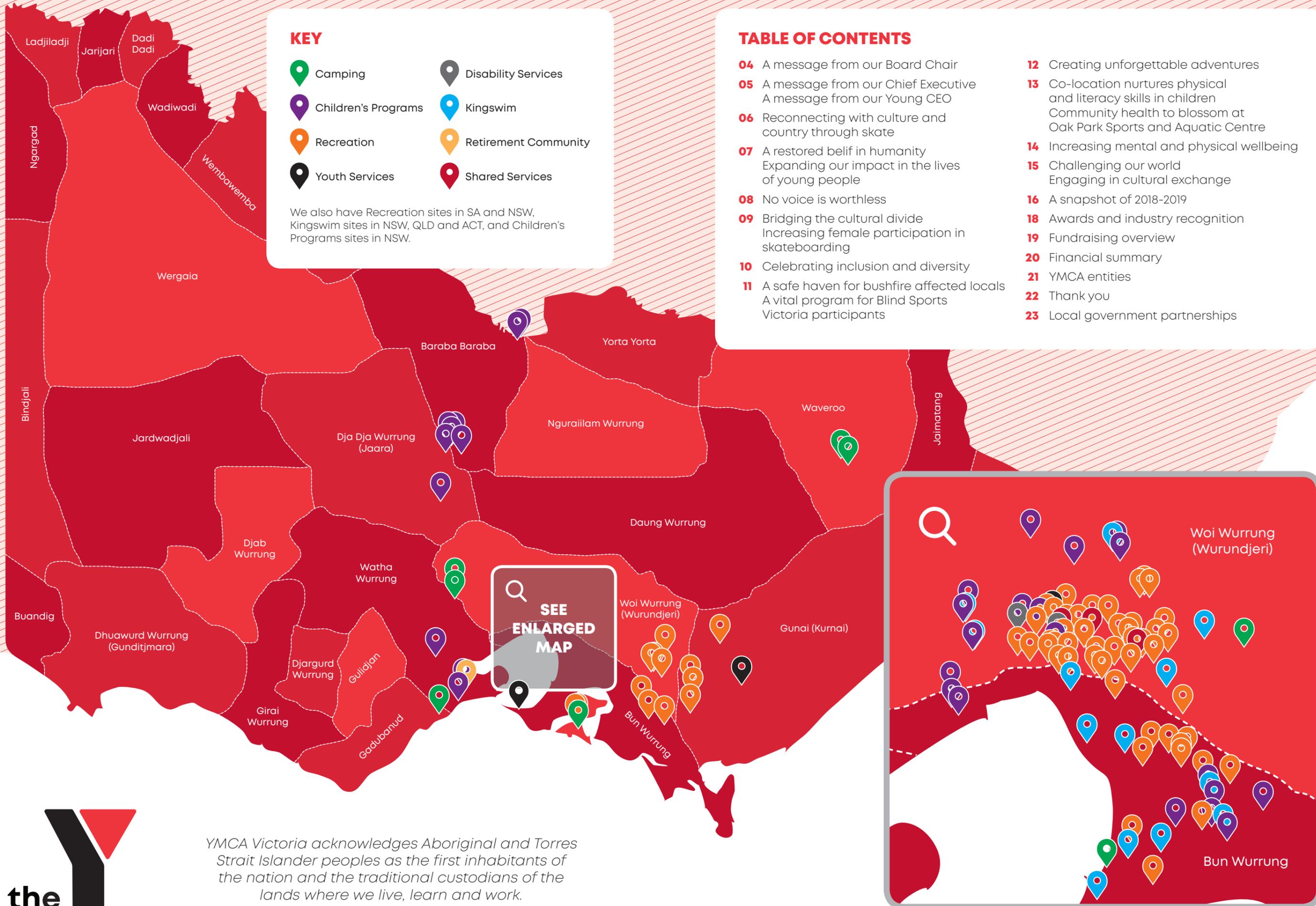




YMCA VICTORIA  
**ANNUAL REPORT**  
2018–2019



**KEY**

- 📍 Camping
- 📍 Children's Programs
- 📍 Recreation
- 📍 Youth Services
- 📍 Disability Services
- 📍 Kingswim
- 📍 Retirement Community
- 📍 Shared Services

We also have Recreation sites in SA and NSW, Kingswim sites in NSW, QLD and ACT, and Children's Programs sites in NSW.

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**SEE ENLARGED MAP**



*YMCA Victoria acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work.*

# Introducing the YMCA Victoria Annual Report 2018-19

This year, YMCAs across the globe celebrated 175 years of empowering young people and building strong communities. Back in 1844, when the YMCA was founded in London, its focus was on the welfare of young men and enabling the community to find renewed strength in body, mind and spirit. Since then, we have grown into the world's largest and oldest youth organisation that is inclusive of all genders, races and religions, with our belief in the power of inspired young people still remaining.

We want to empower young people to amplify their voices, because we believe that young people always have and always will change the world for the better.

At YMCA Victoria, we build cohesive, active and healthy communities, as well as drive positive change in the world. That's why in November 2018, we decided to adopt a new Corporate Strategy and Vision to align with the work we do across aquatics, camping, early learning, disability services, health and fitness, retirement living and youth services.

**Our Vision to 2025 is: Amplify your voice. Shape our community. Challenge our world.**

Our vast range of services and youth programs provide young people with opportunities to learn, grow and be empowered to shake up the status quo with fresh thinking.

Every day, Victorian communities visit our gyms, pools, early learning centres and camps to increase physical and mental wellbeing, learn in creative and safe environments, and form meaningful relationships with those around them.

Our global presence allows us to share diverse perspectives with one another, empowering young people and communities to shape the design of their environment, as well as support vulnerable communities across the globe.

It's truly been another rewarding and inspiring year, and throughout this report you will find stories that reflect the work we do to amplify the voices of young people, build strong communities and positively impact the world around us. YMCA Victoria would like to thank our staff, volunteers, partners and sponsors. It's thanks to you that we can make a real impact in the lives of Victorians every day.



## A MESSAGE FROM OUR BOARD CHAIR

It has been another remarkable year filled with accomplishments, growth and change. I want to thank our hard working staff and volunteers who represent the Y in our communities every day. Together you enliven our vision and belief, creating opportunities for young people to not only engage in the community, but to have a genuine voice. Thank you.

Three years ago, as the new Board Chair there were three main things I wanted to address during my term. The first was to increase the voice of young people in the boardroom. The second was to build closer relationships with regional YMCA Associations. And the third was to strengthen the balance sheet of YMCA Victoria. So, as I complete my term, I would like to offer some reflection on these.

In November 2018, we launched our new Corporate Strategy and Vision 2025. As part of the strategy, the Youth Affairs Subcommittee (YASC) of the Board was formed and enshrined in our constitution. This is a critical first step towards a youth governed entity and a world first at the Y. YASC is a tangible platform for young people to develop, be inspired and make broad, positive and impact-driven decisions that directly affect young people.

Our organisation has expanded considerably over the past year. We have come together with the YMCAs of Bendigo and Manningham, creating a stronger and more united Y and together increasing our impact in the lives of Victorians. In late 2018, we reopened the newly redeveloped Oak Pak Sports Aquatic Centre, and are planning further redevelopments at the Kew and Kensington Recreation Centres.

At a leadership level, we appointed Carolyn Morris as CEO making Carolyn the first female CEO of YMCA Victoria. During this past year, other leadership changes led to YMCA Victoria now being gender balanced within the executive leadership team. I would like to congratulate Carolyn on her appointment and thank Peter for leading our organisation for 17 years.

In concluding, I would like to thank my fellow Directors and staff, especially Peter and Carolyn, for their unwavering support during my term as Board Chair. It is indeed an honour and a privilege to Chair an organisation that does so much good for so many.

**Stephen Elich**  
YMCA Victoria Board Chair



## A MESSAGE FROM OUR CHIEF EXECUTIVE

It has been an exciting year at YMCA Victoria. I am thrilled to be the Chief Executive Officer of such a resilient, diverse and innovative organisation. Prior to being appointed as CEO, I spent 12 months as the Chief Operating Officer learning about our people and the vast range of services and programs we offer.

It has been an inspiring start to my journey at the Y. Each day I learn something interesting and new about the meaningful contribution we have on the lives of millions of people.

This includes the enormous impact of the YMCA Bridge Project on at-risk young people, their families and the community, which is truly moving. The program mentors, trains and connects young people in the justice system with employment opportunities. Each year the program grows, and at the annual YMCA Bridge Project Breakfast for 2018 we raised over \$100,000 for essential items such as equipment and uniforms.

Our Disability Services team at Macey Heights has also been working tirelessly to empower and support people with disabilities in their community. On top of orchestrating stellar performances for the Staff and Volunteer Awards and the Creative Arts Concert, the team successfully migrated all of their participants onto the National Disability Insurance Scheme.

It's truly an evolutionary time as we move 'towards one Y' with our fellow associations around Australia. The decision to roll out a new national brand was therefore a natural one. Keep your eyes peeled for the revitalised brand and logo (which you can see on the front page of this report) as it continues to be introduced to our sites over the next couple of months.

We have achieved so much in the past year that it's impossible to list it all in this report. But I am proud of the steps we are taking to ensure the communities we operate in are active and healthy, that more young people feel empowered to amplify their voices, and that we are driving positive change in the world.

I would like to thank our wonderful staff and volunteers, who have welcomed me with open arms. You are passionate and enthusiastic, and with you on board, I am very positive about the future of YMCA Victoria.

**Carolyn Morris**  
Chief Executive



## A MESSAGE FROM OUR YOUNG CEO

This year has been my biggest yet at YMCA Victoria. I am fortunate that the work that I do is recognised and am proud to say that this year has allowed me to grow both personally and professionally.

My experience as Young CEO transcended the one-day program when I proudly announced my program initiative - for the Y to take part in the LGBTQIA+ Pride March in February 2020 - to the organisation and the broader public. The Pride March is a historic event which has grown into a celebration of community, inclusion and expressing yourself wholeheartedly.

Our attendance at the Pride March will show our support for LGBTQIA+ and allied staff, volunteers, members and participants. I am very passionate about creating spaces for all young people to feel safe, included and celebrated. I'm so excited for the Y to show its support for the LGBTQIA+ community in such an official and meaningful way.

This year I was also accepted to be part of the fourth cohort of YMCA Change Agents, a program that empowers over 120 young leaders from across the globe to become change makers in their own communities. My local project for the program is also the 2020 Pride March. This experience has elevated my confidence as a leader and I am infinitely grateful.

As part of this program, the Australian Change Agents have planned a second Annual Youth Retreat for November 2019. The retreat aims to bring together young staff and volunteers from all Australian YMCAs and amplify their voices, while fostering their connection to the YMCA Movement.

In my current position, I am planning the Y's next big youth camping program alongside the Youth Leadership and Development Unit. We are investing in community development and impact, and reaching out to our partners and young people to ensure we are continuing to deliver the most meaningful programs for them.

I want to thank the Y for continuing to invest in young staff and volunteers, and empowering us to achieve what we set our minds to. In turn, we will create opportunities for more young people through our programs. Together we will continue creating powerful community impact.

**Jessica Gaunt**  
2019 Young CEO for a Day





# RECONNECTING WITH CULTURE AND COUNTRY THROUGH SKATE

During the 2019 April school holidays, a group of adventurous Aboriginal and Torres Strait Islander young people travelled to YMCA Anglesea Recreation Camp for an incredible week-long skate camp.

The camp had an important emphasis on using skate as a way for young people to reconnect with their culture and country. One activity involved participants creating their own skateboard by painting a blank board with symbols of challenges they want to face and symbols of dreaming to connect them with country.

Participants also took part in more traditional camp activities such as archery. For 12-year-old Robert\*, the camp helped him learn new skills, which he was eager to continue practising once the camp was over.

“The camp was about providing a safe place for a young indigenous person to develop their identity and strengthen links to culture and country.”

“I didn’t know how to skate ramps, but I do now and can practice when I get home. I can’t wait to start a new collection of skateboards. I also really loved learning archery and I’m going to do archery with my aunty when I get home too,” he said.

For many of the young people, the camp also provided an important reprieve from personal struggles and an opportunity to learn from positive role models in a safe environment.

“Many of these young people come from a variety of challenging circumstances. The camp was about providing a safe

place for a young indigenous person to develop their identity and strengthen links to culture and country,” said Jason Stewart, YMCA Anglesea Camp Manager.

The camp is the first of its kind in Anglesea, and is a result of strong partnerships between YMCA Anglesea Recreation Camp, Ballarat and District Aboriginal Cooperative, Narana Aboriginal Cultural Centre, Skateworks school holiday and Social Justice Indigenous programs, nous programs.d Deadly Young Fellas.

\* This name has been changed for the purpose of this story.

## A RESTORED BELIEF IN HUMANITY

The YMCA Bridge Project provides support, training, mentoring and employment opportunities for young ex-offenders who are at risk of being trapped in a reoccurring cycle of crime and imprisonment.

The annual YMCA Bridge Project Breakfast brings together businesses from across Victoria to raise awareness about the program and create more employment opportunities for its participants. At this year’s breakfast, a young man named Saute braved the stage in front of over 400 people to share his story about how the YMCA Bridge Project impacted his life.

“I didn’t think my story would have that much of an impact,” Saute said of the experience.

“It wasn’t until the end, when I got that standing ovation, that



Saute Sapolu, YMCA Bridge Project participant

it hit me that people were really listening and they took it to heart.”

Saute is now employed at YMCA ReBuild, a facility maintenance and repair service. While he admits to being nervous in the weeks leading up to the event, he says his managers at YMCA ReBuild were very supportive. It is this same level of care that helped him immeasurably in turning a new leaf.

“They do their job wholeheartedly and their support is just so unreal, I can’t explain it. I’m trying to find the words... It makes you believe in humanity again.”

Saute now works full-time as a crew leader and is relishing the opportunity to give back by providing the same kind of support and mentorship he was given not too long ago.

## EXPANDING OUR IMPACT IN THE LIVES OF YOUNG PEOPLE

Growth and sustainability has been a key focus for YMCA Victoria’s Youth Services in the past year. With a number of new initiatives taking flight, we are excited to continue empowering young people.

In July 2018, YMCA Victoria was selected to lead the management of Latrobe Youth Space, a government funded, youth-led initiative that

supports young people of the Latrobe Valley.

An announcement of a second YMCA-managed youth space called Jimmy’s was made in March 2019, with the Victorian Government committing to \$1.2 million funding over the next three years. The concept for Jimmy’s was created in partnership with Jimmy’s Foundation.

Jeanette Horsley, YMCA Southern Peninsula Youth Services Manager, is excited to be providing a safe, nurturing space at Jimmy’s to help build coping strategies and resilience in vulnerable young people.

“We aim to help young people reveal the very best of themselves and open pathways to opportunities that highlight their unique qualities and abilities,” said Jeanette.

Youth Services will continue to grow in the future, with plans to expand our well-established youth programs including YMCA Evolve, a youth development program run in Victorian schools, and the YMCA Bridge Project.



The Minister for Health, Greg Hunt, announcing funding for Jimmy’s



# NO VOICE IS WORTHLESS



Olivia Beasley, YMCA Victoria Youth Governor

Looking back on the last 12 months, Olivia Beasley said that becoming Youth Governor for YMCA Victoria Youth Parliament was the proudest moment of her life. But it was also a historical moment, with it being the first time the position was filled by a person from the deaf and hard of hearing community.

"I am so proud of the Youth Parliament community and the sense of inclusivity they have," she said.

Olivia was selected for the role at the conclusion of the 33rd YMCA Victoria Youth Parliament program in 2018. The program had been a whirlwind of three sitting days at Parliament House, with 120 young people debating and voting on issues such as family violence prevention, public availability of sanitary products and lowering the free breast screening age.

As the new Youth Governor, Olivia thrived in her role attending meetings with ministers, going to workshops and delivering speeches to represent the voice of young people. She was continuously inspired to create her own waves of change. Over the year, Parliament House staff learned how

to collaborate with Olivia and communicate without interpreters. This went on to inspire an Auslan workshop at Parliament.

YMCA Victoria Youth Parliament Program Director, Olly Tripoli, said that Olivia was a true leader.

“If you don't speak up, no action will be made.”

"She's passionate, thoughtful and hard working. She's been an invaluable member of this team."

He said that having role models like Olivia was especially important as part of the nature of Youth Parliament, "A lot of young people can feel a bit lost at times. Every young person lucky enough to facilitate or participate in the Youth Parliament finds something special."

Olivia encourages everyone to speak up and be heard about issues important to them, but it would require some courage and hard work.

"If you don't speak up, no action will be made. There is no voice that is worthless."



## BRIDGING A CULTURAL DIVIDE

In March 2019, YMCA Howmans Gap hosted the inaugural New You camp for 32 for mums and their teenage daughters with East African backgrounds.

Funded by YMCA Victoria and founded by Shima Alhaj, New You aims to assist second generation young people who are facing the unique challenge of conflicting cultural divides with their parents who were born overseas.

"These are teenagers who have grown up in Australian society and parents who have experienced a very different adolescence and culture in their African countries," she said.

The camp facilitated supportive cross-cultural



New You participants

exchanges through a range of workshops that focused on addressing teenage struggles such as identity crises, social media influence, mental health, discrimination, bullying, peer pressure and substance abuse.

YMCA Howmans Gap Manager Michael Jowett said they were proud to support New You.

"This camp breaks down barriers, strengthens families and bridges cultural divides," he said.

The biggest takeaway for the mums and teens was about understanding each other's perspectives and learning how to communicate more respectfully with one another.

## INCREASING FEMALE PARTICIPATION IN SKATEBOARDING

YMCA Victoria in partnership with the City of Melbourne developed the YMCA Action Sports Progression Session program, with the aim to increase female participation in skateboarding at Riverside Skate Park.

With skateboarding often stereotyped as a men's sport, lack of education on how to get started and fear of falling or 'doing it wrong', the objectives for the program were to provide opportunities for women to experience skateboarding in a supportive environment.

Since the program launched in March 2018, the response has exceeded expectations. Over 30 females participate weekly, with almost 1,200 attendances in the past year. A participant Jacqui said, "Thanks for giving me the protection and a helping hand when I needed it, thanks for all the

tips, encouragement and tricks that you have taught me."

On the back of the program, female skating has been elevated with quality session content and community success stories. An example of this is participant Haley Wilson (current Australian Skateboarding League Female Champion), when she recently

took home second place at the international 'Street League Event' in London.

Future plans see the program localised across YMCA skate facilities. Trial programs have already rolled out at Frankston Skate Park and will extend to Knox Skate and BMX Park in the coming year.



Progression Session participants





# CELEBRATING INCLUSION AND DIVERSITY



Kieran O'Dwyer and Aleisha Leonard

In October 2018, Brunswick Baths hosted their inaugural inclusive Gym and Swim event for people from the LGBTQIA+ community and their allies. Through the support of Moreland City Council, YMCA Victoria hosted the event at zero charge to attendees; ensuring access for everybody.

The event consisted of live music from LGBTQIA+ inclusive artist DJ Slam Ross, a variety of group fitness sessions, refreshments and stalls from support services including Transgender Victoria, Rainbow Network, Switchboard and Queerspace.

Aleisha Leonard, event organiser and Health and Fitness Coordinator at Brunswick Baths,

is proud of Brunswick Baths for putting on such an important event that attracted over 200 attendees.

"As the organiser of the event there was a lot to cover off in the preparation, but on the night I was extremely proud to see so many happy faces having a good time exercising," said Aleisha.

Feedback from attendees highlighted how the event created a safe space for them to exercise and socialise with friends, confirming the appetite for more inclusive events and programs in the community. With this in mind, Brunswick Baths hosted a second Gym and Swim event and plans to hold more in the future.

This success at Brunswick Baths inspired Carlton Baths to follow suit by holding a special 18+ Rainbow Celebration event at their facility as a part of the 2019 Midsumma Festival. Over 375 people attended the event, which included an array of live entertainment, an art stall and recreation activities.

"Rainbow Celebration was a great example of what we try to achieve every day at Carlton Baths; we want to help everyone in the community to feel healthier and happier, and that includes minority groups," said Kieran O'Dwyer, Centre Manager at Carlton Baths.

“Rainbow Celebration was a great example of what we try to achieve every day.”

Both Brunswick Baths and Carlton Baths plan to continue running similar events, ensuring that everyone feels included and comfortable when accessing their facilities.

## A SAFE HAVEN FOR BUSHFIRE AFFECTED LOCALS

YMCA-managed Bellbird Park Indoor Centre in Drouin became a safe haven for bushfire affected locals when it became an emergency evacuation point in early March 2019. Over two days, the centre had 60 locals staying during the day and 40 people staying overnight who could not return to their homes.

YMCA Bellbird Park Stadium Coordinator Ryan Witty worked around the clock to ensure all the locals staying had their basic needs met, but also felt safe and supported.

"It was a horrible time, but everyone was in pretty good spirits and focusing on the positive," he said.

"I heard a few stories about how scary it was leaving, but overall people were really proud of the community effort – we were constantly getting phone calls



Lachie Crampton (Centre Supervisor) and Ryan Witty (Stadium Coordinator)

from people asking how they could help."

A stand out story for Ryan of this resilience and community spirit is the 14-year-old boy who had his birthday while staying at the centre.

"I went out and got him a cake and we had a birthday party for

him in the centre. For such an emotional time, this was really uplifting and special for everyone, especially the boy and his family."

Thankfully the fires were controlled and locals were able to return to their homes. But the community support during this difficult time and outstanding commitment of locals will not be forgotten.

## A VITAL PROGRAM FOR BLIND SPORTS VICTORIA PARTICIPANTS

Hawthorn Aquatic and Leisure Centre's (HALC) learn-to-swim program for participants who are blind or vision impaired aims to build confidence, promote physical activity, build further awareness around water safety and teach swimming strokes.

After winning the 2018 National Aquatic Industry Safety Award for Excellence in Aquatic Safety, HALC successfully secured a \$1,000 Royal Life Saving Society grant to be used for an aquatic based program. HALC partnered with Blind Sports Victoria (BSV) to create the

four-week aquatic education program for BSV participants.

The program was developed for participants with varying ranges of vision impairment. Each participant was paired with one swim teacher to ensure that they received personalised experiences and felt comfortable, safe and supported. Over the course of the four weeks, the program ran twice a week with two sessions per day.

After seeing the impact of the program, HALC has created more programs that support people who are blind or have a vision impairment including tailored cycling and boxing programs.



Blind Sports Victoria participants



# CREATING UNFORGETTABLE ADVENTURES



Toni Thatcher, Director of Disability and Community Camping

**YMCA Camping Escapes provides unique and memorable adventures for people with a disability. The program has grown exponentially over the past year, with a long waitlist of eager people wanting to join in on the fun.**

The program occurs 14 times a year at different YMCA camp locations across Victoria. Over the course of two days, participants enjoy a range of indoor and outdoor activities such as flying on the giant swing, painting or skiing on the snowy mountains of Falls Creek.

**“We work really hard to make every camp memorable and fresh for our participants.”**

The pioneer behind the program's success is Director of Disability and Community Camping Programs Toni Thatcher. When Toni joined the Y, attendance numbers were averaging around 14 participants per camp. Now each camp

reaches full capacity with 36 participants, and the number of camps per annum have increased from 9 to 14.

“We work really hard to make every camp memorable and fresh for our participants,” Toni explains.

The program currently has a 90% return rate – a testament to the hard-work Toni and her team.

“I truly believe your program is only as good as your staff, and I am just so lucky to have such an empowered and skilled group of staff around me including Peta, my right hand woman in the office, who ensures we are fully prepared for each and every camp.”

There's no sign of Toni and the team slowing down, with plans to continue evolving the program. Due to the program's development and enormous success over the past year, Toni has decided to give it a new name: Y Camp Journeys – where journeys begin and memories last forever.



## CO-LOCATION NURTURES PHYSICAL AND LITERACY SKILLS IN CHILDREN

Teaching your kids to swim, socialise and learn their ABCs is made easy for local Clyde North families with the new state of the art early learning facilities.

In January 2019, YMCA Victoria and Kingswim unveiled exciting new additions to the local community: a YMCA Early Learning Centre and Kingswim learn to swim school.

The modern facilities are located only 15 metres from one another, and are a popular hub for children and their families with learning opportunities ranging from water safety and natural play to physical and cognitive growth.

YMCA Victoria Chief Operating Officer (Acting), Amanda Locke



YMCA Victoria and Kingswim staff at the opening of the new sites

notes that together YMCA Victoria and Kingswim are creating a community that provides all the early learning essentials children need to thrive.

“We're providing local families a convenient education hub with all the necessary skills for children to thrive. From being

safe in the water to developing social, literacy and numeracy skills,” said Amanda.

With the City of Casey being one of Victoria's fastest growing areas since the 1980s, the opening of the new facilities brought much-needed services to the local area.

## COMMUNITY HEALTH TO BLOSSOM AT OAK PARK SPORTS AND AQUATIC CENTRE

**YMCA Victoria in partnership with City of Moreland successfully reopened Oak Park Sports and Aquatic Centre in October 2018. The council-funded \$27.3 million redevelopment features a brand new 50-metre outdoor pool, two giant waterslides, a children's splash area and indoor gym.**

The upgrade to the pool, originally built in 1966, also includes a 24/7 gym with a cycle studio and group fitness spaces, while a new sports pavilion has also been built on the site.

At the official opening, Mayor Kavanagh said, “(the pool) not only delivers opportunities for everyone to stay active, healthy and connected, but supports the next generation of swimmers to reach their potential.”

With a ramp entrance into the pool, accessible and family-friendly change rooms and grassy outdoor spaces to relax on, the centre is quickly becoming a favourite recreation facility

within the community. Over 1,400 people have already signed up as members, and approximately 200,000 people are expected to visit the centre every year.



The newly reopened Oak Park Sports and Aquatics Centre





## INCREASING MENTAL AND PHYSICAL WELLBEING



James Marshall, Programs Director

The link between physical and mental wellbeing is a strong one. Studies have shown that taking care of your physical health can improve mental wellbeing and vice versa.

After identifying some concerning statistics in the Darebin Council Health and Wellbeing Plan regarding youth mental health and general physical wellbeing, Liam Cavanagh and James Marshall from Northcote Aquatic and Recreation Centre developed LIFT, a young men's wellness

program. The aim of the program is to improve both physical and mental health in men aged 16-26, through a structured eight-week program that has a holistic approach to wellness.

The sessions consist of icebreaker games, personal training and then finish with a session where a guest talks about their life and their mental health journey. This approach sets the program apart from regular personal training sessions, and creates a closer camaraderie encouraging

people to return to the sessions every week.

"You can actually make a real impact in someone's life. Seeing the young men come to each session, gain confidence, open up and share their story was extremely rewarding," said James.

“**Seeing the young men come to each session, gain confidence, open up and share their story is extremely rewarding.**”

Strategic relationships with Moodswing and Headspace, meant these services are present at most sessions to show participants where they could seek help if needed. Following the success of the LIFT Program at Northcote Aquatic and Recreation Centre, the team hope to introduce the program to other YMCA managed facilities.

## CHALLENGING OUR WORLD

In July 2018, 1,300 delegates from over 80 countries came together for the 19th YMCA World Council in Chiang Mai, Thailand.

The YMCA World Council is a peak global event reaffirming the YMCA as the largest and oldest youth movement and its dedication to empower and support young people. The six-day event was focused on the organisation's ongoing commitment to the environment, health, civic engagement and employment.

Former YMCA Victoria CEO Peter Burns delivered an inspiring keynote speech focusing on becoming more global and unifying under one message as a social movement.

"We are a movement, not an institution. We need to be brave. Young people need YMCAs now



Presenter at the 19th YMCA World Council

more than ever," he said. its first female president and first African Secretary General.

"As a result, I've learned that the world over, we share a fundamental unifying focus to help and support those in need," reflected Matt Shaw, YMCA

Victoria Global Change Agent and co-host of the Opening and Closing Ceremonies.

"No matter the capacity, topic, or region, all YMCAs are committed to youth and that positively impacting their world sits at the core of all we do."

## ENGAGING IN CULTURAL EXCHANGE

This year YMCA Victoria strengthened the partnership with Osaka YMCA by renewing the memorandum of understanding (MOU) and increasing global learning opportunities available to staff and volunteers.

As a part of the MOU, twenty interns from YMCA Victoria were welcomed into Osaka YMCA's offices, pools, schools

and camps. It was the first year the internship was offered to Kingswim staff members, with four young people seizing the opportunity. One of those people was Nathan Prosser.

"This experience gave me the opportunity to put myself out of my comfort zone while learning about Japanese culture and way of life," said Nathan.

In exchange, two staff members from Osaka YMCA participated in Future Leaders, a leadership and development program. Hitomi Takagki from Osaka YMCA says the program was incredibly beneficial to her personal and professional development.

"It was a unique and memorable experience. We learnt leadership and team building skills which I used to connect with fellow participants. I gained valuable insights by exchanging Australian and Japanese perspectives during workshops," Hitomi shared.

YMCA Victoria and Osaka YMCA will continue sharing knowledge, with Osaka YMCA executives planning to implement their own Future Leaders program.



Yoshiko and Hitomi from Osaka YMCA



# A SNAPSHOT OF 2018-2019

It's been another great year for YMCA Victoria and Kingswim. These following statistics may be just figures on a page, but they represent the impact and reach the Y has had over the past financial year.

## STAFF AND VOLUNTEERS

YMCA Victoria's **5,700** staff do amazing work across Victoria, with **40%** under the age of 25.

Our **1,050** volunteers gave up **54,623** hours this year. Although this is invaluable to us, that's an incredible **\$2,278,871** worth of time our wonderful volunteers provided.



**1,050**

=



**54,623**

=



**\$2,278,871**



**98,600**  
people  
reached

## YOUTH AND SKATE PROGRAMS

Our YMCA Skate Parks and Youth Services programs reached **98,600** people.

Of the **\$11,438,360** we spend to help people in need, **\$2,278,871** was spent helping young people and children across Victoria.

## HEALTHY LIVING AND FITNESS

Across our **87** aquatic and recreation facilities, we have **46,257** health and wellness members, and across our **9** gymnastics facilities, we have **3,826** gymnastics members.



**87**

=



**46,257**



**9**

=



**3,826**

## AQUATICS AND SWIMMING

We have **33,861** swimming lesson students at our sites, and **85,000** school participants through the school swimming lessons program.

## KINGSWIM

Kingswim is a brand through which the YMCA teaches **27,000+** kids every week to be competent and safe in and around the water. Employing more than **800** staff, Kingswim operates **20** Learn to Swim Centres across metropolitan Melbourne, Canberra, Sydney, Brisbane and the Gold Coast.



**20**

+



**800**

=



**27,000+**

## CAMPING

We have **316** staff who work across **seven** campsites, where **82,610** campers attended.



**316**

+



**7**

=



**82,610**

## CHILDREN'S PROGRAMS

We have **44** Children's Programs facilities. Of these sites, **16** are Early Learning Centres and **28** are Before and After School Programs (BASP) and Vacation Care (VAC).

### EARLY LEARNING CENTRES ATTENDANCES



2017/18: 186,191



2018/19: 230,379

### BASP ATTENDANCE



2017/18: 257,672



2018/19: 330,670



# AWARDS AND INDUSTRY RECOGNITION



## RECREATION

At the 2019 Aquatic and Recreation Victoria Awards, we had ten nominations and four winners on the night, including:

- Oak Park Sports and Aquatic Centre – Marketing and Communications Award.
- Casey Aquatic and Recreation Centre – Membership Sales Award, Bianca Barrot.
- Northcote Aquatic and Recreation Centre – Innovative Program Award, LIFT program.
- Carlton Baths – Personal Trainer Award, Jo Narayan.



## YOUTH SERVICES

YMCA Victoria Youth Governor Olivia Beasley was awarded the Emerging Leader Award in the 2019 Victorian Disability Awards.



## CAMPS

The Access All Terrain program won the 2019 Victoria Health Initiative of the Year at the Disability Sport and Recreation Awards.

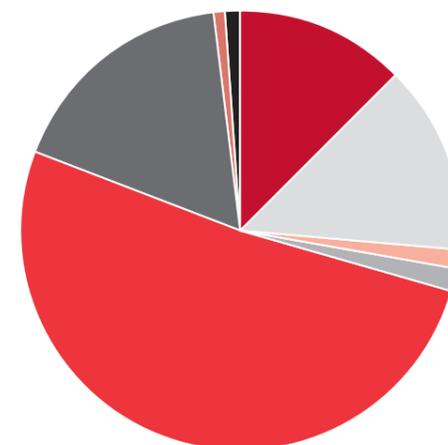
# FUNDRAISING OVERVIEW

YMCA Victoria raised \$872,725 through fundraising activities in 2018/2019.

Fundraising plays an important role in contributing to our benevolent spend commitment in the communities we work. This year, \$11,438,360 was spent on providing programs and services to people in need.

How funds were raised:

- Major events: 12.60%
- Local YMCA activities: 14.04%
- Program sponsorship: 1.36%
- Individual giving: 1.72%
- Major gifts: 51.35%
- Grants: 17.10%
- Bequests: 0.87%
- Workplace giving: 0.96%



## IT'S BEEN A BIG YEAR FOR GRANTS

In 2018-2019, YMCA Victoria had four major projects funded by partners that we are incredibly excited to work with to ensure that we can help more young people reach their full potential.

Westpac Foundation and Gandel Philanthropy have partnered with us to scale the social enterprise maintenance service YMCA ReBuild by granting \$200,000 each over the next two years.

The Department of Health have committed \$1.2 million over the next three years for a Youth Wellbeing Hub in Rosebud as part of the YMCA Southern Peninsula Youth Services program delivery.

Sport Australia participation grants awarded a total of nearly \$400,000 for two YMCA projects: YMCA PLAY Project and National Skatepark Activation Project. These projects aim to increase participation in

physical activity for children in our Children's Programs at YMCA facilities in Victoria and Northern Territory, and for young people in regional areas across Australia to be introduced into Action Sports.

We are so grateful to have the opportunity to partner with funders who believe in inspired young people as much as we do.

## OUR VOLUNTEER BOARD OF DIRECTORS

Thank you to our volunteer Board of Directors who invest their time, skills and experience to help shape the strategic direction of our organisation. It's due to their leadership that we deliver on our mission and vision each day, helping more Victorians in our communities.



From left to right: Olly Tripodi, Anthea Hancocks, Benjamin Hubbard, Elisabet Wreme, Peter Jordan, Maria Lui, Stephen Ellich, Lindsay Holloway. Not pictured: Andrew Scott.



# FINANCIAL SUMMARY

The financial year ending 30 June 2019 returned a combined surplus of \$2.29m.

CONSOLIDATED NET PROFIT	2018/19	2017/18
Total revenue	\$211,312,247	\$196,549,706
Total expenses	\$209,016,741	\$195,625,937
<b>Total surplus for the year</b>	<b>\$2,295,506</b>	<b>\$923,769</b>

## HIGHLIGHTS

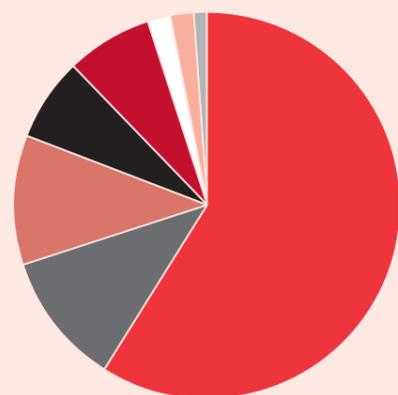
YMCA Victoria, for the year ending 30 June 2019, had a consolidated net profit of \$2.29m with continued emphasis on investment in growth and systems as we deliver against our Vision 2025, with key highlights:

- Investment in new growth in Retirement Villages.
- Continued strengthening our Kingswim brand and Early Learning Centres, with a new centre opening in each sector.
- Merger with YMCA Manningham and YMCA Bendigo, with YMCA Bendigo gifting significant assets to YMCA Victoria.

## BALANCE SHEET

	Current year 30 June 2019	Current year 30 June 2018
Current assets	20,427,512	20,224,927
Non-current assets	56,052,242	48,733,478
<b>Total assets</b>	<b>76,479,754</b>	<b>68,958,405</b>
Current liabilities	34,200,018	37,501,018
Non-current liabilities*	15,340,652	6,742,609
<b>Total Liabilities</b>	<b>49,540,671</b>	<b>44,243,628</b>
<b>NET ASSETS</b>	<b>26,939,084</b>	<b>24,714,778</b>

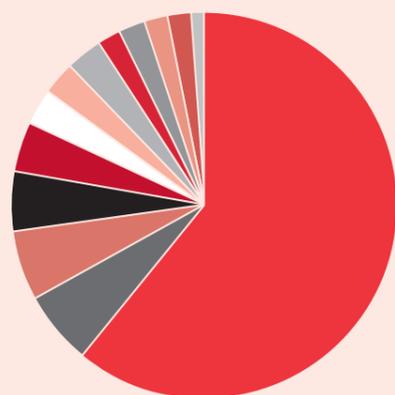
\* Non-current liabilities: Includes a loan of \$6.7m for Aquatic Education (prior year current), and \$4.6m for Retirement Villages.



### WHERE THE MONEY COMES FROM

- Recreation and Local Government: 59%
- Children's Programs: 11%
- Kingswim: 11%
- Camping: 7%
- Shared Services and Governance: 7%
- Youth and Family Services: 2%
- Disability: 2%
- Benevolent: 1%

**Total revenue: \$211,312,247**



### WHERE THE MONEY WAS SPENT

- Employee Benefits: 61%
- Utilities: 6%
- Other Expenses: 6%
- Repairs, Maintenance, Equipment Lease: 5%
- Contractors, Consultants: 4%
- Rent, Rates and Taxes: 3%
- Contract Partner Expense: 3%
- Consumables, Program Costs: 3%
- Stock Purchases: 2%
- Depreciation and Amortisation: 2%
- Licensing: 2%
- Marketing: 2%
- Insurances: 1%

**Total expenses: \$209,016,741**

# ENTITIES

The YMCA Victoria Group comprises the following entities:

**The Young Men's Christian Association of Victoria Inc**  
 ABN 81 174 456 784 / A0026728G  
 Community non-profit charity providing support to the community

**Victorian YMCA Community Programming Pty Ltd**  
 ABN 75 092 818 445 / ACN 092 818 445  
 Offers recreational and childcare services across the state

**YMCA Aquatic Education Ltd**  
 ABN 88 151 552 322 / ACN 151 552 322  
 Provision of learn to swim programs offered under the King Swim brand

**YMCA Aquatic & Event Services Ltd**  
 ABN 16 148 092 148 / ACN 148 092 148  
 Management of the South Australian Aquatic & Leisure centre on behalf of the SA government

**Victorian YMCA Accommodation Services Pty Ltd**  
 ABN 94 081 270 706 / ACN 081 270 706  
 Management of student accommodation

**Victorian YMCA Youth & Community Services**  
 ABN 42 858 439 742 / A0046043N  
 Ensures benevolent access to programs and services for people in need

**YMCA Camping Limited**  
 ABN 77 606 062 793 / ACN 606 062 793  
 Management of camping facilities

**Activating Communities Ltd**  
 ABN 31 619 359 590 / ACN 619 359 590  
 Retirement living for the young at heart

## MEET THE 2019 PROJECT TEAM

Our commitment to our belief in the power of inspired young people is woven throughout all aspects of our organisation. This report stands as an example of this; being put together by a project team of young people under 30 years old.



Top row: Shannon McKeogh, Kezia Hallam, Josh Russo, James Anfruns, Alli Merkrebs.  
 Bottom row: Ursula Baehr, William Molloy, Katie Foster.



# THANK YOU

YMCA Victoria could not do the work that it does without support from generous contributors in the community. We would like to recognise and thank all of those listed here for their support this year.

## TOP CONTRIBUTORS

- Al Tyrepower
- Barry Novy
- Beck Family Foundation
- Bell Charitable Fund
- Cranbourne Superules Football Club
- Daryl Logan
- Dowd Foundation
- Foundation Five Nine
- Grosvenor Foundation
- Maria Lui
- Mutual Trust
- Rye & District Community Financial Services Ltd
- Southern Dance Festival
- The Johnstone Family Foundation
- The Russell Foundation

## SPONSORS

- APD
- Alight Solutions
- Cornerstone
- ClarkeHopkinsClarke Architects
- Far East Consortium

## GRANTS

- Advant Group
- Bass Coast Shire
- Benalla Rural City
- Bendigo Bank
- Canada Bay City Council
- Carers Victoria
- City of Boroondara
- City of Casey
- Department of Health and Human Services - Victorian Government

## PARTNERS

- New Balance Australia
- Relationships Australia
- Zoos Victoria

- Department of Health - Commonwealth Government
- Department of Education and Training
- Latrobe Valley Authority
- Launceston City Council
- Rural City of Wangaratta
- Sport and Recreation Victoria
- Sport Australia
- Telstra

## GOVERNMENT AND INDUSTRY



Sport and Recreation Victoria  
Disabled Wintersport Australia

## LOCAL GOVERNMENT PARTNERS



We are also proud to work with the Brimbank City Council, City of Port Phillip and City of Yarra.



2018-2019 YMCA Victoria  
Annual Report

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