



A BETTER TOMORROW WHERE ALL PEOPLE CAN BELONG

Y Victoria's 2025
Community Impact Report



Acknowledgement of Country

Y Victoria recognises Aboriginal and Torres Strait Islander peoples as the First Peoples of this continent and the islands of the Torres Strait. In doing so, we acknowledge our shared history and recognise the right to self-determination and the importance of connection to and access to the Country. We acknowledge and respect distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values, and languages. We pay our respects to the Elders, past and present.

This artwork is themed on Y Victoria's Vision 2030 strategy and its four key pillars of impact: Meaningful Work, Sustainable Planet, Community Wellbeing and Just World. As a purpose-led organisation, we act on issues bigger than our products and services to create a better tomorrow.

Artwork credit: Nakia Cadd is a Gunditjmara, Yorta Yorta, Dja Dja Wurrung, Bunitj, Boon Wurrung, and Taungurung woman who grew up in the Northern suburbs of Melbourne. Developed to be included in YMCA Victorias' Reconciliation Action Plan.

Hakia

For more than 170 years, YMCA Victoria (the Y) has been creating magical moments that transform lives and strengthen communities. As a not-for-profit dedicated to young people and communities, our purpose has always been to ensure everyone has the opportunity to thrive.

Our 2025 Community Impact Report honours that legacy while showcasing the impact we've made this year. This report goes beyond the numbers – highlighting the people, stories, and achievements that defined our year, alongside a wrap-up of our key service areas.

From our early learning and outside school hours care to youth development and advocacy, to community wellbeing, inclusive recreation, and outdoor education at camps - every interaction creates meaningful opportunities every day. Moments that connect and inspire, build confidence, and create a sense of belonging across regional towns and metropolitan centres alike.

Every magical moment at the Y starts with a shared commitment. Thank you for being a part of it. Together we can help create spaces and moments, where everyone feels that they belong.

We invite you to explore this year's report, celebrate the progress we've made together, and look ahead with us as we continue championing young people and building even more inclusive, resilient communities for the future.

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Message from the Chair



My connection with the YMCA (the Y) stretches back to my younger years, and it continues to be one of the great privileges of my life to serve as Chair. In this role, I continue to see first-hand how the Y creates opportunities for people of all ages and backgrounds to gain a sense of belonging & connection.

What strikes me most is not just the scale of our work, but the spirit behind it. As a result, we continue to build stronger mental health outcomes, deeper connections, and more resilient communities. This is the true measure of the Y's impact. It's not only what we deliver, but how people feel when they are part of our movement.

A personal highlight for me this year was again supporting the opening of the 39th annual Victorian Youth Parliament Program at Parliament House and the subsequent celebration at Government House, warmly hosted by the Governor of Victoria, Margaret Gardner AC.

Attending the recent Staff and Volunteer Awards was another magical moment, recognising excellence across every sector of our work. Most of all, we celebrated the social impact that shines through in the stories shared in this report.

Like many not-for-profits, we have come through challenging years marked by COVID recovery and record inflation. What has sustained us is the extraordinary commitment of our people. Our staff, volunteers, our leadership team and our volunteer Board, who together ensure the Y continues to serve communities where it's needed most.

Among our volunteers, including our dedicated Board and Youth Sub Committee, many others generously give their time and energy. Retirement hasn't stopped our former Manager of Volunteer Services, Barry Furness, from returning to support Camp Manyung's 100-year celebration in November. As Barry says: "You may leave the Y, but the Y never leaves you."

My grateful thanks go to Carolyn Morris for her leadership; to my fellow volunteer Board members for their stewardship, and to our staff and volunteers for their service. It is through your efforts that the Y continues to be a movement of hope, connection, opportunity and growth.

With grateful thanks,

Dr Lindsay McMillan OAM
Chair, YMCA Victoria

Message from The Youth Sub-Committee



Ikram Mahamed (she/her)

I've been part of the Youth Sub-Committee since August 2023. I joined because I wanted to not only learn but also contribute my insights into the strategic direction of an organisation like the Y - bringing my lived experience and community perspectives to the table.

Throughout the year, I've had the chance to hear from a wide range of managers, leaders and staff members about their work across the organisation. I've also taken part in strategy workshops and contributed to the development of the Y's Youth Advocacy Plan, which has been a great opportunity to see how ideas from young people can directly shape organisational priorities. It's also been really interesting seeing how governance works in practice - getting a glimpse into what goes on behind the scenes and how young people can play an active role in shaping those conversations.

One of my highlights has been the Board Observership Program, which gave sub-committee members a first-hand look at how high-level meetings operate. With incredible support from our Sub-Committee Chair and Board Member, Kevin, this experience really reframed how young people can be meaningfully included in decision-making spaces.

Looking ahead, I'm excited to see the Youth Sub-Committee continue to grow and become a powerful channel for youth voice across the Y and beyond!

Ravin Desai (he/him)

Following my participation in the Y's Youth Parliament Program, where I saw the first-hand the unbelievable effect of our programs on young people, I joined the Youth Sub-Committee in late 2023 with the goal of furthering our ability to empower young people in everything they do.

Over the course of my time on the sub-committee, I have worked with the Y staff to ensure that the lived experiences and perspectives of young people are central to everything we do as an organisation, whilst gaining a first-hand experience of the work that the Y does to support children and young people.

To work effectively as a sub-committee which advocates for young people, we have spent extensive time in tailoring and challenging the governance procedures of the Y in order to best position us to perform this advocacy role within the organisation, alongside our role in reviewing issues which relate to young people. This approach will enhance the rollout of the Y's Vision 2030 strategy and its clear targets for our four pillars of impact.

Having now completed this foundational work, we are presented with an exciting opportunity to work closely with the Y in its pursuit of these Pillars of Impact, ensuring that the lived experiences of our diverse Sub-Committee of young people at the forefront of decision-making.

Message from our Chief Executive

At the Y, our purpose is clear: we create spaces where people feel they belong and where connection thrives, because inclusion is the foundation of health, resilience, and mental wellbeing.

This past year has demanded unwavering commitment and extraordinary effort towards our purpose. I want to acknowledge and thank our incredible staff and volunteers—your dedication, day in and day out, is what makes the Y a place of inclusion. You are the heartbeat of our organisation, and your impact is felt in every corner of our community.

With nearly 15 million participations across our service lines, we've seen millions of moments where lives are positively changed, and uplifted. Our Recreation centres welcomed millions of visits, supporting healthier, more active lifestyles. Our Early Learning and Outside School Hours Care services educated thousands of children and families, ensuring every child feels safe, valued, and included. Our Camps provided young people and communities with space to connect, grow, and build resilience. Kingswim and the Y's learn-to-swim programs taught vital water safety skills to thousands of children each week—skills that save lives.



Behind every participation is a story, and sometimes, it's the smallest moments that reveal the deepest impact. At Riverside Skate Park, instructor Brett helped young Lloyd, a child with complex needs, experience skateboarding for the first time using an innovative adaptive frame. And as one of our educators, Jenny, beautifully shared: *"Every child in my care leaves footprints in my heart."* These stories are the essence of meaningful work in action.

We believe that if it's worth doing, it's worth measuring. That's why every program at the Y is intentionally designed to make a meaningful difference. Leaving nothing to chance, we measure the social outcomes and use the results to continuously improve our programs. Excitingly this report shows improvements year on year in our community social outcome results, demonstrating our evidence-based approach is working. The report also brings the data to life through personal stories, reminding us why our work matters and why our purpose is worth pursuing.



Looking ahead, our Vision 2030 strategy and global pillars of purpose — A Just World, Community Wellbeing, Meaningful Work, and a Sustainable Planet—remains our North Star, guiding our path forward.

Under each pillar, we have set bold goals, not because we know we can achieve them, but because we want to make this level of difference in the communities we serve. Take for example our Community Wellbeing, our bold goal is to help four million people experience greater wellbeing and belonging by 2030. By setting bold goals and aligning staff, volunteers and partners behind making it happen, we are in a strong position to achieve our goals and maybe even achieve beyond what we thought was possible. Check out our first year results in this report.

My thanks to Dr Lindsay McMillan OAM and our volunteer Board for their guidance and to every member of the Y team for your energy and belief. Thank you to our partners, suppliers and donors for putting community first.

Together, we are creating a better tomorrow where everyone can belong.

Carolyn Morris

Chief Executive Officer





Annual Snapshot

146

- ▮ **Facilities across Six service lines:** Recreation & Action sports, Children's & Youth Programs, Camps and Kingswim.

89%

- ▮ of our Recreation members are now meeting the physical activity guidelines—**up 2% from last year.**

759,515

- ▮ Participations from 7000+ families at our 63 Early Learning Centres and outside school hours care (OSHC) services **95% of whom reported a strong sense of belonging.**

13+ million

- ▮ **Visitors welcomed to 59** Y managed aquatic and leisure (Recreation) facilities contributing to improved health and wellbeing

1.1+ million

- ▮ Swimming lessons delivered by **Kingswim to more than 26,000 children weekly**, with 87% reporting Kingswim had contributed to their child's happiness.

82,000+

- ▮ People, including schools groups and community organisations, participated at our six **Y Discovery camps** this year.

86%

- ▮ of Campers said that **Y Discovery camps** contributed positively to their lives, reporting increased happiness, confidence, and resilience.

Impact Spotlight



Celebrating Everyday Role Models: Victorian Mother and Father of the Year focus on homelessness

Each year, the Y celebrates the extraordinary contributions of parents and carers across Victoria through our **Victorian Mother of the Year and Victorian Father of the Year** campaigns. These initiatives recognise the positive impact of everyday role models who strengthen families, inspire others, and help create more connected and caring communities.

In 2024-25, hundreds of exceptional nominations poured in, each highlighting the incredible stories of people making a difference both within their families and far beyond.

This year two stand-out candidates focussed on supporting families and young people experiencing homelessness were recognised.

In September, **Ben Smith**, CEO of Mornington Community Support Centre and devoted Dad, was named **2024 Victorian Father of the Year**. Ben was recognised both for his commitment to social issues on the Mornington Peninsula and also for championing the importance of positive role models for children and young people. He

thanked his mum for surrounding him with positive leaders throughout his upbringing.

The following Mother's Day, **Carla Raynes** was announced as the **2025 Victorian Mother of the Year**. A mother of two young daughters, Carla founded and leads Bridge-It, a registered charity transforming accommodation and care options for young women and gender diverse people seeking safety and support. Her leadership and compassion is helping to create new pathways for those at risk of homelessness.

Through these campaigns, the Y continues to celebrate the everyday heroes who embody care, resilience, and the spirit of community — values at the heart of our mission to help people reach their full potential.





Our Vision, Purpose & Strategic Framework

Vision:

A better tomorrow where all people can belong.

Purpose:

To inspire and empower young people and communities to thrive.

Our Strategic Framework

YMCA Victoria's 2030 Strategy is built on **four key pillars** that guide our work and define the change we aim to create:



**Community
Wellbeing**



**Just
World**



**Meaningful
Work**



**Sustainable
Planet**



2030 Strategic Pillar

Community Wellbeing

Commitment

Strengthen communities by raising awareness about wellbeing options in work, business, and community life.

Goal

By 2030, **4 million** people will experience better wellbeing and a sense of belonging.



Failure isn't final

Building Confidence Through Risky Kids

At Horsham Aquatic Centre, we see what happens when children are given room to test themselves and try again. Risky Kids blends parkour, obstacle courses and supervised risk to turn small attempts into real progress.

The program is designed for ages 4 to 12. It suits children who do not find their feet in team sports, including neurodiverse kids and those with behavioural challenges. Small classes and the same coaches each week create a steady, predictable setting.

"The mindset for the monkey bars is simple, failure isn't final," says Lead Coach and Centre Manager Mark Meyer. "If it does not work today, that is okay. Watch, learn, and try again."

Parents tell us they notice calmer reactions, better focus and growing confidence. Our playful Risky Bucks system gives children regular chances to practise choice and responsibility.

Most sessions end with tired arms and quiet pride. At Horsham, that is what improvement looks like, one attempt at a time.

Lives saved thanks to Kingswim

Kingswim lessons aim to build calm, automatic responses around water. Two families saw that training hold when it mattered.

In Mernda, eight-year-old Jax and a friend were playing when their ball went over the fence and landed in the pool. Jax stayed on one side and tried to hook it out with a pool net. His friend walked to the far end, slipped in and began to panic. Jax went to help, was pulled into the water, then steadied himself and guided his friend to the steps. After viewing the CCTV, his mum Kellie said, *"He saw his mate in trouble and acted. He said, he is my mate and I helped him. Watching it back, I realised how close this was to a double tragedy."* Jax has trained at Kingswim Mernda for six years, and those survival skills showed.

In Brisbane, Jonas used what he learned at Kingswim Macgregor twice. A wave knocked him down at the beach and he raised his arm and called for help, just as taught. On a lake holiday he slipped into deep water, kept his head up, and responded to his mum's prompts to paddle and kick. *"The language and skills were instinctive,"* says Naomi. *"It is reassuring to see the lessons working."*

For parents, moments like these confirm the value of lessons. Clear language, simple drills and steady practice help children act quickly and stay safe.

Finding his Voice

"[Jimmy's has] helped me [have] more bravery and be better at conversations. I used to not talk."

At Jimmy's Wellbeing Sanctuary in Rosebud, we've seen change happen in small steps and supportive company. Shane has come at least twice a week for two years, taking part in overnight stays, school holiday retreats and weekly sessions with our holistic practitioners in Reiki, sound healing and acupuncture.

Staff and volunteers now know him as that person who greets people, makes new friends and is happy to chat with visitors.

Week by week, a safe space and routine allowed Shane to grow into a more confident version of himself.



Y Gymnastics crowned Victoria's best

At Boroondara Sports Complex in Balwyn, our gymnastics program was named Overall Club of the Year at the 2024 Gymnastics Victoria Awards. The club also received Large Club of the Year for centres with more than 800 members, recognition that reflects a full year of classes, birthday parties and community activity.

Alongside thousands of classes, the team delivered disability sports hubs, Blind Gymnastics come and try sessions, school outreach, and pop ups at local fetes, markets and libraries. The club has become a place where families feel included and children of all abilities can take part.

"We have an incredible team who care about making gymnastics fun and accessible for everyone," says Program Coordinator Matthew Payne. "Many of our coaches are newly qualified, and seeing their work recognised at this level is fantastic."

Wheels in Motion

STEM Learning at OSHC

Our OSHC delivered our popular Billy Cart program, a hands-on STEM incursion that blends design thinking with active play. Children worked in small teams to read plans, use basic hand tools, assemble and decorate wooden billy carts, then tested their designs with relay races. Learning focused on motion, push and pull, gravity and friction, alongside teamwork and problem solving.

Horsham's service ran the activity twice due to demand, and the carts continue to be used in daily after school sessions. "Wheels day is requested every holidays, and turning it into an incursion where children help build the carts has been a hit," said Coordinator Maddison Sanderson.

Demand is strong, with full sessions each time, and clear alignment to our priorities in practical STEM, confidence and active play.

Social impact indicators:



Global Sustainable Development Goals:



89%

of Y members meeting the *physical activity* guidelines

8.47

Mental wellbeing life satisfaction rating

85%

of Y members feel a sense of belonging.

2030 Goal Progress

By 2030, 4 Million people will experience better wellbeing and sense of belonging

407k

Progress to date





2030 Strategic Pillar

Just world

Commitment

Address inequities, promote justice, peace, equity, and human rights for all.

Goal

By 2030, **1 million** people will have equitable opportunities to thrive.



Opening Trails for Everyone

Accessible Bikes at Lady Northcote Discovery Camp

At Lady Northcote Discovery Camp, cycling is now open to campers who use wheelchairs or have limited mobility. New accessible hand cycle bikes, funded by the Victorian Government's Regional All Abilities Participation Grant, let more people roll onto the bush trails and share the ride.

"No one has to sit on the sidelines," says Head of Camps Operations, Daniel Whykes. "Everyone can take part, enjoy the outdoors, and build the confidence that comes with trying something new."

The program was co designed with AusCycling and delivered with Adaptive Concepts Australia to make sure the bikes are safe, easy to use and ready for school groups, community groups and families. The change will more riders on the track, more chances to join in, and a better camp day for everyone.

Lady Northcote Discovery Camp hosts thousands of schools, community groups and families each year. With the new bikes, independence and a bit of adventure are now within reach for people of all abilities.

Drumming for Neurobalance

Rhythm That Connects

At HALC, the Dance for Neurobalance program added an African drumming class this year, turning rhythm practice into therapy and connection for people living with neurological conditions.

It began in a regular class with drumsticks, exercise balls and a spark of curiosity.

"We just started drumming one day and everyone loved it," says program lead Paris Wages. *"It is great for rhythm and fine motor skills, and it is fun."*

With support from the City of Boroondara's Community Strengthening Grants, the team brought in Mohamed from Rhythm of Life and 30 hand drums. Sessions blend West African rhythms with guided movement to support physical health, mental wellbeing and social connection.

Entry is subsidised and there are no online bookings to navigate, helpful for people managing conditions like Parkinson's where energy and mobility can shift across the day. Each session ends with a simple lunch, time to swap stories and the confidence to come back.

Skateboarding for Himself

Lloyd gets to try skateboarding for himself

At Riverslide Skate Park, seven-year-old Lloyd became the first rider to trial a custom adaptive frame designed by Albury based skateboarder and coach Al Taylor. Lloyd lives with a rare genetic condition and uses a wheelchair. He is non-verbal and non-mobile, and this session gave him a rare chance to take part on his own terms.

The frame supports skaters with mobility and intellectual challenges. With music on and the breeze in his face, Lloyd moved across the park with staff alongside. *"Lloyd is usually just there while others skate. This was different, he was skating,"* says his mum, Maya. *"He had the wind on his face, his favourite song playing, and for that moment he was like any other child in the park."* She added, *"We have spent years at services that say inclusive, but often children like Lloyd end up watching. The biggest smile belonged to Lloyd. He knew it was his day."*

The Y Action Sports team and Skateboarding Victoria are now working to expand the program to other sites in Melbourne and regional Victoria, with funding and partnerships in progress.

Youth Voice in Action

Youth Parliament sparks Free public transport for young people

The Victorian Government will make public transport free for all under 18s from January 2026. The idea began in the 2024 YMCA Victoria Youth Parliament, where a team from Boroondara Youth Hub proposed the Student Public Transport Concession Bill. It passed in Youth Parliament, was handed to the Minister for Youth, and was later tabled in the Victorian Parliament.

“This is exactly why Youth Parliament exists, to give young people real influence over the decisions that shape their lives,” says Program Director Kaitlin Woolford. “Young people proposed a solution to an issue that matters to them, and now they are seeing it implemented by government. That is democracy in action.”

More than 120 young people took part in the 2024 program. Each year, around 100 participants from across Victoria step into Parliament House to debate real issues and present practical proposals to government. This result shows what happens when young people are heard, and when good ideas are given a path to the decision makers.

Social impact indicators:



Global Sustainable Development Goals:



85%

of young people that feel confident having a say

69%

of customers report connecting with others and gaining a sense of connection to community

2030 Goal Progress

By 2030, 1 million people will have equitable opportunities to thrive.

260k

Progress to date



2030 Strategic Pillar

Meaningful Work

Commitment

Ensure every person can learn, engage in meaningful work, and build sustainable livelihoods.

Goal

By 2030, **1 million** people will have the confidence and skills to make a difference.



Building Healthy Communities

One Hello at a Time

At Fawkner Leisure Centre, popular staff member Phil Grace is a steady presence on the gym floor. His philosophy is simple. People stay active when they feel seen, welcomed and guided. Across the Y we are embedding the same customer first habits. Greet people by name, check in, offer clear next steps, and make the space easy to use.

Research is clear on this, social connection is one of the strongest predictors of long term participation. You can see it in the room at Fawkner. Member morning teas bring regulars together over home baked treats. New faces get introduced and

shown how things work. The centre feels like a community hub.

Phil understands the barriers locals face, cost, access and culture. *"Gyms can be intimidating,"* he says. *"But if someone takes the time to say hello and show you the ropes, you feel comfortable. That is how people stick with it."* His background ranges from bodybuilding titles to supporting young people under the NDIS, and he adapts to whoever is in front of him. *"Everyone is different. You need to understand their story and give advice that fits."*

The result is steady, shared progress. One conversation at a time, people stay active and connected.

Little Long Walk

Inspiring Young Learners in Kororoit Creek

Children at the Y's Kororoit Creek Early Learning Centre joined a Little Long Walk through local parklands and Kororoit Creek Primary School, carrying banners they made in class. Essendon Football Club ambassadors Jack Peris and Jenaya Serra walked alongside, and a few children spotted older siblings at the school, a clear highlight.

The walk sits within our approach to reconciliation. Alongside the Y's organisational Reconciliation Action Plan, each early learning centre is encouraged to have its own RAP that strengthens connection to Country, community and First Nations culture. Centre Manager Lia Costanzo said, *"We hope the children felt connected to the land and their community, and that they share what they learned with their families."*

At the parklands and back at the centre, children gave an Acknowledgement of Country before a smoking ceremony led by Aunty Joy. They learned about the meaning of land, the stories it holds, and the Aboriginal names of local birds and animals. The event draws on Michael Long's 2004 Long Walk to Canberra, a story the children were introduced to in simple terms.

Following the success of the day, Wyndham City approved an \$8,500 grant for next financial year so all four Y early learning centres in Wyndham can deliver their own Little Long Walk cultural experience.

Social impact indicators:



77%

of young people that feel confident having a say

81%

of staff report connecting with others at the Y and gaining a sense of connection and belonging

Global Sustainable Development Goals:

8 DECENT WORK AND ECONOMIC GROWTH

2030 Goal Progress

By 2030, 1 million people will have the confidence and skills to make a difference.

91k

Progress to date



2030 Strategic Pillar

Sustainable Planet

Commitment

Empower communities to make sustainable choices and work toward net zero in our facilities.

Goal

By 2030, we will prevent **10,000 tonnes of carbon** pollution from impacting the environment.



Our Commitment to a Sustainable Planet

In 2024/25, sustainability moved from planning to action. With a clear baseline established, we are embedding environmental responsibility into every part of our operations as we work toward our bold goal to **prevent 10,000 tonnes of carbon** pollution from impacting the environment.

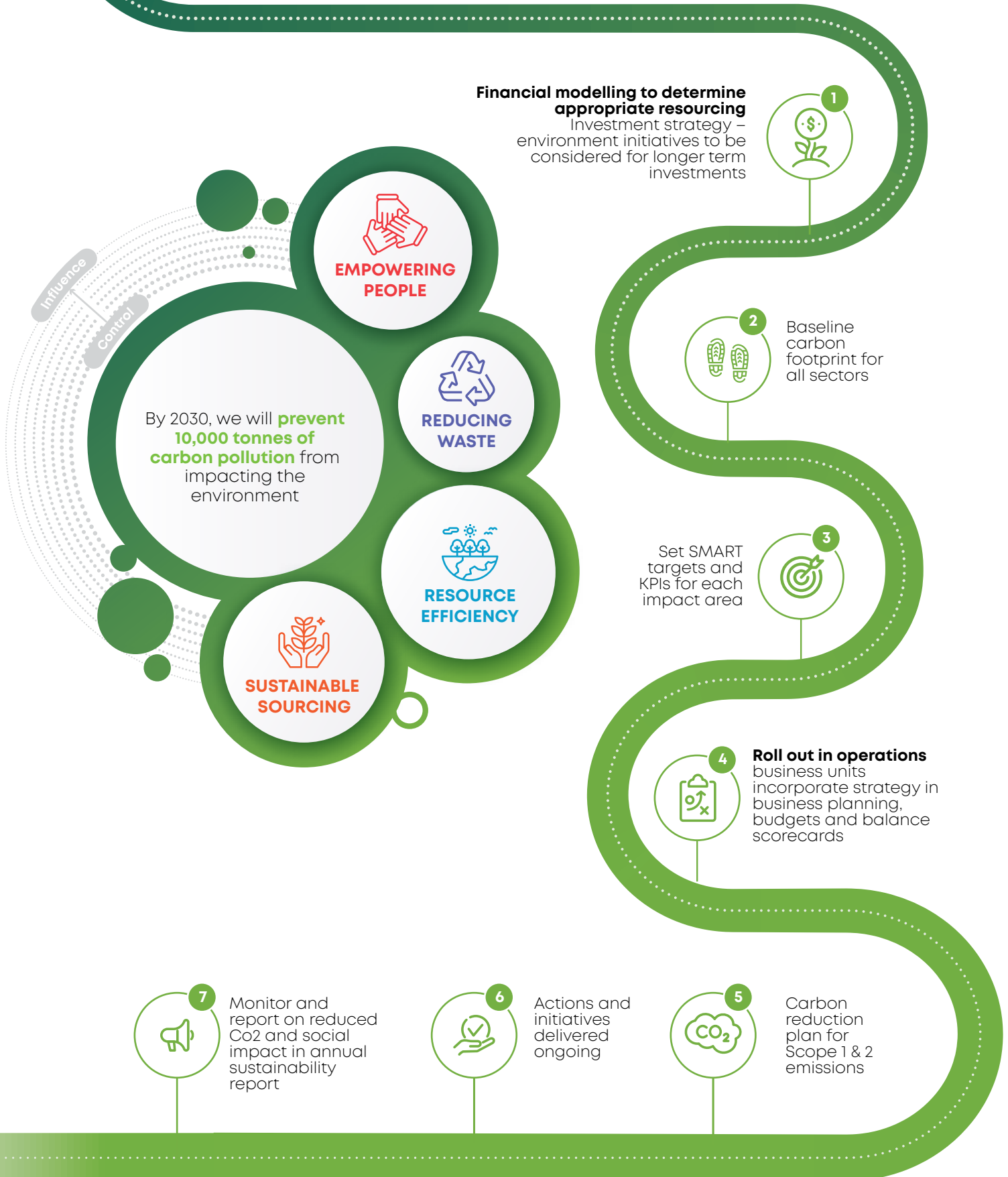
Partnerships have helped us install solar panels, scale up waste diversion, and lift energy efficiency across the network. With staff engagement and ongoing education, sustainability is built into everyday practice.

The SA Aquatic and Leisure Centre continue to lead the way, demonstrating large-scale impact through renewable energy use, water-saving measures, and advanced waste management. These efforts align with the South Australian Government's commitment to reducing greenhouse gas emissions and waste.



THE ROAD TO SUSTAINABILITY

Our road maps give us a clear plan to keep our journey going:



Our Carbon Baseline

Entity / BU	FY24 tCO2-e	% of Total
YLC Ltd	398.03	2%
Kingswim	7,758.14	33%
BET – State Office	8,125.20	34%
ELC (Rec and OSHC) is not in emissions boundary and only includes staff commute.	1,035.43	4%
Camping	855.71	4%
Youth	292.70	1%
SAALC	5,263.47	22%
Total	23,728.68	100%

Powering Sustainability

Neighbourhood Batteries at Y Discovery Camps

In 2024/25, our commitment to a sustainable planet moved into action with a major milestone: **a \$2.3 million Victorian Government grant under the 100 Neighbourhood Batteries Program.**

This investment will electrify six Y Discovery Camps across regional and suburban Victoria, advancing our journey towards creating a more sustainable experience for over 80,000 guests annually.

Neighbourhood batteries will allow us to **store solar energy, reduce power costs, and provide reliable backup during extreme weather events,**

ensuring uninterrupted access for campers and local communities. This initiative builds on three years of progress, including carbon baselining, solar panel installations, sustainability education for campers, and partnerships with Island Energy.

Our camps are becoming eco-friendly education hubs, where young people and community groups connect with nature, learn about environmental responsibility, and discover the role they can play in shaping a sustainable future. By embedding green practices and engaging families, educators, and communities, we are turning our vision for a cleaner, greener planet into reality.



Teaching Sustainability

At the Y, we believe caring for the planet begins with our youngest learners.

In 2024/25, Early Learning Centres across the South East proudly took part in Clean Up Australia Day, turning environmental responsibility into hands-on learning.

Children from centres like Moroak and Pakenham ventured outdoors under sunny skies to help make their communities cleaner and greener. These small routines build habits. When sustainability shows up in regular activities, children begin to see their role in keeping places healthy.

Through initiatives like this, we're shaping a generation that values nature and understands its role in creating a sustainable future.

Social impact indicators:



Global Sustainable Development Goals:





Annual Report **Recreation & Action Sports**



Nadine Kemp
General Manager Recreation

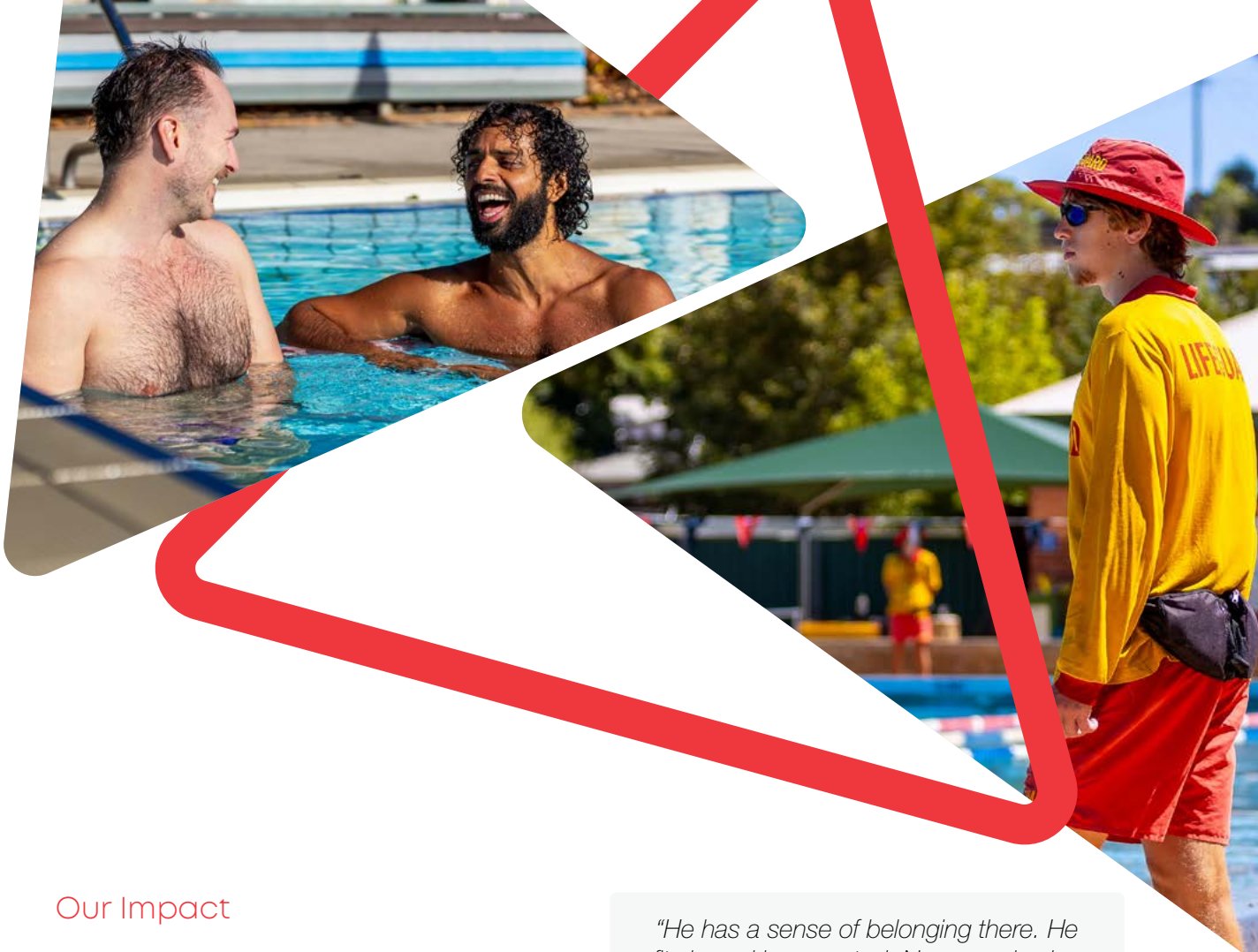
A Trusted Partner in Community Wellbeing

For more than 30 years, Y Victoria has been the trusted partner of State and Local Government in delivering high-quality aquatic, recreation, and stadium services. We proudly manage **64 facilities across 17 Local Government Authorities**—spanning metropolitan and regional communities—and one State Facility (SAALC).

Our long-standing partnerships reflect a shared commitment to health, inclusion, and community connection, ensuring that every facility we operate is a place where people belong, thrive, and live well.

Our reach 2024-25

- ✓ **2.5 million** aquatic and learn to swim lessons and activities to 21,000+ participants
- ✓ **6 million** gym attendances from more than 35,000+ Health & Wellness members
- ✓ **3 million** people participated in stadium sports programs and activities
- ✓ **100,000 gymnastics sessions** with almost 4,000 gymnastics members
- ✓ **425 Action Sports programs** across Australia supporting 13,281 participants



Our Impact

- 89%  said their child enjoys swimming lessons
- 90%  said attending swimming lessons contributes to their child's happiness
- 86%  of parents agreed that gymnastics helped their child to develop confidence to try new things
- 94%  of parents said their child feels a sense of belonging at the Y
- 89%  of members met their physical activity guidelines
- 97%  said the Y contributed to their life satisfaction 'a lot' or 'a little'
- 94%  of skaters feel like they belong
- 97%  have built confidence to try new things

"He has a sense of belonging there. He fits in and is accepted. Never pushed or pressured. Able to join when he is ready but also offered gentle encouragement. Casual, relaxed environment where he can participate as much or as little as he feels on the day. Very approachable, kind and caring staff who seem to understand kids with differing needs and accept all."

Knox Skate Park

"My child is always excited about going to gymnastics. There is a good balance of routine and stability and changes which keep my child engaged. The skills they learn at gymnastics help with their overall emotional regulation."

Bellbird Park, Baw Baw Shire

"The daily exercise has helped me get my diabetes under control, I have also lost 30 kg in the last three months, and I am fitter and stronger and more flexible than I have been since I was 20 years old! I am 47 now."

GRAC, LaTrobe City Council



Annual Report **Children's & Youth Programs**

Nurturing Growth, Building Futures

In 2024/25, the Y continued to deliver safe, affordable, and enriching programs that support children and young people throughout their learning and development journey. From early education to youth leadership, our focus remains on creating opportunities for growth, connection, and wellbeing.

Our Children's Programs include Early Learning, Outside School Hours Care (OSHC), and school holiday programs, alongside the management of school community facilities. Beyond education, we foster belonging through initiatives like parent support groups and programs that connect children with their local environments.

Our Youth Programs empower young people to thrive. Through initiatives such as sport and recreation activities with the Bridge Project, civic engagement and leadership opportunities at Youth Parliament, we help young people develop confidence, resilience, and a sense of purpose.

Together, these programs strengthen families and communities.



Katie Adams
General Manager
Children's Programs

Our reach 2024-25

- ✓ **156,000+** participations in before school care
- ✓ **257,000+** participations in after school care
- ✓ **36,000+** participations in our school holiday programs
- ✓ **We support 7,400+ families** across our Early Learning Centres
- ✓ **1,143 young people** participated in Youth Voice programs
- ✓ **120 young people** participated in Youth Parliament and 18 taskforce members supported the program
- ✓ **22,000+** participations through the Bridge Project programs – Sport and Recreation, and Education and Life Skills



Our Impact

89% ▮ families agreed that **Y OSHC** helps their child to connect with other people

90% ▮ families agreed they feel they belong at **Y OSHC**

93% ▮ families agreed that **Y ELC** helps their child to connect with other people

95% ▮ families agreed they feel they belong at **Y ELC**

80% ▮ Agree or strongly agree that the **Youth Parliament** helps them to connect with other people

"Every [staff member] greets us and knows not only my child's name, but also the names of all of our family. Every staff member goes out of their way to make us feel welcome, always openly communicating and ensuring my child feels loved, accepted and safe every day"

Parent at a Y Early Learning Centre

"Attending the Y's Featherbrook P-9 College OSHC program has significantly contributed to my child's sense of connection and belonging. Through group activities like team sports and collaborative art projects, my child has formed strong friendships with other children in the program. The staff have created a warm and inclusive environment where every child feels valued, which has helped my child feel more confident and accepted"

Parent at a Y Outside School Hours Care



Richard Quail
General Manager Kingswim

Annual Report **Kingswim**

Passion and Commitment

The Y operates Kingswim – a dedicated swim school for families. With 16 Kingswim sites across Victoria, the ACT and NSW our diverse Kingswim team is driven by passion and commitment to ensure every child learns to swim. By doing so, we help young people become safer and more confident around water, equipping them with the skills for a fuller, richer life. We believe in the potential of all children and in the ability to positively impact their growth and development, both as swimmers and individuals.

Key initiatives focused on increasing in-centre engagement of families supported by home learning and other resources, community strengthening through Water Safety presentations and online content. Adult learn to swim lessons were embedded this year responding to an emerging need and it experienced strong growth, with even greater demand expected in the future.

Our reach 2024-25

- ✓ **26,000+ children** were taught at Kingswim each week, equating to over 1.1 million lessons per year
- ✓ **600 + adults** were taught at Kingswim per week
- ✓ **95,000 student** participations through school lessons

Our Impact

- 87%**  felt that Kingswim had contributed to their child's happiness
- 88%**  overarching belonging score for Kingswim
- 86%**  developed knowledge to make safe decisions in and around water



"Their swimming teacher is fantastic! Elle has worked on helping them express themselves by creating a strong and comforting environment. My child is very closed off to new people but warmed up to Elle rapidly. As soon as they see the centre they light up and cannot wait to get to Elle to say hello."

Parent Kingswim Frankston

"Swimming has given me confidence and a sense of safety in the water, skills that will stay with me for life. Every lesson builds independence, It's more than swimming it's learning to trust myself. Feeling familiar and safe in the water has opened doors to new experiences and a stronger sense of belonging."

Adult swim participant



Annual Report **Camping**

Exploring and Building New Skills.

The Y's Discovery Camps continue to provide young people and communities with a diverse set of opportunities to connect with their passions, themselves, and their communities.

Y Discovery Camp are a network of six camps and one wellbeing hub (Jimmy's) set in Victoria's most stunning and diverse landscapes—from serene beaches to bushland and alpine environments. We offer schools, community groups, and families the chance to explore, build new skills, and face unique challenges as well as wellbeing skill-building at Jimmy's Youth Wellbeing Sanctuary

At our camps, young people unplug from daily life to reconnect with nature, themselves, and others. 86% of campers reported that participating in Y Discovery camp activities contributed to their overall happiness.



Renae Lowry
General Manager
Camping and Youth

An essential aspect of our camps is ensuring they continue to be inclusive and accessible. We believe that camp experiences should be available to everyone, regardless of background or ability. Y Discovery Camps create impactful experiences that inspire growth and connection.

Our reach 2024-25

- ✓ **82,510 people** attended a Y Discovery Camp
- ✓ **2,000+ young people** participated in programs at Jimmy's Youth Wellbeing Sanctuary



Our Impact

- 86% ☒ felt that participating in the Y Discovery Camp had contributed to their happiness.
 - 74% ☒ agreed or strongly agreed that they had developed resilience as a result of attending.
 - 74% ☒ overarching sense belonging score for the Y Discovery Camps.
 - 76% ☒ agreed or strongly agreed the Y Discovery camp helped them to connect with other people.
-
- 94% ☒ of respondents felt that Jimmy's contributed to their mental wellbeing.
 - 94% ☒ have developed resilience as a result of attending Jimmy's.

"Connecting with people and everyone was so encouraging when I faced my fears and tried new things. I do online school and am usually lonely, but I made lots of new friends here and I learnt how to connect with people better, this is the best camp ever. I have also been to Lady Northcote Discovery Camp 7 years ago as well as this year and both times were amazing"

Student Participant

"Mt Evelyn Discovery Camp has made me feel more mature and resilient because I got to explore new skills that might have been tricky at first and that now are a piece of cake."

Student Participant

"I felt happy, included, responsible, independent. I would 100% call this my favourite ever school camp all because of these reasons."

Student Participant



Fundraising

YMCA Victoria received
\$1,658,691 in grants.
In addition, Fundraising and
donations reached

\$353,405

Key Fundraising Initiatives

The fundraising revenue included some key initiatives such as:

27 for 27	\$ 5,164
Roll-a-coin donation box	\$ 731
Camps \$1 initiative	\$ 81,880
Camp Coffee Donations	\$ 2,968
Rec-Site Fundraising Activities	\$ 46,193
Corporate Sponsorship & Major Gifts Activities	\$ 20,515
Holiday Giving Campaign Activities	\$ 4,000
Workplace Giving Activities	\$ 1,605
Online Donations	\$7,344

We also raised funds through events including Merri-Bek Fun Run and Walk, Moomba, Bridge Gold Day and local fundraising activities.

Disbursement

This year, we funded over **\$363,502** towards community outreach programs such as:

Left Write Hook	\$ 3,000
Heads Together*	\$ 12,000
YouThrive	\$ 10,000
Men and women of Merri-Bek	\$ 30,095
Jimmy's Youth Hub	\$ 78,000
Open Doors funded Camps	\$ 113,293
Open Doors swimming lessons	\$ 4,339

**Supporting families who have a member with an acquired brain injury*



TRUGANINA SOUTH
**Early Learning
Centre &
Outside School
Hours Care**

Fundraising Impact

Open Doors

When Leila immigrated from Iran, she carried with her a determination that her children would have the opportunities she never had, including learning to swim. Having never been taught as a child, Leila understood how vital water safety skills are for every Australian family.

New to the country, with four children to raise, meant money was often tight. Fortunately, through the Y's Open Doors program, Leila was able to access subsidised swimming lessons for her three eldest children, Ara, Nick and Ryan. As a result, the children now have life-saving skills. They swim confidently at Ashburton, have made friends in their lessons, and feel at home around the water.

"She'd never seen a swimming pool, or anyone swimming before we came. When we first arrived, [she] was too scared to get into the water, but now she puts her head under the water and is very confident."

Grants Impact

Investing in Early Learning: \$523K Kitchen Upgrades

In 2024/25, the Y secured \$523,000 through the Victorian Government's Building Blocks Grants Improvement stream to upgrade kitchen facilities at five Early Learning Centres and enhance outdoor spaces at four more. These upgrades will transform learning environments, creating child-friendly kitchens where curiosity meets practical skills.

The new kitchens feature expanded bench space, accessible viewing platforms, and safety measures like child-proof locks and non-slip flooring—designed so children of all abilities can participate confidently. These spaces will allow children to explore cooking, develop independence, and build a lifelong love for healthy eating.

"Our vision is simple: give children the chance to learn by doing," says Katie Adams, General Manager of Children's Programs. *"These upgrades will make hands-on learning safe, fun, and inclusive."*

This investment reflects a broader commitment to supporting families and giving every child the best start in life. By creating modern, accessible environments, we're helping children thrive while making it easier for parents and carers to balance work, study, and family life.

Financial Reports

The Young Men's Christian Association of Victoria Inc. reported a consolidated net deficit of \$385k for the year ended 30 June 2025.

This was a significant positive turnaround from the prior year with all business units in line or exceeding FY24 performance. Early Learning, Outside School Hours Care, Camping and Recreation all performed well, as well as reduced business enablement costs and a planned reduction in strategic project investment helped deliver an improved financial performance.

YMCA Victoria's total turnover decreased by 9% to \$197M [2024 \$216M] driven by the planned exit of underperforming sites and the management of the Casey Council Leisure facilities

Equity levels decreased from \$6.8M to \$6.4M with a ratio of 3.2% equity relative to our turnover, which is in line with the prior year [2024 3.1%].

CONSOLIDATED NET PROFIT	FY 25	FY 24
Total Revenue	197,590,571	217,744,585
Total Expenses	197,975,739	226,821,093
Total surplus / (deficit) for the year	(385,169)	(9,076,508)

BALANCE SHEET	FY 24	FY 23
Current assets	24,423,264	27,666,663
Non current assets (1)	63,628,133	68,862,412
Total assets	88,051,397	96,529,075
Current liabilities (2)	44,393,896	47,573,167
Non current liabilities (3)	37,207,149	42,120,387
Total Liabilities	81,601,045	89,693,554
NET ASSETS	6,450,352	6,835,520

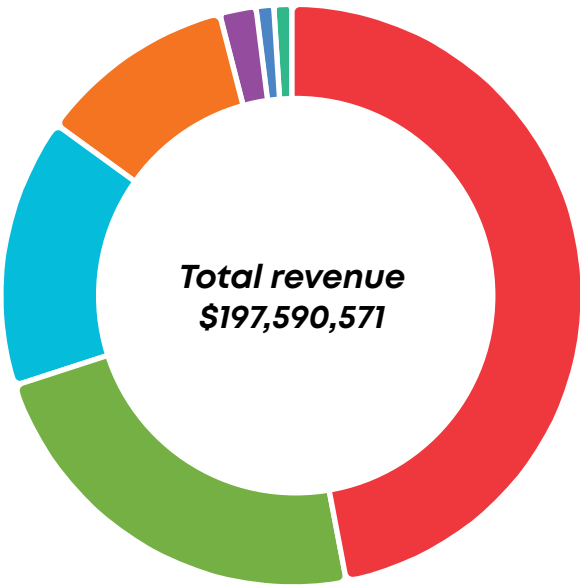
NOTE:

(1) Non current assets includes right of use assets of \$26.8m, on adoption of new accounting standard AASB16 in FY20.

(2) Current liabilities Includes lease liabilities of \$6.8m, on adoption of new accounting standard AASB16 in FY20

(3) Non current liabilities includes lease liabilities of \$25.9m, on adoption of new accounting standard AASB16 in FY20.

Where the money comes from



Recreation & Local Government	47%
Childcare (ELC & OSHC)	23%
Kingswim	15%
Camping	11%
Youth & Family Services	2%
Business enablement & Governance	1%
Student Accommodation	1%

Where the money was spent



Employee Benefits	66%
Other Expenses	5%
Utilities	5%
Contractors & consultants	4%
Depreciation & Amortisation	4%
Repairs, Maintenance, Equipment Lease	4%
Consumables, Program Costs	3%
Licensing	2%
Stock Purchases	2%
Contract Partner Expense	2%
Insurances	2%
Finance costs	1%
Marketing	1%
Rent, Rates & Taxes	1%

Partnerships & Suppliers

In 2024/25, our partnerships and suppliers have continued to be a pivotal part of our work; helping us turn vision into action and ideas into impact. This year, we've focused not just on collaboration, but on celebrating the incredible people and organisations who walk alongside us in delivering meaningful change in our communities.

State government and local council partners, health providers, education institutions, industry bodies, sustainability advocates and like-minded commercial enterprises all contribute towards creating lasting change.

Together, we continue to deliver programs that support young people, empower families, and strengthen community wellbeing.

As part of the Y network, we work together with the Y movement and Y Australia to amplify social outcomes and share learnings so more people can benefit.

Major campaigns to local community activations are enhanced by your involvement. Thank you for your support, innovation, and belief in our mission for a better tomorrow; where we can all belong.

State Government Partners



Government of
South Australia

We work with state and local governments to deliver key health and wellbeing outcomes and services to communities.

Local Government Partners



Spotlight on customer feedback



**94% of skaters said attending
Riverslide has contributed to their
mental wellbeing**

"I have realised I can do some things I didn't know I was capable of yet, plus it is so enjoyable skating there and I leave happy and satisfied and excited"



**96% of members do some, most or
all of their physical activity at the Y.**

"It has positively impacted my physical and mental wellbeing, helped me develop consistency in my fitness routine, and introduced me to an amazing community."



**94% of members do some, most or
all of their physical activity at the Y**

"I feel stronger, fitter and more connected to a community that is diverse and inclusive."



**90% of parents said their child
developed water safety skills**

"My child had a major fear of water and with the lessons this has changed and my child is now confident in the water"



**95% of members are doing some,
most or all of their physical activity
at GRAC**

"It has positively impacted my physical and mental wellbeing, develop consistency in my fitness routine, and introduced me to an amazing community."



**100% of members said the
Y contributes to their mental
wellbeing**

"Helped clear my head, feel a sense of community, and is a safe space."

Commerical and Community Partnerships

AUS Cycling	Minninbah
AUSActive	Mother and Father of the Year
Aquatics & Recreation Victoria	Parent of the Year council members
AusCycling	Myzone
Australian Camps Association	National Nutrition Foundation
Australian Swim School Association	Oscar Care
Buneen	Outdoor Council of Australia
Bupa	Outdoors Victoria
CBA	Parks Victoria
Centre for Multicultural Youth	Parliament House
Centre for Multicultural Youth (CMY)	People Outdoors
Clear Horizon	PerfectGym
DEECA	Queensland Investment Corporation (QIC)
Deakin (IPAN)	Rewild
Dementia Australia	School Sport SA
Dementia Victoria	Skate Australia
Department of Education and Training (DET)	Sport Environment Alliance
Department of Families, Fairness and Housing (DFFH)	Sport SA
Department of Health	Sport and Recreation Victoria
Department of Jobs, Skills, Industry and Regions (DJSIR)	Surf Lifesaving Victoria
Department of Premier and Cabinet (DPC)	Swimming Australia
Disability and Inclusion Victoria	Swimming SA
Disability Sport and Recreation Victoria	SWIM Teachers & Coaches Australia
EY	TechnoGym
HWLE	Telstra
Jesuit Social Services	The Huddle
K&L Gates	University of Sunshine Coast
KPMG	VCC (Victorian Electoral Commission)
Les Mills	Vic Health
Little Big	Victoria Community Childcare
Marion Swimming Club	Victorian Institute of Sport
	Victorian Tourism Industry Council
	Youth Affairs Council Victoria (YACVic)



Key suppliers and services

Category	Supplier Description
Advertising and media	Digital Oasis Australia Pty Ltd
	Levo Digital Pty Ltd
	Department of Creative Affairs
Business services	Ernst & Young
	K&L Gates
	Pitcher Partners Consulting Pty Ltd
	Island Energy
	HWL Ebsworth Lawyers
	CLEAR HORIZON CONSULTING PTY LTD
Program Materials and Supplies	Bidfood Australia
	Coles
	Asahi Lifestyle Beverages
	Bunnings
IT and telecoms	PERFECT GYM SOLUTIONS PTY LTD
	SpiritTelecom (Australia) Pty Ltd
	Telstra Corporation Ltd
	Qualtrics
Office related supplies	Winc Australia Pty Ltd
	RBC Business Solutions (Melbourne) Pty Ltd
Program merchandise	Zoggs Australia Pty Ltd
	Speedo Australia Pty Ltd
Travel and accommodation	FCM Travel Solutions

Spotlight on Wellness Challenge

Growing Healthy Communities Through Partnership

During January – June we partnered with QIC Real Estate to run a six-week Wellness Challenge across five major shopping centres in Victoria, Queensland, and New South Wales. The aim was to meet people where they are and make health and wellbeing support easy to access.

Participants received free body composition scans, set personalised goals with the Y's personal trainers, and got weekly nutrition and exercise content via our Technogym app. For many, it was the first step toward better health in a familiar, non-intimidating environment.

Of the 161 people who completed the program;

- ✔ **91% reported** stronger knowledge, confidence, and motivation to make positive lifestyle changes.
- ✔ Participants increased vegetable consumption by **146%**,
- ✔ **Body scans** showed reductions in metabolic age, body fat, and visceral fat.

Hundreds more engaged through walk-up scans and consultations.

"The advice and super easy-to-implement changes have had a dramatic improvement on my health in just six weeks. I feel like a whole new person."

Wellness Challenge participant

"Our partnership with YMCA has enabled us to create a supportive space at our shopping centres for community members to take charge of their physical health and wellbeing. Seeing participants report measurable improvements in their physical wellbeing and express enthusiasm for more initiatives like this at our shopping centres is the greatest measure of our partnership's success."

**Melissa Schulz General Manager,
Sustainability at QIC Real Estate**



Entity	ABN	ACN/ICA	Description
The Young Men's Christian Association of Victoria Inc	81 174 456 784	A0026728G	A charitable organisation directed to responding to community needs, regardless of a user's ability to pay, and enabling Victorian communities to become healthier, happier and connected.
Victorian YMCA Community Programming Pty Ltd	75 092 818 445	092 818 445	A charitable organisation directed to benefiting the community, regardless of a user's ability to pay, through the provision of programs, services and facilities.
YMCA Aquatic Education Ltd	88 151 552 322	151 552 322	A charitable organisation directed to benefiting the community through the everyday delivery of 'learn to swim' programs and childcare services.
YMCA Aquatic and Event Services Ltd	16 148 092 148	148 092 148	A charitable organisation directed to benefiting the community through the management and operation of the South Australia Aquatic & Leisure Centre, located in the suburb of Marion in Adelaide.
Victorian YMCA Accommodation Services Pty Ltd	94 081 270 706	081 270 706	A charitable organisation directed to benefiting the community, regardless of a user's ability to pay, through the management of student accommodation services.
Victorian YMCA Youth & Community Services Inc	42 858 439 742	A0046043N	A Public Benevolent Institution directed to providing a heightened sense of connectedness, wellbeing and empowerment for severely disadvantaged members of our community, and relieving their poverty, distress, suffering and disability.
YMCA Camping Ltd	77 606 062 793	606 062 793	A charitable organisation directed to benefiting the community, regardless of a user's ability to pay, through the management of camping facilities and delivery of camp programs, events and services.
The Y of Tasmania Ltd	56 654 311 985	654 311 985	A charitable organisation directed to responding to community needs, regardless of a user's ability to pay, and enabling Tasmanian communities to become healthier, happier and connected.



Y Victoria

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