



Big Brothers Big Sisters of Australia **Annual Review 2016 – 17**



**Big Brothers Big Sisters
of Australia**

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Message from the Chairman

At a time when our young people are showing more at-risk factors than ever before, it has never been more important that Big Brothers Big Sisters Australia is there to support our schools and communities in responding to this increasing youth crisis.

We are seeing deteriorating literacy and numeracy standards, high youth unemployment, ice and other substance abuse, growing anxiety, depression and suicide rates. Early signs of disenfranchisement and disengagement from school and the community are the flags we need to identify and respond to – quickly. Once these issues manifest themselves as a crisis it's often too late. I am committed to early intervention programs and see first-hand the impact and seismic shift Big Brothers Big Sisters can create not only for an individual but for the wider community too.

The evidence is overwhelmingly clear: young people need at least one caring adult in their lives who makes them feel safe, valued and listened to.

Mentoring is not a “nice” to have, it can and is the answer for many young people.

This year Big Brothers Big Sisters focused on building our capacity to respond to the urgent and growing need to support Australia's young people. We started to develop the systems and tools required to increase the quality and availability of youth mentoring through: a new CRM platform, introduction of a National Evaluation Framework, as well as the development of a new sustainable funding strategy that will ensure Big Brothers Big Sisters Australia can continue to partner Australian communities.

I wish to thank all our individual donors, corporate and foundation partners who once again have shown their commitment to youth mentoring, and without whom many young people would simply be left behind.



Tim Cox,
Chairman
Big Brothers Big Sisters Australia



About Us

Big Brothers Big Sisters Australia has close to 40 years' experience providing long-term, one-to-one mentoring programs throughout the community, in schools and most recently online - to help change the course of young people's lives. By matching a vulnerable young person with an adult volunteer mentor, we provide a safe environment to help build their confidence, increase their resilience and open their minds to new possibilities, ultimately creating stronger individuals and communities.

What drives us

Big Brothers Big Sisters knows that youth have the potential to succeed despite vulnerability and adversity. Confident in this potential and the value of professionally supported mentoring relationships, we work with young people who face any number of challenges including not having the support of a positive adult role model.

What We Do

Big Brothers Big Sisters offers one-to-one mentoring programs throughout the community, in schools and online which meet the varied needs of vulnerable children from 7 to 17 years of age, their families and the broader community.

Serving as positive, adult role models, our volunteer mentors (Bigs) teach vulnerable young people (Littles) by example the importance of giving, and of giving back, of staying in school, and having respect for family, peers and the wider community.

By matching at-risk young people with a volunteer mentor, we are providing long-term stability, positive guidance and friendship. Our quality mentoring programs have been proven to increase school retention and engagement, and to

reduce the likelihood of substance abuse and the possibility of entering the justice system.

We make sure our programs work safely, effectively and efficiently by implementing:

- best practice recruitment and screening of mentors – including psychological testing.
- ongoing training of mentors.
- structured, ongoing supervision of all mentoring matches.
- documented standards, processes and policies.

How we are different

Big Brothers Big Sisters mentoring programs are proven to work and are different in a number of ways from many other mentoring organisations that support young people in need.

We provide long-term, one-to-one mentoring relationships with volunteer mentors who commit a minimum of 12 months. This gives young people a stable relationship they can rely on over a significant amount of time rather than just a 'one off' occasion, which does not yield the same results.

Big Brothers Big Sisters has stood the test of time all over the world. Bigs have been mentoring young people in need around the world for 110 years and across Australia we have close to 40 years' experience. Big Brothers Big Sisters Australia is one of 14 countries affiliated with Big Brothers Big Sisters International, the world's largest volunteer supported mentoring network.



Our Vision

For vulnerable young people in Australia to have the opportunity to unlock their potential, creating a brighter future for themselves and their community.

Our Purpose

To provide vulnerable young people with strong and enduring, professionally supported one-to-one mentoring relationships, that change lives for the better.

Strategic Focus Areas



Impact

Our success is defined by the outcomes we achieve for children and teenagers, the increased number of youth we impact through our program, and the lifelong success and community benefits that follow.



Sustain

We build a strong base across programs, technology, financial and human resources to enhance our ability to mentor more young people. We will focus on building the foundations for sustainable long-term impact.



Partner

We collaborate with like-minded organisations to increase our combined effectiveness in improving outcomes for Australia's youth.



Advocate

We will lead the discussion by being an active and vocal voice on youth mentoring and the proven life-long impact it creates for at-risk youth.

Our Impact



Young People's Participation

Total number of young people supported:

613

Community based [#]	In school	Online [^]	Total
202	388	9	599
14*			14
			613

[#] Including Young Achievers' Program, [^] Pilot phase

*Walk Beside Me program – Community Development Group Mentoring for Sudanese youth. In partnership with Blue Light Victoria.



Volunteer Mentor Participation

Total number of Volunteers engaged with Big Brothers Big Sisters

528

On average each volunteer supports

1.14

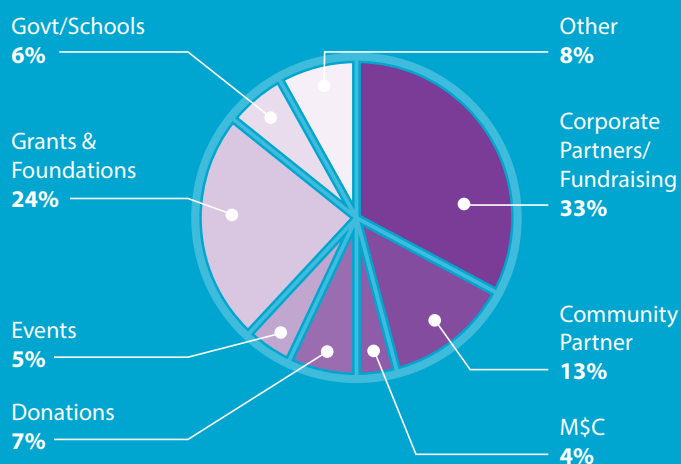
 matches

Volunteer Mentor Value

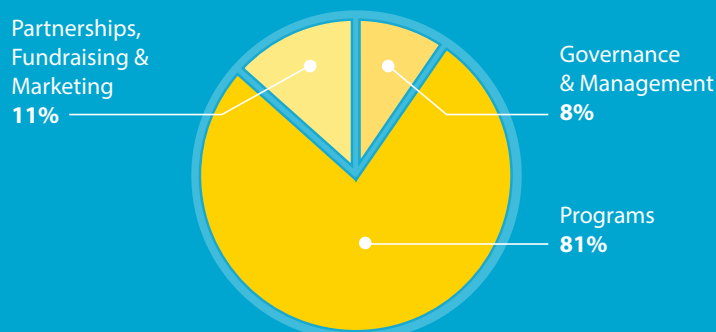
42,250hrs x \$24.14 =
\$1,019,915.00



Funding Mix



Expenditure



Our Impact

Why Youth Mentoring is critical

Suicide is the leading cause of death for young Australians aged ¹

15 – 24

1 in 10

young people are completely disengaged from education, employment and training ²

Mental ill health contributes to nearly

50%

of the burden of disease in young people ³

75%

of mental health problems occur before the age of 25 ³

1 in 3

young people are without adequate work (unemployed or underemployed) ⁴

In Australia, it costs on average

\$1,400 per day

to keep a young person in youth detention ⁵ vs.

\$1,500 for 12 mths

for Big Brothers Big Sisters to mentor one vulnerable young person

Source:

¹ Australian Bureau of Statistics (2015) Causes of Death

² Reeve, R., Marjolin, A., Muir, K., Powell, A., Hannigan, N., Ramia, I. and Etuk, L. (Eds.) Australia's Social Pulse. Centre for Social Impact: UNSW Australia, Sydney and UWA, Perth

³ Kessler, R.C., et al., Age of onset mental disorders: a review of recent literature. Current Opinion in Psychiatry, 2007. 20(4): p. 359-364.

Kessler, R.D., et al., Lifetime prevalence and age-of-onset distributions of DSM-IV disorders in the National Comorbidity Survey Replication. Archives of General Psychiatry, 2005. 62: p. 593-602.

⁴ Muir, K., Butler, R. and Powell, A. (2015) A whacking stick is not enough to get young people into work, The Conversation

⁵ (Productivity Commission, Report on Government Services 2017, Ch 17 Youth Justice Services)

Our Impact

Social return on Investment.

\$18:1

\$1 invested in mentoring by Big Brothers Big Sisters, returns \$18 to economically disadvantaged groups. ¹

\$23:1

\$1 invested in mentoring by Big Brothers Big Sisters returns \$23 to society. ¹

Big Brothers Big Sisters mentoring programs provide significant benefits to young people and the wider community.



96%

say they're happy ¹



92%

feel confident ¹



98%

believe they make good life choices ¹



81%

report financial literacy ¹



80%

pursue healthy lifestyles ¹



17%

more likely to be employed ¹



47%

hold senior leadership positions ¹



63%

have post-secondary education ¹



87%

have strong networks of family & friends ¹

Young people (Littles) who had a volunteer mentor (Big) in their life were:



46%

less likely to begin using illegal drugs ²



27%

less likely to begin using alcohol ²



52%

less likely to skip school ²



33%

less likely to use violence ²

Reference:

¹ Boston Consulting Group SROI Study Big Brothers Big Sisters Canada.

² Making a Difference: An Impact Study of Big Brothers Big Sisters.

Our model

We continue to offer a diverse range of mentoring models to deliver high quality, safe mentoring to vulnerable young people, in a range of locations, cost-effectively. This means we can offer the right mentoring experience for each young person.

Our mentoring models are:

- Community-Based
- In-School
- Online

In all cases, proven and internationally recognised quality standards protect the safety of the young person and the volunteer. All programs are monitored by qualified mentoring coordinators who support the match and adhere to best practice systems and processes.

Regular one-to-one mentoring builds overall wellbeing and trust between the volunteer mentor and the young person.



Community-Based Mentoring

Working with families and volunteers to provide one-to-one mentoring for young people in the community.

Through a commitment to creating strong local community partnerships, Big Brothers Big Sisters Australia enables holistic support by working with other service providers in the community e.g. police, schools, mental health and domestic violence agencies. Engaging local community businesses and volunteers increases this support of local young people.

Community-Based Mentoring locations include: Sydney, Northern Beaches (NSW), Adelaide, Brisbane, Melbourne, and Ballarat (Vic).



CASE STUDY

Erika (Little) and Maja (Big)

Erika's Big, Maja, says: "Erika used to be more anxious and was being bullied at school. Since our match Erika has won student awards, sung in front of all the students at assembly, her attendance at school has improved and the bullying has ceased."

Erika, 12, was referred to Big Brothers Big Sisters by a doctor at her health center. She was suffering from anxiety, ADHD and a blood disorder. Her mother, a single parent with no family in Australia knew Erika needed more support and said of Maja, "Erika has a special and amazing friend that is steady and caring. I was hoping for the right person and we got her!"

Erika is 12 and in Year 6. She says before she met Maja a year ago "...I felt lonely, sad, like I really couldn't be any emptier. I thought Big Brothers Big Sisters wouldn't make any difference but it smashed my expectations."

Erika and Maja visited the Sydney Laser Show together, they saw Aladdin and met the cast, but Erika's highlight of her time with Maja was when they "went for a de-stressing walk along the beach."

Maja says, "We enjoy spending time and hanging out. Just being ourselves. Sometimes having fun and other times being serious, talking about life and feelings. To me being a Big is about being a mentor, a friend and having fun along the way. Each time we meet I become more proud of her accomplishments, courage to be herself and follow her heart."

In-School Mentoring



Collaborating with schools to promote school engagement and wellbeing through mentoring.

BIG Futures responds to schools that have sought assistance with students' mental health and wellbeing or their needs relating to career or further education pathways.

While schools' expertise is in delivering the curriculum, extra-curricular mentoring is proving to be a great way to leverage the resources of the community with the structure and protection of the Big Brothers Big Sisters processes and policies.

The BIG Futures program is tailored to meet each school's particular needs. This flexibility means schools can run year-long mentoring with a focus on wellbeing as well as term-based mentoring with a focus on pathways for VCAL students.

Schools contribute financially in recognition of the importance of BIG Futures mentoring program to the success of their students and their school community.

What the teachers say...

The major change has been the increase in our students' confidence and sense of self-belief. Students seem to have developed a better sense of direction and focus to have matured as a result of the program.

- Con Lekakis
Senior VCAL teacher at Braybrook College

The adult relationship helps the students become more focused.

- Gretal Edwards
VCAL teacher at Footscray City College

Having older mentors encourages the students to be more proactive, particularly in regards to gaining work experience. They get a boost in confidence. It's of real benefit.

- Paul Spencer
Year 10 VCAL teacher at Braybrook College

Online e-Mentoring

Connecting Bigs and Littles online, wherever they are.

Our online e-mentoring program helps us widen the reach of mentoring around the country and provide mentoring support to young people currently not able to participate in our traditional mentoring models for reasons including location (regional / rural), long-term illness or disability.

With the continued support of the Walt Disney Company Australia and New Zealand, OurSpace uses digital technology to bridge the divide. Our bespoke online e-mentoring program connects vulnerable young people with mentors around the country, regardless of geographic location or other restrictions.

In 'pilot' phase during 2016-17, we have already seen powerful results and believe OurSpace has the potential to help Big Brothers Big Sisters reach the growing demand for mentoring across all communities in Australia.

CASE STUDY

Honor (Little) and Melissa (Big)

Honor, who lives in Western Australia where Big Brothers Big Sisters is not yet able to offer community-based or in-school mentoring, has Autism Spectrum Disorder (high functioning) and her single-mother has very little support since Honor's nanna passed away. Honor's interested in music, animation, art, popular culture, comedy, political satire, film and theatre, drawing, singing and writing... but Honor is also developing an interest in acting, but she's isolated which is why her mother reached out to Big Brothers Big Sisters to help her develop her communication skills through their mentoring programs.

Melissa, based in Victoria, was looking for a way to give back to the community while fitting in with her job that requires a lot of travel.

OurSpace was the answer. It has overcome the distance issue and lets Melissa be a great Big Sister for Honor no matter where she is.

For Honor, the match has been a huge benefit. "I don't have a very active social life. OurSpace is a very great site and I recommend it to other kids like me who find it hard to make friends."

Melissa also gets a lot out of the relationship: "Honor's much more focused than I am, but has issues with relationship building. She's now more confident in expressing herself and it's lovely that I can really pay attention to what she's saying and show her how much I care about what she has to say."

"Now when we log in, she's excited to immediately start telling me what she's been up to. She's more confident in expressing herself and much more open with how she's feeling and what she's excited by."

Honor says, "Now I talk more in that hour with Melissa than I do all week."



Young Achievers



Providing mentors for high achievers who need support.

The Young Achievers Program (YAP) provides support for students in years 10, 11, 12 and first year university who excel in an academic, sporting or artistic field but who may not reach their full potential due to limited adult professional networks.

Thanks to the major support of the Philip and Vivien Brass Foundation, young people are matched with mentors working in their field of interest and take part in workshops providing them with unique challenges and leadership opportunities.

Young Achievers Program supports young people by:

- **increasing self-esteem and life skills**
- **providing opportunities for new experiences and personal development**
- **developing leadership skills**
- **introducing educational, employment and training opportunities.**
- **broadening social networks**

CASE STUDY

Jodie, Cathy, Roma – Three generations of Young Achievers Program

Jodie was Cathy's mentor for two years from 2009 - the Young Achiever's Program's inaugural year.

Jodie has gone on to join the YAP Steering Committee and says "It's an excellent reminder that young people are passionate and motivated and capable and ambitious and, in many cases, determined to make the world a better place."

That's certainly true of Cathy, who has gone on to become a mentor to Roma. "Most of our outings are about relaxing, enriching or career-focused activities. It was a little surreal but very exciting to be able to introduce Roma to Voiceworks, the magazine and organisation Jodie introduced me to, that made such a difference in my life."

And Roma says, "Cathy has opened up so many opportunities for me, such as meeting people from her work, Voiceworks, which has allowed me a peek into the writing/publishing/editing world."

Having a mentor, out in the real world has made the possibilities and flexibility of life apparent to me, which has been extremely important during such an all-consuming year."





Walk Beside Me: Community-development group mentoring for Sudanese young people.

Walk Beside Me - South Sudanese Group Mentoring – City of Yarra

In partnership with Blue Light Victoria, Big Brothers Big Sisters Australia helped facilitate meaningful mentoring opportunities for the South Sudanese community within the City of Yarra.

Through forums, camps and capacity building training, South Sudanese community members were provided the opportunity to play an active role in the development of a Group Mentoring Program that would support young Sudanese aged between 8 -12 years of age.

Enthusiastic volunteer mentors were integral in participating in workshops, program visioning, planning and facilitation training to create a 12-month program suitable to the needs of the young people within the City of Yarra.

Weekly sessions are held with mentors and mentees participating in activities such as arts and crafts, cooking, board games and group work. And as a result, mentees have begun to develop stronger connections. By providing a safe environment, the young Sudanese mentees are building their confidence, self-esteem and resilience.

We are excited for what's to come with the program as community involvement grows and mentor/mentee relationships develop.

“I didn’t think I would be able to rockclimb, but I did it! It was really fun”

Mentee aged 12

“I like to think I am making a difference. Sometimes it’s hard to see it, but they come each week and want to stay longer. I think that’s a sign”

Mentor aged 30

Fundraising and Connecting

This year we have made it even easier for individuals, businesses and government to support us.

2016 Big Breakfast

Our annual flagship fundraising event, the BIG Breakfast was held at the MCG in the Members Dining Room.

This event was hosted by Natalie Hunter from Network 10 and was focused around BIG Futures, our In-School mentoring program.

Key presenters included our Ambassadors Sammy J and Dr. Michael Carr-Gregg as well as Vedran Drakulic, CEO of Gandel Philanthropy – who was a key supporter for our in-school mentoring program.

Dr. Michael Carr-Gregg talked about the need for resilience in youth and why mentoring is important. The event was a success with more than 300 senior executives and managers from SME businesses through to large corporates who attended the event.



Million \$ Challenge

The Million \$ Challenge is a cross-organisational Leadership and Entrepreneur Development Challenge for graduates.

In this 'learning by doing' experience, graduates from organisations across Australia compete against each other to run the most profitable mini-enterprise, with seed-funding from Big Brothers Big Sisters. All proceeds are returned to Big Brothers Big Sisters to fund life-changing mentoring programs.

The challenge provides participating graduates with a 10-week immersive and supportive 'real world' learning experience including facilitated development days, business mentoring, coaching and networking opportunities.



CASE STUDY

The Telstra team was inspired by the connection between mental wellbeing and quality mentoring.

Their idea was to produce and sell mental wellbeing kits, with a particular focus on corporate office workers as a 'target market'. The kits included meditation aids, mental health resource guides, chocolate and vouchers.

The Quenos team began with an idea to host a fun run and go as your 'favourite hero'. But when they struck a snag, they pivoted to make it a virtual Super Hero fun run enterprise instead, earning them the 'Innovation Award' for their effort.

The 'Telstra Armed Forces' team raised more than \$10,000 through four activities, including the 'Peak Your Passion' keynote speaker and networking event that was headlined by a panel of high profile CEOs and authors giving insights into peak performance. The team reached out to more than 200 suppliers, sponsors, venues and speakers.





Donors' Circle

The Big Brothers Big Sisters Start100 Donors' Circle aims to bring together more than 100 like-minded individuals in each state to support local vulnerable young people.

Each member in the Start100 Donor Circle commits to donating \$1,500 per year (or \$125 per month), enough to match one young person with a mentor and make a life-long impact.

Together, we can make a real impact.

Partners and Supporters

Big Brothers Big Sisters Patrons and Ambassadors

Anthony Howard QC (Chief Patron)

Philip Brass (Patron)

Dr. Bronwyn King

Dr. Michael Carr-Gregg

Greg Levine OAM

Sammy J

Principal Partners

The Walt Disney Company Australia and New Zealand

Major Partners

Gandel Philanthropic Management Ltd

Philip & Vivien Brass Charitable Foundation

Supporting Partners

Blue Light Victoria

Berg Family Foundation

Department of Education (South Australia)

Department of Health & Human Services (Victoria)

Elanor Investors Group

Fusion Graduate Consultancy

Grant Thornton Foundation

Helen MacPherson Smith Trust

Network 10

Nerium International Pty Ltd

PPB Advisory Foundation

UnLtd

Wheelton Philanthropy

Pro-bono Supporters

Act 3 (Craig Perrett)

Capgemini

Capture Point Media

Clayton Utz

Creswick Creative

DDB Melbourne

FairFax

Herbert Smith Freehills

Konica Minolta

Network 10 - Ten Gives

A special thanks to John Stilla for design and layout of this document.

How you can help

There are many ways for individuals and companies to show their support, including:



Donate

Contributions no matter how big or small provide a lifetime investment in a young person's future. You can donate online, join our Start100 Donors Circle, or make payments through a Workplace Giving program.



Volunteer

We are always seeking mentors and skilled volunteers that can help support our organisation.



Fundraise

You can introduce us to potential partners, enter teams in the Million \$ Challenge program, attend our annual BIG Breakfast event or propose your own fundraising ideas for us to review and approve.