

Bounce.

SHOOTING HOOPS.
SHAPING FUTURES.

ANNUAL REPORT 2025



FROM OUR CEO

As we reflect on the past year, youth unemployment remains a critical challenge, particularly for First Nation and Culturally and Linguistically Diverse (CALD) communities. Behind every statistic is a young person with dreams waiting to be unlocked. At Bounce, we are committed to empowering at-risk youth through our innovative programs, and I am proud to say we are making a tangible difference in many lives. I extend my gratitude to the young people who join us, our partners, volunteers, and the dedicated team at Charity Bounce. Together, we have reached more young people than ever before.

This year, we introduced the "Community Partnerships model," which has proven transformative. By collaborating with local organisations and leaders, we have increased our program reach and impact, fostering a sense of ownership within each community. Basketball remains our core engagement tool, building life skills and promoting positive career pathways. Our participants learn teamwork, resilience, and dedication—qualities essential for success on and off the court.

The true measure of our impact lies in the personal stories of resilience from our participants. As we move forward, we will remain focused on empowering at-risk youth and creating pathways to employment and personal growth. With programs across 4 continents, we can build new partnerships and engage young people as leaders within their own communities to ensure we do all we can to see young people succeed and thrive. Thank you for your continued support.



Ian Heining
CEO



OUR MISSION

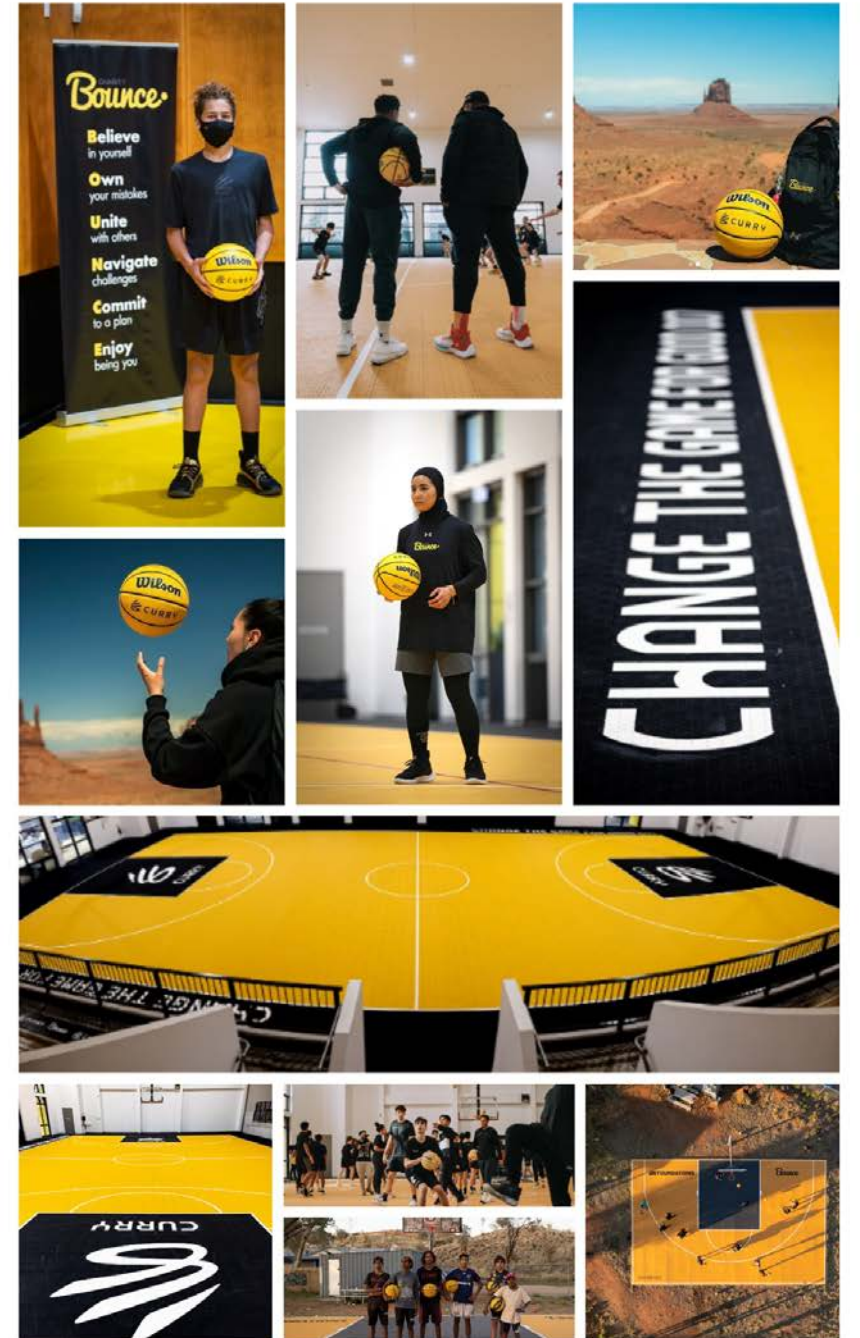
Bounce is dedicated to transforming the lives of at-risk youth by providing basketball clubs and employment hubs that foster resilience, empower personal development, facilitate job readiness and employment opportunities, and support young people towards positive futures and fulfilling careers.

Our ultimate goal is to break the cycle of underemployment, poverty, and limited opportunities by giving at-risk youth the chance to transform their lives and access jobs.

To inspire a successful mindset, both on and off the court.



THE IMPACT SUITE
**Social
Impact**
2020 Rating



THE URGENT NEED

Youth Unemployment & Disengagement



National youth unemployment rate is **9.6%**,
more than double the national rate.



Youth (ages 15-24) make up **38.7%** of all unemployment,
despite being only 19% of the workforce.



7.9% of youth are "Not in Employment, Education, or Training"
(NEET).

DISPROPORTIONATE IMPACT

On Vulnerable Groups



CALD & REFUGEE YOUTH

These young people face unique systemic barriers like discrimination and language differences



INDIGENOUS YOUTH

60% are not in education or employment ; only 59% complete Year 12.



LOW SOCIO-ECONOMIC BACKGROUNDS

One in three young people are not in education or employment ; And lag 3 years in math and science by age 15.

GLOBAL AMBASSADOR

TRACY WILLIAMS

Former Harlem Globetrotter and Transformational Speaker

Former Harlem Globetrotter and now internationally acclaimed transformational speaker Tracy A Williams continues to inspire positive change as the Global Ambassador

for Charity Bounce. The role has been developed for Tracy to engage with organisations around the globe to expand opportunities for Charity Bounce.

Tracy uses his childhood experiences, his time with the Harlem Globetrotters, lessons learned from coaching basketball professionally in Japan and his experience as a transformational speaker to inform people and inspire them

to both do more and change more – as he did. Tracy is passionate about nurturing and developing the innate potential in others that will make them productive and successful and has developed high-energy programs from 30 years' experience in business, media and professional sports to help this happen.

As a Harlem Globetrotter, Tracy performed under one of basketball's greatest spotlights and is perfectly suited to the role of our Global Ambassador, having shared his creative approach to success with thousands of people, including through media and TV appearances, speaking to Fortune 500 companies and presenting at the White House. As Global Ambassador, he has committed to harnessing the same drive that carried him all over the world playing basketball to teach young people how to shoot, score and win big on and off the court.

"I believe Mr. Williams will be able to come back ... one day and have one of these young people tell him that his words truly changed their lives."

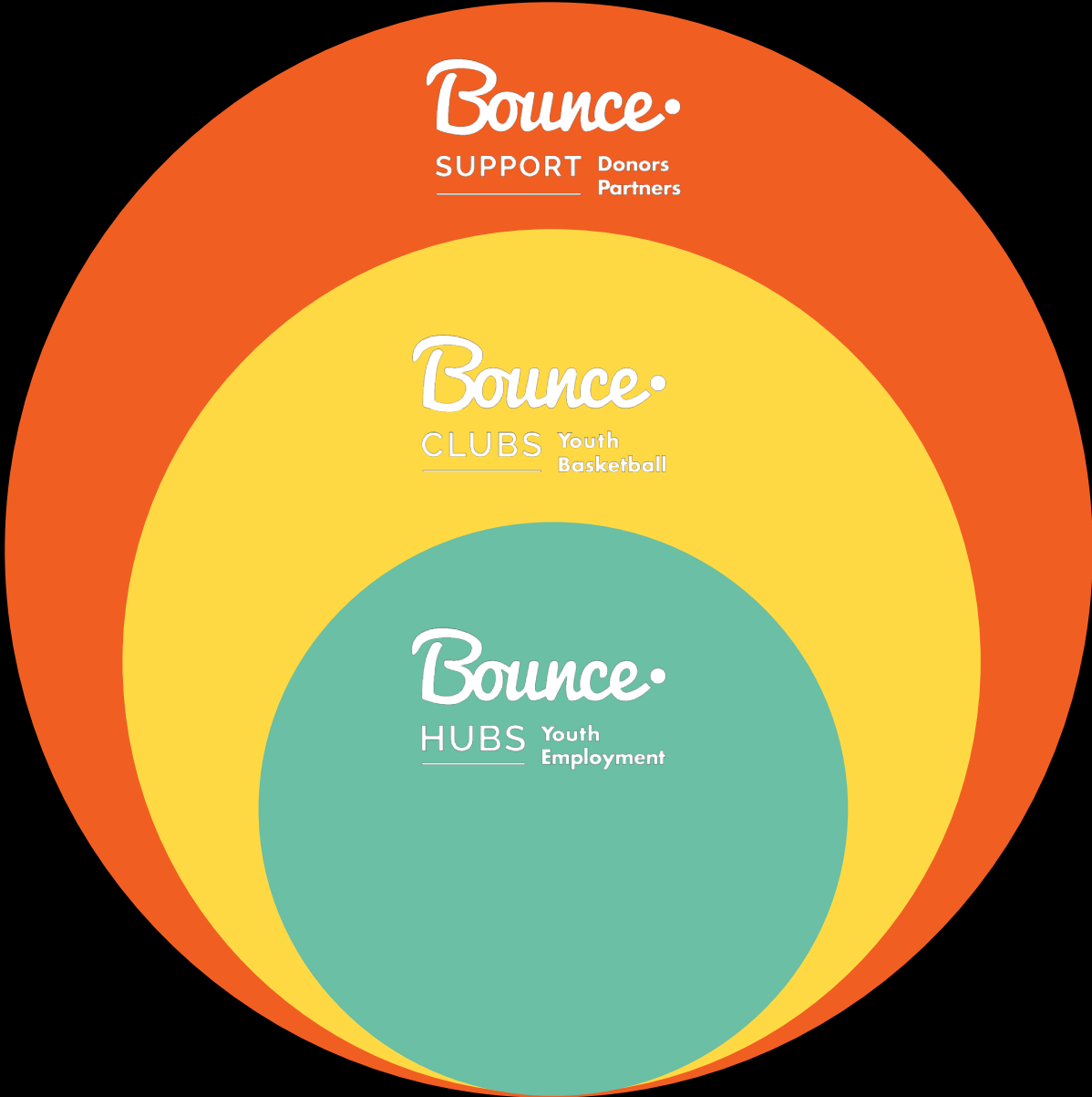
Barbara B. Allen, Santee Cooper

Bounce.
SHOOTING HOOPS.
SHAPING FUTURES.



OUR APPROACH

Broad Reach,
Deep Impact



Building sustainable impact through community partnerships.

Focus on widespread engagement and holistic development.

Provide intensive, individually tailored pathways to employment.

Bounce.

CLUBS

**Youth
Basketball**

BASKETBALL CLUBS

Through our basketball clubs, we create a safe and supportive environment for youth to discover their true potential, develop essential life skills, and cultivate a sense of belonging and teamwork. By emphasising resilience and character-building, we empower these young individuals to overcome adversities they may face, both on and off the court and increase their ability to succeed in life and transition successfully to work.

The free sessions use basketball to teach leadership, communication and resiliency skills, preparing players for not only the game of basketball but also the game of life.

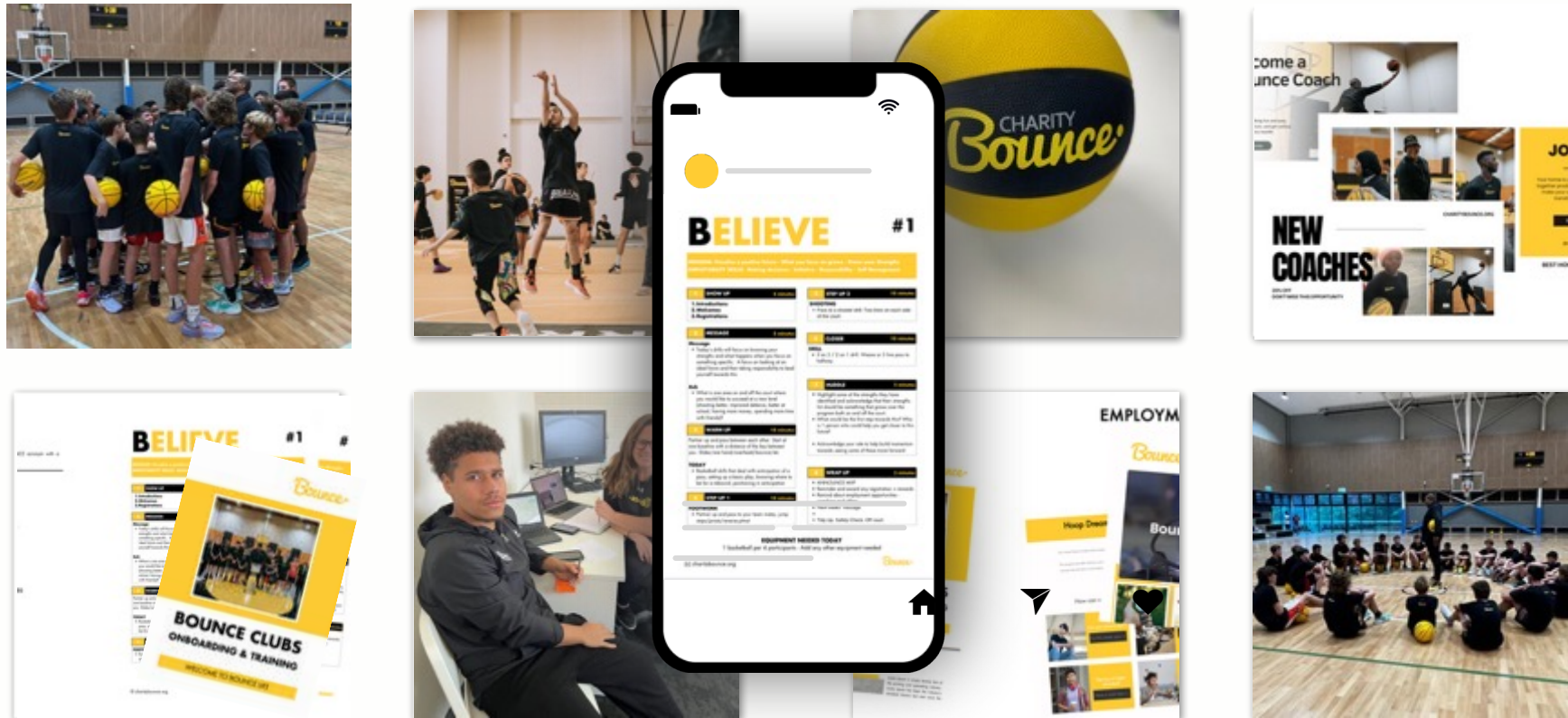
Each Bounce Club trains and employs local youth coaches as an employment and leadership development program and provides access for more than 2000 young people each year.

With demonstrated experience and effectiveness we have delivered over 1,700 programs and work with Community Partners to deliver Bounce Clubs globally for young people in remote, regional and urban communities.



COMMUNITY PARTNERSHIPS

Our Community Partners make our Clubs possible. With 3 tiers of Partnership depending on the needs of each location and community, we provide equipment, free ongoing training, marketing collateral and access to our Employment Hubs. Where needed, we also provide funding and support for youth coaches and venue hire for the most vulnerable communities.



SUPPORTED



POWERED



FUNDED

IMPACT IN ACTION

Nyewente, Alice Springs



CLICK IMAGE TO WATCH VIDEO



Nyewente is a remote First Nations community in Alice Springs in the Northern Territory.

Currently, there are no after-school programs for youth in the community. In collaboration with the Nyewente community and 2K Foundations, there was an opportunity to partner with the local community worker to engage with disengaged youth, aged between 16-20 to act as coaches and facilitate weekly resiliency basketball sessions for other children in the community.

By exposing these young adults to work in a meaningful way, where they are remunerated for their time, they are more likely to engage in school programs whilst simultaneously providing them work experience to pursue future employment opportunities. The hope is that a number of young adults in communities across the Alice Springs region could be involved in the project and go on to work as community engagement officers in their own communities, to run programs similar to this.

IMPACT IN ACTION

Tema, GHANA

“It's not easy to put up something like this for the whole world to join.

As far as I'm concerned, and as far as we here are concerned, you guys are doing a very great job, not good, but very, very great.

Connecting the whole world using basketball, uniting us, and all trying to connect all of us sharing ideas we're learning from you as well, learning from the other guys, from the other African countries as well.

It's really a great thing that you guys are doing...I really appreciate this. I wish I could do exactly what you guys are doing.”

ANDY, HEAD COACH



REACH & DIVERSITY

SINCE LAUNCH WE HAVE HAD OVER

31,793 PARTICIPANTS

PARTICIPANTS IN 2024/2025

4,246

WE HAVE RUN OVER

1,738 PROGRAMS

FEMALE PARTICIPANTS



76%

INDIGENOUS & CALD YOUTH PARTICIPATING IN PROGRAMS



Bounce.

HUBS

**Youth
Employment**

EMPLOYMENT HUBS

Pathways to Employment

Specialized support for disengaged youth, especially from First Nations, CALD, and refugee communities.

We adopt a "jobs first" approach with services including resume prep, goal-setting, interview coaching, and career mentoring.


We also facilitate transitions to higher education and vocational training and access to employment preparation resources.

- **WORK EXPERIENCE**
- **HIGHER EDUCATION**
- **FINDING JOBS 'FOR NOW'**
- **CAREER COACHING FOR THE FUTURE**




Figuring out higher education?

Have a look here >




Know what you want and need support getting there?

Get in touch >




Need help figuring out your study options?

Let's talk >>>



Need help finding a job or a career?

We can help >>>



Looking for staff?

Contact us >>>



Need support for your students?

Get in touch >>>

YOUTH COACH PATHWAYS

From Players to Paid Coaches

The Youth Coaches initiative is an employment pathways support program, training and employing youth coaches from local communities to deliver our strength-based basketball programs.

The program delivers customised training in program facilitation and project management for coaches to deliver our unique Bounce Club training in their own community.

All accessible online and overseen by former Harlem Globetrotter Tracy Williams.

- **TRAINING AND EMPLOYING LOCAL YOUTH IN THEIR OWN COMMUNITIES**
- **PROVIDING PAID JOB OPPORTUNITIES**
- **EMPOWERING LOCAL YOUTH LEADERS TO SUPPORT THEIR PEERS**
- **ENSURING THEY ARE EQUIPPED TO LEAD**

STORIES OF IMPACT

From Player To Programmer

A Young Player's Start: CJ joined the Charity Bounce program six years ago as a young basketball player, with aspirations of playing professionally.

Resilience on and off the court: After an injury sidelined his professional playing career, CJ found a new challenge and a new passion. The resilience he learned through basketball—the ability to keep pushing through problems until you find a solution—was a skill that translated directly to his next endeavour.

A New Door to a New Future: Charity Bounce's Employment Hub helped him transition. They connected him with a company in the cyber security and tech space, where his newfound passion for solving problems could thrive.

A Programmer's Success: CJ is now a successful programmer, coding websites, phone apps, and working with large databases. He credits the resilience and problem-solving skills he developed through his time at Charity Bounce for his success in his new career.



STORIES OF IMPACT

From Player To Programmer



“

When I first injured myself, I thought, "Ah, that's it, I can't play basketball, there's nothing." Then I found a tech space. It opened up a new door, a completely different path I thought I was gonna go with, but I found a passion, I loved it and now I pretty much love it more than basketball. So you just never know. Same, it seems like it's over but you never know..."

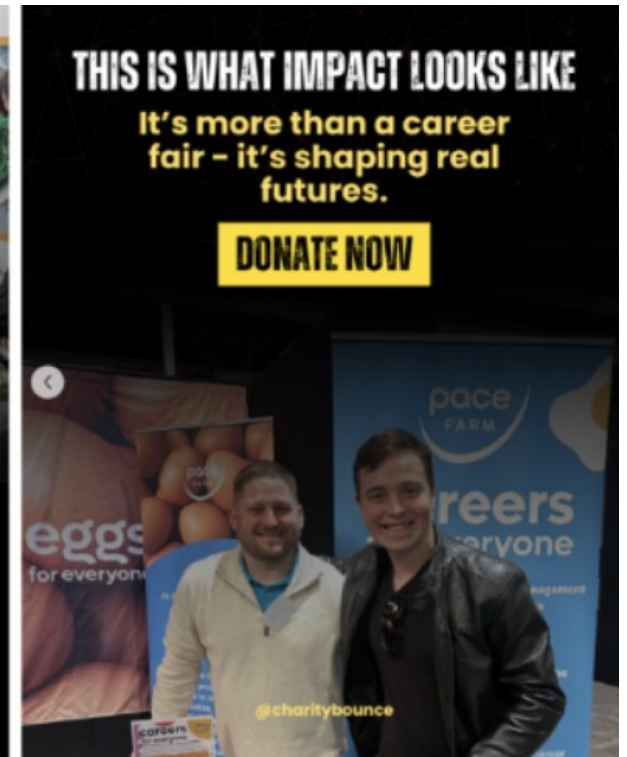
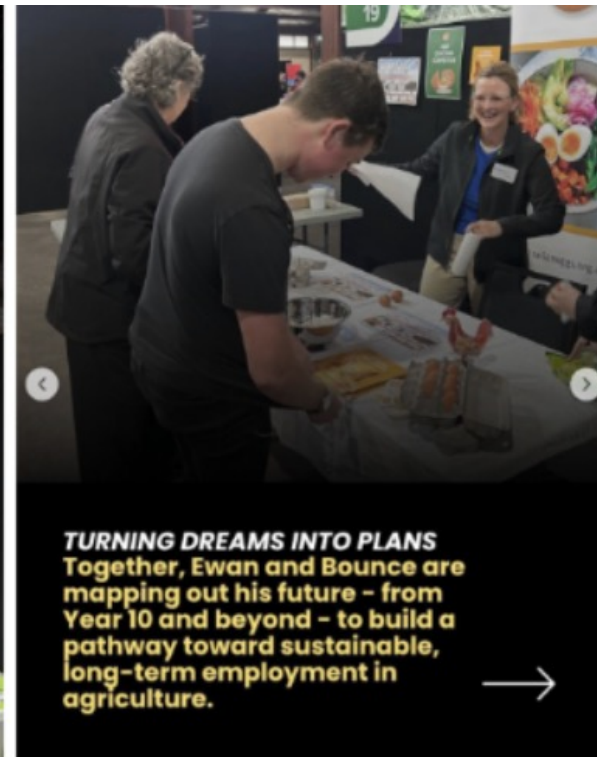
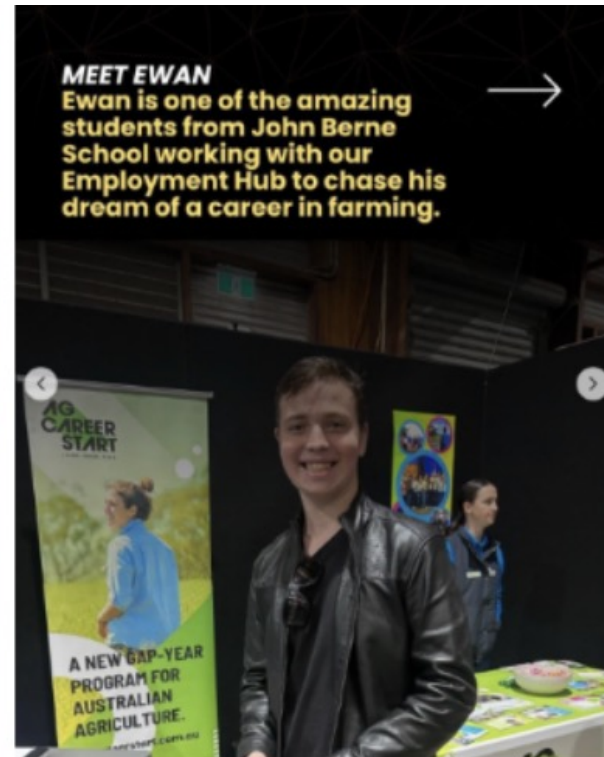
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IMPACT IN ACTION

Educational Partnerships



We are currently working with students at John Berne School, providing them with valuable support and guidance in areas as diverse as Entrepreneur Training, Agriculture, Y11 Options, Time management...and GridIron!



IMPACT IN ACTION

Nairobi Employment Programs

“Vijana Mambo Pamoja not only use basketball to engage youths for play, but also do capacity building where youths are being trained on specific skills like how they can start businesses and ... are provided with business kits where they can start up businesses so that they can provide for their families as they engage in basketball playing.”

Charles, Head Coach



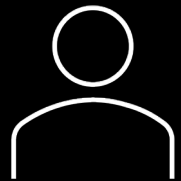
EMPLOYMENT & EDUCATION

WE HAVE PLACED YOUNG PEOPLE INTO

MORE THAN 218 JOBS

255

YOUNG PEOPLE
THROUGH
THE HUBS



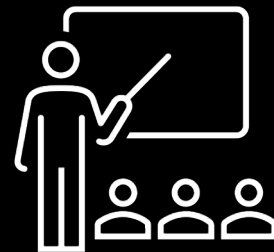
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YOUNG PEOPLE
TRAINED AS CLUB
YOUTH COACHES



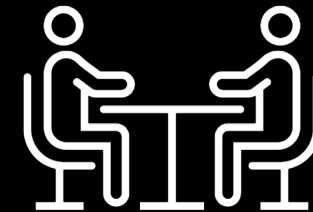
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YOUNG PEOPLE
SUPPORTED INTO
HIGHER EDUCATION



67

EMPLOYERS
INVOLVED IN THE
HUBS PROGRAMS



LOCATIONS – CLUBS - HUBS



AUSTRALIA

- Arncliffe, NSW
- Mt. Annan, NSW
- Warriewood, NSW
- Wollongong, NSW
- Indulkana, SA
- Nyewente, NT

INTERNATIONAL

- Nadi, FIJI
- Nairobi, KENYA X 5
- Tema, GHANA
- Farmington, NEW MEXICO

Coming in 2025-26:

- Perth, WA
- Yirarra, NT
- APY Lands, SA
- North Carolina, USA
- UGANDA

Bounce.

SUPPORT

Donors
Partners

MAKING YOUR IMPACT

Strategic Corporate Partnerships



The work of Charity Bounce is only possible through the generous support of our government partners, individual philanthropic partners, corporate supporters, foundations, and pro bono partners. These are some of the ways our Supporters get involved.



WORKPLACE GIVING

The easiest way to raise money at work is to find out if you have Workplace Giving, especially as companies often match your donation!



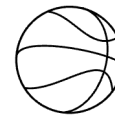
BECOME AN EMPLOYER PARTNER

Join the employer network to provide job opportunities for young people, or provide introductions to businesses in your network.



BOOK A SPEAKER

Our global ambassadors, professional athletes, philanthropists and other members of our team are always up for talking about the work we do! We can also organise talks, workshops and presentations around our key messages of Resiliency, Leadership and Diversity.



SPONSOR A CLUB

Make a donation or become a financial partner on a specific project. From a donation to the programs, to the sponsorship of a specific Breakfast Club to ownership of a one-off clinic.



FUNDRAISING

Make a donation or work with your colleagues to fundraise for Bounce. Hold a 3x3 basketball shoot out among teams, or departments, or the boss! Nominate Bounce for your next fundraiser.



STAFF ENGAGEMENT & VOLUNTEERING

ADF.GJBDFJGDAFGFD



OUR BOARD

With experience across community, business, sport and government organisations, the board is responsible for Charity Bounce's strategic direction, organisational efficiency and ongoing improvement. Committed to invest into the long-term vision, the board continually focuses on delivering positive outcomes for the young people who access our programs.



STEPHEN DUNN

A qualified accountant (CPA) Stephen moved to London to establish a successful tax consultancy and accountancy business. He now manages a significant financial portfolio including properties in Australia and overseas, share funds and investments in several companies.



FERNANDO REANI

A senior-level executive, with 25+ years of experience in the consumer goods industry, across sports/lifestyle global brands. Currently Managing Director for Under Armour in Oceania, with previous experiences working at the Adidas Group as well as 7 years working for Reebok.



RICKARD GARDELL

A founder of Pacific Equity Partners (PEP) and a member of the firm's Operating Committee. Prior to founding PEP, Rickard was a director at Bain & Company and had 14 years of consulting experience in Europe, Asia and Australasia.



KATE KESBY

As the dynamic founder of Wyda, Kate brings a wealth of experience in developing high-performance for the modern workplace, compassion, and continuous learning. Kate has a passion for sustainable growth and impactful learning and as a certified executive coach and youth volunteer, brings diverse expertise



MAXWELL SCHRODER

With extensive experience in the education sector in teaching, administration, and academic roles, Max went on to found the ASX-listed NAVITAS Ltd., which today operates globally and has a market capitalisation of around \$2bn.



PHIL HUDSON

A Fellow and Life Member of the Customs Broker and Forwarders Council of Australia, Phil is a highly regarded tariff and trade consultant, having successfully represented many major companies in negotiations with the Australian Government.



IAN HEININGER

Originally working with homeless youth on the streets of Sydney, Ian has since spent more than 25 years using his skills in diverse global companies and in professional sports. As a registered psychologist, management consultant and executive coach, he has worked with thousands of people, from homeless youth to CEOs.

VISION FOR THE FUTURE

Bounce is committed to transforming the lives of at-risk youth across Australia and the Globe by providing basketball clubs and employment hubs in every region.

In 2025-26 we are focused on expanding our Bounce Club community partnerships across Australia and Internationally to increase access for more young people to our Bounce Clubs and Employment Hub support networks in new regions and remote communities.

With limited access to sport and employment facilities, we aim to provide easier access by identifying shared facility opportunities and long-term infrastructure solutions. As we increase our partners and support base we will be focusing on key aspects including:



Expansion of national and international coach training systems and employment programs



Activation of new community partner Clubs for communities in need.



Expansion of our employment support network to create access to more job opportunities for young people



Establishment of big thinking investment and collaboration partners to expand and scale into new regions.



Bounce.

**SHOOTING HOOPS.
SHAPING FUTURES.**

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EVIDENCE BASED RESEARCH

REFERENCE LIST

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CHARITY
Bounce.

Believe
in yourself

Own
your mistakes

Unite
with others

Navigate
challenges

Commit
to a plan

Enjoy
being you