

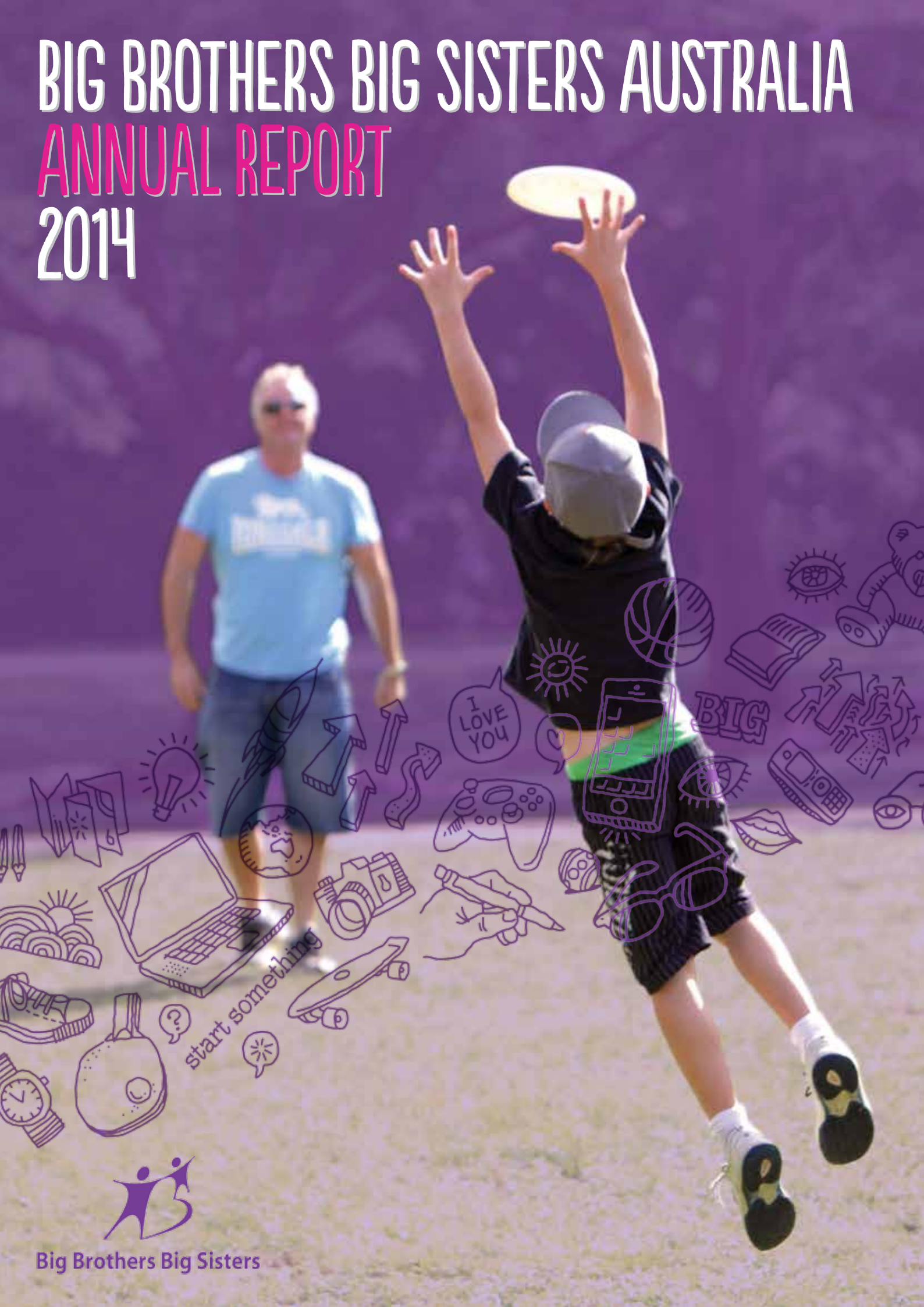
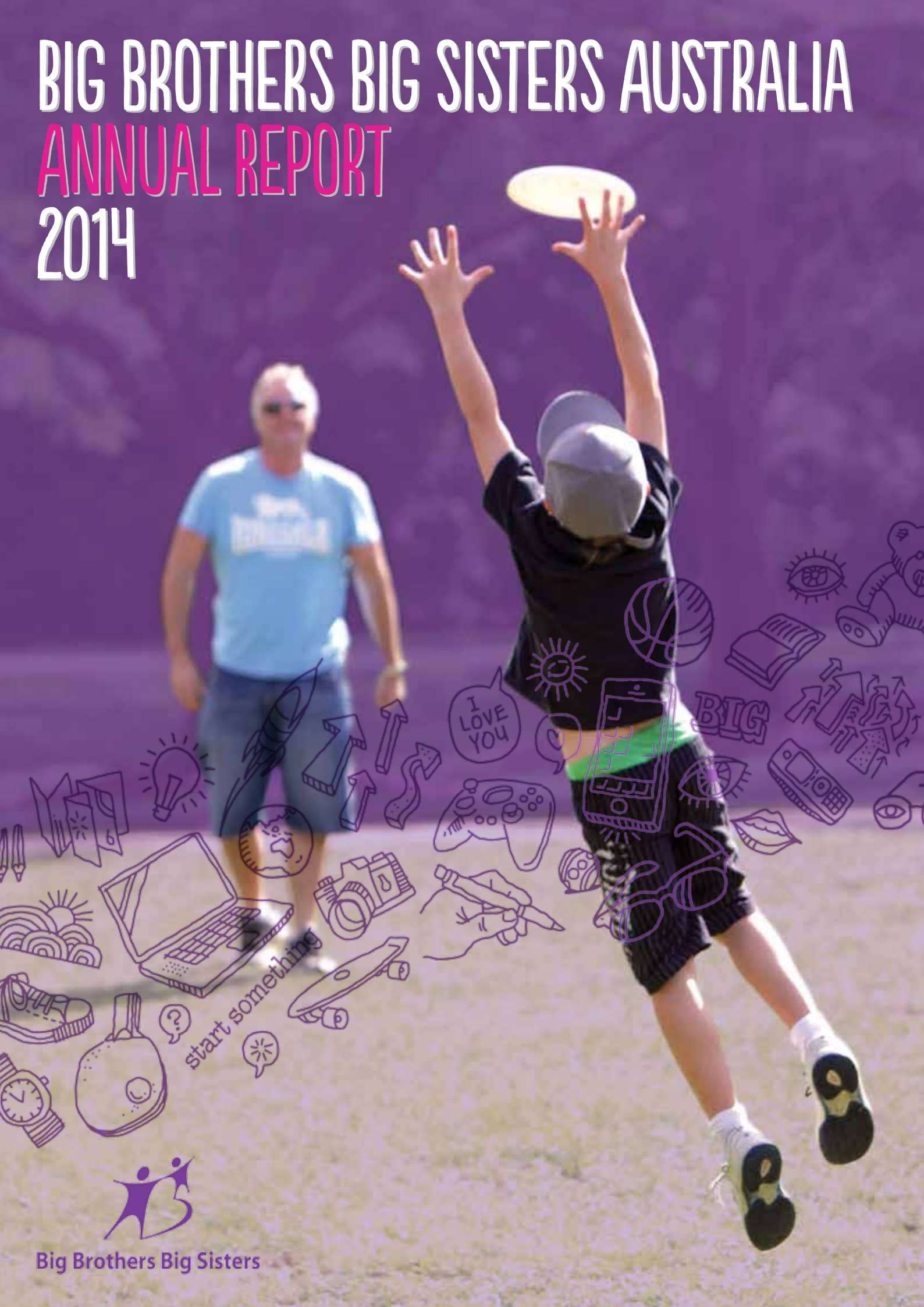
BIG BROTHERS BIG SISTERS AUSTRALIA

ANNUAL REPORT

2014

The image features a young person in mid-air, reaching up to catch a yellow frisbee. They are wearing a black t-shirt, dark shorts, white socks, and sneakers. In the background, a man in a light blue t-shirt and sunglasses stands watching. The entire scene is set against a blurred outdoor background. Overlaid on the bottom half of the image are numerous purple line-art icons representing various hobbies and interests, such as a basketball, video game controller, smartphone, camera, skateboard, laptop, rocket, lightbulb, sun, heart, speech bubble saying 'I LOVE YOU', book, arrows pointing up, glasses, mouth, eyes, and a hand holding a pencil.

Big Brothers Big Sisters



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Big Brothers Big Sisters

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ABOUT US

Our purpose is to build stronger Australian communities by unlocking the potential of vulnerable young people and building a brighter future for them.

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

Serving as role models, our volunteer mentors teach by example the importance of giving and giving back, of staying in school, and having respect for family, peers and the community.

By matching young people at risk with a volunteer mentor, we are providing long-term, stable, positive guidance and friendship. Our quality mentoring programs have been shown to keep young people in school, off drugs and alcohol and out of jail.

Internationally, Big Brothers Big Sisters is the world's largest donor and volunteer supported mentoring network.

We are turning the dream of a brighter future into reality.



POSITIVELY CHANGING THE COURSE
OF YOUNG LIVES IMPROVES THE
FUTURE OF COMMUNITIES.

4

The 2013-14 year saw the start of significant change for Big Brothers Big Sisters Australia while we continued the day-to-day business of vital mentoring services for 1,000 young people between the ages of 7 and 17.

We launched new branding around the Big Brothers Big Sisters international 'start something' message, explored and secured new funding sources, continued the process of board renewal and re-framed our agreements with state-based program delivery partners to achieve better outcomes for those being mentored.

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We know that our individual mentoring relationships have a hugely positive impact on the children (Littles), their volunteer mentors (Bigs) and the community.

The aim of our Start Something Strategy is to triple our positive impact on the community by 2017, increasing to 3,000 the number of children we reach.

- Diversify our range of mentoring programs, with a particular focus on growing two new programs:
 - BIG Futures – in-school mentoring
 - e-Mentoring – digital online mentoring
- Work directly with local communities to respond to young people's needs
- Diversify long-term, mutually beneficial funding partnerships and fundraiser relationships
- Review our business model to enable sustainable growth
- Lead and grow public awareness of how youth mentoring can transform communities
- Use technology to improve process efficiency



 Shelby Hanson

Sherilyn Hanson
Chief Executive Officer

THE MENTORING EFFECT

Positively changing the course of young lives improves the future of communities. By every measure, Big Brothers Big Sisters mentoring programs return positive results for participants in the areas of mental health, employment and community engagement.

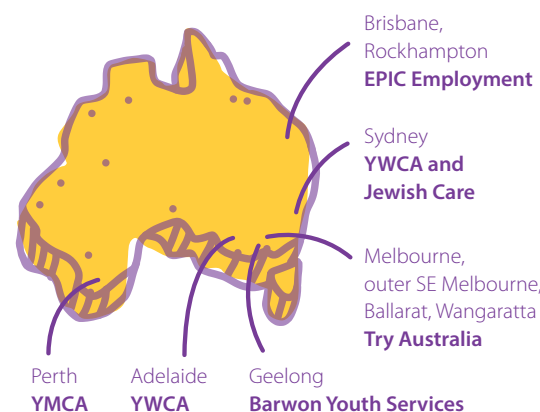
In April 2013, Boston Consulting Group conducted a major study into the social return on investment for Big Brothers Big Sisters Canada. The results, by inference, are compelling for the Australian environment:

18:1 social return on each invested dollar on a net present value basis

23:1 social return on each invested dollar on a net present value basis for the least economically advantaged segment

National network – Impact

Big Brothers Big Sisters mentoring programs across Australia were delivered on our behalf through program delivery partnerships with support from the national office:



Staff

35 EMPLOYEES

National office and program delivery partners.
Full-time equivalent.

Revenue

\$2.51 MILLION RAISED

Total funds – National office and program delivery partners.

Total number of young people supported

1153 LITTLES

Breakdown:	
Community based matches	591
In-school mentoring	125
Group mentoring	112
Activity days	325

Total number of Volunteers supported

1098 BIGS

Breakdown:	
New volunteers screened and trained	411
Volunteers supported (active & closed)	687

The Waitlists

608 LITTLES WAITING (68% BOYS)
572 BIGS WAITING (74% WOMEN)

Boys wait 6–12 months longer because not enough men apply to be mentors. Funding is needed to pay Big Brothers Big Sisters Mentoring Co-ordinators to screen and train volunteer mentors and supervise matches.

Growing Demand

Big Brothers Big Sisters programs nationally were unable to help more than 2,000 young people who needed mentoring in 2013-14 because we did not have resources in their location. We are addressing this gap through working with our program delivery partners and developing national programs, including an expansion of our In-school mentoring and launching an e-Mentoring model.

WE ARE ALL CONNECTED
IN THE GREAT CIRCLE OF LIFE.

Mufassa, The Lion King



OUR MENTORING MODEL

Big Brothers Big Sisters offers a range of one-to-one mentoring programs throughout the community, in school and soon online to meet the varied needs of volunteers, young people and their families.

The Big Brothers Big Sisters model is centred around the young person and their mentor.

We achieve outcomes through our innovative 'wrap around' service where four key pillars support the friendship between the Big and the Little:

- One-to-one connection between the young person and the volunteer mentor
- Long-term commitment by the young person, their family and the mentor
- Suite of accessible programs that suit both the young person and the volunteer to achieve outcomes
- Support from Big Brothers Big Sisters to recruit, screen, train and provide ongoing guidance to all mentors and their mentees.

Big Brothers Big Sisters is different in a number of ways from many other mentoring organisations. Bigs have been successfully mentoring vulnerable children around the world for 110 years and in Australia we have over 35 years' experience. Big Brothers Big Sisters Australia is one of 14 countries affiliated with Big Brothers Big Sisters International, giving us access to a global support network of governance, research and international best practice.



"JAMIE TAUGHT ME SELF-CONTROL...
AND TO BRUSH MY TEETH MORE!"

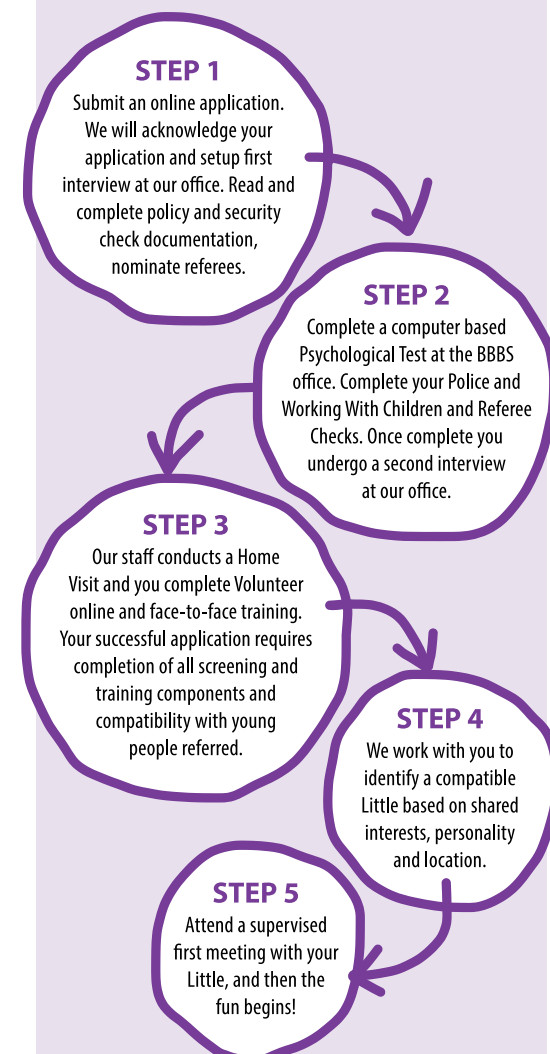
Ed, Little

The long-term nature of our one-to-one mentoring relationships provides stability that is critically important for the young people we support and we ask our volunteer mentors to commit for a minimum of 12 months

Our matching process

WHY DOES IT TAKE 2-4 MONTHS TO BECOME A VOLUNTEER?

Our internationally proven system, process and checks keep young people safe.



THE AVERAGE COST OF A MENTORING MATCH = \$1500

\$85
VOLUNTEER
RECRUITMENT

3 hours
Promotion and
Information Sessions

\$340
VOLUNTEER
SCREENING

12 hours
Inquiry
Assessment
1st & 2nd Interviews
Home Visits
Training
and Approval

\$210
VOLUNTEER
CHILD SAFETY
CHECKS

7 hours
Police check, WWC,
Psychological tests,
Staff Administration
and Review

\$500
SUPPORTING
THE MATCH

18 hours
(1.5 per month)
Phone and face-to-face
support and supervision
meetings between Big,
Little and support staff

\$55
MAKING
INTRODUCTIONS

2 hours
Initial meeting between
Big and Little

\$310
OPERATIONAL
COSTS

Liability Insurance, Facilities,
Communication, Activities



COMMUNITY-BASED MENTORING

Community Based Mentoring is the traditional Big Brothers Big Sisters mentoring relationship. It is all about one-to-one time spent between a volunteer mentor (Big) and a young person (Little) doing things they enjoy for one or two hours, a few times a month.

Matches last for at least 12 months but the average duration is three years, with many evolving into lifelong friendships.

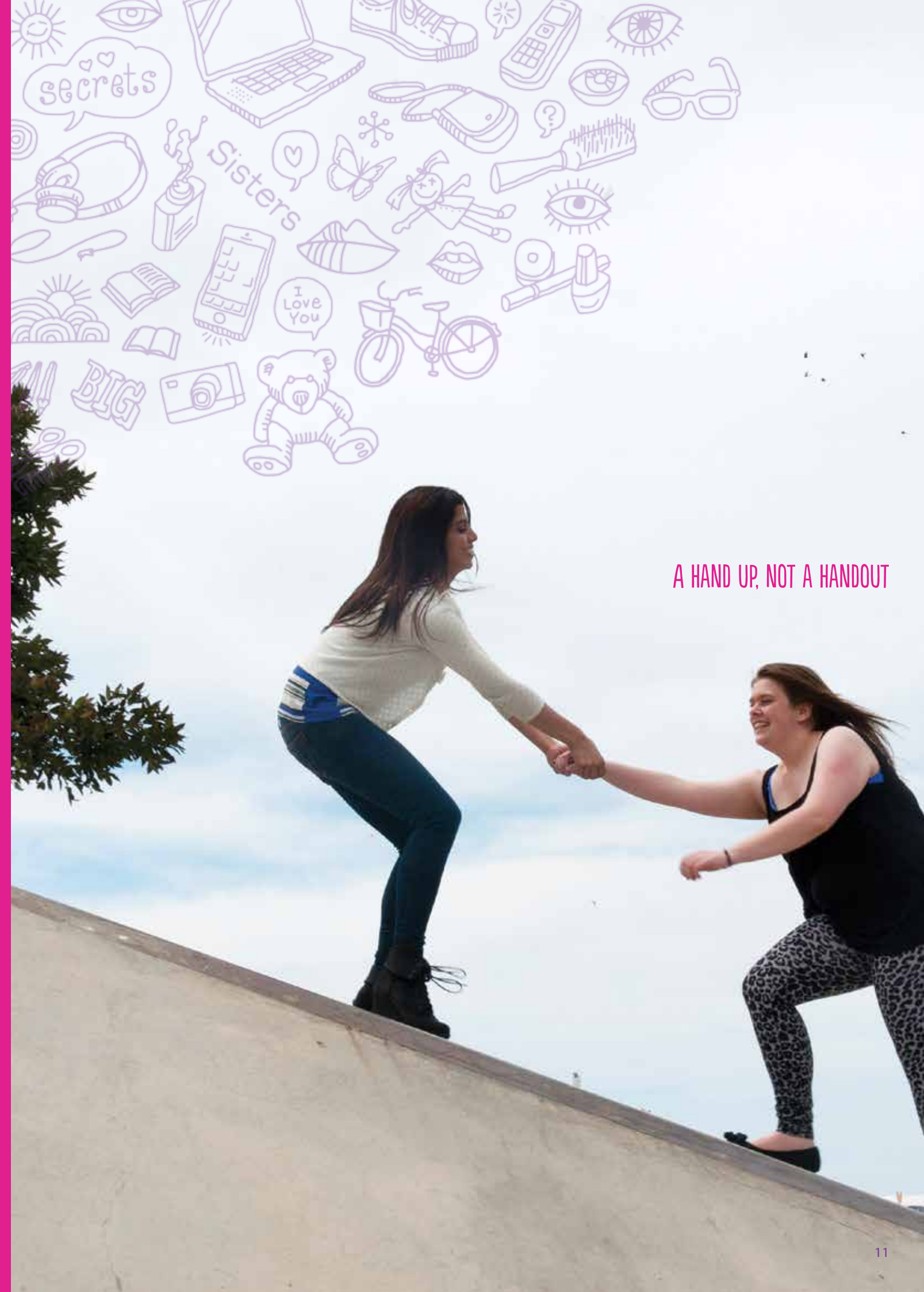
Research shows that after 18 months of spending time with their Big Brothers Big Sisters mentor, young people are less likely to begin using illegal drugs and alcohol, more likely to stay at school (increasing job prospects dramatically) and less likely to participate in criminal behaviours in adult life, all of which is of enormous benefit not only to the young person but also to the whole community.

"I WILL NEVER FORGET THE FIRST TIME I HEARD KATELYN SINGING JUST AFTER ONE OF HER FIRST OUTINGS WITH HER BIG SISTER ... IT WAS THE FIRST TIME SHE'D SUNG IN YEARS."



"The difference I've noticed in Katelyn is that she has stopped crying. She often cried because she missed her mum – she has been through such a lot of heartache for her young age and there was nothing I could do to help ease her pain but watch her cry. Katelyn, 14, has four older brothers and her crying soon changed the mood in the whole household. Big Brothers Big Sisters has not only has had a positive impact on Katelyn but also impacted the whole family, and we will always be grateful to her Big Sister, Leigh and the program for that."

Moses, father of Katelyn



A HAND UP, NOT A HANDOUT

BIG FUTURES, IN-SCHOOL MENTORING



Big, Cathy and Little, Paris

IN-SCHOOL MENTORING IS A GREAT OPPORTUNITY TO EXPAND THE REACH OF BIG BROTHERS BIG SISTERS' ONE-TO-ONE PROGRAM ACROSS AUSTRALIA.

BIG Futures, an exciting new national initiative, brings Big Brothers Big Sisters mentoring direct to schools.

This responds to a growing trend of health and wellbeing issues in school affecting children's learning and is a great opportunity to expand the reach of Big Brothers Big Sisters' one-to-one mentoring across Australia.

Taking a 'whole of community' approach, Big Brothers Big Sisters is collaborating with the Monash City Council and others to recruit, screen and train members of the community to pilot the program in seven large secondary colleges in the City of Monash. This pilot has been made possible by the generous support of Australian Unity and other committed local partners.

Mentors come from all sectors, including business, to work on a one-to-one basis with students who are not reaching their potential or would benefit from the support and encouragement of a caring adult.

BIG Futures is an 'early intervention' program targeting students in Years 7–9 when a young person is most vulnerable to disengaging from school. Mentors meet with their students in a school setting for an hour three times per month over a school year.

GEORGE & INNES



George and Innes share many interests, especially music. George is in Year 8 at Highvale Secondary College and is a fun, passionate, creative soul who often listens to music blaring through his earphones. He and Innes, a NAB business bank manager, chat about anything and everything and jam on their guitar and ukulele. Innes says "George is such a fun and passionate guy. He reminds me of the importance of being open minded and curious about things in life, something which gets lost in adult life. I hope I am a positive influence for George because he is certainly a positive influence on me."

Innes, Big

WITH ADDITIONAL SUPPORT, YOUNG PEOPLE CAN OVERCOME CHALLENGES AND MAKE THEIR ASPIRATIONS A REALITY.

YOUNG ACHIEVERS



Marita and Vanessa, 2013 Young Achievers Program

The Young Achievers Program targets young people studying in Years 10, 11, 12 and first year university who have limited adult support but are excelling either academically, or in a sporting or artistic field.

The program matches these young people with a mentor working in their field of interest. In addition to mentoring, young people also participate in targeted workshops, providing them with unique challenges and leadership opportunities.

The program has grown from 10 young people in its inaugural year of 2009, to 31 high achievers in 2014. Initiated by Big Brothers Big Sisters Patron, Philip Brass, the Young Achievers Program supports each young person by:

- increasing their self-esteem and life skills;
- providing opportunities for new experiences and personal development;
- broadening their social network through one-to-one mentoring and workshops;
- developing high level leadership skills; and
- linking them to educational, employment and training opportunities.

E-MENTORING

REACHING KIDS WHEREVER THEY LIVE

Too many children are excluded from mentoring because of where they live. Traditional mentoring models rely on Bigs and Littles being able to meet face-to-face but this is often difficult, particularly in regional areas, where travelling distances are a problem.

The new Big Brothers Big Sisters e-Mentoring program, under development, addresses this problem by providing a fun, interactive digital platform that will allow our Bigs and Littles to meet and engage safely, one-to-one, in the virtual world.

We look forward to launching our e-Mentoring platform early in 2015.

Like BIG Futures, e-Mentoring is a critical element in our plan to expand the Big Brothers Big Sisters program and reach more children in more locations.

BOLD AS BRASS



"Our idea for the Young Achievers Program was borne from the fact that, with additional support, young people can overcome their challenges and gain the break they need to make their aspirations a reality.

We had the opportunity to meet the participants at various times throughout the year and it was wonderful to gain a first-hand insight into the enthusiasm and personal growth for the group.

We look forward to the next five years for the Young Achievers Program and wish the past and present young people the very best for the future."

Philip and Vivian Brass

GO GIRLS! AND GAME ON!

Specifically designed for groups of 10 to 12 pre-teen girls and boys, the 5 to 7 week programs are led by volunteer mentors and engage girls or boys in fun activities while reflecting on issues such as participation in physical activities, healthy eating choices, self-image and relationships.



BIG ALUMNI

With the support of the Ian Potter Foundation, Big Brothers Big Sisters has launched its BIG Alumni program.

BIG Alumni is a program geared at connecting everyone, past and present, involved with Big Brothers Big Sisters from across Australia.

The program will enable Big Brothers Big Sisters to gather important data on program effectiveness and impact on participants over time. It is also a great way to celebrate the heroes of the program, the volunteer mentors, whose time and effort are critical to the outcomes we achieve.

There are many benefits to belonging. Alumni, whether they are currently a volunteer or were a Little Brother or Little Sister 20 years ago, can share stories and learn about events, contests, offers, and more through the BIG Alumni webpage and bimonthly e-newsletter.

KEEPING THE CONNECTIONS
ALIVE FOREVER

BigAlumni

A MENTOR'S PERSPECTIVE

"I met my Little when he was 11 and we've just celebrated his 18th birthday together. We've tackled some challenging and stressful issues together and I know he appreciates someone who listens without judgement. And I've learnt to value completely different perspectives on life. That's helped me professionally and as a parent whose kids will be adolescents one day."

Cam Stirling, (Big)



EVENTS

The Magic of Disney

With the support of The Walt Disney Company, 75 of our matches attended a matinee performance of the Lion King in Sydney.

This was an opportunity our Littles would never have dreamed of and the excitement in the air was palpable. Sitting in a group, the exclamations of joy could be heard throughout this wonderful show.

Thank you to Disney for this amazing experience for our Littles and Bigs.

Happy Birthday

This year we are proud to celebrate 10 years of Big Brothers Big Sisters in Geelong, Adelaide and Perth. Varied events were held for past Bigs, Littles and supporters, including a fabulous morning tea at Perth's Government House, a fun BIG Quiz night in Adelaide hosted by our Ambassador Sammy J and a giant birthday cake morning tea in Geelong.

National Youth Week

This year marked the 25th Anniversary of Youth Week. Big Brothers Big Sisters sites held events to celebrate this and to thank our fabulous volunteers for their tireless commitment and dedication to young people and the program overall.

Our program could not be as successful and rewarding as it is without our volunteers' ongoing passion, support and dedication.



A lucky Big and Little at Lion King – Sydney



BIG Quiz volunteers – Adelaide



Big Brothers Big Sisters Geelong – National Youth Week Event

FUNDRAISING



RAISING FUNDS IS VITAL IF WE ARE TO MENTOR THOSE CHILDREN CURRENTLY MISSING OUT.

AMANDA & JO

Amanda was a 16 year old young woman and a ward of the state whose home life had been unstable and unpredictable when she was matched with her Big Sister, Jo. That was 23 years ago and Jo is still there to help Amanda through life's ups and downs that include frequent trips to hospital; and Amanda is always a part of Jo's family Christmas, with presents for the kids. Jo recalls a happy memory of waking up one day not long after the birth of one of her children to find Amanda sitting beside her nursing the baby

"I don't know what I'd do without Jo. Big Brothers Big Sisters is the best thing that's happened to me."

Amanda (Little)



MILLION \$ CHALLENGE

The Million \$ Challenge is an entrepreneurial competition. Participating organisations put forward teams of employees to raise as much money as they can for the Australian Youth Mentoring Network and Big Brothers Big Sisters Australia. The aim is for all teams to raise a combined total of one million dollars.

The challenge gives teams of aspiring leaders, from graduates to senior employees, the task of turning \$1,500 seed funding into a profit of at least \$10,000 for the above charities over the course of six months.

Being a joint initiative between Big Brothers Big Sisters and the peak body, Australian Youth Mentoring Network, the Million \$ Challenge benefits mentoring in Australia generally as well as Big Brothers Big Sisters programs specifically.

By the end of the 2013–14 year, five teams had signed up to work on the challenge in this innovative collaboration between us and the business community. The aim is to grow this to 20 teams in 2014.

"The Million \$ Challenge provides an opportunity for people with different roles and from different locations in our business, who may not ordinarily work together. As a team, they explore their creativity and problem solving ability, knowing that their efforts to succeed will make a real difference to the lives of those who are supported by Big Brothers Big Sisters."

Stephen Purcell, CEO PPB Advisory

BIG BREAKFAST

In July 2013, the Richmond Football Club hosted our inaugural BIG Breakfast. A very encouraging 220 people attended the event that was compered by comedian and Big Brothers Big Sisters Ambassador Sammy J and Richmond FC mid-fielder and Big Brothers Big Sisters Australia Director, Daniel Jackson.

Speakers included Linda Dessau, Cameron Ling, Big Sister, Susan, and Little, Kayne, who shared their stories.

\$15,000 was raised and, importantly, connections were made that are already resulting in beneficial collaborations.

WORKPLACE GIVING

Big Brothers Big Sisters Australia has begun approaching organisations to establish opportunities for employees to direct a regular donation from their salaries. We expect to be able to better leverage this practice when our brand is better known in Australia over the course of the next few years.

"After working with Big Brothers Big Sisters for a week a few years ago I was immediately aware of the massive positive impact their work has on young people. I thought to myself that I had to help to bring that joy to many more young kids out there who so desperately need it."

Jason Butler (NAB) – workplace giver



SUPPORTERS

When you donate to Big Brothers Big Sisters, you join our cause and directly support children in your community. No matter how little or big the amount, donating can start making a difference in the lives of young people around you.

Corporate

Moss Capital
PPB Advisory

Corporate In-Kind

2Vue Imagery
Anderson Advisory
Business Writers & Design
Herbert Smith Freehills
Konica Minolta
KPMG
NAB
Saba
Ticketmaster

Trusts and Foundations

Austpac Foundation
Besen Family Foundation
Count Financial Foundation
Ian Potter Foundation
Judith Musgrave Foundation

Workplace Giving

Coca Cola Amatil
Fairfax Media
NAB

Major Donors

Anika McManus
Anthony Howard
David McEvoy
David Hackett
Diana Droog
Dino Farronato
Duncan Andrews
Edward Shann
Glenn Willis
Nerada M Tempest
Synergie Skin
Tim Cox

IT'S NOT JUST A DONATION. IT'S AN INVESTMENT
IN A CHILD'S FUTURE. YOU START SOMETHING BIG.



Hearing the kids speak about the program is incredible. It's clichéd to say it changes lives, but it really does. For most of them, it's the first time they've got someone they can really truly trust and rely on. They've got someone who's not judging them and someone who isn't really involved in their family life. You can reel off statistics about how it keeps them off the streets and out of jail, but on an emotional level, it's a really positive experience for everyone involved.

Sammy J, Comedian and Big Brothers
Big Sisters Australia Ambassador

STATEMENT OF ACTIVITIES

Big Brothers Big Sisters Australia Limited ACN 071 682 294 ABN 75071682294

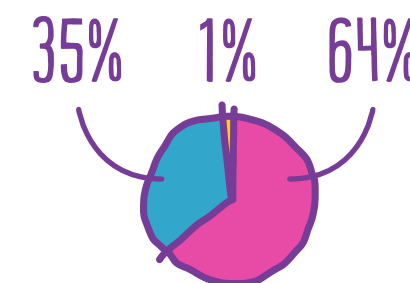
	2014 \$	2013 \$
Revenue	577,296	588,074
Employee expense	(404,452)	(308,593)
Depreciation and amortisation expense	(2,305)	(2,659)
Administration expenses	(216,057)	(202,549)
(Loss)/profit before tax	(45,518)	74,273
(Loss)/profit for the year	(45,518)	74,273
Other comprehensive income	–	–
Total comprehensive (loss)/income for the year	(45,518)	74,273

	2014 \$	2013 \$
Current Assets		
Cash and cash equivalents	242,109	270,050
Trade and other receivables	26,801	19,131
TOTAL CURRENT ASSETS	268,910	289,181
Non-Current Assets		
Property, plant and equipment	5,071	4,908
TOTAL NON-CURRENT ASSETS	5,071	4,908
TOTAL ASSETS	273,981	294,089

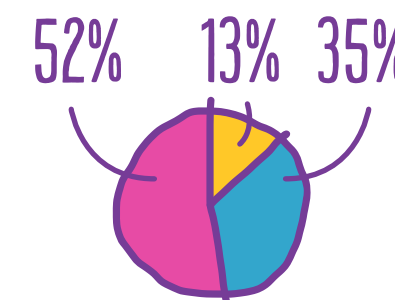
Current Liabilities		
Trade and other payables	48,300	33,719
Employee benefits	21,492	10,663
TOTAL CURRENT LIABILITIES	69,792	44,382
TOTAL LIABILITIES	69,792	44,382
NET ASSETS	204,189	249,707

Equity		
Retained earnings	204,189	249,707
TOTAL EQUITY	204,189	249,707

Funding Mix		
Corporate sponsorship	368,500	
Donations	203,471	
Other	5,325	



Distribution of Funds Raised		
Fundraising & Partnerships	82,749	
Governance & Shared Services	218,362	
Mentoring Program Services	321,712	





Big Brothers Big Sisters

You can donate via our website
<http://www.bigbrothersbigsisters.org.au/donate/>
or download the Big Brothers Big Sisters App
available at iTunes or Google Play