



## OUR PURPOSE

(why we do what we do)

Too many young Australians are at risk of disengagement and we know we can impact their wellbeing by connecting them with a Raise Mentor

## OUR VISION

(where we aspire to be)

Creating thriving communities through best practice mentoring programs that empower young people to become resilient, capable and connected

## OUR PERSONALITY

(how we behave)

Compassionate – cultivating relationships based on trust, kindness and sincerity  
 Honest – being dedicated to consistency, integrity and accountability  
 Innovative – using fresh approaches which facilitate exciting improvement  
 Respectful – supporting people to make their own positive choices and changes  
 Professional – providing high standards that are personal, responsive and flexible  
 Youthful – motivating people to flourish using positivity, fun and enjoyment

## OUR GOALS

(organisation and stakeholder requirements)

People Management	Program Management	Program Evaluation	Mentor Management	Partnership Development	Marketing and Communications	Operational Processes
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## OUR STRATEGIES

(how will we do it)

1. People – attract, develop, support and retain our high quality team
2. Programs - design and deliver evidence based mentoring programs for our mentees
3. Evaluation – comprehensive systems to prove and improve our impact and effectiveness
4. Mentors – attract, train, support and retain high quality volunteer mentors
5. Partnerships – generate required funding to operate our organisation
6. Marketing – market our brand to attract mentors, mentees, funding
7. Process – maintain processes for governance and operational efficiency

## OUR MEASURES AND TARGETS

(how we know we got there)

People Management	Program Satisfaction	Evaluation Process	Mentor Management	Financial Sustainability	Industry Recognition	Governance Reporting
90% retention rate of team or better, rating <7 on staff Job Happiness levels, 100% reviews complete	90% match retention rate, <90% mentees happy to be part of program and <90% would refer a friend	Reach statistically significant improvements on surveys, attendance rates, survey return rates	<30% mentor retention rate, <90% mentors happy to be part of program and <90% would refer a friend	20% increase in corporate partnerships, achieve fundraising target or better, 20% increase govt funding	Marketing analytics and measures, involvement in 3xConferences, 2xPresentations, 1xAward	Adhere to ACNC, ATO, ASIC requirements, maintain expenses on budget or better, annual audit