

STANDING TALL IN HAMILTON INC.

Annual Report

2022-2023



**Standing Tall in
Hamilton Inc.**

School-based Mentoring

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Hamilton Inc.**
School-based Mentoring

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ABOUT US

Standing Tall in Hamilton Inc. (STiH) is a registered Charity with the Australian Charities and Not-for-profits Commission (ACNC). STiH is an award-winning, not-for-profit, school-based mentoring program that works with students in grades 4 to 12 attending our partner schools.

STiH offers positive guidance, support, routine and encouragement to students to help them develop a healthy connection to school and take advantage of the opportunities that education provides.

We provide support via our school-based mentoring Program that offers education and activities targeted at disadvantaged young people to help them gain skills to succeed in life. Our goal is to build the resilience they need to break the cycle of disadvantage they are experiencing and give them an opportunity for a brighter future. We work in collaboration with local primary and secondary schools, and we are supported by many local community groups, businesses and philanthropists.

ORGANISATION VISION

To support students in need to fulfil their full potential, build their resilience, lead rich and rewarding lives and be valuable members of our community.

ORGANISATION MISSION

To recruit, screen and train mature and professional members of our community who are keen to provide support to students in need.

OUR PURPOSE

To support young people that:

- Believe they would benefit from the support of an adult mentor.
- Need relief from the impact of disadvantage, trauma etc.
- Are at risk of disengagement from their education and the community.
- Are lacking positive adult engagement or role model.
- Are suffering economic hardship, poverty, or live in a sub-optimal home environment.

We recruit, screen, train and match mentors to:

- Help students who are not coping with their schooling.
- Work with young people to help them enjoy their time at school.
- Reduce absenteeism by participants.
- Pass on valuable life skills and improve attitudes and respect.
- Build self-esteem through support and encouragement.
- Improve respect for themselves and others.
- Reduce the risk of early disengagement from education, whilst encouraging the continuation of educational pathways to further study or engagement in work.



ABOUT US ... continued.

VALUES & BEHAVIOURS

At STiH, we believe that our values and behaviours shape our organisational culture and drive our success in serving our community. Our team is guided by the following values and expected behaviors: Integrity, compassion, collaboration, excellence, empowerment, community focus, adaptability. By upholding these values and behaviours, our team creates a supportive and collaborative environment that enables us to make a meaningful difference in the lives of our program participants and the community we live and work within.

Integrity:	<ul style="list-style-type: none"> • Act with honesty, transparency, and accountability. • Uphold ethical standards and maintain confidentiality. • Demonstrate consistency between words and actions. 	Compassion:	<ul style="list-style-type: none"> • Show empathy and understanding towards individuals and their unique circumstances. • Treat everyone with respect, dignity, and fairness. • Foster an inclusive and supportive environment for all team members and program participants.
Collaboration:	<ul style="list-style-type: none"> • Embrace teamwork and actively contribute to a positive and cooperative work environment. • Communicate openly and honestly, valuing diverse perspectives and ideas. • Encourage knowledge sharing and support the professional growth of team members. 	Excellence:	<ul style="list-style-type: none"> • Strive for continuous improvement and innovation in our programs and services. • Set high standards of quality and deliver exceptional outcomes for our participants. • Take initiative, demonstrate a strong work ethic, and embrace challenges as opportunities for growth.
Empowerment:	<ul style="list-style-type: none"> • Empower individuals to reach their full potential through mentorship, guidance, and support. • Foster a culture of personal and professional development within the team. • Encourage autonomy, creativity, and independent thinking. 	Community Focus:	<ul style="list-style-type: none"> • Prioritise the needs of our community and work towards positive social impact. • Build strong relationships with our school partners, school communities, business, philanthropic, funding partners, community members, and other stakeholders. • Engage actively within our community and contribute to its improvement.
Adaptability:	<ul style="list-style-type: none"> • Embrace change and remain flexible in a dynamic and evolving environment. • Display resilience and proactively seek solutions to challenges. • Emphasise a growth mindset and continuously learn from experiences. 		



OUR TEAM

COMMITTEE OF MANAGEMENT 2022/23



Robert Vecchiet
President
Term: 2021 - 2023



Joan Lewis
Treasurer
Term: 2021 - 2023



Natalie Templeton
Secretary
Term: 2021 - 2023



Darrell Agnew
Committee Member
Term: 2022 - 2024



Frances O'Brien
Committee Member
Term: 2022 - 2024



Brian Jenkins
Committee Member
Term: 2023 - 2025



Elise Rhook
Committee Member
Term: 2021 - 2023



Doug Ward
Committee Member
Term: 2021 - 2023

PROGRAM STAFF 2022/23



Dee Barrera
Program Manager



Mel Fitzpatrick
Program Coordinator



Read more about our team on our website
www.standingtallhamilton.com.au/who-we-are/

PRESIDENT'S REPORT

It seems only yesterday that we had our last AGM and I was reporting back to our community about the rapid expansion of Standing Tall in Hamilton and the enthusiasm with which it has been embraced by our district schools.

Under the guidance of our Committee of Management (CoM) and with our manager Dee Barrera and co-ordinator Mel Fitzpatrick at the helm, our mentoring program has settled into every Hamilton school with new schools from the communities adjacent to Hamilton including Dunkeld, Cavendish, Balmoral and Penshurst coming on board.

After the excitement of achieving our DGR and charitable status last year, Standing Tall in Hamilton was further recognised in 2023 with the creator of the program, Jeanette Pritchard, being recognised with an Order of Australia on the King's Birthday weekend this year. This has coincided nicely with the 20 year celebration of the program for which, I am pleased to say, Jeanette has joined us.

There have been significant changes in the legal landscape surrounding programs involving working with young people, and I am pleased to say that Dee and Mel have worked diligently to ensure that Standing Tall in Hamilton and our wonderful mentors comply with all the new Child Safe guidelines that have been put in place of late.

Given that the object of the program is a desire to support our young people, it makes sense that we also ensure their safety and security along with their mentors while participating in Standing Tall by complying with all new legislation.

It has been a delight to see the level of support we receive from our extended community, including the level of participation and collaboration we experienced with the Standing Tall conference that was held earlier this year.

It was heartening to see the number of volunteers, supporters and agencies that came along to share in their desire to improve the outcomes for our young people.

We are a program that relies totally on philanthropic and community support, and I would like to thank everyone who contributes to the successful implementation of our mentoring program, including our wonderful partner schools. Whether you contribute funds, services, volunteer your time or give 'in kind' support; the program could not happen without you. At the risk of causing embarrassment I would also like to single out Judy and Rowly Paterson and the Handbury Foundation without whom we would no longer be operating.

To our CoM members Natalie Templeton, Frances O'Brien, Darrell Agnew, Joan Lewis and Brian Jenkins I would like to express my gratitude for your time, knowledge and expertise that has helped keep Standing Tall strong. To Elise Rhook and Doug Ward who were with the CoM until recently, a sincere thanks to you as well.

To Dee Barrera and Mel Fitzpatrick, who both go well beyond what is expected of them, I would also like to say thank you for your energy and dedication in providing mentors for the young people of Hamilton and district.

Our program continues to evolve and strengthen thanks to our community and I would like to close by wishing Standing Tall in Hamilton "Happy Twentieth Anniversary" and congratulations to Hamilton and district for helping it get to this point.

Robert Vecchiet
PRESIDENT



FINANCE REPORT

Treasurer's Report for Financial Year ending 30 June 2023



Opening Bank Balance 1/7/2022	\$138,076
Plus Income (cash and in-kind)	\$106,886
Less Expenses (cash and in-kind)	(\$142,845)
Closing Bank Balance 30/6/2023	\$102,117

A detailed Financial Report covering the period 1/7/22 to 30/6/23 is shown on pages 7 and 8 below.

This report highlights the efforts of all concerned in sourcing new funding to ensure Standing Tall in Hamilton Inc. can continue in the future.

With the expanded program now well underway, salaries will continue to be the major expense for the organisation. This cost allows for 48 hours per week of paid employment to manage and coordinate the program.

The increase to 13 active school partners in the program required the coverage of 2 part-time staff during school hours to ensure the mentoring sessions remain safe and successful.

The training involved to ensure mentors meet all the required safety and legal requirements is also a considerable cost.

A comparison of actual costs with the prior year highlights the costs of expanding the program to more schools in the district.

The committee has been encouraged by the increasing widespread support shown by the local community, especially during our biggest ever fundraiser to raise \$140,000 in 140 days (May 2022-September 2023).

In addition, gaining official registration as an Australian charity with the Australian Charities and Not-for-profits Commission (ACNC), allowing Deductible Gift Recipient (DGR) status, has encouraged further generous donations to be recognised as tax deductible for amounts of \$2 or above. This has greatly assisted in seeking future grants from charitable foundations as well as improving the ease of receiving both business and general community support.

Joan Lewis
TREASURER



FINANCE REPORT ... continued.

1 July 2022 to 30 June 2023

	Financial Year	
	2022/23	2021/22
Income (includes Cash and In-kind)	Actual	Actual
Community Donations (<\$800)	\$ 10,341	\$ 2,591
Sponsorship / Donations-		
-Platinum (\$25,000 +)		
Handbury Foundation		\$ 122,500
- Silver (\$5,000 - \$14,999)		
Iluka Resources Ltd		\$ 5,000
ACE Radio	\$ 10,000	\$ 5,000
Adsign		\$ 5,000
Finchetts Pty Ltd	\$ 5,000	
Ray and Joyce Uebergang Foundation	\$ 5,000	
Gwen and Edna Jones	\$ 7,000	
Handbury Foundation	\$ 10,000	
- Bronze (\$2,500 - \$4,999)		
Cogger Gurry Accountants	\$ 2,500	\$ 2,500
Westvic	\$ 2,500	\$ 2,500
SouthWest Community Foundation	\$ 3,000	
- General		
Hamilton Diesel	\$ 2,200	
Radleys of Hamilton	\$ 2,000	\$ 2,000
Rotary Club of Hamilton	\$ 2,000	\$ 2,000
The Wholistic GP	\$ 800	\$ 2,000
Presence	\$ 2,000	\$ 2,000
Groves Real Estate	\$ 2,000	
Western District Health Service	\$ 2,000	
Heather Ward	\$ 2,000	
Arboline Nursery	\$ 2,000	
Taylor Motors	\$ 2,000	
Uniting Church Argyle Shop		\$ 1,500
Findex	\$ 1,500	
Hamilton Rotaract	\$ 1,484	
Glenn Howell Optometrist		\$ 1,000
Max Murray Builders	\$ 1,000	
Combined Churches of Hamilton	\$ 1,000	
Natalie Templeton		\$ 415
Mattiske & Henderson		\$ 150
Grants, Government and Non Government -		
The Gall Family Foundation	\$ 10,000	\$ 10,000
VicHealth	\$ 9,856	
Wannon Water - Ripple Effect Grant	\$ 5,000	
Southern Grampians Shire Council - Greater Grants		\$ 2,500
William and Lindsay Brodie Foundation		\$ 2,000
The Handbury Foundation	\$ 2,000	
WDEA Works		\$ 2,916
Southwest Community Foundation		\$ 1,500
Uniforms sold	\$ 600	
Memberships	\$ 105	\$ 120
Total Cash & In-kind Income	106,886	\$ 175,192



FINANCE REPORT ... continued.

Expenses		
Administration/Bank fees	\$ 22	\$ 18
Advertising/Marketing	\$ 7,645	\$ 8,212
Commission MyCause Community Donations	\$ 140	
Employee Salaries and Oncosts include workcover	\$ 97,044	\$ 85,140
GST BAS Paid	\$ 1,225	
Insurances	\$ 3,096	\$ 3,670
Licences, Software, Web, Police checks	\$ 4,307	\$ 7,946
Mentoring consumables	\$ 2,719	\$ 520
Mentor Training	\$ 9,790	\$ 1,198
Office Lease	\$ 5,517	\$ 5,280
Office Supplies, Equipment & Repairs	\$ 1,270	\$ 5,601
Office Utilities	\$ 2,424	\$ 1,981
Professional Services	\$ 5,035	\$ 7,932
Uniforms and Socks Stocks to be on-sold	\$ 2,612	
Total Cash & In-kind Expenses	\$ 142,845	\$ 127,499
Opening Cash Balance 1st July	138,076	\$ 90,383
add Income less expenses 1 July -30 June	(35,959)	\$ 47,693
Closing Cash Balance 30th June	\$ 102,117	\$ 138,076

Schedule 1, Regulation 15, Form 1

Associations Incorporation Reform Act 2012 Sections 94 (2)(b), 97 (2)(b) and 100 (2)(b)

Annual statements give a true and fair view of financial performance and position of incorporated association.

We, Robert Vecchiet and Natalie Templeton, being members of the committee of Standing Tall in Hamilton Inc. certify that:

"The statements attached to this certificate give a true and fair view of the financial performance and position of the above-named association during and at the end of the financial year of the association ending 30 June 2023."

Signed:



Name: Robert Vecchiet

Position: President

Date: 1 November 2023

Signed: *Natalie Templeton*

Name: Natalie Templeton

Position: Secretary

Date: 1 November 2023



PROGRAM REPORT

It has been another wonderful year for our team at Standing Tall. We are proud that we have been able to deliver our impactful school-based mentoring program at 12 out of our 15 school partners in the Southern Grampians Shire, an increase from 9 active schools in the previous financial year.

We have worked closely with our school partners to strengthen our mentoring sessions within each school as we continued to grow our program, to ensure that every student in the Southern Grampians Shire who would like to have a mentor, can access one. We are grateful to all our school partners for believing in our work and ensuring that we have the support and resources needed within their school to make our sessions safe and effective for every student and their mentor.

In addition to the weekly school-based mentoring program, our team worked on multiple projects that strengthen our organisation, help build awareness of our work, strengthen our partnerships with key agencies, and help us raise much needed funds to deliver our program. In the 2022/23 financial year, we have achieved the following:

- Secured grant for a Microsoft 365 Business Premium account, to manage our files, and email accounts.
- Applied for and secured grants from The Southwest Community Foundation (community grant); Wannon Water (Ripple Effect grant); Wannon Water (Merchandise grant); VicHealth (Jumpstart grant).
- Increased engagement on social media – reaching 11,000 followers, up from 7000.
- Reviewed and implemented our new Child Safe Policy, Reportable Conduct Policy, and Code of Conduct.
- Hosted a fundraising campaign to raise \$140,000 in 140 days.
- Hosted first Annual Volunteer Mentors Conference.

Important numbers

The start of 2023 saw our highest rate of student referrals to date, with 30 referrals in term one alone. In addition, during 2022/23 there were:

- 55 volunteer mentors registered with Standing Tall.
- An additional 15 locals applied to be volunteer mentors.
- 52 students were matched with mentors, up from 32 in the last financial year.
- 378 mentoring sessions took place across our 12 active schools, up from 141 sessions across 9 schools in the last financial year.
- 655 volunteer hours, up from 550 in the last financial year.

Fundraiser – \$140,000 in 140 days.

In May 2022 we launched a campaign to raise \$140,000 in 140 days. We invited businesses, individuals, and philanthropic partners to make a donation to help us reach our goal and we were proud of the incredible amount of support from across our whole community.

As a small not-for-profit, we do not receive any government funding to operate, and rely on our community to get behind us to ensure the longevity of our important program.

Over the 140 days of the campaign, we saw businesses and schools host mini fundraisers for Standing Tall, and volunteers, individuals, community groups, businesses and philanthropic partners make direct donations into our account.

During this campaign we successfully raised \$142,000 in 140 days (May 2022 – September 2023). We have been encouraged by this support and grateful to everyone in our community for enabling us to continue our work supporting some of the most vulnerable students within our community.



PROGRAM REPORT

continued...

Vic Health Jumpstart Grant – Mentoring for confident futures: Get active, stay connected, thrive.

This project involved us curating and delivering opportunities for activities and workshops during mentoring sessions that promoted physical activity, healthy eating, and encouraged improved social connections. We did this by purchasing a variety of games and resources, and developed accompanying activity sheets with instructions that supported these outcomes to improve the students physical, emotional, mental wellbeing, and confidence. The most popular activities have been the cooking sessions, with students learning how to make simple meals like sushi, pancakes, and air-fryer cheeseburger tacos.

First Annual Volunteers Conference

In May 2023, we hosted the inaugural Volunteer Mentors Conference, bringing together volunteers from 5 different organisations to connect, learn the power of resilience, and leave feeling more empowered than ever before. The conference showcased the power of collaborations and their impact on communities. Our theme was Connected – Resilient – Empowered.

The Conference was part of our Empower Project, funded by the Southwest Community Foundation and Ripple Effect Community Grant from Wannon Water. In addition, we also received donations from the Ace Radio Network and Handbury Foundation for this conference, as well as in-kind support from The Wholistic GP and Western District Health Service. We are very grateful to these organisations for their generous support.

Our Conference was designed to show our volunteers that we value and appreciate all that they do, all the time and commitment that they give to the students in our Program. It was also an opportunity to connect with each other and with our team.

We had 4 wonderful and inspiring guest presenters, leaders in their field, who shared their expert insights and tips as they guided us throughout the day. Our line-up of speakers was handpicked to help us understand the value of connection, the power of resilience and leave feeling more empowered than ever before. Not only to help us look after ourselves, but to give us the capacity and confidence to be the best we can be for our students. Our speakers were - Annie Harvey - Keynote Speaker and resilience expert; Amy Rhodes - Beyond Blue Ambassador; Stu Willder - WDHS, Nurse Practitioner; and, Dr Greta Prozesky - The Wholistic GP.

54 people registered to attend our conference and on the day we had 56 in attendance, with positive feedback from all and encouragement to make this an annual event.

To all our mentors and students, a sincere thank you to each of you. You are the program, and we are so proud to be together with you throughout this rewarding journey.

We are grateful to the entire community of the Southern Grampians - this includes our sponsors, schools, and individuals, for always supporting Standing Tall and especially for having faith in our volunteers and our students.

A big thank you also to our Committee of Management for your guidance and support as we navigated our growing workload and new challenges. We are always grateful for the opportunity to be heard and trusted, especially with any of our new ideas to help keep the program front of mind in our community. We feel valued and respected, and we appreciate the positive working culture within our team.

Dee Barrera
PROGRAM MANAGER

and

Mel Fitzpatrick
PROGRAM COORDINATOR



OUR PHILANTHROPIC, BUSINESS, & COMMUNITY PARTNERS



The Handbury Foundation



Ace Radio
Iluka Resources
Finchetts
Ray & Joyce Uebergang Foundation
Gwen & Edna Jones Foundation
Gall Family Foundation
VicHealth



CoggerGurry
WestVic
SouthWest Community Foundation



Hamilton Diesel	Taylor Motors
Radleys of Hamilton	Uniting Church Argyle Shop
Rotary Club of Hamilton	Findex
The Wholistic GP	Hamilton Rotaract
Presence	Glenn Howell Optometrist
Groves Real Estate	Max Murray Builders
Western District Health Service	Combined Churches of Hamilton
Heather Ward	Toyworld Hamilton
Arboline Nursery	Java Jive Mobile Coffee Van



Brian Jenkins	Lauren Alexander-Shrive	Claire Wettenhall
Keith and Elizabeth Haines	Victoria Cooper	Rebecca Duncan
Mrs M C Willis	Edward Mackellar	George Fitzpatrick
Stewart Otton	Angus Mackellar	Maryanne Campbell
Carolyn Vankalken	Diane Kavanagh	Carol Anderson
Gwenda Riley	Jenny Poynton	Liz Cummins
Georgina Paton	Frank & Di Soulsby	Tanya Lambert
Vicky Yearwood	Robyn & Bob Cooper	Barry & Faye Arrons
Margy Stevenson	Anne Basel	Sophie Malek
Mary Ezard	Lise Lowe	Claire Hilsdon
Wendy Goodman	Fatimah Samee	Liz Beavis
Pauline Coates	Susan Brumby	
Lia Mailes	Angela Malek	
Jannie Ryan	GW & JM McErvale	
Heather & Colin Hilsdon	Meredith Dowling	
Fiona Musson	Vicki Allen	
Sonia Shaw	Glenys Aisbett	
Tania Stevens	Mrs M C Willis	



OUR SCHOOL PARTNERS



*Penshurst
Primary
School*



MENTORING IN ACTION



MENTORING IN ACTION



At Standing Tall in Hamilton Inc., we sincerely appreciate the ongoing support we receive from our philanthropic partners, foundations, corporations, associations, educational institutions, local churches, and individuals alike. Your kindness is actively contributing to our collective efforts in empowering our community and supporting our young people for years to come.



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