



BOARD OF DIRECTORS OPPORTUNITY

WHO WE ARE

Top Blokes Foundation is one of Australia's leading boy and young men's social education and mentoring organisations. We exist to help young men live healthy and safe lives.

Every week, our qualified Youth Workers sit in classrooms, sports sheds, and community halls across the country - creating spaces for boys to talk openly about what's really going on. Through honest conversations and strong

role modelling, we help young men build resilience, emotional intelligence, and respect for themselves and others.

We've worked with more than 25,000 boys and young men, and every one of them reminds us why we do this: because when a young bloke has the right support, he can change his world.

OUR LATEST EVALUATION RESULTS SHOW:

14-17 PROGRAM

61% of young men reported an improvement in knowing how to reflect and think on things before they react.

58% reported an improvement in considering many aspects before making decisions.

57% reported an improvement in being able to describe how they are feeling and asking for help when they need it.

46% of participants **on average** reported an increase in self-confidence.

41% felt more optimistic about their future after completing the program.

55% mostly or definitely were better at controlling their emotions after participating in the Top Blokes program.

88% felt inspired to make better choices in their life after the Top Blokes program.

85% have better tools to manage their mental health after the Top Blokes program.

10-13 PROGRAM

49% of participants reported an improvement in their resilience.

54% reported an improvement in knowing what support networks and services they can access.

50% felt more knowledgeable about where they can get support when they transition to high school.

65% felt they were mostly or definitely better at controlling their emotions after participating in the Top Blokes program.

**“CONTROLLING MY ANGER
WAS A BIG ONE. NOW I CAN
STEP BACK, TAKE A BREATH
AND LEAVE BEFORE THE
SITUATION ESCALATES.”**

10-13 Top Blokes participant

OUR STORY

Founded in 2006 by then 19-year-old Melissa Abu-Gazaleh, Top Blokes started as a simple idea - that if we give young men better role models, we give them better chances. What began as a volunteer mentoring project has grown into a trusted, evidence-based national charity delivering over 55,000 mentoring hours each year.

An independent evaluation by EY found that our programs deliver a 9:1 cost benefit

ratio - improving mental health and school engagement, and reducing violence and antisocial behaviour.

Our programs are delivered by qualified Youth Workers across NSW and QLD, supported by a talented leadership team and a values-driven board.

EY Study found:

**9:1 COST
BENEFIT
RATIO**



OUR WHY

OUR VISION

More young men leading healthy and safe lives.

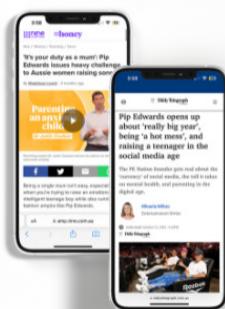
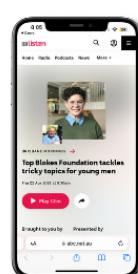
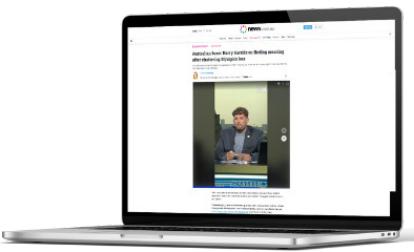
OUR MISSION

To challenge and nurture young men to be their best selves.

We believe every young man deserves a great mentor — someone to guide, listen, and help him navigate life's challenges.



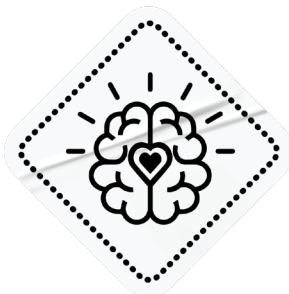
IN THE MEDIA



**"BEING A TOP BLOKE
MEANS HAVING THE
CHARACTER TO DO THE
RIGHT THING EVEN WHEN
NO ONE IS WATCHING"**

– 14-17 Top Bloke program
participant

OUR GOALS



EQUIP YOUNG MALES TO LEAD THEIR LIVES WITH PURPOSE

Offer programs that support young males with the confidence and skills to lead healthy, safe, and fulfilling lives now and into the future.



FOSTER SPACES WHERE EVERY YOUNG MALE BELONGS

Build safe, inclusive spaces where boys and young men can connect, learn, and grow through peer support to help unlock their full potential.



CREATE SUPPORTIVE SYSTEMS AND ADVOCATE FOR CHANGE

Support families, schools, and communities and drive forward the systemic changes needed for young males to thrive.



BACK YOUNG MEN TO SPEAK UP AND DRIVE CHANGE

Ensure young males from all walks of life have a seat at the table to be heard, lead conversations, and reshape narratives that influence the policies that affect their lives.

OUR NEXT CHAPTER

After more than a decade of transformational growth we're entering a new phase. With 20% annual growth and a new 5-year strategic plan, we're now looking for new Board Members to help steer our next horizon — scaling our reach and deepening our impact within the communities we operate.

This is an opportunity to work with a high-performing board and an organisation recognised nationally for its social impact, including:

- **Charity of the Year** (2022, Australian Charity Awards)
- **Most significant contribution** to boys and young men (Australian Men's Health Forum)
- **EY Social Entrepreneur of the Year** and **NSW Young Australian of the Year** (Founder, Melissa Abu-Gazaleh)
- Finalist in **Social Impact Measurement Network Australia Awards** (2025)



“HE’S MORE OPEN AND SPEAKS TO ME ABOUT THINGS HE NORMALLY DOESN’T OPEN UP ABOUT WHAT EVER SUBJECT OR WHATEVER IS ON HIS MIND.”

– Parent

STRATEGIC ACTIONS 2025-30

Our four key strategic goals over the next five years are:

SCALE DEEP

TO EMBED OUR SERVICES AT A LOCAL LEVEL TO STRENGTHEN OUTCOMES AND IMPROVE CONDITIONS FOR YOUNG MALES WITHIN THEIR COMMUNITIES.

SCALE WITHIN

TO INVEST WITHIN BY GATHERING AND SECURING THE REQUIRED CAPABILITIES, SYSTEMS AND RESOURCES TO DELIVER ON THE ORGANISATION’S STRATEGIC INITIATIVES.

SCALE OUT

TO GROW EXISTING AND NEW MODELS TO NEW GEOGRAPHIC REGIONS AND SETTINGS SO MORE YOUNG

SCALE UP

TO ENGAGE WITH GOVERNMENT, INFLUENCE SOCIAL POLICY AND SECTORS TO SUPPORT SYSTEMS LEVEL CHANGE THAT WILL BENEFIT THE HEALTH AND WELLBEING OF YOUNG MALES

WHAT WE'RE LOOKING FOR:

We're seeking two new Board Members who share our belief in the potential of young men and who can help us take Top Blokes into its next decade of growth and influence.

EDUCATION

Insight into the public education system, a leadership presence, and capacity for advocacy, stakeholder engagement and strategic relationships/partnerships.

FUNDING AND PARTNERSHIPS

Demonstrated leadership and experience of philanthropy, corporate partnerships and revenue strategy. Capacity for donor engagement, pipeline development and strategic fundraising growth.

HIGHLY DESIRABLE EXPERIENCE IN

- **Systems change**, advocacy, government engagement and public policy.
- **Strong governance and strategic experience**, ideally as a Director of a larger or similar sized enterprise.
- **Active presence in one or more sectors** — philanthropy, government, corporate, or community.
- **A collaborative leadership style**, with the ability to empower directors and partner with the Managing Director.
- **A passion for positive change** — particularly in youth mental health, gender equality, and social inclusion

MEET THE DIRECTORS



ANDREW GALE - CHAIR

Andrew joined as Chair in 2023 and brings over 40 years' experience across financial services, governance, and policy. A Fellow of the Institute of Actuaries and the AICD, he has held senior roles influencing national industry standards and has long been active across social impact and not-for-profit initiatives.



RICHARD COOPER

Richard is an independent business advisor with extensive experience supporting mid-market companies, multigenerational family enterprises, and not-for-profit boards. After 23 years with KPMG, he now specialises in guiding organisations through uncertainty, strategic decision-making, and sustainable growth. He is also a globally accredited Family Business Advisor.



MEGAN MILLMAN

Megan joined the Board in 2022 and brings 20+ years' experience in audit, financial management, and risk. A CFO in one of Australia's largest not-for-profit health and aged care providers, she is a Fellow of Chartered Accountants ANZ and an AICD graduate, actively mentoring emerging finance professionals.



ANDREW FITZSIMONS

Andrew is the former Principal of Dapto High School and an experienced educational leader with a background across curriculum, regional TAFE leadership, and secondary schooling in NSW. A member of the NSW Secondary Principals' Council, he brings strong expertise in boys' education and advises the Board on strengthening school partnerships and peer-mentoring outcomes.



OMAR BRAERY

Omar is a marketing executive with 25+ years' experience across the music, gaming, and entertainment industries. He has led major campaigns for global brands including Xbox, PlayStation, and Disney, and is recognised as a leading figure in the interactive entertainment sector across the APAC region.



AARON ANDERSON

Aaron joined the Board in 2021 and is a Partner at Herbert Smith Freehills, specialising in Workplace Health and Safety law. He is the author of *Mining Safety Law in Australia* and has been recognised in *Best Lawyers in Australia* for his expertise in OHS law.



WILL GRICE

Will is a Fund Manager with the GPT Group, managing a \$2.8b commercial property portfolio and bringing strong expertise in investment, portfolio growth, and governance. He previously worked at AMP Capital and chairs the Property Council's Property Investment and Finance Diploma Committee. He holds a Master of Applied Finance and a Bachelor of Commerce.



YOUR ROLE

As a proactive Board Member your role will be to strengthen governance, build influence, and grow our capacity to reach more boys. You'll also represent the Foundation publicly — championing our mission, connecting with supporters, and helping shape the national conversation about young men's health.

GOVERNANCE

This is a voluntary position. Board meetings are held five times a year, with three of these online (4pm - 7pm) and two full day in-person meetings (one in Brisbane and one in Sydney). Sub-committee meetings are additional. There are two sub-committees, Finance and Risk Committee as well as the People and Nominations Committee.

JOIN US

We're growing a generation of young men who are learning that it's okay to talk, to care, and to lead with respect. If that resonates with you, we'd love to chat.

**“WE'RE BUILDING A
GENERATION OF YOUNG MEN
WHO WILL GROW TO LIVE
HEALTHY AND PURPOSEFUL
LIVES”**

– **Melissa Abu-Gazaleh, Founder
and Managing Director**

CONTACT

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TOP BLOKES

FOUNDATION

**MENTORING YOUNG MALES
TO LIVE HEALTHY AND SAFE LIVES**

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