>1,065,055</u> | <u>875,807</u> |
| Liabilities | | | |
| Trade and other payables | 8 | 29,125 | 43,762 |
| Lease liability | 9 | 51,739 | - |
| Deferred income | 10 | 87,665 | - |
| Employee benefits provision | 11 | 22,408 | - |
| Total current liabilities | | <u>190,937</u> | <u>43,762</u> |
| Lease liability | | 27,307 | - |
| Total non-current liabilities | | <u>27,307</u> | <u>-</u> |
| Total liabilities | | <u>218,244</u> | <u>43,762</u> |
| Net assets | | <u>846,811</u> | <u>832,045</u> |
| Trust's Funds | | | |
| Settlement sum | 11 | 10 | 10 |
| Accumulated surplus | | 846,801 | 832,035 |
| Total Members' funds | | <u>846,811</u> | <u>832,045</u> |

SCHOOL PROGRAM LOGIC 2019

NEEDS

AUSTRALIA'S YOUNG PEOPLE ARE STRUGGLING

Suicide is the leading cause of death for young people, more than car accidents or cancer.

1 in 3 young people are unhappy with their lives, yet only 30% of young people will ask for help from their School Counsellor.

Our young people have the opportunity to benefit from having a neutral adult role model who they can trust.

MENTORING PROGRAMS FOR YOUNG PEOPLE

- Lack of evidence based, best practice mentoring programs
- Many mentoring programs do not meet definition of mentoring, and are not rigorously evaluated.

INPUTS

PARTICIPANTS

- Mentees
- Schools
- Parents / Carers

RAISE TEAM

- Mentors
- Raise Staff Team
- Raise Board of Directors
- Raise Ambassadors

ADVISORY

- Patron’s Advisory Council
- Youth Advisory Council
- School Advisory Council
- Centre for Social Impact
- AYMN
- Corporate Pro Bono

FUNDING

- Government
- Corporate
- Community
- Individuals
- Grants
- Events

MATERIALS

- Program Material
- Raise Mentor Training Course
- Forms
- Food and Beverages

ACTIVITIES

MENTEES AND MENTORS

- Engage, recruit, train, retain and support
- Ensure best practice youth safety measures in place

SCHOOLS

- Engage, recruit and retain school partners
- Engage parent/carers support

PROGRAM

- Mentee information and orientation sessions
- Mentor introductory session
- Initial ‘Jitters’ session
- Matching process for mentees with mentors
- Weekly mentoring
- Weekly SEL based curriculum
- Weekly supervision
- Goal setting
- Graduation celebration

EVALUATION

- Conduct pre and post surveys with mentors and mentees
- Post-intervention school and parent/carers surveys
- Conduct mentee and mentor focus groups
- Youth Participation in research

OUTPUTS

ACCOUNTABILITY

- 12 hours best practice training for all mentors (online and f2f)
- Mentee and Mentor Orientation sessions
- “Jitters” intro session
- 20 weekly sessions of one-on-one mentoring
- 20 weekly mentor supervision with PC
- Parent consent, match agreement, school partner forms
- Mentees set, track and achieve chosen goals
- Graduation celebration
- Mentor + mentee satisfaction with induction, training, supervision, delivery
- Mentee and mentor satisfaction with program
- School and parent/carers satisfaction

DOSAGE

- Number of programs
- Avg number of mentees
- % of retention rates
- Avg number of sessions
- Avg number of mentor supervision sessions
- Avg number of goals
- % of evaluation by mentees, mentors, schools and staff

INTERMEDIATE OUTCOMES

MENTEES - INITIAL

- Support from non-parental adult (mentor)
- Increased social networks

MENTEES - INTERMEDIATE

- Confidence
- Communication skills
- Coping strategies
- Help seeking skills
- Positive relationships with friends, family and teachers
- Resilience
- Able to set and achieve goals
- Hope for the future
- Engagement with education
- Attendance
- Grades
- Employability skills

MENTORS

- Leadership skills
- Ability to mentor others
- Understanding of youth
- Sense of purpose
- Connection to community
- Parenting skills
- Increased social networks
- Employer satisfaction

LONG TERM OUTCOMES

“A powerful youth mentoring movement creating thriving communities across Australia”

MENTEES

- Engaged with education or employment
- Good mental health and psychological wellbeing
- Participating in community
- Emerging role models
- Leadership qualities

MENTORS

- Increased:
- quality of relationships
 - engagement with their workplace (corporate)
 - wellbeing of workplace (corporate)
 - corporate community networks (corporate)
 - skills (industry mentors)
 - skills for employment
 - employment networks (industry and corporate mentors)
 - likelihood of volunteering in the future

RAISE FOUNDATION MENTORING PROGRAM

BUMP PROGRAM LOGIC 2019

NEEDS

AUSTRALIA'S YOUNG PEOPLE ARE STRUGGLING

Young mums are at risk of disengaging from education and employment, housing insecurity, domestic violence and poor physical and mental health outcomes.

By better equipping young parents, the Bump program can help to break the cycle.

Young mums have the opportunity to benefit from having a neutral, adult role model who they can trust.

MENTORING PROGRAMS FOR YOUNG PEOPLE

- Lack of evidence based, best practice mentoring programs
- Many mentoring programs do not meet definition of mentoring, and are not rigorously evaluated.

INPUTS

PARTICIPANTS

- Mentees and their children (Bumpees)
- Hospitals, social workers, community organisations, nurses, FaCS, DOCS, maternal health clinics
- Babysitters
- Guest speakers

RAISE TEAM

- Mentors
- Raise Staff Team
- Raise Board of Directors

ADVISORY

- Patron's Advisory Council
- Youth Advisory Council
- Centre for Social Impact
- Raise Ambassadors

FUNDING

- Community
- Corporate
- Individual
- Grants
- Events

MATERIALS

- Program Manuals
- Mentee Handbooks
- Forms
- Food and beverages

ACTIVITIES

MENTEES AND MENTORS

- Engage, recruit, retain, support and supervise
- Ensure best practice child safety measures

PROGRAM

- Secure appropriate venue to run mentoring with babysitting facilities
- Initial 'Jitters' session
- Matching process
- Recruit babysitters and provide childcare
- Conduct evaluations
- Conduct workshops
- Gather workshops
- Monthly supervision
- Goal setting
- Weekly shared food
- Group Graduation
- Online support network
- Case management

EVALUATION

- Pre and post mentoring intervention surveys
- Post-intervention surveys
- Qualitative interviews with alumni
- Focus groups

OUTPUTS

ACCOUNTABILITY

- 12 hours of best-practice training for all mentors (online and f2f)
- Mentee and Mentor Orientation sessions
- "Jitters" intro session
- 20 weekly sessions of one-on-one mentoring
- 20 weekly mentor supervision with PC
- Application forms and match agreements
- Graduation celebration
- Mentees set, track and achieve chosen goals
- Mentor and mentee satisfaction with induction, training, supervision and program
- Mentee and mentor satisfaction with program

DOSAGE

- Number of programs
- Avg number of mentees
- Avg number of sessions attended by match
- % of retention rates
- Avg number of mentor supervision sessions
- Avg number of goal setting sessions completed
- % of evaluation by mentees, mentors and staff

INTERMEDIATE OUTCOMES

MENTEES - INITIAL

- Support from non-parental adult (mentor)
- Increased social networks

MENTEES - INTERMEDIATE

- Confidence
- Communication skills
- Coping strategies
- Help seeking skills
- Positive relationships with friends, family and teachers
- Resilience
- Able to set and achieve goals
- Hope for the future
- Engagement with education
- Attendance
- Grades
- Employability skills

MENTORS

- Leadership skills
- Ability to mentor others
- Understanding of youth
- Sense of purpose
- Connection to community
- Parenting skills
- Increased social networks
- Employer satisfaction

LONG TERM OUTCOMES

"A powerful youth mentoring movement creating thriving communities across Australia"

MENTEES

- Engaging in education and employment
- Community participant
- Emerging role models
- Leadership qualities
- Strong networks
- Good mental health and wellbeing

MENTEES' CHILDREN

- Improved:
- resilience to adapt
 - physical health
 - eagerness to learn and connect with education

MENTORS

- Increased:
- engagement with community
 - sense of purpose giving back to community
 - social networks
 - skills (industry mentors)
 - employability (industry mentors)
 - employment networks (industry mentors)

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REFERENCES

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CELEBRATE IN THE RAISE VILLAGE

We have much to celebrate in the Raise village, and we are extremely grateful to every single person who contributes to the ongoing purpose for which we exist – to ensure that young people feel heard, valued and supported. Please connect with us if you have any questions or suggestions.

Raise Foundation
hello@raise.org.au
(0426) 972 473

EVALUATION AND ANNUAL REPORT



DESIGN: CREATIVE ORDER