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Executive Summary

In the face of significant change over the last year, Kilfinan Australia continued to deliver on our excellent track record: our matches are top quality; we're adding significant value across both sides of the table; and those benefits are rippling out to charities and communities.

We asked our mentees about the long-term benefits they've experienced. Here's what they said:

97%	I am more proficient in leading my organisation.
93%	I am better positioned to achieve my professional goals.
97%	I have a deepened confidence in my abilities and skills.
100%	My organisation has benefitted as a result of my mentorship
93%	My organisation's community / cause has benefitted as a result of my mentorship.

Percentage of mentee respondents who "agreed" or "strongly agreed" with the statement

The outcomes are clear, but how does it happen?

The Kilfinan ripple effect begins with a strong connection, growing in incremental impact over time. Each leader is unique, working on what matters. Mentors are authentic and trusted counsellors, engaging with and resolving challenges. Leaders thrive. Organisations benefit. Communities reap the rewards.



My mentor was always open to talking, and I felt assured I could call her in times of need. She really listened, offered empathy and understanding, and often a fresh perspective, which helped me open up to different possibilities. I always felt encouraged and empowered by her.

I've been able to pause in difficult circumstances, contemplate our greater vision, and take time to act in a considered way that benefits our charitable objectives.

**Lyndi Smith, Kilfinan mentee
Mind with Heart Australia**

The Kilfinan Ripple Effect





Our Year in Numbers

460	long-term mentorships connected over the past eight years
422	charities supported across Australia
232	mentorships supported in FY22
78	new mentorships initiated in FY22
216	trusted volunteer mentors
261	event participants
4,430	hours donated by mentors
\$2.5M	in value contributed in FY22
\$8.6M	in value contributed over the past eight years



How the Ripple Begins: The Connection

The ripple effect begins with a strong connection. We approach each match with a genuine understanding of the challenges social purpose leaders face and the knowledge of the key levers for success.

Match Quality

To create a successful match, the relationship must begin with chemistry and trust. We find mentors with the knowledge, understanding, and EQ to support mentees in their aspirations.

94%	My mentor is available to me and prioritises our mentorship.
100%	My mentor and I have developed rapport and trust over time.
99%	My mentor and I communicate with each other well.
97%	My mentor understands my issues, challenges and goals.
93%	My mentor critically engages with my challenges, and goals.

Percentage of mentee respondents who "agreed" or "strongly agreed" with the statement

Engagement Quality

Kilfinan mentors are generous with their time, forming trusting relationships with their mentees that often sustain beyond the mentorship end.

67%

of mentors connect their mentees with their networks or with external resources



2 out of 3 mentors keep in touch with their mentees after completing the mentorship



What's surprising is how rich the relationship is and how readily we've been able to work together. Mentoring relationships can be stilted because the chemistry isn't there. It's a great skill to match the mentee and mentors. When you think about it, what would an ex-CEO of a mining company know about human services? How can I help?

It turns out I can help in many ways that I didn't realise before. Don't hold back. Lean in because it will surprise you how rich and rewarding it can be.

Vanessa Guthrie AO, Kilfinan Mentor



Gaining Momentum: Accelerated Learning and Increased Proficiency

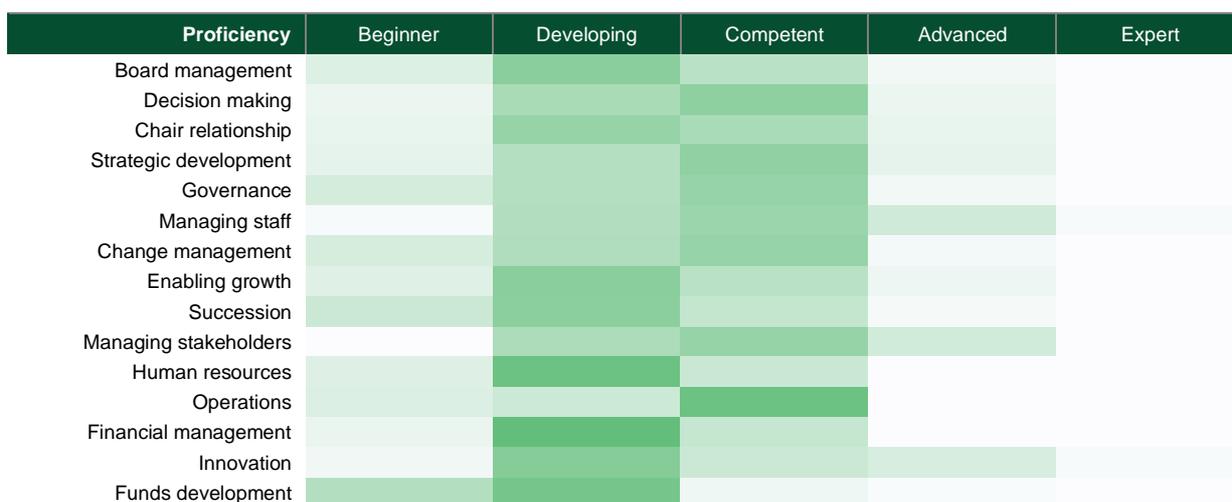
With the help of a trusted advisor, leaders are shaping their future by focusing on what matters most. Aside from Board management, there is no one issue that dominates across all leaders, illustrating the breadth of challenges unique to each leader and organisation.

Mentee Focus Areas

Prior to commencing their mentorship, we asked mentees to rate their proficiency in their nominated focus areas as a baseline for development. The same data was then collected at the annual evaluation checkpoint using the same methodology. What we found is that after at least one year of mentoring, mentees demonstrated improvement across all focus areas, *without exception*.

Baseline Proficiency

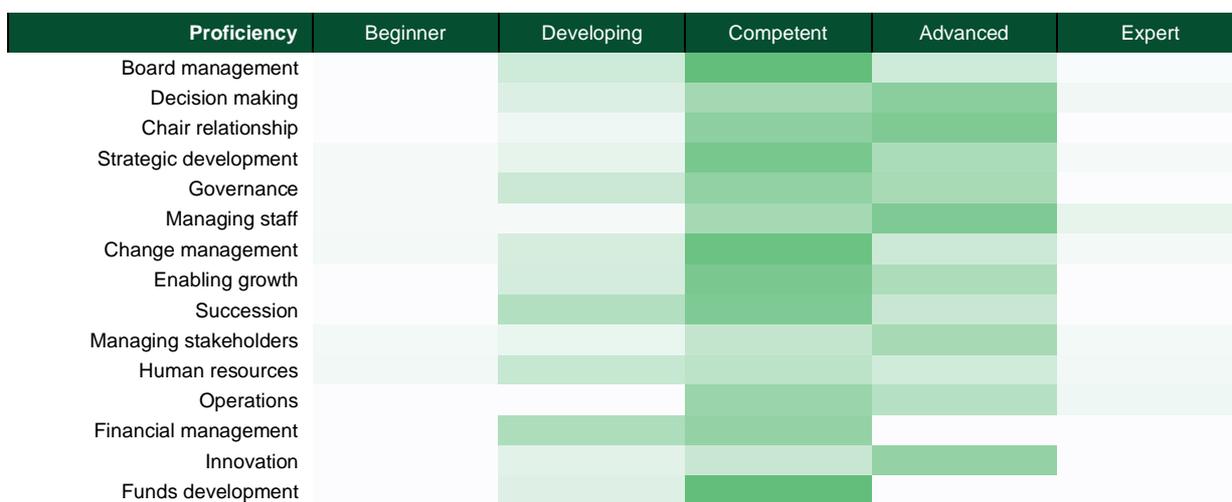
Measured In prior to mentoring



Evaluation response heat map (density of selected responses across each focus area)

Annual Evaluation Proficiency

Measured after at least one year of mentoring



Evaluation response heat map (density of selected responses across each focus area)



Building on Success: Enhanced Leadership Capacity and Confidence

When mentees were asked to rate their leadership capacity across nine distinct indicators, the outcomes were undeniable. Accelerated learning and skill development ripple out to enhance mentee leadership capacity and confidence.

Leadership Capacity

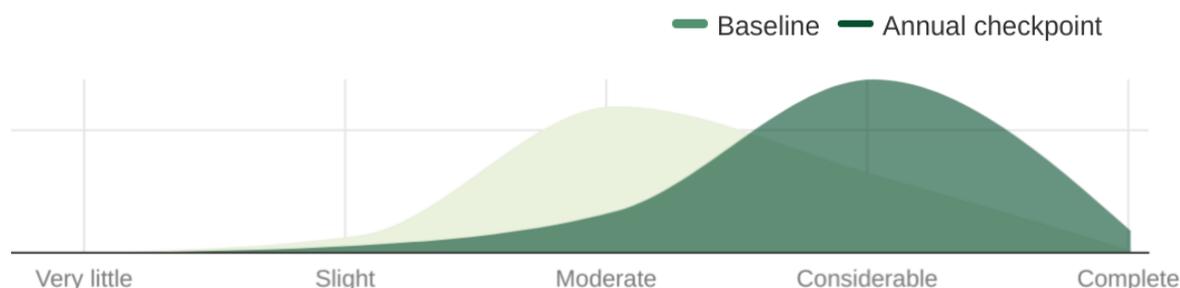
Over 90% of mentees reported increased knowledge of their direction and values as a leader, and an increased capacity for strategic thinking and vision.



Percentage of mentee respondents who "agreed" or "strongly agreed" with the statement

Role Confidence

Prior to commencing their mentorship, only 33% of mentees rate their role confidence as "considerable" or higher on average. After at least one year of mentoring, that number changes to 80%.



Comparison of baseline confidence levels to annual evaluation confidence levels



Driving Force: Purpose-led Mentors

Mentors witness their mentees growing and developing with their organisation. They are in an active role, and the issues discussed are substantive. Mentors are adding value and receiving value in kind.

Adding Value

- 86%** My mentee is growing and learning as a result of the mentorship.
- 88%** My mentee critically engages with my advice and counsel.
- 93%** My mentee brings substantive issues to the table.
- 97%** I have supported my mentee to solve problems and address challenges.
- 88%** I am adding value to my mentee's thinking and practice.

Percentage of mentor respondents who "agreed" or "strongly agreed" with the statement

Receiving Value

- 90%** I have grown and learned from the experience of mentoring.
- 83%** I have grown and learned from my mentee(s).
- 94%** I have adapted my mentoring approach in response to my mentee's needs and growth.
- 84%** I have increased knowledge and appreciation of social sector strengths and challenges.
- 94%** I enjoy the experience of mentoring.
- 78%** Mentoring improves my quality of life.

Percentage of mentor respondents who "agreed" or "strongly agreed" with the statement



I have now been paired with 6 mentees. For me, each has been a revelation – these leaders are exceptional people, each of them deeply skilled and competent in their field, driven by a deep commitment to their purpose.

They juggle endless demands and needs with always far too little in the way of resources. I have learnt so much from each of them and have considered it a gift to be involved in their lives and contribute by sharing experience and my networks, providing support and looking out for them (for all neglect their own well-being in the process!)

Being involved with Kilfinan has enriched my life immensely and if I have, in any small way, been able to help these leaders grow and fulfil their mission, it has been a privilege to do so.

Nora Scheinkestel, Kilfinan Mentor



Sustained Energy: Benefits to organisations and communities

Overall, 100% of mentees surveyed agree that their organisation has benefited from the mentorship, and 93% agree their organisation's community or cause has also benefited.

So, what does that look like in practice?

Effective teams	95% of mentees were able to positively influence team and work culture.
More services	Two-thirds of mentee organisations have increased their service delivery capacity or introduced new services to their beneficiaries.
Efficient execution	Over half of mentee organisations have been able to streamline their systems and processes, increasing efficiency.
Enhanced outcomes	70% of mentees report improved outcomes from their organisation's programs/services.
Improved governance	Three-quarters of mentees report that the Board has increased engagement and/or investment
Reduced risk	Two-thirds of CEOs report having avoided making costly mistakes.
Long-term viability	Over half have developed new funding strategies to address the organisation's sustainability.
Better together	60% of organisations have established new strategic partnerships or collaborations.



My mentor is providing me with knowledge and coaching in an area I know little about – Australian politics.

His advice has been instrumental in aiding me to lead 20 charities to advocate and lobby the NSW government to extend state care from 18 years old to 21 years for youth in foster and residential care.

When we secure this reform, it will have a profound impact with 300 fewer youth becoming homeless each year in NSW and a further 300 avoiding teenage pregnancies, unemployment and incarcerations.

**Jason Juretic, CEO
Stepping Stone House**