

ANNUAL REPORT

2018

REACH

VISION

Generations of confident, self-aware and passionate young people shaping the world.

VALUES

Stay young
Give a shit
Be your word
Speak your truth
Practice the magic
Inside and out

CONTENTS

CLICK TO VISIT PAGE

From our CEO and Chairman	2
Just some things we're proud of	4
People and culture	6
What we know about young people	8
Issues that concern young people	
Issues that affect young people	
What young people think about our workshops	10
Our workshops	12
Community workshops participation	
School workshops participation	
Safetynet	16
Young peoples safety	
Psychological wellbeing	
Professional support	
Thousand Faces Camp	18
Q&A with Ralph, one of our supporters	20
The money talk	22
Where the money came from	
Where the money went	
Fundraising	26
Total revenue	
Fundraising highlights	
Events	28
Total revenue	
Events highlights	
Supporters	30
Wake	36
Brand	
Highlights	
Testimonials	
Governance and board of directors	40
Performance overview	42
Our financial results	44
Income statement	
Financial position	
2017 revenue vs 2018 revenue	

FROM OUR CEO AND CHAIRMAN



In 2018 we continued to put young people at the heart of our organisation. Whether they be the 35,000+ young people we worked with across Australia or the 200+ Reach Crew. We delivered 963 workshops in metropolitan, regional and remote communities, and our Crew collectively spent over 10,000 hours training to be the inspiring leaders they are!

Reach has and always will be youth-led. This is at the very heart of our model. We would like to say a big thanks to all our incredible young people - your dedication to Reach is admirable and the reason we exist. Your passion and drive never ceases to amaze us and is evident in the impact you have on the lives of other young Australians. In 2018, 83% of the young people who experienced a Reach workshop left feeling more confident and 88% reported increased empathy. We are so proud of the work you are doing and the direction you are taking our organisation.

Towards the backend of 2018, our CEO Chris Naish made the decision to embark on a new hero's journey after almost two and a half years at the helm. We would like to take this opportunity to thank Chris for his passion and drive to make Reach accessible to as many young Australians as possible.

With Chris having moved on, we welcomed back Reach Alumni and former Senior Facilitator Sasha Lawrence to step in as our Acting CEO. With this change in leadership, the Board and the Leadership Team took the opportunity to make some tough decisions that would better position the organisation to continue supporting young people into the future. This resulted in an organisation wide restructure, a staff rationalisation program and the consolidation of our NSW operations.

5 years ago, Reach was the recipient of a very generous grant from BHP Billiton to set up a regional base in the Hunter Valley. At the close of 2018 we made the decision to consolidate our NSW operations by closing down our Hunter Office. This was an incredibly tough decision to make as we had grown to love the local community and very much felt part of it. However, this was critical to ensure that the organisation remained financially sustainable. We will continue to deliver our education programs in the region and support the community in the same way we support regional communities in Victoria out of our Melbourne office.

Throughout the year we kicked some serious fundraising goals. We had some great highlights like Untold - an immersive pop-up urban art exhibition that raised over \$370,000 and our annual Make it Four campaign which raised over \$360,000.

We were also thrilled to officially welcome Bonds to the Reach family as one of our major partners. With minimal Government funding, we continue to rely on the generosity of our corporate and philanthropic partners, and the everyday Australians who believe in the power of our work. We are so grateful for your continued support and we thank you from the bottom of our hearts for believing in the potential of young people.

Through the highs and lows of 2018, we are filled with gratitude for the privilege we have in hearing the stories of young people every day. Thank you to the parents, guardians, carers and teachers who trust us to support the young people in your lives. And most importantly, thank you to the thousands of young people who muster the courage to slay their dragons.

Chris Wilson
Chairman

Sasha Lawrence
CEO (Acting)

JUST SOME OF THE THINGS WE'RE PROUD OF...

We gave our enterprise space its own new name and brand – **Wake by Reach**

We worked with over **35,000** young people

We ran **963** workshops across Australia

We had our first official year of partnership with **BONDS**

In partnership with **Caydon**, we ran an immersive art experience, **UNTOLD**, at the mysterious Nylex Silos in Melbourne

We ran **Diverge** for the second year in a row, which helped young people explore their passions and career pathways

We renamed **Camp Maasai** (the camp we run for young people and adults) **Thousand Faces**

We made over **\$360,000** in our **Make it Four** campaign

Thanks to **BONDS**, we were able to subsidise our school workshops for schools in regional NSW and VIC

We had over **4,600** instances of participation across Wake

Wake ran workshops for the **Melbourne Football Club** players at their pre-season training camp in Maroochydore

We raised **\$274,862** from the **Steadfast Conference** – thanks legends!

PEOPLE AND CULTURE

The Reach Family are passionate about and dedicated to making a difference to the lives of young Australians. This group consists of our Crew, Staff, Supporters, Volunteers, Ambassadors and the Reach Board.

In 2018 we celebrated the accreditation of:

VIC

Facilitator in training

Julia Banks
Emma McShane
Ivy Nguyen
James Large
Jerrie Liberati
Mikey D'Addazio
Mim Meirelles

Facilitator

Oliver Doreian
Maddison Ellis
Jake McMillan
Will Kibby

Senior Facilitator

Rochelle Dennis

NSW

Facilitator in training

Brian Dowling
Jordern Campion
Matt Kennedy
Meighan Winchester
Fleur Peupion
Taryn Cashman
Tameema Jacobs

Facilitator

Jana Christodoulou
Daniel Reid

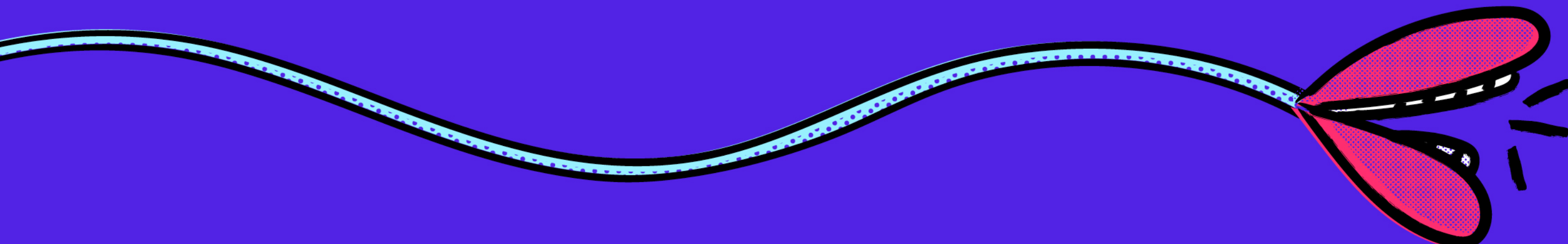
Each year, the Reach Family also recognises individuals and organisations who have gone above and beyond in making a difference to the organisation. In 2018 we celebrated:

- **Richard Smith & Sharon Landy** from PFD Food Services who were inducted into the Supporter Hall of Fame
- **Eoghan Trehly** from Macquarie who received the NSW Shooting Star Award
- **Alison McMahon** from Bonds who received the VIC Shooting Star Award
- **Chris Reardon** who received the Chairman's Award
- **Jana Christodoulou** who received the Jim Stynes Most Inspirational Award
- **Miranda Sowden** (VIC) and **Liam Jurd** (NSW) who received the Troy Broadbridge Quiet Achiever Award (VIC)
- **Emmett Graham** and **Harriet Carter** (VIC) and **Gianna Edirimanne** (NSW) who received the Pat Cullen Rising Star Award
- **Alishia Francis** (VIC) and **Paris Rovedi** (NSW) who received the Crew Recognition Award
- **Andrew Farina** (VIC) and **Bron Dyason** (NSW) who received the Staff Recognition Award

In 2018 Reach conducted our biennial cultural survey and associated focus groups to measure engagement and Reach's cultural vitality.

Our results continue to be notably strong across all measures, with our survey provider advising that Reach's results stand out as enviable compared to typical corporate organisations' results. Particular highlights in the survey results were:

- Highest scoring clusters were: Engagement (>80% across all items), Involvement & Communication, and Teaming & Support
- We have a very high "employee net promoter score" – which means that our people are positive promoters of Reach
- Our people feel energised to ensure exceptional experiences for participants in Reach programs, and are engaged with Reach's progression
- NSW has swapped with VIC on having consistently higher results across the clusters
- Strong agreement that personal values align with Reach's values
- Very positive perceptions of support and team alignment across our locations
- High level of commitment to Reach's goals and strong alignment between personal work-goals and Reach's goals



WHAT WE KNOW ABOUT YOUNG PEOPLE

ISSUES THAT CONCERN YOUNG PEOPLE

2018 Mission Australia report identified that young people aged 12-17 are highly concerned with:

- coping with stress (43.1%).
- school or study problems (33.8%),
- mental health (30.9%)
- body image (30.4%).
- physical health (25%)

ISSUES THAT AFFECT YOUNG PEOPLE

→ **Mental illness**

The number of YP meeting the criteria for having a probable serious mental illness increased from 18.7 in 2012, to 22.8 in 2016 (almost one in Four).

2017 - Youth Mental Health Report - Black Dog/ Mission Australia - Youth survey 2012-16

→ **Suicide, self-inflicted injuries and anxiety disorders**

Were the leading causes of hardship in young people aged 15-24

AIHW- Australia's Health 2018

→ **Bullying**

1 in 4 students has experienced some level of bullying face-to-face and 1 in 5 has experienced bullying online.

2017- Reach out- Research summary Bullying and Young Australians.

→ **Underemployment**

1 in 3 young people in Australia are either unemployed or underemployed.

FYA2017- The New Work Order

WHAT YOUNG PEOPLE THINK OF OUR WORKSHOPS

Our workshops are all designed and delivered by young people, who know what matters to other young people and know what's going on in their lives.

We always seek feedback from our participants, so we know the impact our workshops are having, and so we can keep improving them.

"It taught me to appreciate the little things in life"

- Year 12 Male

"I could be more open about my feelings and learn more about others around me"

- Year 7 Female

"We learnt how to respect one another and work as a team and it helped me build more confidence"

- Year 6 Student

"It made me take some more personal shit seriously instead of ignoring it"

- Year 11 Female

IN 2018 WE HAD THE FOLLOWING FEEDBACK

83% of young people said they had more confidence

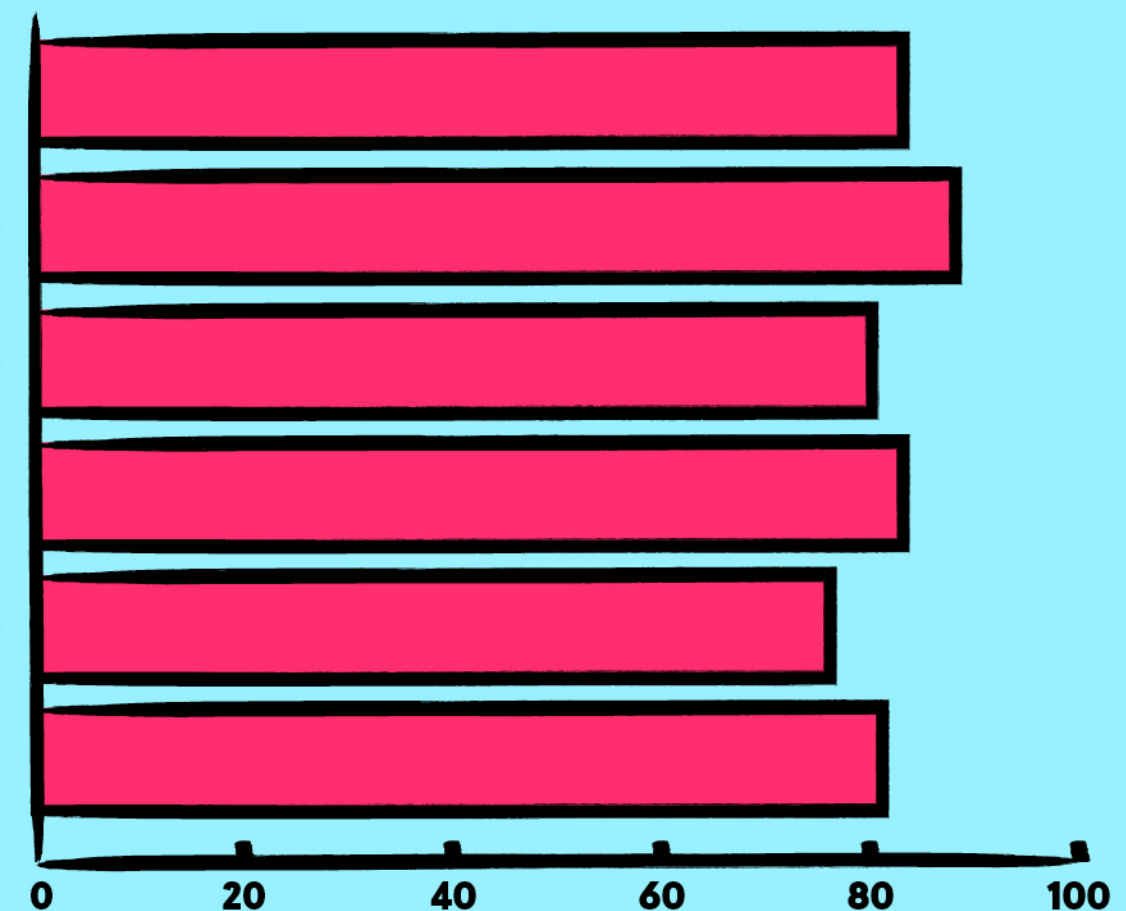
88% said they had increased empathy

80% said they felt an increased connection to their peers

83% said they felt they could better make decisions and positive choices

76% said they had increased self-awareness

81% said they were more determined to pursue their goals



OUR WORKSHOPS

All of our workshops are designed and run by young people, which is what makes them so unique.

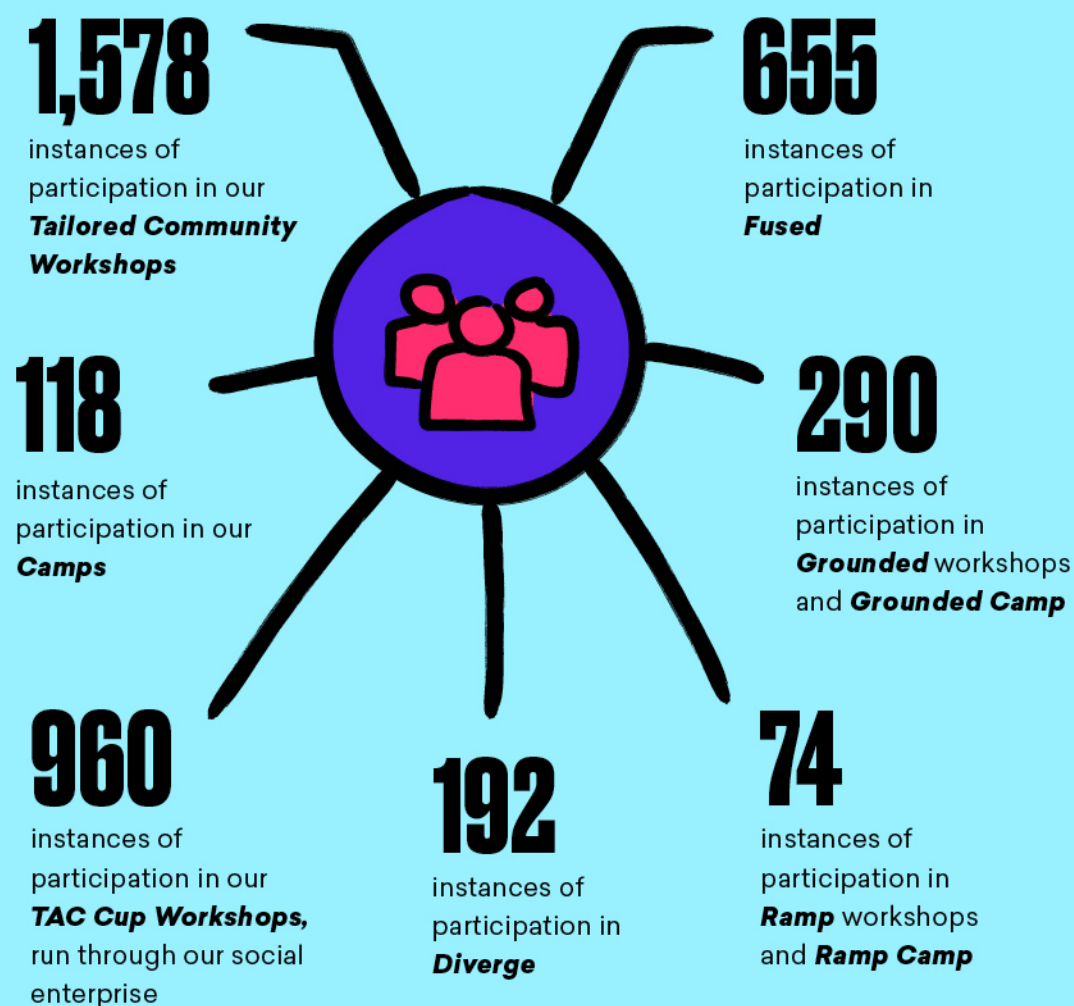
Whether the workshops are run in the community or in a school, we give every young person the chance to speak and tell their story. By doing this, we break down barriers and give them the skills and tools to understand themselves better. Basically, we give them the space to just chuck everything else away and talk about real shit with people they can relate to – us.

During 2018, Reach delivered 963 Youth led workshops, with over 40,000 instances of participation. This total includes approximately 5,000 instances of participation by adults who experienced Reach through our social enterprise, Wake by Reach, or who attended Reach workshops alongside young participants.



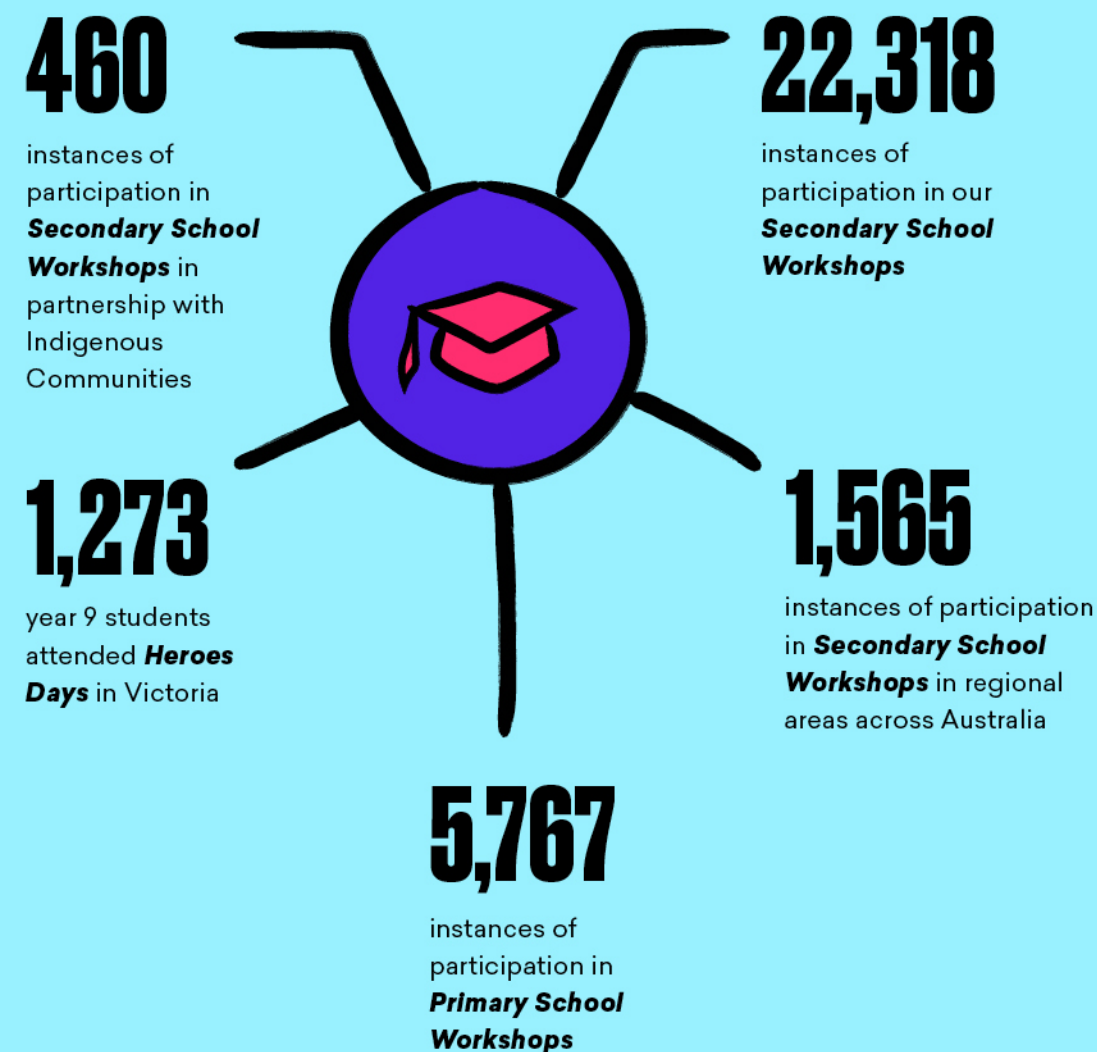
COMMUNITY WORKSHOPS

We had **3,867** instances of participation in our Community workshops.



SCHOOL WORKSHOPS

We had a total of **31,383** instances of participation across our school workshops.



SAFETYNET

Reach recognises that a wide range of factors can impact on the physical and psychological safety and wellbeing of young people. Our approach is based on all Reach people understanding their responsibility to the safety of young people.

Reach continues to integrate its SafetyNet program throughout the organization to ensure the wellbeing and safety of those involved with Reach, as well as the safety and effectiveness of our programs. The SafetyNet is coordinated by the Wellbeing Team (Psychologists and Social Workers) and other teams across the organization, with its activities overseen by the Reach Board.

Young people's safety

Reach has established and implemented a range of policies and procedures to ensure the safety and wellbeing of young people. These include standard processes that must be followed for the recruitment, selection, and training of Staff, Crew and Volunteers; and policies and procedures outlining how Reach people ensure the safety and well-being of young people involved with our organisation. Specifically the policies and procedures relating to our SafetyNet are:

- Young Persons Wellbeing Policy
- Identifying and Responding to Suspected Harm Policy
- Working with Children Check Policy
- National Criminal History Check Policy
- Issues and Grievance Resolution Policy
- Bullying & Harassment Policy
- Reach Code of Conduct
- Privacy Policy
- Workshop and Camp Emergency Protocols
- Crew Handbook

Reach policies and procedures are reviewed and updated regularly to ensure effectiveness and alignment with best practice principals, child safe standards and relevant state and national legislation.

Psychological wellbeing

Reach Wellbeing Professionals (Psychologists, Social Workers and Counsellors) provide integrated and discreet support to ensure the wellbeing of both young people participating in workshops and the crew delivering workshops.

Our SafetyNet ensures a comprehensive approach with support provided before, during and after participation in Reach workshops. Reach Wellbeing Professional's are present during all community-based workshops and connect with schools and organisations extensively.

Young people identified as experiencing potential risks prior to their participation are routinely assessed and offered support. Wellbeing professionals are always present during community-based workshops providing support to both participants and crew during the program. They identify young people experiencing behavioural, emotional or social challenges and provide initial crisis assessment, support and referral as required. Short term support is also offered to enable transition to ongoing support through referral or linking in with supports the young person already has in place.

Our qualified professionals liaise with each school prior to a school-based workshop regarding the students in the cohort and are available for consultation and support post workshop. Reach advocates for a schools wellbeing team to be aware and present at these workshops as they are best place to know the needs of their students and provide ongoing support where required.

The Reach Wellbeing Team work in partnership with a young person's current support network to ensure that what may be uncovered for them can be supported by those already supporting them, or bringing new people on board to help them continue on their new journey.

The Wellbeing Team also provides information, referral and short term assistance upon request to parents, guardians and carers who may require assistance in supporting their young people as well as professionals and young people themselves if they contact Reach for support, regardless of whether they attend a workshop.

Our work is informed by the standards prescribed by the Australian Psychological Society Code of Ethics and the Australian Association of Social Work Code of Ethics. The team maintains confidentiality within appropriate limits and in consideration of relevant legislative responsibilities.

Professional support

Our Wellbeing Professionals are actively involved in the Learning and Development Program for Crew and staff, including collaborating to deliver specialized training around child safety and wellbeing topics such as child abuse, mental health, development and trauma. In addition, the wellbeing team provide support during the planning and delivery cycle to Crew including reviewing content, provision of supervision, interpersonal support and debriefing to ensure the programs are safe and effective.

THOUSAND FACES CAMP

Thousand Faces Camp (formally known as Camp Maasai) is where we invite 20 influential business leaders to come away for a weekend and pair up with 20 young people. These young people come from diverse and often challenging backgrounds, and through mentorship and collaboration the business leaders and young people inspire each other to gain a new perspective on what's possible in life.

We're constantly told how "life-changing" the experience is for those who attend but we wanted to discover just how much of a difference it made.

So we have captured views of over 60 participants from the last three camps.



"It's been a lot easier to look in the mirror, and I've been doing lots of things that I denied myself for a long time."

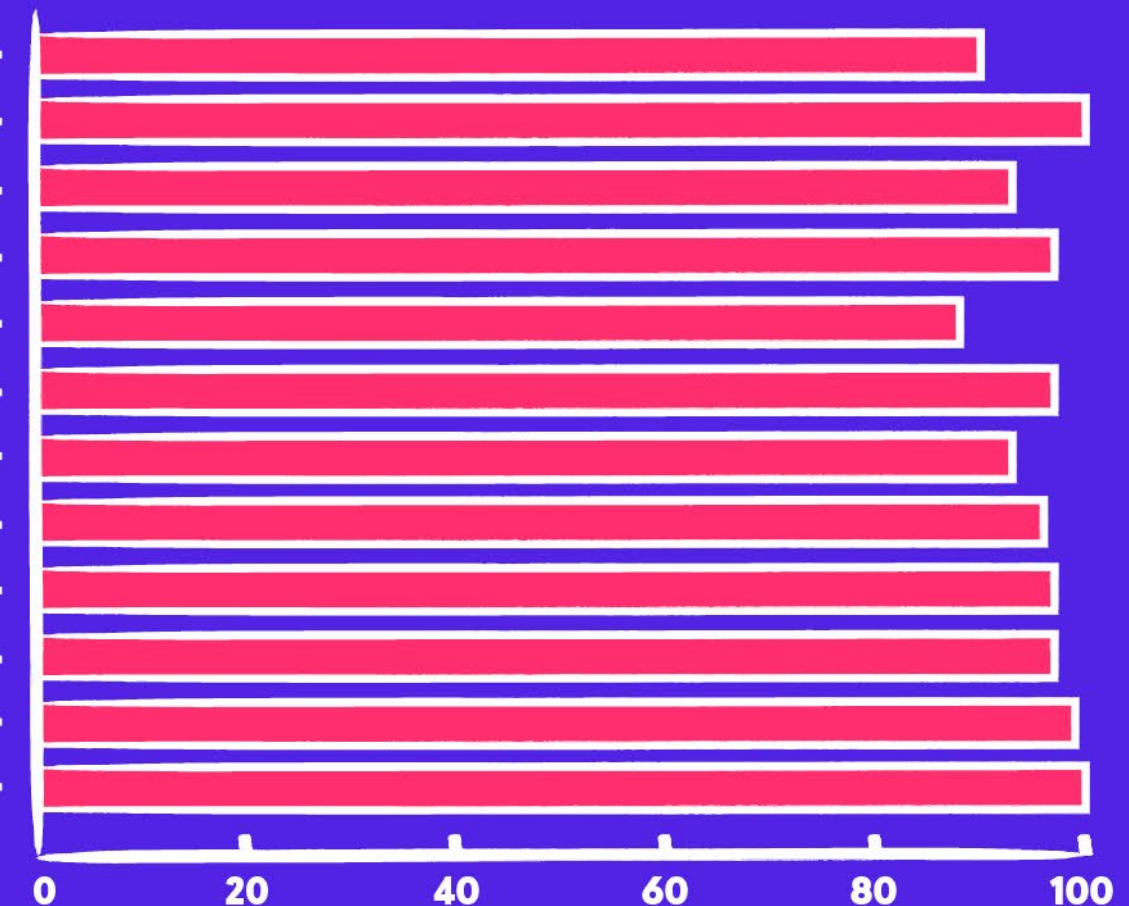
- Young participant

"It was life changing and it's still continuing to change my life."

- Adult participant

AFTER ATTENDING THOUSAND FACES CAMP, I...

- (90%) Feel more confident about my future
- (100%) Have been inspired by others on camp
- (93%) Can get on better with other people
- (97%) Believe I can make a difference
- (88%) Are more aware of what matters to me
- (97%) Have more understanding of older/younger people
- (93%) Feel more accepted for who I am
- (96%) Can recognise and value my strengths
- (97%) Are more likely to accept people who are different to me
- (97%) Have more confidence
- (99%) Feel connected to my guardian pair
- (100%) Feel connected to the group





Q&A WITH RALPH, ONE OF OUR SUPPORTERS

What is your role with Reach?

I'm a Supporter at Reach, principally responsible for administering First Aid, identifying OH&S hazards, counting heads and lending a hand wherever needed on programs where Reach has the sole Duty of Care for participants. I'm also a mentor on the RAMP Program, a program run in conjunction with Whitelion for young people in Residential/Out of Home Care settings in the Eastern Suburbs of Melbourne. My focus is currently on the mentors themselves, having been a mentor to a young person for 3 years, a relationship we continue to this day, albeit outside of the formal program. I have also undertaken Office and Event Volunteering duties over the years and often answer to calls for assistance, whenever and wherever required.

How long have you been supporting Reach for?

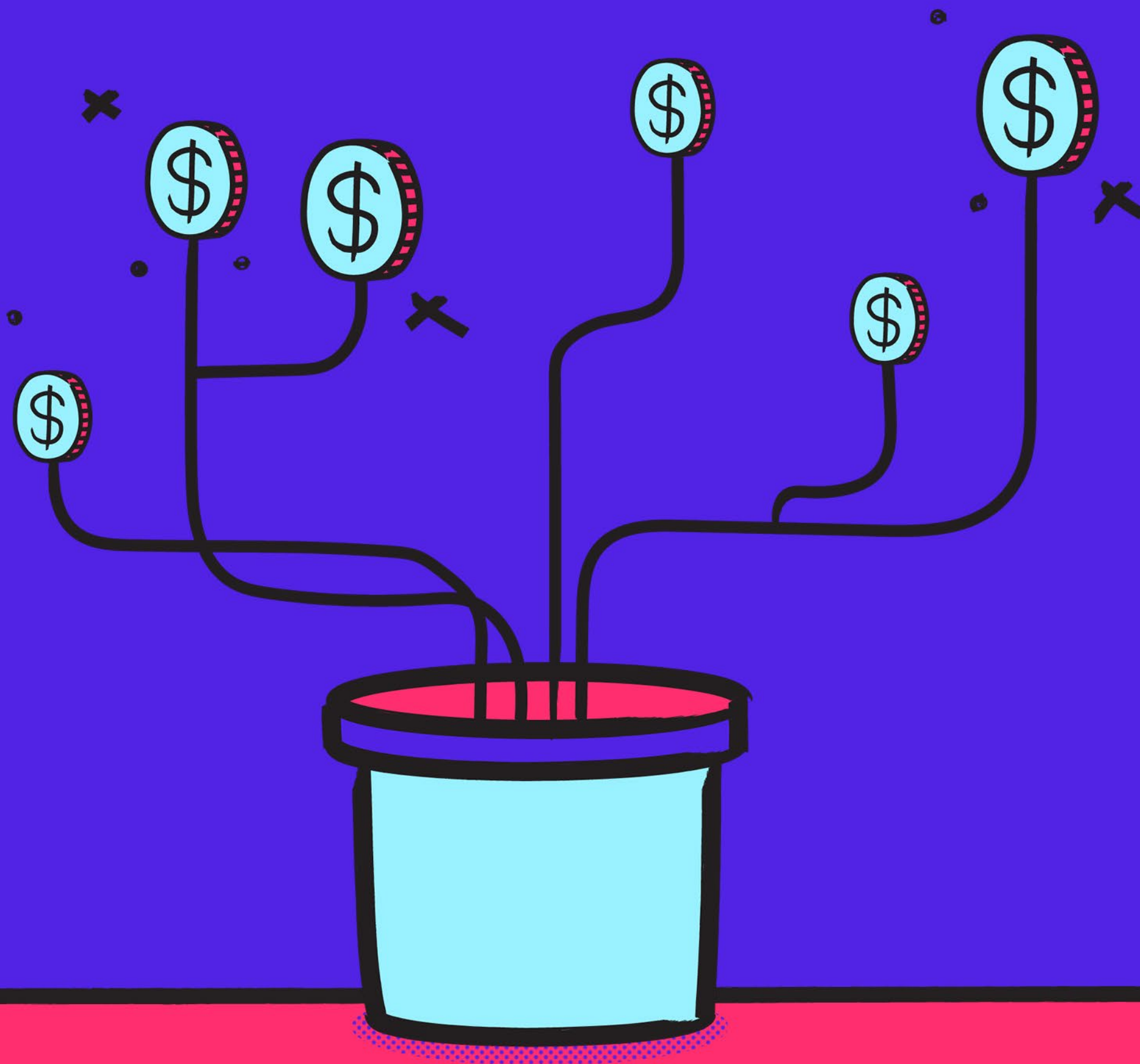
I went to a Geelong Heroes Day in September 2009 as a Corporate Volunteer and have been involved ever since.

What programs/workshops do you work across?

I work across RAMP, Grounded, Fused, Heroes Days and Weekends Away and have been involved in the past in Finding Heroes.

Why do you support Reach?

I am incredibly fortunate to be able to participate in such an inspiring and future focused organisation that exists to help young people understand what's possible, whatever their past has brought them. I too have benefited greatly through getting a better understanding of what has shaped me, what the future holds and how I can conduct my every day in a more meaningful way whilst taking care of myself. It's a pure joy to watch both participants and crew grow through the programs and to be able to offer support to the Staff and fellow Volunteers that enable the work.



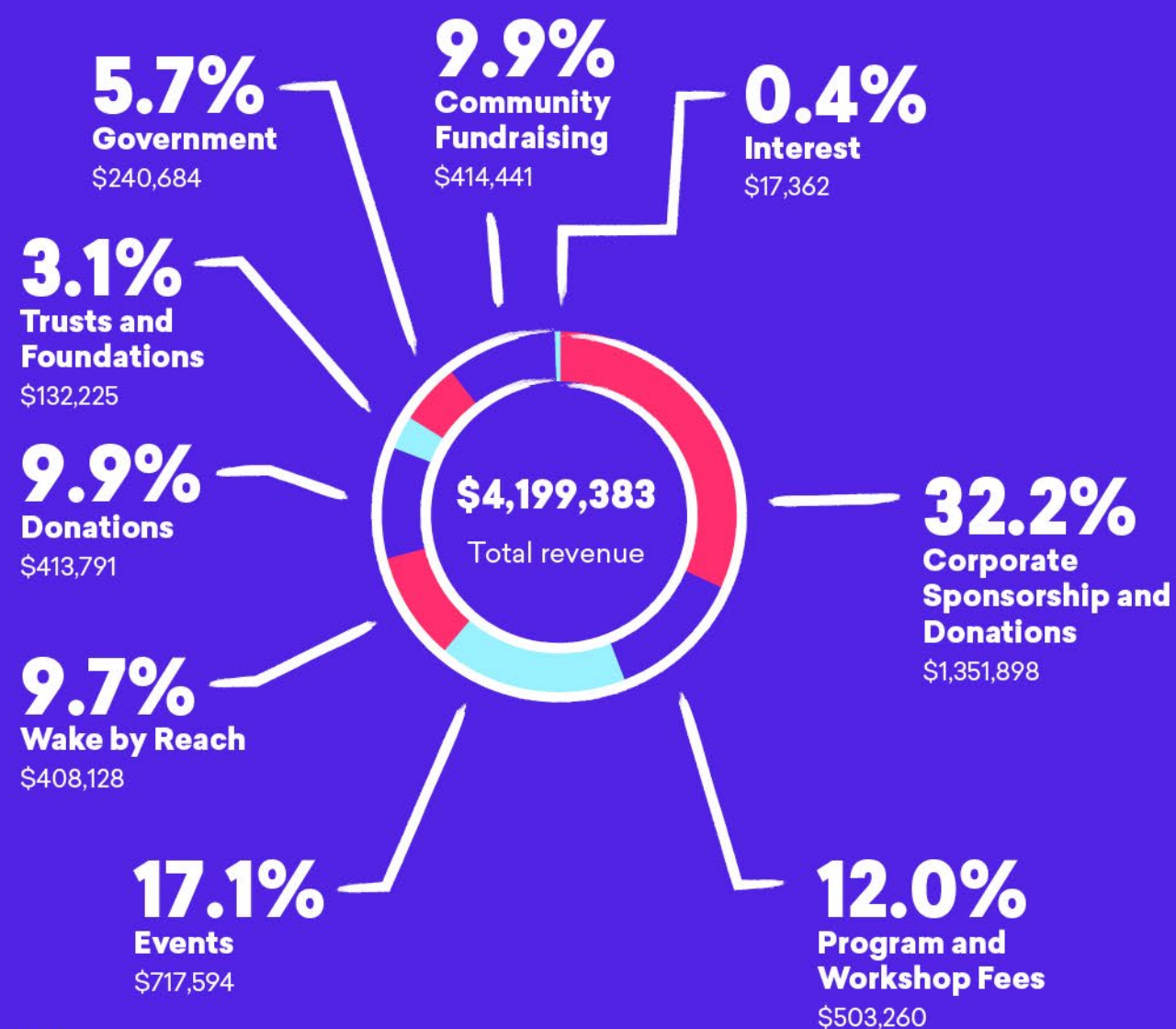
THE MONEY TALK

It was another big year for our fundraising team, who brought in just under \$3.4 million in fundraising revenue. This team consists of a small bunch of hard-working legends across events, fundraising, campaigns, trusts and foundations, and partnerships.

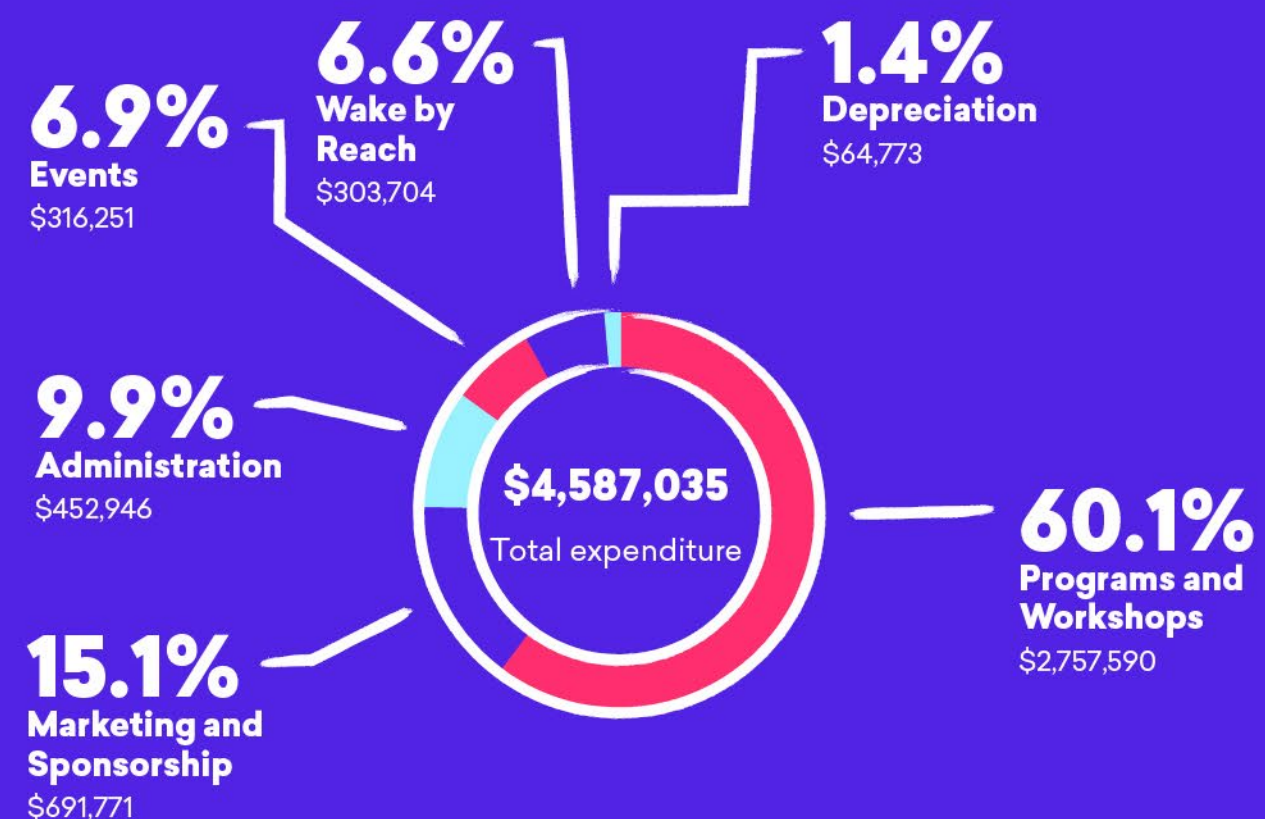
We couldn't do what we do without them, and we definitely couldn't do it without YOU. The bottom line is, like any other organisation, we need money to do our work and it's thanks to supporters like you that we can.

So thank you, no matter whether you're a corporate partner, in-kind sponsor, a philanthropic trust, or a donor big or small – you are the reason we can impact tens of thousands of young people every year.

WHERE THE MONEY CAME FROM



WHERE THE MONEY WENT



FUNDRAISING



Our 2018 Fundraising Highlight

In 2017 we ran our inaugural matching campaign, Make it Four. It raised over \$140,000 in 24 hours so of course we decided to do it again in 2018!

And we are SO glad we did...

We raised a whopping \$364,000, thanks to the 925 donors we had, our matching partners, bonus matching partners, and a few of our corporate partners who came on board.

It was a huge effort from everyone across the organisation in both NSW and VIC.

Matching partners



Bonus matching partners

Coast 2 Coast Earth Moving
Insurance Advisernet Foundation
Grist
Gaudry Foundation
Steadfast Underwriting Agencies
McLardy McShane Insurance and Financial Services
Reach Board
Anonymous Donor



EVENTS



Our 2018 Event Highlight

UNTOLD. 9 days. 25 street artists. 3 stories of an abandoned warehouse under Melbourne's iconic Nylex clock.

This was Untold, an immersive pop-up urban art experience that we ran through the end of April 2018. It was THAT good, we even opened it up for a bonus weekend in May.

We saw 7,000 people walk through the doors and we raised over \$370,000 for the work we do with young people.

A huge thank you to Caydon Properties who made this happen, and Neonormal who worked so hard to help us bring this incredible event to life.

The artists:

INSA | Ben Eine | The London Police | ELE | Kishink | Adnate
 Jess Kali | Mysterious AI | Mike Maka | Jess Bush | Michael Peck
 Ben Frost | Anthony Lister | Mayo | Shida | Georgia Hill
 Raymond Young | Julian Clavijo | Callum Preston | Jamie Preisz
 Tom Gerrard | David Bromley | Amok Island | Elliot Routledge
 Minna Leunig



SUPPORTERS

We're pretty damn lucky to have so many amazing supporters backing us every year. From those that have been with us for many years, to those who have only recently joined the family – you mean the world to us. Reach wouldn't exist without your support.

WORKPLACE GIVING & IN-KIND PARTNERS

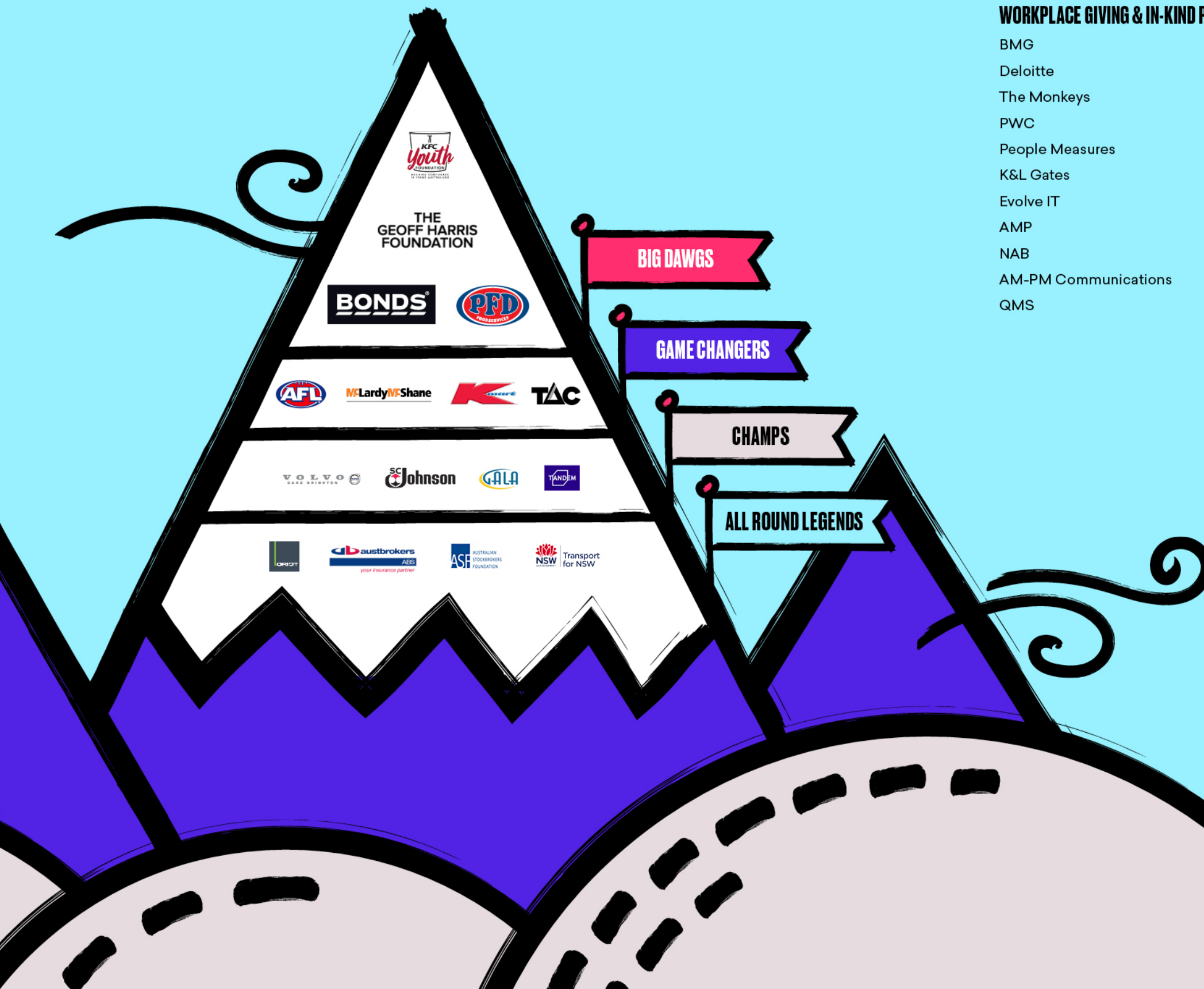
BMG
Deloitte
The Monkeys
PWC
People Measures
K&L Gates
Evolve IT
AMP
NAB
AM-PM Communications
QMS

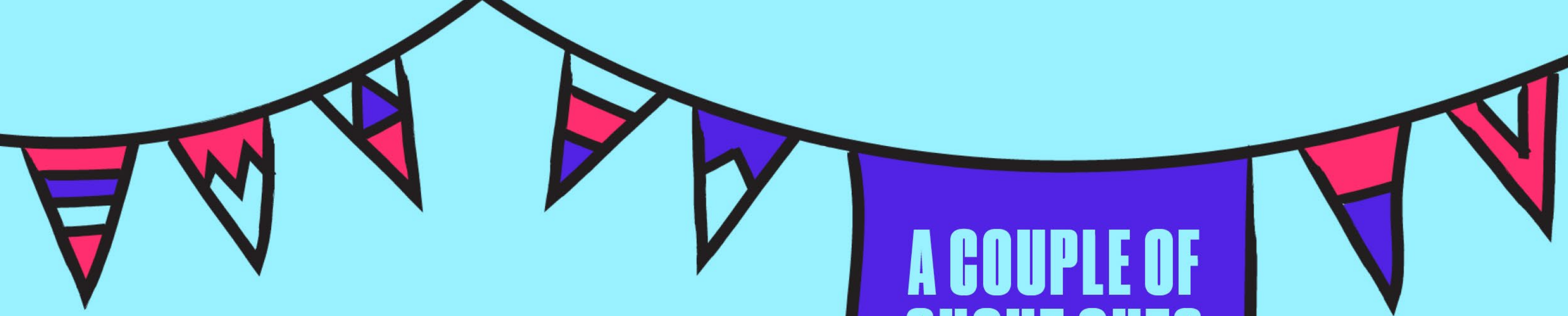
REACH SUPPORTERS

Cover-More Insurance
Insurance Advisernet (IAA)
Carmans
Swinburne
SEEK

TRUSTS AND FOUNDATIONS

Arbonne Charitable Foundation
Lord Mayors Charitable Foundation
SBS Foundation
Brasher Family Foundation
The John and Margaret Schneider Charitable Trust
Arbonne Foundation
Bell Charitable Fund
Westpac Foundation community grants
The Myer Foundation
The Honda Foundation
The William Angliss Charitable Fund
Gandel Philanthropy





FROM OLD... TO NEW...

Since 2008, PFD have supported our primary school workshops. As our longest standing corporate partner, they've given us \$2.5million over 10 year and supported 8,000 young people.

We're so grateful for their support that we awarded PFD father and daughter duo Rick Smith and Sharon Landy the second ever Reach Hall of Fame Award. PFD go well beyond just supporting us financially, they always attend our events, fill tables, and give us in-kind donations of their product. Sharon is even a supporter on our flagship community program, Fused, and has been for years!

BONDS came on as a corporate partner at the end of 2017 and it's been epic!

They give us \$200,000 a year to support our secondary school workshops and our Crew development program. This funding means we can send our Crew to both Alice Springs and Robinvale twice a year, as well as subsidise regional workshops for schools in both VIC and NSW.

On top of this, BONDS ran a campaign through the sale of their 'originals' underwear called 'Reach Her', where they raised \$10,000 through their stores for our Birdcage workshops for those young people who identify as female.

And of course... we can't look past the amazing product they gave us worth over \$20,000 RRP!

BONDS, it's been an incredible partnership so far in so many ways. Thank you for all that you do!



A STAND-OUT MOMENT OF FACILITATION



LOU
FACILITATOR

A moment that really sticks out for me is with a young woman who I worked with on a couple of different programs. We first met on a camp, where we took away 20 young people and 20 business leaders for a weekend out in the bush.

She had had a pretty tough time growing up. The people who were supposed to look after her hadn't done that. Even though she still had such a beautiful, open and loving heart, she had never received that love in return, and so was struggling with how to love herself. I remember her telling me how much she wanted to make sure that everyone around her was looked after, but she didn't know how to do that for herself.

I remember the first moment that she opened up to me, and told me about all of the things that had happened to her. My heart broke for what she had been through, but I also saw so much strength and resilience in her eyes.

We gave her space to talk about her experiences, and how they had come to shape her. The rest of the group affirmed the power and strength that I'd already seen in her. Everything that had happened in her life meant that she'd had to grow up so fast, and never got time to just have fun and be a kid. By the end of the night we'd put on her favourite song and all joined in while she danced around the room. I'll never forget seeing that smile on her face, or the feeling of joy that radiated around her. She seemed completely different leaving that camp. Even though she acknowledged that she still had a long way to go, it was the first time she'd got to experience some of that love for herself that she was so good at giving to others.



We exist to
bring teams
to **life.**

Top Headlines

- 4th year of operation
- Generated over \$1.1M in revenue since commencement
- Have now contributed almost \$300k of untied funds back to Reach since inception (\$104k this year)
- 4631 instances of participation
- Our Connection Score – 92% of workshop participants feel more connected to themselves, each other and their workplace after one of our workshops
- Our Net Promoter Score (how likely workshop participants are to recommend our work to others) – 99%

Brand

2018 was a big year for Reach's Social Enterprise... as they launched their new position and brand identity....

Drum roll.....

WAKE BY REACH

The brand positioning is centred around the concept of "Human Connection" because we know that better connected teams get better business performance. Better connection enables organisations to move the needle on the top issues facing organisation's today – employee engagement, culture, time to market and innovation.

We exist to bring teams to life. To create connection and inspire success.

The visual identity of our brand:

- reflects being "ignited or turned on"
- we use gradients to communicate depth and how quickly we can achieve this in our experiences
- We use different fonts to reflect the diversity and imperfections of being human
- We try to use fewer words to say more (Enough said)

Highlights

Sport

We increased our presence in the top end of Sport.

We ran 3 sessions with the Melbourne Football Club (Mens and Womens), beginning with establishing a deeper level of team connection through psychological safety and genuine trust at their training camp in Maroochydore. Later in the season we focussed in on the individuals, the roles each of them play and creating space for them to show gratitude and respect to one another.

Corporate Leadership

We have continued to work with leadership teams across a range of areas:

- helping them be more effective as leadership teams, particularly when it comes to leading business change,
- to develop personal leadership awareness, insight and future intention.
- helping them to grapple with the changing needs and expectations of a multi-generational workforce.

Thanks to a strong, values-aligned partnership with Maximus we have delivered personal leadership retreats for Sunsuper executives. We have also worked with leadership teams at



Graduates

After the success of the work we have done with Deloitte graduates and their coaches over the past 4 years, we had the opportunity to work with more graduate groups from



We also measured the impact we have achieved with the Deloitte graduate cohort and had some incredible results:

The workshops helped the participant to increase their own self-awareness and then gave them the opportunity to show authentic self-expression and set deliberate intention about their 'personal brand' moving forward. We measured the participant's intentions around key factors before and at various times after the sessions and noted a very positive relationship for the graduates:

- 17.7% increase organizational commitment
- a HUGE 28.3% increase in work engagement
- 13.4% decrease in turnover intention

Essentially, when employees feel like they can be themselves at work, they experience positive emotions which generate the durable HERO psychological resources of:

Hope
Efficacy
Resilience
Optimism

Research conducted by Monash University in conjunction with Reach has found that when employees authentically express themselves at work, their HERO resources are increased by 29.5%

Testimonials

"Understanding an individual personally is vital in building trust within any relationship. If people feel safe enough to show a level of vulnerability and allow others to help and support them, a truly meaningful relationship can start to develop.

As result of the Wake sessions there is no doubt that the players and coaches are alot closer. The sessions provided a genuine platform to engage openly and honestly with each other about many different areas, both personally and professionally. I personally learnt a lot about many of the players throughout the sessions and this has enabled me to have greater connection with everyone in the football department. The conversations post the workshops have continued at a deeper level. It was a fantastic experience, that should influence the performance of our cohort both on and off the field"

Simon Goodwin, Head Coach Melbourne Football Club

"The honesty and support within the group will stay with me for a long time."

participant, Vicinity Centres

"I realised today that my "leave your problems at home" attitude isn't good for our staff & there are definitely things I can change. The workshop also showed me that no matter how successful someone is, we share a lot of the same fears. I'm an extreme introvert that struggles with self confidence and poor mental health, today pushed me well out of my comfort zone....but it was something I needed. Thank you!"

Quest Hotels participant

"Facing your fears can bring great rewards. Challenging yourself and reflecting can bring out the best in you."

Sunsuper participant

"Reach have played a key role in enabling us to make a deeper personal connection with our graduates. Their delivery methods are exceptional and extremely powerful. This allows our graduates to be immersed in the content and the takeaways for them have been limitless"

Petra Ladkin, Senior Manager- People & Performance, Deloitte Touche Tohmatsu.

"I mainly learned that you should take opportunities with both hands, and even though it may seem daunting to begin with, you will be able to learn from it and continue to grow. This has allowed me to jump into work or activities that are outside my comfort zone with a sense of control and eagerness to see where it will go. "

2018 D Academy Graduate

GOVERNANCE AND BOARD OF DIRECTORS

LEGENDS

Risk & Audit

Anthony Klein, PwC (chair)
Tom Imbesi, Deloitte
Alice Macdougall, Freehills
Sasha Lawrence, Reach
Ranko Vukomanovic, Reach
Scott Gilmore, Reach
Emmett Graham, Reach Crew
James Rodgers, Reach Crew

Fundraising & Marketing

Chris Wilson, Koda Capital (chair)
Mike McShane, McLardy McShane
Alice Macdougall, Freehills
Sue Forrest, Heart Foundation
Neil Pharoah, Spark Strategy
Sasha Lawrence, Reach
Eleanor Bignell, Reach
Madeleine Smith, Reach
Angela Lindrea, Reach
Chris Doig, Reach
Andrew Farina, Reach
Milan Simic, Reach
Isabelle Altman, Reach



CHRIS WILSON

Partner, Koda Capital, Philanthropy
and Social Capital team
Chair, since May 2016
Director, since 2013



PETE WILLIAMS

Chief Edge Officer, Centre for the
Edge, Deloitte Australia
Director, since June 2014



ALICE MACDOUGALL

Special Counsel, Herbert Smith
Freehills
Director, since September 2014



ANTHONY KLEIN

Partner, PwC
Director, since October 2014



CHRIS WHITNALL

Founder and Managing Director,
Talkforce
Director, since May 2015



MIKE MCSHANE

Director, McLardy McShane
Insurance and Financial Services
Director, since April 2015



TOM IMBESI

Chairman, Deloitte Australia
Director, since 2016



VERITY LOMAX

Associate, Spark Strategy
Director, since November 2017



ASH MAHER

Reach Alumni
Director, since November 2017

PERFORMANCE OVERVIEW

The deficit for 2018 was \$322,879 (\$387,652 after depreciation), compared to a deficit of \$74,837 (\$149,229 after depreciation) in 2017. This was significantly impacted by the funding of our operations in the Hunter Valley region in New South Wales.

In 2013, Reach commenced a regional pilot in the Hunter region of New South Wales. Funded by BHP Billiton, the pilot project extended our impact and was an opportunity to develop a blueprint of working within a regional community and increase our footprint in the state.

By 2017, we had positively impacted the lives of over 8,000 young people in this region, worked with over 20 primary and secondary schools, and supported the professional development of over 40 young people in our Crew Development program. On top of this, a partnership with the Hunter Valley Research Foundation allowed us to evaluate the impact of the pilot. The results from their study demonstrated that our workshops were having a positive impact on the wellbeing of young people in this region. The funding of \$2,075,000 over 5 years (approximately \$400,000 a year) came to an end in September 2017. Due to the positive impact we were having and our ongoing commitment to the young people in this region, we believed it was in line with our mission to continue our operations there into 2018. Despite our best efforts, we were unfortunately unable to replace the funding which previously supported our work in the Hunter Valley; which adversely impacted our 2018 financial result.

As 2018 came to a close, we made several organisation wide changes to ensure Reach's future sustainability, including:

- Consolidating our NSW operations by closing our Hunter office located in Cessnock and discontinuing the Crew Development program. From 2019 onwards, our NSW operations will be serviced by one office and crew cohort located in Sydney.
- An organisation restructure to optimise efficiency and increase collaboration.
- A new leadership team to lead Reach into its 25th year and beyond.

Reach's workshops have never been more critical. Of the 4 million young people living in Australia, we are seeing increasing challenges like mental health, homelessness and the lack of employment. We are committed to providing preventative and safe spaces to all young people and understand this needs to be done sustainably. We feel deeply privileged to have been given the opportunity to work with the young people in the Hunter region for 5 years and hope to continue supporting the community through our centralised NSW operations.



OUR FINANCIAL RESULTS



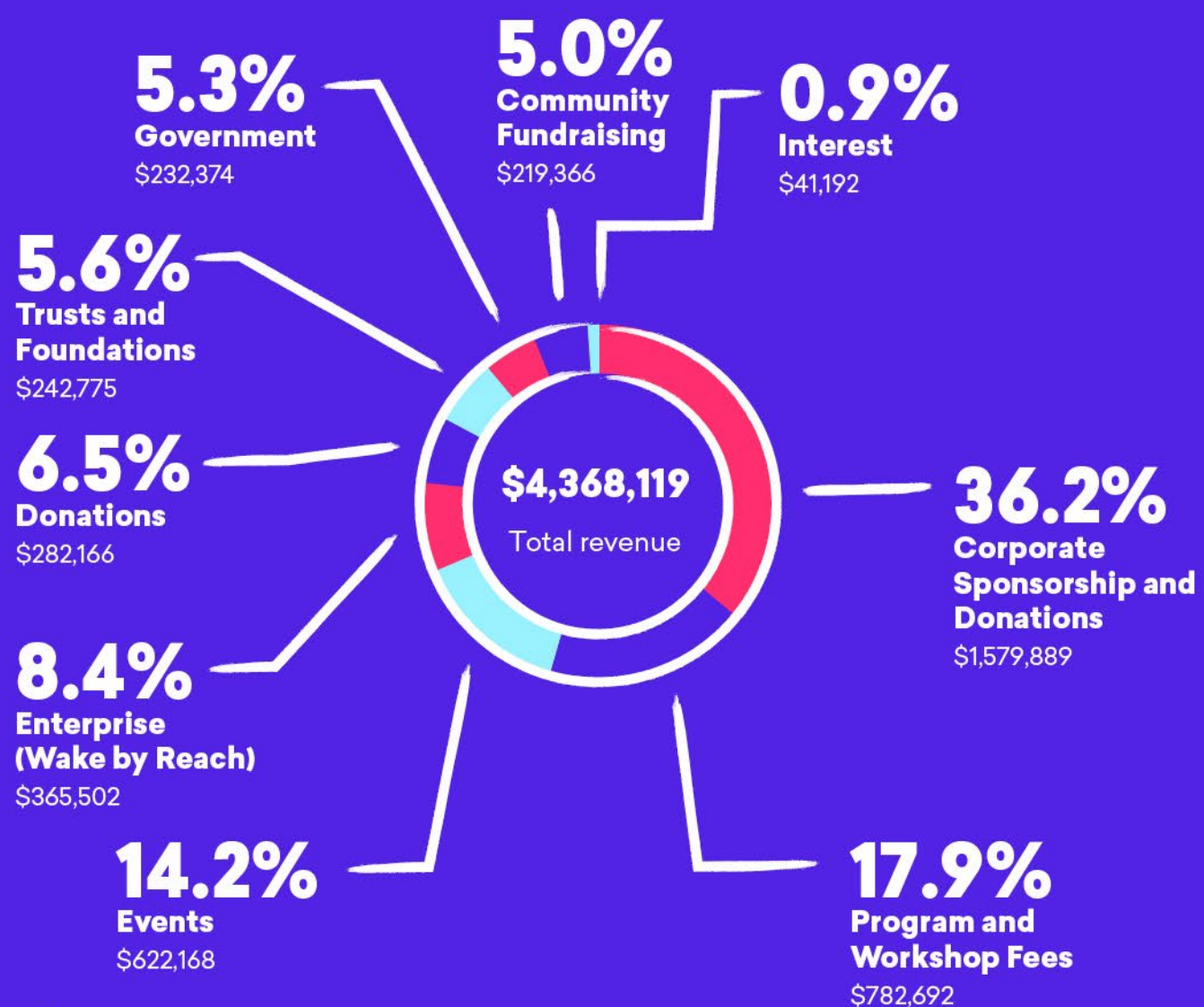
INCOME STATEMENT

	\$ // 2018	\$ // 2017
General donations - individual giving	413,791	282,166
Corporate sponsorship & donations	1,351,898	1,579,884
Community fundraising	414,441	219,266
Trusts and foundations	132,225	242,775
Wake by Reach	408,128	365,502
Government grants	240,684	232,374
Program fees	503,260	782,692
Events	717,594	622,168
Finance income	17,362	41,192
Total income	4,801,883	4,175,617
Program and workshop Expenses	-2,757,590	-2,752,541
Fundraising and Development Expenses	-1,311,726	-1,277,822
Depreciation Expense	-64,773	-74,392
Governance and Administration Expenses	-452,946	-412,593
Deficit for the year	-322,879	-74,837
Deficit for the year - after depreciation	-387,652	-149,229

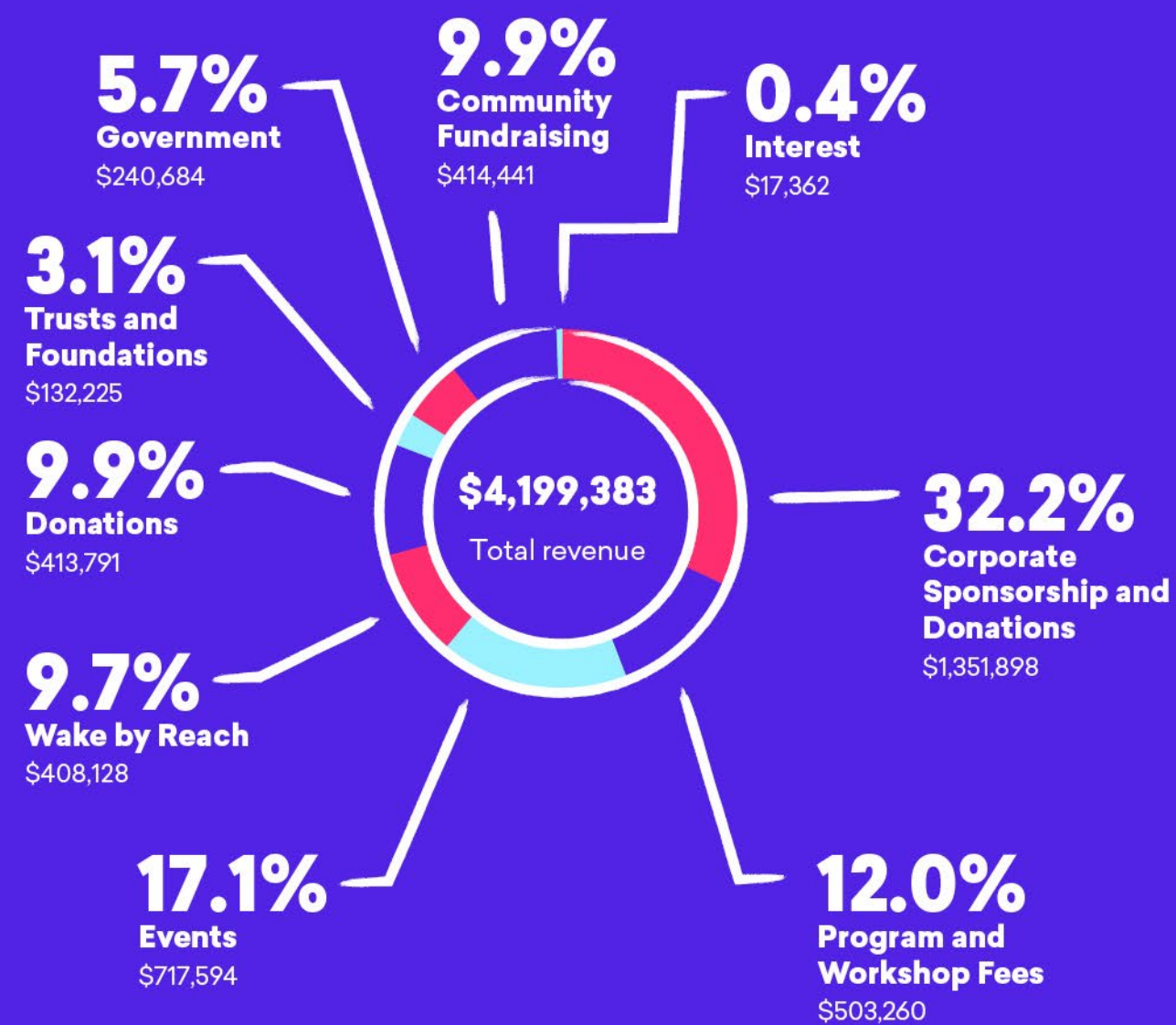
FINANCIAL POSITION

	\$ // 2018	\$ // 2017
CURRENT ASSETS		
Cash and cash equivalents	673,961	837,556
Trade receivables	51,164	264,433
Other receivables	346,306	72,372
Total current assets	1,071,431	1,174,361
NON-CURRENT ASSETS		
Plant and equipment	307,683	360,890
Total non-current assets	307,683	360,890
Total assets	1,379,114	1,535,251
CURRENT LIABILITIES		
Trade and other payables	186,639	162,020
Provisions	138,509	91,121
Deferred income	443,175	298,926
Total current liabilities	768,323	552,067
NON-CURRENT LIABILITIES		
Provisions	55,357	40,098
Deferred income	-	-
Total non-current liabilities	55,357	40,098
Total liabilities	823,680	592,165
NET ASSETS	555,434	943,086
Accumulated funds	-48,946	338,706
Reserves	604,380	604,380
EQUITY	555,434	943,086

2017 REVENUE



2018 REVENUE



A STAND-OUT MOMENT OF FACILITATION



PARIS
FACILITATOR

One of the most memorable moments I've seen on a workshop was at Grounded.

Grounded is one of our most important programs. It's 13 – 17 year olds who've been told that they're "disengaged". That they aren't good enough. Maybe they're struggling and need some direction. Maybe they're taking risks and getting into trouble.

I noticed one of the young boys was pretty detached from the whole thing. He didn't want any part in it.

This is pretty normal for Grounded. It wasn't anything I hadn't seen before.

So over the course of the day I made small gestures and checked in with him to see how he was going. I let him know that just because he wasn't participating in everything, it didn't mean he was doing anything wrong. Or that he couldn't jump in if or when he felt comfortable.

He was really receptive to this. Taking the pressure off seemed to be all he needed. He realised he wouldn't get in trouble for just being himself.

It wasn't until later how much I realised these small gestures helped him to open up. All of a sudden, the same young boy who was counting down the minutes until he could leave was opening up about some really honest and raw stuff he was going through.

This was in front of a group of his mates that hadn't heard him speak about his life like that before.

Once he knew that not only would he not be shamed for speaking his truth, but that he would be accepted for it, he was so willing to get involved and hear from everyone else.

It was a pretty big realisation for me too. It's not always the really deep and technical facilitation we do at Reach that makes the biggest impact.

The small moments are just as valuable. Young people being given permission to be their authentic selves is rare. But when it does happen, it changes everything.

REACH

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The Reach Foundation
reach.org.au

ANNUAL REPORT

20
18