

Raise Foundation

# Annual Report

2015



The Youth Mentoring Foundation  
improving lives in Australia  
[raise.org.au](http://raise.org.au)

**raise**

# CEO Summary

**Why are we needed?** Many young people in Australia are struggling. Adolescence is a difficult stage of life, but our young people are currently facing tougher challenges than ever before. More young Australians die from suicide than from any other cause, more than cancer, more than car accidents. How can it be that our young people are choosing to end their lives? This is not okay. At Raise, some of our mentees are experiencing major challenges such as anxiety, depression, bullying, eating disorders, substance issues, sexual health complications, unemployment, family breakdown, poverty and homelessness, putting them at great risk of disengagement. There are also many mentees in our programs who are struggling with the everyday issues related to the stress of adolescence, and we are able to provide early intervention strategies to support them in their choice of positive pathways. At Raise, we believe we must act to protect our young people and build a village of support around them.

**What do we do?** Raise is the youth mentoring foundation impacting the wellbeing of young people at risk of disengagement in Australia through best practise youth mentoring programs. We see every day that mentoring works as a strategy to protect young Australians, and we witness the ability of our programs to change thinking and even save lives. Research has shown that only 13% of boys and 31% of girls will ask for professional help, but we are heartened to see that 79% of our mentees this year said they would now ask an adult for help because of mentoring. We are closing a very significant gap and making huge impact.

**2015 was a pivotal year for Raise.** We transitioned from being a small charity providing mentors for 309 young people in 2014, to more than doubling in size in terms of mentoring matches and fundraising revenue in 2015. Together, our team provided accredited mentors for 619 struggling young people, and conducted 41 school mentoring programs, 10 Bump and 2 Bump Up programs for young mums, in 3 states. At the end of 2015, we have mentored a total of 1,676 young people and trained 1,181 volunteers in our TAFE accredited training course. We are poised to train an additional 600 new volunteers in 2016 and mentor 800 more young people. This is a phenomenal effort by an extraordinary group of people who live and breathe the dedication required to change the landscape for young people who are at risk of disengagement in Australia.

**Industry recognition for Raise was evident this year.** David Gonski AC, philanthropist, mentor and business leader in Australia, agreed to become our Patron. We were selected as one of four contractors to deliver the Youth Frontiers program for the NSW Department of Family and Community Services. Our Victorian Program Director presented on evaluation processes at the Australian Youth Mentoring Network Conference, and our First Solar mentors were nominated for the NSW Corporate Volunteer Team Award.

**Thank you.** While we are proud of all we have achieved and I am thankful to our team for such impressive dedication to their important work, we are also very grateful to all of you who have contributed generously to the work we do. Thank you is a simple grouping of two words to express gratitude, but they can sometimes be used lightly and people don't recognise the significance they hold. At one of our graduation celebrations this year, a boy in Year 9 stood up with this mentor, looked him in the eye, shook his hand and said "thank you". It was heartfelt and strong, but short and simple. The mentor had sometimes wondered throughout the year whether he made much of an impact on his mentee. The Program Counsellor, however, had spoken to this boy the week before graduation and he had said to her, "I like my mentor because he is the first man in my life that I can really trust. My Dad left us when I was a baby, and my Mum's boyfriend hits me." Saying those two simple words in public might have appeared simple, but there was a whole lot of depth and meaning behind them. So, when I simply say "thank you" to those of you who have supported Raise this year, please know that there is enormous depth behind it. Thank you to our staff team, mentors, volunteers, corporate partners, supporters, Ambassadors and Board of Directors. Without you hundreds, now thousands, of young Australians would not be raising their hand for help.

**What's next?** In 2016, we plan to continue our very steep growth curve set out in our current Strategic Plan toward mentoring 1,000 young people every year by 2017. We need your continued support to bring this plan to reality. Although our match cost is comparably low to other mentoring organisations at \$1,500 per annum, our stretch plans towards 2,000 and then 10,000 young people in our mentoring programs mean we are in need of even greater support from you. We continue to make a huge impact with minimal costs, but the demand for our services continues to grow, so we hope you continue to help us raise healthy and happy young adults in Australia through our best practise youth mentoring programs.

**Vicki Condon** – Founder and CEO





## Thanks from the Board

It is wonderful to reflect on the last year at Raise, the achievements of our broader team and the generosity of our supporters. Together we have made such a difference in improving the lives of many young people facing profound challenges. In 2015 we more than doubled our reach and by year end, at the graduations, to see the transformation and re-engagement of these young people was simply inspirational.

Here at Raise Foundation, we believe we have four main differentiating benefits over other youth mentoring organisations – comprehensive TAFE accredited mentor training, professional program supervision by qualified counselors, industry leading evaluation to ensure desired outcomes are achieved, and a variable workforce model to ensure we positively impact more young people for the same investment. At Raise 83% of monies raised goes directly to the development and delivery of programs for our targeted young people. The balance is invested in generating awareness of youth challenges and our organisation, such that further monies can be raised to expand our service.

And it's not just us seeing results - research shows that mentoring for at risk teenagers greatly reduces the risk of mental health issues, drug and alcohol addiction, teenage pregnancy, juvenile justice issues, homelessness, and poverty in later life. It also supports that mentoring greatly increases a young person's self-respect and confidence. The Raise team echoes this research, observing a dramatic re-engagement with key relationships, education, leading to greater employment opportunities post mentoring. Put simply, Raise Foundation's programs work, and they make a significant impact.

2015 saw Raise face and overcome many growth challenges as we doubled our output. We were thrilled to be awarded a significant grant from the NSW Government to be a provider in the NSW Youth Frontiers Program. This greatly assists us in reaching more young people around NSW, in both metropolitan and regional areas. In addition 2015 saw many great events like the Sparkle Ball and the Corporate Lunch. Plus further development took place in the delivery of our Corporate Partnerships balancing staff development with community contribution. Congratulations to the talented people behind these initiatives.

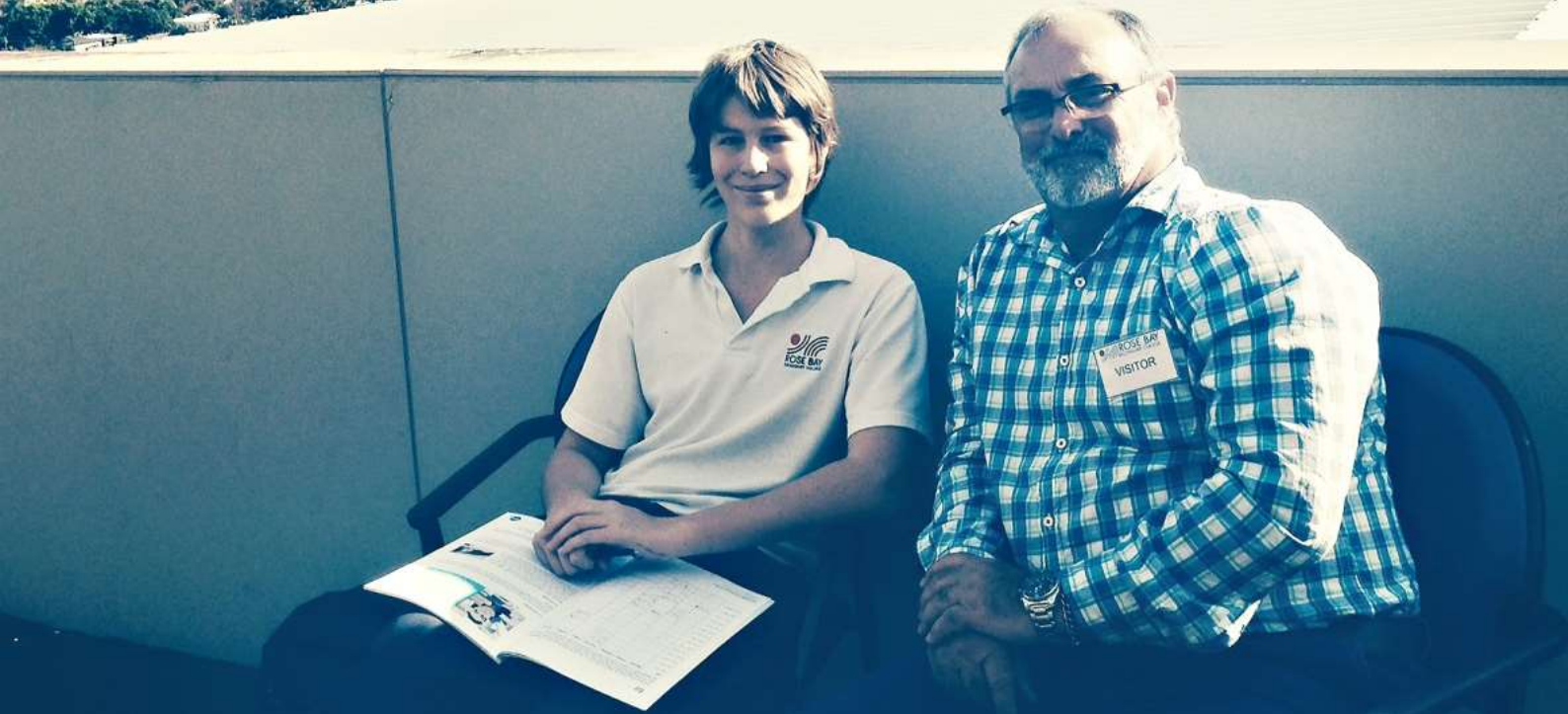
Thank you to all those who contribute to Raise Foundation. Firstly, to our valued sponsors, from corporates and small businesses to generous individuals, our sponsors fund the delivery of our programs and without them, Raise simply would not exist. Thank you too, to our wonderful volunteer mentors, and specialist service supporters who provide vital delivery of our service. Through working directly with our young people, you are making such a difference to their lives and I continue to take inspiration from your dedication. I would also like to thank our Board Directors and the Raise staff for their expertise and dedication, and who continue to work tirelessly and consistently behind the scenes. I congratulate you on your leadership. Thank you to our Patron, David Gonski, for your insightful steerage and generous support.

Looking forward, our goals for 2016 are bigger and brighter, with a plan to increase our reach across the eastern states of Australia. We are continually researching and developing new programs to be launched, driven to work with a wider range of young people and helping them achieve their goals and realise their potential. Additionally, further investment in research will see us do better to quantify the impact of mentoring via a social and corporate impact study. I will leave you to read in more detail about our work over the last year, as we give an account of our programs and stories, our achievements and successes, our goals, as well as overview of our income and expenditure of funds received.

**Leon Condon** – Chairman







## About Raise

Raise Foundation is an independent registered Australian charity with Tier 1 DGR status which provides best practise mentoring programs to impact the wellbeing of young people in Australia. Our funding comes from various areas including fundraising events, community grants, individual donations, corporate partnerships, and the NSW Government.

Raise impacts the lives of young people facing profound challenges, and our mentoring programs provide a community of support around them. Mentoring from a positive role model provides a nurturing pathway for teenagers to feel supported through tough times, particularly if they feel they can't talk to other significant adults in their lives. The power of having someone neutral to talk to, who really listens and actually hears you, is extraordinary. Mentors can change thinking and save lives.

With this in mind, we conduct five main mentoring programs as outlined below and a series of workshops for young people. [Ismo](#) is our "In School Mentoring Opportunity" for male and female students in high school, primarily in years 7 to 10. It is a weekly program conducted during school hours in terms 2 and 3, with a graduation celebration at its conclusion. We also provide the [Youth Frontiers mentoring program](#) for the NSW Department of Family and Community Services for students in years 8 and 9, as well as the [Career](#) program for Year 11 students as they move into their final year of study. [Bump](#) is for young mums under the age of 23 and includes fortnightly mentoring. The girls achieve a Tafe Certificate I in Access to Work and Training on graduation. We also offer our [Bump Up](#) program to Bump graduates, which is an advanced course achieving a Tafe Certificate II in Skills for Work and Training, and the girls complete a small business management project together.

Raise Foundation is not affiliated with any religious or political organisations. We are managed by a highly professional Board and team of qualified staff members and we endeavour to work in close partnership with other community, mentoring and youth programs to build positive alliances and healthy communities for our young people. We all need someone to talk to, and we can all raise our hands to help make a tangible difference.

"it takes a village to raise a child"



## Mission

To provide youth mentoring programs in Australia.

## Vision

To impact the wellbeing of young people in Australia who are at risk of disengagement, by providing best practice youth mentoring programs.

## Reason

Suicide is the biggest killer of young Australians, more than car accidents or cancer  
1 in 5 adolescents are likely to experience a diagnosable depressive episode by the age of 18  
75% of adult mental health conditions emerge by age 24 and half by age 14  
One quarter of young Australians say they are unhappy with their lives  
Only 13% males and 31% females aged 16-24 will seek professional help  
The age at which young people first try alcohol in Australia is 15.7  
Among Australians aged 14–24 years, the age of initiation into illicit drug use is 16.3 years  
Australia has the fourth highest rate of teenage pregnancy in the western world  
1 in 3 girls and 1 in 6 boys will be sexually abused before the age of 18 years

## Personality

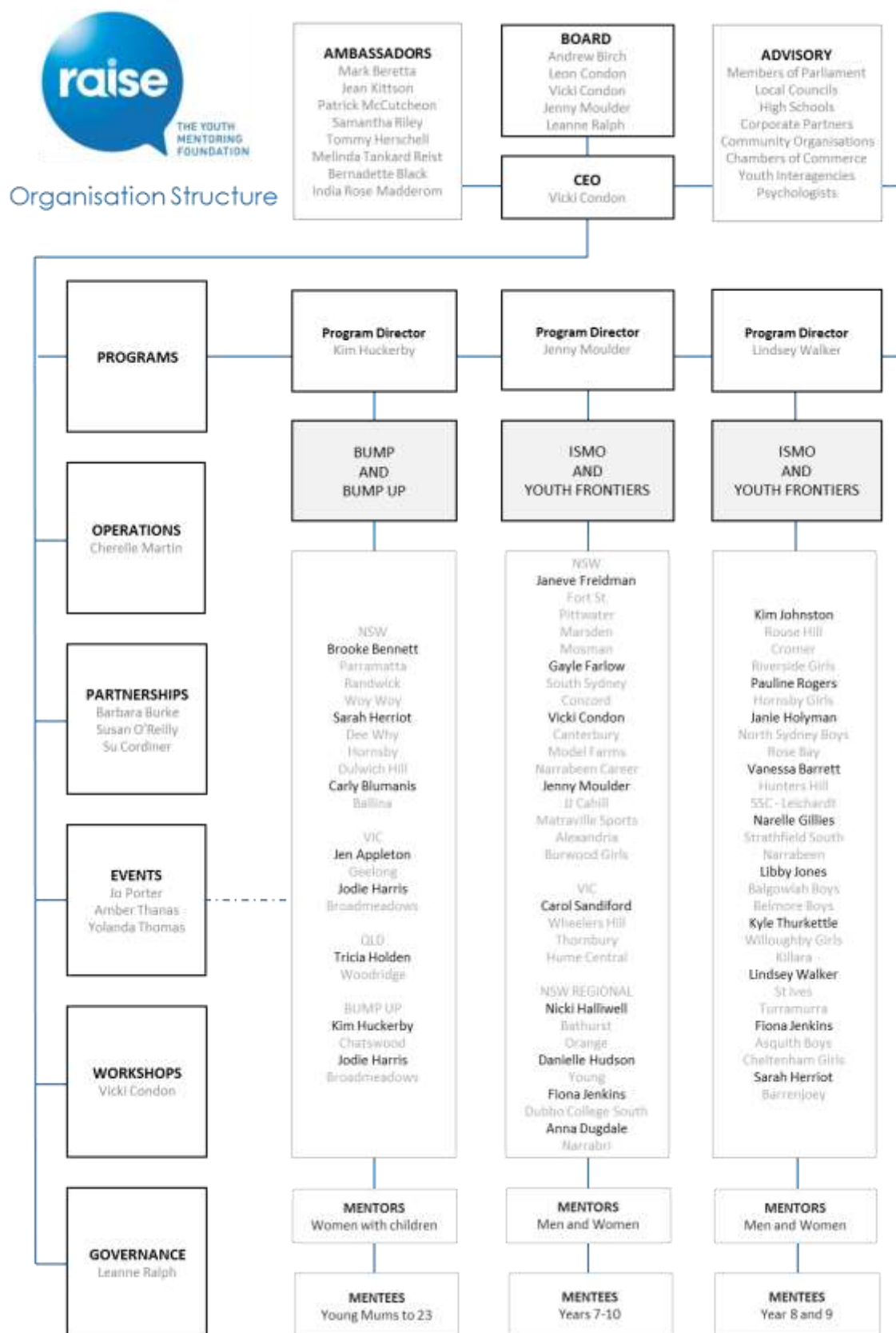
Compassionate – cultivating relationships based on trust, kindness and confidence  
Honest – being dedicated to sincerity, consistency and integrity  
Innovative – using fresh approaches which facilitate ongoing improvement  
Respectful – supporting people to make their own positive choices and changes  
Professional – providing a high standard of service that is personal, responsive and flexible  
Fun – motivating people to flourish using positivity and enjoyment

“everyone needs someone to talk to”

<http://www.youthbeyondblue.com/footer/stats-and-facts>  
<http://www.headspace.org.au/what-works/research-information/depression>  
<http://www.aihw.gov.au/alcohol-and-other-drugs/ndshs/2013/illicit-drug-use/>  
[http://www.bravehearts.org.au/pages/research\\_lobbying.php](http://www.bravehearts.org.au/pages/research_lobbying.php)

# Staff Team

Our team are extraordinary professionals who are personally committed to improving the lives of young Australians who are struggling. They are highly qualified, extremely dedicated, entirely professional and incredibly passionate about making a tangible difference. These are people who give of their time freely to make a real difference in their community. Raise works hard to attract, develop and retain a highly regarded group of people including our volunteers, mentors, Program Counsellors, Board members and Ambassadors. We sincerely appreciate having them, and their families, involved with Raise Foundation, and we are very grateful to be able to tap into their expertise, passion and generosity.



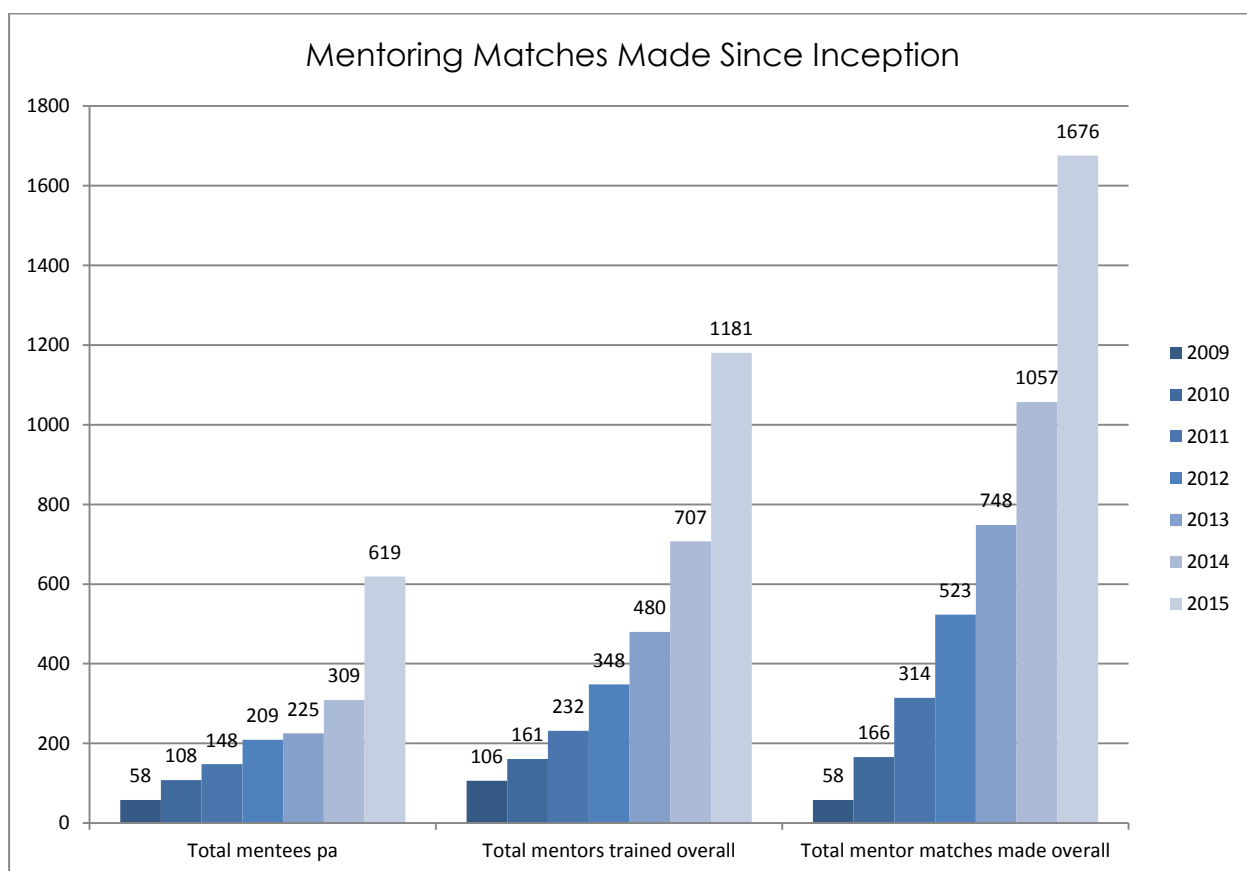
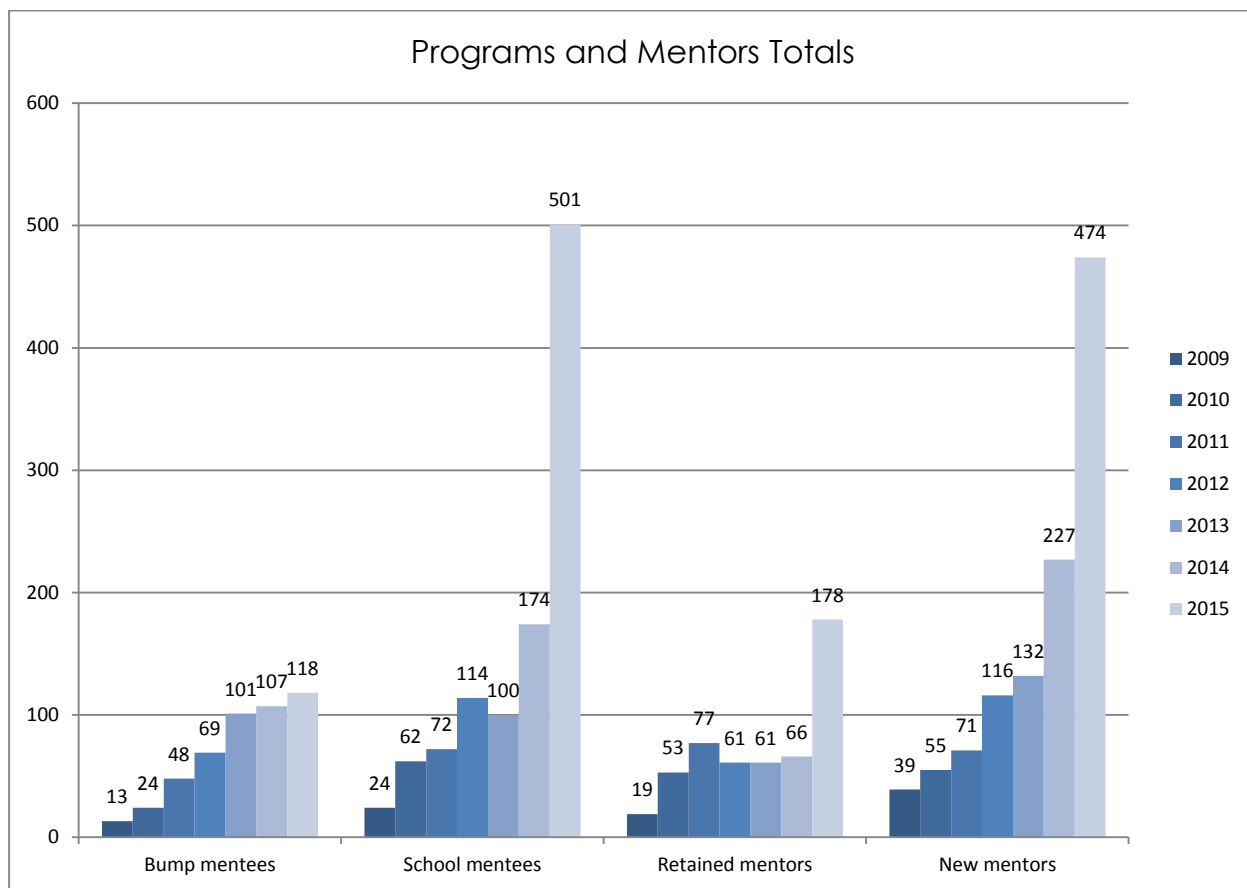




## 2015 Key Highlights

- ✓ Trained 474 new mentors who completed our TAFE accredited training
- ✓ Retained 178 mentors from previous years
- ✓ Provided an accredited mentor match for 619 young Australians who were struggling
- ✓ Made our 1,676<sup>th</sup> match since our inception 7 years ago
- ✓ Completed Ismo program in 14 high schools in 2 States with 181 graduates
- ✓ Completed Youth Frontiers program in 27 high schools in metro and regional NSW with 320 graduates
- ✓ Completed 10 Bump programs across 3 States, with 103 young mums graduating
- ✓ Completed 2 Bump Up programs including NSW (11 girls) and VIC (6 girls)
- ✓ 53 young mums completed a TAFE Certificate I in Access to Work and Training through Bump
- ✓ 17 young mums completed a TAFE Certificate II in Skills for Work and Training through Bump Up
- ✓ Bump Up girls produced a fabulous cookbook sharing recipes across generations of women
- ✓ David Gonski AC joined our team as the Patron for Raise Foundation
- ✓ Selected as a chosen Charity for the innovative Future Generation Investment Company (FGX)
- ✓ Continued partnership with Northern Sydney Institute of TAFE for accredited Mentor Training
- ✓ Continued corporate partnership with Martin and Pleasance for Bump programs in Victoria
- ✓ Continued corporate partnership with Goodman Foundation for two Ismo programs
- ✓ Continued corporate partnership with MYOB for Ismo program in Melbourne
- ✓ Continued corporate partnership with NAB for Ismo programs in Melbourne and Sydney
- ✓ Continued corporate partnership with Ottomin Foundation for Ismo program over 3 years in Sydney
- ✓ Continued corporate partnership with First Solar for Ismo program in Sydney
- ✓ Formed new corporate partnership with Macquarie Group for Ismo program in Sydney
- ✓ Formed new corporate partnership with 3P Learning for Ismo program in Sydney
- ✓ Formed new corporate partnership with Fossil for Ismo program in Sydney
- ✓ Formed new corporate partnership with Pittwater RSL for Ismo program in Sydney
- ✓ Formed new corporate partnership with UXC for Ismo program in Sydney
- ✓ Formed new corporate partnership with Atlassian to provide volunteer mentors in Youth Frontiers
- ✓ Formed new corporate partnership with VMWare to provide volunteer mentors in Youth Frontiers
- ✓ Established new partnership with the Greater Charitable Foundation for Bump on NSW Central Coast
- ✓ Received funding grant from CBA, St George Foundation, Arbonne, Give Where You Live, Raine & Horne
- ✓ Continued the Communities for Children partnership with UnitingCare Lentara in Victoria for Bump
- ✓ Successfully expanded the Sparkle Party to become The Sparkle Ball sponsored by Goodman Foundation
- ✓ Conducted the 321 Run Event in partnership with the Australian Youth Mentoring Network
- ✓ Finalist for NSW Volunteer Awards in the Corporate Category for First Solar team

## Summary Mentoring Statistics







## School Programs Summary

In January 2015 Raise was awarded the NSW Government's Youth Frontiers initiative which provided Raise with funding to deliver mentoring programs in high schools across a quarter of the electorates in NSW. Delivering the Youth Frontiers program, together with our already established and successful In School Mentoring Opportunity (Ismo) program has marked our greatest expansion since our inception. We are pleased that our mentoring programs have been successfully completed in 41 high schools across Sydney, Melbourne and regional NSW, up from 16 schools in 2014.

There are three key factors which contribute to the continuing success of our in school mentoring programs in Australia, as per the following:

- All of our mentors have been trained by Raise through our TAFE-accredited mentor training program, have completed Working With Children and National Police checks, and are independent of their mentees' schools and families
- each program is allocated one of our qualified Program Counsellors who is responsible for its smooth running, both pastorally and administratively;
- we evaluate each program every year from all perspectives to ensure ongoing quality and effectiveness

In 2015 we have been particularly fortunate that one of our Program Counsellors, Carol Sandiford, has commenced her PhD investigating the effects of mentoring. We hope that the extensive evaluations conducted in 2015 will provide Raise (and the wider public) with greater evidence of the efficacy of our high school mentoring programs.

Through our high school mentoring programs we are able to further support each school's current welfare team by reaching a wider stratum of students who benefit from the nurturing support of our Raise community. Every program was provided at no cost to the schools in 2015, and we are on track to provide mentoring programs to more than 50 high schools in New South Wales, Victoria and Queensland in 2016.

### Youth Frontiers Initiative

The NSW Government Youth Frontiers initiative aims to provide a mentoring program to high school students in every electorate in NSW. The program is aimed specifically at students in years 8 and 9 who are at risk of disengaging, who have the capacity to benefit significantly from a mentoring program and participation in a community project. In 2015 Raise partnered with the NSW Government to provide our mentoring programs to 27 high schools in northern and north western Sydney and five regional electorates, enabling us to reach over 300 additional young people.



The Youth Frontiers mentoring program delivered by Raise was based on our already successful Ismo model, with the addition of a community project component. This component was aimed at engaging those selected students in an area of interest within their local community, and as such, over 20 young people were entered into an award selection process from our 300 who participated, whereby they received awards for their work, and were acknowledged at a NSW Government ceremony held in February 2016. This process is another initiative that brings young people, mentors, the government and community together to celebrate our youth's ingenuity and creativity. An empowering quality.

Raise has retained the Youth Frontiers funding for 2016 following our highly successful delivery in 2015, and we would like to thank Minister Victor Dominello who instigated such an effective initiative for our youth, the Department of Family and Community Services who were tasked with overseeing its delivery and support to Raise, and Minister John Ajaka for his ongoing commitment and support to the program.

### **Ismo**

Our Ismo program (In School Mentoring Opportunity) is aimed at students in years 7-10 in high schools. The students invited to attend the program are those whose teachers feel could benefit from having a neutral positive role model in their lives. In 2015 Raise provided our Ismo program to 14 high schools in Sydney and Melbourne and senior staff from every school wrote to us on completion to endorse the program and to request our return in 2016.

While the Youth Frontiers Initiative resulted in Raise being able to reach more than double the number of young people in high schools from 2014, 2015 was also a year of expansion within the Ismo framework in a number of ways. Geographically we extended our reach to include three high schools in Melbourne, including a highly successful refugee-specific program at Hume Central Secondary College which was supported by the Centre for Multicultural Youth. The Assistant Principal, Snezana Vejlanovsky, was moved to write: "The Raise Foundation certainly has our thanks and gratitude for funding such an amazing program. It certainly lived up to its name. It has "raised" our students' confidence, skills and self-esteem.... they have benefitted greatly from being part of the program".

Our corporate partners remain vital to the ongoing sustainability and success of our Ismo programs. We were delighted that a new partner, Macquarie Bank, both funded our program at JJ Cahill Memorial High School and incorporated the training of their staff into their partnership with Raise, allowing employees to mentor for us at a number of schools. They have joined our expanding network of partners who fund our Ismo programs including MYOB, NAB, Goodman Foundation, the Ottomin Foundation, First Solar, Fossil, Ric Serrao of Raine and Horne, Pittwater RSL and the Future Generation Investment Company.

We would like to thank all of our corporate partners for their involvement and commitment to Raise and the young people in our community.





We believe that the development of relationships with responsible, ethical and reliable collaborators such as these align with our values and reflect our commitment to the school students who will benefit from our Ismo programs.

Likewise, we have witnessed many benefits that arise from corporate staff being involved with an organisation like Raise. The partnership enables their staff to work within their communities, 'give back' to their communities and support the development of our young people. The benefits, to name a few, to the corporate partners' staff are an increase in job satisfaction, an increase in staff retention, and a greater sense of engagement with their organisation. They also gain newly developed skills from our training and mentoring program, which are easily transferable to their own work place for example newly enhanced listening and questioning skills, leadership development, ability to act as a mentor to a colleague, and skills for better communication at home and in the community, as well as in the workplace. We are very grateful for each of their involvement.

All of our 41 schools have greatly benefitted from our Ismo program in 2015, and upon their request, we have committed to return to those schools in 2016. In addition we will be expanding into Brisbane with two new programs, continuing our growth in Melbourne and Sydney with a number of new programs in each and expanding our regional programs in NSW.

**Jenny Moulder and Lindsey Walker** – School Program Directors 2015







## Career Program Summary

Narrabeen Sports High School identified the need to bridge the gap between the classroom and the world of work and together we have developed our Career Mentoring initiative for Year 11 students.

Giving students insight into the world of work can help them make informed decisions and choose a rewarding career after completion of schooling. Raise trained mentors from the local business community to support this program which has been highly successful for two years.

Our young people have amazing skills, abilities and ideas however they may struggle to match these to career pathways. By providing the students with direct real world experience we provide them with a clearer picture of work. This helps them recognise the choices they have in life, increases their employability skills and helps them to make decisions about their future career.

Career is an extension of Raise Foundation's Ismo (In School Mentoring Opportunity) program and was conducted this year at Narrabeen High School, where we had 12 guys and girls in year 11 participate. It is targeted for students who are ready to start thinking about what direction they would like to take in terms of further study and employment, and supports them to get their ideas and directions clearer in preparation for Year 12, and most importantly, for their career beyond.

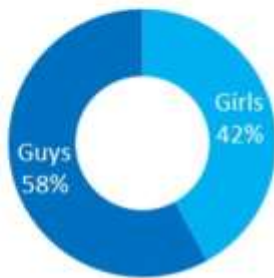
The program is conducted over nine months of the year, with workshops every three weeks, and incorporated regular meetings with a TAFE accredited mentor who is a volunteer from the community with some knowledge about the industry that the mentee is interested in. The students completed a stint of work experience with their mentor's assistance, often in their mentor's workplace, as well.

Students learned topics with a focus on education options and employment pathways, as well as incorporating interpersonal skills, time management, team building, goal setting, working with a mentor, and presentation skills. This program focusses on building the student's capability and self confidence, helps them engage in preparation for Year 12, and recognise that they have a bright future with ample options once school is finished. We were thrilled to bring this program to fruition with Narrabeen Sports High School, and following the successful outcomes for participants, this program will be expanding with corporate partners into the future.

**Vicki Condon** – Career Program Counsellor

# Initial School Programs Evaluation Results 2015

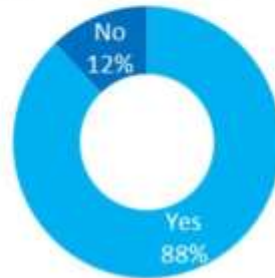
## Gender Breakdown



501

mentoring matches graduated from the School mentoring programs across NSW and VIC

## English first language



41

Schools received the program, 27 Youth Frontiers programs, 13 Ismo programs and 1 Career program



74%

mentees completed a **community project** in Youth Frontiers program



Boys improved significantly on their self-reported **behaviour** in relation to:

- skipping school
- hitting people
- stealing
- alcohol/tobacco use



9.8%

Mentees identify as being **ATSI**



Boys and girls both improved significantly in terms of their **ability to set and achieve goals**

For both boys and girls, overall **self-esteem improved** – research shows these improvements are linked to increased school performance, and lower rates of depression, anxiety and eating disorders.

Students self-reported an **increase in grades** and better connection to school.

Students self-reported **better relationships** with their family and friends.



95%

mentees were **happy** they were chosen for mentoring

79% of students would now ask an adult for help

80% would now be able to accept help

100%

Schools asked for the program again in 2016

88%

mentees said they would **recommend** mentoring to friends



THE YOUTH MENTORING FOUNDATION





## Bump Program Summary



Our Bump mentoring program is for young pregnant and parenting girls aged between 14 and 23. It is a great way for the girls to meet other young mums, as well as have some much needed “me” time. Bump includes fortnightly mentoring sessions and monthly workshops at various locations in New South Wales, Victoria and Queensland.

In 2009 we conducted our inaugural Bump program in Dee Why, which saw 13 young mums graduate from the program. In 2015 we have grown significantly, to conduct 7 Bump programs throughout NSW (Dee Why, Hornsby, St. George, Parramatta, Randwick, Woy Woy and Ballina), 2 programs in VIC (Broadmeadows and Geelong) and 1 program in QLD (Logan). We had 103 graduates from Bump this year, with 56 of them achieving their TAFE Cert I in Access to Work and Training and 71% worked with a mentor, a total of 462 young mums over the last 7 years.

The focus of our Bump program is to have the girls complete a TAFE Certificate I as a result of our partnership with the Northern Sydney Institute of TAFE, which achieves significant outcomes for the participants of our program. Re-engagement in education and employment is a key outcome that is measured in the Bump program and is highly valuable for the girls’ future development, as well as for their childrens’. Bump provides personal development for the girls in areas such as positive relationships, healthy nutrition, setting smart goals, financial budgeting, employability skills and education options. We also run activities during our workshops, which the girls would never normally be able to provide for themselves such as massage, yoga, skin care and self-defense.

Raise is particularly grateful for the partnerships we have built with a variety of corporates and community organisations that support Bump and enable us to run our programs each year. A big thank you to Martin and Pleasance in Port Melbourne, Give Where you Live in Geelong, the Greater Charitable Foundation on the NSW Central Coast, CBA, the Warringah Council, the Red Cross Young Parents Program, Lentara UnitingCare and the Salvation Army in Melbourne, Ottomin Group and The Funding Network in Sydney who have all provided support for the Bump program across Australia this year. Without these generous partners, we simply could not exist. They make a huge difference in an organisation like Raise.

At the end of each year, Raise holds a ‘Graduation Ceremony’ for all Bump graduates, celebrating their achievements and successes from that year. In the girls’ speeches this year, they spoke about their appreciation for the Bump program and the opportunity to connect with other young mums and thus build sustainable support networks for their lives. They talked about their relationships with their mentors that have helped them feel less isolated and have encouraged them to learn from an experienced mum. Additionally, they expressed that this significant relationship has helped them to identify and achieve goals around completing their education and finding a job, as well as identifying healthy, positive relationships in their lives. Bump is about many things and as one of our mentees said this year, this program has given her the self-belief that she is a good mum and that she can be a role model to her children and maybe to some of her peers.

**Kim Huckerby** – Bump Program Director





## Bump Up Program Summary



Bump Up is an advanced course for graduates of our Bump mentoring program for young pregnant and parenting mums. Bump graduates are eligible to enroll in Bump Up, which is held weekly. Enrolling through the Northern Sydney Institute of TAFE, the girls complete a Certificate II in Skills for Work and Training and conduct a small business management project together.

Bump Up has been running for four years in Sydney and in 2015 we launched Bump Up in Melbourne, Victoria. This year we had a total of 17 young mums completing the Bump Up program across Sydney and Melbourne and together, the girls have produced a unique and innovative cookbook for families.

The book which is titled “The Bump Up Cookbook, Recipes and Stories From the Heart, Written by 17 Young Mums” explores the recipes and personal journeys of these 17 young women. They started out the year as individuals from diverse backgrounds and through the year, the girls came together and produced this incredible book. And through that process, they have produced a product to be truly proud of. This year’s project was inspired by the very concept of the Bump Up program; a program that brings young mums together from diverse backgrounds and all walks of life, into a space that consists of family, friendship and a passion for breaking the stereotypes about young parents.

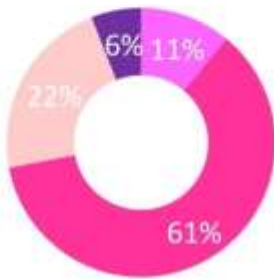
It has been a huge commitment for these young mothers to complete their TAFE Certificate II whilst bringing up their children and negotiating the usual struggles of being a young mum. We have been continually inspired by their enthusiasm and dedication to attend the weekly classes and we are so proud of their achievements this year.

The partnership we have developed with the Northern Sydney Institute of TAFE is extremely valuable in the successful outcomes of this program, particularly with TAFE providing the tools required for the girls to reach their Certificate II accreditation. We are grateful to the following partners of this program, because without you, the program would not run. A big thank you to Jennie and Richard Kovacs from the Ottomin Foundation for their ongoing support and generous contribution towards Bump Up this year in Sydney; Martin & Pleasance For assisting us to establish our first Bump Up program in Victoria this year and Lentara UnitingCare (supported by the Australian Government Department of Social Services).

Our Bump Up graduates now hold big plans for their futures and have the confidence to achieve their goals which include selling their Cookbook, starting a nursing course and other TAFE courses, as well as participating in the Raise Ambassador group to support the Bump program with care packs to new teenage mums and doing media work for Raise. Congratulations girls!

**Kim Huckerby** – Bump Up Program Director

# Initial Bump Program Evaluation Results 2015



■ Under 18  
■ 18-21  
■ 22-24  
■ 25+

## 118

**mentoring matches graduated** from the Bump mentoring programs across NSW and VIC



## 60%

mentees graduated from Bump with a **TAFE Cert I in Access to Work and Training**



## 57%

of our mentees have not completed Year 12, with 34% having completed Year 10 or lower

## 88%

mentees graduated from the Bump Up program with a **TAFE Cert II in Skills for Work and Training**



There was a significant increase in our mentees **confidence in their ability to be a "good mum"**.

There was a significant increase in mentee's **confidence in their ability to continue education**.



Young mums who reported a closer, more positive relationship with their mentors achieved better outcomes in areas of:

**Confidence**  
**Self-concept**  
**Relationships** with friends  
Ability to set and achieve **goals**



## 99%

mentees were **happy** they participated in the program

**86%** of mentees would now ask an adult for help

**93%** would now be able to accept help

% Mentees experienced the following issues:

Depression	41%
Anxiety	38%
Low self esteem	30%
Bullying	24%
Domestic violence	23%
Suicidality	20%
Drug Use	20%
Homelessness	19%
Self Harm	19%

## 7.8%

Mentees identify as being **ATSI**

## 96%

mentees said they **would recommend mentoring to friends**







## Evaluation

“One confiding relationship with an adult, not necessarily a parent, is one of the **single best predictors** of psychological health and vitality amongst children and adolescents faced with a wide range of adversities” (Spencer, 2001).

We know that high quality mentoring relationships have powerful, positive effects on young people. Done well, mentoring connects a young person to personal growth and development as well as social and economic opportunity.

The mentoring programs provided by Raise Foundation are based on research evidence as well as current best practice as suggested by the Australian Youth Mentoring Network (AYMN). Our mentoring programs incorporate many of the features that have been associated with better outcomes in mentoring research such as substantial pre-match training for mentors, ongoing support and supervision for matches, structured activities for meetings, frequent meetings between mentors and mentees and strong relationships and connections with stakeholders.

As well as ensuring that we are abreast of current evidence, Raise Foundation is committed to rigorous ongoing program evaluation to test and improve the quality and effectiveness of the work that we are doing with young people.

2015 was an exciting year for us in terms of our program evaluation. Firstly, we developed new surveys using scientifically valid and reliable measures that were carefully selected to capture all of our expected outcomes. Secondly, we provided training for all Program Counsellors in conducting evaluations to ensure that our staff understood the value and the purpose of evaluation, and were consistent in the way evaluations were conducted on-site. Thirdly, we have conducted in-depth statistical analysis on the data collected, combined with a series of qualitative interviews with mentors and mentees. This approach has given us a rich and detailed understanding of what our mentoring programs are achieving for young people as well as information on how and why these improvements are occurring. Initial results of each program have been included in this report, and detailed results will be available in late 2016.

These results not only confirm for us that our programs are effective in supporting young people, they also allow us to continually improve and refine our recruitment, training and program delivery to ensure that we remain a leader in youth mentoring in Australia.

*“...for a while it felt like everyone had given up on me, and then I was like well if they've given up on me what's the point, I may as well give up on myself. And that's when [my mentor] came along and it wasn't like that at all, and she showed me that there are people who can help you and guide you through what you want to do in life”.*  
(14 year old girl, Ismo Program)





## Workshops

Raise conducts personal development workshops for young people in Schools and in community organisations, and also as an integral part of our mentoring programs. We also partner with other mentoring organisations by conducting training programs for them and their potential mentors or mentees.

### Personal Development Workshops

Our personal development workshops provide young people with the right resources at an early stage so they are prepared for life, and their life chances are greatly enhanced. We use interactive workshops, open discussion, music, technology, and fun activities in a positive learning environment. The content of our workshops is complementary to the DEC curriculum guidelines. Our experienced team provide a neutral and secure environment for young people to discuss a range of issues which might be concerning them or their schools. From our feedback we know that the young people value these programs because of their independence from any school or religious affiliation and respond with a greater degree of honesty due to that relative anonymity.

### Mentor Training for Community and Corporate Partners

Our training programs for community and corporate partners are tailored to suit the specific needs of the organisation. Obviously, we specialise in training mentors and conducting core modules around that topic, but we are also flexible and experienced in conducting other specialist topics regarding adolescents. We also run regular seminars for parents of teenagers. The skills learned in our Mentor Training Program can be used professionally in an established mentoring program, as well as being tangible skills for everyday situations with young people. A highlight of our workshop capabilities is our ability to establish successful community corporate partnerships, such as the one we have with MYOB, Macquarie Bank, NAB, Fossil, 3P Learning, Atlassian and VM Ware. Raise Foundation can conduct our youth mentor training program for up to 25 staff members, and up to 15 of those people are invited to form a team of mentors in one of our Ismo programs at a local High School. MYOB's CEO, Tim Reed says,

*"Some young people are looking for guidance and encouragement from trustworthy role models who offer a listening ear and who genuinely care about them. Our staff mentors are delighted to be those support people. They also appreciate the opportunity to further develop their coaching and mentoring skills. I urge any business team, small or large, to consider getting involved with community support programs like Raise. It makes such a big difference to the lives of those receiving help. The personal reward and satisfaction your staff will feel in making a positive impact on another person, sometimes to an entire family, is priceless."*



## Mentor Training



Our mentors are the heart and soul of our organisation, and we cannot thank them enough for their dedication and commitment to Raise Foundation. Without them, we are unable to operate. After completing our accredited TAFE mentor training program and all the compulsory Working with Children and National Police Checks, our mentors choose which of our mentoring programs they would like to volunteer in. They dedicate 1-2 hours each week to a young person in need. They are extraordinary people, generous with their time and experience, and we are so grateful to each one of them.

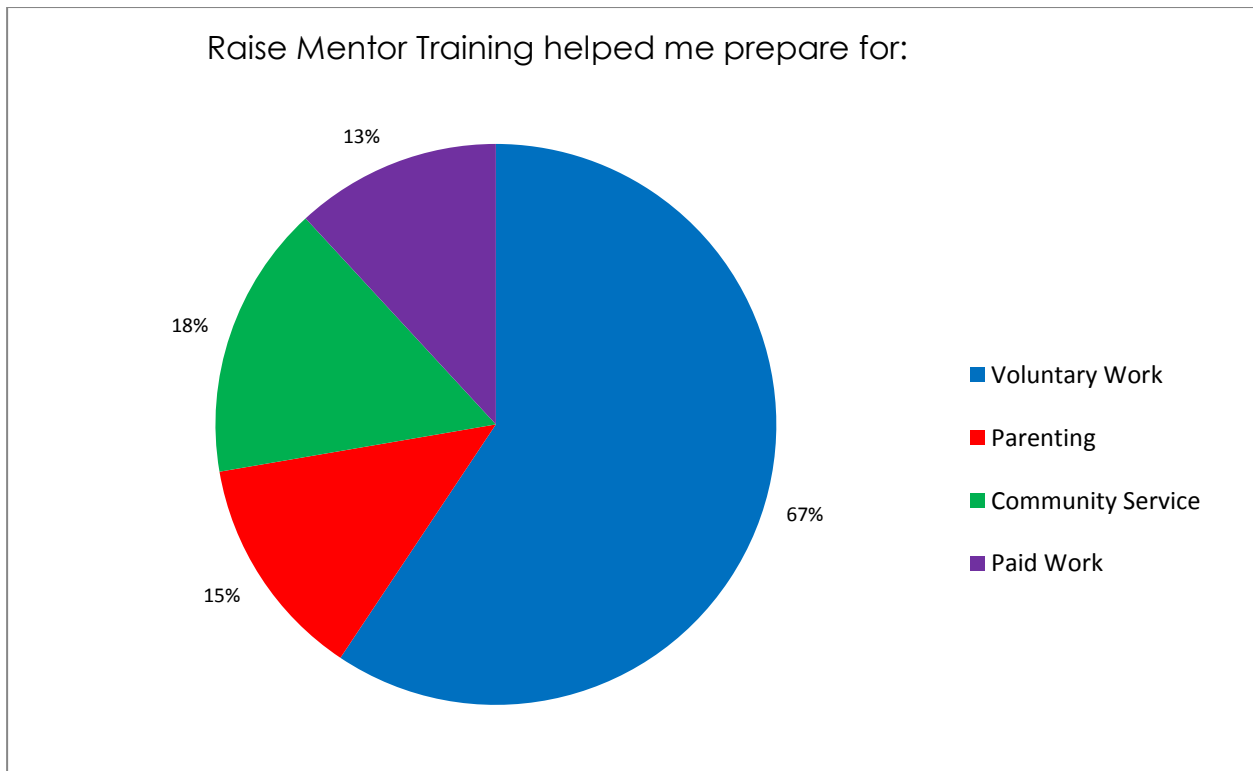
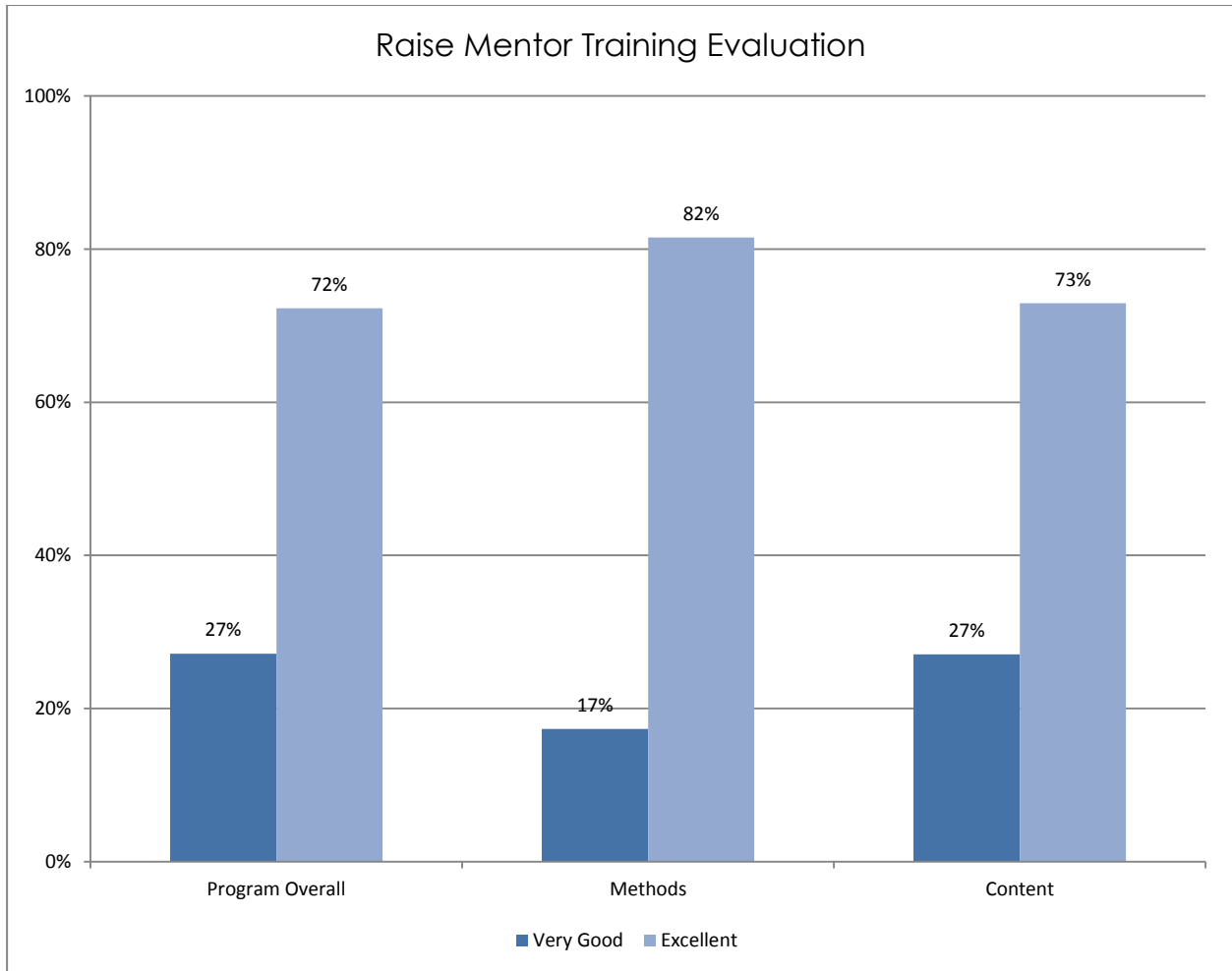
In 2015, we trained 474 new mentors, and retained a record 178 previously trained mentors. This enabled us to provide a neutral positive role model for 619 young people who are facing profound challenges, taking the total number of mentoring matches Raise has made since our inception to 1,676. We have trained 1,181 compassionate volunteers from the community over the last seven years since inception. In 2016, we are set to mentor up to 800 more young people. Our mentors change thinking and save young lives.

Raise Foundation is the only organisation which offers its volunteers 15 hours of free, comprehensive mentor training, a key differentiator because it is an accredited TAFE course. We are very grateful for our partnership with Northern Sydney Institute, a part of TAFE, to provide 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 and community involvement with young people. The feedback from our mentors on completion of the training is highly favourable.

### After training, our new mentors said...

“Loved every minute of it, it was professional, interesting, stimulating, engaging, loved the variety  
 It's wonderful and I'm honoured to be part of it, it is truly awe inspiring!  
 I learned how to listen properly and ask questions  
 Surprised how thorough it was and the amazing support mechanisms in place to assist mentors  
 Learnt new skills and ways of listening and understanding young people and their challenges  
 Wonderful way of being able to contribute to the community  
 I have a very clear view of what my role as a mentor is, and I feel supported  
 Gained insight into issues that are effecting youth today  
 Loved the relaxed atmosphere, not intimidating, very practical  
 The honesty and integrity of the program was obvious  
 All topics covered are so valid not only for being a good mentor, but for life in general”

## Mentor Training Outcomes





## Partners

Raise is extremely grateful to the generous individuals and organisations who have agreed to partner with us in our pursuit of helping young people facing profound challenges in 2015. This includes the volunteers who work with us, the schools we mentor in, the organisations who offer us services, the partners who have provided in-kind and financial support for our programs, supporters who have donated to us, guests who have attended our events and the community members and organisations with whom we have built valuable alliances. Thank you all for your wonderful support and kind generosity.

2015 was an exhilarating year in the Partnerships Team and it was a joy to grow alongside our loyal partners and to welcome some amazing new partners. We have strategically grown our partnerships which allow teams of corporate mentors to join us in our high school programs. These partnerships are a fantastic tool to increase employee engagement and experiential learning.

We are grateful to have continued our relationship with MYOB, NAB, Ottomin Foundation, Pittwater RSL, Martin and Pleasance, Goodman Foundation, First Solar and TAFE and our ongoing partnerships with these long term supporters is of great importance to Raise.

In 2015 we welcomed new partners Macquarie, Atlassian, 3P Learning, VM Ware, UXC and Fossil into the Raise village, with their staff participating in our corporate mentoring programs. A number of our partners invited our mentees from the high school program into their offices, including Baker and McKenzie and Microsoft and this was so inspirational for our mentees as often this is a world they do not have normally have access to. Partnerships with new supporters also include St George Foundation, Commonwealth Bank and we were extraordinarily lucky to be a chosen charity for the Future Generation Investment Company which is an extremely innovative platform that we are very excited about.

We had some amazing experiences, often quite nerve wracking within the giving circle domain. We were shortlisted for Impact 100 in Melbourne for our high school mentoring program, and this allowed us to connect with some inspiring philanthropists in Melbourne and gain exposure for our expanding programs. Whilst we didn't win, we certainly gained a lot through the experience. We gratefully participated at The Funding Network in Sydney in October for our Bump program and Tess, one of our Bump Graduates, did an amazing job of sharing the need and impact of our Bump program with the generous audience. Not only did we secure a significant financial contribution, but we also formed some amazing new relationships from joining the TFN community, including with KPMG who agreed to conduct our audit.

A major highlight of 2015 was becoming part of the Greater Charitable Foundation family for our Bump programs on the NSW Central Coast and we are excited to be working with them. Martin & Pleasance continue to be an amazing and loyal partner for our Bump and Bump Up programs in Melbourne, along with Lentara UnitingCare and our Geelong Bump program was a huge success due to our ongoing partnership with Martin and Pleasance, and incredibly kind support from Give Where You Live.

*There are also numerous individuals in the Raise village who quietly contribute and significantly impact our ability to provide the support that we do for struggling young Australians. They do not wish to be named, but we passionately want them to know that their generous compassion is sincerely appreciated at Raise.*

Raise Foundation is a small charity and we work hard to keep our costs down so supporters can rest assured that their contribution has a direct and tangible impact on the work we do. We are a Deductible Gift Recipient and a Tax Concession Charity and we sincerely thank our supporters for joining our village to help raise the young people in need in our community.

The time, treasure and talent you have shared with us this year have positively impacted so many young Australian lives and we are sincerely grateful to each of you for being a Raise partner.

**Barbara Burke and Susan O'Reilly** – Partnership Managers

## Thank you for sharing your time, treasure, talent



## Our Corporate Partners



### Principal and Major Partners



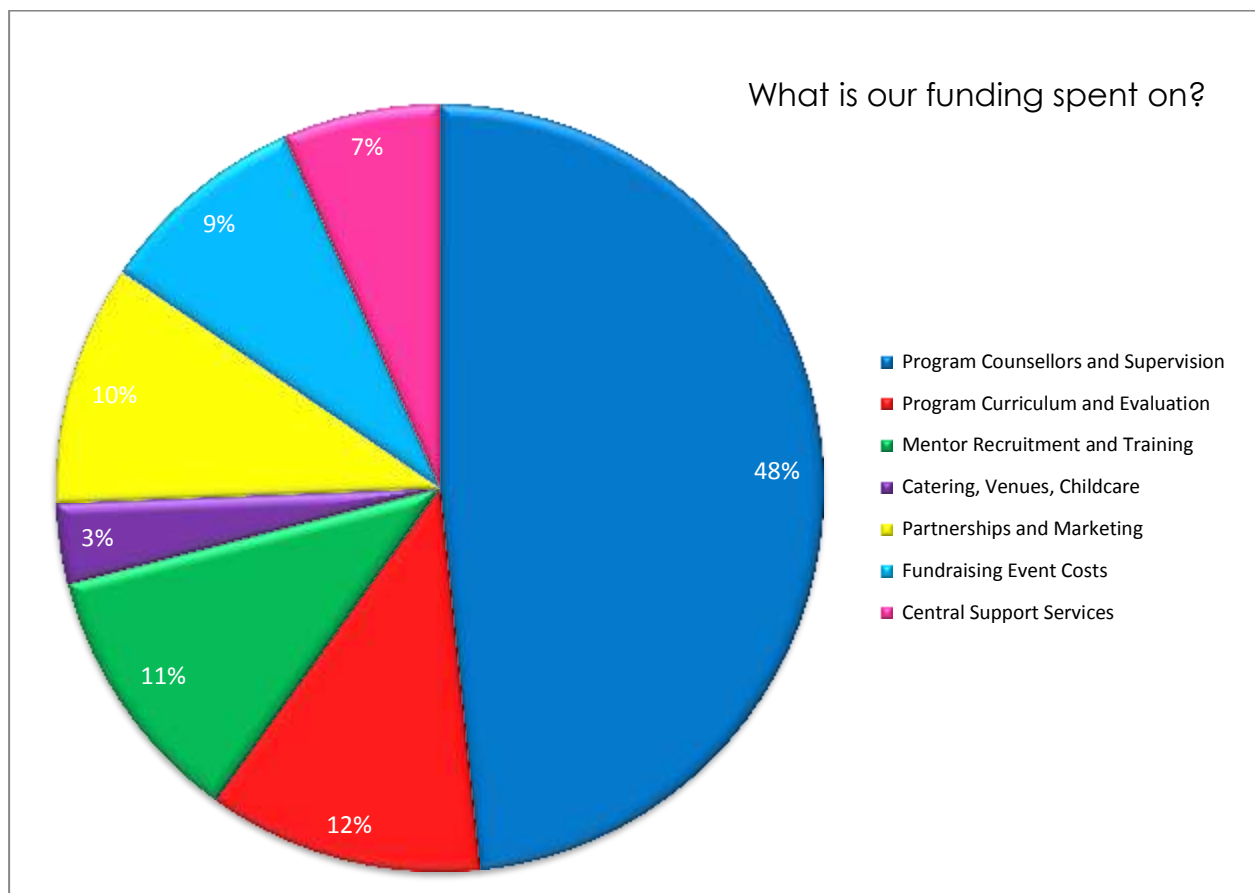
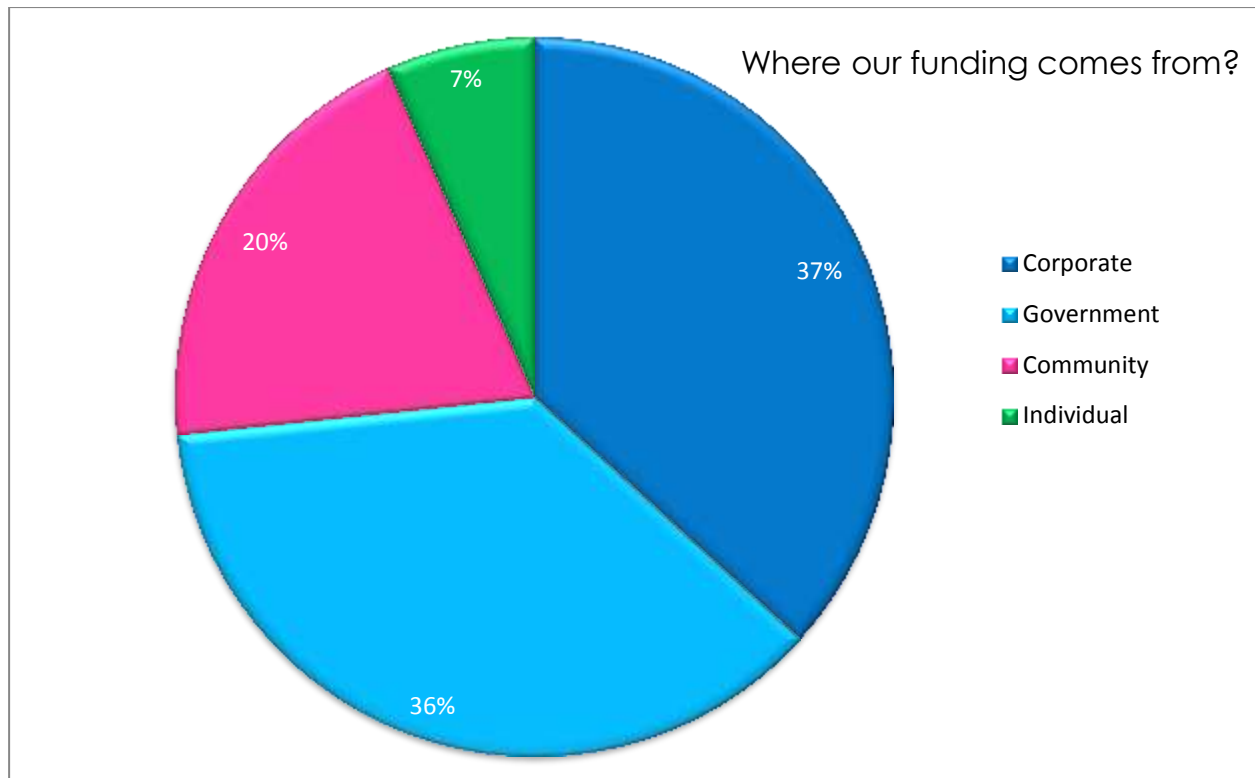
WENTWORTH

### Partners



### Supporters

## Funding





# Summary Audited Accounts

<b>RAISE FOUNDATION</b>		ABN 49 306 288 644					31 December 2015	
Audited Accounts Summary								
	<i>DRAFT</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>ACTUAL</i>
<b>INCOME</b>	<b>CY15</b>	<b>CY14</b>	<b>CY13</b>	<b>CY12</b>	<b>CY11</b>	<b>CY10</b>	<b>CY09</b>	<b>CY08</b>
Community - Donations	26,052	5,686		1,425			9,050	
Community - Events	192,686	95,746	131,169	52,708	39,861	31,255	7,591	1,894
Community - Grants	36,648	26,500	2,000	19,266	17,000	25,000	9,500	
Corporate - Donations	13,300	6,358		27,200	32,000			
Corporate - Grants	104,320	35,196	24,720					
Corporate - Partnerships	348,596	215,762	125,259	83,115	33,000	33,000		
Corporate - Workplace Giving	1,581	950	1,627					
Government - Grants	470,129	5,000	5,000	3,223		6,100	100	
Individual - Donations	85,587	89,407	29,833	18,780	16,739	21,260	28,790	2,026
Interest	215	136	109	80	92	125	46	2
Workshops	4,305	17,360	11,552	14,760	331		1,302	
<b>Total Income</b>	<b>1,283,419</b>	<b>498,102</b>	<b>331,268</b>	<b>220,557</b>	<b>139,023</b>	<b>116,740</b>	<b>56,379</b>	<b>3,922</b>
<b>EXPENSES</b>								
Amortisation		2,962	376	330	330	330	330	-
Bank Charges & Merchant Fees	1,299	921	934	837	879	413	830	11
Bills - Memberships	1,779	610	1,650	-	-	-	-	-
Catering	13,546	5,863	1,799	2,481	2,973	2,045	2,920	-
Childcare	22,126	8,023	6,110	3,666	2,848	2,532	1,601	-
Consult fees: Curriculum & Evaluation	16,871	12,000	12,000	13,000	13,643	8,000	-	-
Consult fees: Finance & Admin	61,079	29,593	20,640	19,865	5,155	4,300	-	-
Consult fees: Funding & Marketing	87,956	31,448	18,240	16,014	12,748	10,750	-	-
Consult fees: Mentor Recruit & Develop	17,208	12,654	9,284	12,248	20,696	17,500	-	-
Consult fees: Program Counsellors	415,500	151,778	120,358	74,473	49,149	26,130	9,632	-
Consult fees: Workshops Facilitators	-	3,341	-	-	1,080	-	-	-
Fundraising Event Costs	102,000	54,815	60,693	33,740	28,549	14,709	-	-
Guest Presenters	295	150	-	660	1,770	275	-	-
Insurance	1,985	1,975	1,972	1,984	2,030	1,898	2,263	-
Legal and Accounting - external	50	1,180	572	3,111	351	1,037	80	-
Marketing and PR	7,480	3,508	780	418	1,100	523	206	-
Mentor Expenses	2,567	1,649	2,957	2,141	3,494	1,939	-	-
Mentor Training	53,635	30,625	13,475	-	-	-	-	-
Office Equipment	3,539	1,778	4,856	2,161	794	1,313	1,181	-
Printing and Stationery	22,570	2,914	2,509	1,337	2,055	1,509	1,905	-
Rent	10,003	8,470	9,023	2,422	-	-	-	-
Staff Training and Welfare	9,250	3,879	1,763	5,284	444	1,770	97	-
TAFE Accreditation for Bump programs	21,400	-	-	-	-	-	-	-
Taxes	2,300	4,800	4,800	-	1,200	2,400	-	-
Telephone	4,990	2,756	2,275	1,850	1,817	885	-	-
Travel	35,617	11,268	4,063	2,745	1,043	668	-	-
Venues	3,425	2,015	1,222	466	636	436	672	-
Website and IT	10,533	762	1,502	325	1,240	743	433	-
Workshop Expenses (graduations)	19,894	17,050	15,902	12,576	9,283	5,969	773	-
<b>Total Expenses</b>	<b>948,897</b>	<b>408,787</b>	<b>319,755</b>	<b>214,134</b>	<b>165,307</b>	<b>108,074</b>	<b>22,923</b>	<b>11</b>
<b>NET PROFIT (LOSS)</b>	<b>334,522</b>	<b>89,315</b>	<b>11,513</b>	<b>6,423</b>	<b>- 26,284</b>	<b>8,666</b>	<b>33,456</b>	<b>3,911</b>
Acc surplus start	127,000	37,685	26,171	19,749	46,033	37,367	3,911	-
Acc surplus end	<b>461,522</b>	<b>127,000</b>	<b>37,685</b>	<b>26,171</b>	<b>19,749</b>	<b>46,033</b>	<b>37,367</b>	<b>3,911</b>
Number of Mentoring Matches pa	619	304	225	209	148	108	58	-
Mentoring Match Cost pa	1,533	1,345	1,421	1,025	1,117	1,001	395	-

\*Note that 2015 Audited Accounts will be available in mid 2016 as we operate to the calendar year



# Thank You

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

Join Raise Foundation's village via social networking and keep up to date with what's happening

