

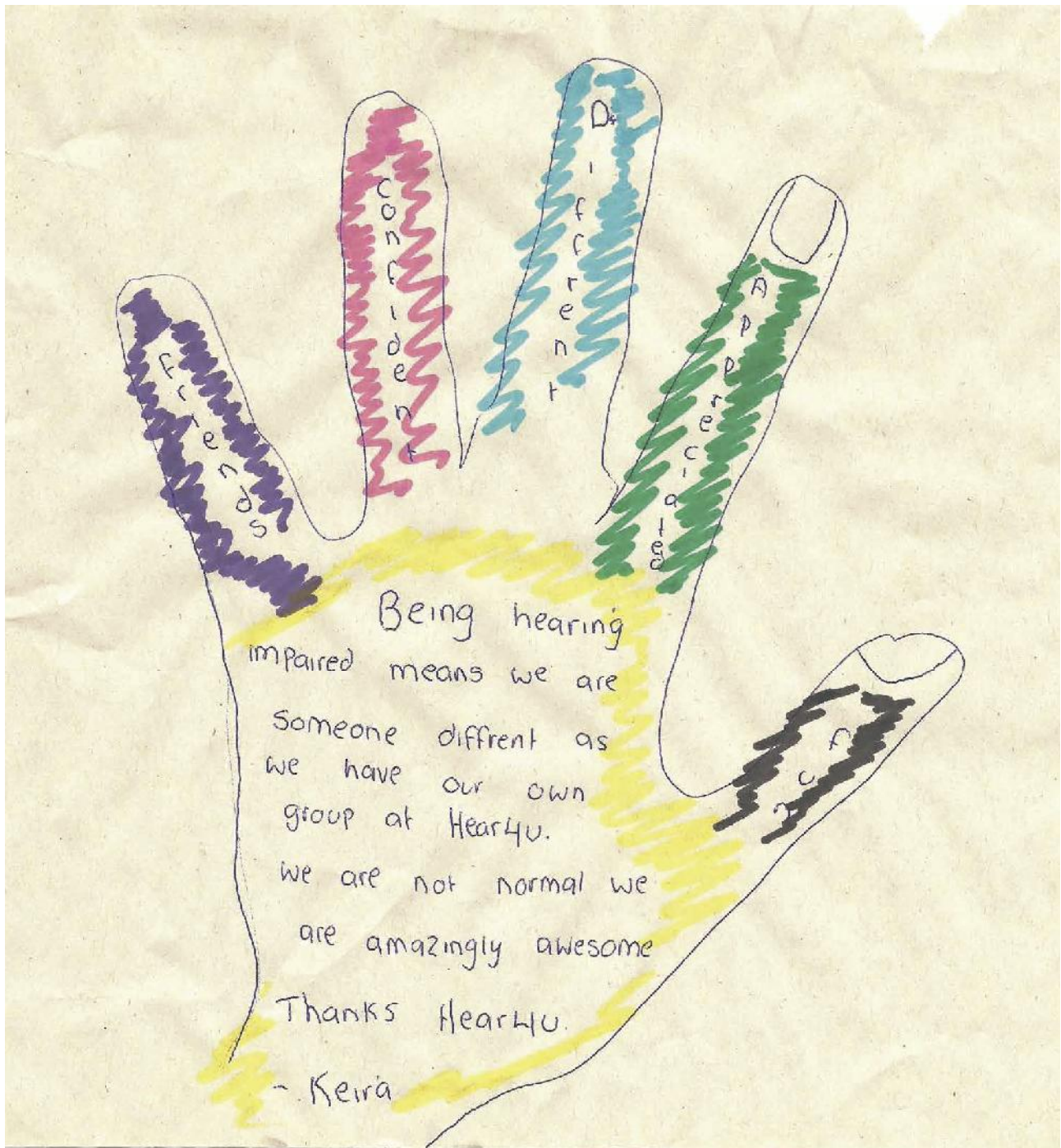


Hear For You[®]
mentoring young
deaf people

annual report

2013-2014

Hear For You is the only organisation offering an award winning mentoring program for deaf teenagers.



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Photos and images are of active mentees and mentors from the 2014 program, Hear For You wishes to acknowledge and thank them for images to support the charity.

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highlights

- ★ Hear For You was awarded a National Disability Award 2013 for improving personal and community support in December
- ★ Completed its first government grant supported program by the Victorian Government, through the Victorian Deaf Education Institute
- ★ First Hear For You Rural and Regional Australia Oral deaf program launched in Canberra
- ★ First Hear For You Auslan deaf program launched in Queensland
- ★ Workshops hosted in Brisbane, Canberra, Melbourne, and Sydney
- ★ Website redesigned and launched
- ★ Facebook likes reached over 800
- ★ Strategic Plan reviewed and extended to 2018
- ★ On a tight budget with little government funding, continued to reach out to over 80 deaf teenagers in five Australian and New Zealand cities
- ★ New volunteer mentors sourced, recruited, and formally trained for workshops present and in the future.

about us

Mission

Mentor and inspire young people who are deaf or hard of hearing/ hearing impaired through evidence based programs and services that are accessible to all.

Values

- ★ Professionalism
- ★ Inclusiveness
- ★ Enthusiasm
- ★ Ethical
- ★ Experience
- ★ Progressive

Who we serve

Hear For You is designed for young people at High School from year 7 to year 12 (aged 12 – 18 years) who are deaf or Hard of Hearing/Hearing Impaired.



History

Hear For You was established in 2007 by Olivia Andersen (nee Gemmell) who has profound hearing loss from birth. This was in response to her personal and professional awareness of the issues affecting teenagers who are deaf and hard of hearing during their high school years. Her desire was to help young deaf people develop the confidence and faith to achieve their dreams.

Since 2007, Hear For You operated with the assistance of funding in:

- ★ Sydney from 2007 to present
- ★ Melbourne from 2011 to present
- ★ Auckland from 2010 to present
- ★ Brisbane from 2013
- ★ Perth from 2010 to 2011
- ★ Rural and Regional Australia 2014 to present

Since 2007, Hear For You has reached out to more than 600 deaf or hard of hearing Australians between 12 and 18 years. Our licenced partners in New Zealand had similar success closing in on the 200 mentee milestone this year since its inception in 2010, and as recently in July 2014 Hear For You was launched in Christchurch on the South Island of New Zealand.

Last report we spoke of our success being measured by the positive feedback from parents and the graduate mentees themselves on how Hear For You had inspired their confidence to pursue their personal goals. Another mark of success is the willingness of over 60 adult deaf or hard of hearing/hearing impaired Australians and New Zealanders who themselves inspire the notion of the volunteer spirit. They come from a wide spectrum of their community and society. Volunteer mentors include doctors, lawyers, shop owners, animators, sports managers, Deaflympians, parents, community leaders, and so on. All mentors have a unique

experience of being deaf or hard of hearing, and in their own eyes are successful and want to share. Their inspiration led to some of our early year mentees following similar paths to become mentors themselves today.

Over the course of its short history, Hear For You has provided high level support for the programs on a bare minimum of resources that are mainly supported by private individual and organisational donations. Any donation or support, private or government, has enabled Hear For You to meet the demand for its programs in other parts of Australia. The board, mentors, and staff work hard to find the most cost effective and innovative way to ensure that a mentor is there for deaf and hard of hearing teenagers today, as the most common reason explained by our mentors in their feedback is "I wish there was Hear For You around when I was a teenager".

Hear For You is proud to be an not for profit charity that has been established by deaf people, run by deaf adults, to connect, to communicate, and mentor deaf teenagers.

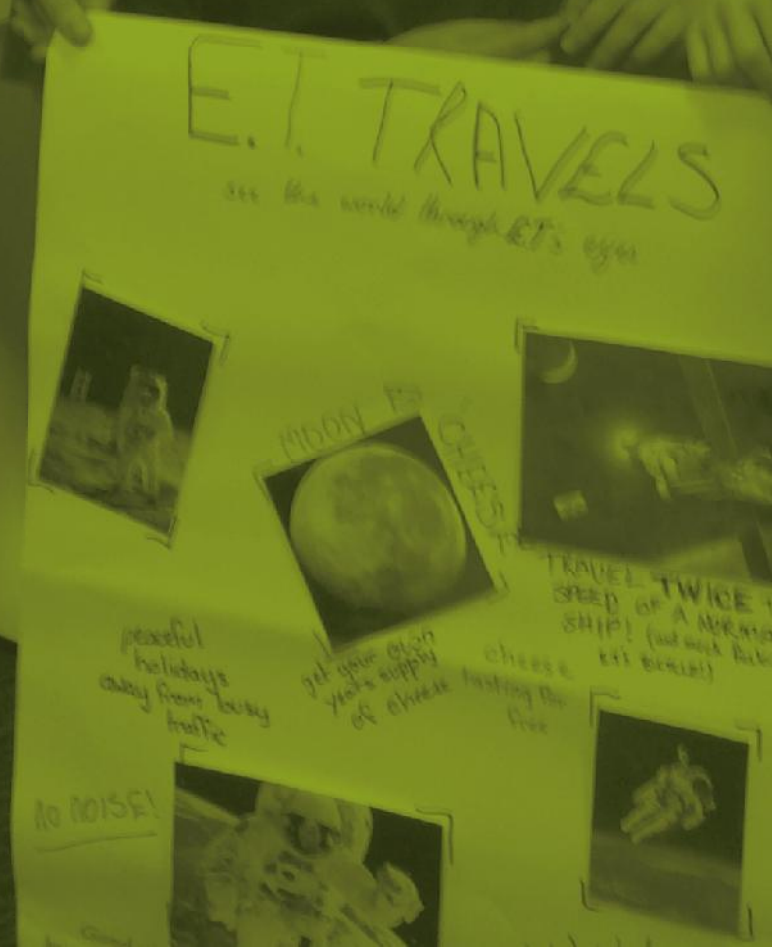
- ★ Appointed high profile Hear For You patrons – former Prime Minister The Hon John Howard AC in Australia and Mr Lance Cairns in New Zealand.
- ★ Winner of the national 2010 AAMI / NEIS (New Enterprise Incentive Scheme) Small Business Award community category.
- ★ Won the 2013 National Disability Awards (Australia) for Excellence in Improving Personal and Community Support.
- ★ Found the funds and hosted its first ever Rural and Regional Australia workshop in Canberra

Historical Milestones

Since 2007

In 2007 - Successful establishment of Hear For You as a charitable business entity in preparation for the delivery of 'core' business activities within 12 months of business registration.

- ★ Generous support from seed funding partners which established the infrastructure of Hear For You and program delivery to commence.
- ★ Delivery of 50 workshops in Brisbane, Melbourne, Perth, Sydney and Auckland. To date, the program has reached more than 500 teenagers.
- ★ More than 60 presentations, guest speaking engagements and seminars delivered to a variety of organisations including deaf organisations, universities, medical groups, radio, TV and magazines.
- ★ Licensed the Hearing House in New Zealand to utilise Hear For You programs and structure. First series of workshops held in NZ in 2011 and judged successful, so the program would continue.





acting chair's report

An incredible journey with national recognition

I'm pleased to present the 2013-14 Annual Report in my role as Acting Chair whilst Olivia Andersen (Founder and Chair of Hear For You) takes maternity leave to look after her three delightful children. I thank Olivia for entrusting me with her "first baby" Hear For You for the next two years.

As you will read, this report highlights the important and unique role Hear For You plays in ensuring deaf teenagers reach their full potential.

Expanded reach accompanied by national recognition

The highlights on p. 5 shows how Hear For You has delivered programs in New South Wales, Victoria and New Zealand however it has also expanded to Queensland and ACT for a Rural and Regional Program. The organisation

has remained accessible by continuing to offer its Auslan program to States where funding is available.

Whilst our growth, at this point, is subject to the State-based funding we can secure, the accumulation of this work in 2013-14 has helped us reach 82 teenagers and their families. The impact of our programs on the lives of mentees, their parents and mentors is monitored and evaluated with an organisational commitment to continuous improvement.

Testament to the effectiveness of our programs and the hard work of mentors and staff came in December 2013 when Hear For You received the highly acclaimed National Disability Award for Excellence in Improving Personal and Community Support . Olivia Andersen, Founder and Chair, accepted the award and made particular mention of over 100 mentors who have volunteered their time over the past six years.

Sustaining our important role for future years

With this national recognition comes an even greater understanding that Hear For You plays a unique role, which must be sustained for generations to come. However, like many organisations in the disability sector, Hear For You is operating in a rapidly changing landscape.

The full implementation of the National Disability Insurance Scheme (NDIS) is on the not-too-distant horizon and pilot locations are already underway. For Hear For You there are various challenges and opportunities to quickly adapt to. Importantly, the organisation must move its funding model from being primarily grants and sponsorship based to providing an individualised fee-for-service offering. Collectively, the organisation is confident of our capacity to adapt to this new environment whilst remaining committed to its Vision for all young people who are deaf or hard of hearing to reach their full potential in life.

Increased pressure on funding

In 2013-14, Hear For You faced sudden pressure on funding and as a result, some difficult operational decisions were made as the organisation responded to unforeseen reductions in State based service support. The CEO and team will continue its efforts to see the strategic fundraising targets realised however, the Board has recognised that strong base of community driven fundraising can take 2-3 years to build momentum.

Importantly, we remain focused on providing a national presence however we are managing the growth carefully so our programs are sustainable.

The Board will review a reworked strategic plan which focuses on the organisation on the NDIS

The Hear For You Board continues to oversee the 2013-2015 Strategic Plan. However, with the challenges faced this year and the NDIS changing the funding context dramatically, we felt it was timely to rework our strategic plan for the next 3 years. This will help us sustain the next phase of our development.

We will continue to build on our values and proven model of building confidence in teenagers at a vitally important stage in their life. The plan will be implemented over the years 2015-2018. It will also be accompanied by a detailed annual fundraising plan, marketing plan, operational plan and financial forecasts for sustaining operations in the NDIS fee-for-service environment.

Teenagers are reaching their potential through the ongoing support of our philanthropic and corporate partners

Hear For You values the vital support of our philanthropic and corporate partners and donors. This year on a national level, Hear For You received support from the Conexu Foundation, the Carnegie Foundation and Deaf Lottery Australia. At a State based level, the St George Foundation ensured our programs continued to grow. Through the support of St George Foundation, we also had the incredible opportunity to launch the Rural and Regional program. This was a high impact program reaching isolated teenagers in need of confidence building at a vitally important stage in their lives. Special thanks also to the many individuals who have contributed to the life changing work of Hear For You over the past year. To read more about our supporters, I encourage you to look at page 41.



chief executive officer's report

The past year will go down as the year that Hear For You really pushed the boundaries of what it can do in regards to providing as wide a reach of Mentoring as possible. It was a year that successfully saw deaf and hard of hearing Australians roll up their sleeves and volunteer their time so that deaf and hard of hearing teenagers did not miss out on the opportunity to be mentored. It was also the first year that Hear For You had to push into its savings to support the passion of our volunteers and to visibly prove to Australia that it can deliver its programs using minimal funds, while at the same time showing its potential through action and not words. Despite providing record number of programs, supporting more volunteer mentors than ever before, providing mentoring to more deaf teenagers across four major cities, and applying for more grants and foundations than in any previous year, Hear For You, understandably recorded a loss of \$135,312 in the past financial year.

However despite this, we have discovered the amount of how much is really needed to ensure that all programs are rolled out, plus how much more is required to enable the expansion of Hear For You programs as targeted in our strategic plan. Much has changed over the past year in regards to the business supporting the volunteer mentors for Hear For You, they are:

- ★ Corporate and business practices and policies revised and prepared to allow for future growth,
- ★ The mentoring programs have been restructured in response to feedback from staff, mentors and from parent and mentee surveys. It meets today's life issues facing deaf teenagers and allows for more time for volunteer Mentors to share their personal experiences,

- ★ Updated and overhauled the website so that it provides a window for programs, news, and a donations portal allowing for on-line contributions to be made. Implemented videos which are captioned or in Auslan so that visitors can meet the Hear For You team and its programs.
- ★ Former Victorian staff members Sophie Li and Meg Aumann presented Hear For You to the world at the 2013 World Federation of the Deaf conference in Sydney,
- ★ As CEO, I attended the World Audiology Congress as a guest of Audiology Australia in Brisbane where I attended the expos and made informal presentations to key audiologists and hearing instrument providers about Hear For You,
- ★ Over the past year our staff and volunteers presented at over 27 events, sharing with audiences in three different states what is Hear For You and how it can be a positive for deaf teenagers,
- ★ More volunteer mentors enrolled than ever before, five training weekends were held, ensuring more than 63 mentors are trained and provided confidence to share their experiences with deaf teenagers now and for the future
- ★ All workshops used captions and interpreters to ensure that full communications accessibility is achieved, at a cost, however based on survey feedback it was identified as a very important requirement as Hear For You aims to ensure fair access for everyone.

- ★ Facebook site increased in popularity over 12 months from barely 130 likes to at time of writing 819 likes – a 600% increase in exposure,
- ★ On-line newsletter distribution pool reached over 900 subscribers
- ★ 2012-13 Annual Report distributed to over 100 Australian Hearing Audiology Clinics waiting rooms.
- ★ Sourced in-kind contribution of volunteer mentor shirts that ensured our volunteers can work in uniform that enables confidence and pride when working with young people.
- ★ Created special mentee scrapbooks that is simple and attractive to teenagers to use as a resource and reference from their experiences
- ★ Created a special on-line “teen space” which for the first time provides the foundations for a special on-line portal for deaf teenagers to visit from time to time
- ★ Completed a partnership with the University of Melbourne in trialling “Hear me out!” that explored whether on-line mentoring can work as compared to face to face mentoring.
- ★ Partnered with the University of Canberra and the Australian National University to apply for a Australian Research Council grant for research into Australian adolescents with a hearing loss.

Research

So many positives in a year for an organisation that relies on the dedication of a small team of staff and more than 60 volunteers, all whom are deaf or hard of hearing, and put in an estimated \$140,000 worth of paid hours towards Hear For You.

Hear For You has to seek funding within a very competitive environment against many other great charities, and being a new “kid on the block” have a long way to catch up to the high standards that are set by deafness sector charities. I have also found that for many reasons foundations and grant authorities do not see deaf or hard of hearing teenagers a priority as compared to younger children or the adults through

the established deaf societies or early learning centres. The mentees who attend the Hear For You programs are not broken, they are not “fixed”, they are simply teenagers who have the same life experiences than any other teenager, however have the added daily challenges of being “different” and due to the greatest and latest technology are in many cases, identified by our surveys, found themselves socially isolated in their high schools as compared to their former primary school environment. Hear For You's mentors are not there to “fix” the challenge faced by deaf teenagers, but are there to provide suggestions and possible solutions through face to face discussion and information sharing to the deaf teenager, so that the mentee can be inspired to find their pathway to their aspirations in life.

Despite our short history and low brand profile, my team and I are doing our best to spread the message to Australians and New Zealanders that supporting young people of High School age is an invaluable investment into future community participants who are deaf or hard of hearing. Hence this leads to the biggest challenge for Hear For You in the new year, which is to secure funding to enable it to continue its high standard delivery of mentoring programs in 2015 and beyond within a highly competitive funding environment, brought on by the NDIS.

Finally I would like to thank the Hear For You's current and past members of staff who performed with passion and belief that they are providing support to their volunteer mentors, the mentees, and their parents. I am proud to acknowledge the fact that Hear For You is run by deaf people for deaf teenagers, and their dedication is evidence of this. We are also privileged to have mentors Julian, Alice, Josh, Hilary and Lucy sharing their experiences as teenagers in this annual report, thank you.

I also like to acknowledge the donors, whose donation no matter how large or small, provided a positive sign of encouragement to the Hear For You staff and volunteers in their work. Also a massive thank you to all the corporate supporters who showed their support either by donation of money to providing professional services in-kind Finally I like to thank the Hear For You board, as well as the advisory council and the Patrons for their support throughout the past year. Looking forward it will be a challenging year ahead and who said “deaf people can do anything?”



Australia HFY Patron – John Howard AC

our people

Our Patrons

Australia – The Hon. John Howard AC

New Zealand – Lance Cairns



New Zealand HFY Patron – Lance Cairns

The Board

Founder and Director – Olivia Andersen

Qualifications

- ★ Bachelor of Design, UNSW
- ★ Business Management, RMIT UNIVERSITY

Experience

- ★ Managing Director of Hear For You 2007-2013

Acting Chair – Zoe Black

Qualifications

- ★ BComm, University of Queensland
- ★ MBA, University of Queensland

Experience

- ★ Director of Strategy & Planning, Australian Communication Exchange
- ★ Vice President, Business Communicators Queensland
- ★ Member, Australian Institute of Management



Senator Mitch Fifield, Assistant Minister for Social Services and Olivia Andersen

Director – Kate Obermayer

Qualifications

- ★ BAComm (Journalism), University of Technology Sydney

Experience

- ★ Global Web Marketing Specialist, Cochlear Limited
- ★ Director, Deafness Forum of Australia 2008 to 2011
- ★ Director, Australian Communications Consumer Action Network 2009 to 2010

Advisory Council

Hear For You is proud to have the following volunteers with high level experience and expertise as members of its Advisory Council:

- | | |
|-----------------|-------------------|
| ★ Mark Carnegie | ★ Sophie McCarthy |
| ★ Angus Gemmell | ★ Cass O'Connor |
| ★ Jack Heath | ★ Harold Scruby |

Staff

Chief Executive Officer – David Brady (Full-time)

Queensland and Rural and Regional Australia Programs Coordinator – Rebecca Driscoll (part-time)

NSW Programs Coordinator – John Lui (part-time)

Victoria Oral Program Coordinator – Sophie Li (finished with HFY April 2014)

Victoria Auslan Program Coordinator – Meg Aumann (finished with HFY March 2014)

Victoria Oral Program Coordinator – Alice Brennan (April to May 2014)

New Zealand (under licence) – Elena Keith (part-time)



mentor thanks

NSW Oral

David Carter
Heather Hunt
Lucy Eels
Sam Cartledge
John Lui
Stephanie Nasir
Lauren Hay
Amy Mills
Tim Palmer
Elizabeth Seares

QLD Oral

Julian Scharf
Aleks Petrusevic
Sigrid Macdonald
Kate Wilson
Fai Tin
Rebecca Driscoll

Victoria Oral

Zoe Williams
Patrick Lane
Jessica Moody
Alice Brennan
Sophie Li
Alysha Tan
Rhiannon Scully

QLD Auslan

Willos Callaghan
Hilary Morton
Dan Jarvis
Bradley Jardine
Sigrid Macdonald
Nicola Taschke
Guled Mohammed
Rebecca Driscoll

Rural and Regional

John Lui
Sam Cartledge
Rebecca Driscoll
Peta Charnock
Aleks Petrusevic
Lucy Eels

New Zealand

Elena Keith
Joshua McLean
Michael Allen
Anna McNab
Natasha Barnes
Joshua Foreman
Eva Bergler
Hayden Nash
Sam Taylor



the personal experiences

The integrity of Hear For You comes from the real life experiences as a teenager of our staff and mentors, all sharing in the vision set by its founder Olivia Andersen. This year we share some stories of our Volunteer Mentors. Hear For You would like to thank the mentors who shared their stories this year, we hope that this will inspire many deaf and hard of hearing/hearing impaired teenagers to be bold in their choices in their life.

Julian Scharf – QLD Oral Mentor 2013, 2014

Julian was an unusual case as hearing impaired children go. It is thought that he experienced a late onset profound bilateral loss at around the age of three. He was a very clever and adept little kid, because he managed to keep his loss a secret from teachers, parents and himself until he was properly diagnosed at nine years.

Whilst initially this felt like a big shock, he took to the news pretty well. During primary school years when the feelings of isolation were riding high, Julian sought refuge in books. Asking peers to repeat themselves can be awkward and tiresome, but the characters on the pages were always happy to oblige. At the time Julian felt that he was destined to remain a socially introvert. How wrong he was! Most of his friends today would describe him as charismatic, exuberant and successful individual who takes to every challenge with unfaltering enthusiasm.

High school is difficult for all teenagers, and for Julian, it felt more difficult than most. He buried himself deep in his studies and emerged 5 years later with one of the top final marks for his graduating year. Despite this academic achievement, at the time he still felt that his future employment prospects were dim.

Julian enrolled in engineering and had a fantastic and tumultuous time at university. When asked why it took him an extra 3 years to finish he will tell you: "that life kept getting in the way!" Before he graduated, he became a dad and a husband! His wife Roxanne has known Julian since the first day of high school, where they bonded over a love of...books!

In February 2012, Julian and his wife, Roxanne, made the decision to sell ALL their belongings, quit their jobs and set off to the tropical Philippines in search of an adventure. They were tired of the rat race and wanted to enjoy the early years with their three and half year old son Myles. They purchased a tiny provincial rice plantation, established a homestead and learnt to live off the land with plenty of help from their neighbours. When the farm adventure wound to an end, they bought a motorbike and spent four months travelling over 3000kms to see all the sights that the Philippines had to offer. Looking back, Julian and Roxanne agree that the whole experience was definitely the craziest thing they have ever done!

Myles is now 5 years old and they still have a fantastic time exploring the world together. Myles is well aware of his dad's hearing impairment, stopping to help dad lipread and vigorously shaking him in the mornings when it's time to wake up!

In more recent years, Julian has reconnected with the deaf community for the first time since he left high school. This has led to a period of self discovery and redefinition of what his hearing impairment means to him. Julian had, until recently, defined his success by his ability to 'fool' people about his impairment and carry on as if he had no disability at all. Now he carries a confident attitude, is happily transparent about his impairment and has a strong voice for self advocacy when needed.



Without the help and camaraderie of the deaf community, Julian feels that he would still be quite challenged and frustrated when navigating the hearing world. He has never forgotten how uncertain the future had looked as a young hearing impaired teenager. With the Hear for You program, Julian endeavours to be the role model that he wishes he had.

Alice Brennan Victoria Oral Mentor 2012, 2013, 2014

Alice Brennan was diagnosed with a mild hearing loss at age of eighteen months and from that time; it continued to deteriorate over the years to a profound loss. The deterioration meant every time Alice learned something or her speech progressed she would lose more hearing and go backwards in development. She was assessed for a cochlear implant at the age of four but her hearing loss didn't meet the eligibility criteria at that time. But by the age of ten, she received a cochlear implant. Alice experienced hearing sounds for the first time; she felt her speech improve and experienced less frustration due to stable hearing. At the age of 21, Alice received a bilateral cochlear implant in her other ear, which she had not

heard out of for 11 years. Although, it does not give her sound localization, she can hear more sounds from her left side now.

Growing up, Alice received a lot of support from her family, including intense early intervention, whole family involvement in activities to encourage her language/ communication development and providing her with social information in which she might have missed hearing. On holidays at the beach or in pools, where she did not have her aids in, her older sister Sarah would be her "ears" and she always made sure that Alice felt included. Her family never made her feel that she was different and they are a huge part of her success today.

Alice attended mainstream classes in schools with a deaf facility. Alice was never the only deaf person in her school. She had teachers to confide in when she struggled and the support of fellow deaf peers. Growing up and having other friends who had similar experiences really contributed to Alice's wellbeing. Alice is grateful she had this opportunity and one of the reasons as to why she is so passionate about the Hear For You program is that it is able to provide a similar type of support for young deaf teenagers.

After high school, Alice studied at Monash University for four years. In the first three years, she completed a Bachelor of Arts majoring in Psychology. In her honours year, she completed her research project at The Alfred Hospital on professional intervention services that respond to mental health crisis events. After completing her studies, Alice took a gap year and backpacked around Europe for almost seven months. Alice has since further developed her love for travel, she headed to Cambodia, Vietnam, Thailand and Laos last year and has plans to go to India this Christmas.

Alice is currently a case manager at Deaf Children Australia where she supports deaf children and their families. Prior to this role, she promoted a safety and awareness program for deaf and hard of hearing youth and a communication resource, which aimed to increase communication in the homes of deaf children. Last year, Alice was a research assistant at La Trobe University on a project focusing on the early language development of children with cochlear implants and the factors, which influence their outcomes.

Alice aims to support and inspire young people who are deaf and hard of hearing and help instil in them the realisation that despite their struggles, they can be successful in what they choose, and achieve their dreams.

Josh Foreman NZ Oral Mentor 2012, 2013, 2014

My name is Josh Foreman, I am 23 years of age and this is my story...

I was born deaf, and it was only at the age of two years when I was diagnosed with my profound hearing loss. The events that led up to the diagnosis were somewhat peculiar... My mother would vacuum under my cot but yet I did not stir, the dog would bark when the doorbell rang whilst I was asleep, but yet again I did not stir! My father then proceeded to bang and clang kitchen pots together as a 'test' to which I didn't stir!

"Yeah, there's definitely something!", my father concluded.

I had my cochlear implant operation shortly after at two and a half years, followed by the nerve-wrecking 'switch on' which I'm sure that many would agree as a most memorable experience, receiving the sounds of life is something that should never be taken for granted. Once I had become used to the cochlear implant briefly, I began my intense speech and audio therapy day after day until I started at a mainstream primary institution, King's School. This unfortunately cut down my contact time with the therapists, however I also had additional support through my years at school by having a teacher aide which helped me immensely. Shortly after I started my secondary school, King's College, I graduated from the Hearing House which was a very proud moment for me as I felt empowered and confident to tackle life. A huge thanks to everyone at the Hearing House for all their support!

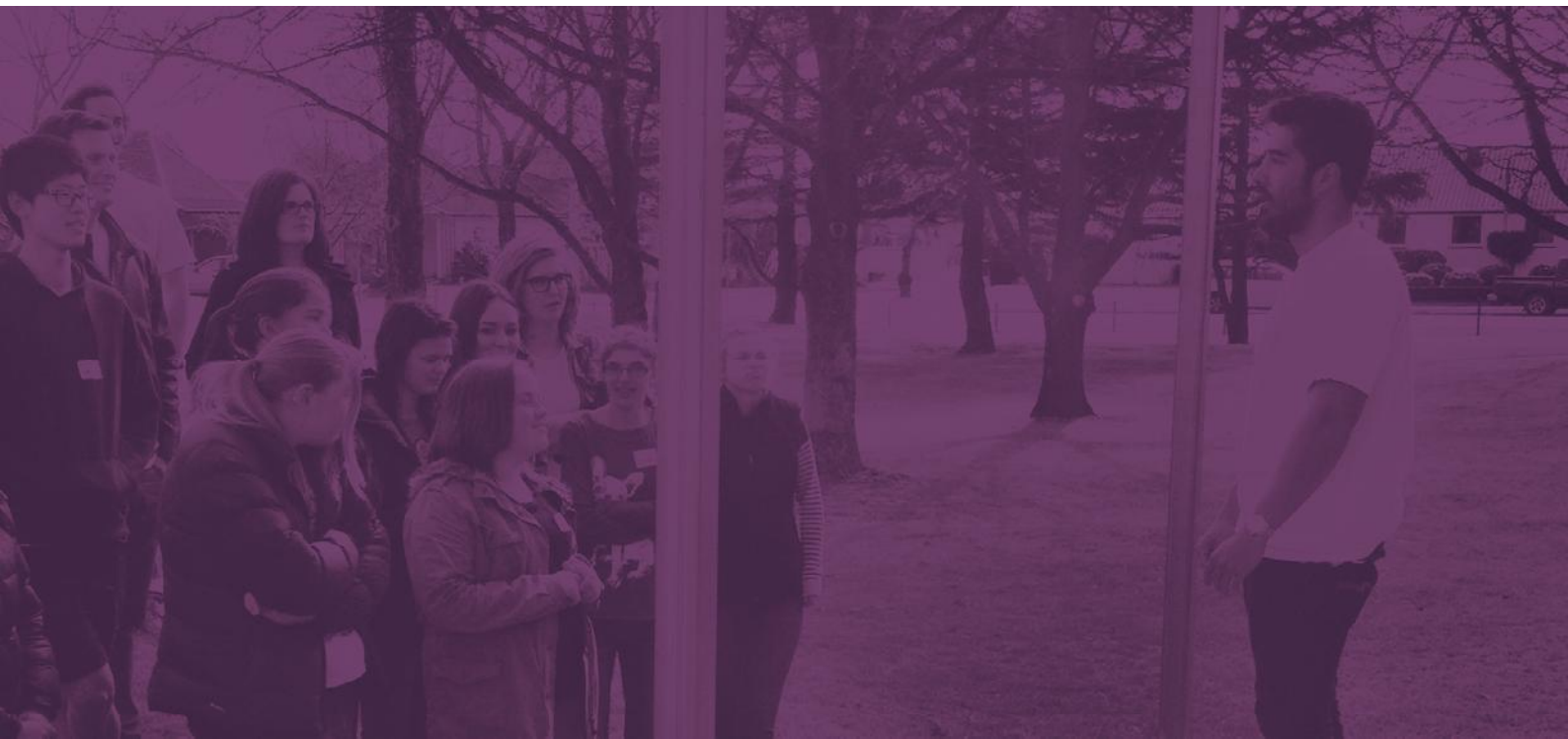
At school, there were times that I found it difficult to relate to my peers in conversations or such, however I was fortunate enough to be surrounded by people who couldn't care less about my hearing loss, they always treated me as equal and expected me to achieve just as much as anyone else.

I was and am still currently a huge sports fanatic! Throughout my years at school, I played numerous sports from swimming to rugby to tennis. At King's School I played in the 1st IX Softball as the pitcher and the 1st XI Hockey as centre forward.

King's College saw me playing in the 2nd XV rugby team on the wing, much against my mother's wishes, but I loved it! During the summer, I represented Auckland on several occasions for 110m Hurdles, and played tennis competitively for the college.

One of my proudest achievements at King's College was becoming the Head of my boarding house, Parnell, which involved leading 60 other boys. In addition to that responsibility, I was also a school prefect. At the end of my final year of school, I was awarded the Stan Empson Prize for All-Around ability as a boarder, which a huge honour to receive.

I am now in my final year towards a Bachelor of Physical Education, aspiring to be a P.E teacher. Next year I will be doing post-graduate research, but have yet to decide what it will be towards. I have recently qualified as a Personal Trainer and CrossFit coach which has allowed me to help people with their fitness goals. I have a huge passion for sports and



fitness, and it is through this medium, that I believe that people can improve themselves in all aspects of life. In fact, I strongly believe that the world of sport and fitness has helped me to define myself.

Recently I took on the grueling 20km Tough Mudder event as a fundraiser for the Hear For You programme. I put together and led a team of 18 of us to traverse across the muddy terrain of Hampton Downs, just south of Auckland. It took us 3 hours until finally making it over the finish line. This was a huge achievement for the team, and we had raised \$9,500 at the end, for the programme.

My involvement with the Hear For You programme is something that I am very thankful for. I enjoy meeting the mentees, and I hope that, along with the many other mentors, we are able to make a positive contribution in their lives. I am looking forward to hearing of the many achievements that the mentees will undoubtedly make. Kia Kaha, Be Strong!

Hilary Morton – VIC Auslan Mentor 2013, QLD Auslan Mentor 2014

Hilary Morton was born in Bendigo, Victoria into a fully hearing family. She was diagnosed with a mild hearing loss at an early age however upon waking up one morning, at the age of six, Hilary remembers not being able to hear at all and was then diagnosed as severely profoundly deaf.

Growing up as a young girl in the rural city of Bendigo, Hilary's family was not aware of all the possibilities and opportunities

out there for deaf children.

Upon starting Primary School, Hilary and her family became good friends with a deaf woman and over the years that woman became a mentor for Hilary and encouraged her to get out there and try new things, especially sports. Hilary loved athletics and this lady cheered her on at the Primary Deaf Sports day winning trophies for the best athletic in specific age groups. When Hilary was 14 years old she organised and played Netball for the first time with the support of her mentor and this continued for a number of years. Hilary then went on to compete in the Australian Deaf Games Victorian team, various netball Nationals and Netball fun-days.

When Hilary was 16 years old she decided she wanted to get a Cochlear Implant. Her reason being is that she was in the "hearing community" the majority of the time with school and work. The operation was successful and did everything it was supposed to do. However over time Hilary started wearing her cochlear implant less and less as she started to become more involved with the deaf community. She still wears one hearing aid which still works extremely well for her. She can hear and talk.

She now has a deaf partner who has a fully deaf family, it was a big learning curve for her, in a good way that is! Hilary currently lives in Queensland on the Gold Coast and absolutely loves it!

Hilary has been employed by a number of different businesses. Her first job was as a check out chick for Bunnings for four and a half years. Throughout those years her confidence grew due to talking to so many different strangers



every day and having so many responsibilities. It wasn't the best job but she learnt a lot from it and changed as a person. She has gone on to work in a Respite Care house as a translator/interpreter, "big-sister", and carer. That job has been her favourite one to date. She has also worked at mainstream primary school and a Special school as a Teacher's Aide for deaf children.

Hilary is now currently aiming to start up her own Graphic Design business after having previously gained qualifications from studying.

Last year Hilary was involved in the first Auslan program of Hear For You in Victoria so this year when she heard that Brisbane was going to do the same she knew she had to jump at the chance to be involved again and share her experiences as someone growing up in a hearing family in a rural isolated area. She wanted to show that you can break down any barriers that you face and that there is always a way.

Lucy Eels, NSW Oral, Rural and Regional Australia Mentor 2014

It is my privilege to be able to share my experiences in relation to my deafness during my teen years and all of the obstacles I have had experienced and how I overcame some of them.

I was brought up in a small town in the South of England. I wore bilateral hearing aids till I was the age of 16 where then I received a cochlear implant. I spoke English as I did not know how to use British Sign Language.

I attended a mainstream school where most teachers were lacking deaf awareness. I was the only girl at school that had a profound hearing loss. I found school really difficult in terms of socialising with fellow students and teachers not being aware of my needs with regards to education and how to deal with a deaf person personally.

The first issue is that often I would sit in the class not understanding fully what the teacher was saying after a huge attempt in listening, I had to strain in order to try and listen to the teacher's spoken words and as a result of this I would often come home with a severe headache. Moderately, I would have a Teacher of the Deaf in my class and she would write notes. I felt that it didn't really make any difference to me as the notes was not shown or given to me. If I was to enter in this repeated situation I would have had the confidence to ask

for these written notes as it was easier for me to read rather than to listen. My confidence improved over the years having spoken to many other people with a hearing problem and I was given advice on how to deal with these issues.

The second issue involved watching a DVD without Closed Captions or listening to an audio tape. I used to get so fed up and felt emotionally down when these activities took place. I have always wanted to leave the class when this took place as I felt it was unfair for me to be at present. Often, I was given a workbook and it was expected of me to follow the DVD or the tape dotting down the answers in the workbook and it was impossible for me to carry out this task. The teachers did not get the message. There were a few occasions when I would refuse to accept the workbooks as it was no use to me and the teachers would say 'Just try and do your best.' I continued to refuse in a calm manner and as a result of this I got sent out of the class just simply because I was deaf. Reflecting back on my past I wished that I was able to report this situation to the teacher in charge and to discuss an alternative way on how to overcome this problem. I also needed the encouragement, for example, from older deaf mentors who could give me advice and tips on how to speak up during my schooling days i.e fighting for Closed Captions. That would have been really good for me during my teenager years, but unfortunately there wasn't anyone available.

The third issue was because of my deafness the teachers in general decided to place me at the bottom set of classes because they strongly believed that I would hear better as well as learning a lot more. They did not observe my learning ability and how capable I was in achieving a good grade in many subjects. The class was very small and full of badly behaved students who simply did not want to learn. I was bullied in those classes and I hated it. One time it was so bad that I went home in tears to my supportive parents. My parents organised an urgent meeting with the school to discuss the issue and my parents had requested for me to be moved up to a class where it was much calmer and I could be in the company of my best friend. Prior to this, a couple of tests took place as I had to achieve the required mark before I could be moved up, I passed these tests. The teachers still wasn't convinced that it was the right decision but they finally agreed with my parents that I could be removed from the bottom set classes.

The fourth issue was my speech which wasn't all that good with the hearing aids I wore. Other students and some of the teachers could not understand me well which made



communication a barrier. This made my life at school very difficult prior to having a cochlear implant. However, I was very lucky to have made one best friend who was very understanding.

Moving on to what life was like for me outside of school. I have a great small family who supported me really well. We often went out for dinner and they had always included me in their conversation, I was very lucky that I had a really understanding parents and sister. My parents was put into touch with many other parents through a voluntary group that was set up in the UK where they could share experience, advice and tips in relation to having children with hearing loss. This really benefited my Mum and Dad.

I was also encouraged to join in many different clubs after school in my hometown in order to build my confidence and to meet new friends, I met a lot of good hearing friends who I socialised with at weekends or/and after school.

I left school with excellent grades, I achieved this myself, the support received from Mum and Dad and very little from school. I did a lot of revision based on reading and writing as I realised how important it was for me to achieve the grades I wanted. I attended college as my dream goal was to become a Registered Nurse and immigrate to Australia. I had a great

time at college, sufficient support for deaf people was put in place and therefore the lecturers were very understanding. Education was given to my fellow students based on deafness during my first week at college and this made a huge difference to me. I also made a lot of great friends, both, hearing and deaf.

Today, I moved across the world and now living in Sydney, Australia where I am practicing as a Registered Nurse.

our programs reports

Queensland Oral Program Report

March and May were the busiest months for the Queensland Oral Program. The Queensland team were delighted to be the first state to deliver the first four-workshop format before New South Wales and Victoria – this sure did make way for additional ice breaker activities and social time between mentees.

This year, we welcomed ten mentees, some travelling from the Gold Coast and Rockhampton. All workshops were held at Griffith University as part of our ongoing partnership to work together to reach out to deaf and hard of hearing communities to give them vision and inspiration that university can be an attainable goal and thence to a dream career. Also, the space is big and there's plenty of grassed areas for our activities!

We too welcomed two new mentors to the team – Kate and Sigrid. Three mentors from 2013 continued to give up their time this year. 2013 mentee Cameron and his mum visited us during Workshop 1 to tell us what he is up to. Cameron shared with us that he is now working as an apprentice chef, following his passion for hospitality. Go Cameron!

After lunch, we ran bootcamp activities. The favourite boot camp activities were Hoops and Untie Hands. With 'Untie Hands', mentors and mentees had to aim to untangle hands, and all seemed to do this so effortlessly: everyone was untangled within a minute every time!

Workshop 2 came a few weeks later. We started the day with Eggs Can Fly. At last we were pleased to be able to do Eggs Can Fly activity as last year we could not do it due to venue constraints. Two rounds were carried out – one from second level balcony and the second and final round from a fourth level balcony of a building. Team Julian won – perhaps an unfair advantage with him being a Mechanical Engineer other days of the week? Anyway... another memorable moment of second workshop was the Year 11 and 12 mentees and mentors being judges for Year 7-10 'Sell the Moon' activity. Some interesting advertisements were presented by the Year 7-10 mentees!

Then, we had a break for a month due to the Easter school holidays and public holidays. Workshop 3 was about technology and communication. Our friends, Phil Harper from Conexu Foundation and Cindy Ranger from National Relay Service



visited us to talk about what is available – apps and devices. For the first time, parents were involved in this technology session. The second part of the day was on communication and being assertive. We went through a series of scenarios where the teenagers came up with ways to deal with difficult situations (e.g. noisy restaurant). We were joined by guest speaker, Josh Devenny, in the afternoon. He told us his story, formerly from Canberra, now living in Brisbane and now working in hospitality. He spoke about his personal challenges as a person with a hearing loss.

Mentors and returning drama coach, Anna Molnar, once again pulled together a spectacular drama workshop during the last workshop for our teenagers. A parents' session was held in the afternoon with special guests in attendance – mentor Sigrid's parents and mentor Julian's wife. At graduation, we handed out certificates to mentee's containing just one word that best describes them, these included insightful, harmonious, adventurous, determined, ambitious and witty!

In other news, mentor Aleks, mentee Tara and mum Julie, and I participated in Brisbane's City2South fun run in June. We collectively raised \$3,500 to go towards continuing our work in 2015. From Tara, Aleks and myself to our friends and family, we wish to thank you once again for your support.

Did you see the picture inside first page? This was drawn by mentee Keira who's finishing high school in 2014. Thank you and your mentors wish you all the very best with your further studies.

Rebecca Driscoll
QLD Programs Coordinator



Program sponsor



Venue supplier

Queensland Auslan Program Report

Early 2014, Hear For You announced the much anticipated opening of the first Queensland Auslan mentoring program to be held in Brisbane. It will start from Sunday 10 August at Griffith University. We have new volunteers on board, trained and ready to go. If you want to find out more about our new awesome mentors, you can check out their biographies on the Hear For You website – <http://hearforyou.com.au/program/qld/qld-auslan>. As the program is yet to start, a full program report will be available next year in the 2014-2015 Annual Report.

Rebecca Driscoll
QLD Programs Coordinator



Program sponsor



Venue supplier



Victorian Oral Program Report

2014 marked the fourth year of the Hear For You oral program in Victoria, with fifteen teenagers enrolling by the first workshop. This year's enrolments did not see any year 11 or 12 mentees for the program, but a larger contingent of year 7 to 8 mentees within the total enrolled.

Mentors for this year were, returning mentors Alice Brennan, Jessica Moody, Patrick Lane, and Sophie Lee, and new mentors included Zoe Alexander, Ayden Graham and cadet mentor Alysha Tan. As there were no year 11 and 12's this year, Aden and Alice unfortunately did not mentor this age group. Instead the 9 and 10 group consisted of females only, so both Alice and Jessica mentored this group. This change in dynamics worked out positively and created a different environment within this all female group. We hope that in 2015 we will have some year 11 and 12's to take advantage of Aden's life experiences and skills.

Other changes all occurred in staffing during the program, with Sophie Li stepping down after one workshop from her role as Victoria Coordinator and passing this on to Alice Brennan who was able to manage the final three workshops, while Sophie focused on mentoring. Fortunately Alice and Sophie had the support of volunteer intern Rhiannon Scully who assisted both of them at times prior to and at the workshops. Hear For You would like to thank Alice, Rhiannon, and Sophie for ensuring the hard work behind the scenes supporting the volunteer mentors went smoothly as possible.

The first workshop was held at Deaf Children Australia in April, it was a bright sunny day which after the business of the meet and greet session, the new format that commenced this

year saw a in-depth Parents Session while the mentees did a Bootcamp out on the grounds of the St Kilda Road venue. Deaf Sports Australia's Irena Farancci helped out with the camp as well as took a moment to speak at the parent session to let them all know about sport and recreation opportunities for the mentees. After lunch on day one, a great session covering personal introductions and the topic of Identity was discussed at length between mentors and the mentees, at the end of it most of the teenagers felt the 'weight lift off their shoulders', mentees commented that they 'did not realise that their were others like them who felt the exact way they did' finished the day with a smile on their face.

As part of the Super Sunday in May, the second workshop held at Vic Deaf saw the mentees commence the day with an intense "eggs can fly" activity, followed by the favourite; "Sell the moon". Both activities are designed to boost the level of interaction and team work between the mentees, while being advised and guided by their mentors. All age groups interacted for the morning activities, they showed such a high level of enthusiasm and bonded like they had know one another other for years. After this, the mentees split into their school year groups where year 7 and 8 explored their school choices, hobbies, and asked questions of their mentors on what they did at their age. The year 9 to 10 year group looked at careers, part-time work and learned from their mentors about their experiences in part timework, and their careers. All the mentee's appreciated hearing the mentors' stories were full of many questions and desire to know more- not just about the mentors experiences but of their fellow mentees too. They particularly enjoyed playing a "celebrity heads" game but instead of guessing celebrities they guessed random jobs such as a "hand model", encourage them to think outside the square, know that they have many options all whilst have lots of FUN!

Technology was the first activity for the third workshop, and this year the parents of mentees were invited along to a special side session on technology so they can understand what may enable their teenagers to become more independent now and later. There was great turnout of parents whom were grateful for the opportunity to learn more and glad to hear of the support available. We were fortunate to have Phil Harper from Conexu, and Lance Hately from NRS who both shared tips and tricks of various apps, mobile tools, and telecommunications. Mentees and parents reported information out there is such a minefield and shared information and knowledge with others too. After the technology presentation, the mentees and their mentors looked at communications skills from a deaf or hard of hearing perspective, with emphasis on being assertive in a hearing world, then they explored social media and how to be safe on-line. A highlight was watching a popular video "look up" which challenges to question the use of excessive social media and the impact in which it has on lives.

The final workshop saw the Victoria Oral program's favourite session as nominated by the mentees, the drama workshop provided by St Martin's Youth Arts Centre and Jess Moody. The drama workshop started with an awesome game of "zap" that saw mentees build their confidence and reaction time to being zapped or swiping. After this warm up, the drama session then focused the mentees in small groups to build on a scene that shows Melbourne. There were aspects of communication skills, different types of leading, teamwork, and most importantly the level of creativity unleashed high levels of imagination to reproduce what CEO David Brady witnessed as one of the best drama workshops ever put on in a Hear For You program. The key to the performance was the high level of confidence

that was noted by the parents of the mentees in the feedback survey, and it was also testament to the level of professionalism and enthusiasm of all the Victorian mentors who were there for the mentees.

Then there was the graduation ceremony, where the mentors took an opportunity to share a special message for their mentees as an inspiration to take away back to their communities and school lives. The parents all appreciated the impact that the Mentors had on their mentees with the most common comment being "the mentors – Alice, Alysha, Jessica, Sophie, Zoe, and Patrick are all a wonderful group of people and clearly have put in hard work to make the workshops informative and enjoyable", then some further declared that the mentors are great role models for their children. These comments says a lot about the impact of the Victoria Oral program, and it is hoped that in 2015, funding for the program are found so that deaf and hard of hearing teenagers in Victoria can continue to access Hear For You.

Sophie Li and Alice Brennan

Victoria Oral Program Coordinators



Venue suppliers



Victorian Auslan Program Report

It is with regret that Hear For You was unable to secure the funds required to support the 2014 Auslan program in Melbourne, Victoria. After many attempts by the staff and mentors to secure funding from both private and government during 2013 and early 2014, it was decided to hold this program until funding is secured. However, the team at Hear For You will not give in as already in place there is a team of six exciting volunteer Auslan mentors ready to put on the workshops once a supporter to these programs can be secured.

Meg Aumann

Victoria Auslan Program Coordinator

New South Wales Oral Program Report

The NSW Oral Program has seen a successful start to 2014 with four completed workshops, with the last one taking place on 20th July at the Hearing Hub, who donated the awesome venue to Hear For You so we have a central and safe place for the mentoring.

Having bid farewell to three extremely experienced mentors in 2013, it was crucial to find people with the right personalities and life experience to fill those spots. It was pleasing to see eight new potential mentors from all walks of life and various backgrounds attending our Mentor Training Workshop.

This helps in reducing the substantial burden on our current full mentors and NSW Program Coordinator, knowing that if they are unable to attend the workshops due to illness or exceptional circumstances, there are other very capable replacement mentors available to step into their shoes on the day. This is an ongoing priority for Hear For You as we seek to recruit the best mentors available for our mentees.

There will always be a role for those who have contributed so much to the program in the past as they have a vast bank of experience and knowledge to pass on to our current mentors.

A huge thank-you to all our mentors who generously give up their time to contribute to the successful running of our program and in making a world of positive difference to our mentees.

We have been fortunate to be able to use the fantastic Hearing Hub facilities for our workshops so a big thank-you to Louise Dodd for helping provide us with this venue.

There were seventeen mentees in total from the Year 7 -10 groups enrolled from all around metropolitan NSW with one or two even coming from as far as Canberra and Port Macquarie.

It was a healthy mix of both returning and new mentees taking part in the revamped Oral Program structure designed to facilitate more effective mentoring and learning relationships between our mentors and mentees whilst still addressing all the important deafness-related issues in our programs.

As the mentors and mentees worked their way through the workshops, it is satisfying to see the development of mentoring relationships and building of hopefully life-long friendships. At the end of the last workshop, each and every mentee are rightfully proud of themselves; having expanded their horizons and stepped outside of their comfort zones, whether it be in a small or big way!

A strong congratulations to all those who attended the program this year and we look forward to their continued development in their personal, academic, social and self-development aspects in the years to come.

I would like to make a special mention of Darren and Erin who ran in the City 2 Surf on Sunday 10th August. Erin also generously put up her hand to help raise much-needed funds for future programs in the lead up to the run. Well done and thank you very much Erin for your help and running with the Hear For You team on the day! Congratulations to Darren for running in the Blue Group for his school!

Hear For You remains heavily reliant on private funding to be able to continue providing quality future programs. We remain committed to sourcing and obtaining the funds for not just our Oral Program but also to be able to implement the first Auslan Program for all Auslan high-school teenagers in NSW.

Last, but not least, there still remains a huge challenge in reaching out to and creating awareness about Hear For You amongst the mainstream oral deaf and hard of hearing teenagers all across NSW.

Especially when they have been so well-integrated in the first place. The correct terminology may be 'hard of hearing' but

many teenagers often identify themselves as 'hearing-impaired' still so there may be a perception that this is not the right program for them.

In other instances, the issues is not in making contact with them, it is that they are not comfortable attending such a program when they feel they have just managed to get into a comfortable balance in their life regarding their identity and hearing situation, thus, don't want to 'rock the boat' so to speak!

Regardless of whether they feel if Hear For You is right for them or not, our programs are open to anyone who is of high school age and is deaf or hard of hearing or hearing impaired.

I look forward to hosting not just another successful NSW Oral Program next year, but perhaps, two programs, one in each half of 2015, in addition to seeing our first Auslan Program opening its doors in the near future.

John Lui

New South Wales Oral Program Coordinator

**The Carnegie
Foundation**

Program sponsor



**Australian
Hearing Hub**

Venue supplier

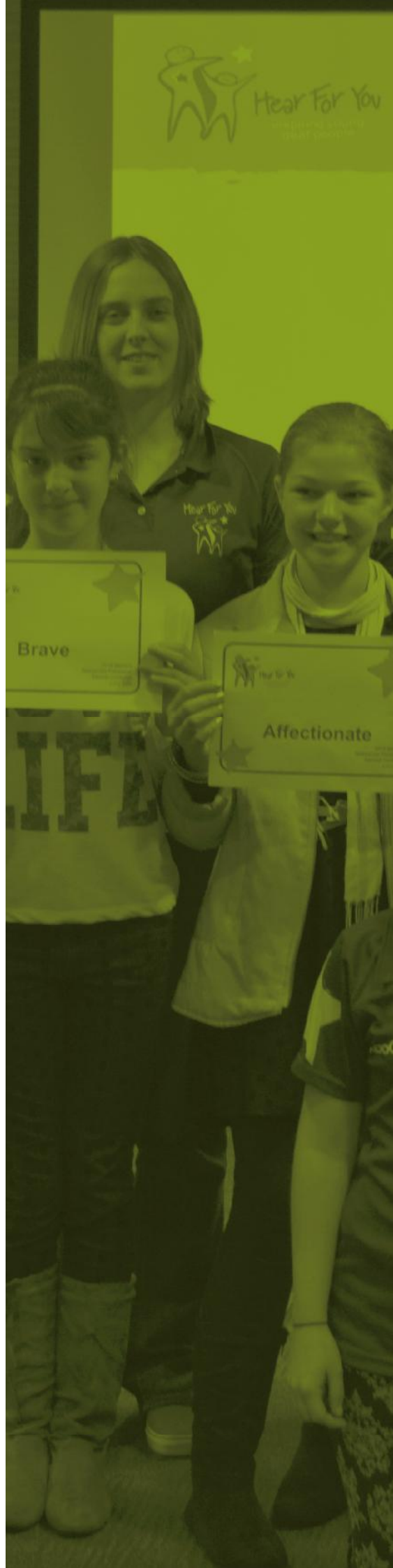
Rural and Regional Australia Program Report

Feedback from surveys and online enquiries gathered during the first few years of the Hear For You programs in 2010 and 2011 identified the demand for a special Rural and Regional Australia program for those deaf or hard of hearing teenagers who are unable to attend a metropolitan workshop due to costs and distance. The staff at Hear For You between 2011 to 2013 worked hard applying for several foundation and trust grants to secure the funds required to run such a program, when in late 2013, the St George Foundation elected to support the Rural and Regional Australia program.

With the funds secured, Hear For You's next challenge was to find a venue for the program, and it was not long before the University of Canberra offered their excellent venues which were easy to locate and suitable for Hear For You, which then meant that the program was a "go". Then to have the venue available during the universal school holiday period in early July was simply a bonus as it meant that no mentee who attended the program did not have to miss a day of their schooling.

The program had few issues attracting Mentors, who volunteered to take three days off work to attend the program in Canberra from their home states. Mentors who volunteered for the program were Aleks Petrasevic (QLD), John Lui (NSW), Lucy Eels (NSW), Sam Cartledge (ACT), and first time mentor Peta Charnock. Support was provided by Program Coordinator Rebecca Driscoll and CEO David Brady.

After an extensive period of promotion, 11 mentees and their parents enrolled for the inaugural four-day program in July 2014. However one mentee pulled out at the last



RURAL AND REGIONAL AUSTRALIA 2014



minute due to illness which meant only 10 attended the opening session, and what an opening day it was, held in the fantastic "Inspire Centre" at the University of Canberra. This venue was the best opening day workshop venue Hear For You has experienced, it had an excellent audio loop system that allowed mentees and mentors to use the audio induction switch on their hearing aids or speech processors, and smooth high speed internet which provided in-time off site captions. The walls of the venue allowed for whiteboard markers to be written on them, which provided for an interesting "my community and home" session by the mentees and mentors later in the day.

The first parent session included a brief from each parent on who they are and what they are expecting from Hear For You. The most common comment was that Hear For You provided the bridge between that of a child from primary school through to post high school, a gap that is only provided by Hear For You. It was talk of the need for support to enable the deaf teenagers so that they can find their inspiration to meet the challenges in their lives, one that most parents at the parent session who were all hearing except for one, found it a challenge to identify their experiences plus add the deaf experience on top of it.

While the parents were in their session, the mentees and mentors commenced their program through workshop 1. They got to know one another through ice breaker and boot camp activities (all indoors on a cold winter's day) Here also was where we did "my community and home" activity utilising the complete four-wall whiteboards.

Day 2 saw the Mentors and Mentees focused on Technology which saw presentations from Phil Harper from Conexu, and a special one from Pete Halsey from the ACT Deafness Resources Centre. The Mentees also explored school choices, careers, did some mock interviews. Ricky Bryan who works at the University of Canberra and a board member of Deaf Sports Australia provided the mentees an insight into his career and how as a hearing impaired person overcame obstacles to achieve in his career path since his school days.

That evening saw the first Hear For You Social event where ten pin bowling was played by mentees, mentors and the parents at the Belconnen Ten Pin Bowling centre. It was a great occasion that saw more socialisation and networking between mentees and parents. There were some amazing multiple strikes...

Day 3 saw the mentees and mentors meet at the National Gallery of Australia where a special tour was provided by the staff of the Gallery. Mentees and their mentors were each provided with an iPad where they went on a small group tour and explored their artistic creativity, or lack of it. Then a special lunch was put on, where Hear For You found themselves having lunch in one of the large halls in the National Gallery, a memorable occasion.

After lunch, the mentees and their mentors headed back to the University of Canberra, to explore life skills as a deaf person and share their experiences with each other and listen to their mentors who provided an insight into similar experiences like them. Feedback indicated that this was one of the most moving experiences of the whole workshop and gave mentees, for some "at last", an opportunity to share 'deaf experiences' from their mainstream lives. After this, the mentees participated in the first drama workshop which focused on building confidence. This special workshop was provided by local performer and teacher of the arts, Robin Davidson.

Day 4, the last day of the 2014 Rural and Regional program, saw the mentees commence practices on their drama performance, while the parents had a session where they heard from graduate mentee and Mentor Sam Cartledge, his parents, followed by insights shared by Mentor John Lui's wife Kristi Ovhaus about how they met and married. An emotional session and there was not a dry eye in the house. Following this, the Mentees performed their special drama performance in front of their parents which again from feedback brought out surprises from the parents of their teenagers. Finally graduation was performed followed by farewells.....

Thank you to St. George Foundation, Conexu Foundation and University of Canberra.

Rebecca Driscoll

Rural and Regional Australia Program Coordinator



Program sponsor



Venue supplier

New Zealand report for 2013 – 2014

Hear For You has been running in Auckland, New Zealand since 2011. Thanks to funding from Max Fashions and the E B Firth Charitable Trust we were able to hold the first Christchurch based Hear For You programme at the University of Canterbury. Seventeen teenagers from Years 9 to 13 joined the programme in 2014 and came from all over the country. It has been hugely exciting for some of our Christchurch based mentors to have Hear For You in their own hometown and it's been great to meet a whole new group of teenagers.

Josh Foreman, an Auckland based mentor and Bachelor of Physical Education student, took part in the Tough Mudder challenge in May. He did the entire course without his cochlear implant and encouraged people to donate to the NZ Hear For You programme. "When I was a teenager, I didn't really have any deaf role-models to look up to so I want to be there for other teenagers and help them through their teenage years. I hope to raise as much as I can for The Hearing House and Hear For You as they have done so much for me and many

others, and I want to repay the favor." Josh and his team raised an incredible \$6,200.00 which will help fund Hear For You in New Zealand in 2015.

I'd like to acknowledge The Hearing House and the Southern Cochlear Implant Programme's support of Hear For You in 2014. Without them and our funders we wouldn't have been able to put the workshops on so we're very grateful for their assistance. I'd also again like to mention the mentors, they're an outstanding team of volunteers and I'm indebted to their professionalism, commitment and enthusiasm for making Hear For You an invaluable and fun programme for hearing impaired teens.

Elena Keith

New Zealand programs coordinator

Hear For You programs in New Zealand are delivered through a special licencing arrangement with the Hearing House





The image shows a woman standing in front of a whiteboard, presenting to an audience. She is wearing a dark jacket and a light-colored scarf. The whiteboard displays a circular diagram with several steps, including 'Identify the problem', 'Analyze the problem', 'Develop a solution', 'Implement the solution', and 'Evaluate the solution'. The audience is seen from behind, with a man in the foreground wearing a dark jacket. The scene is set in a modern office or meeting room with large windows in the background.

ring young
people

our strategic plan

Strategic Goal

Establish a leading not for profit charity with strong business practices and financial base to be able to provide mentoring for over 210 deaf teenagers per annum by 2016

Key Result Area

1. Programs
2. Business Processes
3. People
4. Profile
5. Financial

Objective

- ★ Be the program that all deaf teenagers in Australia and New Zealand want to participate in
- ★ Achieve best practice in business systems, structure and processes
- ★ Build a strong network of key stakeholders including mentors, volunteers, mentees, supporters
- ★ High national profile and number 1 in social media for deaf teenagers by 2016
- ★ Set up innovative fundraising and establish long term government funding, to have a cash reserve of \$500,000 by 2016

Key Differentiator

Hear For You is an organisation that is "founded by deaf people, run by deaf people, for deaf teenagers".



reasons to support hear for you

There are an estimated 20,000 Australians under the age of 21 years who are deaf or hard of hearing (1). This is associated with a broad range of consequences for a child's cognitive, social and emotional development, including limiting the ability to communicate. International research has shown that children who have problems making themselves understood are at high risk of social isolation and are four times more likely to have a mental health disorder (2).

Over 90 percent of deaf children are born to hearing families who have little or no experience of deafness (3). More than 83 percent of deaf children and adolescents attend mainstream schools where they are often the sole deaf student in the class or even at school (4).

Due to the success of cochlear implants and digital hearing aids (and other technical devices), an increasing number of deaf teenagers use spoken language as a one of or their main medium of communication. However, despite modern technology, 60 percent of deaf children function at levels below their hearing peers when it comes to school class

engagement and community social engagement. This social isolation has implications for the mental wellbeing of young deaf people and puts them at greater risk of experiencing anxiety and depression. This in turn affects their education and future employment and career prospects.

Australian research shows that an estimated one in five children and adolescents is likely to suffer from a mental health problem before reaching adulthood (5). Evidence from international studies investigating the mental health of deaf children and adolescents indicate that the prevalence rate for mental health problems can be over 40 percent in this population with a higher incidence of emotional, behavioural and attentional problems when compared to hearing children and adolescents (6). Many deaf teenagers experience low self-esteem, poor self-concept in particular identity, isolation, loneliness, anxiety and depression. In addition to limiting their employment prospects, hearing loss places limitations on the individual's ability to interact with the community. This has a significant economic and physical impact on the lives of the individual, their family and society.

1 "Communication and behavioural disorders among children with hearing loss increases risk of mental health disorders" by A. Hogan, M. Shipley & L. Strazdins, A. Purcell & E. Baker, Australian & NZ Journal of Public Health, 2011 vol 25 No.4.

2 "Correlates of mental health disorders among children with hearing impairments", by J. Fellingner, D. Holzinger, H. Sattel, M. Laucht, and D. Goldberg, in the online Journal of Developmental Medicine & Child Neurology, 6th January 2009.

3 http://www.deafsocietynsw.org.au/families/parent_to_parent.html

4 "The Characteristics and Extent of Participation of Deaf and Hard-of-Hearing Students in Regular Classes in Australian Schools" by Des Power and Merv Hyde in the Journal of Deaf Studies and Deaf Education., Fall 2002; 7: 302 - 311.

5 Australian Institute of Health and Welfare, 2003

6 van Eldik, 2005; van Eldik, Treffers, Veerman & Verhulst, 2004; van Gent, Goedhart, Hindley & Treffers, 2007; Vostanis, Hayes, Du Feu & Warren, 1997



Support and Fundraising

Hear For You is a registered charity which relies solely on donations and support from the community in Australian and New Zealand. Without cash donations to employ the staff and the resources to support the work of the volunteer mentors, it would be very difficult to ensure high quality programs delivered to the teenagers.

We are working towards improving our funding base by establishing a range of cost effective fundraising strategies.

The organisation's goal is to provide its services in all the major capital cities and in regional and rural Australia by 2020.

Your support in the form of in-kind assistance, or donations of services or cash will ensure that Hear For You is able to meet its ambitious strategic plan and its vision to empower the next generation of deaf and hard of hearing Australians.

Donations

Hear For You over the past year received a number of donations to support all or one of the state programs it ran. With the launch of the on-line donations page on the Hear For You website, it enabled 28 people to directly pay their donations to support our programs. In addition, over 80% of the mentees parents and guardians donated their deposits towards their child's mentoring program.

Through the everyday hero donation page, over 56 separate donations were made to both Team HFY NSW, who ran in the City2Surf, and Team HFY QLD, who ran in the City2South fun runs. Over \$7,000 was raised by both teams consisting of Mentors, some of their Mentees, and friends.

Hear For You wish to thank all those who made a generous donation to our programs in 2013 to 2014. Every cent counts towards enabling Hear For You to provide the support for the volunteer mentors to be there for deaf and hard of hearing/hearing impaired teenagers.

We also like to thank all the volunteer mentors as they have donated over \$170,000 combined worth of their time in monetary terms across all programs.

The Future

For more information about how you can be a future participant in a program or help provide funds to power Hear For You's future, please go to our website:

www.hearforyou.org.au

Corporate Donors and Supporters

Organisation

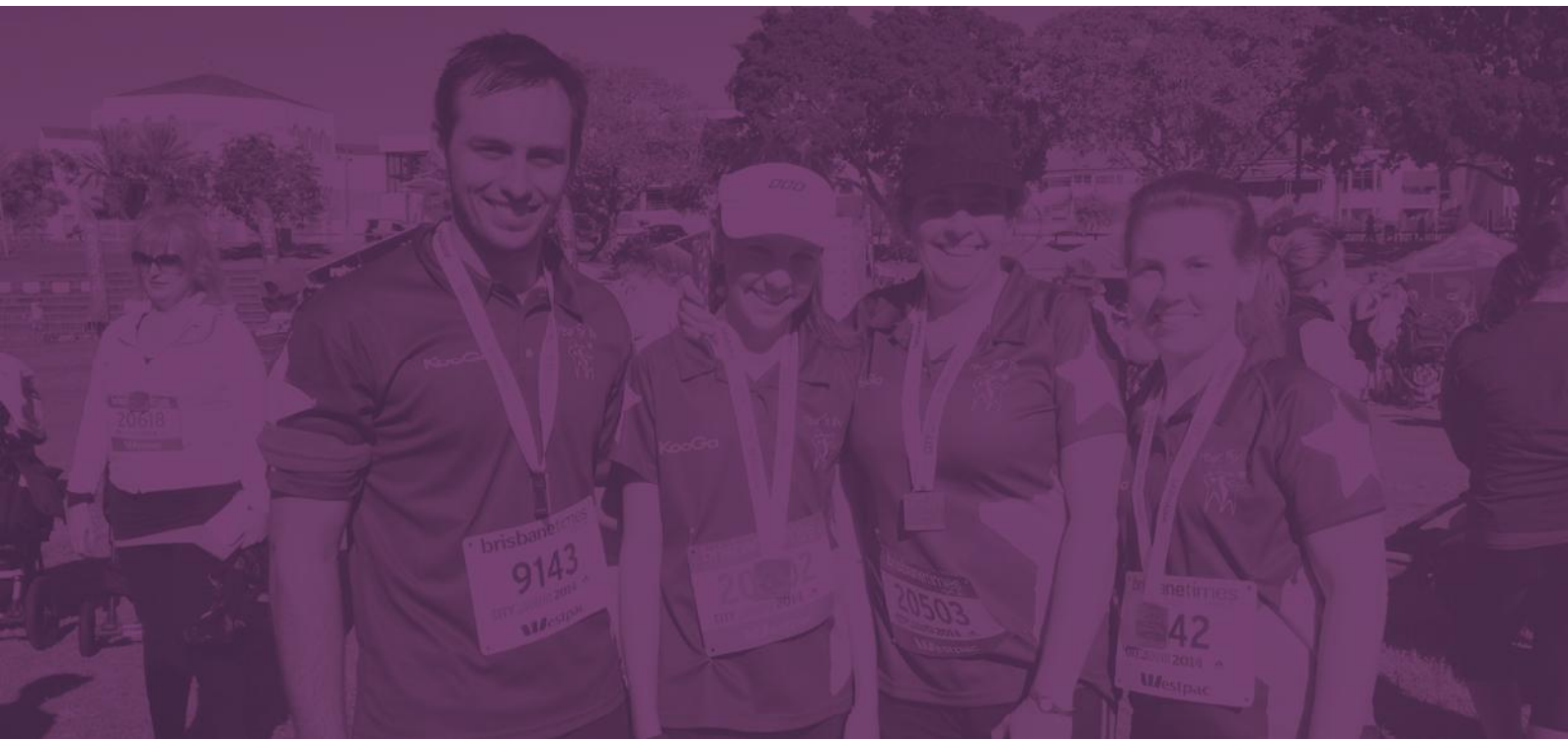


Programs

The Carnegie
Foundation



In-kind Mentoring Venues





2015 program

	Workshop 1	Workshop 2	Workshop 3	Workshop 4
Year 7 & 8	Teamwork, identity, friendships	School subject choices, multi-class tactics	Deaf teen technology, communication, confidence	Friendships, making new ones, confidence, drama
Year 9 & 10	Teamwork, beginner leadership, who am I?	Part-time jobs, out of school social challenges	Deaf teen technology, confidence, deaf teen issues	Relationships, drama
Year 11 & 12	Leadership, identity, navigation of the world	Careers, post-high school life, human rights	Technology for independence, deaf teen issues beyond	Relationships, well-being, drama

*Auslan and Oral Programs will alter slightly to accommodate deaf and hard of hearing/hearing impaired differences. Programs are also subjected to availability of funding, mentors, guest speakers and venues.

Dates

New South Wales Oral Program

★ March to June

Queensland Oral Program

★ March to June

Queensland Auslan Program

★ April to July

Victorian Oral Program

★ April to July

Victorian Auslan Program

★ April to July

Western Australia Oral Program

★ Commencing Mid 2015

Western Australian Auslan Program

★ Commencing Mid 2015

Rural and Regional Australia Oral Program (Canberra)

★ 9-12 July

To Enrol in 2015 or Express Interest:

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