

IMPACT REPORT 2025

REACH

ACKNOWLEDGEMENT OF COUNTRY

The Reach Foundation respectfully acknowledges 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.



CONTENTS

CHAIRMAN'S FOREWARD	4
CEO'S FOREWARD	5
OUR IMPACT	6
OUR WORK	8
OUR PEOPLE	13
CLIENTS & SUPPORTERS	14

CHAIRMAN'S FOREWORD



FERGUS WATTS
CHAIRMAN

2025 was a great year with much to be proud of. As a Board we reflect on a year of strong impact and continued momentum in supporting young people across Australia.

My thanks to my fellow Board members: Robert Collie (Deputy Chair), Richard Chapman, Sasha Lawrence and Sabina Read, for their leadership and stewardship throughout the year. We were also delighted to welcome David Cowen to the Board in 2025, following his leadership of the highly successful Raising for Reach lunch in partnership with Mosaic Private.

Reach's impact is made possible by the commitment of our partners and donors and it is with huge thanks we recognise our game-changing supporters: the Harris Family Foundation, Sharon Landy and the Highland Foundation, Villawood Properties, and the Victorian State Government. Their support continues to both expand our reach and deepen our impact.

A key focus in 2025 has been strengthening Child Safety across the organisation. Under the leadership of Chief Executive Alison Wright, Reach has invested in governance, strengthened our financial systems and training to ensure all programs are delivered in environments grounded in safety, care and accountability.

I would like to thank Alison for her leadership, and the entire Reach team. Our facilitators and operational staff bring talent and dedication to our important work every day.

The results in this report reflect not only the scale of Reach's work, but the depth of connection and growth experienced by young people across the country.

CEO'S FOREWORD



ALISON WRIGHT
CHIEF EXECUTIVE OFFICER

As we reflect on 2025, I am filled with pride in what Reach has achieved and deep gratitude for the people who made it possible.

This year, Reach engaged tens of thousands of young Australians through school workshops, community programs, workplace wellbeing initiatives and our Crew development pathway. Across metropolitan, regional and interstate communities, we created spaces where young people could feel safe, heard and empowered to grow.

Throughout the year, our school programs continued to meet strong demand, supporting students to build confidence, empathy, self-awareness and stronger connections with others. At the same time, our targeted community programs provided deeper support for young people navigating complexity and disadvantage. Programs such as Grounded, Ramp, Thousand Faces Camp and Heroes Day demonstrated the power of human connection, storytelling and peer-led leadership to create lasting change.

One of the highlights of the year was the delivery of three major Heroes Day events in St Kilda, Shepparton and Adelaide. These large-scale experiences brought together young people from diverse communities and reflected Reach's ability to deliver impact at scale while maintaining the authenticity and emotional depth that define our work.

We also continued to grow our Workplace Wellbeing programs, helping graduates and early-career professionals build resilience, communication skills and emotional literacy as they transition into working life.

Internally, we strengthened our Child Safety systems through enhanced governance, clearer safeguarding processes, updated training and increased wellbeing oversight, ensuring young people, staff and volunteers are supported in environments grounded in care, trust and accountability.

A significant milestone was the commencement of our new research partnership with Deakin University. This long-term impact study will strengthen the evidence base for Reach's work and help us better understand the ripple effects our programs have in the lives of participants over time.

None of this happens without the belief of our donors, partners, volunteers, board, staff and facilitators. Thank you for standing with Reach and with young people.

OUR IMPACT

In 2025, The Reach Foundation continued to create meaningful impact by equipping young people with the self belief, relational skills and practical capabilities to thrive. Through youth informed experiences that were engaging, relevant and grounded in real life, participants were supported to grow in ways that strengthen wellbeing, relationships and future pathways.

Impact was delivered across School and Community programs, Training and Crew Development, Workplace Wellbeing and through the support of a growing network of partners and donors. Programs reached metropolitan, regional and interstate communities including:

ALEXANDRA **ANGLESEA** **BAIRNSDALE**
BALLARAT **BATEMANS BAY** **BENDIGO** **BRAIDWOOD**
BRISBANE **BULOKE REGION** **CANBERRA** **CAMPASPE**
COLAC **DAPTO** **ECHUCA** **GEELONG** **MANSFIELD**
MELBOURNE **MYRTLEFORD** **PERTH** **SHEPPARTON**
STRATHBOGIE **SYDNEY** **WARRNAMBOOL**

The year also reflected continued organisational progress, with investment in facilitator capability, strengthened Child Safety Standards processes and renewed momentum across the organisation. Participants consistently described safe and highly engaging environments, with many leaving better equipped to contribute positively within their schools, families and communities.

New grants, donations and strategic partnerships secured throughout the year have further strengthened capacity to extend tailored programs for young people who need it the most.



The biggest thing I learnt today from the workshop is that you never know how much your words can affect someone else and that it is extremely important to think before you act towards another person.

YEAR 9 STUDENT



This was amazing, your staff are so kind and confident, and each has their own personal story. This was great.

YEAR 7 STUDENT



27,262 INSTANCES OF PARTICIPATION ACROSS AUSTRALIA

PARTICIPATION

24,284

Schools

234

Community

354

Training

2,390

Workplace wellbeing

PROGRAMS

463

Schools

14

Community

45

Training

53

Workplace wellbeing

OUTCOMES

92%

of participants would recommend the program

90%

of participants improve their empathy

89%

of participants felt the workshop was a safe space

85%

of participants improve their confidence to make positive choices

Based on data from 4,171 respondents

OUR WORK



[I learned that] everyone has different sides. I feel really safe here and I can let everything out.

YEAR 8 STUDENT

Throughout the year, Reach strengthened its focus on working collaboratively with community partners to ensure a more holistic approach to supporting young people. Across schools, camps and community settings, programs combined shared expertise, local insight and trusted relationships to ensure content remained relevant, responsive and tailored to the evolving social and emotional needs of young people.

Schools remained the largest driver of Reach's impact, enabling thousands of young people to engage in shared experiences that built connection, confidence and self awareness at scale. Flagship experiences such as Heroes Day brought multiple school communities together in high energy environments that encouraged reflection, belonging and possibility, while also responding to the specific challenges and pressures emerging within school communities.

Alongside this broad reach, camps and targeted programs created opportunities for deeper and more personal transformation. Experiences such as Thousand Faces Camp strengthened leadership, resilience and belonging, while also supporting young people navigating key transitions, particularly the movement from primary to secondary school and the social, emotional and personal challenges this can bring.

A continued focus on accessibility across programs and Crew training strengthened the consistency and quality of delivery. Expanded access to foundational training deepened understanding of Reach concepts, facilitation frameworks and group processes, ensuring experiences remained grounded in shared principles, responsive to participant needs and less shaped by individual interpretation.

This collaborative approach remained central to extending Reach's impact to young people who benefit most from tailored and responsive support. Initiatives such as RAMP Camp delivered alongside Kids First Australia and the pilot of Grounded with Youth Activating Youth demonstrated the value of combining prevention focused support, community connection and shared expertise to create more meaningful outcomes for young people and communities.

SCHOOL WORKSHOPS

24,284 STUDENTS

463 SCHOOL WORKSHOPS

338 SECONDARY SCHOOLS

125 PRIMARY SCHOOLS

92%

of students would recommend the program

90%

of teachers would recommend the program

90%

of students saw an improvement in student's empathy

89%

of participants felt the workshop was a safe space

86%

of teachers felt the workshop was a safe space

85%

of student's saw an improvement in their confidence to make positive choices



Reach continued to work with primary and secondary schools across Australia, delivering experiences for thousands of young people from Years 5 to 12. Drawing on more than thirty-one years of experience in youth prevention and early intervention, programs continued to evolve in response to emerging social pressures, behavioural trends and wellbeing challenges across school communities.

Many of the themes raised by young people reflected growing pressure around identity, appearance and belonging. Concerns about fitting in, being judged by peers and managing social expectations continued to shape how students engaged with school, relationships and themselves. Workshops created space for young people to slow down, speak honestly and recognise that many of the challenges they were navigating were shared by others around them. In doing so, programs strengthened connection, emotional awareness and confidence in seeking support.

Programs also created more focused environments for deeper exploration of identity, relationships and social expectations. Gender specific experiences for Year 10 and 11 students encouraged young people to critically examine the influence of stereotypes and societal labels, while creating opportunities for more open, reflective and authentic conversation.

Feedback from schools consistently highlighted the value of facilitators who could build genuine credibility and trust with students in a short period of time. Beyond engagement within the workshops themselves, schools continued to note the ongoing impact experiences had on peer relationships, classroom dynamics and broader wellbeing conversations across the school community.



COMMUNITY PROGRAMS

4 X HEROES DAY

1 in Metro Melbourne, 1 in Geelong,
1 in Shepparton and 1 in Adelaide

2 X THOUSAND FACES CAMP

May and September

GROUNDED:

with Youth Activating Youth, Foundation
Learning Center Frankston and Foundation
Learning Center Narre Warren

7 X RAMP WORKSHOPS

Ramp Camp and Ramp Xmas Party

97%

- felt the workshop was a safe space following the program
- would recommend the program to others
- improved their empathy following the workshop
- improved their self-awareness following the workshop

Reach's work extends beyond schools and into the community through targeted programs that meet young people where they are at. Our community programs create powerful, safe spaces for young people to feel seen, understood, and connected alongside others with shared experiences.

Heroes Day is a powerful, high energy, high impact, youth-led experience, bringing up to 500 year 9 students from multiple schools together for one unforgettable day of connection, reflection & growth. This isn't a lecture. It's an interactive and immersive workshop where young people are invited to pause, be real, challenge their perceptions, connect with purpose and explore who they are and who they want to be!

Our **Thousand Faces camp** brings together young people from all walks of life who have faced adversity and continue to show courage, resilience, and drive, and matches them with adults from diverse business and community backgrounds, resulting in a powerful shared experience of learning, reflection, and growth.

Grounded is a strengths-based program for young people who are disengaged, or at risk of disengaging, from school or their community. This workshop is often supported by local councils and alternative learning centres.

Reach hosts workshops and an annual camp in collaboration with Kids First Australia supporting the long standing **RAMP Program** fostering connection and developing a sense of community between mentors and mentees alike. Mentees from vulnerable backgrounds are given an opportunity to connect and relate with one another in real and authentic ways, strengthening their bonds with their mentors as well young people from shared experiences.



This is, without a doubt, the happiest I have seen my child in many years. They returned from camp with a renewed sense of purpose, a deeper understanding of their thoughts and emotions, and a sense of confidence and self assurance.

PARENT OF THOUSAND FACES CAMP PARTICIPANT



TRAINING

354 INSTANCES OF PARTICIPATION

Training and Crew Development remained central to sustaining Reach's impact, preparing the next generation of facilitators and young leaders who deliver the model. The pathway provided accessible opportunities for young people to take on responsibility, build capability and contribute to the development of themselves and others. Training spans from New Crew, Junior Crew, Facilitator in Training, Facilitator to Senior Facilitator. All levels are accredited and key skills are required to move to the next stage in personal development and facilitation. Skills cover self-awareness, group engagement, respect, emotional regulation, the art of curiosity and asking questions with empathy and deep understanding.

Strong funding support, alumni involvement and milestone events such as the Crew Graduation reflected the strength of the pipeline and Reach's long term commitment to developing capable young leaders across schools, workplaces and communities.



WORKPLACE WELLBEING

2,390 PARTICIPANTS

53 PROGRAMS

97%

agree facilitators created a safe space to share openly (1,245 responses)

90%

agree they felt more connected with other participants following the workshop (1,231 responses)

9/10

average overall Workplace Wellbeing workshop rating (1,326 responses)

9/10

average likelihood to recommend a Workplace Wellbeing workshop to others (1,660 responses)

Reach's **Workplace Wellbeing** continued to build strong momentum throughout the year, deepening relationships with existing partners while securing new corporate clients across a range of sectors including professional services, property, and construction.

The offering evolved through the launch of new workshops, expanded virtual delivery and continued investment in facilitator capability, enabling Reach to respond to a broad range of organisational and cultural demands. Bespoke sessions, keynote presentations and leadership engagements further strengthened the unit's reputation for delivering relevant, people centered experiences that support collaboration, purpose and wellbeing at work.

CLIENTS

BASTION **ALTUS** **PWC** **RSM**
GEORGE ALEXANDER FOUNDATION **JOHN HOLLAND**
TABOO **PITCHER PARTNERS** **LEIDOS**
KING & WOOD MALLESONS **DEAKIN** **MICROSOFT**
SLF LAWYERS **INTEGRAL DIAGNOSTICS** **ANZ**

OUR PEOPLE

People have always been at the heart of Reach and, throughout 2025, the strength of the organisation's culture, leadership and people continued to stand out. Reach's impact was sustained not only through programs, but through the collective contribution of staff, board members, alumni and supporters who strengthened the organisation's capability, direction and reach.

The year marked important growth across Reach's leadership and governance structures. Reach welcomed David Cowen from the Gate 8 ecosystem to the Board and appointed Robyn Ingerson as General Manager to help oversee program delivery, organisational growth and operational development.

Reach also continued to invest in strengthening internal capability, leadership pathways and safeguarding practices across the organisation. Significant focus was placed on ensuring staff and facilitators received current and high quality Child Safety training through external specialists and professional development providers, helping ensure practices remained aligned with contemporary standards, participant wellbeing and sector best practice.

A defining moment of the year was the annual Crew Graduation, hosted by the Deloitte Foundation and attended by young people, families, alumni, staff and supporters. The event recognised leadership, celebrated growth and reflected the strong sense of connection that continues to underpin the Reach community.



SUPPORTERS EVENTS &

Reach continued to strengthen its supporter base throughout the year, with philanthropic partners, corporate organisations and individual donors supporting the wellbeing and potential of young people.

Support came through major gifts, grants, workplace fundraising, community campaigns and flagship events, helping fund programs, leadership development, research and organisational capability. This investment enabled Reach to deliver preventative programs in schools, workplaces and communities, creating support before challenges escalate.

Existing partners deepened their commitment while new supporters joined the Reach community, reflecting growing confidence in the organisation's direction and impact. Strategic partnerships and major events also increased Reach's visibility across business and philanthropic networks, building both advocacy and revenue.

Reach sincerely thanks every organisation, foundation, donor, volunteer and advocate who contributed in 2025. Their support continues to create meaningful opportunities for young people and strengthen future impact.

MAJOR PARTNERS

HARRIS FAMILY FOUNDATION **HIGHLAND FOUNDATION**
VICTORIA STATE GOVERNMENT **VILLAWOOD PROPERTIES**

RESEARCH PARTNER

DEAKIN UNIVERSITY

PARTNERS

AUSTRALIAN ASSOCIATION OF GRADUATE EMPLOYERS (AAGE)
AIS INTERNATIONAL GROUP **ALTUS GROUP**
ANDREWS FOUNDATION **ANTHONY COSTA FOUNDATION**
BASTION **DM PROPERTY** **FRIENDS OF REACH**
GEELONG COMMUNITY FOUNDATION
MGLARDY MCGSHANE **MELBOURNE FOOTBALL CLUB**
MICK FANNING CHARITY GOLF DAY **MOSAIC PRIVATE** **NAB**
OFFICEWORKS **NEWSBOYS FOUNDATION** **PERPETUAL**
THE PIERCE ARMSTRONG FOUNDATION **RETAILORS**
THE DELOITTE FOUNDATION

DEAKIN UNIVERSITY PARTNERSHIP

BUILDING THE EVIDENCE FOR LONG-TERM IMPACT

In 2025, Reach commenced an exciting new research partnership with Deakin University: a major step forward in strengthening the evidence base for preventative youth mental health.

Together, Reach and Deakin launched the Reach Ripple Study, an independent university-led research project designed to measure the longer-term impact of Reach programs on past participants.

The study surveys adults aged 18 and over who participated in Reach programs between 2015 and 2025, combining validated wellbeing measures with program-specific questions to explore how Reach experiences may continue to shape people over time.

KEY AREAS OF INQUIRY INCLUDE

- Long-term wellbeing and life impact
- Sense of purpose, belonging and identity
- Attitudes toward mental health and help-seeking
- The cumulative impact of multiple Reach experiences

This partnership represents Reach's first formal academic research collaboration in more than a decade, strengthens accountability to funders and supporters, and provides an important platform for future growth.

Most importantly, it reflects Reach's commitment to combining lived experience with evidence. We know Reach changes lives. Through this partnership, we aim to better understand how, and for how long.

Initial findings are expected in 2026 and will help inform the next chapter of Reach's impact.



REACH

**INFO@REACH.ORG.AU
REACH.ORG.AU**