

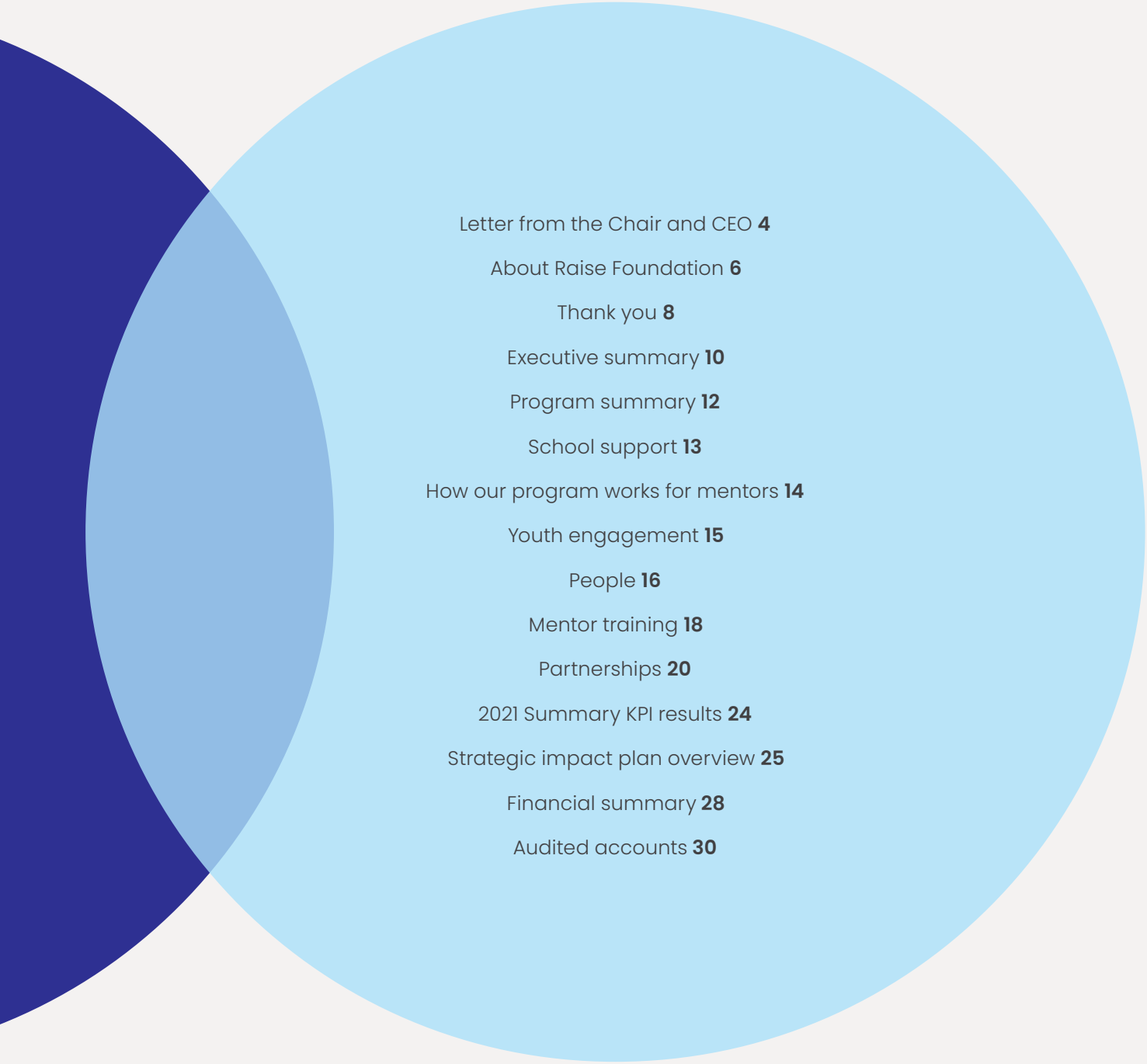


Annual Report 2021

The power of showing up
raise.org.au

raise 

Contents



Letter from the Chair and CEO	4
About Raise Foundation	6
Thank you	8
Executive summary	10
Program summary	12
School support	13
How our program works for mentors	14
Youth engagement	15
People	16
Mentor training	18
Partnerships	20
2021 Summary KPI results	24
Strategic impact plan overview	25
Financial summary	28
Audited accounts	30

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



"My mentor has been the best listener and has never judged me in any form. She has lots of wisdom and is extremely understanding. Thank you for everything you have taught me and thank you for your company."

- Yasmin, mentee

Letter from the Chair and CEO

This year was a wild ride for Raise. The young people we mentor needed us more than ever, yet we faced school closures across 3 states and key income streams collapsed. In parallel, we commenced the significant growth of our impact in the space of one year, increasing the number of mentees matched from 1,321 in 2020 to 2,124 in 2021. It felt like we were big wave surfing. The contradiction of concern and optimism was tremendous as we tried to hang on tight and point in the right direction, while still gathering momentum. Never sure whether we would lose our balance or if the board would break out from under us, we courageously stayed the course. While we don't know if another wave is about to crash over us, we have reached year end safely and successfully, and we are celebrating being able to provide quality mentors for so many more young people.

Our team is remarkably impressive. We are in awe of their dedication, positivity and energy. In 2021, we were able to spark our Strategic Impact Plan into action after several years of planning, increasing the number of young people we could mentor by 61%. With 2,007 volunteers ready to mentor the 2,124 young people enrolled in our programs, we were able to offer mentoring in 155 school programs both online and in person, regardless of the challenging environment. Knowing that the mentees in our programs also faced additional obstacles because of the pandemic, we remained committed to showing up for them and helping them to build the tools they need to push through the uncertainty.

Thankfully, our partners and supporters showed up for our mentees, as well. We are sincerely grateful to the individuals, family foundations, corporate partners, and government departments who donated the time, treasure and talent we needed to continue providing quality, trained and supervised mentors for young people to talk to every single week for 6 months.

There were many highlights in 2021, most importantly, the impactful delivery of our mentoring programs.

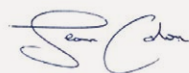
Mentees with low baseline scores made statistically significant improvement in all four Outcome Areas of our Theory of Change – Asking for Help, Resilience, Hope for the Future and School Belonging. Our whole mentee cohort made significant improvement in Resilience, and we improved Hope for the Future for more than 90% of our mentees. Alongside this, we have a fresh new brand, a welcoming new central support office in Sydney, and new technology functionality added to our Raise Digital Village. We experienced a blended virtual and live team conference with inspiring guest speakers, and delivered a Mentor Thank You event with a special guest live from London. We won awards, delivered pilots, and built an inspiring collaboration with 13 other NFPs in the Together for Youth Collective, as well.

With our Strategic Impact Goal now in motion and gathering momentum, we are poised to provide Raise Mentors for up to 2,500 young people across 188 schools in 2022, and 3,500 young people in 2023. Just in time, because the need of young people who are most at risk of disengagement and poor wellbeing has never been greater. We know there are significantly increased waiting lists for counselling and psychological support for young people across the country, and we know that our mentors and Program Counsellors can provide significant support to those young people, and their school wellbeing teams.

Like everyone, our team ended 2021 in need of a rest and refresh. We have excitedly kicked off the new year with optimism and hope, and we know that with your continued generosity and commitment to community, we will be able to provide the best practice, early intervention mentoring support that our young people need so much right now. Together, we are delivering the difference a mentor makes to thousands of vulnerable teenagers. Thank you for being part of the Raise village and making sure that they are okay.



Vicki Condon
Founder and CEO



Leon Condon
Chairman

"We are sincerely grateful to the individuals, family foundations, corporate partners, and government departments who donated the time, treasure and talent we needed to continue providing quality, trained and supervised mentors for young people to talk to every single week for 6 months."

–Vicki Condon, CEO



About Raise Foundation

Purpose

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

Intent

To offer early intervention, evidence-based mentoring for young people in high schools with trained and trusted independent adults.

Impact

Young people are able to 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.

Young people are the least likely group to ask for professional help¹

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.

1 in 4
young people
feel lonely all
or most of the
time²

Suicide
is the leading
cause of death for
young people³

1 in 4
young people
will experience
bullying at
school⁴

1 in 6
young people feel
negative or very
negative about
the future⁵

1 in 11
young people
are disengaged
from education
and work⁶

Stress,
mental health,
school problems,
body image are
the top issues of
concern⁷

Values



A solution built on strengths



We put young people first.
Knowing that support from a caring, independent mentor during the teenage years can help young people cope better with life's challenges.



We are youth mentoring experts.
Recruiting and upskilling volunteers with our best-practice youth mentor training, we equip everyone to successfully mentor young people.



We are trusted, safe and reliable.
Matching students in our partner schools with a mentor who shows up every week just for them, in a safe place, fully supervised by a qualified Raise counsellor.



We bring everyone together.
Connecting and collaborating with schools, government, businesses and donors to deliver innovative solutions for the greater good of communities.



We deliver programs that work.
Monitoring and evaluating our programs for young people, we see positive growth in resilience, school belonging, help seeking and hope for the future.

Thank you

First and foremost, our work would not be possible without our valued partners.

Principal Partners



Corporate Partners



Private Supporters



Boyer Family
John and Nicki Caliguri
Mary Alice Foundation
Graf Family

Moller Family Foundation
Elizabeth and Walter Lewin
The Swift Family Foundation

David Walker
Cedric and Esther Fuchs
Kate and Dominic Roche

Bishop Family Foundation
Stuart and Emma Fox
Andy and Rosie Wade

Alisha Conlin
 Alison and Drew Bradford
 Allison Salmon
 Andrew Scarf
 Australian Philanthropic Services
 Baillie Family Foundation
 Belinda Michalk
 Bronwyn Ross-Jones
 Brooke Ballard
 Bruce Fink
 Caroline and Jon Deane
 Cath West and Julien Fouter
 Caroline Beecham and John Lydon
 Chris Bradley
 Chrissy Comino
 Christiane and Stephan Goerner
 Cooper Tuxen Foundation
 Cotton Capital
 Country Muster

Crookes Family Foundation
 Daniel Atkins
 Danks Trust
 Danny Gilbert
 David and Jacqueline Gazal
 David Gonski
 David Knowles
 David Thodey
 Deborah Nutting
 Dr Tim Sharp
 Emma Hondros
 Erika Krebs-Woodward
 Ethical Investment Services
 Felix and Hench Henchman
 Forrest (Coolaroo Foundation)
 Greg Ward
 Hanno and Melanie Blankenstein

Haywood Family
 Hugh and Claudine Williams
 Ian and Yasmine Poole
 Ilana Atlas
 Ines Pirslin
 Isabel De Meur and Robert Hanmer
 James and Cathy Ajaka
 James N Kirby Foundation
 Jamie and Prue Crookes
 Jane Freudenstein
 Jenny Pridham
 Joe Hersch Family
 John and Sandi Szangolies
 John Bennett
 Jonathan and Liz Trollip
 Julia Ridout
 Julie Beville
 Lea Arnold
 Leesa Tongoulidis (Human Art Pty Ltd)

Les and Sam Owen
 Levine Family
 Liberman Family
 Lucinda and Hamish McLennan
 Lucy Calabria
 Malcolm Halstead
 Mark Lowe
 Mary Reemst
 Melanie Listorti
 Michael Coombs
 Michael Hawker
 Michael Tuazon
 Milner Road Foundation
 Morrice and Su Cordiner
 Naomi McLean
 Nicole Holmes
 Pascoe Family
 Patrice Kelly
 Patrick Delany
 Patty Cahalan

Paul and Belinda Henry
 Penny and Trent Karoll
 Peter and Elizabeth Moore Foundation
 Richard Freudenstein
 Robert Stephens
 Ryan Fitzgerald
 Sal and Rob Ell
 Smartt Family
 Stephen Smith
 Steve and Carrie Bellotti
 Todd Family Foundation
 Tommy and Clare Herschell
 Upstream Foundation
 Vic and Marie Soghomonian
 Victoria Fox-Smith
 Wallis Graham
 Waterworth Family
 Xavier Family
 Yang Yang He

Community Partners



In Kind Supporters



Executive summary

The power of showing up

At Raise we exist to help young people. We do one thing, and we do it really well – youth mentoring. Our best-practice, school-based program delivers positive and lasting change. Mentoring empowers young people to be resilient, connected and hopeful for the future. We match everyday people with teenagers who would benefit most from an independent, caring adult who is there to listen – and be there just for them.

We know the difference a mentor makes because we measure and monitor the positive impact happening in our programs and across the whole community. Putting young people first, safety is paramount, and trust is everything. As experts in our field, we are constantly finding new ways to mentor as many young people as possible.

Partnering for success and building relationships that last is in our DNA.

We will stop at nothing to help more young people navigate their challenges and find the path to a purposeful life.

Leading the way since 2008



**"Someone just being
there is amazing."**

– Charlotte, mentee



2021 organisation highlights

Provided an accredited mentor for 2,124 young Australians in 155 communities across 6 states this year

Recruited, trained, screened and onboarded 2,007 mentors

Delivered significant outcomes for 1,450 young people across 134 communities after pandemic impact

Developed, delivered and evaluated pilots of Online Mentoring and Youth Initiated Mentoring

Conducted first hybrid virtual and in person conference roadshow for our national team

Completed relocation of Raise central support hub to Sydney CBD to facilitate reaching more young people

Delivered inaugural online volunteer mentor thank you event boosting engagement and mentor applications

Championed the continuation and seed funding of the *Together for Youth* collaboration initiative

Successfully partnered with Australian Government Department of Health and garnered continued support

Secured major funding for programs in pandemic affected south-western Sydney from Goodman Foundation

Delivered Phase 1B (Mentor Recruitment) and Phase 2 (Programs Update) of Digital Technology Project

Delivered brand refresh and website upgrade to increase awareness and ability to mentor more teenagers

Our Board of Directors won the 2021 NSW Volunteer Team of the Year Award in their local area

Launched our inaugural community fundraising campaign, *Explore The Core*, to enhance sustainability

Program summary

155
mentoring programs
delivered across
131 schools
in 6 states

Of these, **32**
were held
face-to-face
102 online
21 postponed due
to pandemic

692 experienced
mentors volunteered
for Raise again

1,315
new mentors were
trained, screened
and onboarded

2,007
total mentors
ready to volunteer
in March 2021
(prior to pandemic
challenges)

2,124
mentees ready
to participate in
March 2021
(prior to pandemic
challenges)

1,450
mentoring matches
graduated (after
impact of school
closures due to
pandemic)

Match
retention rate
of **74%**
compared to industry
standard of 65%

85%
attendance in
face-to-face programs
68% attendance
in online programs
78% general
attendance

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

School support



**ALBANY
CREEK
STATE
HIGH
SCHOOL**

10 November 2021

Statement of Support - RAISE Youth Mentoring Program

Albany Creek State High School is proud to be engaged with the RAISE Youth Mentoring Program again in 2021. In our fourth year with the program we have seen the significant impact youth mentoring can achieve for our students.

The RAISE program really does embrace the age-old adage 'it takes a village to raise a child'. Each year a group of selected Year 7 students at Albany Creek work with RAISE mentors to assist them in their challenges with the transition to high school life and to develop skills for beyond the school gate. Navigating teenage life in the 21st Century is highly demanding and many of our students who go through the program have challenges both at home and school. The opportunity to engage one-on-one with a community member who can provide time, interest and engagement, has made a huge difference in the lives of so many of our students.

Cindy, our RAISE Program Counsellor, as with past Program Counsellors, is inspiring and a fantastic asset to the school and community. We have enjoyed being part of the program and we recommend it to you accordingly.

Thanks to Cindy, the team at RAISE, and all our mentor's past and present for their amazing work.

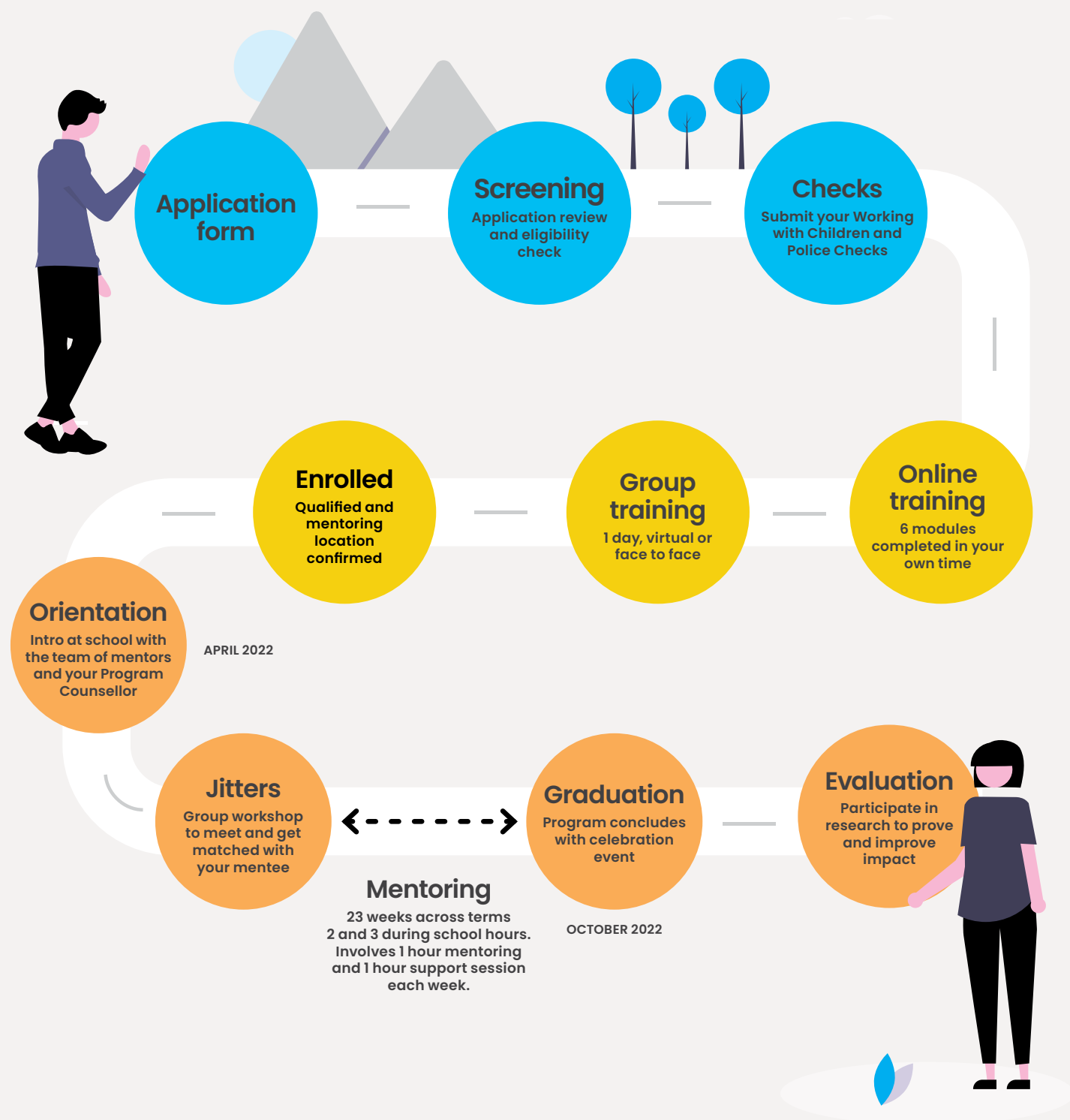
Yours faithfully

Mick Leigh
A/Principal

Deryck Anderson
Guidance Officer

Albany Forest Drive, Albany Creek Qld 4035
P.O. Box 40, Albany Creek Qld 4035
Telephone: (07) 3325 6333
Email: principal@albanycreekshs.eq.edu.au
Website: www.albanycreekshs.eq.edu.au

How our program works for mentors



Youth engagement

Young people are at the heart of all that we do at Raise. We place much importance on youth engagement and our youth safety framework, and we have a very active Youth Advisory Council (YAC). The primary role of the Youth Advisory Council at Raise is to collaborate with the team right across our organisation, channelling and advocating for the voice of young people in the development of our best practice mentoring programs.

Our YAC is made up of 9 young Australians aged 18–25 years who are passionate about the wellbeing of young people, eager to share their ideas and experiences as a young person, and who are aspiring agents of change in the youth sector.

Led by our Youth Engagement Manager, Alana Faust, our inspiring YAC consists of incredible individuals, each of whom brings a wealth of experience and dedication to the youth mental health and wellbeing space. Our YAC members for 2020–2021 are: Angelica Ojinnaka, Cassandra Bentley, Ciaran Foster, Layla Eather, Leonie Nahhas, Lisa Lewis, Gabi Stricker Phelps, Teyarnea Griffis and Vince Chen.

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

The projects and initiatives they have contributed to this year include redesign of our Youth Culture training for mentors, speaker spots on a panel at our Raise Staff Conference, begun development of a youth ambassador program for Raise, provided advice to Raise teams on our rebrand and Explore the Core fundraising initiative and explored how Raise could increase our Youth Participation with a Youth Summit for our mentee graduates and YAC when face-to-face events can occur. In addition to this, the inaugural YAC has co-designed with us the future of the Youth Advisory Council at Raise as we aim to increase engagement opportunities across the organisation and ensure we maximise opportunities for youth participation.

As Raise matures into a major charity in the youth wellbeing space, the YAC will ensure we are in touch and on track with the young people who are at the core of everything we do. We thank our departing members for their time, wisdom and passion for young people and we look forward to welcoming new YAC members into the village in 2022.



People

Raise works hard to attract, develop and retain a highly skilled and experienced group of people in our 'village' including Mentors, Team Members, Program Counsellors, Board Directors, Advisory Councils and Ambassadors. Our team consists of extraordinary professionals who are personally committed to improving the lives of young Australians and who are experts in their field.

Outstanding results in our recent culture survey speak volumes about the way we work and the passion of our team – 97% of our team told us they feel engaged with our purpose and vision, 96% believe our leaders act with integrity, 94% believe that we are committed to best practice in our industry, 98% feel that their work is extremely or very meaningful, and 94% are proud to work for Raise.

Raise has evolved from a small, family-and-friends-oriented start up to a professional large-tier NFP organisation registered on the ACNC with DGR status.

We have recruited highly skilled experts in program development, people management, marketing, fundraising, evaluation, technology, risk, transformation and finance to build an effective central support hub for the organisation, and in preparation for large scale growth.

We are a kind and close-knit team who has fun together, while fulfilling the important work of supporting as many young Australians as possible through one-to-one mentoring.

Raise is also fortunate to have the expertise and connections of its Leadership Team, Board of Directors, Patron's Advisory Council chaired by David Gonski AC, Fundraising Advisory Council chaired by Andrew Birch, Research Advisory Council chaired by Professor Lucas Walsh and Youth Advisory Council chaired by Alana Faust. In 2022, we are looking forward to rejuvenating our School Advisory Council.



Far right: Our Leadership Team (left to right) Lucy Snowball, Karen Kennedy, Kathleen Vella, Allison Salmon, Fiona Treweeke, Vicki Condon, Alison Hall, Rachael Davern (inset, on-screen).

Right: Our Board of Directors (left to right) Tim Bishop, Jenny Moulder, Andrew Birch, Vicki Condon, Leanne Ralph, Leon Condon (Chair).

Leadership Team:

- Vicki Condon AM
- Rachael Davern
- Alison Hall
- Karen Kennedy
- Allison Salmon
- Lucy Snowball
- Fiona Treweeke
- Kathleen Vella

Board of Directors:

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

Patron's Advisory Council:

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

Fundraising Advisory Council:

- Andrew Birch (Chair)
- Garry Browne AM
- Cedric Fuchs
- Michael Graf
- Dr Matthew Miles
- Bronwyn Winley

Research Advisory Council:

- Carolyn Curtis
- Penny Daikin
- Suzie Riddell
- Dr Carol Sandiford
- Professor Lucas Walsh (Chair)

Youth Advisory Council:

- Cassie Bentley
- Vince Chen
- Layla Eather
- Alana Faust (Chair)
- Ciaran Foster
- Teyarnea Griffis
- Lisa Lewis
- Leonie Nahhas
- Angelica Ojinnaka
- Gabi Stricker-Phelps

Ambassadors:

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



Mentor training

Our Mentors are the life force of our organisation, and we consider them to be part of our Raise team. We cannot thank them enough for their commitment to our organisation. Without them, we simply would be unable to support any young people at all. Raise Mentors are extraordinary people, extremely generous with their time and experience. They can help change the course of a young person's life and the time they spend with them now can have an impact that lasts their lifetime.

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

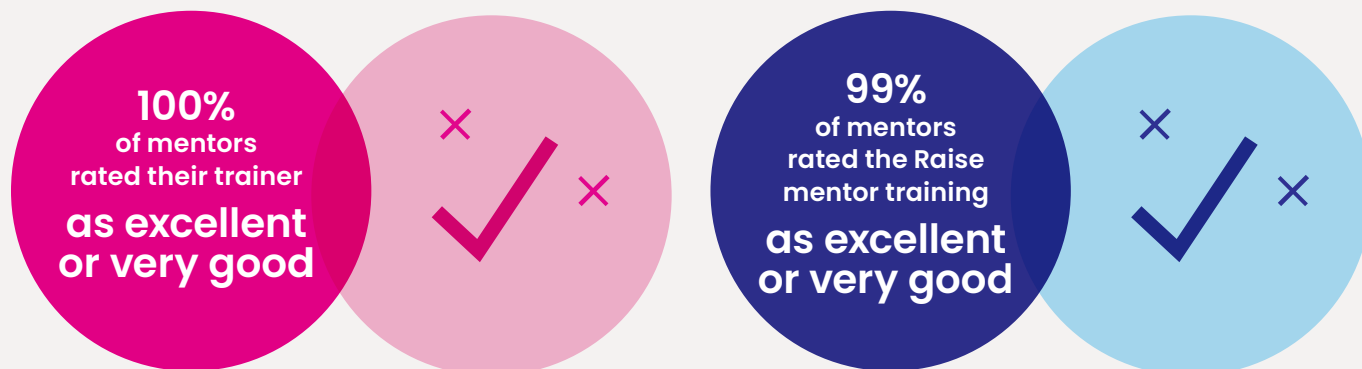
Raise Foundation is the only youth mentoring organisation in Australia that offers such comprehensive mentor training, which is one of our key differentiators. We are extremely passionate about providing this training for our Mentors, so they become highly qualified volunteers with outstanding mentoring skills. The mentoring skills that our volunteers learn are transferrable to other facets of their lives such as assisting with paid work, parenting skills, mentoring in the workplace, and community involvement with young people.

"The training was really engaging and instilled a lot of confidence and knowledge in us as Mentors."

– Rebecca, Mentor



The feedback from our Mentors on completion of the Raise Mentor Training Course is highly favourable.



Online Training

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



Group Mentor Training

Mentors rated their knowledge and skills about youth mentoring as an average of **6 out of 10** before the Raise Mentor Training Course



and **9 out of 10** afterwards



100% of university placement students said the skills covered in our Raise Mentor Training Course was complementary to their studies.



Partnerships

The impact of the COVID-19 pandemic continued to hit hard across our country this year, resulting in flow on effects to fundraising for many for-purpose organisations. One of the biggest impacts for Raise again in 2021 was the loss of event-based income as, due to lockdown timing, we were unable to host a couple of planned significant fundraisers.

Regardless, thanks to the generosity of our supporters, the passion and tenacity of our team, and Job Saver support, we came very close to meeting our full fundraising targets. Ultimately, we were able to cover all event fundraising losses and continue supporting young people who so desperately need our support.

Corporate Australia stepped up to the challenges with generosity and compassion. Large organisations were able to give more and support gaps in funding with their existing charities, and at Raise we are very grateful to have been a beneficiary of additional funding. We'd particularly like to acknowledge Goodman Foundation who generously gave a very significant extra contribution in 2021 to support young people in Raise programs that

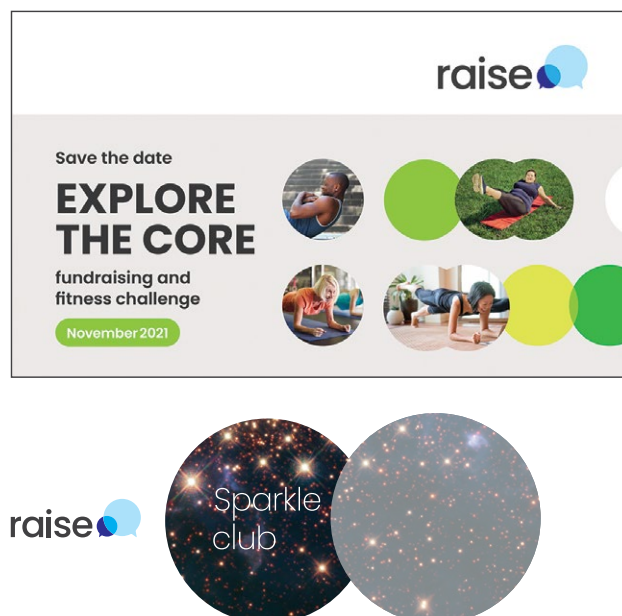
were most affected by the pandemic in south-western Sydney. In addition, a big thank you to our long serving partners Future Generation, Macquarie, Zurich, Priceline, Third Link, Ottomin and NAB.

Private giving remained steady for Raise in 2021 and we hope to focus on growing this revenue stream further in 2022. We continue to be incredibly appreciative of our Raise village of private donors, many of whom we count on to mentor and guide us, providing invaluable expertise in so many ways across our business.

Our pro-bono and low-bono supporters also add so much value to our organisation, and their talents go a very long way at Raise.

Going digital

The move towards digital fundraising has increased across the sector, and it was no different at Raise. After cancelling our Sparkle Ball, we launched Sparkle Club inviting our regular ball attendees to donate and support new programs in lieu of attending and, excitingly, we also successfully piloted our very first grassroots campaign, Explore The Core, raising over \$40k in donations and supporting 20 more young people to be matched with a Raise Mentor.



Our partnerships with JC Decaux and Foxtel in 2021 were extraordinary, and the donation of their outdoor and television advertising campaigns respectively made a huge impact on our ability to recruit the large number of volunteer mentors we needed to reach so many more young people.

We were able to build new partnerships with courage and strength in 2021, and we are excited to welcome Anthony Costa Foundation, Bunnings Group, Complispace, Crookes Family Foundation, Ethical Jobs, James Frizelle Charitable Foundation, Jaybro, MRI Software, Newscorp, Origin Energy, RGA Insurance, Shaw and Partners, UBS, Woolworths and VMG.

Unfortunately, our partnership with the NSW Government Department of Communities and Justice was redirected to support a new focus area this year, so our Youth Frontiers funding has now concluded, placing additional funding pressure on us to fill the large gap of \$640k pa.

We are excited to continue our new major partnership with the Australian Government Department of Health, who have committed to supporting our growth strategy for two more years, and supporting us to conduct an exciting independent evaluation project.



Our Fundraising Advisory Council has continued to provide valued guidance and mentoring to our team across the year, and we'd like to acknowledge and thank Andrew Birch, Michael Graf, Cedric Fuchs, Garry Browne, Bronwyn Winley and Matthew Miles for their support.

In 2022 and beyond, we will continue our focus on growing relationships with existing partners and securing new funding partnerships. We will continue to diversify our fundraising income so that we can increase our surplus in preparation for the significant growth we know is urgently needed to reach more young people, particularly following the last couple of years.

We are a compelling option for funding support from those interested in making a measured impact for vulnerable young Australians, those who wish to partner with an organisation who has a strong plan for growth, a proven track record of impact, and a highly skilled and experienced leadership team, Board and Advisory Councils.

A sincere thank you to everyone who supported Raise in 2021 and enabled us to provide mentors for so many more young people. It means so much, and we simply cannot do it without you.

A force of nature with a sparkling smile

A memorial fund celebrating Julie Pascoe

Julie built communities. She brought together family, friends, colleagues and often others who just came into her orbit. She believed that with a solid foundation, you can take chances and shoot for the stars, knowing you would always be supported and loved, no matter what. She encouraged mutual participation in conversations, taking responsibility for your own actions and striving for best outcomes.

Julie understood that our future was in the hands of our children and young adults and wanted to help them become better. She was a Wish Granter at Starlight, a volunteer at the largely indigenous Waterloo primary school and a board director at Barnardos, one of Australia's largest 'Children in Danger' organisations.

She was a mentor to her own children, nieces and nephews and to many others – always asking questions, listening intently, being open to ideas and encouraging solutions that were right for their own situation. Her strategic mind and sharp focus guided and influenced but you always knew she had their best interests at heart.


Julie had a unique ability to make those she came into contact with feel special, strong and capable.

She actively helped many as both a mentor and friend, sometimes offering counsel and sometimes just being there. The idea of positively influencing a broader set of young people, particularly those who might need a little extra help, is just the type of thing she would have liked as her legacy.

In celebration of Julie's life and passion, her friends, family and colleagues helped to fund Raise mentoring programs and provide the gift of a mentor to 20 young people in 2021. In addition, her husband Wayne, sister Karen and some of Julie's friends participated in Raise programs as mentors in 2021.

Wayne and Karen shared: 'We both felt that funding a program that helped children face their challenges in life was important, but the opportunity to actually participate in these programs was something that we didn't expect.'





'[Mentoring] was rewarding beyond our expectations. Being a mentor and seeing the difference it made to a young individual gave us confidence that we had found a way to give back to the community, a way Julie would have been proud to support.'

– Wayne Pascoe

2021 Summary KPI results

Summary KPI results 2017 to 2021

KPI	Target	2021 Actual	2020 Actual	2019 Actual	2018 Actual	2017 Actual
Number of mentoring matches	Increase yoy	2124	1321	1027	1016	976
Number of programs (schools)	Increase yoy	155	74	86	82	79
Match retention rate (within program)	>90%	74%	94%	94%	95%	90%
Mentees enjoyed the program	>90%	98%	98%	99%	99%	96%
Mentees would recommend Raise	>90%	94%	93%	97%	97%	87%
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	N/A	N/A	N/A	N/A
Mentor likelihood of referring Raise to a friend	8/10	9/10	9/10	9/10	9/10	N/A%
Mentor training rated favourably	>90%	99%	99%	98%	97%	97%
School satisfaction with program	>90%	100%	100%	100%	100%	100%
Mentor retention rate (yoy)	>50%	52%	48%	31%	33%	34%
% Increase reach	Increase yoy	61%	22%	5%	4%	20%
Schools requested program again	>95%	95%	98%	100%	99%	100%
Staff team engagement with vision and purpose	>90%	97%	99%	88%	85%	77%
Staff team retention rate	>90%	80%	93%	83%	92%	93%
Expense budget maintained	<100%	87%	93%	93%	107%	98%
Fundraising budget achieved	>100%	94%	95%	92%	108%	87%
Fundraising growth	>20%	7%	42%	16%	37%	29%
Match cost	\$2,000	\$2,547	\$3,374	\$3,818	\$2,807	\$2,164

Raise Foundation organisational goals



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

Strategic impact plan – 2022 onwards

Best Practice at our Core

The intent of our Strategic Impact Plan maintains our organisational values and the following core principles to maintain our best-practice offering, 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

Strategic impact plan – 2022 onwards

Purpose

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



Intent

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



Our teams

Programs

Impacting young Australians by co-developing and delivering Raise mentoring programs in high schools including driving expansion into new high schools

People and culture

Attracting, developing, training, nurturing and retaining highly skilled employees, mentors and volunteers by creating a positive and impactful experience where our people feel a sense of belonging

Data and Youth Insights

Researching, designing, developing and evaluating evidence-based mentoring programs within a continual improvement framework which incorporates the voice of youth and prioritises their safety

Marketing and Technology

Creating and executing authentic campaigns to attract, nurture, convert and retain volunteers, schools and donors; and supporting the efficient development and utilisation of technology

Partnerships and Fundraising

Generating our required fundraising income from diversified and sustainable sources

Strategy and Finance

Developing and overseeing the effective delivery of the Strategic Impact Plan and ensuring sound financial and risk management

Strategic impact plan – 2022 onwards

Impact

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



Mental
Health
Support

Social and
Emotional
Wellbeing

School
Engagement



Priority activities towards aspiration

Our Strategic Impact Plan sets out in detail the activities we will undertake to achieve the Strategic Impact Goal and Transitional Goal across the 6 functional teams in our organisation.

Key enablers to achieving our Transitional Goals have been identified as Funding, Evaluation, Workforce Design and Operational Efficiencies, which Raise will focus on next year as part of our continuous improvement process. In addition, Raise will prioritise a formal operational review, guided by McKinsey & Co and other experts, as well as continuing to invest in other partnerships which can help facilitate future scale.

Aspiration



Transitional Goal

Mentor 5,000+ mentoring matches pa with an efficient match cost, supported by an optimised operational structure and scalable technology platform

Year	2022	2023	2024	2025
Matches	2,500	3,500	4,500	5,500
Programs	188	263	338	414



Strategic Impact Goal – Up to 1,000 Schools and 15,000 Matches

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



Raise Foundation – income and expenses summary 2021

% Income Summary

46 Corporate \$2.834m

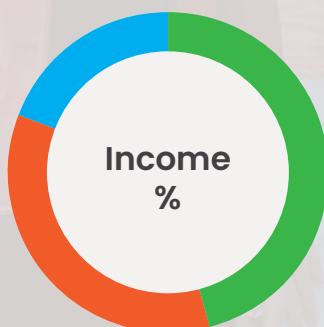
35 Government \$2.192m

19 Private & Community \$1.164m

Total Income (excl. Job Keeper) \$6.190m

Job Saver \$475k

Total Income (incl. Job Saver) \$6.665m



% Expenses Summary

84 Personnel expenses \$5.104m

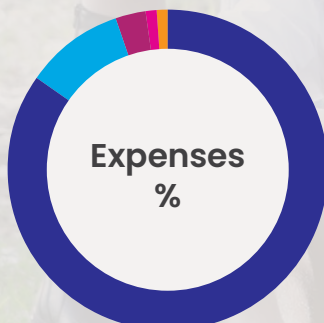
10 Administration expenses \$634k

3 Other expenses \$209k

1 Depreciation expenses \$56k

1 Cost of charitable activities \$48k

Total Expenses \$6.051m





Audited accounts 2021

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2021

	Note	2021 \$	2020 \$
Revenue	4	6,189,717	5,403,019
Other income	5	475,595	1,346,871
Total revenue and other income		6,665,312	6,749,890
Cost of charitable activities		(48,224)	(16,514)
Personnel expenses		(5,103,629)	(3,766,183)
Depreciation expense		(56,301)	(64,116)
Administration expenses		(634,082)	(545,799)
Other expenses		(208,740)	(117,343)
Total expenses		(6,050,976)	(4,509,955)
Results from operating activities		614,336	2,239,935
Interest income		574	1,343
Interest expense		(4,649)	(3,448)
Net finance costs	6	(4,075)	(2,105)
Surplus/ (deficit) for the year		610,261	2,237,830
Other comprehensive income for the year		—	—
Total comprehensive income for the year		610,261	2,237,830

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 as a pro-bono partnership



Audited accounts 2021

Statement of financial position

For the year ended 31 December 2021

	Note	2021 \$	2020 \$
Assets			
Cash and cash equivalents	7	4,084,994	3,115,688
Trade and other receivables	8	186,188	210,334
Other assets		57,547	18,251
Total current assets		4,328,729	3,344,273
Property, plant and equipment	9	20,766	—
Right-of-use asset	11	259,067	25,657
Total non-current assets		279,833	25,657
Total assets		4,608,562	3,369,930
Liabilities			
Trade and other payables	10	379,443	141,931
Lease liability	11	91,101	25,356
Deferred income	12	209,000	131,281
Employee benefits provision	13	106,306	53,354
Total current liabilities		785,850	351,922
Lease liability	11	194,443	—
Total non-current liabilities		194,443	—
Total liabilities		980,293	351,922
Net assets		3,628,269	3,018,008
Trust's Funds			
Settlement sum	14	10	10
Accumulated surplus		3,484,183	3,017,998
Other reserves		144,076	—
Total Members' funds		3,628,269	3,018,008

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





Evaluation Report 2021

The power of showing up
raise.org.au

raise 



A note from our Data and Youth Insights Director

For young people in their first years of secondary school in Australia, 2021 presented some familiar challenges as well as some brand new ones.

We know that two years of the COVID-19 pandemic has impacted teenagers' social activities, their schooling and their wellbeing. We also know that for teens living in families and/or households with vulnerabilities – whether they be financial stress, insecure housing or violence – the added disruption of remote learning and uncertainty has created additional issues.

The full impact of the disruption of COVID-19 and associated lockdowns may take many years to fully evidence, particularly for today's children and young people.

At Raise we saw the disruption and challenge firsthand, supporting over 2,120 young people across Australia and providing connection and consistency amidst change and upheaval. We know for some young people in locked down areas, mentoring was one of the few, and sometimes only, school periods they consistently attended. We also know that the volunteer mentors who signed up for mentoring expecting to build an individual connection with a teenager also experienced additional benefits to the ones we see year in and year out at Raise. Mentors told us about looking forward to mentoring each week to connect with their mentee as well as other mentors in their group and their Raise Program Counsellor – in a period where lockdowns limited social interaction.

As the majority of Raise programs moved from face-to-face to being delivered online, technology became our source of connection and enabled us to continue the majority of mentoring relationships. However, it also threw into stark relief the compounding impact of disadvantage on reliable and secure access to technology. In some families that did not have suitable devices or not enough devices to go around, young people were unable to participate in mentoring and in some cases also in learning. We also saw that access to consistent data plans and internet connection was a substantial barrier.

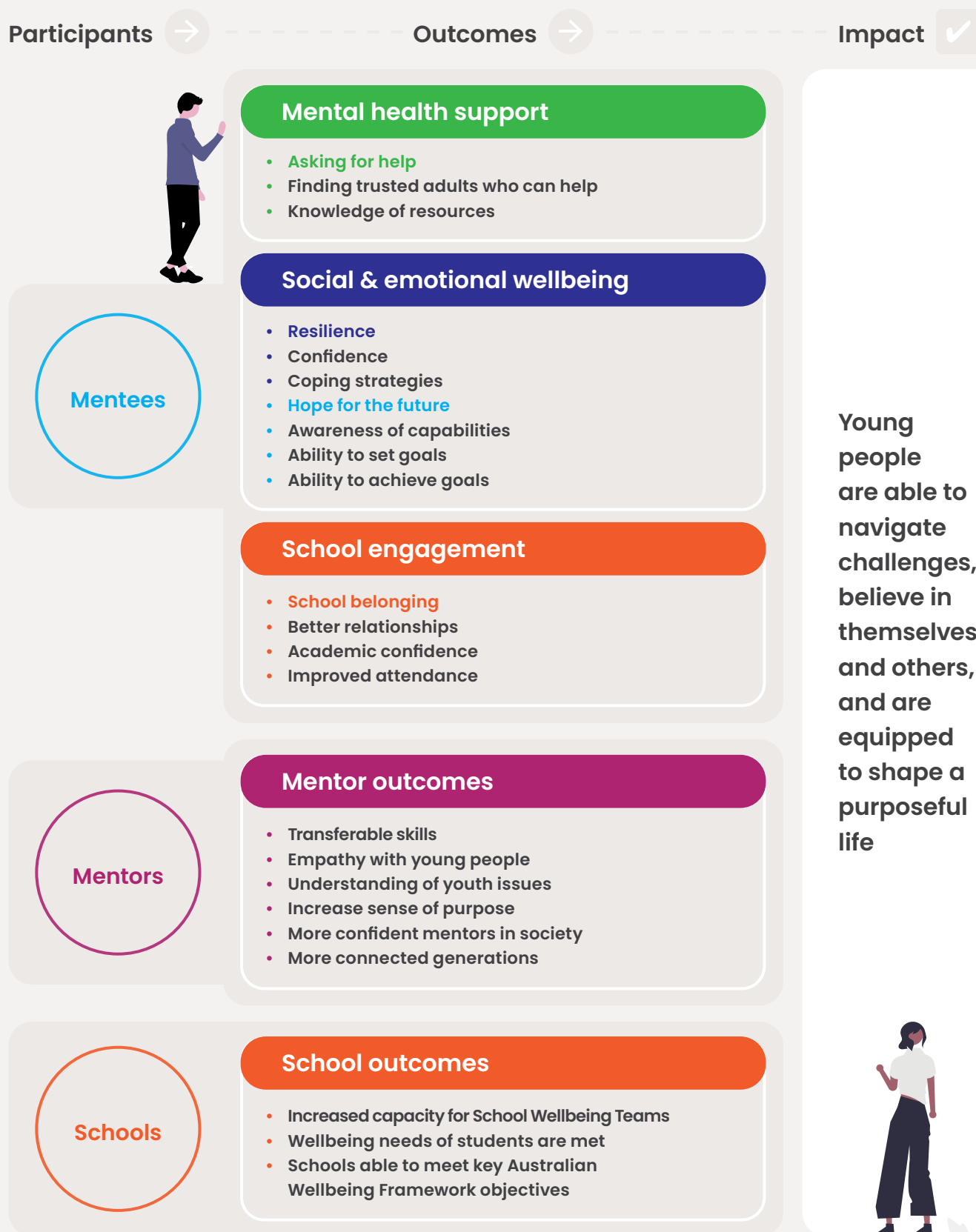
Raise delivers early intervention programs in schools in order to support wellbeing teams, build and strengthen school relationships and engagement, and form part of a wider referral system. We know the pandemic has put further pressure on already stretched health systems, particularly in areas outside cities and major regional centres. Early intervention programs are more important than ever to ease this pressure and build help-seeking and social and emotional wellbeing skills in young people at risk of disengagement and crisis. For this reason we are particularly excited by the early findings of our pilot of online only mentoring, which in 2021 included Temora High School in the central west of New South Wales. We can see the power and potential of online mentoring to reach and provide an essential service, a mentor, to young people, who do not have the same access to support as their peers in the cities. In 2022 we will expand into other regional and rural schools and reach more young people in difficult to service areas.

From the early days of Raise through to today, evaluation has been integral to designing what we do and improving how we do it, year on year. We have strong internal evaluation and quality assurance processes. In 2022, we will build on these by commissioning a two-year external, independent evaluation of the impact of the Raise program on the young people who participate. The evaluation will be an opportunity to gain independent quality assurance over our evaluation practices and measurement, as well as gain expert insight into the effectiveness of our program.

We are excited about the opportunity to build on the learnings and the innovation, borne from the challenges 2021 presented, to ensure our program makes even more of an impact in 2022, working with the young people who need us most.

Lucy Snowball

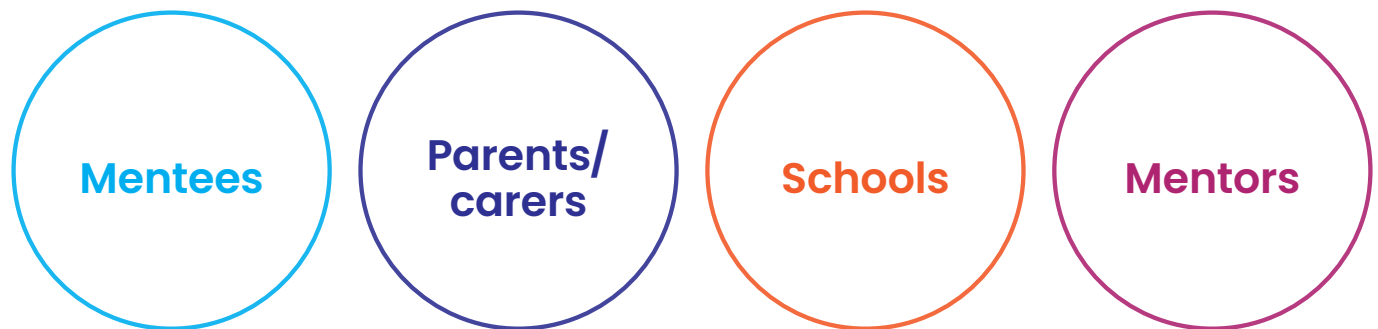
How we create positive impact for young people and the wider community



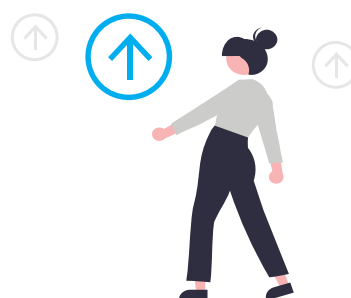
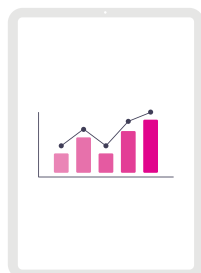
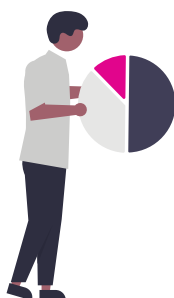
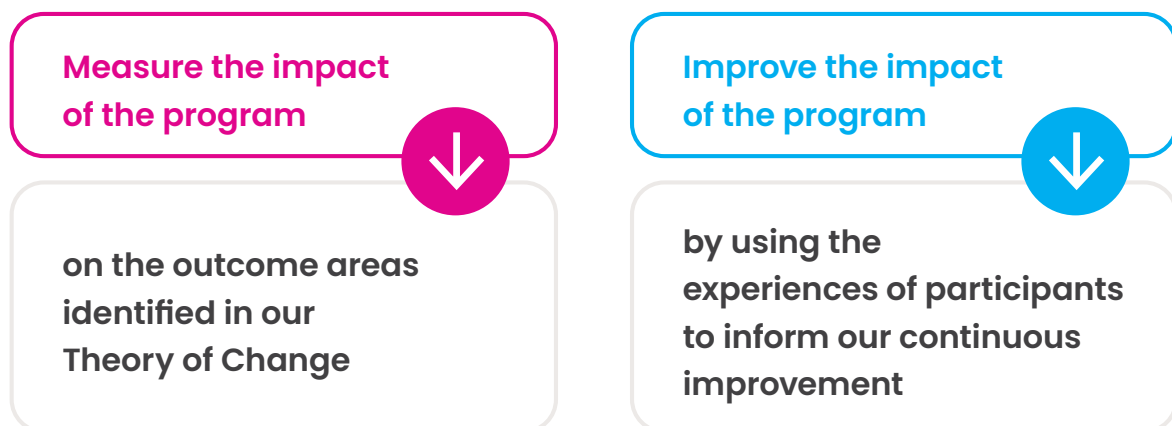
Where rigorous evaluation proves and improves the impact we create

At Raise, we place young people at the centre of what we do. Capturing and listening to their voices and the voices of their communities is integral to informing our program design and delivery. Each year we conduct a rigorous evaluation to prove and improve the impact of the program, for the young people who participate, the mentees, as well as the schools that host the programs, and the mentors who volunteer with us.

We collect data via robust surveys, interviews and focus groups from:



Our evaluation process enables us to:



Raise supports young people across Australia

Raise mentees come to us from a range of backgrounds and experiences. Our mentoring program is suitable for everyone.

In 2021 we had 2,124 mentees enrolled in our program. Their average age is 14 and the majority are in years 8 and 9 in high school.

46% female

45% male

9% another option

33% speak a language other than English at home

7% identify as Aboriginal or Torres Strait Islander people

8% are people with disability

13% born outside of Australia

'I have panic attacks and talking about it made it easier to be able to overcome them and get over them a little bit quicker than what I used to.'

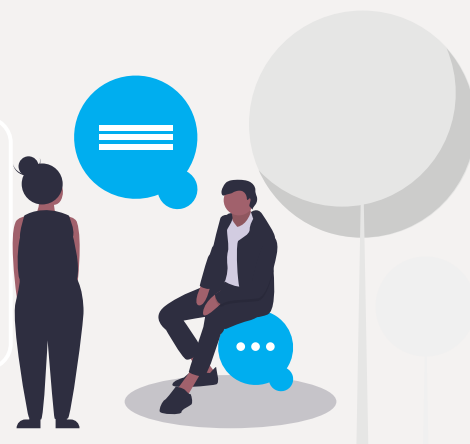
– Olivia, mentee



A diversity of issues

Mentees told us what they want from the program is:

- 76%** A space to be able to talk openly and be listened to
- 67%** Advice and guidance from their mentor
- 60%** Help to set and achieve goals



The most common issues experienced by Raise mentees are:

Anxiety
68%

Bullying
43%

Depression
42%

Suicidal thoughts
27%

Self-harm
23%

Discrimination
23%

Disordered eating
22%



74% of mentees

said that the program helped them cope with these issues



97%
of mentees
enjoyed the
program

94%
said they would
recommend the
program
to a friend

78%
felt that things
were different for
them because of
the program


Equipping young people with tools and skills they need today and into the future

We cannot remove the barriers and challenges that young people may experience throughout their adolescence and the rest of their lives. However, our program equips mentees with tools, skills and resources to support their mental health, social and emotional wellbeing and engagement with school.

Mentees can carry these tools with them long after the program has finished and can draw upon whichever skills they need to tackle whatever life throws at them.



Top 4 outcome areas for young people



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.

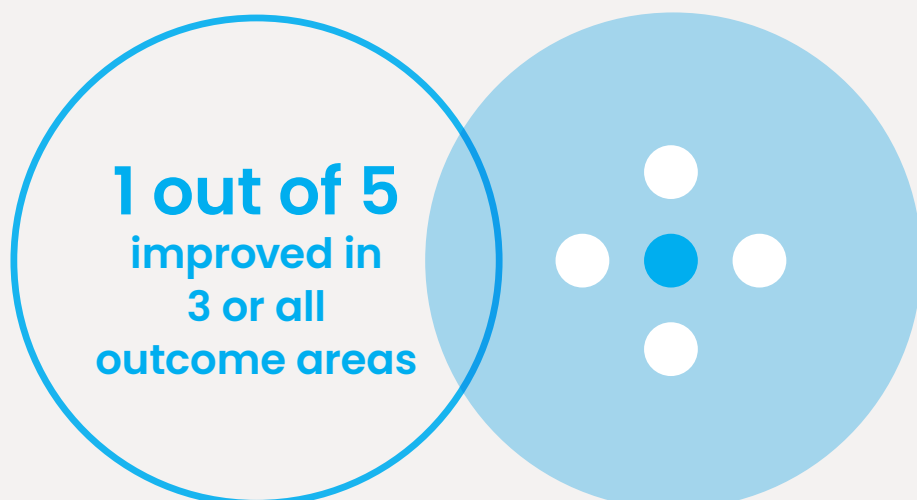


School belonging

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.

Highlighting the 2021 results across these areas



A deeper dive 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~

achieved for the whole cohort

~ achieved for mentees with low scores at the start of the program

'This program saved my son, he is suffering from mental health issues that we as a family were unaware, having his mentor he was comfortable to open up and speak about something so serious, we are grateful this program exists, please don't stop.'

– John, parent



78%

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

75%

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



Improved help-seeking skills for more than
30%
of mentees

Increased number
of supports they can turn to for help

A deeper dive into our Social and Emotional Wellbeing outcomes



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.

58% of mentees said they felt better about themselves because of the program

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

75% of mentors felt that their mentee's confidence improved



Schools staff also noticed improvements in:

- students' confidence **86%**
- ability to cope **74%**
- and resilience **79%**

achieved for the whole cohort

~ achieved for mentees with low scores at the start of the program

**'It has helped
give me more insight
on life situations
and how to cope.'**

– Coen, Mentee





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

67% of mentees set a goal, and over 90% achieved or partly achieved their goal. They also saw significant improvements in ratings of their ability to set~ and achieve goals^{#~}.

67% of mentors felt that their mentee improved in their ability to set and achieve goals

67% of school staff members surveyed also noticed an improvement in students' ability to set and achieve goals

'My mentee has been empowered to speak up and have a voice. They have gained resilience and inner strength to make decisions that are best for their wellbeing.'

—Chris, Mentor



A deeper dive into our School Engagement outcomes

School
belonging



Mentees in the Raise program saw **statistically significant improvements in school engagement outcomes including:**

- ✓ self-rated attendance^{#~} and grades[~]
- ✓ school belonging[~]
- ✓ relationships with friends[~] and teachers^{#~}.

Mentees also had **statistically significant improvements in:**

- ✓ their belief in their ability to finish school[~]
- ✓ and find employment[~].

achieved for the whole cohort

~ achieved for mentees with low scores at the start of the program

'It's a very fun environment to be in and I look forward to coming to school on Tuesday, just so I can see my mentor.'

- Mentee



'I have been able to talk in front of a class without getting so stressed out.'

– Nicole, Mentee

'They started coming to school regularly, improved their confidence, learned to speak up and express their thoughts and views without hesitation... Two mentees who were shy and quiet turned to be relaxed, happy, smiley faces.'

– Mentor

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 staff noticed improvements in school engagement for students in the Raise program, even in a COVID year, including:

- 50%** Attendance
- 67%** School relationships
- 51%** Classroom engagement
- 54%** Leadership qualities

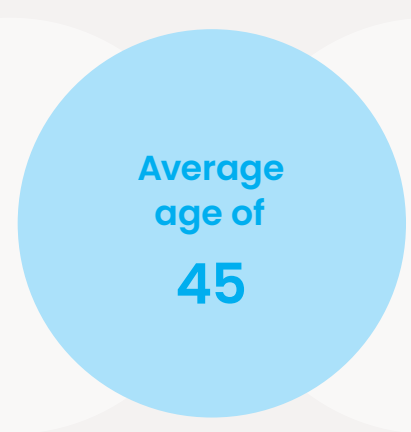
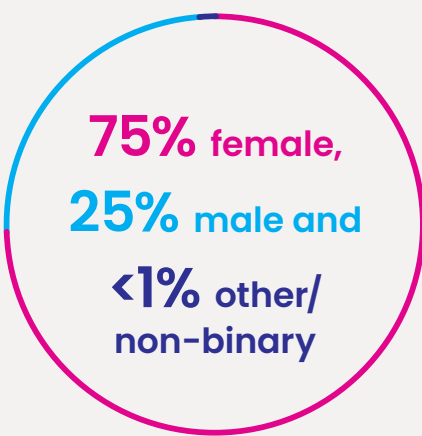


Raise volunteer mentors come to us to make a difference

2,007 volunteers signed up to mentor a young person with Raise in 2021.

Similar to Raise mentees, mentors come from a range of backgrounds and bring varied experiences and expertise to the role.

Volunteer mentors:



And see differences in themselves

Raise mentees aren't the only ones who get something out of participating in the mentoring program; our mentors consistently tell us about a range of benefits that they experience. They are often surprised at how much they get out of the experience, and how they can take these skills into other parts of their 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

This means that Raise mentors will be more comfortable starting conversations and checking in with young people in their lives, and better equipped to support them in the face of challenges.

These outcomes help contribute to our broader goal of **creating thriving communities**.

'It has made me much more appreciative of being a teenager and am engaging with my own child in a more empathetic and understanding way.'

– Pia, Mentor



A deeper dive into mentor outcomes

Other benefits that Raise mentors experience include:

98% Improved listening and communication skills

96% A sense of contribution to my community

94% Increased likelihood of volunteering in future

93% Increased empathy

88% Improved connection with the community

87% Improved mental health literacy

72% Increased social networks

68% Improved relationships with family/friends

60% Improved parenting skills



10% of mentors volunteer with Raise as part of a student placement for their university course, and some outcomes they experience include:

96% Improved mental health literacy

94% Improved leadership skills

92% Skills to help with finding employment



Corporate mentor outcomes

8% of mentors volunteer with Raise through their workplaces, who partner with Raise as part of their corporate social responsibility (CSR), ESG or community involvement strategy. The benefits of this for organisations include a decrease in employee turnover and an increase in employee engagement and commitment.

Benefits that Raise corporate mentors experience include:

96% Felt a sense of pride in my employer for partnering with Raise

85% Able to apply mentoring skills in my workplace

78% Improved leadership skills

67% More likely to stay with my employer

65% Increased engagement at work

62% Increased networks in my organisation



'Mainly it's been a great reminder that everyone has different perspectives, challenges and priorities. I feel like this reminder has helped me be more empathetic at work and with friends and family.'

– Bradley, Mentor



Working with school partners to deliver successful mentoring programs

This year, we delivered 155 programs in 131 schools across New South Wales, Victoria, Queensland, Western Australia, South Australia and the Australian Capital Territory.



'During a time when students felt isolated – this program provided additional support and gave our students a wider net of people they could talk to.'

– Michael, school contact



96% would recommend the program to another school

97% of schools asked for the program again in 2022

72% rated the program as excellent, and 26% rated it as very good



92% of respondents rated the Raise Program Counsellors as 5 stars!



Achieving outcomes with schools that are felt far and wide

On top of the benefits that we see across our mentees and mentors, the school staff and the parents of the mentees also report positive outcomes that reflect the widespread impact mentoring can have on a whole community.

Outcomes experienced at the wider school level include:

88% Helping build individual and collective wellbeing at school

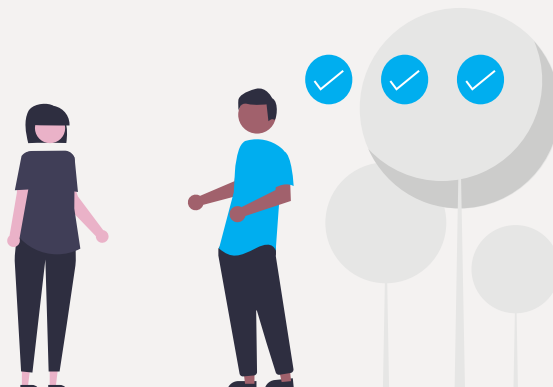
77% Encouraging student engagement with school

70% Supporting the wellbeing team at school

90% felt the program helped students cope with mental health challenges

'The Raise mentoring program provided wonderful support for some of our vulnerable students. This weekly time with a mentor gave them someone to speak to and gave them the experience of feeling valued, respected and heard. I feel privileged to be able to offer this wonderful program at our school.'

– Rhiannan, school contact



Innovating our delivery models by exploring online only mentoring

As part of our commitment and ambition to offer our program in schools right across Australia, we know that we have to explore new methods to accommodate the very landscape of our country. Expanding into rural and remote areas alone will pose challenges to our program delivery that we must address through innovation and creativity. Currently we are exploring an online only program offering, as well as Youth Initiated Mentoring (YIM).

Throughout 2021 Raise ran 5 pilot online only mentoring programs, across 4 schools:

100% Enjoyed the program

100% Would recommend the program to a friend

70% Feel that things are different for them

Outcomes that mentees experienced include:

68% Feel able to make better choices

63% Feel their communication skills have improved

63% Feel more likely to help others

50% Feel more likely to continue school

44% Feel better about school

44% Feel better about themselves

Next steps:

- ✓ We believe that online mentoring could play an important role in our ability to offer mentoring to more young people as we scale our program
- ✓ Online mentoring could be a vehicle for offering mentors to young people in regional and rural areas
- ✓ We are currently exploring technological options for replicating our best practice, one-to-one and face-to-face program for an online model that adheres to our Youth Safety Framework

Continuing our exploration of innovative new models

In 2021 we ran our Youth Initiated Mentoring (YIM) program in 4 schools. This was delivered as 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. The YIM curriculum is designed to build skills in help-seeking, resilience, hope and school engagement. YIM participants are also supported to identify and initiate their own mentoring relationship.

100% of participants enjoyed the program

100% would recommend the program to a friend

83% said things are different because of the program

80% feel their communication skills improved

64% feel able to make better choices

60% feel better about themselves

60% are more likely to help others

56% feel more connected with their community

56% feel better about school after the program

52% know more people at school now

36% are more likely to continue school













Next steps:

- ☒ The YIM model is an effective way of supporting young people in schools where we may not have been able to find the full cohort of mentors to volunteer
- ☒ We will deliver our YIM model to schools in this instance, as a preliminary offering, and move to our regular mentoring program once we have recruited volunteer mentors
- ☒ We are updating the YIM curriculum to reflect program feedback

Mentoring evidence

Raise Foundation meets or exceeds all the Australian Youth Mentoring Network Benchmarks, and we conduct regular audits of our program against them. In 2022, Kathleen Vella, our Program Director, and the original author of the Australian Youth Mentoring Benchmarks, will review the Benchmarks in line with international best practice to celebrate 10 years since their adoption in Australia.

Element	Benchmarks	Raise rating E exceeds • M meets
Element 1 Planning and Design	 Thorough program planning that clearly articulates the target group, aims, criteria and model of the program.	E
Element 2 Management and Governance	 A management and governance structure underpinned by well-developed and targeted organisational policies and procedures.	E
Element 3 Evaluation	 Evaluation to assess the impact and effectiveness of the program to improve its operation and promote its outcomes.	E
Element 4 Staff	 High quality program staff with sufficient resources and support.	E
Element 5 Recruitment	 Suitable mentors and young people recruited from the program's target groups.	E
Element 6 Screening and Selection	 A clear selection process to assess the suitability of mentors and young people.	M
Element 7 Orientation and Training	 Comprehensive orientation and training for mentors and young people to assist them in building an effective mentoring relationship.	E
Element 8 Making the Match	 A consistent matching process that links the young person with the most appropriate mentor.	E
Element 9 Monitoring and Support	 Ongoing match support including regular monitoring and feedback to manage risk and create opportunities to celebrate the relationship.	E
Element 10 Closing the Match	 A planned end to the formal relationship that is clearly agreed and adhered to by all stakeholders.	M

What industry experts say about youth mentoring

Positive relationships with adults, where young people feel valued, are key for their social and psychological development (1).

During a period where young people may be experiencing tumultuous relationships with adults in their lives, a volunteer mentor can provide an example of a positive, caring and warm adult relationship (2).

Some key features of successful mentoring programs include:

- Quality relationship: a non-judgemental mentor-mentee relationship, characterised by mutual respect, fun, empathy and warmth (3,4).
 - Consistency: regular contact between the mentor and young person (5).
 - Structured and targeted (6,7): targeting the building of specific skills or capabilities in the mentees through a curriculum or program structure.
- The role-modelling and instrumental and emotional support that mentors provide can lead to a range of positive outcomes for young people including (8):
 - Improved educational and employment outcomes
 - Improved mental health outcomes
 - Increased prosocial behaviour
 - Reduced problem behaviour



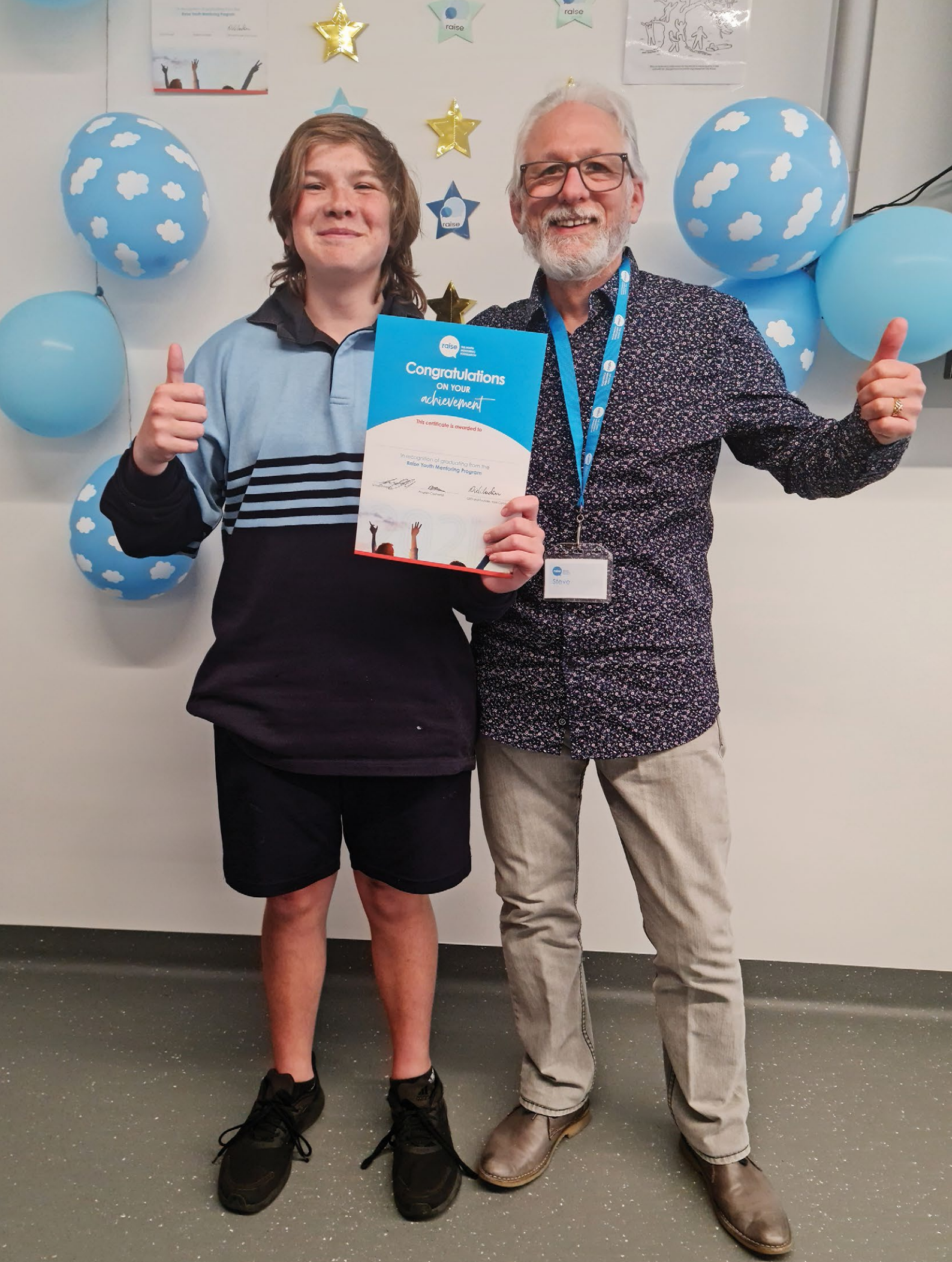
References

Annual report, page 3

1. <https://www.beyondblue.org.au/media/statistics>
2. Mission Australia Youth Survey, 2021, page 26.
3. Suicide Prevention Australia; <https://www.suicidepreventionaust.org/news/statsandfacts>.
4. PwC for Alannah and Madeleine Foundation, page i.
5. Mission Australia Youth Survey, 2021, page 28.
6. Survey of Education and Work, ABS, 2021.
7. Mission Australia Youth Survey, 2021, page 19.

Evaluation report, page 27

1. Hair, E. C., Jager, J., & Garrett, S. B. (2002). *Helping teens develop healthy social skills and relationships: What the research shows about navigating adolescence*.
2. Grossman, J. B., & Rhodes, J. E. (2002). *The test of time: Predictors and effects of duration in youth mentoring relationships*. American journal of community psychology, 30(2), 199–219.
3. Spencer, R. (2006). *Understanding the mentoring process between adolescents and adults*. Youth Society, 37, 287–315.
4. Spencer, R., & Rhodes, J. E. (2005). *A counseling and psychotherapy perspective on mentoring relationships*. In D. L. DuBois & M. J. Karcher (Eds.), *Handbook of youth mentoring* (pp. 118–132). Thousand Oaks, CA: Sage.
5. DuBois, D. L., & Silverthorn, N. (2005a). *Characteristics of natural mentoring relationships and adolescent adjustment: Evidence from a national study*. Journal of Primary Prevention, 26, 69– 92.
6. Langhout, R. D., Rhodes, J. E., & Osborne, L. N. (2004). *An exploratory study of youth mentoring in an urban context: Adolescents' perceptions of relationship styles*. Journal of Youth and Adolescence, 33, 293–306.
7. Christensen, K. M., Hagler, M. A., Stams, G. J., Raposa, E. B., Burton, S., & Rhodes, J. E. (2020). *Non-specific versus targeted approaches to youth mentoring: A follow-up meta-analysis*. Journal of youth and adolescence, 49(5), 959–972.
8. DuBois, D. L., & Silverthorn, N. (2005b). *Natural mentoring relationships and adolescent health: Evidence from a national study*. American Journal of Public Health, 95, 518–524.



Stay in touch

For general inquiries hello@raise.org.au

For information on our results evaluation@raise.org.au

To partner with us partnerships@raise.org.au

To run our program at your school schools@raise.org.au

For marketing and media inquiries marketing@raise.org.au

Connect with us


 raise.org.au

 facebook.com/raisefoundation

 linkedin.com/company/raise-foundation/

 instagram.com/raisefoundation/

 twitter.com/raisementoring

 youtube.com/user/RaiseMentoring

 raise.org.au/podcast

Mentor with us

 raise.org.au/mentor