

“*TRACTION works because it shows young people what they can achieve, giving them confidence to try new things and a sense of purpose and belonging.*”

Parent of Term 4 participant



TRACTION

FOR YOUNG PEOPLE

Quarterly Newsletter

Term 4, 2023



Message from the CEO

Welcome to our Term 4, 2023 report.

I am delighted to reflect upon and acknowledge powerful achievements and wonderful support throughout 2023. These have contributed significantly to the capability of TRACTION to unlock the potential for young people to thrive, and would not be possible without your support.

We published our **first Impact Report** which reinforced the results that young people have realised over 2021-2023. TRACTION has a well-developed Program Evaluation Framework that accurately measures the short-term outcomes and protective factors TRACTION delivers, and we are extending its scope to evaluate the medium- and long-term impact for young people.

We are grateful to have received significant donations from the **Sisters of the Saddle (SOTS)** and **Chain Reaction Challenge Foundations**, raised with support of the Brisbane corporate cycling community. The support from SOTS helped us develop and implement our new **"Building Deadly, Riding Deadly"** program, a culturally safe and inclusive Bike Build program for First Nations young people. I am so proud of the collaborative and authentic way in which our team co-designed the program, with special thanks to Auntie Faith Green and the Gunya Meta Inc team for their generous guidance which has helped TRACTION build capability and credibility as an organisation. We are well-placed to make a difference working alongside First Nations communities.

TRACTION was selected by the Vincent Fairfax Family Foundation (VFFF) to develop a new approach to building the leadership skills and potential of young people to make informed and optimistic life choices. TRACTION completed an extensive literature review and benchmarking exercise before building a fit-for-purpose leadership program called "Take the Lead", which helps young people develop the skills and confidence to lead themselves and lead others. The program now forms an integral part of TRACTION programs.

To ensure TRACTION continues to expand the ways in which it engages young people, we invested in a new **Program Development** role which longstanding mentor Ben has embraced, and this has enabled us to "blueprint" our approach to facilitate consistency in how programs and group work processes can be adapted more specifically to the needs of young people.

Many people ask, "Where do you find your Mentors?", and after 9 years supporting young people, we've developed a deep understanding of the skills and mindsets required to be mentors at TRACTION. These are rooted in our values and brought to life through behaviours that are proven to be effective with young people and honour the culture we're building at TRACTION. This year we developed a **Mentor Skills Matrix** as the basis for a new **learning and development approach** to continue to strengthen our team.



Thanks to the fundraising efforts of 27 SEQ business leaders, our 5th **CEO Bike Build** was a tremendous success, raising over \$130,000 for TRACTION.

We welcomed some amazing new corporate supporters as part of the Driving Force behind TRACTION, including **Kilcor**, **Ord Minnett** and the **Origin Energy Foundation**, and have been privileged to continue multi-year partnerships with the likes of the **Kennards Hire Foundation**, the **Bryan Foundation**, **Morgans Foundation**, **Cycling Brisbane**, the award-winning initiative of Brisbane City Council, the **Neilsen Group** and **Powertech**.

Many talented people have supported TRACTION with pro-bono services, and we thank professional advisory firms including **Jones Day**, **KPMG** and **Sidecar** for helping TRACTION meet its governance requirements and establishing clear and impactful strategies.

Looking forward to 2024, we are excited to be holding our first **BEYOND Cycling Challenge** in April. Nearly 40 riders have registered and are in training, and a wonderful group of corporate sponsors have committed to help achieve a fundraising goal of \$700,000 for TRACTION programs. The vision for BEYOND is to provide a wonderful experience for riders and supporters, whilst ensuring greater certainty and control of funding for TRACTION into the future, and we are so grateful to have this support.

As always, a huge thank-you to our long-standing and generous supporters who sustain our work and help us provide life-changing opportunities for young people. More support is always needed to continue meeting demand, so **please reach out to see how you can get involved, help raise awareness, or provide support that makes a difference.**

Yours sincerely,

Sandy Murdoch
CEO and Founder
TRACTION For Young People



Term Four Highlights

Bike Build program. The young people worked hard and showed creativity with their bikes. They also developed social, teamwork, leadership, and life skills.

Hemmant Flexi Learning Centre

The young people from Hemmant Flexi worked on their bikes with mentors Anna and Jaime and were proud of their creative designs. The group focused on developing their respectful communication, leadership, and teamwork skills throughout the program.



Glenala State High School

Mentors Kent, Anna, and Kalisha worked with young people from Glenala SHS to complete the Bike Build program at our Yeerongpilly Workshop. The young people enjoyed getting creative with their paint designs, having conversations with mentors, and engaging in team building and leadership activities.

Wynnum State High School

Six young people completed the Bike Build program and rounded out their year powerfully with mentors Jaime and Julia at our Alexandra Hills Workshop.



Villanova College

Our long-standing partnership with Villanova College continued in Term 4 with six of their young people creating musical mayhem, designing, and assembling their Boom Box projects at our Yeerongpilly Workshop. Everyone enjoyed the outcomes, and the group got creative with some sticker bombing their Boom Boxes rather than painting!



Carbrook Animal Assisted Learning

We delivered our first program with six young people from Carbrook AAL at our Alexandra Hills Workshop. Mentors Anna and Kristy supported the young people to excel in the



Park Ridge State High School

We delivered our third **Building Deadly, Riding Deadly** pilot program with six young people from Park Ridge SHS. Mentors Ben, Kalisha, and Kristy worked alongside Gunya Meta youth worker, Mike, to enable young people to develop confidence, leadership, and connect with their culture. The young people and mentors participated in an Indigenous artwork session led by Munimba-Ja to create a group art piece.

TRACTION evaluates every program it delivers, with input from young people, schools and parents/guardians. For our Building Deadly, Riding Deadly program in Term 4 with Park Ridge SHS, results included:

- 100% of First Nations young people have improved confidence and 60% have more self-respect.
- 100% have improved relations with those that matter and more respect for family/carers.
- 100% report improved sense of safety and positivity to learn more about and understand their culture.
- 80% of First Nations parents/guardians agree their child learnt more about and are more curious about their cultural identity, and 100% agree their child feels more positive about their cultural identity.



Beaudesert State High School

Beaudesert SHS young people showed great creativity in customising their bikes with unique and artistic paint jobs. Working with mentors Elaina and Kristy, the young people focused on fostering personal growth, and developing their leadership, teamwork, and communication skills.

Emmaus College

Another group of 6 young people from Emmaus College participated in our Bike Build program. The young people demonstrated strong teamwork, leadership, and life skills, and formed close connections with each other. The group enjoyed cooking and teamwork activities when they weren't working on their bikes.



Deception Bay State High School

Mentors Jim, Pete, and Kristy supported our second program with Deception Bay SHS. The group were able to successfully complete their bike projects, while demonstrating growth in their focus, patience, teamwork, and communication. The group supported one another and engaged in meaningful conversations with their mentors.



One-Day workshops with Multicultural Australia

Thanks to the support of **Cycling Brisbane**, long-standing supporter of TRACTION and an award-winning initiative of **Brisbane City Council**, TRACTION had the pleasure of running Bike Build Workshops with participants from **Multicultural Australia**.

Three groups of enthusiastic participants not only learned to build their bikes, but they also gained valuable tool knowledge and riding skills. They expressed enthusiasm in using their new bikes for daily transport to school or work. The group fostered an inclusive environment, engaging in conversations that allowed for cultural exchange and appreciation. Our mentors thoroughly enjoyed working with everyone from Multicultural Australia.



**CYCLING
BRISBANE**



For more information about Cycling Brisbane, please visit <https://www.cyclingbrisbane.com.au/>

A moment with our Mentors

TRACTION Mentors play a pivotal role in shaping the lives of young people. **Kent Ohori** discovered riding and exercise after his Dad passed away. It set him on a path to using exercise when he was at his lowest point. He has since competed in Ironman events, qualifying for the world championships, and did an "Everest" on a City Cycle - up Mt Coot-tha 40 laps in less than 24 hours, covering over 8,000m of climbing!!

- “ *The bike is such a powerful tool, and for me, has really helped me get through some unfortunate times. I became a TRACTION mentor after visiting a workshop to see how the program works and the impact for young people. TRACTION really aligns with my values.* ”
- “ *I've seen young people come to TRACTION, and at first they just want to hide in the corner and they don't want to get involved, but over the program, they see us mentors being genuine and taking an interest in their lives. That is so helpful. One thing many seem to be missing in their life, whether it be at school or at home, is just someone to hear them out and feel valued.* ”

TRACTION programs really work. I've seen the transition and the impact that TRACTION makes for young people, and every young person we can help makes such a positive difference for them, their families and our community.



Spotlight on a School Rep

School representatives play a crucial role for TRACTION, providing the vital link between TRACTION and school - to ensure the progress young people achieve continues beyond the workshop walls.

Jamie-Lee, our wonderful staff representative from **Arcadia College** shared the impact she sees TRACTION provides for students.

“It's the way the life skills and the education is delivered - the kids don't realise it's happening! They're building something really cool - the bikes, the boom boxes - and they don't realise the other skills they're getting, the relationships they're forming and the growth. From a school and parent point of view, we really see it.



“If we could, we would have every one of our students in the program, every term. TRACTION provides kids amazing outcomes, and you see these translate into better engagement at school.”



Our Impact

Term Four – Key Numbers

78 young people engaged from:

- Redlands (18)
- Brisbane South (12)
- Logan (6)
- Scenic Rim (12)
- Moreton Bay (6)
- Holiday & mobile workshops (24)

10

Referral agencies supported – including schools, community service organisations, government & other agencies

72

Bicycles donated to young people

3,084

Hours of mentoring provided

4

Regions where programs were delivered

7

Locations where programs were delivered

3

Types of programs delivered – including Bicycle Build, Boom Box & 1-day / school holiday formats

Since July 2015

2,324 young people engaged from:

- Redlands (713)
- Brisbane South (408)
- Brisbane North (41)
- Logan (166)
- Scenic Rim (224)
- Ipswich (94)
- Moreton Bay (52)
- Gold Coast (79)
- Holiday & mobile workshops (547)

1,886

Bicycles donated to young people

96,703

Hours of mentoring provided

Results for Young People



Engaged in learning

88% of young people more willing to ask for help from teachers.

64% of parents agree their child's engagement has improved and they're better able to cope with school demands.

64% of young people have an improved ability to manage school.

60% of young people feel more positive about going to and being at school.



Resilience & mental health

81% of young people have improved levels of confidence.

90% of young people have improved help seeking skills.

78% of young people willing to make healthier and safer choices

82% of parents claim that their child has improved relationships with family members.

75% of parents agree that their child's wellbeing and self-care has improved.



Behaviour & Skills

91% of young people agree they gained skills for future work.

84% of young people have improved confidence to communicate with adults.

64% of parents identify improvement in general behaviour.

84% of young people agree their skills for teamwork and leadership have improved.

91% of parents note improved skills for teamwork and 73% for leadership.

From our Young People

“ TRACTION helps us find who we are.

Young Person, Term 4

“ I felt accomplished of my work and proud of what I achieved. My effort here has given me more motivation to work towards my dreams.

Young Person, Term 4

“ I have grown more social, asking for help when need. I am more confident in my mistakes because the Mentors assured me that when I make mistakes, it's all part of the learning process

Young Person, Term 4



“ We got taught leadership skills, and it built up my confidence and helped me to focus.”

Young Person, Term 4

Parent/Guardian Feedback

“ TRACTION works because children recognise their value when they have otherwise felt lost in the crowds. It gives the kids a sense of belonging in a world where they don't fit the mould at school.

Parent / Guardian, Term 4

“ Significant improvement with his anger management skills. He's a lot happier and less angry. He's matured and handling things a lot better. The program is awesome, and I wish it went for longer. It's helped him so much.

Parent / Guardian, Term 4

“ My son's overall self-worth has significantly improved, he is happier, smiling more, interacting with others more and is out of his room a lot more. His sleep has significantly improved over the last few months. This was a really big issue at the beginning of the year and now he is sleeping really well and taking more responsibility, going to bed at a decent time and waking up on time and is no longer late to things. He has been taking care of himself better

Parent / Guardian, Term 4



Where Are They Now?

Riley - confidence to pursue his dream

Riley completed the TRACTION Bike Build program as a student at Wynnum State High School in 2020. TRACTION gave Riley the confidence to pursue his dream of a career in the Defence Force. In January 2024, Riley visited TRACTION and shared his reflections of his time at TRACTION with his Mentor, Oscar.

“

I wasn't enjoying school and misbehaved. I couldn't do sitting in a classroom and I wasn't bonding with my friends. At TRACTION I built up my communication skills and learnt how to work with people. TRACTION gave me opportunities to step up and build my leadership skills. I had to sand my bike, and we were sanding for ages! I got it done though and I was proud of myself that I actually achieved something.

“

I really enjoyed TRACTION. I started focusing more which really helped me at school. I put my head down, did the work and now I know I can complete things. The TRACTION Mentors are really good people. They understand us. They are helpful and flexible and there to support you. What I learnt at TRACTION really helped me go up through the ranks in cadets. Now I've got a job in the Navy and I'm loving it.”



With thanks from TRACTION

SOTS backs TRACTION and our First Nations communities

In October, 45 female business and community leaders challenged themselves to ride 350km over 3 days, and with generous support from a community of corporate sponsors and donors, SOTS raised over \$380,000 and donated \$310,000 to TRACTION which will help ensure TRACTION can continue to work in partnership with schools in Logan, to unlock the potential for First Nations young people to thrive.

On behalf of the TRACTION community, our heartfelt thanks to the SOTS riders, sponsors and donors, for backing TRACTION and our young people.



Thanks for visiting Kim

Kim Richards MP (member for Redlands) visited our Alexandra Hills workshop.



Welcome Origin Energy Foundation

We are delighted to welcome Origin Energy Foundation as part of the Driving Force behind TRACTION. In 2024, Origin staff volunteers will work alongside our Mentors and young people, supporting them to complete their Bike Build programs.



Coming up



BEYOND Cycling Challenge

The first BEYOND Cycling Challenge will be held over 15-19th April. Nearly 40 riders will push beyond their limits, over 5-days in April, through a gruelling course, covering 800km and climbing over 10,000 metres – 1,100 metres higher than Mt Everest.

All funds raised will help TRACTION reach more young people.

If you would like to donate to the event or support a rider, please visit:

<https://beyond.traction.community/donate>

To keep up to speed with the riders as they prepare for and undertake the challenge, please follow @beyondfortraction on Instagram



<https://www.instagram.com/beyondfortraction/>



About TRACTION



Our mission is to unlock potential in young people.

We deliver evidence-informed, hands-on learning and mentoring programs, to help young people engage in learning and build the resilience and skills they need to thrive.

To find out more about TRACTION, or to support our work, please visit www.traction.community, contact us at connect@traction.community or follow @tractionbuilds on [Instagram](#), [Facebook](#) and [LinkedIn](#).

Sign up as a Regular Donor

Join TRACTION's support crew and sign up as one of our valued regular donors.

Every donation we receive - big and small - puts us another step forward on our mission to build more positive futures for young people. Becoming a regular donor is also super easy, and donations to TRACTION are all tax deductible.

Join our support crew by signing up through our website:

www.traction.community/support-us



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FOR YOUNG PEOPLE

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