



Sparking potential  
in young people

# Quarterly Report

Term 4, 2022



## Message from the founder

Welcome to our Term 4 2022 report.

Every term, we are amazed by the courage young people display showing up to TRACTION despite the challenges present in their lives.

Many young people who come to TRACTION are experiencing challenges at home, at school, within their friendship groups, or within themselves, in excess of the normal pressures and demands of being an adolescent.

Young people often tell us it's the chance to build and customise their own bike that draws them to TRACTION, but the bike isn't why they show up week after week. Our young people tell us they come to

TRACTION because they get a break from whatever is troubling them, and find a place where they have a voice, can express themselves, are listened to, feel accepted and a sense of belonging.

At TRACTION, we work hard to create this supportive learning environment that keeps young people coming back, because we know these 9 weeks are our window of opportunity to help young people bolster their toolkit to manage life's challenges effectively.

In Term 4, it was a privilege to work alongside another 83 young people as they completed their hands-on



It's not just the bike. You're able to express your feelings, express who you are. You feel included. You feel wanted. You don't feel judged. You end up feeling, in a sense, at home.

*Participant, Term 4*

learning projects, and see them gain greater levels of confidence, new skills, and experience a sense of success. Together, with school partners and referral agencies, we delivered 14 programs in 7 south-east QLD locations, with our pilot programs in Ipswich and Moreton Bay being a key focus.

We know Ipswich and Moreton Bay are experiencing some of the highest rates of student disengagement and exclusion in Queensland, and through our pilots



this term, we have identified a strong and clear case for reaching more teenagers in these regions in 2023. As we look ahead, we're pleased to continue our focus in Ipswich and Moreton Bay, and also extend our reach to include young people from Northern Gold Coast communities.

In Term 4, we successfully delivered the second pilot of Fuel Up, designed to help young people develop confidence and capacity for positive choices and healthy habits. Fuel Up has been hugely successful in rounding out the holistic wellbeing of young people in our workshops, and we're proud to share that it will be scaled and embedded as part of all TRACTION Bike Build, Boom Box and Small Engines Programs in 2023.

Also ahead in 2023, we look forward to trialling our new leadership pilot program, and collaborating with Indigenous communities to co-design a culturally safe program for Aboriginal and Torres Strait

Islander young people, with thanks to the generous support of this year's Sisters of the Saddle charity bike ride.

At the end of another term, we wish to thank our many supporters, donors, referral partners, parents/guardians, and everyone else on the sidelines cheering us on. Without your support, our work and enduring impact in the lives of young people would not be possible.

Our deepest gratitude to our courageous young people for showing up, being open to learning, and allowing us to share in their journey. We wish them all the very best for a bright future - armed with more confidence, skills, connections, and a brand new set of wheels to call their own.

In 2023, we aim to reach more young people than ever before, and invite you to come on the journey with us. If you're new to TRACTION, please reach out to see how you

“ Now I have learnt the importance of patience and many other skills. I have more patience than when I started the program and honestly I think it was the sanding and scraping that helped me build my resilience and patience.”

Term 4 Participant

“ It helped me feel positive because I was around positivity, especially with shout-outs at the end of the day.

Term 4 Participant

“ TRACTION works because it teaches kids solutions to common problems that they encounter, such as public speaking, socialising, teamwork, meeting new people, and bike mechanics.

Term 4 Participant

can get involved, help raise awareness or provide support that makes a difference.

Yours sincerely,

Sandy Murdoch  
Founder & CEO

# 2.

## Progress to date

### Term 4 in Review - the Key Numbers



<b>83</b>	<b>Young people</b> engaged from:
12	Redlands
6	Brisbane South
7	Scenic Rim
17	Ipswich
17	Moreton Bay
24	Holiday and mobile workshops
<b>100%</b>	Program <b>completion</b> rate
<b>100%</b>	Program <b>attendance</b> rate
<b>77</b>	<b>Bicycles donated</b> to young people
<b>3,354</b>	<b>Hours of mentoring</b> provided
<b>14</b>	<b>Referral agencies</b> supported – including schools, community service organisations, government and other agencies
<b>3</b>	Types of <b>programs delivered</b> including Bicycle Build, Boom Box, and 1-day/school holiday formats

<b>5</b>	Number of <b>regions</b> where programs were delivered
<b>11</b>	Program delivery <b>locations</b>

### Cumulative to date (since July 2015)

<b>2,033</b>	<b>Young people</b> engaged from:
648	Redlands
366	Brisbane South
41	Brisbane North
141	Logan
194	Scenic Rim
70	Ipswich
44	Gold Coast
35	Moreton Bay
494	Holiday and mobile workshops
<b>1,713</b>	<b>Bicycles donated</b> to young people
<b>86,564</b>	<b>Hours of mentoring</b> provided





## A moment with our Mentors



TRACTION mentor Elaina shared this beautiful reflection on her role supporting our young people, and how young people are often our teachers too.

"We live in a society where we often only see what people want us to see and are left feeling that everybody else is doing more, achieving more, or appear to be happier. As mentors, we are open about having experienced challenges throughout life to help young people realise they are not alone, and feel they can relate to us better.

By showing up each week, young people realise they are resilient, can lean on other people for help, and that regardless of what is going on, there will still be good moments. The courage young people show truly inspires us as mentors and reminds us to show up in life as well".

### Elaina

Regional Coordinator and  
TRACTION Mentor



I got the chance to try something different in life. I made so many new friends and learnt so much from other people. I'm really lucky and grateful that I got to be part of it.

Term 4 Participant



It has opened his eyes to the fact there is so much out there in the world. Before TRACTION he was down about his future, and now he has realised you can do different things, you can find your people and find your voice. He has opened himself up to new experiences and realised there is room for positive change.

Term 4 Parent/Guardian



I feel more accomplished, confident, and excited. This is because of the knowledge I have been taught, and am glad I can use this information later in life.

Term 4 Participant



TRACTION gets you involved and develops your values and skills.

Term 4 Participant

## Term 4 Highlights



Another jam-packed Term 4, with ten 9-week programs and four 1-day workshops delivered at TRACTION workshops, community facilities and onsite at schools.

### **Claremont Special School**

We wrapped up an extended two-term program with Claremont Special School. The Bike Build program took place onsite at school, and finished with a full day of riding facilitated by mentors Ben and Anna.

### **Bremer State High School**

This was our first term with Bremer SHS and mentors Anna, Julia and Ben supported a great group of young people from the Ipswich region. The group had a special visit from Education Queensland in week 6, whose representative provided very positive feedback on the quality and importance of action-based learning programs like TRACTION.



### **Ipswich Flexi School**

Ipswich Flexi School joined TRACTION as a new school partner this term. Six of their students experienced a sense of success through the completion of their own bike projects.

### **Albany Creek State High School**

Mentors Ricko and Pete were fortunate to work alongside young people from Albany Creek SHS onsite at school as part of our pilot program in the Moreton Bay region. This group did a fantastic job with their bike projects and finished feeling very proud of what they accomplished.

### **Pine Rivers State High School**

We welcomed Pine Rivers SHS for the first time this term, where six of their young people took part in TRACTION's Bike Build experience at the Alf Shaw Community Centre.

“It's a good opportunity to grow as a person and develop new skills. It's a safe place to express yourself with new people and develop long lasting relationships.”

Term 4 Participant

### **Bray Park State High School**

Another group of young people from Bray Park SHS got on the tools with TRACTION mentors Jim and Ricko at the Alf Shaw Community Centre.



### **Alexandra Hills State High School**

Another group of young people from Alexandra Hills SHS got on the tools at our Redlands workshop. Mentors Ben and Anna worked together with the young people to complete their bike projects and oversaw some very skilled riding from the group.

### **Wynnum State High School**

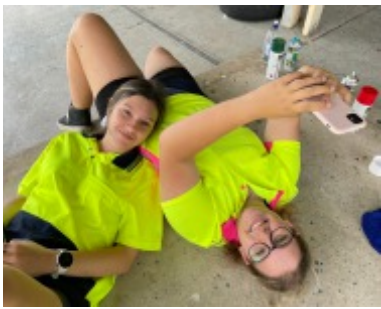
Another great term with young people from Wynnum SHS who completed their bike build projects alongside Fuel Up, TRACTION's food and wellbeing program.





### Emmaus Collage

This was our 11th program with students from Emmaus College this term. Elaina and Julia were joined by Maddie, a TRACTION graduate, who returned to TRACTION as a student mentor to further develop her leadership skills and help support her peers through their Bike Build experience.



“TRACTION helped me believe in myself.

Term 4 Participant

### Villanova College

After completing the TRACTION Bike Build program in Term 3, six young people from Villanova College returned, this time completing their Boom Box projects. With support from Merlo Coffee and as part of TRACTION Connect – which helps young people build pathways towards employment – the Villanova crew also completed a half-day Introduction to Coffee experience, dipping their toes in the hospitality industry and furthering their readiness for work.



“One of the mentors read me and knew something was up. We talked and soon I found out we had things in common. I learnt things I really hope I keep doing.

Term 4 Participant



He is more open to learning. Where he was really low in some of his subjects, doing TRACTION has actually brought his grades up this term. TRACTION gave him that sense of responsibility. He got all his assessments in on time. We said to him, you have deadlines at TRACTION, let's try that with school.

Term 4 Parent/Guardian



Opportunities like the CEO Bike Build and Merlo coffee experience gave him the chance to build and develop leadership skills that he otherwise wouldn't have had. Confidence in speaking to adults was the biggest change. TRACTION gave him the opportunity to see what it would be like working with his hands outside/after school.

Term 4 Parent/Guardian







### Term 4 1-day Bike Build Workshops

Young people are referred to TRACTION via schools and community organisations, and this term we owe thanks to Multicultural Australia and the Yeronga Community Centre for connecting us with another 24 amazing young people who got on the tools in our 1-day Bike Build workshops.

Special thanks to the Cory Charitable Foundation for providing the funds to enable these 1-day workshops.

### Multicultural Australia - 3 x 1 day workshops

Throughout these three workshops, we had so many beautiful exchanges of skills and stories, and were blown away by the level of enthusiasm and gratitude shown by these young people. You would not have known most of them had never picked up a tool or jumped on a bike until now.



Our deepest gratitude to these incredible young people for sharing their experiences of being a refugee in Australia, and showing us how hands-on learning can be such a powerful way for young people to learn where the English language can take a back seat.



"It was a really special experience working with this group. These young people are so resilient - they were so eager to learn new skills and you could see how much they appreciated the experience. It was one of the best experiences I've had so far in workshops." - Edgar, TRACTION mentor.



Attitude, self-confidence and learning new things. He learnt he is good at something and there is something he can do, and something to look forward to. Seems that if he works hard, he can accomplish something great.

Parent/Guardian

### Yeronga Community Centre Flood Recovery

We were proud to support a group of flood affected young people late in Term 4 through our partnership with the Yeronga Community Centre's Flood Recovery team. Six young people whose livelihoods were affected by the March floods got on the tools at our Yeerongpilly workshop and built their own brand new BMX to keep.



His confidence has boomed. I put it down to the TRACTION program.

Term 4 Parent/Guardian

## Our impact – results for young people

### Engagement in learning



**65%** of parents agree that TRACTION helped their child feel more engaged and better able to cope with school

**100%** of young people experienced a sense of success

**98%** of young people enjoyed what they were learning and doing at TRACTION

**93%** of young people developed a positive connection to their mentors

**50%** of school representatives reported an improvement in attitude towards school

### Resilience and mental health



**93%** of parents agree that TRACTION helped their child feel more positive about themselves

**98%** of young people felt confident to persevere or try again if they made a mistake

**98%** of young people are more aware of their strengths and have improved confidence

**93%** of parents agree that TRACTION helped their child discover self-confidence and develop their strengths

**100%** of school representatives reported an improvement in student's self-confidence and willingness to ask for help



### Behaviour and skills



**87%** of young people believe their communication with adults and peers has improved

**80%** of young people agree that TRACTION improved their ability to manage emotions, and seek help from adults and peers

**93%** of young people gained job readiness skills

**85%** of young people gained leadership skills and

**95%** reported improved teamwork skills

**50%** of school representatives reported an improvement in interactions between students

**57%** of school representatives reported an improvement in interactions with teachers

Behavioural concerns decreased by **50%**



## How your support makes a difference



### Lincoln - confidence to strive



It's been two years since Lincoln completed his TRACTION project at our Beaudesert workshop. During Term 4, we caught up with him to reflect on his experience, talk about some of the amazing things he has since achieved, and his plans for the future.

During the chat Lincoln shared how TRACTION gave him confidence to try new things, including participating in the epic Kokoda Challenge! We were also thrilled to hear how Lincoln's newfound confidence and social connections at school have motivated him to complete year 12.

"I have gained more confidence to try new things. I was asked to do the Kokoda Challenge and I almost didn't do it, but I pushed through with confidence and persistence gained from TRACTION. When doing TRACTION my goal was only to complete year 10. Now I'm feeling

motivated to stay in school because I feel more confident and connected socially. I'm planning to sign up with a job agency to help me determine what I want to do. I'm going to make a resume and get some work experience".

### What our Schools Say

We are so fortunate to have committed school partners who share our vision and support our work week-to-week.

Sandra, school representative from Bray Park State High School, shared how some profound impacts for her students early on led to what is now a strong two-year partnership with TRACTION.

“There were so many amazing stories. One of the students shared what he learnt at TRACTION and said, “I learnt to smile again”. It's the support the TRACTION Mentors give and the conversations they have that helps these kids.

**Sandra Gardner**  
Defence School Mentor,  
Bray Park SHS

You can watch a video of our chat with Sandra on our **Facebook** page.

Amy Rae, our school representative from Albany Creek SHS acknowledged TRACTION's value for her young people:

“Thank you on behalf of the school to you, Ricko, Pete, Jack and the rest of the TRACTION team for a successful bike build program at Albany Creek State High School. The students really enjoyed their final session yesterday and were clearly proud of what they accomplished.

### Growing our Capacity

Earlier this term, our team took part in a Belong training session with Brookred - a team of peer workers who have experienced living with and working through mental health concerns, and also identify as part of the LGBTIQIAP+ community.

The session was an invaluable opportunity for our team to increase our confidence and skill when working with and supporting members of the LGBTIQIAP+ community.

## Strengthening our team

Team member  
in focus:



### Meet **Natalie**, our newest TRACTION Board member

TRACTION is very fortunate to welcome the wonderful Natalie Myatt who was appointed as our sixth Board member earlier this year.

Natalie is a keen cyclist and first came to know TRACTION through her involvement in the Chain Reaction and Sisters of the Saddle (SoTS) Charity Bike rides that both nominated TRACTION as their charity partner.



## Fuelling Young People's Futures

In Term 4, we successfully delivered the second pilot of Fuel Up, co-designed in partnership with Health and Wellbeing Queensland, with input from TRACTION young people and Mentors, and guided by nutritionists from UQ. Fuel Up helps young people develop confidence and capacity for positive choices and healthy habits. Fuel Up has been hugely successful in rounding out the holistic wellbeing of young people in our workshops, and we're proud to share that it will be scaled and embedded as part of all TRACTION programs, including our Bike Build, Boom Box and Small Engines programs in 2023.

Alanah, nutritionist from UQ, has been key in the design and delivery of the pilot program this year. Here's what she said about the program:



**We had participants this term that took the recipes home to cook for their families and were so proud to share this with us in the workshops. We see 14 year old boys cook and eat entire plates of vegetables, which is really rare in any population!**

**We expected young people to engage most in the eating part, but they really enjoy the process too. Seeing the progression from not really being interested at the beginning, to seeing the engagement grow week-to-week is really nice to see. We didn't realise the huge impact this program would have on young people.**

Currently, the Commercial Manager for Brisbane Airport Corporation, and with an extensive background in business, property, and finance, Natalie brings a wealth of experience and expertise to her Board role which will no doubt be invaluable for shaping and growing TRACTION's future.

"I've really enjoyed meeting the other Board members and TRACTION staff. We come to TRACTION from various backgrounds but all share the same goal, to help young people build brighter futures."



# 3.

## Partnership focus

### Sisters of The Saddle ride for TRACTION

In October, 37 female riders, 3 coaches, and 12 support crew came together for the 2022 Inaugural Sisters of the Saddle (SoTS) charity cycling event. These inspirational women covered 350km over 3 days with 2,500m in elevation from Brisbane to Gold Coast return

TRACTION is proud to be nominated as the charity partner for Sisters of the Saddle, who raised an incredible \$270,000 for TRACTION. The funds will be used to co-design a culturally safe bicycle and mentoring program in collaboration with Indigenous Community partners in South East Queensland.



Our heartfelt thanks to all riders, sponsors, coaches, and support team who have tirelessly advocated and fundraised for TRACTION. It is a privilege for TRACTION to have the support of the Sisters of the Saddle community, which will enable the development of this program.

### POWERTECH – Origin Energy Award

Congratulations to TRACTION corporate partner **Powertech** for being awarded the **Origin Energy Health Safety Environment & Community (HSEC) Award 2022** in October for 'Best Contractor Innovation and HSEC Excellence', in recognition of their commitment to supporting their local communities and empowering young people.



TRACTION has been proud to partner with Powertech since our beginning in 2015. The Powertech team supports our programs' delivery through financial support and in-person engagement with young people in our Redlands workshops. The Powertech team has been a dedicated and consistent presence alongside our young people, who absolutely love it when they visit our workshops with morning tea, take an interest in their progress, and share their experiences.

TRACTION looks forward to forging our partnership further, and providing more empowerment opportunities to young people in regional areas.

### TRACTION Connect + Merlo Experience

Six students from **Villanova College** dipped their toes into the hospitality industry this term thanks to our TRACTION Connect partner **Merlo Coffee**.



TRACTION Connect is TRACTION's work experience and training program, where together with industry partners, we connect our young people with employment opportunities and potential career pathways.

Under the expert guidance of the Merlo team, the group took part in an introductory session on coffee foundations and how to work as a barista.

A huge thanks to Merlo coffee for providing this invaluable hands-on learning experience. We had heaps of fun, sipped amazing coffee, and our young people walked away with even more knowledge, skills, and connections to help them on the path to positive futures.





## Tee Off for TRACTION

We had our first Charity Golf event at Carbrook Golf Club on November 11, and couldn't have asked for better weather, or a better group of golfers, donors and sponsors to help bring Tee Off for TRACTION to life.

We're delighted to share the event raised \$13,000 which will go towards helping more young people from the Redlands region get 'on the tools' in TRACTION programs.

Special thanks to our hosts at Carbrook Golf Club and our generous sponsors:

- Powertech
- Lexus of Springwood
- Arnold Electrical
- BENIC Electrical
- Kent Private Wealth
- MGD
- Ray White Burpengary & Caboolture
- Greer Plumbing
- Simon George & Sons
- Aspiri Financial Services

You can see more photos from the day on our **Facebook** page.

## Cycling Brisbane Program



TRACTION is a proud long-standing partner of Brisbane City Council's Cycling Brisbane Program, and enjoy getting 'on the tools' to support Council's community initiatives! On Saturday, December 17, the team from TRACTION joined Cycling Brisbane at the Murrarie Recreation Ground, with the crew from Rampfest including Australian Olympian Natalya Diehm and other BMX champions to support community BMX Tips and Tricks workshops for young people aged 6-17.

TRACTION Mentors were on site to provide bike safety checks for community members, they also were able to engage with the broader community to start conversations about the value of bike riding for young people's physical and mental wellbeing. We even caught up with some past TRACTION participants who came to test their skills on the day.

A huge thank you to Brisbane City Council with Cycling Brisbane for getting the local community together for a fun and active day out!

# 4.

## With thanks from TRACTION

We are delighted to confirm TRACTION has been awarded community grants and support from:

- St George Foundation - \$48,960
- Defence Family Support Funding Program through the Australian Government - \$48,000
- Lord Mayor's Charitable Trust - \$19,977
- Ord Minnett + E L & C Baillieu Charities Fund (a giving fund in the APS Foundation) - \$10,000
- Jones Day - \$5,000

Our heartfelt thanks also to:

- S&S Developments for committing \$12,000 annually for the next 3 years to help TRACTION reach more young people.
- Kent Private Wealth for their support of the Tee Off event, additional \$5,000 donation and ongoing support

It is such an honour when local community groups make the choice to support TRACTION on our mission to spark potential in young people. This term we were the fortunate recipients of donations of

\$3,000 from **Rotary Club Brisbane Inner West** and \$5,000 from the **Capalaba Lions Club**. A huge thank you to these incredible organisations for the time and effort that went into raising funds for TRACTION, which will go towards funding the food required to nourish young people attending our programs in the Redlands, Brisbane and Ipswich regions.

# 5.

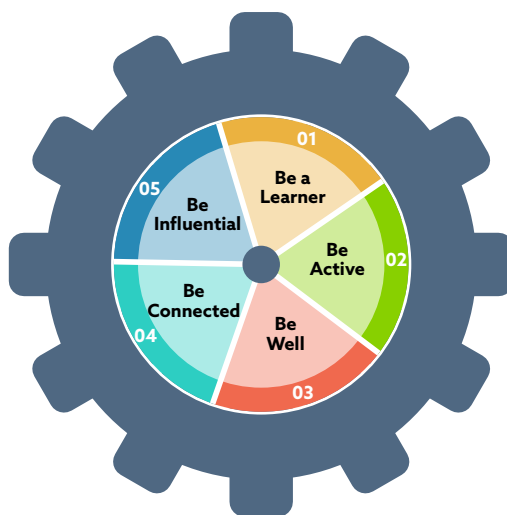
## Looking ahead

2023 will mark TRACTION's 9th year delivering programs that meaningfully engage young people to build powerful futures. We have a proven track record and have embraced an attitude of continuously improving our programs, strengthening our team and building organisational capability.

Next year, we will deliver programs in partnership with Indigenous communities to meet community needs and make a lasting impact. We will expand our presence in communities where there are significant challenges affecting youth engagement including Ipswich, Moreton Bay and Gold Coast communities. We will embed exciting new learning experiences like Fuel Up and Take the Lead – a new leadership program we're developing with support from the Vincent Fairfax Family Foundation – into our core programs.

Perhaps the most transformative step we'll make in 2023 is the implementation of our new Practice Framework – “The TRACTION Way” – which places the wellbeing of our young people at the heart of everything we do. Behind every TRACTION program is an intentional program structure that purposefully builds young people's potential and confidence, wellbeing and resilience, provides opportunities to self-discover strengths, and develop and grow practical, teamwork and leadership skills essential for learning and life.

We'll have more to share about The TRACTION Way throughout 2023, however it is underpinned by 5 core components represented as follows:



Over the last 8 years, TRACTION has built a unique learning environment where young people, supported by mentors, experience a sense of success, understand their potential and set their sights on bright futures.

Unfortunately, we know there are many more young people across South East Queensland facing challenges beyond their ability to cope.

With your support, we can reach further.



TRACTION works because it teaches you strengths.

Term 4 Participant

# 6.

## About TRACTION

Our mission is to spark potential in young people. We believe that everyone deserves the chance to build their own future.

We deliver evidence-informed, hands-on learning and mentoring programs, to help young people engage in education 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](http://www.traction.community)** contact us at **[connect@traction.community](mailto:connect@traction.community)** or follow **@tractionbuilds** on Instagram, Facebook and LinkedIn.



# TRACTION

Postal: PO Box 389, Paddington QLD 4064

Phone: 07 3102 9565

Email: [connect@traction.community](mailto:connect@traction.community)



[facebook.com/tractionbuilds](https://facebook.com/tractionbuilds)



[instagram.com/tractionbuilds](https://instagram.com/tractionbuilds)



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