Mentorship and Loneliness

Final Project report
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Reviewed and approved by:

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Chief Executive Office

Contents

"The delicate balance of mentoring someone is not creating them in your own image but giving them the opportunity to create themselves."

1. Mentoring Men

Mentoring Men is a registered Australian charity providing free long-term one-to-one life mentoring for men going through challenges or changes in their lives. We focus on a proactive approach, engaging with men who need help before they spiral into crisis.

1.1   Our Mission and Vision

Our mission is to support men in their life journey.
Our vision is that no man walks alone.

1.2   What we do

Our core activity is facilitating one-to-one life mentoring between appropriately selected and professionally train volunteer mentors and suitable applicants in need of mentorship support.

In addition to our core activity, we work to support our community by hosting and facilitating other activities to encourage social connections between men. These include men's walk and talk events, men's breakfasts, forums, peer support groups, webinars and interactive workshops.

2.   Purpose of this report

The purpose of the report is to evaluate the effectiveness of the one-to-one mentorship program offered by Mentoring Men as a strategy for reducing loneliness. The report aims to assess the impact of the mentorship program on individuals' experiences of loneliness, gather data on the prevalence of loneliness among participants, and provide insights into the relationship between mentorship and loneliness.

3.   Executive Summary

3.1   Understanding Loneliness and Mentorship

Loneliness

Loneliness is a subjective emotional state arising from perceived inadequacies in interpersonal relationships. It has widespread adverse effects on mental, physical, and social well-being. Despite societal stigma, loneliness is a prevalent issue, especially among men, impacting mental health and potentially leading to severe consequences such as suicidal thoughts.

Mentorship and Its Role: Mentorship is the development of another person (the mentee) using care, knowledge, and effort to prepare or support the mentee to prosper.

Mentoring Men operates a mentorship program aiming to address to support men in their life journey. Their approach involves comprehensive training for mentors, rigorous recruitment, careful mentor-mentee matching, and ongoing support.

Implementation Strategy: The project's scope was to assess the effectiveness of Mentoring Men's mentorship program in reducing loneliness. Key goals included data gathering on participants levels of loneliness, upskilling mentors, empowering communities, and evaluating program impact.

3.2   What did we find?

- 28% of the participants were unemployed. Two thirds of those unemployed participants were mentees, indicating a potential link between unemployment and loneliness.
- Loneliness rates were similar across diverse cultural identities, emphasizing the universal nature of social isolation.
- Longitudinal data indicated a positive trend, with 68% of respondents who were lonely prior to the mentoring relationship showing a decrease in loneliness scores over time, highlighting the potential effectiveness of mentorship.
- Insights from Arabic-speaking and Lived Experience Men's Groups indicated a significant reduction in overall loneliness among participants,
- Participants found the loneliness questions relevant and helpful, despite some discomfort, suggesting increased awareness and self-reflection.

3.3   Evaluation

The Mentoring Men program demonstrates promising results in reducing loneliness, particularly through mentorship. The integration of diverse perspectives, ongoing self-assessment, and community engagement contribute to its effectiveness. These findings support the importance of mentorship in combatting loneliness and fostering mental well-being within diverse communities.

3.5. Recommendations for sustainability:

Mentoring Men continues to collect data on loneliness to measure the impact of its initiatives. They found four areas where they can scale and sustain their efforts.

Streamline the data collection and analysis process:
Streamlined demographic and program-impact data collection methods to simplify the analysis phase and enable meaningful comparisons across different periods and participant groups.

Increase participant engagement with the survey process:
Increase survey response rates after the intake process. Consistent reporting practices Engaging participants in the reporting process and emphasizing its importance will contribute to efficient data collection and analysis.

Develop specific programs to combat loneliness:
Mentoring Men can collaborate with social skills-oriented groups, engage in specific mentoring relationships, and conduct a strategic marketing effort to combat loneliness. Educating mentors on combating isolation, inclusion, and companionship can enhance their programs.

4.   Background

4.1   Loneliness

Loneliness is an emotion that does not necessarily arise from being alone. Even when significantly isolated, someone can feel content and peaceful with one's level of human connection. On the other hand, a person can feel disconnected from others even when people surround them. Loneliness is generally considered a negative feeling that occurs when someone's perception of their interpersonal relationships fails to meet their desired level of quantity or quality. It is an entirely subjective experience that depends on the individual's perception of their interpersonal relationships.

4.2   Why is loneliness important to study?

Loneliness is a widespread issue that can have detrimental effects on an individual's mental and physical well-being, as well as their social relationships.

According to a literature review by Heinrich and Gullone (2006), loneliness is linked with a range of difficulties, including low self-esteem, poor social competence, and lower-quality social interactions. It can also lead to mental health problems such as anxiety, depression, and even suicidal behaviour. Loneliness can also have physical health consequences, including weaker immune and cardiovascular functioning, sleep deficiencies, and symptoms like fatigue, headaches, and eating or sleep disturbances. Additionally, some people who experience loneliness may turn to problematic behaviours like alcohol or drug abuse. Heinrich and Gullone (2006) concluded that chronic loneliness can significantly impact a person's psychosocial functioning, mental health, and physical health.

Men may be more hesitant to admit to loneliness due to perceived social stigma (Borys & Perlman, 1985). However, a recent large-scale study on loneliness across culture, age, and gender with over 46000 responses found that young men reported higher levels of loneliness (Barreto et al., 2021). Loneliness has been found to be significantly associated with suicidal thoughts (McClelland et al. 2021). Despite making up more than three-quarters of deaths by suicide in Australia, a quarter of men say they would not seek help from anyone for mental health concerns, according to research released by the Australian Institute of Family Studies (2020)

By learning more about the causes and consequences of loneliness, we can develop effective interventions and strategies to help those struggling with it. Additionally, it is essential to reduce the social stigma associated with admitting

to feeling lonely, particularly among those who may be more hesitant to seek help, such as men. By normalising discussions surrounding loneliness and mental health, we can create a more supportive and understanding society where individuals feel empowered to seek help and support.

4.3   What is Mentorship?

A *mentorship* can be defined as a developmental, caring, and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge, and skills and responds to critical needs in the life of that person in ways that prepare the individual for greater productivity or achievement in the future. (Shea, 1994, p. 13)

At its essence is the development of another person (the mentor) using care, knowledge, and effort to prepare or support the mentor to prosper.

4.4.   Mentoring Men and Mentorship

Mentoring Men works in three distinct and vital areas to facilitate effective mentorship for men facing struggles and challenges.

Program applicants are assessed for their suitability. Both the mentees and the volunteer mentors undergo training to support a fruitful mentoring relationship.

We initiate the mentoring journey to appropriately match mentors to mentees through established criteria.

We provide ongoing support to each mentoring relationship, encouraging and guiding a satisfactory mentoring experience for each party.

4.4.1 Embedding Lived Experience.

We Engage in Meaningful Collaboration:
To augment our offering, Mentoring Men actively seeks to involve individuals, family members, carers, and partner organisations with a variety of lived experiences. This enables us to collaborate and consult to improve our implementation processes and project planning.

We Conduct Stakeholder Surveys and Interviews:
Our quarterly check-in process is specifically designed for the mentoring community members with lived experience to have an outlet to share their insights, perspectives, and suggestions regarding the service delivery of Mentoring

Men. When issues are raised, we actively seek to interview and consult on matters to learn more about how we can innovate in response to the needs of mentors and mentees.

Our team has Lived Experience:
Our team members bring with them a broad range of Lived Experiences. Some of us live or have lived with mental health challenges such as depression, anxiety, and post-traumatic stress disorder. While small, our team represents diverse cultures and sexualities.

Training and Capacity Building:
Our team regularly undergoes a variety of training to raise skill levels and awareness on topics such as cultural and gender diversity to better understand and communicate respectfully with those from a lived experience background. All our team members are qualified in Mental Health First Aid and have undertaken training in suicide prevention. We pride ourselves on being trauma informed. This training enables respectful communication and collaboration with individuals who have lived experience.

Evaluate and Iterate:
We regularly assess the effectiveness of our strategies for incorporating the voices of people with lived experience. We are willing to adapt and iterate based on feedback and evolving needs.

4.4.2 Recruitment and Selection

Mentoring Men recruits men who wish to volunteer to be a mentor and support another man on his life journey.

Mentors

A man must be aged 18 or older and be deemed suitable after an intake assessment to undertake mentor training. A suitable mentor training candidate will have an adequate balance of;

- *Lived experiences of challenges they have successfully overcome,*
- *Communication skills and the ability to create a safe space for vulnerability and trust between him and his mentor.*
- *A compassion and desire to help others grow and prosper.*
- *The ability to listen with empathy and without judgment.*

Men deemed suitable are invited to complete an online self-paced learning package followed by a professionally facilitated Mentor Foundation Training workshop. During this practical training, the facilitator further assesses men's capacity to support men in need.

Those deemed suitable undergo reference and criminal history checks, and a final suitability assessment is made.

Mentor Training

Mentoring Men adopts a hybrid approach for our training.

1. In the first instance, each participant is enrolled in our e-learning platform, where learners become familiar with background information about mentoring as well as explore essential communication skills to highlight how to ask good questions, practice deep and respectful listening skills and the importance of unconditional positive regard for their mentor.
2. The next step is to join with similar new mentors in a one-day professionally facilitated online (or in-person) group workshop. We create a welcoming and safe environment to enable mentors to connect with others in discussions, share lived Experiences, and role-play to hone the skills required for positive mentorship.

Mentors

Mentoring Men encourages men seeking mentorship to come forward and talk to our team about their needs. These men undergo a similar but different intake assessment.

A man must be aged 18 or older to participate in our program. A suitable mentee candidate will have an adequate balance of

- *The motivation and willingness to participate in the program and work on the issues they are facing.*
- *The ability to articulate their needs and challenges (if only to a limited extent), demonstrating self-awareness and areas they can grow to meet their challenges.*
- *Personal challenges to be addressed that are suitable to be faced with the help of a professionally trained volunteer mentor.*

A priority consideration during the intake assessment is whether our service can adequately meet the needs of the mentee candidate. In certain situations, ensuring the mentor has access to additional support to assist with complex circumstances becomes necessary. In such cases, it may be practical to provide

the support of a professionally trained volunteer mentor as an addition to the required support system.

4.4.3 Mentorship Matching

A mentor can be considered available to mentor another man only after being assessed as suitable from the results of their intake assessment, police and referral checks, and demonstrating the skills necessary to mentor from observed behaviours during the mentor training.

Once admitted to the program, mentors and mentees are matched into mentoring relationships by qualitative assessment of the mentor's needs and the skills, experiences, and profile of candidate mentors. Our careful matching process considers age, location, personality, interests, life experiences, diversity, and needs.

 Suitable matches are given the name and contact details of their matched partner, and following their first meeting, they decide if the mentoring match suits them. Once a relationship is confirmed, the mentor and mentor will meet regularly and participate in the mentorship as best they see fit for each man's needs within their mentoring relationship.

4.4.4 Ongoing Support

Our team is ready to support complex issues should they arrive and can intervene if a conflict arises or for any other issue where necessary. Mentors and mentees can call and seek advice on approaching issues with the mentorship. One-to-one support sessions are

available to discuss any issues or concerns. In addition, we check in on the mentorships at regular intervals to seek information on the mentorship's health.

Mentoring Men is committed to providing comprehensive support to men who participate in our free mentoring program. Our support extends beyond just pairing up and mentee with a mentor; we also arrange online and in-person mentoring peer support groups which provide a space for men to connect with others who are in a similar situation and share their experiences, challenges, and successes.

We also arrange and facilitate free public support groups where men can attend and discuss any issues they may be facing, whether they are currently participating in the mentorship program or not. These groups offer a confidential and safe environment for men to talk about a range of topics, including relationships, work, mental health, and personal growth.

In addition to these support groups, we organise various events such as camps, walks, talks, coffee catchups, and other activities to engage with the mentoring community and support the men on their mentoring journey. Our ongoing commitment to the men in our program is a top priority, and we strive to offer a range of resources and opportunities to help them achieve their goals and thrive in all aspects of their lives.

5.   Implementation Strategy

5.1.   Scope and Objectives

The primary purpose of this project is to assess and report on the efficacy of the one-to-one mentorship program Mentoring Men offers as a loneliness reduction strategy.

Project Goals

1. *Gather Data*
   Use the UCLA 3-item plus 1 loneliness scale to build the evidence base for l loneliness and community-based interventions in NSW.

2. *Upskill:*
   Identify and upskill male leaders in the community to become mentors matched to a suitable mentee, able to deliver free, one-to-one life mentoring support.

3. *Empower:*
   Help communities to increase their mental health literacy and promote help-seeking behaviour; increase a sense of social inclusion and connected community, thereby reducing the feeling of loneliness; and facilitate lived experience and peer support groups that provide input to program delivery and future programs.

5.2.   Approach

5.2.1 Gathering Data

Mentoring Men incorporated questions about loneliness into everyday activities to collect data on loneliness for each participant. Participants were offered multiple opportunities to provide us with data at different stages of their interaction with us and during a mentorship.

The scale used to assess loneliness, known as the UCLA 3-item loneliness scale, evaluates three aspects of loneliness: relational connectedness, social connectedness, and self-perceived isolation. An additional single-question direct measure provides a separate self-assessment of the respondent's loneliness without reference to relational needs.

The 3 item questions provide a total score. The sum of scores for each question can give a score range of 3 to 9. Individuals with a score of 3 - 5 are considered "not lonely", whereas individuals who score 6 - 9 are categorised as "lonely". The UCLA 3-item measure is described by the Campaign to End Loneliness as "a short and academically rigorous tool, with a simple scoring system."

5.2.2 Self-assessment of New Participants in the program

Mentoring Men embedded the UCLA 3 plus 1 Loneliness scale into its intake assessment process for mentors and mentees. The nature of the loneliness questions was explained to each participant. Staff used words such as these before asking the loneliness questions.

"I will now ask you some questions designed to assess how you experience loneliness. There are no wrong answers. It is multiple choice, and how you interpret the question's meaning or the keyword is up to you."

The participants had the questions and the possible responses read to them. If the respondent sought clarification, this was provided, but the subjective nature of the questions was emphasised.

This process allowed us to gather data on loneliness reported by mentors and mentees wishing to participate in the program. It gives us insight into who is seeking to engage in a one-to-one life mentoring program and if loneliness is a common factor in their desire to seek this kind of support.

Not all those who undertook an assessment were deemed suitable to continue. When mentee applicants were considered unsuitable, Mentoring Men offered support by working to refer them to appropriate service providers and followed up on their welfare when necessary.

Only deemed suitable to participate in the program completed mentor training or continued with the entry process after being invited to continue.

5.2.3 Self-assessment of participants in the program prior to commencement of the project

Men participating in a mentoring relationship before the project started were requested to provide a self-assessment check every 3, 6, 9 and 12 months the mentorship took place. The UCLA 3-item loneliness assessment and the Single Item Response Assessment are embedded with these assessments. With the questions incorporated into our monitoring process, we were able to integrate data collection into our ongoing activities seamlessly.

5.3   Upskilling male leaders in the community

We continued to train volunteer men in best-practice mentor training. During this training, the participants learned new skills to enable them to connect with others and offer support.

As much as learning and developing mentoring skills, participants have acknowledged they may need to "unlearn" old habits, especially around areas such as listening and the desire to fix perceived problems.

Core skills developed during training:
- The ability to develop rapport and trust.
- Enhanced communication skills via the ability to identify and practice different listening levels.
- Enhanced capacity to support the skills of those in need via the ability to listen without judgment.
- The ability to create a safe and empathic conversation space.
- Enhanced ability to support and develop those in need by instruction on techniques to lead mentors towards their desired goals.
- The capacity to foster increased help-seeking behaviour in a mentee via understanding the power of self-guidance for the mentor.
- An understanding of appropriate questioning skills to assist mentees to self-identify goals and needs.

5.4 Empowering the Community

5.4.1 Establishment of a Lived Experience Group.

The formation of the Manly Men's Group, a Lived Experience group in Manly, represents a strong support model, mitigating the pervasive issue of loneliness among men. This group convenes regularly to discuss a range of topics pivotal to personal life, including mental health, relationships, and careers. A key focus of their initial meeting was loneliness, a subject explored in depth, allowing members to share and empathise with each other's experiences. This sharing fostered a strong sense of community and mutual understanding, crucial in combating the feelings of isolation and disconnection that often accompany loneliness.

The group's sessions are enriched by guest speakers who provide expertise and perspectives on various aspects of men's mental health and well-being. These expert insights, coupled with facilitated discussions on topics chosen by the group members, create an environment of openness, honesty, and respect. Such an atmosphere is essential in establishing a safe space where men can express their thoughts and feelings without fear of judgment or stigma.

Moreover, the group's structure, which includes break-out sessions, facilitates the formation of deeper, more personal connections among members. These smaller group interactions are instrumental in fostering lasting friendships and a strong support network, integral to alleviating loneliness.

By leveraging the lived experiences of its members, the Manly Men's Group not only addresses specific topics and issues pertinent to the group but also empowers its members. It provides a platform for men to take proactive steps in managing their mental

health, fostering well-being, and forming meaningful connections with others who share similar experiences and challenges.

In essence, the Manly Men's Group stands as a beacon of support and solidarity, playing a vital role in reducing the sense of isolation that many men face. It underscores the importance of community and shared experiences in the journey towards improved mental health and reduced loneliness, offering a model of engagement and support that can be emulated in other communities.

5.4.2 Arabic Speaking Mentor Peer Support Group

The Arabic Speaking Peer Support Group represents a significant advancement in addressing the challenges of social isolation and loneliness within a CALD community in South West Sydney. This group, meeting regularly in Fairfield, creates a nurturing and confidential environment, pivotal for fostering mutual support and community connection among its members.

Key aspects of the program include:

1. **Community Leadership:** The group is facilitated by a respected member of the Arabic-speaking community. This leadership choice is crucial as it ensures that the facilitator not only understands the cultural nuances and specific needs of the participants but also enjoys a level of trust and respect within the community. This trust is essential in encouraging open and honest communication among group members.

2. **Language and Cultural Relevance:** Conducting the sessions in Arabic is a significant factor in the group's effectiveness. Communicating in their first language allows participants to express themselves more freely and clearly, reducing barriers that may exist when speaking a second language. This linguistic familiarity helps in creating a deeper sense of safety and belonging, as members can share their experiences and emotions without the added challenge of language barriers.

3. **Community Connection and Safe Space:** The group provides a vital platform for Arabic-speaking men to connect with others who share similar cultural backgrounds and life experiences. This shared understanding fosters a strong sense of community and belonging, which is essential in combating feelings of isolation and loneliness.

4. **Ongoing Support and Engagement:** The regular meetings throughout the project duration indicate a commitment to providing sustained support. This continuity is important for building and maintaining trust, allowing for the development of deeper relationships and a stronger support network over time.

5. **Integration with Mentor Training Program:** The participants' involvement in the Mentor Training program, designed specifically for Arabic-speaking men,

enhances the group's impact. This training equips them with the skills and knowledge to effectively support each other, fostering a peer-mentoring environment that is both empowering and supportive.

6. **Cultural Sensitivity in Addressing Mental Health:** By focusing on the unique needs and cultural sensitivities of the Arabic-speaking community, the group addresses mental health and social isolation in a culturally appropriate manner. This approach is crucial in communities where there may be stigma associated with discussing mental health issues.

5.4.3 Engaging with the community to highlight the issue of loneliness.

The community engagement events we organised were pivotal in spotlighting the prevalent issue of loneliness and its profound impact on mental health and overall well-being. These events were not just informational but also served as a call to action for the community to collaboratively tackle loneliness. Here's an expanded and more focused rendition of these efforts:

1. **Awareness and Education:** Our events were meticulously designed to educate the public about the multifaceted nature of loneliness and its often-underestimated effects on mental health. By hosting a variety of talks and presentations, we illuminated the complexities of loneliness, breaking down misconceptions and highlighting its impact on individuals of all ages and backgrounds.

2. **Practical Strategies for Combatting Loneliness:** Each event featured practical, actionable advice on how to combat loneliness. We shared strategies for building and maintaining meaningful connections, fostering a sense of belonging, and creating supportive networks within the community.

3. **Interactive Workshops for Skill Development:** Recognising the importance of interpersonal skills in combating loneliness, our workshops were interactive and aimed at enhancing participants' listening and communication abilities. These skills are crucial for establishing and nurturing strong relationships, which are at the heart of addressing loneliness.

4. **Encouraging Community Participation:** A key goal of these events was to motivate individuals to actively participate in community activities that help reduce loneliness. By offering a range of suitable activities, we provided pathways for people to engage with others and find a sense of connection and community.

5. **Building Stronger Relationships:** Our events emphasised the importance of forging stronger, more meaningful relationships. We encouraged attendees to not only develop new connections but also to deepen existing ones, fostering a community where everyone feels supported and valued.

6. **Promoting Inclusivity and Diversity:** In our efforts to address loneliness, we ensured that our events were inclusive, catering to diverse cultural backgrounds and age groups. This approach helped in creating a more cohesive community where everyone, regardless of their background, could find support and connection.

7. **Focus on Mental Well-being:** At the core of our events was the message that mental well-being is inextricably linked to social connectedness. We stressed the importance of community support in enhancing individual mental health and provided resources for those seeking further help.

Through these community engagement events, we not only raised awareness about loneliness but also equipped individuals with the tools and knowledge to tackle it head-on. This comprehensive approach aimed to create a more connected, supportive, and mentally healthy community.

The success of the portograms above collectively highlights a comprehensive and impactful approach to combating loneliness and with the then more engaged 1:1 mentoring creates a holistic and diverse support network that combats loneliness in men as shown in the research below.

"It is an absolute human certainty that no one can know his own beauty or perceive a sense of his own worth until it has been reflected back to him in the mirror of another loving, caring human being,"
John Joseph Powell.

6.   Project Deliverables and Project Evaluation

	Task and process	Measurable	Result
Goal: Gather Data	Survey pre-existing Mentors and mentors (joined a mentoring relationship within the last 2 months) using the UCLA 3-item plus 1 loneliness scale	Total Surveys of Existing Participants	61
	Evaluation/Barriers/Challenges		
	We decided to survey this group when contacted organically as a part of our relationship support process. Resource constraints posed a significant hurdle in implementing targeted outreach efforts, leading to a lower-than-anticipated response rate from this group. Moving forward a more targeted may be required.		
	Survey New Mentors and mentors Entering the program during the project period using the UCLA 3-item plus 1 loneliness scale.	Surveys of New Participants	503
	Evaluation/Barriers/Challenges		
	A Key aspect of our approach was to Integrate the loneliness scale into intake and ongoing support of participants in the program. Through intake interviews, we collected data from 394 participants. Subsequent surveys, administered at intervals during the relationship support phase, expanded the dataset to a total of 503 surveys. The collected data provides a snapshot of participants' initial perceptions of loneliness upon entering the program and allows for tracking changes in their experiences over time. Moving forward, the dataset will be a valuable resource for understanding the loneliness dynamics within the program's participant cohort. We encountered significant challenges in seeking secondary and subsequent UCLA loneliness results when compared to the number of initial intake reports. A total of 48 participants supplied more than 1 survey response.		
	Task: Survey a targeted local government area to using the UCLA 3-item plus 1 loneliness scale regional data;	Regional Surveys Conducted	71
	Evaluation/Barriers/Challenges		
	We collected data from 71 men who identified as living in a regional area. We faced a challenge in collecting data from a single targeted local government area as a there were no single LGA's, identified with enough participants. However, the data collected does provide insight into the loneliness experienced by men in regional areas.		

Task and process	Measurable	Result
Task: Ask participants about their experience of being asked to assess their loneliness by using the UCLA survey questions.	Responses about questions	12

Evaluation/Barriers/Challenges
We chose a group of participants who had answered the UCLA loneliness questionnaire in the past two weeks. We then requested feedback from them regarding our approach to the task. The feedback received was largely positive, with most individuals willing to provide their opinions.

Task and process	Measurable	Result
Task: Train volunteer men in best practice mentor training and match them with a socially isolated man for a minimum 6-month Life Mentor Relationship, surveying both mentor and mentee using the UCLA 3-item plus 1 loneliness scale.	Average Relationships Length	5 Months
	6-month relationships	113
	New Relationships	338
	Training Workshops Held	18
	Mentors Trained	163

Evaluation/Barriers/Challenges
Continue to run training sessions on an as-needs basis when enough mentor candidates were available. We implemented new support strategies to encourage our relationships to persist though difficulties. We also implemented matching procedure to effectively embrace the increasing amounts of participants seeking to be a part of the program our original estimate of 30 new relationships was far surpassed. So too was our estimate of 40 new mentors to be trained.

Task and process	Measurable	Result
Task: Facilitate an Arabic speaking Peer Support Group which provide a forum for men to support each other and reduce their social isolation through regular activity.	Arabic Speaking Mentor Support Group Meetings	Approximately 21

Evaluation/Barriers/Challenges
Our Arabic speaking Peer Support Group was comprised of men who had previously completed a mentor training program delivered in Arabic. The group, facilitated by a respected member of the Arabic-speaking community was designed to provide a platform for men to support each other and alleviate social isolation through regular activities. The group, self-sufficient and informally organised, occasionally updated us on their activities.

Goal: Upskill male leaders

Goal: Empower Communities

Task and process	Measurable	Result

The group, self-sufficient and informally organised, regularly updated us on their activities.

We secured a translated version of the UCLA 3+1 loneliness questions in Arabic through collaboration with Arabic-speaking researchers. To ensure accurate and meaningful feedback, we attended one of the group's meetings and requested participants to complete the survey twice. The first set prompted them to reflect on their experiences of loneliness before joining the group, while the second set focused on their feelings of loneliness on that specific day.

During the initial survey administration, we encountered some issues with adherence to instructions, despite utilizing the services of the Arabic-speaking facilitator for translation. Recognizing the importance of clarity, we revisited the group, taking great care to explain the survey process thoroughly. Additionally, we separated the two sets of surveys onto distinct pages to enhance clarity. Despite considering the option of a professional translator, we opted to respect the wishes of the group leaders, who emphasized the significance of our facilitator's esteemed position among the men. This decision aimed to balance the need for precise data collection with the importance of maintaining the group's dynamics and cultural sensitivity, this second time yielded more reliable results.

Goal: Empower the Community

| Task: Deliver a range of community engagement events that highlight the issues of loneliness and how, at a community level, we can address this together, including participating in suitable activities / forums / events with The Commission | Relevant events attended | 54 |

Evaluation/Barriers/Challenges

Over the course of the year, we delivered presentations, attended community meetings, and wellness events. At these events we spoke about the value of the Mentoring Men program to combat loneliness. We especially focused on de-stigmatising men's admission to experiencing loneliness and how to seek connection from others.

Among these events, some notable ones include our attendance at Macquarie University O-Week, where we had a stall and spoke to over 150 people across two days. We also participated in a suicide awareness breakfast at Long Reef Golf Club, where one of our employees presented on the panel. The talk focused on the impact of loneliness and the need for connection and was attended by over 120 people, including representatives from agencies and charity groups.

Recently, we gave a presentation to the Sydney Cove Rotary Club about our collaborative work with the Mental Health Commission to combat loneliness through mentoring. In addition, we had the privilege of collaborating with other organizations to present and attend the Commission Loneliness Project Showcase.

Mentoring Men were a sponsor at the Suicide Prevention Australia annual conference in 2023.

Task and process		Measurable	Result
Goal: Empower the Community	Task: Establish a Lived Experience Reference Group who will provide input to the program and make recommendations on future programs;	Responses from Lived Experience Group	18
		Lived Experience Group Meetings Held	9

Evaluation/Challenges/Barriers
Mentoring Men, in Collaboration with Community Northern Beaches, established the 'Manly Men's Group' in July 2023, which is open to any man in the community to attend. The purpose of the group is to educate and promote connection and help seeking behaviour. Mentoring Men sought UCLA3 plus 1 responses from the attendees after meetings. The group meets monthly with a trained facilitator. A second group has been established at Paddington (along with another pre-existing group in Neutral Bay). The process was effective, and the meetings have continued, with regular attendees continuing since the beginning and new community members coming to meetings.

6.1   Overall Evaluation

We achieved great success in meeting many of the project's key targets. However, we encountered difficulties reaching out to participants who were already a part of the program before the project commenced.

Our primary focus was on engaging with members of our mentoring program. We conducted less structured surveys of the Lived Experience Group and the Arabic-speaking Men's Peers support group.

Moreover, the surveys we conducted for regional men were not limited to New South Wales alone, and we did not obtain ten surveys from a specific local government area as requested.

Actual Outcomes Vs Estimated Outcomes

Metric	Total	Estimate	Result
Total Surveys of Existing Participants	61	100	61%
Surveys of New Participants	503	60	838%
Regional Surveys Conducted	71	10	710%
6 month relationships	113	30	377%
New Relationships	338	30	1127%
Training Workshops Held	18	4	450%
Mentors Trained	163	40	408%

7. Key findings

7.1. Overall Participation

We collected data from 451 participants during the program. Of these, 394 were new applicants. 84% of our participants were from Metropolitan areas. 26% identified themselves as belonging to a Culturally or Linguistically Diverse background. 40% said they were born outside Australia. 20% were aged 18-29 years old.

51% identified as having lived experience of mental health challenges. Nearly 1 in 3 participants identified as having lived experience of either depression, social isolation or work and employment issues.

In the Mental Health Commission of NSW's 2022 Community Wellbeing survey, nearly half of respondents (48%) reported experiencing loneliness. Our project's results were almost identical before accounting for a participant being a mentor or a mentee (47%).

However, a significant difference emerges when loneliness is examined by looking at Mentors and mentors in distinction. 12% of mentors report experiencing loneliness compared to 78% of mentees.

Loneliness by role
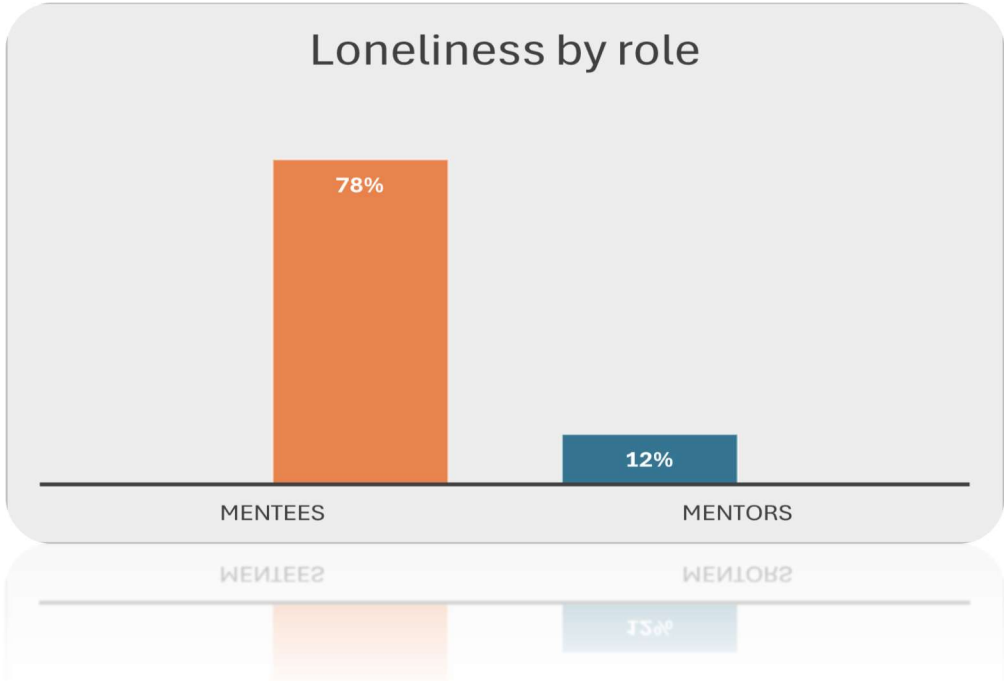
7.2   People with Lived experience

Participants could choose from a range of categories of lived experience and select more than one option. People with lived experience of mental health challenges accounted for 44% of the total respondents. A 1 in 3 reported lived experience of depression or social isolation. Mentors and mentees reported similar rates of lived experience categories.

Rates of reported lived experience

■ Reported Rate in Mentors   ■ Reported rate in Mentees
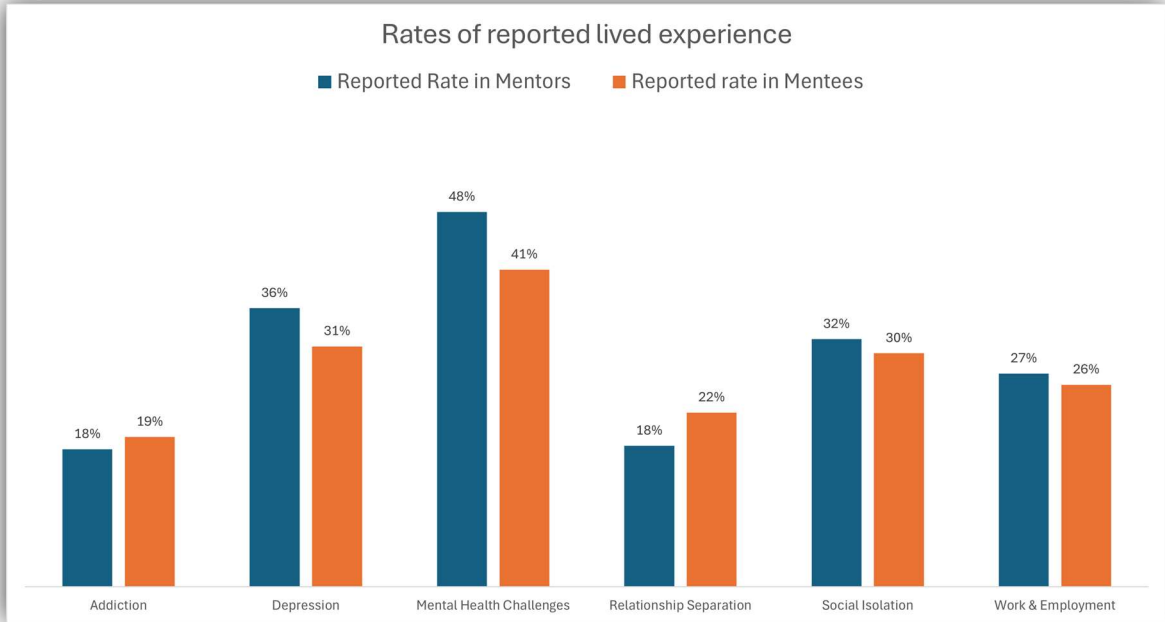
However, mentors who reported having a lived experience reported wildly different levels of loneliness to their mentee counterparts. On average, 10% of mentors with lived experiences reported to us also reported experiencing loneliness compared to 81% of mentees.

Rates of loneliness with lived experience

■ Mentors who were lonely and had lived experience   ■ Mentees who were lonely and had lived experience
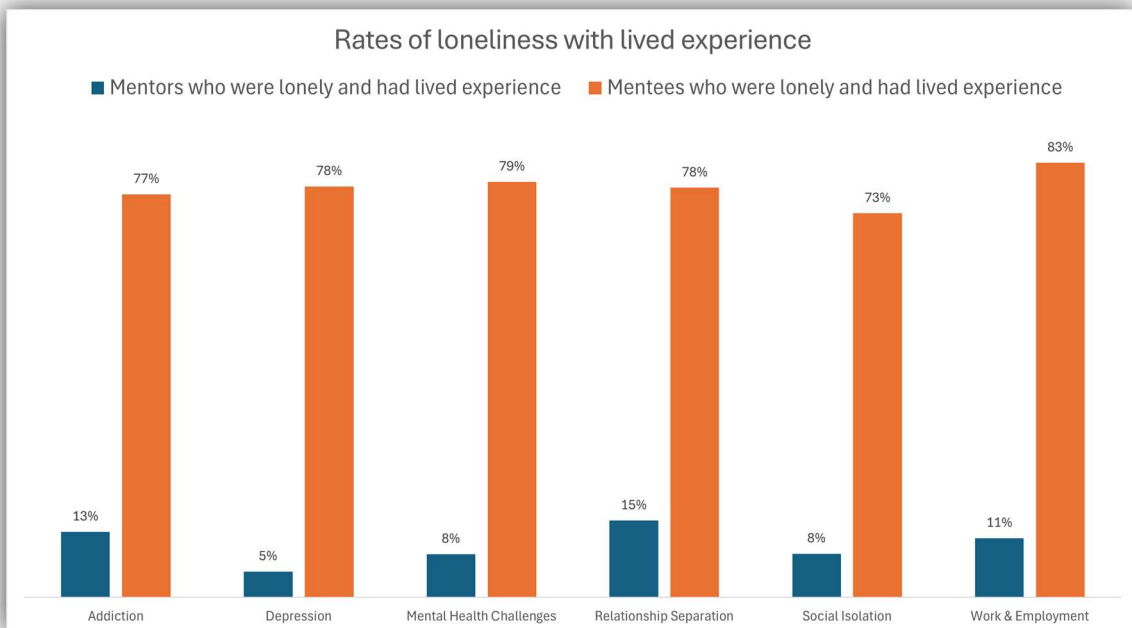
The observed disparity in loneliness rates between mentors is insightful when considering the similarity in reported lived experience categories. Despite mentors and mentees sharing comparable experiences, mentors with such backgrounds reported significantly lower loneliness levels (10%) than their mentee counterparts (81%).

This intriguing contrast suggests that the protective factor against loneliness for mentors may be linked to individual coping strategies or support networks arising from their lived experiences and giving them greater resilience and adaptability as well as enhanced help-seeking behaviours. The substantial difference in loneliness levels implies that the lived experiences alone are not responsible for the elevated loneliness reported by mentees.

The observation of a lower reported loneliness rate among mentors attracted to mentorship roles may mean mentors inherently possess characteristics or social connections that act as protective factors against loneliness. It prompts a closer examination of the personal attributes and pre-existing social networks of individuals who volunteer to be mentors.

The substantial difference in reported loneliness rates between mentors (12%) and mentees (78%) expectedly reflects that mentees bring pre-existing challenges they seek to address with the support of the mentoring relationship.

These findings underscore one of the fundamental ideologies behind Mentoring Men. That means mentors are living examples to their mentees of a person with the capacity and skills to endure and overcome life experiences and emerge connected and healthy.

7.2   Employment Status

Upon examining the correlation between employment status and loneliness within our mentoring program, we noticed a significant divergence between mentees seeking support and mentors providing it. We found that 67% of unemployed respondents were mentees seeking support, a notable majority.

37% of lonely individuals reported unemployment, a significantly higher rate than the 16% unemployment rate among individuals who did not report experiencing loneliness. Additionally, 40% of employed respondents were found to be lonely, while the percentage was higher, at 60%, for those who were unemployed. These observations suggest a possible link between employment status and loneliness.

Several potential factors could impact job-seeking and job retention. One such factor is social isolation, which can lead to decreased motivation and engagement in the workplace. Another factor is limited networking opportunities, which may make it more difficult for individuals to find job openings or advance their careers. Additionally, the impact of mental well-being on job-seeking and job retention could be a factor. Poor mental health can negatively affect job performance and lead to increased absenteeism, while job loss or difficult work situations can contribute to the development of mental

health issues. Therefore, exploring these factors in more detail may be helpful to understand better the impact loneliness has on the workforce.

7.3   Cultural Diversity

Our study involved 451 respondents, of which 251 individuals disclosed their cultural identity. We found that loneliness rates are similar across different cultural identities. Interestingly, 44% of respondents who identified with a culture other than 'Australian' reported experiencing loneliness, as did 50% of those who identified as Australian. These findings highlight the prevalence of loneliness across diverse cultural identities within our sample, which suggests that social isolation may transcend cultural boundaries.

Loneliness rates by Cultural Identity

50%	**44%**
Australian	Cald & Non Australian
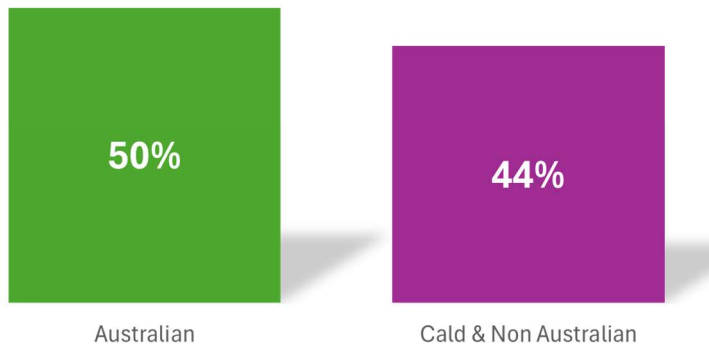
8. Impact of mentorship on reducing loneliness

We identified the respondents who supplied second or subsequent loneliness survey results. Most of those respondents provided their second response when their mentorship had continued for three months.

The figure below records the results of the 28 respondents who initially identified as 'lonely' according to the UCLA direct measure. The first column contains their first reported score, and the second column contains their second or subsequent score.

Total 28	Improvement 17	Portion improved 61%	Total 28	Improvement 12	Portion improved 43%
UCLA			**Direct Measure**		
First score	After Participation	Change	First score	After Participation	Change
6	6	Same or worse	4	4	Same or worse
7	4	Reduction	4	4	Same or worse
8	6	Reduction	5	5	Same or worse
7	6	Reduction	5	4	Reduction
9	5	Reduction	5	4	Reduction
8	6	Reduction	5	4	Reduction
7	6	Reduction	5	3	Reduction
6	6	Same or worse	3	3	Same or worse
7	4	Reduction	5	3	Reduction
6	5	Reduction	4	3	Reduction
8	6	Reduction	5	4	Reduction
6	5	Reduction	3	3	Same or worse
8	6	Reduction	5	4	Reduction
9	9	Same or worse	5	5	Same or worse
8	7	Reduction	4	5	Same or worse
9	9	Same or worse	5	5	Same or worse
8	9	Same or worse	5	5	Same or worse
7	6	Reduction	5	5	Same or worse
7	9	Same or worse	5	5	Same or worse
9	8	Reduction	5	5	Same or worse
8	8	Same or worse	5	4	Reduction
9	6	Reduction	5	4	Reduction
6	9	Same or worse	4	1	Reduction
8	9	Same or worse	5	5	Same or worse
6	8	Same or worse	3	5	Same or worse
9	8	Reduction	5	4	Reduction
8	9	Same or worse	2	4	Same or worse
8	6	Reduction	2	4	Same or worse

A noteworthy trend emerges in analysing the longitudinal data from the 48 respondents who provided second or subsequent loneliness survey results. Among these individuals, 28 were identified by the UCLA Loneliness Scale as 'Lonely,' with a majority initiating their second response after three months of ongoing mentorship. Approximately 68% of these respondents exhibited a decrease in their UCLA loneliness total score, while 43% reported reduced loneliness based on the direct measure.

The data not only underscores the potential efficacy of mentorship in loneliness reduction and suggests that the mentorship provided by professionally trained volunteers may yield positive outcomes in mitigating loneliness, even within a relatively short timeframe.

Establishing a positive connection with a mentor is designed to foster a sense of belonging and social connectedness, crucial components in combating loneliness. This relationship also serves as a safe space for individuals to openly share thoughts and feelings, offering a non-clinical, community-based therapeutic avenue to alleviate the adverse impacts of loneliness on mental health.

9. Qualitative insights

In addition to the data gathered above, we have conducted other efforts to gather qualitative insights into the effects of mentorship in combatting loneliness.

9.1   Arabic Speaking Peer Support Group

We surveyed the participants who attended one of the Arabic-speaking Men's Peers Support Group meetings. The survey was conducted twice, with the first set of questions focusing on their experiences of loneliness before joining the group and the second set focusing on their feelings of loneliness on the day of the meeting. The study found a significant reduction in overall loneliness among the participants. The group met every two weeks for nearly 12 months. The members also received training in communication skills and the methodology of our mentoring program. Although the men did not participate in a formal mentoring relationship, the study results indicate that their regular meetings and training helped alleviate their feelings of loneliness.

First UCLA Result	First Self Report	2nd UCLA Result	2nd Self Report
Lonely	Occasionally	Not Lonely	Hardly Ever
Lonely	Some of the time	Not Lonely	Hardly Ever
Lonely	Some of the time	Not Lonely	Never
Lonely	Some of the time	Not Lonely	Hardly Ever
Lonely	Some of the time	Not Lonely	Hardly Ever
Lonely	Some of the time	Not Lonely	Never
Not Lonely	Never	Not Lonely	Occasionally
Not Lonely	Some of the time	Not Lonely	Hardly Ever
Not Lonely	Never	Not Lonely	Never
Not Lonely	Occasionally	Not Lonely	Hardly Ever
Lonely	Some of the time	Not Lonely	Hardly Ever
Lonely	Occasionally	Not Lonely	Never
Not Lonely	Occasionally	Not Lonely	Occasionally
Not Lonely	Some of the time	Not Lonely	Occasionally
Not Lonely	Occasionally	Not Lonely	Occasionally
Not Lonely	Hardly Ever	Lonely	Never
Not Lonely	Occasionally	Not Lonely	Never
Not Lonely	Occasionally	Not Lonely	Never

9.2   Lived Experience Men's Group Insights

Participants in our Men's Groups were asked at the end of meetings to provide feedback and reflect upon their loneliness using the UCLA 3+ 1 scale. Their feedback, when viewed through the lens of their scored self-reported experience of loneliness, is worthy of note. Their scores represented a mix of experiences, with around half reporting loneliness and half not.
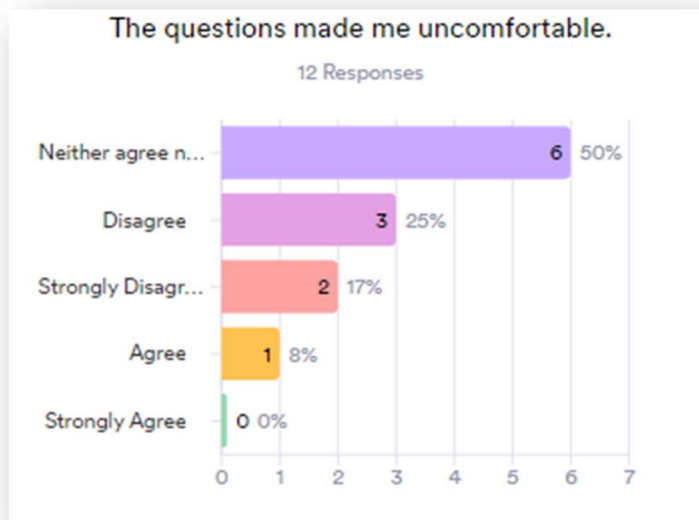
A selection of commentary in their participant's own words is included below.

Participant Sample	UCLA Score	UCLA Result	Direct Measure	Please Provide any Comments, concerns or feedback
Person A	3	Not Lonely	Hardly ever	*"Men's group provided increase connection with others and new friendships."*
Person B	3	Not Lonely	Hardly ever	*"I am fortunate to have a group of very supportive male friends and strong family ties."*
Person C	3	Not Lonely	Hardly ever	*"Mentoring is a powerful mitigant against loneliness for both mentor and mentee. The depth of 1:1 conversation meaningfully addresses loneliness in ways that idle social conversations cannot do."*
Person E	6	Lonely	Some of the time	*"It depends on what else is happening in life too."*
Person F	8	Lonely	Often / Always	*"Thanks so much for the lovely group session. It was lovely meeting new people who showed warmth and made me feel welcome. I look forward to continue meeting with the group for more friendly support."*
Person G	8	Lonely	Often / Always	*"I live in two places due to shared care of a large number of kids."* *"I also work weekends sometimes and it limits my time to catch up with friends. Although it seems a lot of my friends have moved on cause I'm not available most of the time.?"*
Person H	8	Lonely	Some of the time	*"Marital issues blew wide open how little social connections I had with others outside my relationship and family. When you are at war with your 'best friend' (i.e. wife) and have no one else to turn to it is very isolating. I'm very lucky to have found mens groups (like Mentoring Men) to give an avenue to talk ...*

9.3 Experience of being asked the Loneliness Questions

We contacted participants shortly after they had completed a UCLA loneliness survey and asked them questions about their experience.

We found that these respondents found the questions were easy to understand. 75% strongly agreed that the questions made sense to them.

The questions made me uncomfortable.
12 Responses

Response	Count	%
Neither agree n...	6	50%
Disagree	3	25%
Strongly Disagr...	2	17%
Agree	1	8%
Strongly Agree	0	0%

The participants had mixed reactions to the statement, "The questions made me uncomfortable". One participant admitted that the questions made them uncomfortable. However, six individuals expressed uncertainty, indicating that the nature of the questions may have evoked a sense of ambiguity or introspection, making it difficult for them to categorise their discomfort. This highlights the subjective nature of such inquiries and the topic's sensitivity.

Out of the 12 participants, 8 agreed that they learned something about loneliness because of the questions, and half agreed that they learned something about themselves. 10 out of 12 participants agreed that the questions helped them engage in self-reflection. None of the participants disagreed that the questions were relevant to participating in the Mentoring Men program.

Despite the discomfort that some participants experienced while answering the questions, most of them agreed that the questions were relevant and helpful. These responses suggest that simply considering the questions aided the participants' awareness of the issue and themselves.

9.4   Sustainability, scalability, and recommendations

Mentoring Men has incorporated data collection on loneliness into its everyday practices to better understand the impact of its initiatives on those they serve. They have identified four areas where they can scale and sustain their efforts:

Streamline the data collection and analysis process:
We can make the workload of collecting data more efficient and reduce the chance of errors by implementing steps to allow for more frequent and consistent data collection. Standardized survey instruments can contribute to the streamlining effort. Developing and employing more efficient demographic and program-impact data collection methods will ensure consistency in the collected data, simplifying the analysis phase and enhancing meaningful comparisons across different periods and participant groups.

Increase participant engagement with the survey process:
Mentoring Men can find ways to increase survey response rates after the intake process to lead to more reliable data outcomes. Consistency in reporting practices is crucial for drawing meaningful conclusions from longitudinal data. Engaging participants in the reporting process and developing a collective understanding of its importance will contribute to the efficiency of the data collection and analysis process.

Develop specific programs to combat loneliness:
Mentoring Men can foster relationships with stakeholders, organizations, and institutions that share an interest in combating loneliness. They can engage in specific mentoring relationships designed to increase mentors' capacity to engage socially in a satisfying and confident manner. Collaboration with social skills-oriented groups can lead to shared resources, increased participant recruitment, and a broader impact. A strategic marketing and outreach effort that communicates the benefits of mentorship in reducing loneliness can attract participants explicitly seeking to address their sense of loneliness. They can also complement the mentorship with specific social skills education for mentors and mentees. Educating mentors on how to foster and enhance mentees' skills in combating the three aspects of loneliness examined in the UCLA data (isolation, inclusion, and companionship) can be a valuable addition to their programs.

10. Conclusion

The key findings from the "Final Loneliness Report" provide valuable insights into the benefits of the programs offered by Mentoring Men, including one-to-one mentoring, lived experience groups, and culturally and linguistically diverse (CALD) groups.

From the data collected from 451 participants, a significant portion of whom were new applicants, it is evident that the program successfully engaged a diverse range of individuals. This diversity is reflected in the 26% of participants from culturally and linguistically diverse backgrounds and the 40% who were born outside Australia. Notably, a substantial number of participants (51%) reported having lived experience of mental health challenges, with nearly one in three indicating experiences of depression, social isolation, or work and employment issues.

A crucial finding is the disparity in loneliness levels between mentors and mentees. While only 12% of mentors reported experiencing loneliness, this figure was significantly higher at 78% for mentees. This difference highlights the potential effectiveness of the mentoring relationship in mitigating feelings of loneliness, especially among mentees. The lower loneliness levels among mentors, despite similar rates of lived experience as mentees, suggest that being a mentor might provide protective factors against loneliness. These factors could include individual coping strategies, support networks from lived experiences, and enhanced help-seeking behaviours.

The contrast in loneliness levels between mentors and mentees underscores the importance of the mentoring relationship itself. It implies that engaging in a mentorship role can provide individuals with a sense of purpose and connection, thereby reducing their feelings of loneliness. This is supported by literature which suggests that meaningful social roles and supportive social networks are crucial in combating loneliness.

Furthermore, the success of the CALD and lived experience groups in the project indicates the effectiveness of tailored support that addresses the specific needs of different community groups. The ability of these groups to provide culturally sensitive and relevant support likely contributed to the reduction in loneliness among their participants. In summary, the findings from the "Final Loneliness Report" strongly suggest that the initiatives by Mentoring Men, including one-to-one mentoring, lived experience groups, and CALD groups, are effective in reducing loneliness among participants.

 The mentorship program appears to provide significant protective factors against loneliness, especially for mentees. These results align with broader research indicating the importance of social roles, networks, and culturally sensitive support in addressing loneliness.

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Appendix 1. Expense Report

NSW Mental Health Commission - Loneliness Project (Detailed Expenses Report)							
Mentoring Men Ltd							
For the period 1 February 2023 to 29 February 2024							
Parent Group	**Project**	**Project Item Name**	**Cost Date**	**Cost Amount**	**Charge Amount**	**Actual Time**	**Invoiced Amount**
NSW Mental Health Commission							
Lived Experience Group meetings							
Lived Experience Group meetings	Estimated	Lived Experience Group meetings					
Lived Experience Group meetings	Expense	Event Catering	16 Jul 2023	73.18	73.18		
Lived Experience Group meetings	Expense	Crust. - simon Jarvis - Mentoring Men	04 Sep 2023	47.27	47.27		
Lived Experience Group meetings	Expense	Peer Support Group Catering	14 Sep 2023	65.45	65.45		
Lived Experience Group meetings	Expense	Cnb Org - simon Jarvis - Mentoring Men	14 Oct 2023	909.09	909.09		
Lived Experience Group meetings	Expense	Peer Support Group Catering	30 Oct 2023	63.06	63.06		
Lived Experience Group meetings	Expense	Tickets to Sydney from Manly on the ferry there and back to speak at Sydney cove rotary	25 Nov 2023	15.44	15.44		
Lived Experience Group meetings	Expense	Bus ticket to Sydney to speak at Sydney cove rotary	23 Jan 2024	6.78	6.78		
Total Lived Experience Group meetings				**1,180.27**	**1,180.27**	**0**	**0.00**
Program Evaluation and Reporting							
Program Evaluation and Reporting	Estimated	Program Evaluation and Reporting					
Program Evaluation and Reporting	Task	Program Evaluation and Reporting					
Program Evaluation and Reporting	Expense	Aust Council for Educa - Vanessa Bullman - Mentoring Men	14 Oct 2023	1,398.50	1,398.50		
Program Evaluation and Reporting	Time entry		01 Feb 2024	3,025.00	3,025.00	55:00	
Program Evaluation and Reporting	Expense	Acer - Resiliance Survey licence	03 Feb 2024	726.36	726.36		
Program Evaluation and Reporting	Time entry		12 Feb 2024	550.00	550.00	10:00	
Total Program Evaluation and Reporting				**5,699.86**	**5,699.86**	**0**	**0.00**
Arabic Translation / Materials							

Arabic Translation / Materials	Estimated	Arabic Translation / Materials					
Arabic Translation / Materials	Expense	Tryinteract - Matt Baldwin - Mentoring Men	25 Aug 2023	107.58	107.58		
Arabic Translation / Materials	Expense	Cnb Org - simon Jarvis - Mentoring Men	14 Oct 2023	620.16	620.16		
Arabic Translation / Materials	Expense	Arabic translated materials	25 Oct 2023	165.00	165.00		
Arabic Translation / Materials	Expense	Arabic specific Flyers	14 Nov 2023	487.25	487.25		
Arabic Translation / Materials	Expense	Police Refferences for Mentors	06 Jan 2024	115.74	115.74		
Total Arabic Translation / Materials				**1,495.73**	**1,495.73**	**0**	**0.00**
Arabic Men's Mentor Peer Support Group Meetings							
Arabic Men's Mentor Peer Support Group Meetings	Estimated	Arabic Men's Mentor Peer Support Group Meetings					
Arabic Men's Mentor Peer Support Group Meetings	Expense	Aarabic Peer Support Group Catering	13 Jul 2023	390.08	390.08		
Arabic Men's Mentor Peer Support Group Meetings	Expense	Ampol Granville - simon Jarvis - Mentoring Men	29 Nov 2023	122.47	122.47		
Arabic Men's Mentor Peer Support Group Meetings	Expense	Transit Hospitality Gr - Vanessa Bullman - Programs	14 Dec 2023	238.53	238.53		
Total Arabic Men's Mentor Peer Support Group Meetings				**751.08**	**751.08**	**0**	**0.00**
Mentor Training							
Mentor Training	Task	Mentor Training					
Mentor Training	Time entry		30 Mar 2023	0.00	1,200.00	20:00	
Mentor Training	Time entry		30 Jun 2023	0.00	1,200.00	20:00	
Mentor Training	Time entry		31 Aug 2023	0.00	1,200.00	20:00	
Mentor Training	Time entry		31 Oct 2023	0.00	1,500.00	25:00	
Mentor Training	Time entry		01 Nov 2023	0.00	900.00	15:00	
Mentor Training	Time entry		31 Jan 2024	0.00	900.00	15:00	
Total Mentor Training				**0.00**	**6,900.00**	**0**	**0.00**
Program Support Officer							
Program Support Officer	Task	Program Support Officer					
Program Support Officer	Time entry		28 Feb 2023	5,500.00	5,500.00	100:00	
Program Support Officer	Time entry		31 Mar 2023	5,500.00	5,500.00	100:00	
Program Support Officer	Time entry		30 Apr 2023	5,500.00	5,500.00	100:00	
Program Support Officer	Time entry		31 Jul 2023	5,500.00	5,500.00	100:00	
Program Support Officer	Time entry		31 Aug 2023	5,500.00	5,500.00	100:00	
Program Support Officer	Time entry		31 Aug 2023	5,500.00	5,500.00	100:00	

Program Support Officer	Time entry	30 Sep 2023	5,500.00	5,500.00	100:00
Program Support Officer	Time entry	31 Oct 2023	5,500.00	5,500.00	100:00
Program Support Officer	Time entry	30 Nov 2023	5,500.00	5,500.00	100:00
Program Support Officer	Time entry	30 Nov 2023	5,500.00	5,500.00	100:00
Program Support Officer	Time entry	09 Feb 2024	550.00	550.00	10:00
Total Program Support Officer			**55,550.00**	**55,550.00 0**	**0.00**
Mentor and Mentee Intake					
Mentor and Mentee Intake	Task	Mentor and Mentee Intake			
Mentor and Mentee Intake	Time entry	28 Feb 2023	2,200.00	2,200.00	40:00
Mentor and Mentee Intake	Time entry	31 Mar 2023	2,750.00	2,750.00	50:00
Mentor and Mentee Intake	Time entry	31 May 2023	5,500.00	5,500.00	100:00
Mentor and Mentee Intake	Time entry	30 Jun 2023	5,500.00	5,500.00	100:00
Mentor and Mentee Intake	Time entry	31 Jul 2023	2,750.00	2,750.00	50:00
Mentor and Mentee Intake	Time entry	31 Aug 2023	1,375.00	1,375.00	25:00
Total Mentor and Mentee Intake			**20,075.00**	**20,075.00 0**	**0.00**
Total NSW Mental Health Commission			**84,751.94**	**91,651.94 0**	**0.00**
Total			**84,751.94**	**91,651.94 0**	**0.00**