

Y VICTORIA
ANNUAL REPORT

2022-23

A glimpse into
our vision
*to create a
better tomorrow*

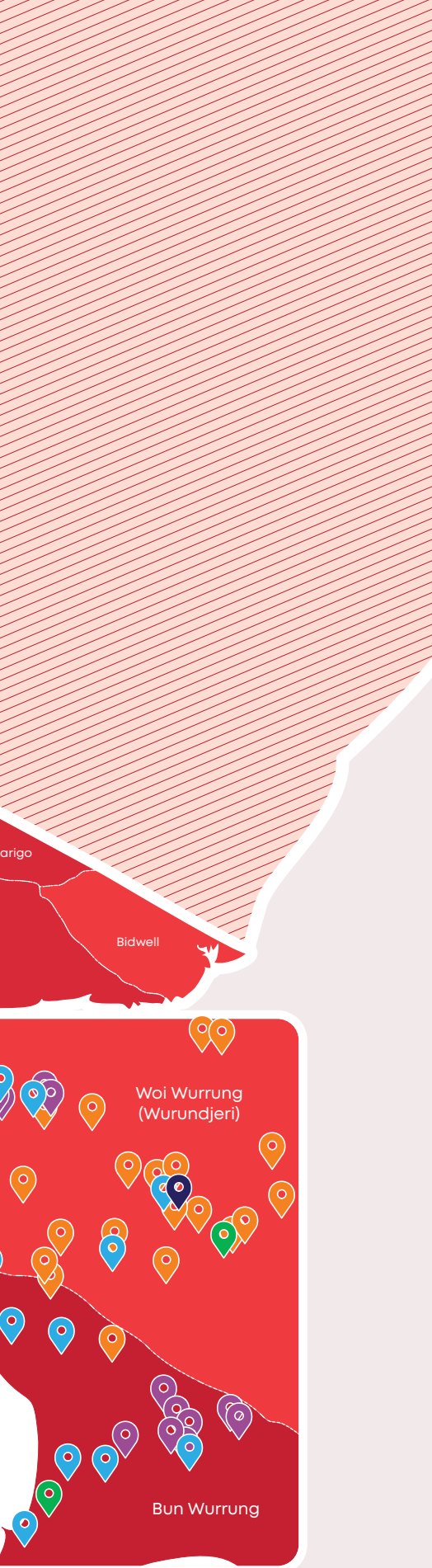


Y Victoria

2022-23 ANNUAL REPORT

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Acknowledgment of Country

**Today we wholeheartedly recognise the traditional custodians
of this land.**

We acknowledge them, and with sorrow and shame we also acknowledge the history; of dispossession and discrimination against them; and of the disadvantage that has resulted both now and in the past.

We pay our respects to the elders past and present, for they hold the memories, the culture and the dreams of the Aboriginal and Torres Strait Islander people. We recognise and respect their cultural heritage and relationship with the land; we recognise the importance of the young people who are the future leaders; and we honour them today.



INTRODUCTION

YMCA Victoria is pleased to present our 2022-23 Annual Report.
This year, Y Victoria celebrates 170 years of supporting communities.

We belong to one of the longest-running and largest youth movements in the world and we're proudly part of the YMCA World Alliance and YMCA Asia Pacific Urban Network.

With more than 12 million participations recorded this year across our services,

there are countless stories of impact to share. Some of those stories are highlighted in this report.

The Y is about connecting people. We'd like to connect with you, to create a better tomorrow.



Vision: A better tomorrow where all people can **belong**.

Purpose: To inspire and empower young people and communities to **thrive**.

Our Values

Caring

We create safe and nurturing environments where individuals feel valued, supported, and cared for.

Honesty

We foster a culture of trust, where people feel comfortable speaking up, expressing their opinions and uphold the highest standards of integrity.

Respect

We appreciate different perspectives and encourage open-mindedness and collaboration.

Responsibility

We contribute positively to our communities, acting as responsible citizens and striving to make a difference.

Inclusion

We actively seek diverse perspectives and promote a culture of belonging.

OUR STATS AT A GLANCE



Gym/Health &
Wellness

5,775,631



Aquatics

2,350,100



Stadium Sports

2,945,685



OSHC
Before School Care

104,390



OSHC
After School Care

234,417



Vacation Care

56,395



Early Learning
Programs

269,580



Gymnastics

105,000



Camping

80,592



Youth Programs
& Action Sports

292,969



A MESSAGE FROM **OUR BOARD CHAIR**

Lindsay McMillan

Ready for meaningful change

At the outset, I would like to express my gratitude, on behalf of the board, for your active involvement in the life of the Y. We highly value each person who has contributed to the lives of Victorians in so many ways through the fulfillment of our Vision.

In July 2022, I was fortunate to join the Y delegates from Australia including my Y Victoria Board colleagues Laurice Temple, Kevin Kapeke and CEO Carolyn Morris, together with CEO Y Australia Tal Karp and a number of other Y representatives at the 20th YMCA World Council in Aarhus, Denmark.

Traditionally held every four years, this special event's theme was to Ignite Change. It lived up to the promise as collectively we endorsed the YMCA Global 2030 Strategy.

For the first time in Y history, all the Y's across the globe voted on a unified approach to adopt four global pillars as inspired by the United Nations.

These pillars of impact are Community Wellbeing, Just World, Sustainable Planet and Meaningful Work.

Starting the year with this purposeful direction has led to the development of new our vision and purpose as well as opportunities of growth for Y Victoria.

I would like to thank the Y's leadership team, led by CEO Carolyn Morris for taking on this challenge. The innovations underway, from the investment into measuring social impact across the services to transforming the time and attendance systems for our people is creating long-lasting change.

As the Y and our communities continue to recover from some challenging years, the investments into our operations are setting firm foundations for our future growth.

We're also grateful to our many partners, fundraisers and volunteers. Amongst our Government partners, I would like to recognise the Australian Government's support to the one-of-a-kind Jimmy's Youth and Wellbeing Sanctuary managed by the Y.

Every time I visit a site or service, be it a bush kinder program, one of our campsites, an early learning centre or our Future Leaders program as a few examples, I am continually reminded of the dedication, commitment, energy and enthusiasm of our staff and teams to make a difference every day to individuals, families and communities. Together, we help communities thrive.

My sincere thanks to our dedicated Board of volunteers who contribute their time and professional expertise including Derek Ng (Treasurer), Laurice Temple (Deputy Chair), Paul Dunn, Renee Hancock, Marie Howard, Oliver Tripodi, Kevin Kapeke and Casey Majchrzak.

It is my pleasure to also welcome the newest members of our new Youth Sub Committee Ikram Mahamed, Khalid Muse, Ravin Desai, Zodie Bolic, Rose Russell, Jacob Osenaris, and Mijica (Magic) Lus.

Your insights and views are welcome and important as we look to the future.

I would like to extend our appreciation and thanks to this dedicated Board of volunteers. In particular, I would like to acknowledge board members Andrew Scott, Elizabet Wreme, and Lindsay Holloway who have retired in the last twelve months for their dedication to the Y. We wish them well.

Thank you.

Dr Lindsay McMillan
Board Chair



A MESSAGE FROM **THE CEO**

Carolyn Morris

This year, we celebrate 170 years of Y Victoria serving communities. It's a phenomenal milestone achieved by collective efforts and countless interactions. In this past year alone, the participation rates across our programs and services rose to more than 12 million. From swimming lessons to early learning sessions, camping adventures and much more, it's easy to see how the Y is integrated into local lives every day.

We're proud to be part of the global YMCA movement - one of the largest and longest-running youth movements in the world. As Lindsay, our Board Chair, outlined, the recent world conference achieved a landmark decision with all Y organisations across the globe voting to align with Vision 2030, underpinned by the four global pillars of impact.

To bring this new direction to life and to make it relevant in a local context, we spent some time exploring with our teams our vision for the future and our purpose to help drive us.

This work has culminated in the launch of our vision, which is to create a **better tomorrow where all people can belong**, this future-ready approach allows us to connect and strive toward a common goal. An example of this at work is our advocacy alongside Y Australia to support the 'Yes' vote in the Voice to Parliament referendum, and recognise First Nations People in Australian's constitution with a voice and advisory body. The vast majority of our staff surveyed agreed with our public support of the 'Yes' campaign. While the referendum result was sadly unsuccessful, the purpose-led work towards inclusion and reconciliation we do every day continues to be our highest priority.

Defining our purpose, which is to **inspire and empower young people and communities to thrive**, aligns all of our everyday actions to the Y's Vision 2030 strategy and the global pillars of impact: community wellbeing, sustainable planet, just world and meaningful work.

This report highlights some recent stories across our service lines under these pillars, which were achieved during an eventful reporting period.

Although not to the same extent as the last few years, 2022-23 had its obstacles. State-wide workforce challenges in some of our largest service lines like aquatic programs and childcare, changes in the competitive environment, and the impact of inflation driving up costs have required pivots and innovative approaches.

Financially we're continuing to weather a deficit, primarily as the result of the significant investment into our transformation efforts. The reality is our future growth and long-term success requires robust and agile systems. That's why we are methodically working our way through the entire organisation, reviewing and replacing every customer and people system.

In **Recreation**, the investment into the rollout of the Perfect Gym online platform is ensuring members at our Y-managed centres will have the convenience and support they need for their health and wellness journey. The new I-class system for **Kingswim**, means families can track their child's progress and easily make up classes and much more. Improved data management storage and systems will enable more intuitive customer communications to be developed. We also prioritised better people systems and processes including Humanforce time and attendance and hiring and onboarding systems and training.

Our transformation investments may have temporarily created a deficit, but the underlying service lines remain strong with a surplus of approximately \$0.7M. This is important, as it demonstrates the recovery, strong foundations and great work that you'll see in this report.

Our progress wouldn't be possible without the support of our Government partners. The **Camps** team welcomed the continued funding of the Victorian Government's investment into the Positive Start program which supports young people to participate in camp experiences.

Camps led the ground-breaking work in the sustainability space, which has led to Y Victoria's new Environment Sustainability Strategy complete with benchmarking and important targets in its sights.

The Victorian Government's support and funding of the Victorian Youth Parliament program run by the



Youth Services team. This year's program led to 18 Bills passing and being handed to the Government for review, which could ultimately influence future policy and legislation.

In our **Children's Programs** where our early learning centres and outside school hours care services are regularly assessed and rated against the Government's National Quality Standard we have seen transformative results with all sites achieving meeting or exceeding quality expectations.

Now that **Action Sports** have branched further into schools across the eastern seaboard, we're seeing an uptake of skateboarding in communities and with young people trying this alternative sport and finding a sense of belonging.

Thanks to our Social Impact Measurement Strategy, now in its second year, we have a strategic approach to maximise impact and analyse data at service and centre levels. If it is worth doing, it's worth measuring. In this way, we can demonstrate the tangible difference we make in communities everywhere.

In addition to recognising our partners, I'd like to thank our Board of dedicated volunteers, led by Dr Lindsay McMillan and the Executive Leadership Team. A deep thank you to our teams of staff and volunteers for their energy and skills. To our communities, thank you for being part of the journey.

Meeting people where they are at is how we can live our purpose. Our recreation activities at Ravenhall Correctional Centre and the work we do with young people seeking to change their direction through employment with our **ReBuild** social enterprise through to local self-development programs like Men and Women of the Y are a few examples. There are many other stories of how our purpose-led work is bringing our new vision to life.

I encourage you to find out more and I hope you'll join us.

Carolyn Morris,
CEO of YMCA Victoria and Kingswim



A MESSAGE FROM **A YOUNG BOARD DIRECTOR**

Kevin Kapeke

As the youngest voice on the YMCA Victoria Board and Chair of the re-energised Youth Sub-committee, I'm encouraged by what we've achieved and what is ahead.

Our work with World YMCA to align our efforts with the 2030 strategy was brought to life both at the Ignite Conference in Denmark and post the event. This has been done through a series of streamed web shows that share the stories and progress of our global movement, keeping our community updated. As one of the hosts, it was an honor to be a link between our local Y community and the global YMCA movement, highlighting the impact we can make together. The conference and storytelling have been a significant step toward our shared goals of driving youth empowerment and social change.

It's a privilege to represent the Y on the global stage, as I'm proud of the work being done every day. I'd like to extend my gratitude to the hardworking staff at Y Victoria for their efforts. The commitment to moving forward and community wellbeing is remarkable.

Together with our volunteers, we can continue to build on our achievements and create a lasting impact.

As part of creating change, on behalf of Renee, Anthony, Brendan and Rukmini, I'd like to warmly welcome the new members of our Youth Sub-committee Mijica, Rose, Zodie, Ikram, Ravin, Khalid and Jacob. This new cohort is an embodiment of our commitment to inclusivity, ensuring that youth voices are heard.

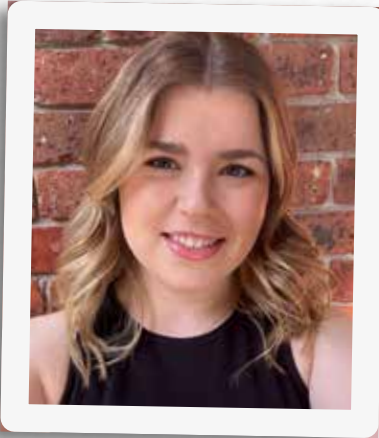
We recognise the power of diverse perspectives and the importance of intersectionality in this advisory role. Each member of the committee brings fresh and unique viewpoints to our discussions that can be brought to the Board, allowing us to collectively better address issues that are important to the diverse youth we serve.

I'm looking forward to this important work and collaboration. Please join me in welcoming our new voices.

Kevin Kapeke
Member of Board



2023 Victorian Youth Sub-committee



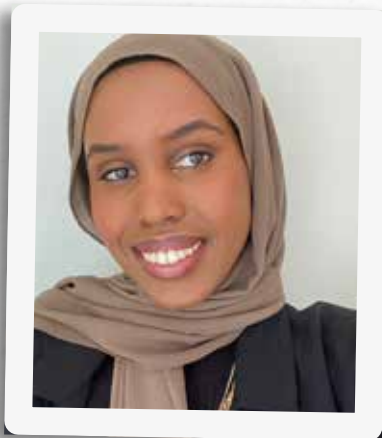
ZODIE BOLIC

Zodie is passionate about youth affairs, education, gender equality and arts access with the intent to make positive and lasting change across communities.



RAVIN DESAI

Ravin spends a lot of time actively volunteering and is a huge advocate for opening up avenues for young people to participate in decision-making at all levels.



IKRAM MAHAMED

Ikram has a background in public health and demonstrated experience supporting a range of programs to empower young people with the capacity to create change within their communities.



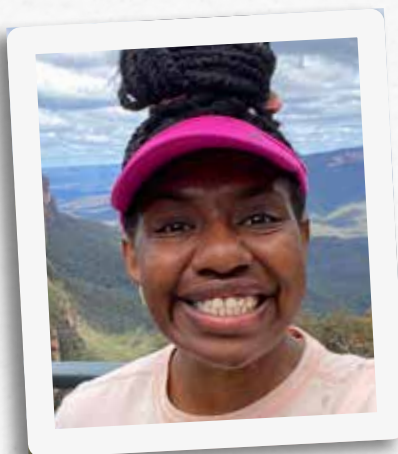
KHALID MUSE

Khalid is a passionate multicultural leader, representing the rights and interests of young people, particularly those from multicultural backgrounds.



JACOB OSENARIS

Jacob has worked within government relations and has received a number of awards. He loves to volunteer with a special interest in the community and young people.



MIJICA ROSE LUS

Mijica is working with people to minimise gaps in society and is an active advocate for Pacific Island Communities and cultural groups in Australia.



ROSE RUSSELL

Rose is passionate about working alongside government, corporate and legal sectors to drive both excellent organisational outcomes and meaningful social impact.



COMMUNITY WELLBEING

*Every person has the means to
grow and thrive as individuals
and in their community.*



2022 Victorian Father of the Year

Michael te Wierik, from Narre Warren was named the 2022 Victorian Father of the Year presented by Y Victoria for his exceptional dedication to fostering over 70 children alongside his wife Fiona over the last 15 years.

Their journey began when they sponsored a World Vision child but evolved into fostering, driven by a desire for local impact. Despite challenges and heart-wrenching stories, Michael's unwavering positivity and equal love for all foster children make him deserving of the award.

As the need for foster carers grows, parents like Michael and Fiona change the lives of children facing vulnerabilities through no fault of their own.

They provide a stable, loving home, and the impact can be life-changing.

Michael's ability to connect with his foster children and adapt to their needs, along with his dedication as a father to their biological son, Lochie, sets him apart. Adjusting when a child leaves their care is also a part of the journey, as they believe another child may need them more. This embodies why Michael earned the 2022 Victorian Father of the Year title, which Y Victoria aims to award based on impact and values.



CEO of Y Victoria Carolyn Morris with 2022 winner of Father of the Year, Michael te Wierik, his wife Fiona and Lord Mayor of Melbourne Sally Capp.

Early Learning 'Regular Outings'.

Eleven early learning services underwent the assessment and quality rating process administered by the Department of Education and Training in line with the National Quality Framework (NQF). We're pleased to report all services achieved either 'meeting' or 'exceeding' rating which highlights the Y's commitment to delivering high quality education and care for children.

The establishment of 'Regular Outings' this year across Children's Programs is enabling children to foster a sense of community and a greater awareness of the areas in which they live.

There is nothing better than seeing the delight on the faces of children as they learn about the world around them.





Recreation

Our most recent social impact survey has revealed encouraging trends, notably:



in Y members engaging in exercise compared to last year.



reported participating in some or all of their physical activity with the Y.



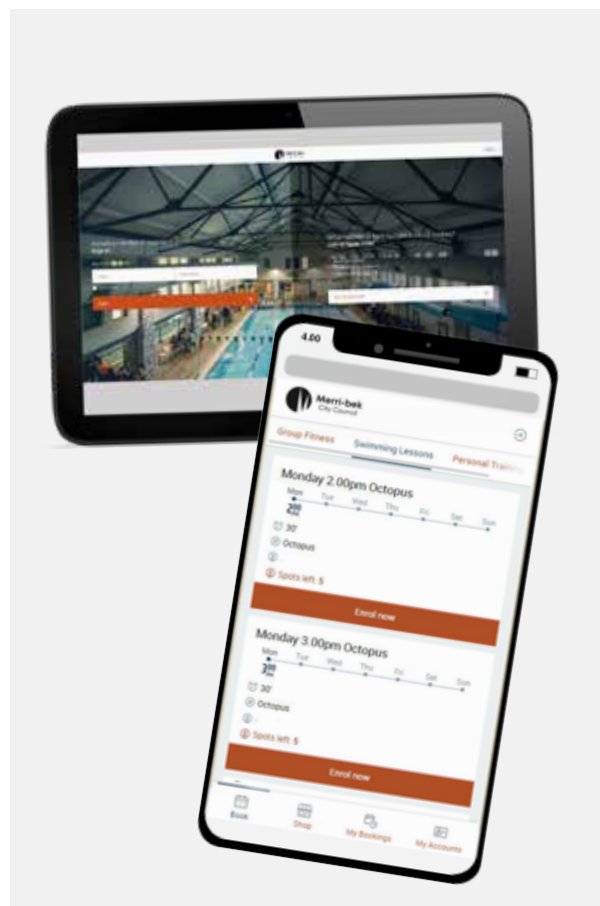
Perfect Gym

In 2022, Recreation kicked off the much-anticipated roll-out of Perfect Gym, a game-changing shift in how we engage with our members.

The integration of this technology makes online membership sign-ups a breeze and redefines convenience for members. Perfect Gym allows easy online sign-ups, booking for swimming and gymnastics lessons, access to a user-friendly client portal, as well as booking into group fitness sessions.

Behind this milestone are our project team's dedication and hard work, shaping a smooth strategy for introducing this platform across Recreation. Two pilot sites SAALC and Peter Krenz Leisure Centre led the transformation in 2022/23.

While digital transformations can be challenging, they also offer incredible opportunities for growth. As we gear up for the coming year (FY23-24), we're eagerly awaiting the collective momentum as all sites jump into this transformative journey together.





Learn to swim

At the Y, we consider aquatics programs, swimming lessons and water safety to be an important element in enhancing the community's wellbeing.

Our wholly-owned Kingswim centres combined with the aquatic and learn to swim programs at our Y managed recreation centres delivered a total of 2.4 million participations this year.

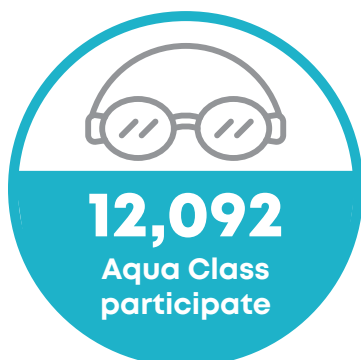
The Y swimming programs aim to reduce the risk of drowning for all Australians by teaching and promoting essential swimming and water safety skills.

We are also passionate about nurturing sport development in our communities' to increase physical activity and create a foundation for lifelong enjoyment and achievement in aquatic sports.





Kingswim





With **21 Kingswim centres** across QLD, NSW, ACT and VIC we've held more than **1.42 million swim lessons** and **74,000+** school swimming program lessons during 2022-23.

The Y operates 21 Kingswim Learn to Swim schools across Victoria, the ACT, Queensland and NSW. Kingswim are driven by a passion and commitment to see every child learn to swim. Kingswim teams help to make young people safe and confident around water

and provide them with the skills to experience a fuller, richer life.

Kingswim believes in the potential of all children and in the ability to impact positively on their growth and development as swimmers and young people.

Across Kingswim centres:





Camps

The Y Discovery Camps delivered life changing experiences and real impact beyond camps for schools, community groups and families:



With more than
1570
individual
bookings



80,000
campers
attending one of our
six camps across
Victoria

Over 20,000 of these campers were from a wide range of community groups, from disability groups and CALD community groups, to sporting, faith and special interest groups. The remaining 60,000 campers were all young people from primary and secondary schools. The camps prepared just over 400,000 delicious meals

The Discover Camps participated in the Victorian Government's Positive Start program with 58 groups accessing the scheme resulting in 4,200 participants with just over \$2m in revenue. This program was fully funded by the Government for young school aged

participants that would normally not get the chance to attend camp, especially after missing out on invaluable opportunities during the COVID pandemic.

An exciting area of development for Camps is the expansion of the Bush Kinder and Nature Play program. Anglesea Discovery Camp is leading the way doubling their number of participations and teaching teams across 2023.

More than 200 families engaged in Bush Play groups with strong enrolments across all activities from Nature Play through to Forest Skills for older children.



Action sports Moomba 2023



Action sports competitions were showcased at this year's five-day Moomba festival, **attracting more than 100,000 spectators per day.**

These events held by the Y attracted

more than **260 competitors** in skateboard, scooter and inline skating competitions.

Full gender parity in prize money was awarded.

Major sponsor Tech Deck held complementary activities with Tech Deck mini skateboards,

which involved **850 participants** & **600 prizes given**

Support from the Y's fundraising team resulted in another **\$3,000 in contributions** back into Y programs and events, including activations for Riverside Skatepark.





MEANINGFUL WORK

*Every person has the right
to learn and engage in
meaningful work.*



Kingswim Reaching to accommodate

Misty Stevens and her son, Jack, faced a challenging journey following Jack's brain tumor diagnosis. Amid the trials, Kingswim swimming lessons became a beacon of transformation in Jack's life. Instructors Kelly and Bianca went above and beyond to accommodate Jack's needs, fostering his growth and communication skills.

Bianca modified the lessons to accommodate Jack's needs, allowing him to participate and feel included. She also provided him with the opportunity to observe his peers and incorporate sign language into the lessons, fostering his understanding and communication skills.

When Jack started to regain his speech, his first words were his parents' names and Bianca's.

Their dedication and the support of the Kingswim team played a crucial role in Jack's rehabilitation and served as a testament to the profound impact compassionate instructors can have on a child's life.



Kingswim instructors Kelly Poulter and Bianca Bell



ReBuild Where potential and opportunity meet

ReBuild achieves **positive and sustainable outcomes** for young people by delivering on-the-job training under the guidance of an experienced tradesperson.

ReBuild offers a range of services including landscaping and garden maintenance, carpentry, covered walkways, office fit-out/de-fit, temporary fencing and earthworks across Victoria to provide young people with the exposure and autonomy to decide what trade they want to further pursue.

Thanks to ReBuild's business partners within the commercial construction industry young people can gain valuable experience on tier one commercial job sites whilst being provided with the opportunity to transition into employment with these businesses once they are ready.

In the last 12 months, **ReBuild has employed 34 young people** into commercial construction opportunities:



41%

of these employees are living with a disability



41%

identify as members of the CALD community



50%

are under the age of 25



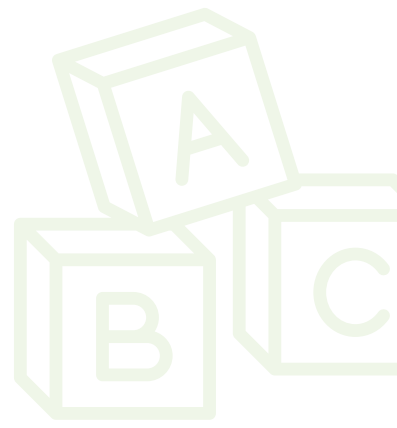
58%

were previously categorised as long term unemployed (12+ months)

Beyond the individual impact of supporting young people who have encountered involvement with the criminal justice system to gain sustainable employment and lead positive lives, ReBuild contributes to the cultivation of safer Victorian communities by removing some of the barriers which lead to re-incarceration.



Early Learning Investing in best practice



Professional Development

In Early Learning a key focus has been on inspiring our people and supporting their engagement in professional learning. Educators across services have attended the Semann and Slattery Conference in Sydney, Best Start Best Life Conference in Melbourne and the Bunjil Nest Project Annual Conference in Balnarring to explore new ideas and develop themselves as educational professionals.

The introduction of the Early Learning Quality Operations Manager role has enabled us to work closely with our Educational Leaders to support them in inspiring our teams to ensure children's learning is always visible. Embedding First Nations perspectives, the value of natural learning environments for children and benefits of loose parts play have been areas of focus for this team.



Recreation Men and Women of the Y program

The Men and Women of the Y Programs **have gained momentum** across various council contracts.

The Men's program has been a catalyst for positive change, addressing physical, mental, and social health and wellbeing. Through engaging sessions, participants are equipped with skills to manage their mental health, adopt healthy behaviours and contribute to a respectful community. Meanwhile, the

Women's program continues to empower women aged 18 and above, nurturing their physical, mental and social health. This holistic approach embraces diversity, welcoming women from all backgrounds and abilities to create a healthier lifestyle together.



Youth Services **Growing our Future**



UNO-Y and Future Leaders are two programs run by volunteers from across the Y.

With a focus on personal and professional development, these two programs engaged over 85 emerging leaders from across every sector of Y Victoria & Kingswim.

UNO-Y is Y Victoria's annual personal and professional development program for staff and volunteers aged 18-23, while Future Leaders gives

those that may be considered for management positions the chance to build on their skills in leadership and grow professionally.

An overwhelming majority of participants come away feeling they've gained varied workplace skills, connection to the Y and its purpose and sense of pride to work/volunteer for the Y.





JUST WORLD

*Justice, peace, equity and
human rights for all.*



Voice to Parliament

Y Victoria was proud to be an early advocate for the Yes campaign in the Australian Government's Voice to Parliament referendum.

This stance not only aligned with our value of inclusion and commitment towards reconciliation with First Nations people, it also reflected the desire of around three quarters of staff surveyed who wanted us to champion the cause publicly. In partnership with Y Australia and many across the Y movement, we amplified support and resources.

Regardless of the outcome, we continue to **support reconciliation and the work ahead towards empowerment and healing.**





Youth Services - Youth Parliament 2023

The Victorian Youth Parliament supports young people aged 16-25 years old to **speak up and be heard about issues** that they are passionate about.

The Y run program, held yearly since 1987, fosters leadership and engagement in the democratic process and in 2023 concluded its sitting week with the passing of several bills.

The event's Closing Ceremony **marked the appointment of Kaitlin Woolford as the 2024 Victorian Youth Governor**, responsible for advocating for young voices and being a program ambassador.

Mathew Hilakari MP accepted the program's passed bills on behalf of Parliament, which included lowering the voting age and improved animal welfare in shelters.

Over the years, Youth Parliament bills have led to legislative changes, government initiatives, or incentives, with at least 68 bills from past sessions becoming law in Victoria.



Over the last 37 years, the Victorian Youth Parliament program has had a tremendous effect on the state of Victoria - **directly impacting legislation that is in place today.**

Of the 639 Bills debated over the program's 37 years, **68 known Bills have been turned into legislation, government initiatives and incentives.**

That is on average, 1.8 Bills a year directly impacting the governing of the state of Victoria.

1.8
BILLS A YEAR
IMPACTING
LEGISLATION





Pride March

On Sunday 5 February, the Y took to Fitzroy Street in St Kilda to participate in the **Midsumma Pride March** for the fourth year in a row.

Vibrant staff and volunteers (including executives) from across the Y movement marched in support of all things diversity, inclusion and equality. The Pride March provides a sense of belonging for staff and volunteers, which is important to the Y as the organisation strives to provide inclusive, welcoming and safe environments for everyone.



OSHC WheelTalk

The **WheelTalk program** as part of the Y's school holiday program kicked off at the Boroondara Disability Sport and Recreation Hub.

More than **50 children learnt from aspiring Paralympian Peter Ogunyemi** about determination and the power of inclusion.

More than just sports, the program combines activities like Wheelchair AFL, Wheelchair Basketball, and Wheelchair Rugby with invaluable lessons on disability rights and inclusion. WheelTalk welcomes local schools and community groups to get involved. Thank you to Access for All Abilities, an initiative of the Victorian Government, for their support.





Kingswim **Water safety for all**

At Kingswim, we are dedicated to **promoting water safety messages through our interactive and captivating water safety and awareness program** delivered to students within childcare, kindergartens and early primary school.

This program, offered as a community service, aims to spread vital safety messages and contribute to the creation of safer and thriving communities outside of the pool setting.

Kingswim is trying to bridge gaps in the essential water safety messaging as a result of COVID-19 interruptions to knowledge and swimming experience, communities facing financial hardship due to the increased cost of living as well as families and students that have not yet formally enrolled in swimming lessons.



Recreation for all

Celebrating inclusion and diversity

The Qfit program's focus on creating a safe and welcoming fitness environment for the local LGBTQ+ community, caught the attention of many as it expanded across Merri-bek and the City of Melbourne.

The program's innovative approach also grabbed the spotlight at the recent Aquatics & Recreation Victoria (ARV) awards, where it received a high distinction for its contribution to fostering inclusivity and diversity.



In partnership with AUSactive, the All Abilities Program is driving positive change within health and fitness businesses. This initiative, funded by the Australian Government and managed by Sports Australia, promotes safe and effective group exercise participation for people with disabilities. Brunswick Baths and Coburg Leisure Centre embraced the program, making strides toward a more inclusive fitness landscape.





SUSTAINABLE PLANET

*A world where we live in full
harmony with nature.*



Early learning Playground grant

YMCA Derrimut's Early Learning Centre is embarking on an exciting outdoor playground project, thanks to a \$490,010 grant from the Victorian Government's Building Blocks Improvement program announced in October.

This grant will enable us to create an inclusive, flexible, functional and natural play space with a range of age and developmentally diverse opportunities for play-based learning.

The upgrade will create a nature-inspired, inclusive playground with customised spaces for different age groups, promoting enriching learning experiences. Features will include sandpits, water play areas, climbing structures, vegetable

gardens, and an important 'Yarning Circle' to educate children about Aboriginal culture and foster inclusion.

More than a playground, the project emphasises environmental sustainability, incorporating shade trees, rainwater tanks, and sustainable materials to help children connect with and respect the environment. We can't wait to engage in this new space when it opens in December.





Environment Sustainability Strategy

Our new Environment Sustainability Strategy, endorsed by the Board, is a **pivotal milestone**. It **responds to the voice of young people calling for the urgent need to address climate change** and environmental issues.

This direction also links to our commercial viability, particularly in the fiercely competitive tender space.

Inspired by areas of brilliance across Recreation sites such as the achievements at South Australian Aquatic and Leisure Centre (SAALC), the leading-edge Sport and Recreation Victoria contract secured by our camping sector and Children's Program's early adoption of e-Water, the strategy moves us further forward.

In summary, our overarching statement and goals include achieving a future where, by 2030, 100% of the Y community makes sustainable choices every day, alongside the ambitious goal of becoming carbon neutral by the same year.



To realise our strategy and overarching goals, we've identified four key impact areas:



Empowering People and Communities through education and influence



Reducing Waste by promoting recycling and the reduction of chemicals



Resource Efficiency by implementing renewable energy and increasing water efficiency



Sustainable Sourcing by engaging suppliers aligned with our sustainability values

Our commitment extends to comprehensive emissions reporting, ensuring transparency and accountability. We look forward to sharing our journey to build a more sustainable and responsible future.



SOCIAL IMPACT

The Y's social impact measurement helps us understand, learn and adapt our programs and services to ensure we can have a more positive impact on our communities.



Social Impact Measurement implies significant changes in people's lives that address a social challenge such as health, connection or living conditions.

Our reporting focusses on five key social outcomes with an emphasis on impact for children, youth, families, and communities - including how the Y's ways of working contributed to these results.

The Y5 outcomes are:




Throughout 2022 and 2023 we have received over 5,600 responses to our social impact survey. We worked collaboratively with Clear Horizon to design and evaluate the data which has led to a number of positive changes:

- New sensory-sensitive swimming classes for neuro-diverse children, and a new Parental Advisory Group, following feedback from parents.
- New child-friendly fitness classes to address childcare concerns during workouts for young parents, promoting both fitness and social connection.
- Efforts are being made to enhance inclusivity through policy reviews, engagement programs for transgender youth, and online training modules for staff and volunteers.
- The expansion of programs like Q-Fit, tailored to promote health and wellness among LGBTQIA+ communities.
- Implementation of new customer engagement strategies within centres, recognising the link between customer service and social outcomes.

In 2023, we adapted our reporting in response feedback, expanding the demographic data to include cultural background and all abilities, and introducing centre-level analysis. This enabled a better understanding of individual outcomes within facilities and is being used to improve program design and planning, customer service, cross-team collaboration, and partnerships.

Summary of our Social Impact Findings



Physical Wellbeing

Y Victoria's YMCA clients of all ages were more active than the average population in Victoria, with **67% of people who completed the survey meeting the physical activity guidelines**. Pleasingly, **77% of survey participants said they engage in activity with the Y, an increase from 66% last year**. Higher levels of physical activity coincided with higher life satisfaction scores from respondents. The longer people are members of the Y, the more physical activity they engage in.



Mental Wellbeing

The Y continues to support individuals' mental wellbeing. On a scale of 1-10, Y clients **reported an average life satisfaction of 7.93, just above the national average of 7.2**. Ninety percent of respondents said **the Y contributes to their life satisfaction 'a lot' or 'a little bit'**. Interestingly, participants who reported higher life satisfaction were more likely to **connect their wellbeing with the Y**. The more frequently individuals visit a Y centre, **the greater their life satisfaction tended to be**. People under 15 years of age and those over 70 years reported the highest life satisfaction scores.



The Y provides a space for people to connect and feel a sense of community belonging. **Sixty-eight percent of survey respondents said they connect with others through the Y**, and **66% said they gained a sense of community belonging. This is higher than the national average**, where 48% of Australians aged 15 years and over, were part of a social group in the past 12 months.

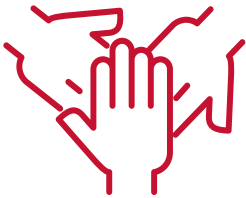


The Y has empowered hundreds of young people with essential skills for the future. **Three out of four survey respondents reported developing a skill and gaining increased confidence to learn new skills.** The most reported skills included teamwork, communication, social intelligence, leadership, and problem-solving. Discovery Camps and Kingswim were particularly effective in boosting confidence and skill development, **especially for young clients and those with disabilities or chronic illnesses.** Youth Services programs also supported skill development. For instance, **97% of Youth Parliament participants affirmed using skills they've acquired now and, in the future.**



Several of the Y's Youth Services programs are giving young people a voice, with **91% of survey respondents expressing confidence in being able to have a say.** This is impressive considering only 30% of young people in Victoria feel they can have a say most of the time. **Two standout programs, Youth Parliament and Youth Press Gallery, were found to excel in amplifying young voices.** Over 120 young people learned how to advocate, agitate, and influence parliamentarians and the law-making process, and **more than 95% of participants felt confident in having a say** after completing these programs.

Findings from the 2022-23 **Social Impact** surveys

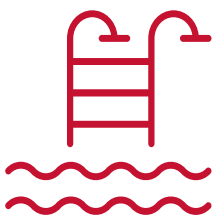


Exceeding national benchmarks

The Y's clients are achieving higher outcomes compared to national benchmarks and this is especially the case for oldest and youngest clients. Clients say that the Y's services are essential to this achievement.

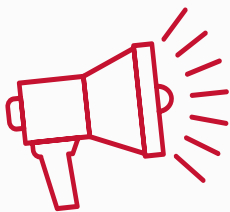
The Y's unique role in connection & belonging

The Y plays an important role in building connections and a sense of belonging among different communities. This is something that the Y can explore further, particularly in relation to **how connection and belonging impacts other outcomes.**



Kingswim is performing particularly well

At a service line level, Kingswim is performing particularly well reporting the highest scores for **life satisfaction, connection and belonging and future-ready skills.** Noting that parents were reporting on behalf of children.



The Y's contribution to youth voice

While data shows that some Youth Services programs are amplifying young people's voices, **more work needs to be done to better measure and articulate the Y's contribution to Youth voice and empowerment.**

Consistency year on year

Despite significant scaling of social impact measurement across service lines and centres and a volatile operating environment across many of the sectors the Y works in, there is a lot of **consistency from last year to this year in the social impact observed.**



Measuring common skills across the Y

It has proven **valuable to assess common skills across service lines**, as it allows for organisation-wide analysis and provides insights into the breadth of skills developed that may not be typically associated with an activity.

FUNDRAISING AND FINANCIALS

The 2022-23 period showed that the Y had emerged out of the COVID-19 crisis in the position and ready to invest in the organisations future.



Fundraising and Donations

Y Victoria received \$1.8m in grants. In addition fundraising and donations reached more than \$1.2m.

Community events, such as the Merribek Fun Run and Walk and Moomba, contributed around 75k.

Funds raised were directly invested into programs to support people experiencing hardship. These programs include YMCA Open Doors, ReBuild, Y Streetball, Men of the Y, Women of the Y, Jimmy's Youth and Wellbeing Sanctuary and more.

Examples of fundraising activity include:

- Camps \$1 Initiative: **\$80k**
- Corporate Sponsorship & Major Gifts: **\$40k**
- Community events **\$75k**

FUNDING FOR Y5 INITIATIVES

Physical Wellbeing

486
initiatives funded

Mental Wellbeing

550
initiatives funded

Future-Ready Skills

203
initiatives funded

Connections & Belonging

474
initiatives funded

Youth Voice & Empowerment

42
initiatives funded

The Y's online donation portal, website and digital fundraising strategy was updated with a clearer focus and alignment to The Y's vision and purpose. This has allowed us to be more dynamic in the way we fundraise, we no longer solely rely on community initiatives to fundraise.

Now that our sites are back up and running we have

much more comprehensive and diverse fundraising streams that complement each other, without relying on a single method.

We anticipate further growth in fundraising for year, now that we have applied our learnings throughout the challenges of COVID-19 lockdown restrictions.

FINANCIALS

The financial year ending 30 June 2023 returned a combined net deficit of (\$4.5m).

The YMCA of Victoria had a consolidated net deficit of (\$4.5m) for the year ending 30 June 2023. The underlying service line performance has experienced strong recovery as we have emerged out of the COVID-19 crisis with a surplus of approximately \$0.7m. Our transformation investments have created our deficit, but are creating vital foundations which will benefit the

organisation well into the future. Due to the emergence out of COVID-19 and resumption of full operating capacity, YMCA Victoria's total turnover increased by 28% to \$204m [2022 \$160m]. In addition, the organisation earned interest revenue of \$689k [2022 \$48k] due to proactive treasury management in the current high interest rate environment.

Financial summary

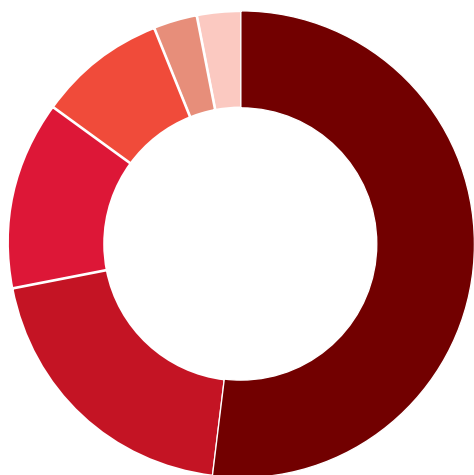
CONSOLIDATED NET PROFIT	Current year FY 2022-23	Prior year FY 2021-22
Total Revenue	204,799,963	160,837,683
Total Expenses	209,340,543	166,841,373
Share of profit/(loss) from joint venture	0	(16,794)
Total deficit for the year	(4,540,580)	(6,020,483)

BALANCE SHEET	Current year FY 2022-23	Prior year FY 2021-22
Current assets	39,370,822	40,887,293
Non current assets (1)	68,136,489	71,597,923
Total assets	107,507,311	112,485,216
Current liabilities (2)	47,939,783	45,276,617
Non current liabilities (3)	43,655,499	46,755,990
Total liabilities	91,595,282	92,032,607
NET ASSETS	15,912,029	20,452,609

NOTE:

- (1) Non current assets includes right of use assets of \$32.5m, on adoption of new accounting standard AASB16 in FY20.
- (2) Current liabilities: Includes lease liabilities of \$6.4m, on adoption of new accounting standard AASB16 in FY20
- (3) Non current liabilities includes lease liabilities of \$32.9m, on adoption of new accounting standard AASB16 in FY20.

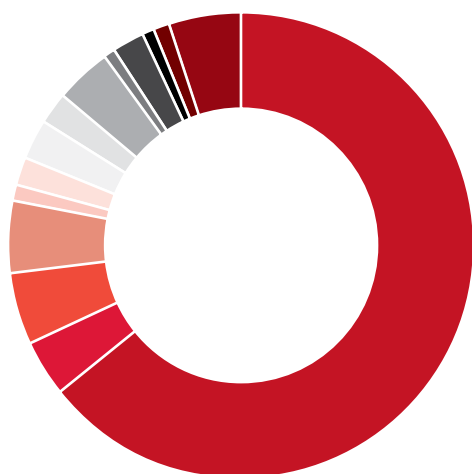
Where the money comes from



Recreation & Local Government	52 %
Childcare (ELC & OSHC)	20 %
Kingswim	13 %
Camping	9 %
Youth & Family Services	3 %
Shared Services & Governance	3 %

Total revenue **\$204,799,964**

Where the money was spent



Employee Benefits	65 %
Other Expenses	4 %
Utilities	5 %
Repairs, Maintenance, Equipment Lease	5 %
Rent, Rates and Taxes	1 %
Contract Partner Expense	2 %
Consumables, Program Costs	3 %
Stock Purchases	2 %
Depreciation and Amortisation	4 %
Finance costs	1 %
Licensing	2 %
Insurances	1 %
Marketing	1 %
Contractors, consultants	4 %

Total expenses **\$209,340,543**

PARTNERS AND SUPPORTERS

The Y's incredible work could not be done without the support of our generous partners and contributors in the community, especially over the past year.

Whether you're an individual, a charitable trust or foundation, a corporate sponsor, a council partner or government partnership - we are so grateful for your generosity and support.

We rely on contributions from people like you to continue our vital work in the community.

Thank you to all our supporters.

By donating to or partnering with YMCA Victoria, you are helping to support local people who are doing it tough, giving them access to our life-changing programs and services. We appreciate your support in helping us give everybody the chance to be healthier, happier and better connected to their community.

A list of our government and industry partners can be found at:
victoria.ymca.org.au/partnerships/current-partners

Local Government Partners



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 Inc

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

Deregistered 27 March 2023


The Y of Tasmania Ltd


ABN 56 654 311 985 / ACN 654 311 985

Currently non-operating.



YMCA Victoria
Annual Report 2022-2023

 502/990 Whitehorse Rd,
Box Hill, VIC 3128

 03 9403 5000

 vicoffice@ymca.org.au

 victoria.ymca.org.au

 facebook.com/ymcavictoria

 YMCA Victoria

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