

IMPACT REPORT

2023



REACH

ACKNOWLEDGEMENT OF COUNTRY



The Reach Foundation would like to respectfully acknowledge the traditional owners and custodians across the lands on which we live, work, and play: the Aboriginal and Torres Strait Islander peoples.

To their ancestors, Elders, youth and children past, present and those of the future, we acknowledge and honour their ongoing connection and belonging to the land, skies, waterways, and as the oldest living culture in the world.

We recognise these lands remain unceded and acknowledge the ongoing impacts of colonisation and dispossession on Aboriginal and Torres Strait Islander peoples. We also recognise the strengths and resilience of Australia's First Peoples and champion a reconciled, just, and equitable Australia.

CONTENTS

Acknowledgement of Country	1
Foreword from Lou	3
2023 at a Glance	5
Things to Know	6
Reach Across Australia	7
School Workshops	8
Deep Dive: Locker Room	12
Deep Dive: Empathy	15
Community Workshops	18
Deep Dive: Thousand Faces Camp	21
Wake	24
Training	28
The Internship	32
Thank You	34

FOREWORD FROM LOU

As the CEO of the Reach Foundation, I am delighted to present to you our 2023 Impact Report. I am incredibly proud of the impact that we achieved throughout 2023, positively impacting the lives of nearly 40,000 young people across Australia through the delivery of our youth-led, preventative mental health programs and workshops.

This report is a testament to the thousands and thousands of hours of work delivered by our crew, staff and volunteers who worked tirelessly to ensure that our programs were accessible, impactful, and effective for the young people who need them most.

While the year was full of countless highlights and moments of impact, a program that stands out to me is our Mount Gambier trip in November. Over a week, we delivered 16 workshops across multiple schools and connected with around 1,000 local teenagers. This trip was organised in collaboration with The Will Norman Foundation, established in memory of 14-year-old Mount Gambier local, Will. This trip was focused on breaking the silence surrounding mental health concerns that are affecting young people in the community.

Following the trip, Renae, Will's mother, kindly reached out to us to share her feedback:

"From all accounts the workshops were amazing. I was able to sit in on part of two of them and I was brought to tears, as were students and staff at the vulnerability and courage, respect and empathy on display. The way the facilitators were able to connect to these young people was amazing."

The chance to connect with a community that has been through so much is something we are very grateful for. We are honoured to have had the opportunity to carry on Will's legacy and we are hoping to continue working in Mount Gambier in the future.

FOREWORD FROM LOU

I would also like to particularly emphasise the following 2023 achievements:

- We delivered 38,350 instances of participation through programs delivered in every state and territory across Australia – an increase of 152% on our 2022 instances of participation
- We took Heroes Days on the road, delivering the high-impact, full-day program in Melbourne, Geelong, Ballarat and Frankston
- We piloted a facilitator internship program to supplement our existing crew training program, recruiting and providing accelerated training for 14 highly talented Facilitators in Training
- We accredited 20 new Facilitators in Training, 5 Facilitators and 2 Senior Facilitators, increasing our capacity to deliver more and more programs in years to come
- We moved to a digital-first evaluation and impact strategy, streamlining our processes to ensure more accurate data and reporting and increase our sustainability

We hope you enjoy this impact report, as we take you through a breakdown of all the incredible moments of impact the Reach team created in 2023. Throughout the report, you'll read about our school workshops, community programs, Wake by Reach programs, crew training program, and the facilitator internship that we piloted in 2023. We've also included deep dives into some of our most impactful programs, Thousand Faces Camp and school programs Locker Room and Empathy.

None of these programs would have been possible without the support of our generous funders, partners, and supporters. Thank you for your belief in our mission and for supporting us to unlock the power of young people so they can shape their own lives. I would also like to acknowledge our incredible schools, teachers, partner organisations and Wake clients for your ongoing care and commitment to your students' and employees' wellbeing. Thank you for trusting us with your young people.

The future is bright as we look to expand our reach even further in 2024 and impact more than 50,000 young people. Get in touch today if you'd like to find out more or get involved!



2023 REACH

AT A GLANCE

38,350

**Instances of participation
through 783 workshops**

399

Secondary School Workshops

With 24,494 Instances of Participation

163

Primary School Workshops

With 4,434 Instances of Participation

65

Trainings

With 1,585 Instances of participation

25

Community Workshops

With 536 Instances of Participation

131

Wake Workshops

With 7,301 Instances of Participation

THINGS TO KNOW

1. Our survey questions are based on social and emotional well-being and protective factors throughout adolescence. These include:

- **Feelings of worth and understanding of self**
- **Feelings of competence and autonomy**
- **Feeling able to pursue and achieve life goals**
- **Awareness and empathy of and connectedness with others**

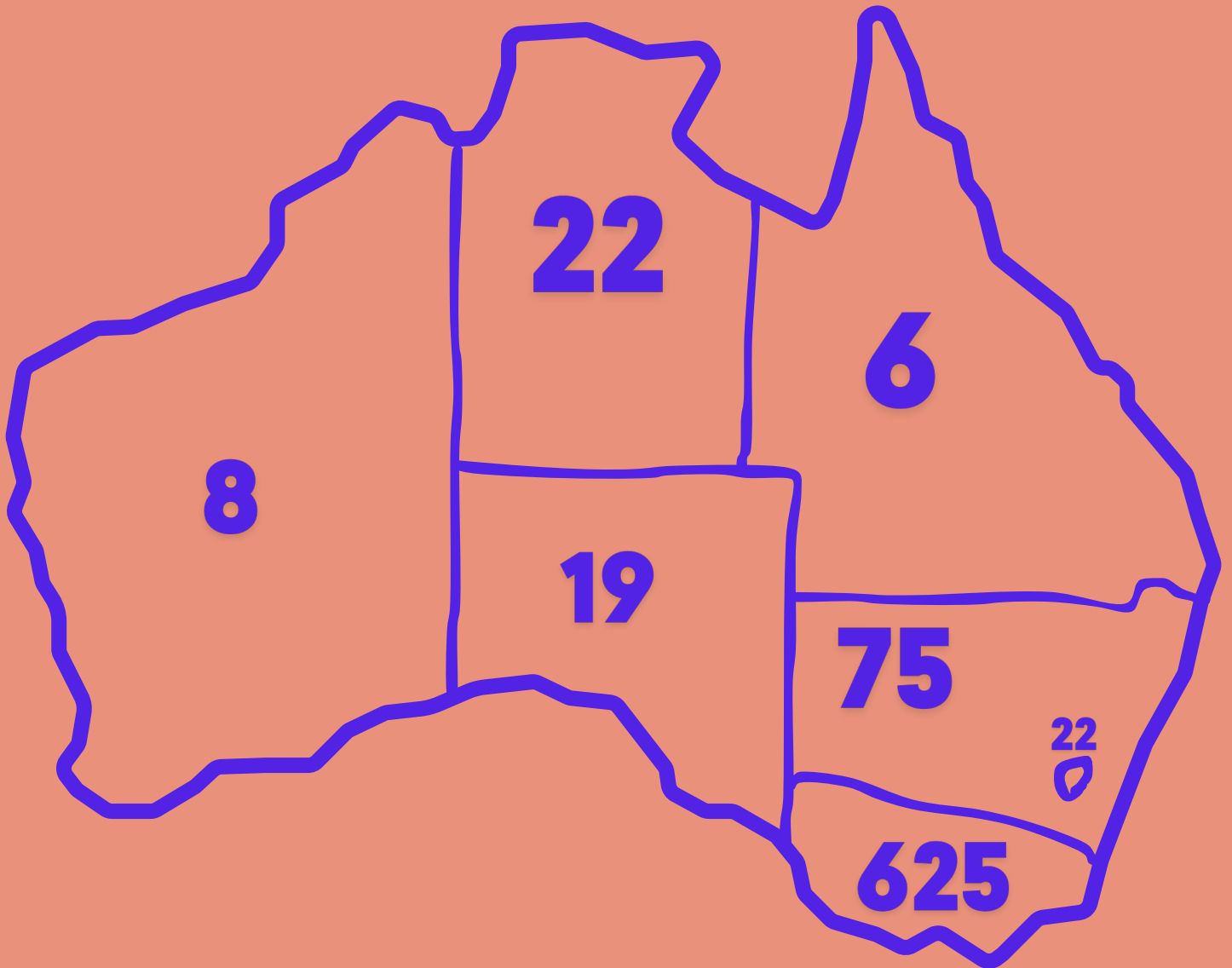
2. Instances of Participation reflects how often Reach connects with young people throughout the year, rather than the total number of individuals reached. Some programs run over multiple weeks with several sessions. For example, a young person in our RAMP program may have up to 6 instances of participation annually.

3. Filling out Reach's post-program evaluation is voluntary. We do not obtain evaluations from all workshops or from all participants. Therefore, the data provided in this report is based on those we received evaluations from, representing a sample of our programs.

4. In this report we have not provided program subset data for all school or community programs, we have rather conducted a deeper analysis of the subset of data from our Empathy and Locker Room school programs and Thousand Faces Camp.

REACH ACROSS AUSTRALIA

Reach workshops across Australia



14 online workshops



SCHOOL WORKSHOPS

Every day, the Reach crew are out in primary and secondary schools across Australia delivering our suite of schools programs for students in Years 5-12. Our programs align with national curriculum guidelines and cover a range of topics appropriate to the year level including connection, positive peer dynamics, empathy, teamwork, respectful relationships, transitions to high school, and finding your purpose. We also run gender-based programs for Year 10 and 11 students that explore the impact of gendered stereotypes on young people, providing an opportunity for our participants to explore who they are beyond the label.

In 2023, we delivered 399 secondary school workshops for 24,494 participants and 163 primary school workshops for 4,434 participants.

Following our 2023 school workshops...

Confidence

62% of participants experienced an increase in confidence

85% of staff saw an increase in participants' confidence

Self-awareness

74% of participants felt more aware of their thoughts and feelings

94% of staff saw an increase in participants' awareness of their thoughts and feelings

Empathy

73% of participants felt more aware of others thoughts and feelings

91% of staff saw an increase in participants' awareness of others thoughts and feelings

Connection

61% of participants felt more connected with others

87% of staff saw an increase in participants' connections with others

Acceptance

63% of participants felt more accepted for who they are

79% of staff saw an increase in participants' feelings of acceptance

Positively influenced

69% of participants believe the Reach Crew positively influenced them to think differently about themselves and others

93% of staff believe the Reach Crew positively influenced participants to think differently

Positive choices

69% of participants felt more able to make positive choices about what they say and do

87% of staff saw an increase in participants' ability to make positive choices

76% of participants would recommend the program

98% of staff would recommend the program

* Data based on 12,749 survey responses (430 staff responses and 12,319 student responses)

SCHOOL WORKSHOPS STAFF FEEDBACK

**“The Reach workshops were spectacular! Every student enjoyed and loved it! Thank you to the Reach team for coming out and doing so well, we really appreciate it.”
(School Well-Being Leader)**

**“I have been an SSO in the education department for nearly 20 years, I have attended many workshops in my time and would have to say this was one of the best I have seen. The interactions with the students were amazing and how the students responded was also quite amazing! I really feel like this workshop and others like it are very beneficial for our student’s wellbeing and allowing the students to see that everyone has things going on in their lives and that they are not alone. I talked to students on how they felt about the session, and they were all very positive and wowed by the experience. A huge thank you to you all and be very proud for helping our young people deal with the emotions of the diverse world we live in today.”
(School Staff Member)**

**“The facilitators were amazing in the way they communicated with the students. Our students really enjoyed the workshops and it definitely has supported more conversations around respect and being yourself.”
(School Mental Health Practitioner)**

SCHOOL WORKSHOPS PARTICIPANT FEEDBACK

**“[I learned] That other students feel the same way I do. Sometimes everybody puts on an act.”
(School Workshop Participant)**

**“Thank you for letting people be open and talk about their feelings.”
(School Workshop Participant)**

**“[I learned] to accept everyone for who they are and always be honest... It was really good.”
(School Workshop Participant)**

**“It was really fun and helpful and I hope I can do it in the future. The Crew’s attitude made me feel safe.”
(School Workshop Participant)**

**“It helped me learn that lots of people are here for me if I need it.”
(School Workshop Participant)**



Deep Dive:

LOCKER ROOM

Locker Room is a Secondary School workshop for male identifying young people, it is aimed at those in Year 10. The program acknowledges and challenges society's views of masculinity and the positive and negative impacts of current male stereotypes. There is also a focus on current male issues and how many in the group have similar challenges to conform to unrealistic stereotypes.

Following our 2023 Locker Room workshops...

Confidence

80% of participants experienced an increase in confidence

67% of staff saw an increase in participants' confidence

Self-awareness

86% of participants felt more aware of their thoughts and feelings

93% of staff saw an increase in participants' awareness of their thoughts and feelings

Empathy

79% of participants felt more aware of others thoughts and feelings

100% of staff saw an increase in participants' awareness of others thoughts and feelings

Connection

75% of participants felt more connected with others

93% of staff saw an increase in participants' connections with others

Acceptance

75% of participants felt more accepted for who they are

73% of staff saw an increase in participants' feelings of acceptance

Positively influenced

82% of participants believe the Reach Crew positively influenced them to think differently about themselves and others

87% of staff believe the Reach Crew positively influenced participants to think differently

Positive choices

81% of participants felt more able to make positive choices about what they say and do

73% of staff saw an increase in participants' ability to make positive choices

84% of participants would recommend the program

100% of staff would recommend the program

*Data based on 564 survey responses (15 staff responses and 549 student responses)

LOCKER ROOM PARTICIPANT FEEDBACK

People do care **It's okay for boys to cry**

Everybody is going through their own hardships

How much others care **It's okay for men to show emotions**

A chat with another can go a long way

It's okay to show emotions and be there for each other

I'm not the only one going through things **That it is strong to open up**

How to be okay with who you are

Expressing feelings isn't weak **The importance of vulnerability**

That there are people out there you can always talk to

To be confident and don't be afraid to reach out

You never know what other people are going through

COMMUNITY WORKSHOPS

Each year, we run a diverse array of community programs and camps designed to foster confidence, self-awareness, and resilience in young people. All share a common goal: Empowering young people to realize their potential and thrive. We offer both universal community programs, for all young people, and targeted community programs for specific groups of young people.

The below data is a summary of the following programs delivered in 2023: Ramp, Grounded (Collingwood, Bendigo & Frankston), Ignite, Horizon Camp & Thousand Faces Camp.



Following our 2023 community workshops...

Confidence

70%

of participants experienced an increase in confidence

Self-awareness

74%

of participants felt more aware of their thoughts and feelings

Empathy

82%

of participants felt more aware of others thoughts and feelings

Connection

75%

of participants felt more connected with others

Positive choices

73%

of participants felt more able to make positive choices about what they say and do

Acceptance

71%

of participants felt more accepted for who they are

Positively influenced

84%

of participants believe the Reach Crew positively influenced them to think differently about themselves and others

87%

of participants would recommend the program

*Data based on 194 survey responses.

COMMUNITY PROGRAM PARTICIPANT FEEDBACK

[I learned]

“That even though people come from such different backgrounds we can still have so much in common.”

“ Don’t judge yourself.”

“That it is okay to feel these emotions and they are completely valid.”

“I’m not the only one.”

“Your feelings don’t always need to be a secret.”

“I can be myself.”

“That I should accept myself regardless my past because it doesn’t define me as a person now.”

“How good it is to express your emotions and to not follow any stereotypes.”



Deep Dive: THOUSAND FACES CAMP

Thousand Faces Camp is one of the most unique and impactful programs that we offer, giving both young people and adults an opportunity to experience life from a new perspective. Our participants are guided towards deeper connections and genuine personal breakthroughs. Twice a year, Reach brings together a cohort of extraordinary young people whose diverse and often challenging life circumstances have not dampened their resilience and drive to achieve. This unique program matches them with inspiring adults who can support and learn from them in equal measure.

The structured activities on Thousand Faces Camp guide young people to connect authentically with their adult counterparts, whose mentorship and encouragement help them develop new life skills. As the young people connect with their peers and their adult supporters, they gain profound insights into who they are and who they can become.

Following our 2023 Thousand Faces camp...

Confidence

86%

of participants experienced an increase in confidence

Self-awareness

95%

of participants felt more aware of their thoughts and feelings

Empathy

91%

of participants felt more aware of others thoughts and feelings

Connection

100%

of participants felt more connected with others

Positive choices

91%

of participants felt more able to make positive choices about what they say and do

Acceptance

95%

of participants felt more accepted for who they are

Positively influenced

100%

of participants believe the Reach Crew positively influenced them to think differently about themselves and others

100%

of participants would recommend the program

*Data based on 22 survey responses from our September, 2023 Thousand Faces Camp.

THOUSAND FACES PARTICIPANT FEEDBACK

“[I learned] You are never alone and it’s okay to not be okay.”

“[I learned] I need to be kinder to, and not put so much pressure on myself. I can accept the positives and negatives in my life as they come and embrace them.”

“I learned not to be embarrassed about me and to be more confident and not really care what others think about me.”

“[I learned] Don't hold on to things that make you sad and that it’s okay to open up to others.”



WAKE BY REACH

Wake by Reach is Reach's social enterprise and workplace employee wellbeing program. We partner with organisations across the corporate, education, sporting & government sectors to deliver meaningful professional development programs, with a focus on boosting connection and understanding and motivating Gen Z employees. All funds raised through this work go directly back into supporting Reach's mission, and provides an employment pathway for Reach's most talented, older facilitators. A win - win - win if you ask us!

In 2023, we delivered 131 Wake workshops for 7301 participants.

Following our 2023 Wake workshops...

95%

of participants rated the workshop 7/10 or above (based on 1136 responses)

96%

of participants rated the facilitation 7/10 or above (based on 1116 responses)

96%

of participants would recommend the workshop to others (based on 555 responses)

93%

of participants felt more connected with other participants (based on 917 responses)

96%

of participants felt the workshop was delivered in a fun and engaging way (based on 372 responses)



*Evaluation response numbers vary from program to program due to the bespoke nature of Wake workshops.

WAKE PARTICIPANT FEEDBACK

“Stockland has been working with Wake for almost a year now. Our learning strategy is to focus on the ‘soft’, human skills that will set any graduate (or person) up for success and this has proven to be a real strength of theirs. Wake place a lot of emphasis on understanding the broader program and where graduates are at in the journey so they can do the best possible job of contextualising and landing the content.”

“A genuine experience which made me feel connected to the other team members.”

“I loved how interactive the session was... It got me to reflect on myself and my strengths, and motivated me to have a more positive outlook on things and want to action some goals that have been on the back burner. A really fun session!”

[My favourite part was]

“The way they were able to get people to be so vulnerable in front of our group with such ease and gain the trust of everybody so quickly.”

“I loved hearing everyone being vulnerable and entering the space in an open way. I also loved feeling supported when I spoke.”

“Being able to talk to the whole group and be vulnerable about my mental illness struggles without stigma or judgement.”

“I feel more connected and safer with the people around me at work.”

Some of our [super awesome] clients include:



TRAINING

Reach invests heavily in its crew and facilitator training program to deliver effective training and skills development for our crew and facilitators. The crew attend fortnightly training sessions, as well as overnight retreats throughout the year to further refine their facilitation skills. The topics covered in training range from personal development, group-work and presenting skills, through to specific training on the wellbeing frameworks that underpin our work, including training on Reach's Code of Conduct and how to effectively manage disclosures. To complement our internal training sessions, technical training sessions are also often delivered by expert third parties on topics including trauma-informed care, cultural awareness training, accessibility and inclusivity training, and mental health first aid for young people.



TRAINING

Following our New and Junior Crew 2023 trainings...

86%

of crew experienced an increase in confidence

93%

of crew felt more aware of their thoughts and feelings

100%

of crew felt more aware of others thoughts and feelings

79%

of crew felt more connected with others in the group

79%

of crew felt more able to make positive choices about what they say and do

79%

of crew felt more accepted for who they are

100%

of crew felt more confident pushing themselves out of their comfort zone

86%

of crew felt more confident to try new things moving forward

93%

of crew felt they had opportunities to challenge themselves

100%

of crew felt safe to share in the training space

*Data based on 14 New and Junior Crew survey responses.



TRAINING PARTICIPANT FEEDBACK

“[I learned] The importance of being honest and vulnerable ourselves if we are asking young people to do it.”

“[I learned] so much, but the biggest thing I learned was just the clarity... on who I am as a person.”

“[I learned] I definitely was able to define who I am by the end of the training, and I learned to connect with others on a deeper level.”

THE INTERNSHIP

The crew internship program was a paid, six-week program for young people aged 19-25 with prior facilitation experience. Over the six weeks, the interns participated in an accelerated training program, observing and supporting a wide range of Reach programs whilst learning on the job. At the conclusion of the internship, all 14 interns accepted paid roles as Facilitators-in-Training (FITs) and are now learning to deliver our programs in schools and communities. This inaugural program has been a major success in 2023, helping us grow our talent pool threefold in that time. We plan to replicate this program in 2024 to continue growing our talent pool.



Katie Sproule has kindly shared with us some words about her experiences being a part of the program.

“I’d never heard of The Reach Foundation until I applied for the job in March of last year. I was new to Melbourne and looking for work to balance with study. I knew Reach would not be like my past workplaces from my first interview, which included me singing Missy Higgins (badly) to a group of potential employers and colleagues.

The internship program ran over the course of six weeks. Our time was divided in two: training at the Dream Factory one day a week and observing — eventually crewing — school programs on the other. This structure was a great mix of building our theoretical understanding of Reach’s work and seeing it put into practice. In the capable hands of Tayah, our indelible trainer, we became familiar with the ins and outs of run sheets, emotional safety, the dynamics that shaped interactions between facilitators and young people alike, and so much more.

What I found most valuable over this process was not just being allowed to, but being encouraged to ask: why? Understanding the intentions behind Reach’s content gave me the confidence to throw myself at every opportunity presented. This went beyond just consolidating my knowledge. I knew that even if I was faced with the challenging or surprising (inevitable when working with young people!), I was not expected to regurgitate a rote learned script that felt disingenuous to the moment. My choices just had to have a clear why. Clearly authenticity was not just a term thrown around as empty company jargon, but something put into practice every day.”





THANK YOU

2023 has been a massive year for us here at Reach across a variety of spaces. We have launched new programs, continued successful ones and revamped past ones.

Our impact has expanded and is returning to our pre-pandemic levels. We have grown our pool of facilitators and crew significantly over the year positioning us to broaden our impact even further in 2024.

This impact and growth has been possible thanks to our generous supporters. We are so grateful to all the organisations and individuals that believe in our mission and support us in our work.

Thank you for helping us to provide a safe and welcoming space for so many young people across 2023!