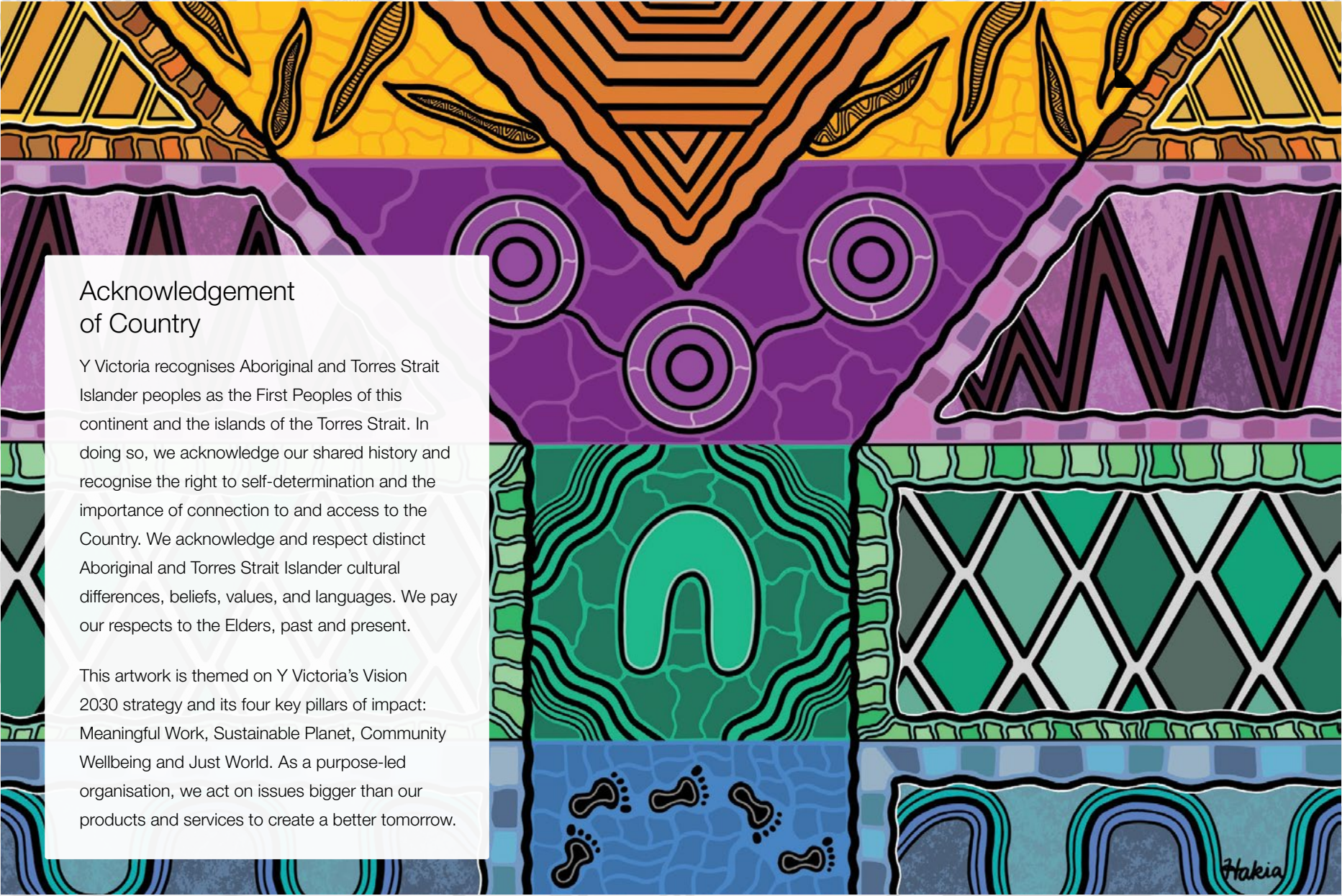




A BETTER TOMORROW WHERE ALL PEOPLE CAN BELONG.

Y Victoria's 2024
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 Gundiṯjmarra, 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.

Welcome to our Community Impact Report for 2024

We are excited to share with you the 2024 edition of our Community Impact Report, showcasing the remarkable and meaningful work Y Victoria has achieved over the past year.

We hope you enjoy exploring the stories, insights and outcomes that highlight that where there is a Y there's a way for the whole community to benefit.



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Message from the Chair

Reflecting on YMCA Victoria over the past three years, it is so encouraging to witness the remarkable and meaningful leadership and work of the Y's dedicated teams. Every day, staff and volunteers passionately contribute to significant positive impacts—helping to transform the lives of individuals, nurture families, and strengthen local communities.

These stories, a selection of which you will find in our report, stand as a continuing demonstration of our commitment to our mission and what the Y is all about.

One of my personal highlights is the exceptional Youth Parliament Program which empowers 120 young changemakers to collaborate and advocate on matters important to them and their communities. Witnessing the passionate debates during sitting week at Parliament House and the presentation of the youth-led Bills to the Victorian Government to be considered for eventual legislative change is incredible.

From youth empowerment programs to the Y's early learning, outside school hours care, camping, learn to swim and health and wellbeing programs it really is the people who make the difference. My warmest thanks to CEO Carolyn Morris and her team and our volunteers including, of course, our dedicated Board of Directors.

In April we said farewell to one of our longest-serving Board Directors, Olly Tripodi, who began his association with the Y as a student in our Youth Parliament Program. Olly became so integrated with the Y that he continued to contribute significantly over the years. Laurice Temple also stepped down at this time and she will continue her involvement with Y Australia in her National Board appointment. We wish both Olly and Laurice the very best.

I would like to warmly welcome new Board members Mark Cameron and Perry Abbott who bring their individual expertise and passion to the Board. They're joined by Derek Ng (Treasurer) Paul Dunn, Renee Hancock, Marie Howard, Casey Majchrzak and Kevin Kapeke.

As a Board we're united in our commitment towards reconciliation with First Nations people. We're pleased the Y Victoria Reconciliation Action Plan was endorsed to June 2025. The RAP alongside our Vision 2030 strategy supports a clear direction towards more impactful change.

The not-for-profit sector is facing challenging times. Like many other community organisations, we are not immune to the current economic climate and have had to carefully ensure our vital services remain affordable. We have been weathering increased costs due to sustained inflationary pressures, additional and changing regulatory compliance,



and latent costs associated with COVID-19 recovery. We too see the flow on effect of these imperatives that bring both social and economic challenges to the broader community. Despite these effects we are confident that, like those before us over our 170 year history, we have been expertly navigating these challenges and will overcome them.

This is a time to remain focussed on strategy and innovation. The advances in measuring our social impact, ensures that we count every visit and make every visit count – ensuring everyone leaves feeling a little better than when they arrived at the Y.

We're grateful to our supporters, donors, teams and communities for building on our legacy and moving forward with our vision to create a better tomorrow – where everyone belongs.

Warm regards,

Dr Lindsay McMillan OAM
Board Chair

Message from our Youth Sub Committee Chair and Board Director



In 2024, YMCA Victoria has continued its mission of creating inclusive spaces where young people and communities thrive. As one of the oldest charitable and not-for-profit organisations in Australia, the Y's focus on equity and inclusion has been central to its work, particularly during a time when these values are critical for our communities.

This year, the Youth Sub Committee has grown as a vital platform for diverse youth voices, ensuring their lived experiences shape the direction of the Board and in turn the organisation. The commitment to cultural safety and representation and intersectionality has strengthened the Y's ability to address complex challenges faced by the communities served.

My thanks to Ikram Mahamed, Khalid Muse, Ravin Desai, Zodie Bolic, Rose Russell, Jacob Osenaris and Mijica (Magic) Rose Lus.

The Y's role in the social determinants of health cannot be understated. Through our recent social impact survey more than 12,000+ members shared how the Y has impacted their physical, mental wellbeing, connection and sense of belonging.

This data proves the impact of our programs and enables further improving to deliver on our strategic goals. Importantly, our programs extend beyond physical health benefits; they create spaces for young people to build resilience, develop skills, and form connections that have

lasting impacts on their mental health and social inclusion. In particular, the Y's programs and community hubs have played a significant role in fostering social connections. Some examples include 98% of young people in the Bridge Project at Ravenhall Correction Centre report feel more connected to community. More than 84% of young participants at Y Discover Camps said the camp experience contributed to their sense of happiness.

These positive outcomes change lives and are critical in today's world.

This year, the Y's commitment to affordability has ensured that more young people, regardless of their financial circumstances, can access these types of essential services. Whether it's swimming lessons, after-school care, or youth leadership programs we remain steadfast in offering opportunities that nurture growth and empowerment, even amid financial pressures. This aligns with the broader mission of addressing inequities and supporting the social and emotional development of young people who face systemic barriers.

The Y's youth-led approach to its programs continues to inspire positive social change. Representation from young people, particularly those from diverse backgrounds, has been pivotal in shaping initiatives that resonate with local communities. The Youth Sub Committee ensures that the diverse voices of young leaders are heard and their insights together with social impact data is a driving force for change.

As the Y continues to adapt and evolve, the focus remains on inclusivity, fairness, and social justice. The work being done within the organisation aligns with broader global movements toward equity and the understanding that health—physical, mental, and social—is shaped by the environments and opportunities available to young people. By embedding these principles across all programs, the Y reinforces its role as a leader in not only youth development but in advancing the social determinants of health.

Acknowledgement is due to the incredible staff, volunteers, and young leaders who work tirelessly to uphold these values. Their dedication ensures that the Y remains a place of safety, belonging, and transformation for all. This collective effort has made it possible to navigate the challenges of this year and to continue creating lasting impacts for the future.

As we move forward together with all YMCAs across the world in our collective mission, there is optimism that our local ongoing work will only strengthen the Y's ability to serve as a beacon of hope and opportunity for young people and communities alike.

Regards

Kevin Kapeke

Youth Sub Committee Chair and Board Director



Message from our Chief Executive

At the Y we believe in helping all people and communities to thrive; we always have

It's inspiring to be a part of the YMCA movement, which has been deeply embedded in Victoria for over 171 years, and in Australia for more than 180 years. The Y has long been a symbol of community, connection, and the belief in the potential of every individual.

Our global pillars of impact Just World, Community Wellbeing, Meaningful Work and Sustainable Planet along with our new vision to create a better tomorrow where we all belong continues to drive our efforts to support young people, families, and communities in navigating these uncertain times.

This year across our 163 facilities we have delivered on our vision with strong results across a wide range of services:

- **Our 64 Y managed** aquatic and leisure (Recreation) facilities have welcomed over 11.6 million visits, contributing to improved health and wellbeing
- **87% of our Recreation members** are now meeting the physical activity guidelines—a 20% increase from last year.
- **Our 65 Early Learning Centres and outside school hours care (OSHC) services** supported 7400+ families, 89% of whom reported a strong sense of belonging.
- **Y Camps have supported 80,000+ people**, including school groups and community organisations, attending our six camp sites this year.

- **Campers** reported increased happiness, confidence, and resilience, with 84% saying that Y Discovery camp contributed positively to their lives.
- **Kingswim** centres delivered over 1.1 million swimming lessons to more than 26,000 children weekly, with 90% reporting they've developed their essential water safety skills.

These results demonstrate the deep impact of our programs. Beyond the numbers, the countless stories of transformation and growth give a sense of the humanity and the vital role of community across the Y. At the heart of it we're a bunch of dedicated people supporting one another.

The Y's origin story began in London in 1844 with George Williams seeking community. What is less known, is the origins of Father's Day as we know it, which can be traced back to the YMCA in Washington in 1910 and the efforts of Sonora Smart Dodd wanting to honour her father.

Every year at Y Victoria we honour that legacy and celebrate parents, carers and mentors supporting children and young people. We call for nominations, share stories and select an inspiring role model who is making a profound impact.

Our annual **Victorian Father of the Year** event in September 2023 recognised regional dad **Gabriel Carazo** and his R.A.D Dads initiative to promote nature-based play and peer support for fathers. By launching projects like building mud kitchens to raise funds for local causes Gab is encouraging father figures to get active, get outside and be together which helps promote community and resilience.

In May 2024 our inaugural **Victorian Mother of the Year** awards was launched to thank and recognise the everyday mums and mother figures across the state. We celebrated **Michelle Galea** who founded Australian Solo Mothers By Choice group which has grown to a supportive community for single mothers like herself. Recently Michelle and members of her group came together for their first camp experience at **Y Lake Dewar Discovery Camp**, thanks to our **Open Doors funding**. This camp provided a vital recharge, allowing six deserving families to connect with nature and each other—an important opportunity for reflection, renewal, and shared support.

2024 marked a record number of industry awards and achievement for each of our services. Standouts include:

- ✓ Aquatic and Recreation Victoria's 2024 Facility of the Year (Small) for Phillip Island Leisure Centre
- ✓ AusActive National Awards for both Hawthorn Aquatic and Leisure Centre and Coburg Leisure Centre.
- ✓ Platinum Pools at Brunswick Baths, Boroondara Sports Centre, Hawthorn Aquatic and Leisure Centre, Gippsland Regional Aquatic Centre
- ✓ 2023 Victorian Disability Sports and Recreation Award for Camp Manyung.

We also faced some tough challenges, particularly on the financial front which required vital investment and recalibration. The investment in system transformations, progress toward sustainability goals and our commitment to maintaining affordable services amidst rising living costs presented some headwinds.

As part of our Just World pillar we're dedicated to ensuring fairness and quality across all our offerings. In response to the ongoing cost-of-living pressures, we have made the deliberate decision to maintain affordable prices for our services, even as supplier costs continue to rise.

Many families in our community are struggling with tough financial choices, and we believe that essential services like swimming lessons and camping experiences should remain accessible to all. In these difficult times we are dedicated to continue empowering Victorian communities to be happier, healthier and more connected.

We also took the opportunity to streamline our Executive Leadership Team and re-align our General Manager structure – you'll meet our GMs in this report.

A deep thanks to our volunteer Board of Directors led by **Dr Lindsay McMillan**, our leadership cohort and their teams – employees and volunteers for your commitment to deliver on our mission, vision and purpose under the Y's Vision 2030 goals and commitments.

As a for-purpose, charitable not-for-profit a huge thank you for the contributions from community and government organisations and individual advocates– including the incredible **Andrew Crozier** from **Gippsland Aquatic Recreation Centre** who swam the English Channel to raise money for children's swimming lessons.

As we look to next year, we'll continue to build on our legacy, adapt to the evolving needs of the community, and remain committed to the values that have guided the Y for nearly two centuries. I invite you to explore this year's report and discover the inspiring stories of connection, growth, and transformation that highlight the impact that the Y makes each and every day.

Carolyn Morris
Chief Executive Officer





Reach and Impact

Recreation & Action Sports

Our Recreation services partner with Local Governments to manage their leisure facilities and create accessible health and wellbeing programs and services tailored to the needs of their local communities.

Programs include health and wellness, learn to swim, gymnastics, skate parks and community wellbeing.

We operate 64 recreation, aquatic, and stadium facilities within 17 LGA's (Metropolitan and Regional) and 1 State Facility (SAALC) and have done for more than 30 years.

Members of our centres and programs report significantly higher levels of meeting the recommended physical activity guidelines (86%) compared the state average of 54%.

Not only are our centres a place for improving physical activity and mental health, they are safe and welcoming community hubs that promote connectedness and a sense of belonging.

Our Reach In 2023-24

- ✓ **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 9,510 Action Sports participants (learn to skate)



Nadine Kemp
General Manager
Recreation



Our Impact In 2023-24

Through member and participant surveys the Y's social impact team found:



Health & Wellness

93%

Felt that the Y had contributed a little or a lot to their/child's life satisfaction.

86%

Felt a sense of belonging through the Y



Swimming Lessons

89%

Developed **skills** to make safe decisions around water.

90%

Developed **knowledge** to make safe decisions around water.



Gymnastics

88%

Developed skills to apply to other physical activities

Our Focus for 2024-25

- ➔ **Partnerships:** Execute our partnership framework that aligns with strategic goals and enables more people to access our programs and maximise community impact.
- ➔ **Program Quality Framework:** Continue to embed our comprehensive program quality framework across all Recreation products and services to align with strategic priorities, social impact data and customer insights.
- ➔ **Community Activation:** Deliver on our community activation plan that ensures consistent engagement and positive outcomes across all locations.





Reach and Impact

Children's Programs

The Y delivers fun, safe, and affordable education and care programs to support children holistically throughout their early education and primary school journey. Our services include **early learning**, before and after school care known as **Outside of School Hours Care (OSHC)** and school holiday programs. YMCA Children's Programs also manages a variety of school community facilities.

In 2023-24, we remained focused on delivering quality education to all students attending our services. These services continue to equip and empower youth and young people within the community. More than a third (39%) of our Early Learning programs are now rated as 'exceeding' in the National Quality Standards (NQS) Assessment and Rating process, reflecting our commitment to excellence.

Additionally, 12 of our OSHC were assessed, with all services rated as meeting in the NQS, and many achieving exceeding ratings in specific areas, further demonstrating our dedication to high standards of care and education.

We're committed to our local communities and providing the broader support for local families to thrive. Our centres have formed new parent groups, offering dedicated support for dads who have felt isolated and creating opportunities for children to explore and connect with their local environments. Our school holiday programs have enriched children's experiences through a wide range of exciting incursions and excursions, ensuring they have fun while learning in dynamic, real-world settings.

These initiatives help strengthen both family and community ties, creating a more inclusive and supportive environment for all. Overall, more than 90% of families report a sense of belonging at our centres, they feel welcome, safe and able to be themselves.

Our Reach In 2023-24

- ✔ **129,000+** participations in before school care
- ✔ **281,000+** participations in after school care
- ✔ **46,000+** participations in our school holiday programs
- ✔ **We support 7,400+** families across our Early Learning Centres



Katie Adams
General Manager
Children's Programs

Our Impact In 2023-24

Through member and participant surveys the Y's social impact team found:



Early Learning



Agreed or strongly agreed the Y ELC helps their child connect with other people



Felt a sense of belonging through the Y ELC



89% of families agreed Y ELC has helped their child to **build new skills**



Outside School Hours Care



Agreed or strongly agreed the Y OSHC helps their child connect with other people



Felt a sense of belonging through the Y OSHC



75% of families agreed the Y OSHC has helped their child to build **confidence to try new things**

Our Focus for 2024-25

- **Advancing programs** that foster holistic development for all students, emphasising physical and mental well-being, youth voice and empowerment, and a strong sense of community. By integrating these elements, the team will ensure that children not only achieve essential learning outcomes but also grow in confidence, resilience, and social connectedness.
- **Creating inclusive environments** where students are encouraged to actively participate in shaping their learning experiences, while receiving support for both their academic and personal development.
- **Two-way communication** with guardians to enhance student learning, while providing staff training to ensure they are equipped with the right skills to support each child's development.



Reach and Impact **Kingswim**

The Y operates Kingswim – a dedicated swim school for families. With 22 Kingswim sites across Victoria, ACT, New South Wales and Queensland 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.

In 2023-24 Kingswim embarked on a journey to reimagine the future through a long-term growth strategy. This strategy aims to strengthen the Kingswim brand into the future by expanding into priority growth markets. Whilst competition in the learn to swim industry is fierce, the team continued to push the boundaries in programming, service and innovation, particularly through infant levels.

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 launched this year responding to an emerging need and it experienced strong growth, with even greater demand expected in the future.

Our Reach In 2023-24

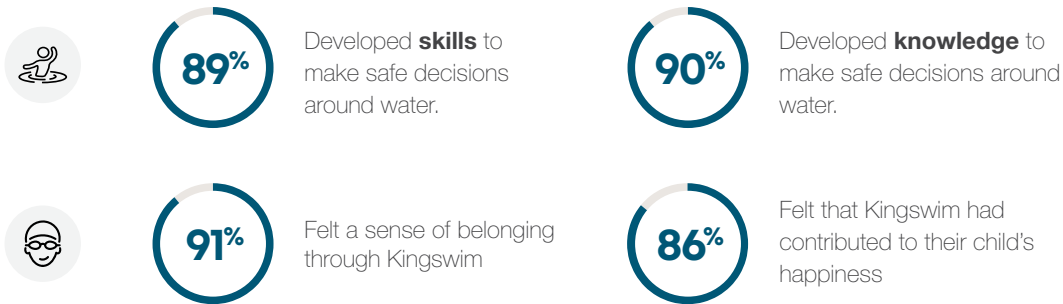
- ✔ **26,000+ children** were taught at Kingswim each week, equating to over 1.1 million lessons per year
- ✔ **400+ adults** were taught at Kingswim per week
- ✔ **60,000 student** participations through school lessons



Richard Quail
General Manager
Kingswim

Our Impact In 2023-24

Through member and participant surveys the Y's social impact team found:



76% of families agreed Kingswim has helped their child to build **confidence to try new things**

Our Focus for 2024-25

- Our **Growth Strategy**, which includes addressing the challenge of four expiring lease sites.
- **Optimising the balance of existing facilities**, programming aspirations including our Adult offering and our free Water Safety Presentations, as well as pursuing new opportunities for additional Kingswim sites in emerging communities.
- Sustaining the meaningful impact reported by Kingswim families with almost 90% reporting they had developed skills to make safe decisions in and around water. Amplifying the importance of water safety. This demonstrates success in our enduring commitment to enhancing community safety and wellbeing. We will dedicate time and energy to continue to educate and **raise awareness of the importance of the essential water safety skills we teach.**
- Everything we do at Kingswim is underpinned by our passionate, dedicated teams. In 2024-25, we will **prioritise initiatives that support, develop, and empower every individual.**



Reach and Impact

Camping & Youth

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

Y Discovery Camps network includes six camps set in Victoria's most stunning and diverse landscapes—from serene beaches to native bushland and alpine environments. We offer schools, community groups, and families the chance to explore, build new skills, and face unique challenges. At our camps, young people unplug from daily life to reconnect with nature, themselves, and others. 84% of campers reported that participating in Y Discovery camp activities contributed to their overall happiness.

An essential aspect of our camps and youth programs is ensuring they are inclusive and accessible.

We believe that camp experiences should be available to everyone, regardless of background or ability. This means creating programs that are adaptive and welcoming, allowing young people from all walks of life to participate fully. Our continued commitment to caring for and supporting people with disabilities was exemplified by when Camp Manyung won a 2023 Victorian Disability Sports and Recreation Award for its accessible harness innovation which is being rolled out across the industry.

Our Youth Programs empower young people to grow and connect with their communities, examples include sport and recreation activities through the Bridge Project, civics, leadership and advocacy opportunities at Youth Parliament

and learning vital wellbeing skills at the bespoke Jimmy's Youth Wellbeing Sanctuary. These programs continue to aid young people in developing core skills they can rely on throughout their life.

Together, Y Discovery Camps and Y Youth Programs create impactful experiences that inspire growth and connection.

Our Reach In 2023-24

- ✔ **83,864 people** attended a Y Discovery Camp
- ✔ **1,143 young people** participated in Youth Voice programs
- ✔ **120 young people participated** in Youth Parliament and 18 taskforce members supported the program
- ✔ **2,000 young people** participated in programs at Jimmy's Youth Wellbeing Sanctuary
- ✔ **22,000 participations** through the Bridge Project programs – Sport and Recreation, and Education and Life Skills



Brendan Smith
General Manager
Camping and Youth



Our Impact In 2023-24

Through member and participant surveys the Y's social impact team found:



Discovery Camps

84%

Felt that participating in the Y Discovery Camp had contributed to their happiness

74%

Felt Y Discovery Camps had helped them connect with other people



Youth Parliament

Over 92% of participants agreed Youth Parliament has helped them **build a new skill** and have **confidence to try new things**



Bridge Project

98%

Over 98% of people agreed the Bridge Project helped them...

- Connect with other people
- Feel part of a community
- Have a sense of belonging



Jimmy's Youth Wellbeing Sanctuary

Over 93% of participants said Jimmy's contributed to their **mental and physical wellbeing** and helped them develop **resilience**.

Our Focus for 2024-25

- **Y Discovery Camps:** will prioritise two key areas to drive growth and improve our impact.
- **Focus on embedding sustainable practices across all camp operations.** This will involve reducing our environmental footprint by implementing eco-friendly initiatives, from energy efficiency to waste reduction, while also educating our campers on the importance of sustainability.
- **Increase community engagement** by driving more community groups through our doors and ensuring our camps are inclusive and accessible to everyone. This includes expanding partnerships with diverse groups and creating adaptable programs that welcome individuals of all backgrounds and abilities.
- For Youth Programs we're focused on **sustainable growth**, whilst increasing our impact in communities that need it most.



Y Victoria 2030 Strategy

Vision: A better tomorrow where all people can belong.

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

Vision 2030 Pillars of Impact



**Community
Wellbeing**



**Just
World**



**Sustainable
Planet**



**Meaningful
Work**



2030 Pillars of Impact

Community Wellbeing

Commitment

To strengthen our communities by raising awareness about wellbeing options when working with and being a part of the Y movement.



Physical Wellbeing



87% of active Y members met the physical activity guidelines



85% of active Y members did all or most of their activity at a Y facility

54% of Victorians met the guidelines



Mental Wellbeing

Average Life Satisfaction

8.43 /10

7.22 Victorian Average

The Y empowers people of all ages to live an active and physically healthy life and achieve good mental health and wellbeing.

Finding Community and Belonging at the Y RecWest Footscray

At the Y, we hear about everyday people finding something special – a sense of community. For local members like Bruce and Sarah at the Y managed RecWest Footscray, this finding has changed their lives.

72-year-old Bruce joined the Y five years ago and has been consistently active ever since, finding the centre different to his previous experiences. "I've always used gyms as an outlet to relieve stress," and added his fitness journey was previously impacted by life changes.

For him, RecWest is different. "The staff here have been great in giving me a program whenever I needed it... I'm not looking to be a powerlifter, just to stay fit for my age group."

Bruce appreciates the welcoming and diverse environment, which makes him feel like he belongs. "Once you feel you belong, you can help others feel the same way."

Sarah's journey started two years ago, with the need for structure and routine in her life. "Before joining the gym, I was active but lacked motivation," she explained. Since then, Sarah has surprised herself with her progress.

"I feel stronger and fitter, which has made a big difference to my mental wellbeing."

Being with the Y has given Sarah a sense of connection, "It's more than just a place to work out; it's a community where I've made friends."

Building Community at Lightning Reef OSHC

This year, Lightning Reef OSHC has made a meaningful impact by strengthening community connections and supporting vulnerable families.

By helping with the school's breakfast program, the OSHC team formed closer ties with the school community and encouraged the children to make stronger friendships with each other.

To support local families, they established a community pantry stocked with essential food items and fresh produce from their kitchen garden. This initiative not only promotes food security but also teaches children about sustainability and the importance of supporting each other.

Open communication with families and partnerships with local organisations, such as Bunnings and AFL Central have improved the service and helped children feel more connected to their community.

Collaboration with local support agencies continues to ensure that vulnerable families receive the external assistance they need, creating a safe and supportive environment for all.



Swimming Lessons Gave My Child Lifesaving Confidence

Water safety is always a concern for new parents, and for Naomi, a 43-year-old from Belconnen, the decision to enrol her son Jonas in swimming lessons at Kingswim Macgregor proved to be lifesaving. The skills Jonas learned in these lessons meant that he could be rescued during dangerous water situations, not just once but twice.

At five years old, Jonas was caught in a sudden wave while swimming at the beach, struggling just metres from his parents. Thanks to his Kingswim training, he knew to raise his fist and call for help, allowing his father to quickly respond and rescue him.

Later that year, while playing near a lake, Jonas slipped into deeper water. Naomi remembers how he instinctively used his swimming skills, keeping his head above water and calling for help. She was able to guide him with the same commands he had learned — “Paddle, paddle, kick, kick” — and bring him back to safety.

Naomi believes that the lessons at Kingswim have given her son the skills to respond well in emergencies. Kingswim teaches techniques like raising a hand and calling for help, which can be lifesaving in dangerous situations. These lessons give parents peace of mind and play an important role in keeping children safe around water.

Reconnecting Falls Creek Community

The Y's Howmans Gap Alpine Discovery Camp played a crucial role in uniting the regional and remote communities of Falls Creek and the Kiewa Valley, after the Bogong High Plains Road landslide last year. Despite ongoing roadwork challenges, the camp's local team helped residents feel a sense of belonging in the lead-up to the ski season.

Nicholas Wright, Program Officer at Howmans Gap, led several initiatives to combat isolation in the area. With his experience in outdoor education, Nicolas focused on connecting the community, including a five-week Community Mountain Bike Shuttle service, where the camp's bright red bus provided free rides to residents, allowing them to enjoy mountain biking while building vital social connections.

Helping locals reconnect with both nature and each other was a driving force and inspired another event - the Mount Bogong Conquestathon. Co-organised with volunteer Warren 'Sheepy' Sanders, it boosted tourism, supported local businesses and enhanced community wellbeing. This challenging event, which involves hiking or running up and down Victoria's tallest mountain, draws participants from across Australia.

With over 100 years of history, the camp continues to be a vital resource for bringing people together and promoting a sense of belonging.





2030 Pillars of Impact

Just World

Commitment

To address inequities in all our activities, promote justice, peace, equity, and human rights for all.



Connection & belonging



Feel connected to other people through the Y



Feel connected to the community through the Y

48% of Victorians were part of a social group in the past 12 months.



Youth Voice & Empowerment



Felt confident having a say

Compared to the Victorian Average 30%

The Y helps establish rewarding personal and professional networks and a sense of acceptance in the community.

The Y fosters young leaders and places youth at the centre of decision making.

Reflecting on Our new RAP

In June 2024, we celebrated another step in our reconciliation journey with the formal endorsement of our Reconciliation Action Plan (RAP). This plan aims to build authentic relationships with Aboriginal and Torres Strait Islander communities. Our RAP is not just a strategic document but a living testament to our dedication to reconciliation, underpinning all our efforts with foundational values of honesty, respect, and inclusion.

Our RAP prioritises comprehensive cultural education and initiatives like the mandatory induction program for all employees, which empowers our people with essential knowledge about Indigenous histories and cultural customs. By integrating this understanding across our facilities—from Early Learning Centres to recreation centres and camps—we ensure environments where both Indigenous and non-Indigenous young people can thrive.



Industry Award for Camp Manyung

Camp Manyung was recognised for its dedication to inclusivity, winning the 2023 Victorian Disability Sports and Recreation Award for Inclusive Sport, Recreation, or Open Space Infrastructure. The award acknowledged Camp Manyung's innovative approach to making their popular Flying Fox accessible to individuals with disabilities.

The team developed the Universal Flying Fox project to ensure people of all ages, abilities, and backgrounds can safely participate. The new system addresses the challenge of climbing the ladder to access the Flying Fox, making it easier for everyone, regardless of physical ability, to enjoy the activity.

Camp Manyung has a holistic approach to inclusivity. They offer a 'challenge by choice' teaching method, which allows campers to choose how they want to participate. Their efforts ensure that everyone, including people with disabilities, can enjoy activities like the Flying Fox, bringing joy to hundreds of campers each week. By collaborating with experts and liaising with staff with disabilities, they are creating a welcoming environment where all campers can feel like they belong.



Youth Parliament 2024: A Catalyst for Change

The 38th YMCA Victorian Youth Parliament showcased the power of young voices in shaping Victoria's future. In July, 120 passionate young leaders from across the state gathered at Parliament House to debate crucial issues such as crime prevention, hospital ramping, biodiversity, and coercive control. Notably, the proposed bill on coercive control aligned with new legislation passed in NSW during the same week.

At the closing ceremony, 17 Bills successfully passed and were handed to MP Nina Taylor for consideration by the Minister for Youth, highlighting the program's impact on policy development.

Youth Parliament isn't just a learning exercise—it's a platform for real change and a means of empowering young Victorians. In fact, 68 pieces of Victorian legislation, including bicycle helmet laws and the ban on single-use plastics, originated from Youth Parliament debates.

SAALC Now Offers Free Period Products

This year we launched a new initiative to provide free period products at the Y managed South Australia Aquatic & Leisure Centre (SAALC), in partnership with TABOO, a leading supplier of essential sanitary items. The initiative aims to make sports and recreation more inclusive by offering free access to tampons and pads.

Six dispensers were installed at SAALC in an effort to address a significant need, that one in four girls in South Australia lack proper access to period care, often resorting to less hygienic alternatives.

Providing free period products to the centre's 1.2 million annual visitors is important for enabling girls and women to participate equally in sports and recreation, while helping to reduce the stigma around menstruation and promote gender equality.

Kororoit Creek Playgroup

At Kororoit Creek ELC, many families came in seeking care and social connection for their children, but we had already reached capacity. Some families were in a tough spot, with no relatives in Australia and no maternal child health visits after their babies turned 8 weeks old.

Wanting to support the community beyond the care spaces we had, the team connected with Playgroup Australia to learn how to start a playgroup. With a grant from Melton Council, we brought in a qualified educator to guide families. What started with just a couple of families quickly grew to nearly 20 participants per session.

The Playgroup leaders offer a space for families to come together and get to know each other, offer ideas and advise on many topics like feeding, sleep routines, and engaging their children in meaningful play, all while providing a safe space for their children to socialise.

By creating a welcoming space for families to connect, share advice and support each other, combined with visits from child health experts and librarians, the team at Kororoit Creek continue to be an important parenting partner in their local community.





2030 Pillars of Impact

Sustainable Planet

Commitment

To empower our community by raising awareness about sustainability options. We will work toward carbon neutrality in our facilities, while helping our contract partners manage theirs efficiently.

Our Commitment to a Sustainable Planet

Our Environmental Management Plan has a bold goal to reach carbon neutrality by 2030.

Through partnerships and initiatives like installing solar panels and running waste diversion programs, we're cutting our environmental impact. Engaging staff, offering ongoing education, and following international environmental standards is another key to our approach.

The leading edge approach at SA Aquatic and Leisure Centre shows the large scale opportunities of using renewable energy, saving water, and better managing waste to lower the environmental impact. These efforts align with the South Australia Government's direction to cut down greenhouse gas emissions and reduce waste.

More than just ticking boxes, our efforts are about making a real difference to the environment. By weaving sustainability into our day-to-day operations and involving our teams, partners and communities, we're working toward a future that's more in tune with nature.

Tree Planting Day was a community effort **at Y Mount Evelyn camp**

On National Tree Day, Mount Evelyn Discovery Camp hosted a community event to help rejuvenate the natural beauty of the Olinda Creek area. Volunteers of all ages came together to plant hundreds of native trees and plants. This effort is particularly important for creating and preserving habitats for vulnerable species, such as the Yellow-Bellied Glider, Long-Nosed Bandicoot, and Powerful Owl.

The day also featured fun activities for all ages, including a BBQ, wildlife room exploration, and interactive games. Children and adults alike enjoyed the chance to learn more about local wildlife – one parent commented, “It was a great day getting the kids outdoors. They loved holding the reptiles!”

Events like this reinforce our camp’s commitment to achieving carbon neutrality by 2030, and the strong sense of community throughout the day has inspired hopes of making it an annual tradition.





2030 Pillars of Impact

Meaningful work

Commitment

Meaningful Work is fundamental to our culture. Our way of working, helps employees experience meaningful work.



Mental Wellbeing

87%

of staff felt working at the Y or Kingswim had contributed to their life satisfaction



Connection & Belonging

84%

of staff felt working at the Y or Kingswim helps them connect with other people



Future Ready Skills

80%

of staff working at the Y or Kingswim built a new skill



Tony's impact and growth **at Ravenhall**

Since November 2017, the Y Sport & Recreation has provided programs to boost physical activity, mental health, and social connections at Ravenhall Correctional Centre.

In his position as Recreation Support Person, inmate Tony was able to share his passion for improving his community's mental and physical health. He went above and beyond expectations in organising and promoting diverse recreational activities.

Tony served in this role from June 2023 to June 2024, supporting the Y team in running activities, competitions, and events like the Spring Carnival and the ANZAC Day Iron Person Challenge. He took on responsibilities such as organising weekly activities and helping with major events, which allowed him to directly contribute to the Ravenhall community.

Through this experience, Tony not only motivated his peers but also developed valuable leadership and communication skills. He ran a weekly fitness program for over six months, building stronger connections with participants and staff.

Tony credits the opportunity provided by The Y for having a positive impact on his time in prison, making his experience more constructive, and helping him grow personally and professionally.

Transforming Youth Engagement **at YES Hub**

Tracey Cobb's leadership has transformed the YES Youth Hub in Wonthaggi over the past year.

Engagement jumped from 4,400 to 5,500 visits, and drop-in numbers soared from 105 to 1,011. Tracey's Monday free meal initiative fed over 300 young people, creating a welcoming, inclusive space. Pride events drew record numbers, and partnerships with groups like Vic Police and Housing Matters strengthened community ties.

Her mentorship of the Youth Advisory Council empowered 12 young leaders to address local issues like crime, transport, and mental health, while launching new initiatives like a youth podcast (The YAP).

Through Tracey's work she has made real impact in her community: more young people feel supported, connected, and heard. The Youth Hub thrives under her dedication, benefiting all in her community and creating spaces where young people belong.



Fundraising

YMCA Victoria received over \$1.4 million in Grants. In addition, Fundraising and donations reached

\$262,044



Key Fundraising Initiatives

The **\$262,044** in fundraising revenue included some key initiatives such as:

27 for 27	\$ 2,640
Roll-a-coin donation box	\$ 807
Camps \$1 Initiative	\$ 83,330
Rec-Site Fundraising Activities	\$ 39,448
Corporate Sponsorship & Major Gifts Activities	\$ 17,100
Holiday Giving Campaign Activities	\$ 4,000
Workplace Giving Activities	\$ 2,025

We also raised funds through events including Merribek Fun Run and Walk, Moomba, Bridge Golf Day and local fundraising initiatives.

Disbursement

This year, we funded over **\$440,000+** towards community outreach programs such as:

Newly arrived & Migrant camp	\$ 14,532
Patient Paws Animal assisted Therapy LGBTQIA+ Program	\$ 7,650
All Aboard Skateboard sessions in regional schools	\$12,215
Disability Snow Camp	\$ 5,000
All access Gymnastics	\$ 3,300
Pop up homeless shelter in SAALC	\$ 5,574

Adventure ready play and learning spaces

YMCA Early Learning Centres benefitted from nearly \$800,000 in funding from the Victorian Government's Building Blocks Grant. This funding was used reimagine indoor and outdoor spaces to encourage creative play and learning.

The playground at the Derrimut Centre received a complete renovation with a standout feature being the Yarning Circle, which encourages cultural diversity, respectful dialogue, and education on Aboriginal culture. The playground also emphasises environmental sustainability, incorporating shade trees, rainwater tanks, and eco-friendly materials to help children develop a connection to nature.



Andrew takes on the English Channel

Andrew Crozier, a popular member of the health and wellness team at the Gippsland Regional Aquatic Centre (GRAC), has always had a passion for swimming. With the support of the Y, he transformed his long-held personal goal of swimming across the English Channel into an opportunity to make a real difference.

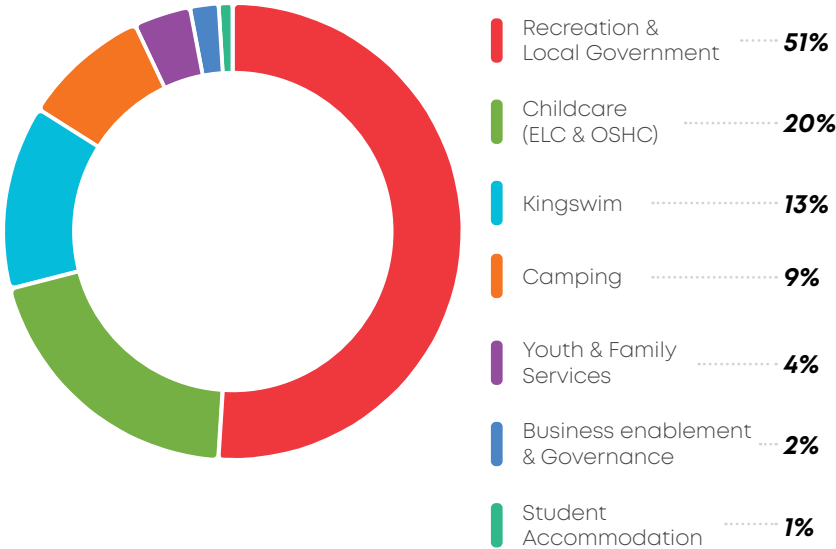
Andrew used his journey to raise funds for the Y's Open Doors program that offers essential learn to swim lessons for children in need. His goal was to provide 800 lessons to families who couldn't otherwise afford them. The Y supported Andrew in his goal, from his early training at GRAC to the completion of the 33km swim. Additional support was provided via funding, promoting his efforts, and offering flexible work conditions so he could balance his training and take time off to achieve his mission.

Andrew's story shows how a career at the Y isn't just about work; it's about finding purpose, embracing opportunities and making meaningful contributions to the community.

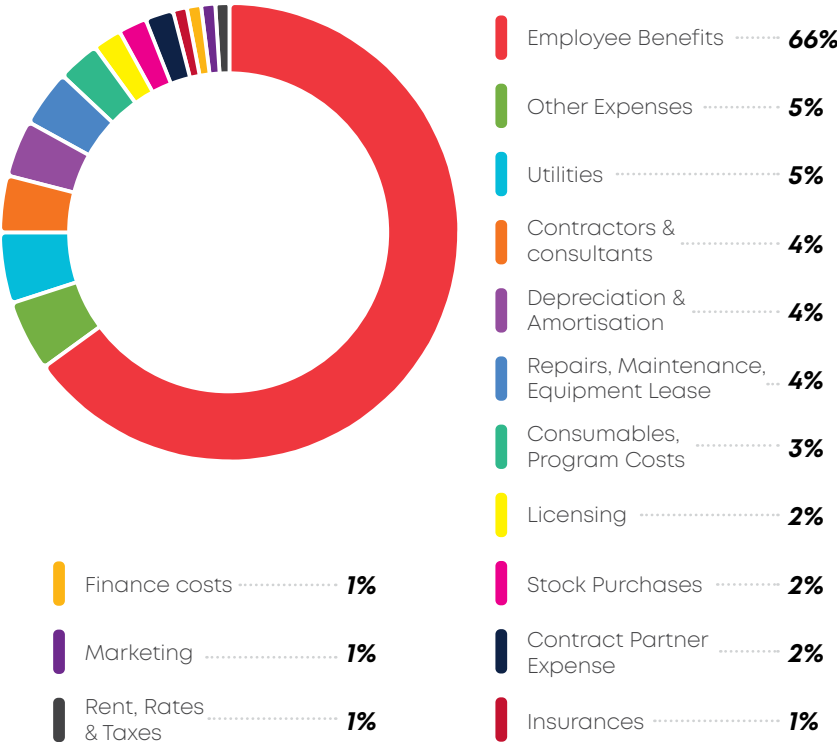


Financials

Where the money comes from



Where the money was spent



Contract Partners

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



Our Centres

Recreation

Ashburton Pool & Recreation Centre
Bass Coast Aquatic & Leisure Centre
Bellbird Park Indoor Centre
Benalla Aquatic Centre
Boroondara Sports Complex
Brunswick City Baths
Camperdown Outdoor Pool
Carlton Baths
Castlemaine Swimming Pool
Cobden Outdoor Pool
Cobram Outdoor Pool
Cobram Sports Stadium
Coburg Leisure Centre
Coburg Olympic Outdoor Pool
Cowes Primary School Outdoor Pool
Dimboola Swimming Pool
Docklands Flagstaff Gardens
Drouin Outdoor Pool
Fawkner Leisure Centre
Gippsland Regional Aquatic Centre
Harcourt Outdoor Pool
Hawthorn Aquatic & Leisure Centre
Horsham Aquatic Centre
Jeparit Swimming Pool
Kensington Community Centre
Kensington Town Hall
Korumburra Outdoor Swimming Pool

Lismore Outdoor Pool
Macleod Recreation Centre
Maldon Swimming Pool
Melbourne Royal Park Golf Club
Mirboo North Swimming Pool
Moonee Valley Gymnastics
Mortlake Outdoor Pool
Nathalia Outdoor Pool
Neerim South Outdoor Pool
Newstead Outdoor Pool
Nhill Aquatic Centre
North Melbourne Community Centre
North Melbourne Recreation Centre
Numurkah Aquatic & Fitness Centre
Numurkah Outdoor Pool
Oak Park Sports & Aquatic Centre
Pascoe Vale Outdoor Pool
Peter Krenz Leisure Centre
Phillip Island Leisure Centre
Poowong Outdoor Swimming Pool
Rainbow Swimming Pool
Rawson Indoor Swimming Pool
Recreation Support Services
RecWest Braybrook
SA Aquatic & Leisure Centre
Skipton Outdoor Pool
South Gippsland SPLASH
Strathmerton Outdoor Pool

Terang Outdoor Pool
Timboon Outdoor Pool
Warragul Leisure Centre
Yarrawonga Foreshore Kiosk & Waterslide
Yarrawonga Outdoor Pool

Action Sport

Junction Skate and BMX Park
Knox Skate & BMX Park
Riverslide Skate Park, Melbourne
YMCA Action Sports

Bridge & ReBuild

Braybrook Bridge Project
ReBuild Facility Services

Youth Hubs

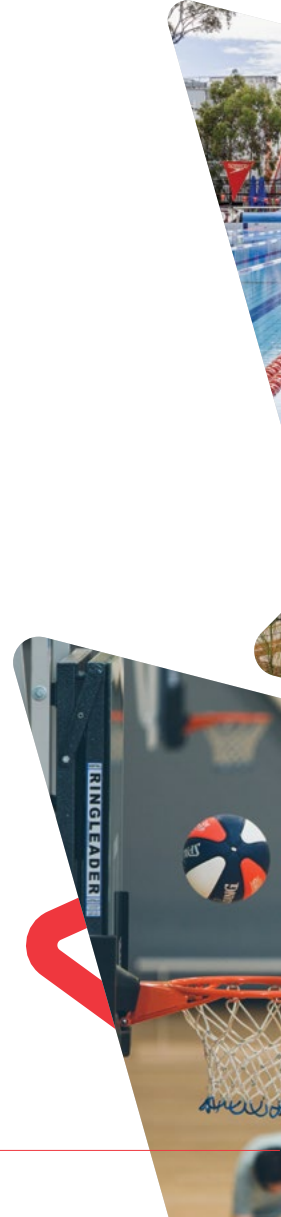
Jimmy's Youth Wellbeing Sanctuary
Yes Youth HUB

Camps

Anglesea Recreation Camp
Camp Manyung
Howman's Gap Alpine Centre
& Windy Corner
Lady Northcote Recreation Camp
Lake Dewar Lodge YMCA
Mt Evelyn Recreation Camp

Kingswim

Kingswim Bayside
Kingswim Carindale
Kingswim Caroline Springs
Kingswim Chirnside Park
Kingswim Clyde North
Kingswim Deakin
Kingswim Derrimut
Kingswim Dingley
Kingswim Epping
Kingswim Frankston
Kingswim Langwarrin
Kingswim Lutwyche
Kingswim Macarthur Square
Kingswim Macgregor
Kingswim Majura Park
Kingswim Manor Lakes
Kingswim Mernda
Kingswim Mornington
Kingswim Narre Warren
Kingswim Robina
Kingswim St Kilda East
Kingswim Wantirna





Early Learning Centres

Clyde North Moroak
Crescent ELC
Clyde North
YMCA ELC
Craigieburn West
Cranbourne Nth YMCA ELC
Derrimut Community Centre
Epping North YMCA ELC
Macarthur Square ELC
Narre Warren ELC
Kororoit/Burnside ELC
Lightning Reef ELC
Mernda YMCA ELC
Pakenham YMCA ELC
Point Cook North ELC
Tarneit YMCA ELC
Taylors Hill ELC
Truganina South YMCA ELC
Torquay North YMCA ELC
Wyndham Vale YMCA ELC

Outside School Hours Care

Aitken Creek PS OSHC
Armstrong Creek YMCA OSHC
Bannockburn College YMCA OSHC
Barton Primary YMCA OSHC
Bendigo Violet Street PS OSHC
Broadmeadows PS OSHC
Buln Buln PS OSHC
Castlemaine OSHC
Cobram PS OSHC
Cowes PS OSHC
Derrimut PS OSHC
Eaglehawk North PS OSHC
Featherbrook College YMCA OSHC
Harvest Home PS OSHC
Hazelwood North PS OSHC
Holy Rosary OSHC
Horsham OSHC
John Henry PS OSHC
Kororoit Creek PS OSHC
Kosciuszko St PS Traralgon OSHC
Marist College ASC
Mernda Central YMCA OSHC
Mernda Park PS OSHC

Moomba Park PS OSHC
Point Cook P-9 College OSHC
Rosedale PS OSHC
Sacred Heart Yarrowonga ASC
St Francis of the Fields OSHC
St Josephs S Cobram OSHC
St Josephs S Quarry Hill OSHC
St Kilians OSHC
St Liborius OSHC
St Monicas OSHC
St Patricks S Wangaratta OSHC
St Therese's PS YMCA OSHC
Taylors Hill PS OSHC
Torquay Coast PS OSHC
Trafalgar Primary OSHC
Truganina South PS OSHC
Tulliallan PS OSHC
Upper Plenty PS OSHC
Warragul North PS OSHC
Wilandra Rise PS OSHC
Wonthaggi PS OSHC
Yarrowonga P-12 College OSHC

Partnerships & Suppliers

In 2023-24, our partnerships and suppliers played a pivotal role in advancing our mission, our impact and increasing efficiencies. By collaborating with a diverse network of organisations, we have been able to expand our reach, improve service delivery and amplify our community impact.

We want to say Thank You to all our partners and suppliers for your ongoing support and shared dedication to our cause.

Aquatic Recreation Victoria
AUSActive
AUS Cycling
Australia Day Council
Australian Camps Association
Boxhill Tafe
Bupa
Centre for Multicultural Youth (CMY)
Deakin University
DEECA
Dementia Victoria
Department of Education (DE)
Department of Families, Fairness and Housing (DFFH)
Department of Health & Aged Care
Department of Jobs, Skills, Industry and Regions (DJSIR)
Department of Premier and Cabinet (DPC)
Disability and Inclusion Victoria
Disability Sport and Recreation Victoria
Dowd foundation
Gandel foundation

The GEO group Australia
Ian Potter foundation
Jesuit Social Services
The Jimmy's Foundation
Les Mills
Life Saving Victoria
Lord Mayors charitable foundation
Marion Swimming Club
Minninbah
Monash University
Myzone
National Nutrition Foundation
Office for Recreation Sport & Racing South Australia
Oscar Care
Outdoor Council of Australia
Outdoors Victoria
Parliament House
Parks Victoria
Paul Ramsey foundation
People Outdoors
PerfectGym
School Sport SA
Sidney Myer Fund

Skate Australia
Skate Victoria
Sport and Recreation Victoria
Sport Environment Alliance
Sport SA
Surf Lifesaving Australia
Swimming Australia
Swimming SA
TABOO
TechnoGym
TPT wealth
University of Melbourne
VCC (Victorian Electoral Commission)
Victoria Community Childcare
Victorian Institute of Sport
Victorian Tourism Industry Council
Victoria University
Westpac foundation
Youth Affairs Council Victoria (YACVic)
Zhara Foundation





Key suppliers and services

Category	Supplier Description
Advertising and media	Digital Oasis Australia Pty Ltd
	Levo Digital Pty Ltd
	Department of Creative Affairs
Professional services	Ernst & Young
	K&L Gates
	Pitcher Partners Consulting Pty Ltd
	Island Energy
	HWL Ebsworth Lawyers
Facility maintenance	Clear Horizon Consulting Pty Ltd
	Commercial Aquatics Australia
	CBRE
	Sproutt
Program materials and supplies	Bidfood Australia
	Coles
	Asahi Lifestyle Beverages
	Bunnings



Category	Supplier Description
IT and telecoms	Perfect Gym Solutions Pty Ltd
	SpiritTelecom (Australia) Pty Ltd
	Telstra Corporation Ltd
	Qualtrics
	Venue 360
	iClass
	Qikkids
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

The Young Men's Christian Association of Victorian Inc

ABN 81 174 456 784 / A0026728G

A charitable organisation providing support to the community enabling people to be healthier, happier and connected, through the belief in the power of inspired young people

Victorian YMCA Community Programming Pty Ltd

ABN 75 092 818 445 / ACN 092 818 445

A charitable organisation which offers recreational and childcare services across the state

YMCA Aquatic Education Ltd

ABN 88 151 552 322 / ACN 151 552 322

A charitable organisation which provides the provision of learn to swim programs offered under the Kingswim brand

YMCA Aquatic & Event Services Ltd

ABN 16 148 092 148 / ACN 148 092 148

A charitable organisation which operates the 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

A charitable organisation which provides services involving the management of student accommodation

Victorian YMCA Youth & Community Services Inc

ABN 42 858 439 742 / A0046043N

Operates as a Public Benevolent Institution and provides access to programs and services to disadvantaged members of the community to relieve suffering, poverty, distress and disability

YMCA Camping Limited

ABN 77 606 062 793 / ACN 606 062 793

A charitable organisation which provides camp programs and manages camping facilities

The Y of Tasmania Ltd

ABN 56 654 311 985 / ACN 654 311 985

Currently non-operating

Y Victoria

502/990 Whitehorse Road Box Hill VIC 3128

victoria.ymca.org.au

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