



PCYC Queensland

# Annual Report 2024/25

Building safer, healthier communities  
through youth development.



# Our Mission



PCYC Queensland, in partnership with the Queensland Police Service (QPS), provides young people with an environment that supports individual development, encourages community connection, and celebrates diversity. Our services and programs aim to develop and support, as well as challenge and inspire, and are designed to meet the unique needs of communities right across Queensland. Each day our staff, volunteers and QPS officers work with our members to help them reach their potential and make positive life choices.

**Our Vision** Building safer, healthier communities through youth development

**Our Values** Respect | Leadership | Commitment | Passion | Teamwork

*PCYC Queensland acknowledges and pays our respects to the traditional custodians of the lands on which our clubs and services are placed and their continuing connection to the land, sea and community. We also acknowledge the traditional owner groups throughout Queensland and pay our respects to Elders past, present and future.*

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# Chairperson's Message



**It is a privilege to present this year's Annual Report and reflect on a period of strong delivery, community connection and ongoing progress at PCYC Queensland.**

Our partnership with the Queensland Police Service (QPS) remains one of our organisation's greatest strengths, and together, we have delivered high-quality programs with greater reach and consistency than ever before. This year, we have seen significant momentum in our work and growth in program delivery. Our focus, as always, has been on our young people and how best to have the biggest impact on those who come through our doors.

We have made steady progress against our current strategy while we embed our new operational strategy as the new norm. As we progress this, our focus on growth and efficiency is producing clear outcomes, as you'll see in the following pages.

Service delivery has improved, resource use is better optimised, and there is increasing consistency in how we operate across all areas. The One PCYC approach is becoming firmly ingrained in the way we work, and this helps us function as a connected, aligned organisation and to better support young people and communities across Queensland.

This approach is providing a strong foundation for sustainable growth and ongoing innovation.

In addition to our program delivery, this year marked the successful launch of a new brand, Fun Squad, which reflects our energy and vision. We also published a book for children which highlights the importance of respect and boundaries in relationships. This was part of our commitment to help ensure young people enter healthy relationships and can identify behaviours associated with domestic violence.

The success of two major joint events this year – the team building event with the Kangaroos, and the HOGs tour – attracted wide attention and clearly showed the results possible through shared commitment and collaboration. The dedication of QPS officers working

alongside our staff and volunteers is an important part of our success, helping us make a real difference in the lives of young people and families across Queensland.

These achievements would not be possible without the people who make them happen. I want to acknowledge and sincerely thank our dedicated staff and volunteers who bring energy, skill and care to their roles every day. Their commitment to young people is what gives our work its meaning. Their passion and professionalism turns plans and strategies into real, positive outcomes.

I also want to extend my appreciation to our partners and supporters – especially our biggest partner, QPS – and the wider Queensland community. Your trust and support enable us to grow and improve. We do not take your commitment for granted.

It strengthens our determination to meet challenges head on and to continue delivering programs that create safer, healthier communities for all. To the leadership team, thank you for your ongoing focus and drive to keep the organisation moving forward. To my fellow Directors, I appreciate your time, governance and shared belief in the mission of PCYC Queensland.

We remain clear in our purpose and confident in our direction. I look forward to what we will achieve together in the year ahead.



**Professor Cassandra Cross**  
Board Chair



**Celebrating our upcoming  
new Caloundra club**

# CEO Message



This past year has been one of significant growth and forward momentum for PCYC Queensland.

As we navigated a dynamic landscape, our programs continued to grow in impact, our membership increased and our teams remained committed to bedding down a new operational structure. Thanks to the dedication of our staff, the support of our community, and the generosity of our partners, we went from strength to strength, and through challenges we evolved. I'm proud to share how far we've come in the past 12 months and even more excited about where we're heading.

## Our charitable mission

Last year we saw an enormous growth in the reach and impact of our youth and community programs. This year, that increased again, proving beyond a doubt that our new operating model provides us with the crucial infrastructure needed to deliver on our commitment to Queensland's young people: that we will work with them to build safer, healthier communities, and provide them with whatever they need to be the best versions of themselves. For some, that's a safe space, for others it's leadership opportunities, practical support to help gain independence, or positive, fun experiences to help them build great memories and a bright future.

As you will read in the following pages, there have been a number of catalysts for this growth – one being our new operating model, now well and truly established.

Another is our capital works upgrades and new clubs. We have continued to roll out upgrades to many clubs and plan for the building of new and replacement clubs. It's a time of great excitement as we look ahead to being able to better serve our communities through improved facilities, and branch into new communities with new clubs.

Notably, this year significant progress was made at our new Caboolture premises, and we celebrated the announcement of the new site for PCYC Caloundra South. In addition PCYC Yarrabah, PCYC Napranum and PCYC Inala all saw their upgrades completed and embraced by their communities.

The improvement of our facilities has been another catalyst for growth in the youth programs space as we can cater to more young people, more often.





## Weather events, cyclones and their aftermath

In Queensland, the weather often sets the tone for the year, and it certainly made its presence felt at the start of 2024, having an impact which extended through the following months.

The year began with severe flooding in North Queensland, followed closely by Cyclone Alfred. Between these two events, many of our clubs, services, and programs were significantly affected. The impact was deeply felt across our communities, and particularly among our dedicated teams who worked tirelessly to support those affected.

One of the most difficult decisions we made this year was the cancellation of Bunburra, our much-loved annual beach touch football tournament for First Nations young people. Due to the ongoing effects of Cyclone Alfred on the Gold Coast, where the event is held, we simply could not guarantee a safe delivery of Bunburra. We know how much this event means to people, and the decision was not made lightly. In true PCYC spirit however, many local events were held in its place, ensuring young people still had opportunities to come together.



## I Expect Respect and the launch of Fun Squad

As the state's largest provider of Outside School Hours Fun, PCYC Queensland has continued to lead with innovation and impact. This year, we've once again gone above and beyond in supporting young people and their families, delivering programs that are enriching and deeply aligned with our mission.

Firstly, 2024 was the year of Fun Squad. True to our philosophy of always standing apart and offering much more than homework club, snacks and games, Fun Squad encapsulates the holistic experience grounded in evidence-based educational practice, the latest research, and a fun experience for children. It captures the essence of how we collaborate with children to design programs for them, and thereby having some Serious Fun!

We also launched PCYC Queensland's first ever book. *I Expect Respect*, last September. This book is more than an engaging story – it's a vital educational tool that introduces children to the concepts of healthy relationships, boundaries, and respect in an age-appropriate and engaging way. Since its release, it has sparked important conversations across our services and in our communities. With overwhelmingly positive feedback and increasing demand, including its availability on Amazon, we're proud of the role this resource has the potential to play in the prevention of behaviours that can lead to domestic and family violence.





## Connecting through sport

One of the standout highlights of the past year was the incredible engagement between young Queenslanders and some of the country's most respected sporting figures, made possible through our continued partnerships with the Queensland Police Service (QPS), the National Rugby League (NRL), and the Kangaroos. These unforgettable experiences celebrated some remarkable young people and exemplified what PCYC Queensland strives to achieve through our youth development programs.

The NRL HOGs Tour rolled into five of our regional clubs over several days in February, bringing together young people and footy stars for team-building activities, leadership workshops, and conversations. The energy and engagement were electric, and the impact on the young participants was immediate and profound.

Just a few months prior, 25 young men who were leaders in their communities and connected to PCYC programs were selected to spend an afternoon with the Kangaroos. These young leaders took part in mentoring sessions, team-building activities, and meaningful dialogue with the players. The event, delivered in partnership with QPS and the Kangaroos, demonstrated the immense value of positive male role models and the lifelong impact they can have.

These events were testament to the deep, effective collaboration between PCYC Queensland, our partners, and the communities we serve.

They reminded us of the importance of early intervention, engagement, and creating moments that inspire belief in a young person's future.

In addition to the incredible growth in our programs, improvements in our clubs, and connections in our community you will see in the coming pages, this year has also seen great growth in our commercial space. Crucially, our fee-for-service products fund our youth programs, so to see Gymnastics, Little n Active and our Gym+Fitness offering have such a remarkable year of growth was gratifying, and testament to the hard work of our teams.

# Our Impact



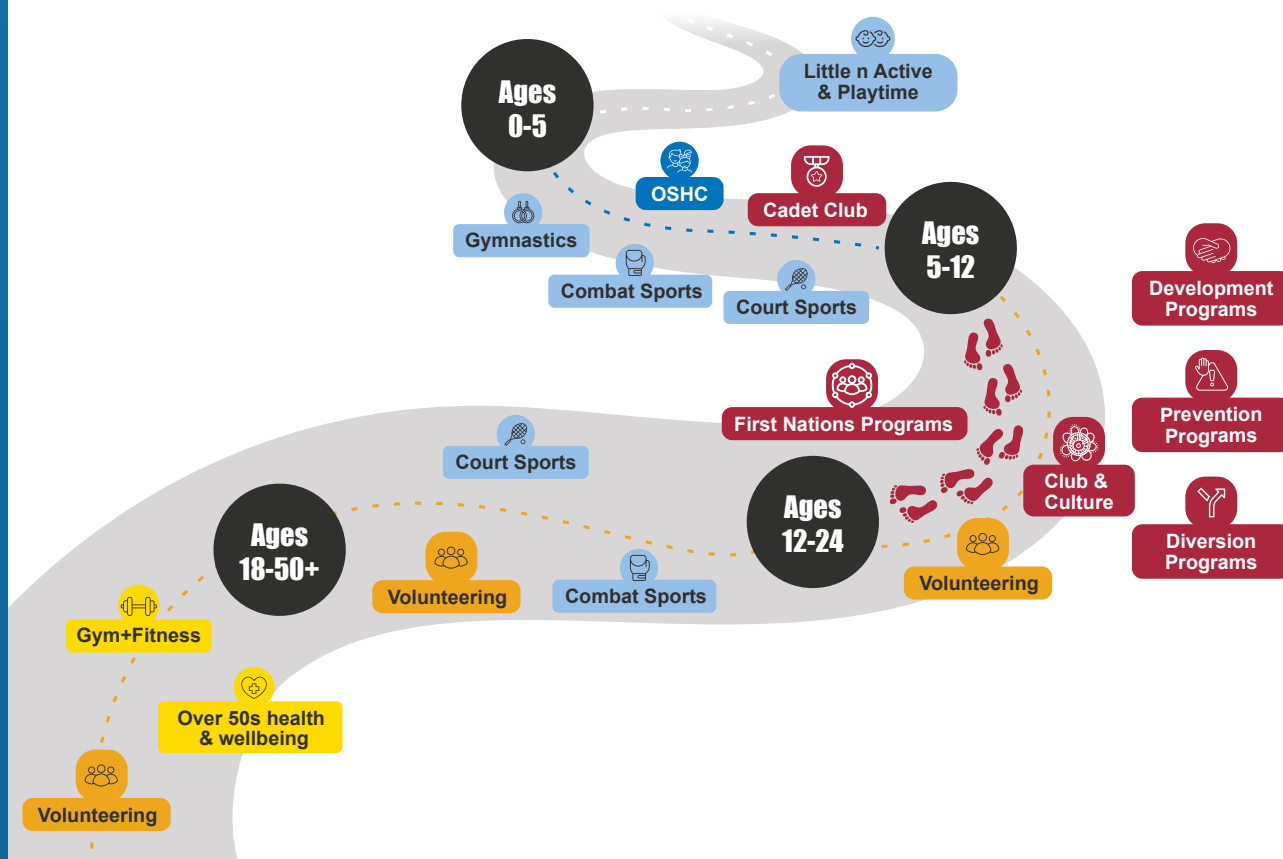
PCYC Queensland continues to be one of the state's most impactful youth-focused organisations, reaching young people through a wide range of programs, sports, and community initiatives.

From diversionary programs to leadership development and sport and recreation, our services create safe spaces, and provide positive experiences, role models and new opportunities for personal growth.

Across the state, communities face ongoing challenges related to disengagement, isolation, limited access to opportunities, and a high need for meaningful support networks for young people. PCYC Queensland plays a vital role in addressing these issues through early engagement, preventative programs, and a consistent local presence.

Our recent operational changes have allowed us to focus more directly on frontline delivery, ensuring our impact is felt where and when it's needed most. As a result, participation in key programs has grown, and the outcomes for young people have been stronger than ever.

With a broad network, dedicated teams, and strong community partnerships, PCYC Queensland is uniquely placed to continue expanding its reach and deepening its impact. The following page outlines the scale and success of our efforts over the past year.





**55**  
Clubs\*



**100,894**  
PCYC members



**454,898**

Youth and Community Program engagements across the year  
— a 34% increase on engagements since the last financial year.



**35**

Clubs offering  
Gym+Fitness



**17,741**

Gym+Fitness members  
as at 30 June 2025



**1.65M**

Fun Squad bookings  
across the year



**40,005**

Gymnastics bookings  
across the year



**8,512**

Little n Active bookings  
across the year



**26,495**

LnA Playtime bookings  
across the year



**92**

Fun Squad locations



**15,889**

Children at Fun Squad

\*PCYC Cooktown closed in December 2024, when the local Council reclaimed the building, which is still being used for community purposes.

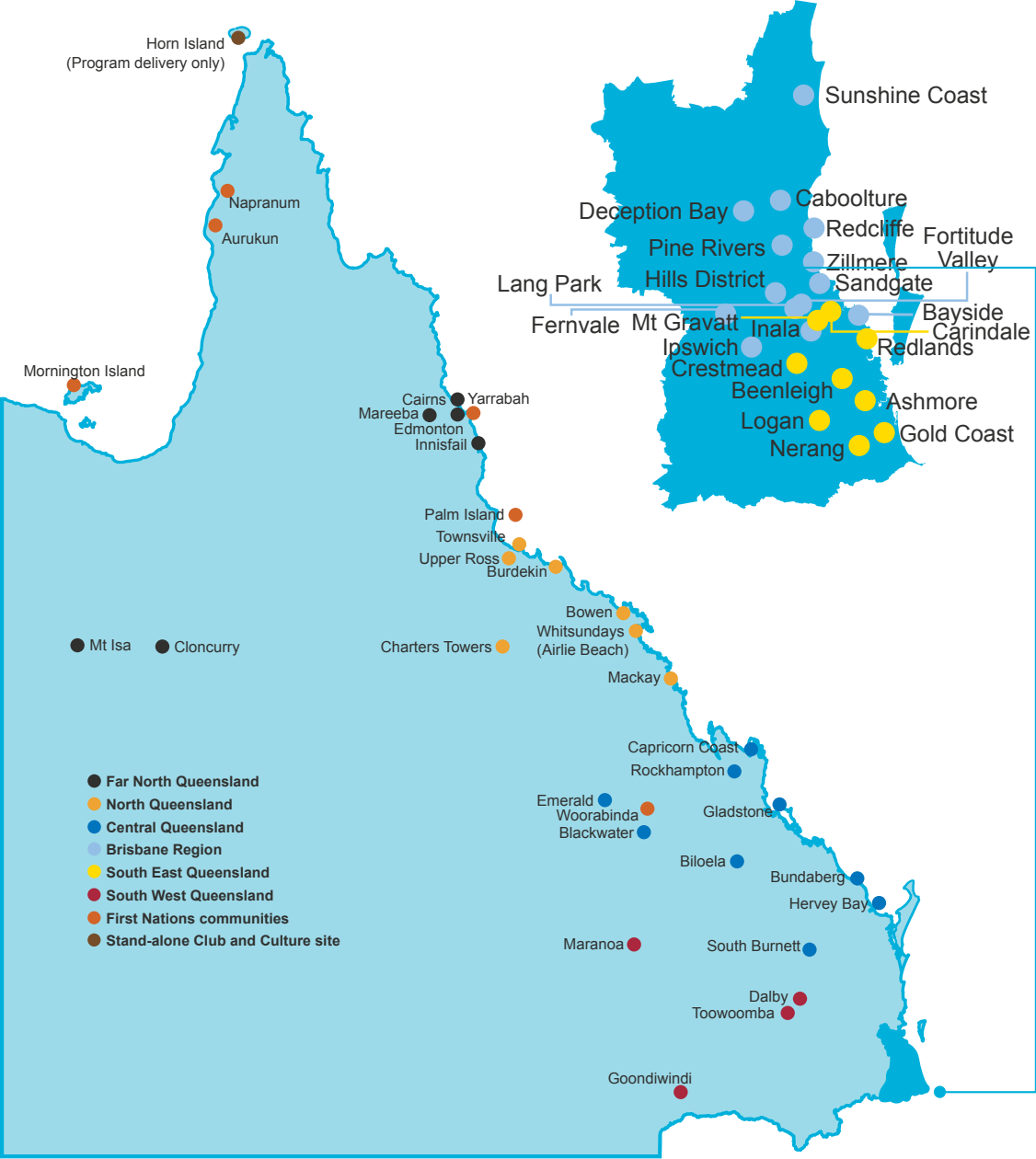


# Our Reach



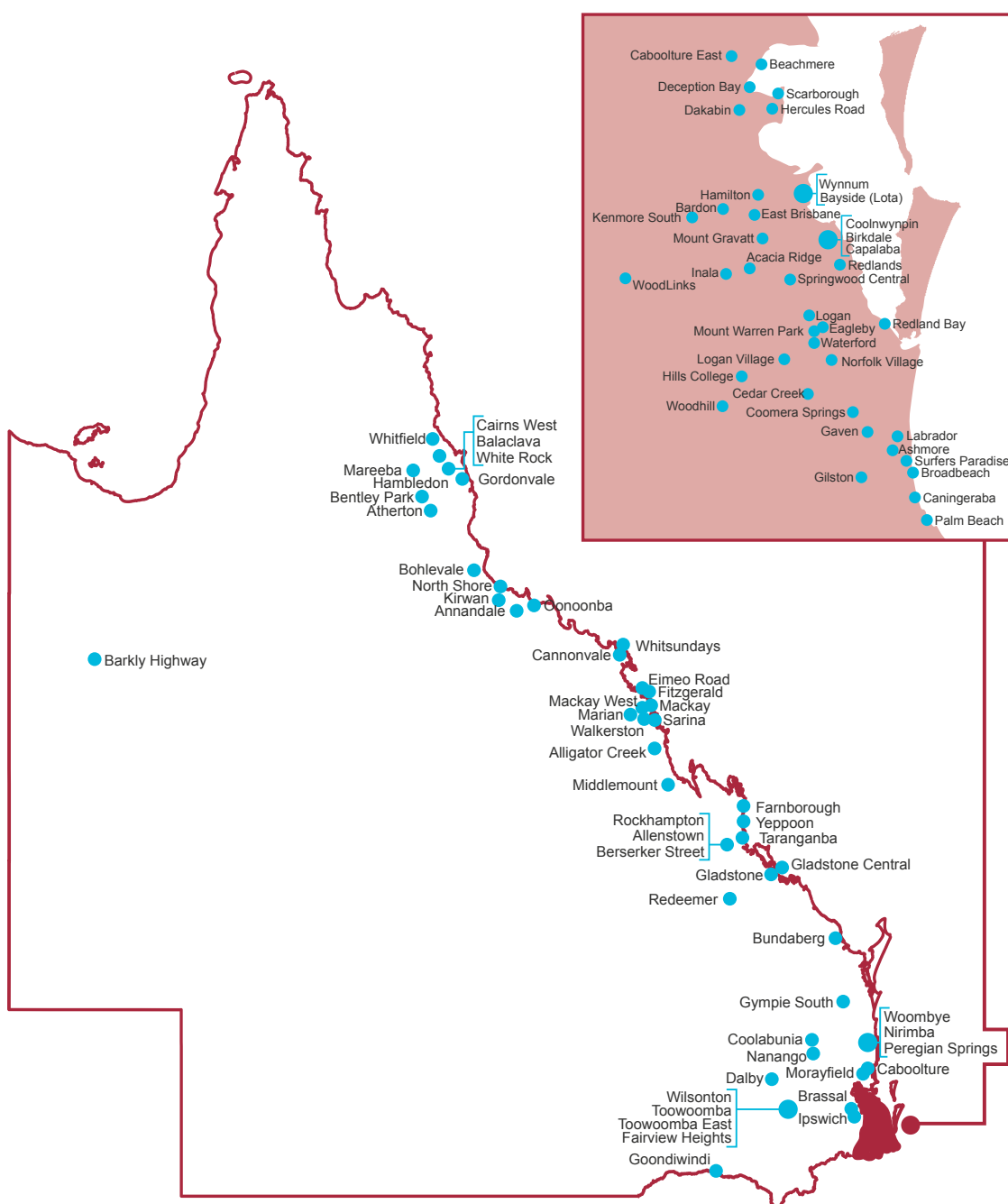
## Clubs

PCYC Queensland has 53 clubs and two outdoor recreation centres delivering a diverse range of youth and community programs, with 35 locations providing gym facilities and various sport and recreation activities. Our unique service delivery model also extends PCYC into six remote First Nations communities.



## Fun Squad

92 PCYC Queensland Fun Squad services are offered across the state, with most operating within the school, while 12 operate at the local PCYC club.



# Governance



## Board of Directors



**Commissioner of Police  
Mr Steve Gollschewski**  
APM President



**Professor  
Cassandra Cross**  
Board Chair



**Mr Christopher Emzin**



**Mr Neil Scales, OBE**



**Mr Graham White**



**Assistant  
Commissioner of Police  
Mr Kevin Guteridge**



**Inspector Emma  
Reilly**



**Ms Sarah Smallhorn  
Guppy**



**Mr Scott Richardson**



**Mr Mark Wyer**



**Mr Mark Facey**  
Company Secretary



## Executive Leadership Team

PCYC Queensland's Executive Leadership Team oversees all operations of the organisation, ensuring teams are meeting objectives and delivering on the Strategic Plan. The team brings together individuals from diverse professional and personal backgrounds, ensuring all decisions represent a broad range of perspectives. Working collaboratively, the Executive Leadership Team focuses on creating alignment in priorities and outcomes across their varied portfolios.



**Phil Schultz**  
Chief Executive Officer



**Andy Cassidy**  
General Manager,  
Youth and Community



**Bev Book**  
General Manager,  
Fun Squad



**Heidi Senior**  
General Manager,  
Corporate Services



**Mitch Ryder**  
Chief Operating Officer



**Phillip Jessup**  
Chief Financial Officer



**Tracey Cameron**  
General Manager, Risk,  
Safety and Wellbeing



**Lisa Ellis**  
Chief People and  
Culture Officer

## Queensland Police Service Leadership Team



**Robert Fleischer**  
Superintendent



**Jacqui Honeywood**  
Acting Superintendent



**Brett Barber**  
Inspector, State  
Coordinator PCYC



**Tracey Meyers**  
Acting Inspector, State  
Coordinator PCYC



# PCYC Family



Queensland families throughout the state can benefit from PCYC services at every stage of life.

We share your vision of strong, connected communities with confident, supported young people who are poised to become the future leaders of those communities.

## **Finds a safe space for a friend in need by introducing them to RUBY (Rise Up, Be Yourself)**

RUBY is a free program for women affected by domestic and family violence, with sessions focusing on physical activity and social connections: a holistic approach to addressing the internal and external challenges women face after an abusive relationship and guiding them to a place of survivorship.

## **Finds connection through After Dark**

After Dark is a sports-based program which has an impact extending far beyond the final whistle. The evening sessions use the mateship and teamwork inherent in sport as a foundation to build resilience, connections, and boost confidence.

## **Finds purpose through Emergency Service Cadets (ESC)**

ESC provides young people with a safe, fun and inclusive environment to gain an understanding of emergency services and build practical skills including First Aid, search and rescue, road safety, team building and more.

## **Seeks more challenges with Duke of Edinburgh Award**

PCYC Queensland is the state's largest provider of the Duke of Edinburgh Award, which encourages participants to set their own goals and challenges, work towards achieving them, and then be recognised for the commitment they have made. PCYC Queensland helps young people remove some of the barriers that may prevent them from accessing this program.





### **Finds purpose becoming a driver mentor with Braking the Cycle**

Braking the Cycle pairs volunteer driver mentors with young people who have limited access to a car and/or an adult to help them reach their 100 logbook hours. Mentors help young drivers develop safe driving practices, prepare them for their tests, and form strong connections while doing so.

### **Connects with peers and positive role models via Drop In**

Drop In is a safe welcoming space offering semi-structured activities and a place to be with like-minded peers and positive mentors. Young people can talk about worries big and small, goals and more.

### **Boosts self esteem and confidence with Team Up**

Team Up focuses on social skills, engagement and leadership. Participants engage in team building activities which boost life skills, confidence, and emotional intelligence. A strong outcome of the program is teaching young people how to cope with challenging situations and conflict in a way which seeks positive outcomes and avoids violence and intimidation.

### **Seeks leadership and volunteering roles with Youth Leadership Team**

Youth Leadership Team nurtures skills in community engagement and leadership, encouraging young people to give back to their communities through volunteering and spearheading community-driven projects.

### **Gives back through training as a gymnastics coach**

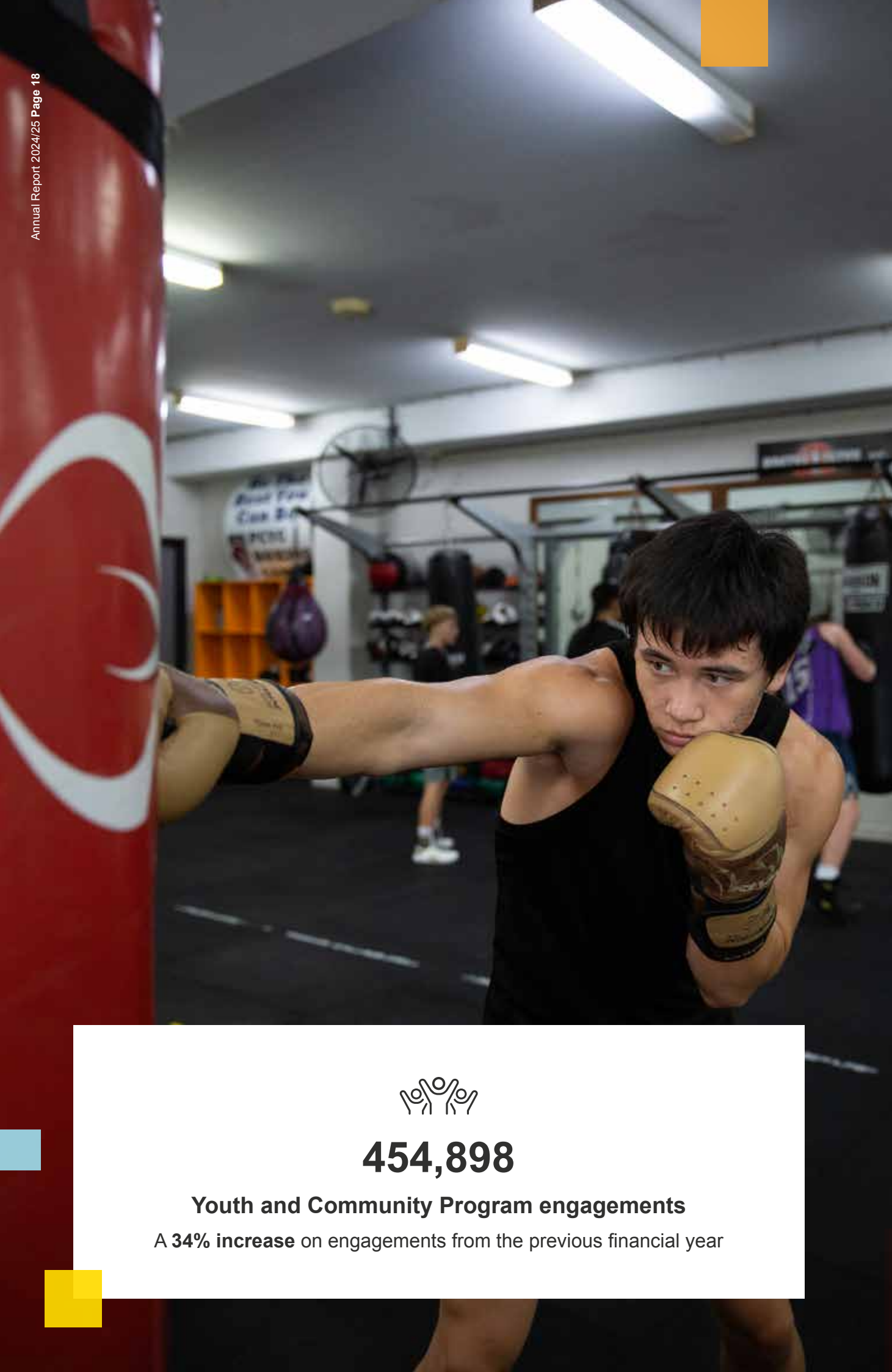
As well as youth programs, PCYC Queensland also provides employment opportunities to people in its communities, with coaching a popular option for young men and women.

### **Boosts their sense of belonging with Club & Culture**

Attends Club & Culture to feel an increased sense of belonging and connection, and the opportunity to share culture with peers via community activities.

### **Attends Cadet Club through PCYC Fun Squad**

Cadet Club is inspiring a generation of emotionally intelligent young leaders who are connected to their communities. The leadership program for primary school-aged children focuses on play, respect, mental health, teamwork and more and is delivered by QPS officers and community leaders. It is delivered through Fun Squad, our outside school hours service, and through clubs.



**454,898**

**Youth and Community Program engagements**

A **34% increase** on engagements from the previous financial year

# Youth & Community Programs



**Andy Cassidy**  
General Manager —  
Youth & Community

The programs offered by our Youth and Community teams are at the core of PCYC Queensland. Those who access our programs are remarkable young people from a diverse range of backgrounds and circumstances, who may require guidance, need a positive change, or be seeking leadership opportunities.

Any young person walking through our doors is welcome and will be provided with what they need to be the best version of themselves.

We're in a period of increasing stability and strong growth as we settle into a steady and sustainable rhythm. With our core programs now well established, our focus has shifted to refining, strengthening, and embedding these into our day-to-day operations. This has allowed us to consolidate the gains we made during our recent expansion and ensure we're delivering consistent, quality outcomes where they matter most.

It's an exciting time, and one during which we can set our gaze firmly on a new horizon of youth programs, and of positive, potentially transformative, experiences for young people.

This phase is also a time of grounding: making sure the foundations we've built are solid and the work we're doing remains aligned with our values and long-term goals. We've used this time of change, increased momentum and then settling, to listen, learn, and make thoughtful adjustments that set us up well for the years ahead.

This chapter reflects a healthy maturing of our programs, growth that comes from a streamlined operating model, proven, effective programs and a steady commitment to what works. We're proud of the stability we've achieved, the impact our programs continue to have, and are confident in the direction we're heading.





# YOUTH PROGRAMS

This year, we saw a 34.1% increase in youth and community program engagements when compared with the past financial year. This includes all of our core and funded programs and additional localised programs delivered in partnership with QPS.

## Drop In

Drop In offers semi-structured activities to young people of high school age, in sessions where they can link up with like-minded peers outside school. It's a safe and welcoming space free from negative influences to connect with others.

QPS officers, PCYC Queensland mentors and other adults provide positive guidance, engage with young people, build rapport, and invite the young people to talk about anything that's on their mind: worries big and small, goals, challenges and more.



**1,463**  
Sessions



**28,075**  
Engagements

## Club & Culture

Club & Culture is used in some clubs as an alternative to Drop In, and sees five to 15-year-olds participate in sporting, social and cultural activities to help their self-esteem, improve health through positive behaviours, celebrate culture and provide guidance.

The free weekly program encourages engagement with school and the community, regular physical activity, and the celebration of cultural connections. Sessions also focus on helping build resilience and establishing healthy, positive routines to increase wellbeing and positive outcomes.

Through the structured but flexible environment, children and young people from First Nations cultures gain positive connections in a space designed to encourage health, school attendance, improved educational outcomes and a sense of pride in who they are and who they can be.

While customised to the club and community it is linked to, Club & Culture generally offers a breakfast program, cultural workshops, sports clinics and activities.



**1,017**  
Sessions



**33,092**  
Engagements

## Team Up

Team Up focuses on leadership, social skills, and engagement. It helps young people develop in a positive direction and reach their potential through practical activities and team building.

Each week participants take part in activities designed to develop crucial life skills to build resilience, emotional intelligence, conflict resolution, social competencies and skills around communication, patience, assertiveness and problem solving.



**806**  
Sessions



**7,736**  
Engagements

## After Dark

After Dark is an after-hours sport-based program for young people aged 12 -18 who are experiencing, or at risk of experiencing, disengagement from community, family, or school.

After Dark uses sport, and its inherent teamwork and mateship, as a foundation to build resilience, foster connections, and boost self-esteem and confidence.

It's a safe, structured environment, and it's delivered by a QPS officer and a PCYC Queensland program mentor. Sessions vary, but one thing is constant: it is a space free from judgement, where young people can express themselves as much, or as little, as they need.



**1,258**  
Sessions



**21,268**  
Engagements

## Youth Leadership Team (YLT)

YLTs are vibrant groups focused on nurturing leadership skills and community engagement among high school aged young people. The free program provides a supportive environment to enhance their leadership abilities, give back to the community, and forge meaningful connections. YLTs meet regularly at their clubs, dedicate their time to volunteering, and spearhead their own community-driven projects.



**486**  
Sessions



**2,215**  
Engagements

## Cadet Club

Cadet Club is a leadership program for children aged five to 12. It's inspiring a generation of emotionally intelligent young leaders who feel connected and committed to their communities.

Children explore body awareness, mental health, bullying, teamwork, emotions, nature play and more in an engaging program that's often delivered by community leaders, Elders or QPS officers at Fun Squad.



**400**  
Sessions



**5,686**  
Engagements

## CHAMP

PCYC Queensland's Channeling Healthy Aggression Mentoring Project (CHAMP) offers young people structured, sports-based activities that promote physical health, emotional regulation, positive decision-making, and greater connection to their community.



**340**  
Sessions



**1,891**  
Engagements

# YOUTH PROGRAMS

## Braking the Cycle

Braking the Cycle is PCYC Queensland’s driver mentor program which supports young people who face barriers in completing the mandatory 100 hours of supervised driving required to obtain a driver’s licence.

The program pairs eligible participants with volunteer mentors and provides access to safe, fully insured vehicles. By helping young people gain their licence, Braking the Cycle improves employment and education opportunities, increases independence, and builds confidence and responsibility.

The program also fosters strong relationships between our dedicated mentors and the young people they are paired with, as well as improving community connection.



**33,718**  
Sessions



**55,679**  
Driving Hours



**3,032**  
Participants



**863**  
Licences



## Skilling Queenslanders For Work

PCYC Queensland delivers key programs within the Queensland Government's Skilling Queenslanders for Work initiative, and sees great results for our young people. Delivering this program within the clubs also gives participants the opportunity to access our other programs, services and volunteering options.



**550**  
Sessions



**1,960**  
Engagements

## Youth Support Services

This program provides holistic, practical support to young people who are experiencing disadvantage, to help them stay connected and achieve their goals.



**574**  
Sessions



**5,130**  
Engagements







## OUR PROGRAMS IN ACTION

### Youth Leadership Teams deliver to their community

PCYC Youth Leadership Teams (YLTs) are demonstrating how young people can lead, organise, and inspire within their communities.

At PCYC Aurukun, the local YLT, known as the Kang Kang Youth Leadership Team, is a shining example of this model in action. From community clean-up days to youth-led forums and mentoring, this group plays an active role in creating positive opportunities for their peers. One of their proudest achievements is organising the annual NAIDOC Youth Ball. This event brings the community together in celebration and showcases the strength of local youth leadership, and 2024 was its second year.

Many of the mentors guiding today's YLT were once members themselves, now employed as Police Liaison Officers and youth workers. Their leadership reflects the long-term potential of the program: young people building their own confidence and then turning around to help the next cohort.

In 2024, PCYC Yarrabah also held its own NAIDOC Ball, which was another dazzling celebration of young people and community.



# 1000

engagements  
in 35 sessions  
of After Dark  
and Drop In  
at PCYC Inala

A 200% increase  
on engagements since  
upgrades to the youth  
space were completed.

## After Dark grows at Inala

PCYC Inala, always popular with young people in the surrounding area, has seen a 200% increase in youth engagements following upgrades to the youth space in early 2025.

Extensive and much-needed upgrades valued at \$2 million included works on the basketball court, and a revamp of the youth space.

Since this work was completed, engagements in the youth programs have **increased by 200%**.

In the first quarter of 2025, there were **1000 engagements** in 35 sessions of After Dark and Drop In.

In the same time period in 2024 there were 325 engagements.

Now, with newer facilities and more space to accommodate a range of interests, it is little surprise that it has attracted such a large increase of attendees. Investment in spaces and programs like this can really boost higher engagement. This is something which could be replicated at clubs across the state. With the right resourcing, this means we can embrace a wider trend of attendance growth.

This is great news for the community: more young people now have access to PCYC's high-quality programs which are proven to provide purpose, positive role models, peer connection and support in reaching goals for young people who may otherwise be vulnerable to negative influences.

## PCYC Caboolture After Dark growth

PCYC Caboolture's After Dark program attracts hundreds of young people each week, going from strength to strength and boosting community buy-in.

The program features visits from well-known sporting players including from NRL teams, as well as volunteers from Caboolture Sports Club, headspace National Youth Mental Health Foundation, and more.

Once a month the program hosts a special event, featuring DJ and art sessions, free hair and make-up with beauty apprenticeship programs, and opportunities to speak to varying industries about employment prospects.

The program started with a handful of participants, but by the end of 2024, was seeing between 70 and 130 young people attend each week.



# BUILDING TOMORROW'S LEADERS

These programs empower our young people to reach their full potential through adventure, leadership, challenges and teamwork: building skills for life.

## Emergency Services Cadets (ESC)

Our ESC program provides young people with a safe, fun and inclusive environment that offers them practical life skills and leadership opportunities. That was on display this year, when they stepped up to support during Cyclone Alfred, and when past cadets made the news for their brave actions assisting others in road accidents.

The ESC program is delivered in partnership with PCYC Queensland and Queensland's Emergency Services, thanks to the support of Queensland Police Services (QPS) and Queensland Fire Department (QFD).



**22\***  
Cadet Units



**394\***  
Cadets



**165\***  
Cadet Adult Leaders



**6**  
Life Members Awarded

*\*Numbers above as at 30 June 2025*

## Duke of Edinburgh Award

One of the key ways PCYC Queensland supports young people on their journey of personal development is by delivering the Duke of Edinburgh's International Award, a global program active in over 130 countries and involving more than eight million young people worldwide. The Award encourages participants to set personal goals and challenge themselves in areas such as community service, physical activity, and outdoor adventure.

We work to remove barriers and improve accessibility so that more young people can engage in the Duke of Edinburgh program. Through our wide range of programs, volunteering opportunities, and Outdoor Recreation Centres, we provide flexible and supportive pathways into the Award. It's fantastic to see communities across Queensland, including First Nations communities, thriving through their participation and achieving success in the Award.



**308**  
Sessions



**3,561**  
Engagements



**16**  
Gold awardees



**16**  
Silver awardees



**31**  
Bronze awardees

## Outdoor Recreation Centres

### Bornhoffen

At PCYC Bornhoffen, our programs inspire learning, strengthen wellbeing, and develop leadership through adventure-based experiences and connection to nature. We offer facilitated programs that cater to schools, community groups, and youth organisations, with a strong focus on personal growth, teamwork, and lifelong learning.

We also partner with community organisations to deliver programs tailored to diverse needs. From leadership development and outdoor adventure interventions to advanced training and bespoke program design, we support young people and adults in building confidence and resilience.

### Capricorn Coast

At PCYC Capricorn Coast Outdoor Recreation Centre, fun, tailored activities and guided reflection help students gain personal insight while strengthening their social skills.

Our experienced facilitators deliver programs for primary and secondary students, featuring high-adventure activities and relaxed options.

We also coordinate offsite experiences to local attractions such as Keppel Island, Capricorn Caves, and local wildlife parks.

PCYC Queensland reinvests into programs that support young people and build stronger communities, creating learning experiences that last a lifetime.





# STORIES OF LEADERSHIP

## PCYC Queensland's Emergency Services Cadets: helping the helpers

If the future of our communities rests with these young people, it is in good hands.

During the intensity of ex-Tropical Cyclone Alfred across South East Queensland earlier this year, three of PCYC Queensland's Emergency Services Cadet Units were activated to volunteer alongside their local SES Units and assist with filling sandbags for the community. PCYC's amazing Adult Leaders mobilised a workforce of Cadets to do the jobs that would usually be done by skilled SES volunteers, leaving the SES to tackle the big jobs of tarping roofs and dealing with emergencies in the lead up to this major weather event.

Our Somerset Unit was activated with the Local Cadet Coordinator at the helm, as well as Sergeant TJ Baker lending a hand.

What a wonderful contribution our young people are making to their communities – to say that we are proud of them, and of the Adult Leaders who are making this happen, is a huge understatement!







Students with their certificates at the Duke of Edinburgh Gold Award Ceremony in Brisbane.

## Duke of Edinburgh uncovers future leaders

In late December, PCYC Bundaberg's Duke of Edinburgh and Youth Leadership Team were joined by Gin Gin Emergency Services Cadet participants to attend the Capricorn Coast Outdoor Recreation Centre for five nights to celebrate everyone's achievements for the year and meet the Gold Residential component of some Duke of Edinburgh participants.

It was a great, adventure-filled week which involved activities led by the Capricorn Coast Centre including canoeing, rafting, rock climbing, crate stacking, team building games, skits and a talent night. The camp was funded by our Duke of Edinburgh group's fundraising from throughout the year, including cent sales and their popular Chinese Dragon and Lion dancing performances.

## Townsville 2024 Cadet Games and Brisbane 2025 Cadet Games

### Townsville

PCYC Townsville has hosted the Cadet Games since 2016, and in July 2024, welcomed 16 teams from a range of organisations, supported by the Townsville Emergency Services Community.

### Brisbane

In June 2025, 180 cadets competed in Brisbane, representing PCYC Queensland Emergency Services Cadets, Surf Life Saving Queensland, Australian Army Cadets, Royal Australian Air Force Cadets and Australian Navy Cadets compete in games of skill, problem solving and teamwork.



# FIRST NATIONS

PCYC Queensland continues to operate six clubs in First Nations communities, delivering targeted programs with a strong focus on community connection and leadership development, as well as our universal pillars of prevention, intervention and diversion.

Our in-community PCYC club initiatives offer a wide range of benefits, particularly within First Nations contexts where fostering positive relationships with the Queensland Police Service (QPS) and strengthening trust is essential. This is extremely impactful for young people, helping them learn about the role of police, seeing them as positive mentors, and accessing supports that are available.

Our aim remains to ensure young people in these six communities have access to culturally relevant programs which help cultivate a sense of belonging and engagement.

While we were fortunate to enjoy several impactful events this year, we were saddened that Bunburra could not go ahead due to significant damage from Cyclone Alfred, which rendered the Gold Coast beach site unsuitable. We look forward to this event returning in the future.



## 197,481

First Nations engagements in this financial year



Top-left: Players at the Deadly 3s basketball tournament.

Top-right: Aaliyah Walsh at PCYC Yarrabah's NAIDOC Ball.

Bottom: Traditional Indigenous Games (TIGs) Carnival at People First Stadium.



## NAIDOC Balls dazzle communities

PCYC Yarrabah held its inaugural NAIDOC Ball in 2024, while Aurukun rolled out the red carpet for the third time.

At Yarrabah around 55 people, including 40 young people who participate in PCYC's programs, attended the event, which was organised by the team at the club.

The glam event, complete with glorious gowns and slick suits, as well as speeches, dancing, dining and a dance performance, was a huge success, and a reflection of a strongly connected community.

The ball was funded by a National Indigenous Australians Agency NAIDOC grant.

Aurukun's ball was organised the club's Kang Kang Youth Leadership Team, and was the result of months of dedicated planning by 30 young Indigenous leaders. Aurukun, one of Queensland's most remote communities, faces unique challenges in organising an event like this, from transport logistics, to sourcing the items needed. It takes true dedication to bring an evening like this to life.

## First Nations basketballers showcase skills at Deadly 3s

Passionate and talented basketballers from First Nations communities in Queensland brought skill, camaraderie and community spirit to the court in a true highlight of the sporting calendar – PCYC's Deadly 3s.

Deadly 3s is a highly anticipated three-on-three basketball tournament which is much more than a sport competition – celebrating culture and connection too. Young basketballers came together from across Far North and North Queensland in what has become one of the largest First Nations basketball tournaments of its kind.

Deadly 3s included a male and female competition and featured teams from regions including Burdekin, Mornington Island, Erub Island, Mackay, Palm Island, Mareeba, Toowoomba, Townsville, Ayr, Bowen, Thursday Island, Napranum, Yarrabah, Cairns, Kowanyama and Edmonton.

## Traditional Indigenous Games (TIGs)

In May, PCYC Queensland proudly hosted its very first TIGs Carnival at People First Stadium in Carrara, on the Gold Coast. This vibrant event brought together mixed-gender teams of high school-aged participants from ten PCYC clubs across southern Queensland.

Throughout the day, teams competed in three, non-contact round-robin games: Keentan, Millim Baeyeetch, and Buroinjin. This memorable event was made possible thanks to PCYC Toowoomba's successful entry into People First Bank's "Our Stadium. Yours for the Day" competition.

## Waraginda Golf Tournament

Held at the end of National Reconciliation Week, this annual event brings together people from across North Queensland for a day that's about more than just golf: it's about connection, bringing together Elders and young people, and meeting faces familiar and new. Thank you to all who attended – it was a terrific day filled with important conversations and plenty of friendly competition.





# VOLUNTEERS AT PCYC QUEENSLAND



**1,568**  
Active volunteers



**93,214**  
Volunteer hours



**\$3,007,838**  
Net value



**246**  
Volunteers  
under 18



**2,993**  
Under 18  
volunteer hours

***“The thing I have enjoyed the most about volunteering with PCYC has been seeing the kids go from shy children to confident young adults, and the amazing things that they have achieved since!”***

***“It is some of the most rewarding volunteering I have ever done. I really feel what I contribute makes a difference to many young people’s lives.”***

— Volunteer Testimonials

## PCYC volunteers: age is no barrier

What do 19-year-old Ava Knihinick and 82-year-old David Gill have in common? They are both dedicated PCYC Queensland volunteers, showing age is no barrier when it comes to assisting the charity with its mission.

Ava Knihinick, 19, an Adult Leader in PCYC Queensland’s Emergency Services Cadets (ESC) program is one such inspiring volunteer. Ava has been involved in the ESC program since 2019.

Ava juggles her commitment to ESC with studying to become paramedic and working as a tennis coach. Ava believes her time as a PCYC volunteer has helped her gain the support and experience to pursue her career path.

At 82, David Gill is proud to be one of PCYC Queensland’s oldest volunteers. As a driver-mentor for the Braking the Cycle program for more than four years, David provides safe driving mentorship to young drivers seeking to gain their licence.

David said he gets great satisfaction from seeing the direct, practical outcomes of his volunteering in his community.

PCYC is proud of the diversity of our wonderful volunteers: whatever their age, skills, or background, they contribute every day by helping the organisation build safer, healthier communities through youth development.

Across Queensland, volunteers give their time, knowledge, and energy to help PCYC Queensland deliver training, support and recreational programs targeting young people, and building some incredible relationships and community connections while they do it.

## PCYC Volunteering Survey 2024

We surveyed our volunteers in late 2024 and found that:

- The majority of volunteers say helping young people and making a difference is the most important thing to them.
- More than 90% of PCYC volunteers are Satisfied or Very Satisfied with the experience.

We use information from our surveys to improve experiences for PCYC volunteers.







An average of

**18,000**

**Fun Squad bookings  
per week**



**92**

**Fun Squad  
locations**



**484,418**

**Breakfasts served**



**614,315**

**Educator hours**



# Fun Squad



**Bev Book**  
General Manager —  
Fun Squad

This was the year Fun Squad was born – our bright, bold new brand and the same Seriously Fun approach to outside school hours fun.

Fun Squad came from conversations with children, with a philosophy of fun, inclusion, connection, curiosity and belonging.

Feedback from families, partner schools, and the sector has been outstanding.

In September 2024, we launched PCYC Queensland's first book – I Expect Respect! This book addresses healthy relationships in an age-appropriate way, designed to prompt conversations about positive and negative behaviours, and what's acceptable behaviour.

This was also the year pickleball took off across Fun Squads. We could see how popular it was with children, and by year's end, we had our own qualified coach, rolled out pickleball to Fun Squads across the state, were discussing a partnership with Pickleball Australia, and had developed our Coaching Playbook.

We also launched our Kids in the Kitchen Program, supporting healthy food choices through building life skills and learning about nutrition while creating simple, tasty meals. Also prioritising health and wellbeing education, our Small Steps, Big Fun Squad Goals program ensures the health and wellbeing of all children is prioritised in a holistic way.

It's been another year of achievement, opportunity and innovation.



# FUN SQUAD STORIES

## Fun Squad launch and rebrand

2025 is the year of Fun Squad, the bright, bold new look for PCYC Queensland's outside school hours fun. As the largest provider of outside school hours services in the state, PCYC Queensland knows what school children need to bookend their school days and fill their holidays.

Fun fuels minds and friendships. When activities are fun and engaging, they can increase wellbeing, confidence, and boost curiosity.

The Fun Squad branding was designed after our teams had many conversations with children about what was important to them, combining their love of fun and engaging characters with the importance of learning and nurturing curiosity, respect and friendships.



## I Expect Respect sparks conversations about healthy relationships

PCYC Queensland's first children's book, *I Expect Respect*, was launched in September 2024 and has since been used in Fun Squads across the state, prompting conversations about friendship, respect, boundaries, stereotypes and behaviours. The book challenges harmful gender stereotypes and attitudes associated with domestic and family violence, fostering a safe and supportive environment for all children.

The book was developed in collaboration with experts in youth services, domestic violence prevention and education. It is a tool for change, encouraging children to explore and understand their identities while promoting self-worth and respect for others.

PCYC Queensland produced this book to help educators and teachers share crucial messages about healthy, respectful relationships and help children gain a strong sense of their own identity and worth. Our team worked with experts in the fields of youth services, domestic and family violence and education to produce the story, which conveys important messages in an engaging, age-appropriate way. It comes with a facilitation guide to prompt conversation – for families and for educators. It's also now available on Amazon.







## Why 2025 is the year of pickleball at PCYC Queensland

There's just something about pickleball.

The fast-paced, easy-to-learn game has swept the world in recent years, attracting players who might find traditional court sports less accessible or challenging to get into. That's probably why it's the perfect sport for Fun Squad, PCYC's outside school hours programs with services right across Queensland, all of whom are now embracing pickleball.

"Over the past year, pickleball has spread across all our services and it's easy to see why. Seriously Fun is our motto – and pickleball certainly ticks that box," said Fun Squad General Manager, Bev Book.

"We find that children of all ages just love it, it appeals to all of them and it's a great way for them to keep active.

"Our teams love it too – and play it frequently which is resulting in stronger teams working together to achieve our mission of safe and healthy communities."

Kylie Morris, Fun Squad Gilston Service Manager, says the sport combines fun, fitness and lots of interpersonal skills, too.

"It's a game that children of all ages have been able to play and understand, and it supports their development, leadership skills, cooperation and encourages positive sportsmanship," she said.

"We have a strong focus on happy and healthy children that come to us to have fun, and this is all evident when they play pickleball."

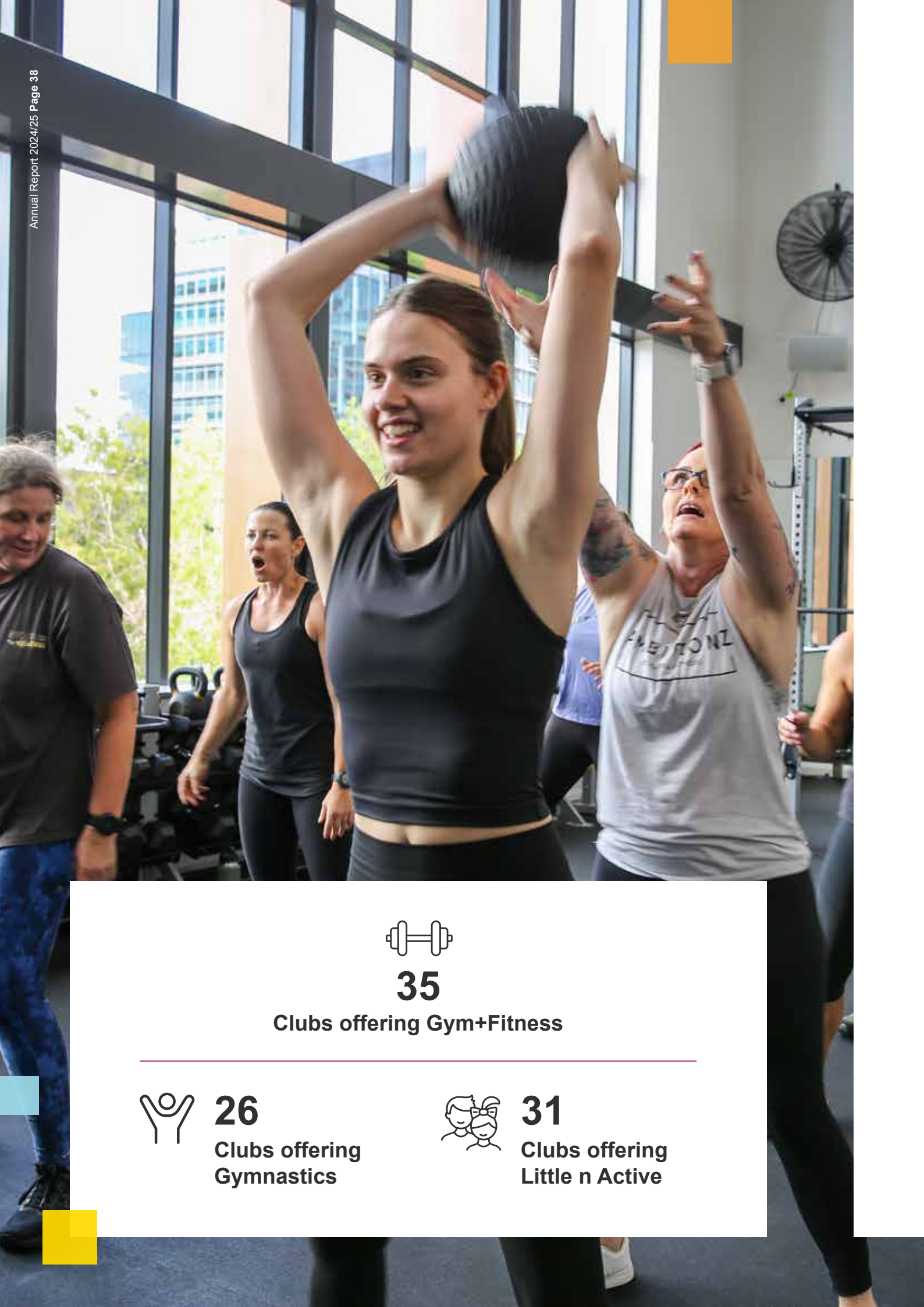
At Beenleigh Fun Squad, pickleball was introduced in December 2024. It's clear it is there to stay!

"Our children are really enjoying pickleball and all the fun that it brings," said Service Manager Kayla McGee.

"We have seen a boost in morale amongst our children and team members, and things like sportsmanship, social skills and confidence are increasing."

So successful has the rollout of pickleball at Fun Squad services been that more and more PCYC Queensland clubs are also offering pickleball to their members. Pickleball has found a home at PCYC Queensland – and it's only set to get bigger from here!





**35**

**Clubs offering Gym+Fitness**



**26**

**Clubs offering  
Gymnastics**



**31**

**Clubs offering  
Little n Active**

# Our Clubs



**Mitch Ryder**  
Chief Operating Officer

This year, PCYC Queensland achieved significant milestones across Outdoor Recreation, Gymnastics, Gym+Fitness, and Combat Sports. We have strengthened financial sustainability, delivered more relevant and engaging programs, and we're entering the next chapter with strong momentum.

Our Outdoor Recreation Centres, formerly known as Leadership Development Centres, have transformed, shifting their focus to building stronger business models, refreshing programs to better align with curriculum and student development goals, and embedding best-practice safety that reflects PCYC Queensland's organisational standards. With a skilled, passionate workforce at the core, our centres are well positioned for ongoing growth.

Gymnastics remains one of our strongest growth areas. Participation rose from 5,660 gymnasts in Term 2 2024 to 6,680 in Term 2 2025, while average retention was 70%, up 10% from the previous year. Little n Active Playtime has also thrived, generating over 26,000 casual visits.

Our Gym+Fitness operations also advanced this year. The rollout of Activ8 Group Training to 17 new clubs has enhanced the member experience and reinforced group training as a cornerstone of our offering. Membership has remained strong, growing to a peak of 18,000 during the year. Continued investment in facility upgrades has ensured sites remain modern and welcoming for our members.

Combat Sports has seen renewed focus, with more clubs now delivering boxing programs under a consistent organisational structure. This year also brought outstanding success stories, particularly from PCYC Dalby, where four athletes were crowned State Champions at the 2025 Queensland Boxing Titles.

We remain steadfast in creating opportunities for young people and communities to grow, thrive, and succeed.



# CLUBS IN ACTION

## Far North Queensland

Cairns, Cloncurry,  
Edmonton, Innisfail,  
Mareeba, Mount Isa

PCYC Innisfail were jumping for joy when four-year-old Indie Briggs became the 100th member to join the gymnastics program, which has been consistently growing and attracting more young people, who don't need to travel to Cairns to perfect their skills.



Some of our **Mount Isa** Activ8 8 week challengers killing it in the gym and at Group Fitness in week 5.

## North Queensland

Bowen, Burdekin, Charters  
Towers, Mackay, Townsville,  
Upper Ross, Whitsundays



**Townsville** launched their brand new revamped gym in September.



**Burdekin's** Active Ageing crew.

## Central Queensland

Blackwater, Bundaberg,  
Capricorn Coast Outdoor  
Recreation Centre, Emerald,  
Gladstone, Hervey Bay,  
Rockhampton, South Burnett



Some of **Hervey Bay's** young gymnasts.



**Bundaberg's** Little n Active program remained consistently popular.



## South West Queensland

Bornhoffer Outdoor Recreation Centre, Dalby, Goondiwindi, Roma, Toowoomba



Above: **Goondiwindi's** Activ8 Group Training session

Left: **Toowoomba** gymnasts readying for one of many successful carnivals.

## Brisbane Region

Bayside, Caboolture, Deception Bay, Fernvale, Fortitude Valley, Hills District, Inala, Ipswich, Lang Park, Pine Rivers, Redcliffe, Sandgate, Sunshine Coast, Zillmere



Little n Active at **Sunshine Coast**.



**Zillmere** celebrates their amazing volunteers and all the work they do.

## South East Queensland

Ashmore, Beenleigh, Carindale, Crestmead, Gold Coast, Logan, Mount Gravatt, Nerang, Redlands



**Beenleigh** celebrating Get Set for Work graduates.



School holiday programs at **Mount Gravatt**.

## First Nations Clubs

Aurukun, Mornington Island, Napranum, Palm Island, Woorabinda, Yarrabah



Above: Enjoying some pool noodle hockey at **Yarrabah**.

Left: A colourful Club and Culture session at **Aurukun**.

# GYM+FITNESS

In 2024–25, PCYC Queensland's Gym+Fitness programs maintained a strong focus on strategic growth, program consistency, and elevated member experience.

Through continued investment in facility upgrades, product refinement, and program delivery, we are proud to report steady progress across our network of clubs.

This year saw the successful expansion of Activ8 Group Training to 27 clubs statewide, significantly enhancing our fitness product range and driving member engagement. Complementing this growth, targeted facility upgrades were carried out across several locations to meet evolving standards and community expectations.

Our combat sports programs, particularly boxing, have seen renewed structure and alignment, with an increasing number of clubs now delivering consistent, high-quality boxing sessions under a unified model.



## 17,741

**Gym+Fitness members**  
as at 30 June 2025



Top: Boxing, seen here at PCYC Fortitude Valley, has grown this year.  
Bottom: PCYC Queensland's RUBY (Rise Up, Be Yourself) program.

## Activ8 Group Training

PCYC is continuing to develop Activ8 Group Training with refreshed routines and timetables every eight weeks. The sessions are designed by experts, and include Activ8 Fusion, combining cardio and strength, Strength, Box Fit, Core, Recovery and Fit & 50. **Activ8 Group Training is now available at 27 clubs.**

## Activ8 Fundamentals

Designed to help both new and existing Gym+Fitness members build confidence, improve technique, and stay motivated, Fundamentals provides four to 12 weeks of personalised support from qualified trainers, free of charge.

Participants benefit from expert guidance, increased knowledge of gym equipment and workouts, and tailored support to build sustainable routines that boost long-term wellbeing.

Now available at all PCYC Gym+Fitness Clubs, the program is helping foster a more inclusive and empowered fitness community.

## Activ8 8 Week Challenge

Our 8 Week Challenge helps participants reinvent their routine and gain a better relationship with food, exercise, and going to the gym.

The program provides access to tools, nutrition tips and a training program to eat healthier, sleep better, get fitter and establish long-term habits for a healthier, happier lifestyle. Guidance is given via weekly check-ins, an eight week program and plenty of information via an active social media group and video information sessions.

## Rise Up, Be Yourself (RUBY)

PCYC Queensland's RUBY program is a free, trauma-informed physical activity and wellbeing initiative for women who are, have been, or are at risk of experiencing domestic and family violence. In 2024, the program underwent a comprehensive six-month redesign to ensure it remains a safe and inclusive space that participants and referral partners can trust and engage with confidently.

The redesigned RUBY program was shaped by extensive consultation with participants and stakeholders. Key updates include an expanded range of physical activities such as walking, yoga, Pilates, dance, team sports, gym sessions, group fitness, and the PCYC's Activ8 Fundamentals program, as well as an online referral form to streamline intake. RUBY is now an adults-only space, and while children cannot attend sessions, participants and their children may be eligible for Welfare Memberships to support their access to other PCYC services. Participants are welcome to attend sessions with a female support worker or friend, and the program remains a safe, welcoming space for all who identify as female.

Importantly, RUBY also supports sector staff by offering the opportunity to attend sessions with clients or participate independently to support their own physical and mental wellbeing.

With its relaunch, RUBY continues to grow across Queensland, providing a trusted, supportive pathway for women to build confidence, connection, and resilience through fitness, community, and care. PCYC remains committed to strengthening the program and ensuring that more women across the state can access this vital support.



**198\***  
Sessions



**605\***  
Engagements

*\*These numbers are reflective of six months of delivery only, as RUBY underwent a redesign in the reporting period, during which time it was not being delivered.*





# GYMNASTICS



**26\***  
**Gymnastics  
Clubs**



**6,723\***  
**Gymnastics  
members**

*\*Numbers accurate as at 30 June, 2025*

At PCYC Queensland, we're proud to offer a welcoming, inclusive gymnastics experience for all ages and abilities. As Queensland's largest gymnastics provider, our programs are trusted and loved by families across the state. Our accredited coaches prioritise safe technique, skill progression, and, most importantly, making every class fun!

Our recreational gymnastics programs are designed to help children build strength, flexibility, coordination, and confidence in a safe, inclusive environment.

## Training our people

More than 100 coaches have gained their qualifications after undergoing Fundamentals training in the past 12 months.

Throughout this year, we delivered:

- 7 region trainings
- 2 statewide trainings, and
- 2 online trainings

for our Gymnastics coaches.

# LITTLE n ACTIVE



**31\***  
**Little n Active  
Clubs**



**1,752\***  
**Little n Active  
members**

*\*Numbers accurate as at 30 June, 2025*

Little n Active introduces children to the basic skills they need to live active, healthy lives and builds the foundation for all sports. Classes are grouped by age and developmental stages, with activities tailored to each child's needs.

Held in a safe and welcoming space, parents actively join in as children explore movement, develop social skills, and encourage problem-solving through fun, engaging activities.









# Growth



**Heidi Senior**  
General Manager —  
Corporate Services

Our major Capital Works program is in full swing, with new club builds well underway and upgrades completed or underway at existing clubs. The Facilities team is busier than ever, driving progress across the state. These developments are a fantastic boost for our program delivery and sport and recreation activities, enabling our teams to reach and impact even more young people throughout Queensland.

We've completed works at PCYCs Inala, Yarrabah, and Napranum, begun to build the new PCYC Caboolture, and officially announced the location of the new PCYC Caloundra South. Collaborating with teams across Sport and Recreation Club Management and Youth and Community Programs to ensure this work benefits us all has been a great exercise in what it is we do.

The Marketing, Fundraising, Media and Communications team has also been busy, facilitating statewide events like Open Day, ColourXplosion, our donor appeals, high profile media events and supporting teams across PCYC.

To give you some idea of our footprint in this space – this financial year we had 252,578 total followers on social media, have had 5,084,772 impressions across social accounts, and 31,446 web enquiries from members of community wanting to access all that their local PCYC has to offer. Our media coverage has generated exposure worth an estimated \$5 million in equivalent ad spend.

We received statewide media coverage for some key events, and significant coverage for our capital works program, and individual club achievements, all boosting PCYC's reputation as the key provider of youth programs, sport and recreation in Queensland.

It's been great to see continued strong progress within our Project Management Office (PMO) this year. As the number and diversity of projects across the organisation grows, the PMO has strengthened consistency and collaboration across teams while focusing on policy management to further enhance compliance. This is helping us deliver projects more efficiently and to stay closely aligned with our strategic priorities.

Examples of our marketing campaigns, which span fundraising, commercial operations and more.



# CAPITAL WORKS

## PCYC Caboolture's new \$17.5m community facility taking shape

Anticipation is building in Caboolture as construction is in full swing to build the new PCYC Caboolture, located on King Street.

PCYC Caboolture will move to the facility on King Street after 30 years in its current location.

The new club will feature a dedicated youth space, multipurpose sport, recreation and community areas, an upgraded gymnastics facility, a state-of-the-art 24/7 Gym+Fitness centre, and an outdoor basketball court.

The new building will be fully insulated, and have solar panels and batteries installed for more sustainable operations.

The new, \$17.5 million PCYC Caboolture is being delivered in partnership with the Austrian Government, the Queensland Government and the City of Moreton Bay.

Below: Images and renders of the new PCYC Caboolture





## PCYC Caloundra

This year we confirmed the land and finalised our funding agreement for our new PCYC Caloundra, our new club in the rapidly-growing Aura community.

The 6500sqm block of land is close to the new Emergency Services precinct, in a busy and popular area full of families and young people.

Then-Premier Steven Miles, Minister for Police and Community Safety Mark Ryan, QPS Commissioner Steve Gollschewski, and many more celebrated the securing of land. We are heartened by the incredible support from all levels of government and the community. This collaboration underscores the immense value and positive impact PCYC clubs can and does bring to our communities.



Top: Renders of PCYC Caloundra  
Bottom: PCYC Napranum Youth Space

## PCYCs Yarrabah, Napranum, Inala upgraded for the community

\$1 million upgrades to PCYC Yarrabah and PCYC Napranum are now complete, bringing new life to the popular clubs and providing more space for the delivery of youth programs.

At PCYC Yarrabah, youth and social spaces were rebuilt, and office spaces upgraded. At PCYC Napranum, new youth and social spaces were added, as well as new covered outdoor areas and upgraded security throughout.

At PCYC Inala, a \$2 million upgrade has seen extensive upgrades to the youth space and basketball courts, new amenities, and additional lighting.

The new youth spaces in particular have seen a sharp increase in the reach and impact of Drop In and After Dark at the club.

All works are part of the capital works project involving upgrades and new build PCYCs across the state and made possible through State Government funding.



# SPECIAL EVENTS

## PCYC Statewide Open Day

PCYC Queensland was proud to host another successful state wide Open Day, bringing together communities across Queensland and highlighting our commitment to building safer, healthier communities through youth development, community engagement and plenty of fun.

Each PCYC club welcomed local families to experience a wide variety of free programs and activities, including trial classes in Boxing, Gym+Fitness, Little n Active, and Gymnastics. Clubs also hosted interactive fitness challenges, showcasing their unique offerings while fostering a welcoming and supportive environment for all ages.

The day was filled with engaging community activities such as sausage sizzles, face painting, balloon artists, wildlife experiences, raffles, and more. We were honoured to have the Queensland Police, Fire, and Ambulance Services join us, further strengthening the connection between our emergency services and the communities we serve.



## ColourXplosion

As part of Youth Week celebrations, PCYC Queensland was proud to deliver a series of ColourXplosion Fun Runs across our clubs. These free community events brought together young people, families, and local communities in a vibrant display of colour, energy, and community spirit.

The ColourXplosion Fun Runs were designed not only as a celebration of youth but also as an opportunity to strengthen connections within our communities. The events provided a fun and welcoming space for young people already engaged in PCYC programs, as well as those new to our clubs, to experience the sense of belonging and positivity that defines PCYC Queensland.





# PARTNERING WITH THE COMMUNITY

## A day with the Kangaroos

In a powerful example of collaboration, PCYC Queensland partnered with the Australian Kangaroos and QPS to deliver a once-in-a-lifetime experience for 25 young men from across the state. Selected for their leadership potential and active involvement in PCYC youth programs, these young people participated in an afternoon of team-building activities and mentoring with some of rugby league's most respected figures.

The group, representing PCYC clubs in Bundaberg, Sunshine Coast, Deception Bay, Palm Island, and Rockhampton, engaged in meaningful conversations with the footballers, building confidence, aspiration, and a deeper understanding of the values of discipline, dedication, and community contribution.

This initiative highlights the transformative potential of strong partnerships. Experiences like this are memorable and instrumental in shaping future leaders within Queensland's communities.







## When the HOGs roared into town

In a major highlight for regional communities, the NRL HOGs Tour rolled into five PCYC Queensland clubs bringing unforgettable experiences to young people involved in our youth development programs. The HOGs Tour uses the power of sport to inspire, connect, and celebrate youth in regional areas.

Led by NRL legends including Brad “Freddy” Fittler and Greg Inglis, the tour’s visits to PCYCs in South Burnett, Goondiwindi, Bundaberg, Toowoomba and Rockhampton saw players participating in team-building activities and mentoring sessions alongside young people, PCYC mentors, and our QPS partners. The genuine connection between the NRL representatives and participants was evident, leaving a lasting impression on all involved. These visits reinforced values of leadership, teamwork, and community spirit.



## Red Bench launch

In recognition of Domestic and Family Violence Awareness Month, PCYC Queensland hosted a special event at PCYC Zillmere, bringing together staff, partners, and community members to reflect on the importance of promoting respectful relationships. The gathering highlighted the collective efforts taking place across our clubs, programs, and partnerships to address and prevent domestic and family violence.

A key focus of the event was the official launch of the Red Bench Project in partnership with the Red Rose Foundation. With 34 PCYC clubs now home to bold, red benches, these visual installations serve as daily reminders that our facilities are safe spaces where respect is central. The event also acknowledged the ongoing impact of PCYC initiatives such as the I Expect Respect campaign in our Fun Squads, our youth development programs, and the RUBY program, which offers safe and supportive environments for women affected by domestic and family violence.

The atmosphere was both reflective and uplifting, with powerful contributions from PCYC team members, representatives of the Red Rose Foundation, and Brisbane's Lady Mayoress, Nina Schrinner. The event reaffirmed our shared commitment to creating safer, more respectful communities, and we thank all those who contributed to making it a meaningful and inspiring occasion.



## P&Cs Queensland and PCYC: a partnership with purpose

This year, PCYC Queensland and P&Cs Queensland joined together for a new partnership, a meeting of minds between two organisations with aligned purposes.

This partnership will help build stronger bridges between school communities and the opportunities available at PCYCs across the state. When young people are engaged and supported, they thrive, and when communities work together they are stronger. We look forward to seeing positive outcomes for Queensland's young people and families through this powerful partnership.





Above: Red Benches across PCYC clubs  
Below: Phil Schultz and Scott Wiseman, CEO of P&C







## Leah's Story

At just 12, Leah was facing over 100 criminal charges and was caught in a cycle of addiction. Then she found boxing – not just a sport, but a turning point.

Through PCYC Queensland's free After Dark program, Leah found structure, support, and a safe place to belong.

Leah became the face of our Festive Appeal, sharing how access to programs like these helped her feel seen, supported, and hopeful again.

"It takes you away from other things," she said. "You get a feed and are in a place you know you are wanted."

# Our Supporters



PCYC Queensland is a registered charity with the Australian Charities and Not-for-profits Commission.

Gifts of \$2 and more are tax deductible. ABN 58 009 666 193

From lottery tickets, individual donations, club memberships and gifts in wills, there are many ways our community chooses to support PCYC Queensland. Some supporters give monthly, others through a one-time gift, and many give through local club events or in honour of a loved one. Each contribution helps create safer, healthier communities for young people across the state.

## Every gesture matters and we appreciate them all.

Almost 90% of our work is funded through donations, fees-for-services, and grants. The remaining 10% comes from various levels of government. This means community support is essential. Our small but mighty fundraising team works hard to make every dollar count, running campaigns, building relationships, delivering events like our annual Charity Golf Day. Their work helps ensure our programs remain free and accessible to those who need them most.

Just as importantly, fundraising happens on the ground, in clubs across Queensland. Local staff, volunteers, and members drive grassroots efforts. These community-led initiatives bring people together and show what's possible when we all chip in to support our young people.

## Workplace giving

Thank you to our Queensland Police Service (QPS) members and PCYC staff, who choose to make donations via Workplace Giving. This valued support further powers our Mission of building safer, healthier communities through youth development.

## Celebrations and connections

Throughout the year, our clubs have been a hive of events, from Queensland Youth Week, PCYC Open Day and regular local fundraising initiatives.

Many of our clubs hosted community events and activities to both celebrate the talents, achievements and positive roles young people play and to raise funds in their respective communities. We acknowledge the tireless efforts of our staff, volunteers and corporate sponsors in helping bring these events to life and helping us deepen our connections.

## Containers for Change



**\$6,220**  
Annual income



**62,200**  
Total containers  
recycled



**30**  
Clubs and services  
participated\*

*\*including ESC units*

**272****grant applications  
submitted****49.3%****of applications  
were successful****\$40.8M****approved**

This year's numbers look different because some funders required us to put in individual submissions for each club, instead of one central application. That meant the same funding round turned into multiple records in our system, which pushed up the total submitted and makes our overall success rate look lower than it really is. Even with this skew, we still had 134 wins out of 272 submissions, which shows solid outcomes across the clubs and strong engagement with opportunities.

*Note: Excludes Fun Squad service tenders, and Aquatics Tenders*

## Supporters

### Federal Government

Department of Education AU  
Department of Home Affairs  
Department of Industry, Science and Resources (DISR)  
Department of Infrastructure, Transport, Regional Development, Communications & the Arts  
Department of Social Services  
Department of State Development, Infrastructure, Local Government & Planning  
National Indigenous Australians Agency (NIAA)

### State Government (Queensland)

Department of Youth Justice and Victim Support  
Department of Child Safety, Seniors & Disability Services  
Department of Children, Youth Justice and Multicultural Affairs  
Department of Tourism, Innovation and Sport (DTIS)  
Department of Transport and Main Roads  
Department of Employment, Small Business and Training (DESBT)  
Department of Justice and Attorney-General  
Department of Education and Training DEDU  
Department of Treaty, Aboriginal & Torres Strait Islander Partnerships, Communities & the Arts

### State Government (Queensland) cont.

Queensland Family and Child Commission  
Queensland Health  
Queensland Mental Health Commission  
Department of Sport, Racing and Olympic & Paralympic Games  
Motor Accident Insurance Commission (MAIC)

### Local Government

Brisbane City Council  
Bundaberg Regional Council  
City of Gold Coast  
Logan City Council  
Mackay Regional Council  
Mareeba Shire Council  
City of Moreton Bay Council  
Redland City Council  
Rockhampton Regional Council  
Sunshine Coast Regional Council  
Toowoomba Regional Council  
Whitsunday Regional Council  
Woorabinda Aboriginal Shire Council.

### Philanthropic

Foundation for Rural and Regional Renewal  
Perpetual  
Queensland Gives (QCF)  
The John Villiers Trust

### Other Supporters (corporate, community, clubs, charities)

Abbot Point Operations  
Ansvar  
Arrow Energy  
Aurizon  
Bendigo Bank  
Brisbane Airport Corporation  
BUMA  
Bunnings  
Children's Rights Queensland  
Cleanaway  
Duke of Edinburgh's International Award – Australia  
Elders  
ETC  
Foodbank  
Frenchville Sports Club  
Gladstone Ports Corporation  
Harvey Norman  
Kestrel Coal  
Kinetic  
New Hope Group  
NQPHN  
Officeworks  
Origin Energy  
Qantas Airways  
RACQ  
Rio Tinto  
Sandvik  
Santos GLNG  
Stanwell  
Star 1027  
The Capricornian  
Townsville Hospital and Health Service  
Woolworths Group Limited  
Woombye and Districts Community Enterprise Ltd  
Wynnum Manly Leagues Club



## Major Grants > \$250,000

*Duration across years – Acquired 24/25 FY*

Department of Child Safety, Seniors & Disability Services

Department of Employment, Small Business and Training

Department of Industry, Science and Resources

Infrastructure, Transport, Regional Development, Communications & the Arts

Department of Tourism, Innovation and Sport

Justice and Attorney-General

State Development, Infrastructure, Local Government & Planning

Treaty, Aboriginal & Torres Strait Islander Partnerships

Sport, Racing and Olympic & Paralympic Games

Motor Accident Insurance Commission

NIAA

New Hope Group

Origin Energy

Woolworths Group

Western Cape Community Trust

Queensland Police Service



# Safeguarding



**Tracey Cameron**  
General Manager, Risk,  
Safety and Wellbeing

Over the past year, PCYC Queensland has made significant strides in strengthening our approach to safeguarding and wellbeing. The improvements implemented reflect our ongoing commitment to creating a safe, inclusive, and supportive environment for our members and young people.

Key improvements include an enhanced safeguarding framework, with a dedicated Safeguarding Advisor now on board to advise and support the organisation on best practice. We've also reviewed and updated all safeguarding policies to align with the National Principles for Child Safe Organisations and regulatory changes, included clearer reporting pathways, strengthened accountability measures, and improved documentation processes.

Our mandatory safeguarding training is being reviewed and refreshed to meet the new requirements and to be engaging and accessible, ensuring all staff and volunteers understand responsibilities and feel confident in identifying and responding to concerns.

We've also continued to embed wellbeing into our organisational culture through regular engagement surveys, improved reporting and support for leaders through the psychosocial leader training. A comprehensive psychosocial risk assessment has been created for the organisation, focusing on areas that improve mental health, resilience, and work-life balance for staff at PCYC.

## Safeguarding posters launched across clubs and services

This year, PCYC introduced new safeguarding posters across our services to make reporting concerns easier and more accessible for everyone. Each poster features a QR code that links directly to our online reporting portal. This portal is available to staff, volunteers, children, families, and members of the public. Reports can be submitted anonymously, and the process is designed to be straightforward and supportive.

To help ensure the posters feel relevant and approachable, the designs were created through a poster competition held at several Fun Squads. The winning entries are proudly displayed in key areas such as sign-in desks, parent zones, and entry points to our clubs, services and program spaces. These posters send a clear message that safeguarding matters at PCYC and that everyone has a role to play in keeping our environments safe.

# Guarding their Today.

# Shaping their Tomorrow.



Poster illustrations  
drawn by PCYC  
Fun Squad children

PCYC Queensland is committed to ensuring the safety and wellbeing of all children and young people in our services.

We encourage you to speak up!



Scan the QR Code to make a confidential report to PCYC.

Alternatively, please contact:  
[safeguarding@pcyc.org.au](mailto:safeguarding@pcyc.org.au)



Working together in the community

[pcyc.org.au](https://pcyc.org.au)







**1,607\***

**Total staff**

across all of PCYC Queensland

*\*Figure as at 30 June 2025*

# Our People



**Lisa Ellis**  
Chief People and  
Culture Officer

Over the past 12 months, the People and Culture team has focused on projects that build capability, strengthen culture, and support our commitment to One PCYC. Our leadership development training has been a standout, with strong participation and leaders putting their learning into action. We also brought our leaders together at the Shaping Culture and Impact Leadership Conference, for four days of connection, learning, and alignment on how we drive culture and impact through the way we lead.

This year we welcomed a dedicated Change Manager to help us better support our people through organisational change, and a talent acquisition specialist to focus on critical and hard to fill roles. I look forward to seeing the positive changes these two key roles will make.

Our culture survey gave us valuable insights into what matters most to our people. The feedback is helping shape priorities and ensuring we are building a workplace where people feel engaged and connected. Recognition has also been front and centre, with leaders and peers celebrating great work and reinforcing behaviours that bring our values to life.

These initiatives show the progress we have made and our commitment to building a culture where our people can thrive.







## About Our People



**1,607**  
Total Staff



**76%**  
Female



**23%**  
Male



**1,031**  
Casual



**385**  
Full Time



**191**  
Part Time



**7.41 %**  
of our employees identified as Aboriginal/Torres Strait Islander



**33**  
average age of our employees



**5,150**  
Peer to peer recommendations via  
our employee recognition platform



**14**  
Lunch and Learn sessions



**208**  
Total attendances at these sessions



# Longterm team members

 **102**  
people more  
than 10 years

 **34**  
people more  
than 15 years

 **12**  
people more  
than 20 years







# Financials



**Phillip Jessup**  
Chief Financial Officer

It is a rare opportunity for an organisation to reset its operating model and we have been privileged over the past two years to first pilot the model and then fully implement with the benefit of 12 months of transitional funding.

The 12 month transition ended in January 2025 with the QPS officers attached to our clubs all fully devoted to youth programs and civilian club managers installed in 44 clubs where commercial operations are undertaken.

The ultimate success of the transition relies on the expansion of youth programs in availability and attendance numbers, as well as our underlying sport and recreation activities improving their profitability enough to exceed the investment in civilian management.

At the end of the 2025 financial year we are close to achieving our transitional financial aspirations.

It's unfortunate that our environment also brings with it the negative impacts of cost of living pressures, extreme weather events and other challenges of this time. There will always be room for continuous improvement projects, but the foundations for success have been laid. Focusing on engagement through the member journey, whether in sport and recreation, programs or through our Fun Squad is critical to our short-term success.





## Income Statement

|                                           | 2025             | 2024             |
|-------------------------------------------|------------------|------------------|
|                                           | \$'000           | \$'000           |
| <b>Income from operations</b>             |                  |                  |
| Grants                                    | 28,631           | 22,269           |
| Outside school hours fun fees             | 57,602           | 57,118           |
| Fundraising, donations, and bequests      | 741              | 778              |
| National Art Union                        | 1,127            | 1,729            |
| Economic benefit of QPS services provided | 18,379           | 18,808           |
| Other income                              | 29,472           | 30,384           |
| <b>Total income from operations</b>       | <b>135,952</b>   | <b>131,086</b>   |
| Sundry income                             | 1,898            | 1,882            |
| <b>Total income</b>                       | <b>137,850</b>   | <b>132,968</b>   |
|                                           |                  |                  |
|                                           | 2025             | 2024             |
|                                           | \$'000           | \$'000           |
| <b>Expenses</b>                           |                  |                  |
| Employee expenses                         | (64,053)         | (62,565)         |
| Activity and service expenses             | (10,117)         | (10,359)         |
| Communication expenses                    | (734)            | (676)            |
| Information and technology expenses       | (3,800)          | (3,078)          |
| Operational grant program expenses        | (14,654)         | (14,315)         |
| Insurance                                 | (2,965)          | (2,598)          |
| Marketing and promotion expenses          | (1,966)          | (2,596)          |
| Motor vehicle expenses                    | (478)            | (426)            |
| Depreciation and amortisation             | (6,696)          | (6,413)          |
| Occupancy costs                           | (6,018)          | (6,052)          |
| Legal fees                                | (887)            | (1,433)          |
| Travel and accommodation expenses         | (936)            | (1,212)          |
| Interest paid                             | (626)            | (516)            |
| Other expenses                            | (1,070)          | (1,144)          |
| Economic cost of in kind QPS services     | (18,379)         | (18,808)         |
| <b>Total expenses</b>                     | <b>(133,379)</b> | <b>(132,191)</b> |
|                                           |                  |                  |
| <b>Net profit for the year</b>            | <b>4,471</b>     | <b>777</b>       |

## Balance Sheet

| <b>Assets</b>                                         | <b>2025</b>   | <b>2024</b>   |
|-------------------------------------------------------|---------------|---------------|
| <b>Current Assets</b>                                 | <b>\$'000</b> | <b>\$'000</b> |
| Cash and Cash Equivalents                             | 27,193        | 39,568        |
| Trade and Other Receivables                           | 5,849         | 4,419         |
| Inventories                                           | 70            | 63            |
| Other Current Assets                                  | 2,411         | 4,092         |
| <b>Total income from operations</b>                   | <b>35,523</b> | <b>48,142</b> |
| <b>Non-Current Assets</b>                             | <b>\$'000</b> | <b>\$'000</b> |
| Financial assets at fair value through profit or loss | 2,121         | -             |
| Property, Plant and Equipment                         | 32,427        | 22,930        |
| <b>Total Non-Current Assets</b>                       | <b>34,548</b> | <b>22,930</b> |
| <b>Total Assets</b>                                   | <b>70,071</b> | <b>71,072</b> |





| <b>Liabilities</b>                   | <b>2025</b>   | <b>2024</b>   |
|--------------------------------------|---------------|---------------|
| <b>Current Liabilities</b>           | <b>\$'000</b> | <b>\$'000</b> |
| Trade and Other Payables             | 8,499         | 9,824         |
| Deferred Grants                      | 29,038        | 32,218        |
| Employee Benefits                    | 5,735         | 5,441         |
| Borrowings                           | 1,561         | 3,171         |
| Lease Liabilities                    | 1,187         | 1,282         |
| <b>Total Current Liabilities</b>     | <b>46,020</b> | <b>51,936</b> |
| <b>Non-Current Liabilities</b>       | <b>\$'000</b> | <b>\$'000</b> |
| Employee Benefits                    | 1,257         | 555           |
| Lease Liabilities                    | 2,380         | 2,638         |
| <b>Total Non-Current Liabilities</b> | <b>3,637</b>  | <b>3,193</b>  |
| <b>Total Liabilities</b>             | <b>49,657</b> | <b>55,129</b> |
| <b>Net Assets</b>                    | <b>20,414</b> | <b>15,943</b> |
| <b>Equity</b>                        | <b>\$'000</b> | <b>\$'000</b> |
| Retained Earnings                    | 20,414        | 15,943        |
| <b>Total Equity</b>                  | <b>20,414</b> | <b>15,943</b> |
| <b>Retained Earnings</b>             | <b>\$'000</b> | <b>\$'000</b> |
| Opening balance as at 1 July         | 15,943        | 15,166        |
| Profit for the year                  | 4,471         | 777           |
| <b>Closing Balance as at 30 June</b> | <b>20,414</b> | <b>15,943</b> |





Police-Citizens Youth Clubs (PCYC) Queensland  
PO Box 985 Slacks Creek QLD 4127  
P 07 3909 9555  
W [pcyc.org.au](http://pcyc.org.au)  
ABN 58 009 666 193

