

## **I.C. Howard Award 2019 Nominees**

### **Tiffany Tourier, YMCA Whittlesea**

Tiffany Tourier is 24 years old and has been employed at the Y since 2013 within the Y Whittlesea Community Services team. During this time Tiff has worked casually on disability specific programs and now has moved to join the Youth Services team. Tiff this year was successful in becoming the Y Australia Young CEO and worked with Melinda Crole to learn, lead and voice issues that were important to her and the young people she works with. Tiff would like to complete a Diploma in Youth/ Social Welfare with chosen electives in Mental Health. Tiff has always loved early childhood and disability and now having been exposed to youth programs like Invigor8ing at YMCA Whittlesea she has seen the need for youth workers that actually care.

“I know when I was going through high school I would've loved to have had someone that wasn't a parent or teacher to talk to and learn from and to feel like I belonged, so ultimately I want to give other young people that opportunity,” Tiff said.

### **Maddie Jordan, YMCA Hobart**

Maddie has shown rapid development and maturity and has grown one of Hobart's swim school businesses from less than 500 to over 650 students. She is committed to providing a safe and high quality program and shows great potential for future opportunities within the Y. In 2018, Maddie completed the Austswim Assessor Module course, allowing her to train and mentor people to obtain their Austswim licence. She is seeking the scholarship to fund study with a Certificate III Business Administration TAFE course, which would enable her to help improve her day-to-day administrative tasks, as well as furthering her skill set with practical finance skills etc., to assist with the annual budget and planning of Swim School.

“I am passionate about staying with the YMCA as it allows me to deliver important community needs. By doing this course it would give me a much stronger understanding of how to develop and implement for business and community needs,” Maddie said.

## **The Power of Inspired Young People Award 2019 Nominees**

### **Hannah Salter, YMCA SA**

Hannah was promoted to the Health & Fitness Team Leader a year ago, and was the youngest YMCA South Australia staff member in that role. This coincided with two new local competitors in the recreation space in the Clare region. Hannah immediately saw the advantage that the YMCA culture, mission and values had in setting The Valleys apart from the rest, as a community based, inclusive centre. Now 21 years old, Hannah is full of confidence and showcases YMCA's guiding principles of being brave in her decision making. Hannah grew up in the Clare community and uses her knowledge to make decisions that benefit all aspects of this rural community. Hannah was awarded the privilege of being South Australia's 2019 representative of the Young CEO Movement.

### **Jonathon Santamaria, YMCA Whittlesea**

Jonathon ("Jono") commenced with the YMCA in 2013 as Youth Advocate Co-ordinator, Jono then took a year off work to travel the world, returning to Australia as Global Study Director, based at YMCA Whittlesea. The program has steadily grown under his leadership, helping over 70 students study abroad. The aim is for this program to double that number by 2020. Jono is also a founding member of the WhyNot? Editorial Committee which was formed in 2018, and along with the Editorial Committee has been instrumental in helping to grow the platform and help elevate the voice of young Australians. Throughout Jono's YMCA journey, he has been invited to present and speak at the YMCA CEO and Senior Leadership Forums on WhyNot? and the Intergenerational Leadership program, and the YMCA175 event held in London where he (and other committee members) also presented on WhyNot? and Safe Digital Spaces for Young People.

### **Alouise Turner, YMCA Brisbane**

Alouise started attending YMCA Senior School in 2018, because she wanted a fresh start. Since then she has completed a Certificate II in Retail, as well as Barista training and will be the first student to complete a Certificate II in Salon Assistant this year. In early 2019, she played an integral role in the school Leadership Program where students take on a leadership role amongst their peers, plan events, talk at their parade and set up for events. Supporting the YMCA school holiday programs she assists staff in taking care of the children and running activities. Throughout the year she helps with the YMCA Community VET programs, graduations, provides support to participants of all ages, sharing her knowledge and teaching them techniques she has learnt. Alouise also participated in the Brisbane Youth Services conference where she helped co-design healthy food options for homeless youth. The YMCA coffee cart has also been run by Alouise for two years where she gets up at 6am each morning to ensure the cart is opened on time. Every morning while on the coffee cart she greets people with a friendly wave or smile and goes out of her way to make people feel happy. If they are down she comes alongside them and checks in to help cheer them up. She always brings a smile to people's faces.

## **The Power of Inspired Young People Award 2019 Nominees (cont...)**

### **Adrian Sorbello, YMCA NSW**

Adrian was just 23 years old when he began his journey with Y NSW. He wanted to work for an organisation which aligned with his own personal values – using his talents to inspire fellow young people. Adrian quickly saw that the Y brand was not effectively engaging young people, so Adrian took on a leadership role within the team of creatively evaluating the branding guidelines to better reflect the Y's purpose as a youth movement. He introduced fresh concepts, resulting in an energetic visual presence. He also expressed a keen interest in video work, and took the lead on creating video assets. Some of the key videos Adrian has produced in his time at the Y have been used nationally across the movement, including the Y175 conference video, and the brand video introducing the new logo. In 2019, a challenge was put to designers across the movement to create a new version of the YMCA logo - the logo itself had not been revised since 1967. The new logo had to retain the essence of the old Y logo, but resonate much more strongly with young people. The logo would also pave the way for us to rebrand as “the Y”. Adrian led the way to develop this new logo, in respectful consultation with his peers. It is truly inspirational and our belief brought to life that one of the youngest designers across the movement developed the cornerstone visual presence of the Y in Australia.

### **Anthony Lavers, YMCA Victoria**

Anthony has proven, time and time again, that he has a genuine passion for the empowerment of young people. He shows this through his involvement at Youth Services, at every conceivable level. He volunteers his time as a leader on Youth Camps, as part of the Youth Leadership and Development Unit's Volunteer Development Taskforce, leadership programs such as UNO-Y as well as helping to guide the future of the unit through his involvement on a number of advisory boards. Anthony has been a Youth Leadership and Development Unit Volunteer for nine years, and in that time he has logged thousands of hours on various Youth Camps and programs. These include (but are not limited to); UNO-Y, Camping Adventures, Camp Vollie, Youth Parliament, Volunteer Development Sessions, Evolve, KGI, International Camps, School Services (the list goes on and on). He is involved in these camps and programs at literally every level, whether it is on program or in the office donating his precious time, effort and brain-power to their planning, facilitation and/or evaluation.

## **Program of Excellence 2019 Nominees**

### **Mill Park Heights Child Care Centre, YMCA Whittlesea**

Mill Park Heights is a 65 place Early Learning Centre which offers a funded four year old kindergarten program. It not only delivers a high quality program to the children who attend but embeds its program delivery in the local community benefiting all. Some examples of this are:

- A clothes swap rack where families in need can take clothes at the Centre, and a community pantry with non-perishable goods and a community library where they can borrow books.
- Having a community vegetable garden in the yard for families to help themselves to fresh produce.
- Being part of a leadership and buddy program with a local primary school.
- Offering all children a water safety awareness program which is part of the curriculum using the leisure centre pool situated next door.

### **YMCA Op Shop, YMCA Brisbane**

YMCA Op Shop on-sells donated clothes and other items to the general public. The purpose of the Op Shop is to:

- provide work placement experience opportunities for young people who are either enrolled at the YMCA Vocational School or unemployed and participating in an employment program coordinated by either the YMCA or another community organisation;
- provide volunteer roles to members of the community to give them an opportunity to support their community, gain a sense of purpose and belonging and mentor young people; reduce social isolation, especially in the elderly population; and
- give both referral pathways and store merchandise to the needy and to families in crisis; provide a revenue stream to support Social Impact services.

### **Streetgym, YMCA NSW**

The Streetgym program brings the gym to the streets. Streetgym is a free, early-intervention, recreational outreach program for at-risk young people aged 12 to 18. The Streetgym program primarily takes place in a local park or community space, running 45 weeks of the year during school terms. The program provides young people with an opportunity to participate in physical activities in a safe, inclusive and positive space where they can meet new friends and engage in team sports, mindfulness exercises and a healthy afternoon tea. The program also focuses on linkages with other community groups and support networks, such as mental health support, youth workers and police liaison officers. Streetgym began in 2017 in Telopea, a low socio-economic community in Parramatta. This program proved to be a huge success, achieving great results for participants who felt safer and more connected to each other. Over the past 12 months the reach has grown to three new Streetgym locations, including Constitution Hill, Mount Annan and Hawkesbury Stadium. In this current financial year, the program has expanded across another two locations.

## **Program of Excellence 2019 Nominees (cont...)**

### **Junior Mountain Bike Program, YMCA Hobart**

The Mountain Bike Program is a school holiday program developing skills and confidence in young people to safely enjoy mountain bike riding in the greater Hobart area. The program was developed by YMCA Hobart's Communications Coordinator Russell Tatlow partially inspired by the "Dusty Demons" a junior mountain bike program run in Alice Springs. Since starting the YMCA School Holiday MTB Skills program in 2016, they have seen over 450 kids attend the program for skills coaching and general riding.

Russell recently shared his experience with the program and the motivation to develop a program for Hobart. "The program is great for building resilience and providing a platform for healthy risk taking. For young people, it provides an alternative avenue to have fun away from technology and in the longer term it's known for being socially binding - providing pathways for life-long friendships, bonded around a healthy sport," Russell said.

## **Safeguarding Extended Guardian 2019 Nominees**

### **Geny Zambello, YMCA Whittlesea**

Geny began championing Safeguarding at YMCA Whittlesea at the time of her appointment as the General Manager of Children's Services and Safeguarding in 2010. The appointment of Geny to this Safeguarding role was a result of her extensive experience in the children's services sector and her strong passion in working with children and families. In the first 12 months of her role as the Manager of Children's Services and Safeguarding she reviewed and refined all the processes and policies around safeguarding ensuring YMCA Whittlesea was successful in being awarded accreditation under the Australian Childhood Foundation Safeguarding Children Program. Throughout this journey, Geny has led the policy development, training and accreditation, and embedded a really strong safeguarding culture by ensuring it has become part of everyday language at YMCA Whittlesea.

### **Delina Wombold, YMCA Brisbane**

As Coordinator of the Gap State School OSHC service for the last seven years safeguarding is, and always has been, at the centre of everything Delina does. The service remains committed to truly listening to children and young people and amplifying their voices because all children deserve the right to be valued, heard and respected. Delina and her team consistently involve both children and their families in safeguarding conversations and activities. Broadening awareness of safeguarding and speaking out helps to keep the community safe. This collaborative approach helps ensure the service is safe, inviting and inclusive, resulting in high occupancy and the inclusion in main stream programming of a number of children with special requirements. Delina is the driving force behind safeguarding at her service, training and mentoring all of her staff to ensure best practice is consistently met. Delina's commitment to the YMCA's safeguarding program is demonstrated in her receiving 100% in her last two YMCA safeguarding audits.

### **Phil Venables, YMCA Hobart**

As part of Phil's role as Chief of Operations, he is in charge of the management of Safeguarding Children & Young People across the YMCA of Hobart. Each year YMCA Hobart - which is made up of three pools, a golf course and a gym/play & community centre, has close to 300,000 people through the doors, with over half under the age of 18. He has been involved with the YMCA since 2011 and in his current role since 2015. Phil often speaks about how important it is that everyone needs to be committed and involved and that conversations need to happen every single day. He has truly been a champion of the cause and ensures that each and every staff member knows the importance of talking about and actively looking for areas of concern. He has created a culture where staff feel confident to speak up and to report things that previously may not have been reported. The staff feel they have the full backing of Phil and the knowledge and skills to be able to be courageous enough to speak out.

## **Staff Member of the Year 2019 Nominees**

### **Melinda Perry, YMCA WA**

Melinda started with the Y as HR Manager just over three years ago. Melinda transitioned to the Y from a business partnership corporate role and was looking to apply her knowledge and skills within an organisation with which she could find a true connection. As HR Manager, Melinda guides managers through the complex world of employee relations on a day to day basis. Her ability to coach for positive outcomes and remain solutions-focused is well regarded and managers report always feeling in safe hands. Foremost, she has undertaken the project lead in workforce management implementation - Riteq. Although the journey is not at its end, the success of the implementation has seen a monumental change in the way YMCA WA processes payroll data and information, with the result of up to 600 hours of productivity savings per fortnight across the business. In addition to this, in the past 12 months Melinda has implemented, in conjunction with her team – E- Learning Corporate Induction modules which now give new staff relevant information and a more thorough start with the organisation. As a part of the E - Learning there is a tracking process for the induction to allow managers to better ensure their new staff are properly inducted, this has resulted in completion rates increasing from 7% - 89% within the first four weeks of employment.

### **Layla Andraos, YMCA Whittlesea**

Layla began with YMCA Whittlesea in 2010, employed as a casual staff member in childcare. Layla also worked one day in administration support, assisting the site managers, school holiday program and volunteering during events. During her time with the school holiday program, the national and Victorian frameworks were implemented within the program under the National Law and Regulations, services are required to base their educational program on an approved learning framework. Layla's background in childcare provided her with the knowledge to support the current OSHC Director with the frameworks. On the resignation of the OSHC Director at the time, Layla was appointed OSHC Director for YMCA Whittlesea services. Layla continued as the OSHC Director for eight years. She had great success in this role, growing existing services. The OSHC program at Mill Park Leisure was renowned for being packed to the rafters with kids during holiday periods. When Mill Park Leisure closed for re-development in June 2018, closing Whittlesea's largest OSHC program, Layla's role varied to become the Community Engagement Director at Orchard Road Community Center combined with the Children's Programs Director at Y Plenty Valley two days a week. Layla has excelled in all areas of this role, she has put together an expert team of instructors and has grown membership numbers by 400% compared to the same period from the previous year.

## **Staff Member of the Year 2019 Nominees (cont...)**

### **Devan Seamans, YMCA SA**

Devan started his YMCA journey in Adelaide as a Membership Manager at the Parks Recreation Centre in 2016, but already had a significant association with the YMCA as a movement. As Manager - Marketing & Product Strategy for YMCA South Australia, his responsibilities now include: strengthening the YMCA brand awareness, market share and financial sustainability; oversight and day-to-day leadership of the marketing, communication and technology team; overseeing product strategy and customer experience; and advocacy of youth empowerment and community strengthening within the YMCA of SA. Devan recently led the launch of reciprocal rights across YMCA managed recreation centres in South Australia, working across 8 contract partners, 10 membership databases and an outdated software platform. Devan was able to push the mandate, understanding the importance of leveraging the collective strength of all locations as part of a membership offering. Devan also came up with the concept of offering Free Child Memberships to members with children under the age of 10. Taking the initiative beyond a value-add for members, Free Child Memberships also addresses the relevant social causes of child obesity.

### **Jenny Hocking, YMCA Canberra**

Jenny joined the YMCA Canberra team in 2007 and has been an exemplar of excellence, selflessness, work ethic, and values based leadership ever since. Jenny has been described as a “powerhouse of administrative support”, reflecting her diverse skill set, incredible efficiency, willingness to do whatever is needed, and relentless commitment to completing work to the highest standard. Jenny is now the Executive Assistant to the Executive Manager – Children’s Services and the Office Manager of YMCA Canberra’s primary office. Jenny is currently the leader of YMCA Canberra’s Customer Service Team and the coordinator of a program that places vulnerable children in the ELCs, in order to optimise their development. Jenny is a leader. She lives the values and behaviours that we all aspire to, making everyone around her better. Her care for her colleagues is unparalleled. She organises and delivers care packages for sick colleagues, makes sure others are celebrated with cake or morning tea, and spends time with anyone who is struggling.

## **Staff Member of the Year 2019 Nominees (cont...)**

### **Chris Richards, YMCA Brisbane**

Chris joined the YMCA around 18 months ago to open The Ridge community youth hub, with an embedded campus of the YMCA Vocational School. Chris has connected with a wide range of community groups, who add a huge amount of value to the centre. This includes a large swimming and recreation facility as well as long day-care and the Community Hub. Chris brought together a wide range of ethnically diverse communities, who live in and around the Acacia Ridge area, groups such as the South Sudanese, and the Somali women's group, who are often isolated, have developed trust and rapport over time, and now feel safe to come to the centre and have meetings there. Chris has created a recording studio out of a storage room at The Ridge. In addition, Chris has started an event management social enterprise out of the centre, Amplify. This has already enabled him to support a wide variety of community events who otherwise would not have the funding or expertise to create a great audio visual experience at the event. In addition, he has been able to train up young people who arrived in Australia as refugees, and who have not been able to find employment since arriving, in valuable event management skills.

### **Debbie Court, YMCA NSW**

In the last 12 months Debbie has been focused in the Hawkesbury region as the Youth Empowerment and Programs Coordinator. Debbie has forged positive partnerships between the Y and other youth and community services, with her programs delivering tangible outcomes for young people in the community. Some of her programs include the Friday night Streetgym program, operated at the Hawkesbury Stadium, the program targets disadvantaged young people in the Windsor area. Young people who attended the Friday night Streetgym provided feedback to say that 80% felt safer and 90% developed new skills because of the program. The program involves recreational activities, healthy food and visits by other local services such as police. 40% of attendees are Aboriginal young people. Another program she runs is a Young Leaders group that meet fortnightly to plan and implement activities to engage young people in the community. Activities have included assisting to implement the Friday night program, cyber security sessions for young people, youth safe driving and LGBTQI youth initiatives. An Aboriginal Art Project was a key reconciliation activity involving young Aboriginal people and other local young people.

## **Staff Member of the Year 2019 Nominees (cont...)**

### **Jeff Powell, YMCA Hobart**

Jeff Powell began at Hobart as a greens keeper in October 2015. Since then he has been involved across the organisation and is the go to for people who need assistance in repairs and maintenance. The YMCA Glenorchy facility recently had a change of floor plan, while awaiting a redevelopment of the facility. It was a difficult time for staff with hours being reduced, so it was hard for them to remain positive about the changes required. However, everyday Jeff came in and did his best to keep the team happy and involved with what was happening. It was a physically demanding role changing the floor space around and multiple challenges came up. If it wasn't for his knowledge and innovative way of thinking through physical barriers the move would not have happened within the deadline. Another great achievement has been the relationship Jeff has developed with one of the volunteers Josh. Jeff has been integral in helping him develop from a frustrated young man who wasn't particularly outgoing into a bubbly and joyful young man who is loving learning about the greens and getting to have a go at a range of different activities at the course. Jeff's presence, support and belief in Josh has provided him with a different path in life that he may not have had the chance to undertake without Jeff's support. Not only has Jeff's relationship impacted Josh it has impacted the members at the course, Josh's family, friends and local community.

### **Danielle Brautigam, YMCA Victoria**

Dani has been with the YMCA for almost nine years. Her career has progressed and developed to that of the Assistant General Manager at South Australia Aquatics & Leisure Centre (SAALC). Dani's work has contributed to creating a culture that is second to none. This has been seen through \$30 million of economic output with major events, many awards, record memberships, Open Doors fundraising, a staff satisfaction survey of 87%, support around six critical incidents, high NPS, and CERM scores have all been inspired by Dani. Her diplomatic skills in dealing with stakeholders (State Government, State and National Sports and many Local Government officials) have been first-rate. For one event, she converted two store rooms into corporate boxes where the YMCA/SAALC showcased the best of SA's culinary delights. This included Maggie Beers/ Tucker foods and a host of local Southern Cheeses and gave event patrons a 'taste of SA.' This was a case where SAALC illustrated its great sporting venues and also SA's sensational gastronomic cornucopia.

## **Volunteer of the Year 2019 Nominees**

### **Felicity Hardy, YMCA Whittlesea**

Felicity (Flick) initially joined the YMCA Whittlesea volunteer team in November 2003 when she took it upon herself to form a disability specific basketball team to join the YMCA Whittlesea basketball program. The plan was to unite players with a common goal, similar interests and create opportunities for people with a disability. From her initial involvement Flick as volunteer took over the coordination of this program nine years ago. The program provides over 80 participants the opportunity to play basketball on Saturday afternoons and involves getting the courts ready, setting up seating for spectators and organising players and their teams as well as supporting each individual to create an impact in the competition. Flick's history with the YMCA is not limited to coordinating the basketball competition but includes various special event days, season opening and closing events, volunteer and player recognition and amazing fundraising efforts.

### **Rae Watson, YMCA SA**

Rae is an Aqua Aerobics instructor at the Whyalla Recreation Centre in rural South Australia. She has been volunteering as an instructor and in several other roles with the YMCA since the organisation assumed management of the Centre in 2010. Rae has consistently volunteered 2-3 times a week instructing Aqua Aerobics for avid and loyal participants. She has been involved in Aqua Aerobics in Whyalla since the 1990s. As a retired teacher, Rae became an Aqua instructor to ensure longevity of the program in Whyalla and has been an instructor for over 20 years. She has a passion for helping others which she brought to the YMCA from her teaching days. She now passes this on to her participants by promoting mobility, movement and socialization to the aging population. YMCA Aqua Aerobics instructors are not easy to come by in Whyalla and Rae always offers to help other instructors who want to learn. Rae, along with a number of the participants, undertook research on options for the purchase of pool mobility steps. The steps were purchased and installed and, as a result, every Aqua Aerobics participant can now access the water easily.

### **David Emmett, YMCA Hobart**

Dave has been volunteering for the Y for three years at the YMCA Glenorchy facility. He is very well known in the local community for being passionate about sport and recreation and the local community. Over the years, Dave has truly become part of the family at the Y and does a huge range of activities with the Y. Dave is one of those "one in a million volunteers" that seems to hold YMCA Glenorchy together. He also volunteers with Y-Games (a mental health & physical activity program). He has a knack for bringing people together and creating a connective environment, with visitors aged 0 – 90. He knows most of the members' names and takes the time to stop and chat to them all and he is really good at knowing when someone isn't having the best day. Dave is one of a kind, without him the Y Glenorchy would not be the same. His biggest asset is his ability to connect people. The YMCA in Glenorchy is diverse and facing many challenges that are isolating such as homelessness, migrants and unemployment. Dave finds a way to see past all of that, to challenge people's perceptions and to always be kind and welcoming.