



VOICES OF YOUNG PEOPLE

YMCA AUSTRALIA COMMUNITY IMPACT REPORT 2017

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VOICES OF YOUNG PEOPLE

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Mission

Our Mission directs us: The YMCAs in Australia work together, from a base of Christian values, to provide opportunities for all people to grow in body, mind and spirit.

Opportunities for all: A chance for us to optimise our future, grow our Movement and reach more people, more often and with greater positive impact.

In Australia: requires us to ensure a national footprint, extend our reach to serve more Australians and more communities.

See YMCA Australia's Youtube channel for the "Why we are here" video.

Purpose

At the heart of our work is our purpose – our combined efforts to live and tangibly demonstrate that **"We believe in the power of inspired young people"**.

See YMCA Australia's Youtube channel for the YMCA Manifesto video.

Our Values

The YMCAs of Australia are guided to achieve our Movement's Christian values.

Together we value:

- We value the whole person, consisting of a body, mind and a spirit each of which is of equal importance
- We value diversity of people, communities and nations
- We value equality of opportunity and justice for all people
- We value healthy communities based on relationships between people which are characterised by love, understanding and mutual respect
- We value acceptance and personal responsibility.

LEADERSHIP MESSAGE

As we celebrate our 100th AGM, the YMCA Movement in Australia, with its 19 member associations, it's a comforting surprise that we have never felt younger.

After 100 years, we could be forgiven for sitting back and patting ourselves on the back for our heritage and stamina. But we're not doing this. In fact, the National Council of YMCAs of Australia, after 100 years of existence, is a movement of dedicated people challenging and progressive in their thinking.

This year we are working with an all-new belief in why we matter. We collectively debated, collaborated and united around a single cohesive purpose to exist for the power of inspired young people.

And this newfound belief is driving us forward in a year of asking the tough questions and facing into the future.

Our belief in the power of inspired young people was arrived at through a long collaborative process of understanding the insights, truths and revelations of how society views our young. We came to understand and agree, through this work, that when inspired, young people can be a powerful way forward for us all. We also agreed that our job is to ensure they reach that powerful potential by our continuous efforts and striving to find ways for them to be inspired, engaged, focused and included in the society they will inherit.

This work has ensured we are seeing the world through the lens of young people and it's clearly changing our view on how we should operate, how we should communicate and how we should collaborate. It doesn't mean we turn 180 degrees and walk away from our core, our programs and services. But it does mean finding the relevance for young people in all we do.

And while we are more united than ever before in our desire to be better, more relevant and more effective for the community we serve, it doesn't mean we're agreeing on all things. But it does mean we are striving together to find new ways.

“We believe in the power of inspired young people”

Ours is a rich history having commenced in 1844, inspired by a young 22-year-old man, George Williams. His vision lives on today in our new purpose and his vision drove our journey to create the new national belief.

This journey hasn't been undertaken lightly and nor is it a 'nice to have' set of words. With over 28 million visits per annum we have an obligation to ensure these contact moments have a profound positive impact to those we serve.

We seek to increase our positive impact and extend our reach.

We seek to provide opportunity for staff and leaders to lead, learn and grow.

We seek to continue to safeguard and listen to children and young people, as the foundation of all we do.

We will continue to navigate this movement together in the direction that it needs to head for a strong and impactful future, unlocking our potential and uncovering the best way to mobilise our resources to bring to life our purpose.

So as we celebrate 100 AGMs and a rich history of social contribution, we'd like to take this opportunity to thank all of our YMCA Board Directors across Australia, the staff of the national office, and all staff and volunteers across Australia for their valuable contribution this year.



Chris Lewis
President
YMCA Australia

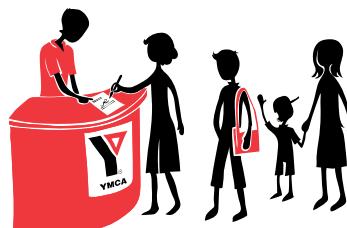


Melinda Crole
CEO
YMCA Australia

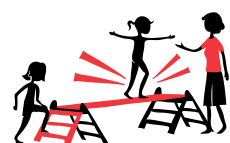
YMCA AT A GLANCE

Programs, Services and Participations

In **over 539 communities** the YMCA offers a range of programs and services that contribute to empowering young people.



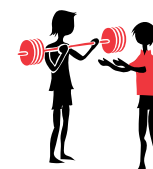
Sport & Recreation
3.5 million participations
52 recreation centres/stadiums
2 golf courses
1 sailing club
1 athletics centre
21,000 gymnastics participants
1.4 million gymnastics participations



Overall Participation
 In 2016-17, the YMCA recorded **28 million** participations in our programs, services and activities.



Older Adult Programs
408,000 participations



Health & Wellbeing
9.4 million participations
100 health & fitness clubs



Youth Specific Programs
1,040,000 participations



Training
 YMCA is a Registered Training Organisation and delivers training in WA, QLD and NSW in children's services, fitness, first aid, sports and business administration.



Our People
14,000 staff
2,000 volunteers



Aquatic Education
3.3 million participations
145 aquatic facilities
54 outdoor pools

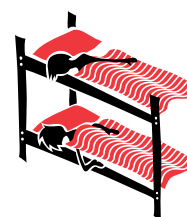
Financial Stability & Sustainability
 Turnover in 2016/17 was **\$460 million** with assets under management **\$305 million**.



Camping & Outdoor Education
125,000 participations
17 camps



Children's Services
3.1 million participations
221 OSHC and vacation care
52 kindergartens
43 early learning centres
5 family/in home day care



And more
12 disability services
3 op shops
1 hostel
4 schools
2 hotels



VOICES OF YOUNG PEOPLE

The Voice of Young People in Australia Report 2017

At the YMCA, we believe young people always have and always will shape the future - but only when they're inspired and empowered. And only when they're heard. Ensuring young people have a voice on issues that affect their lives is a key expression of our belief in the power of inspired young people.

Unfortunately, our own research tells us that too many young people do not feel they have a voice. In May this year we surveyed 500 young people aged 13-22 across Australia, with results captured in the Voices of Young People in Australia Report 2017.

We found:

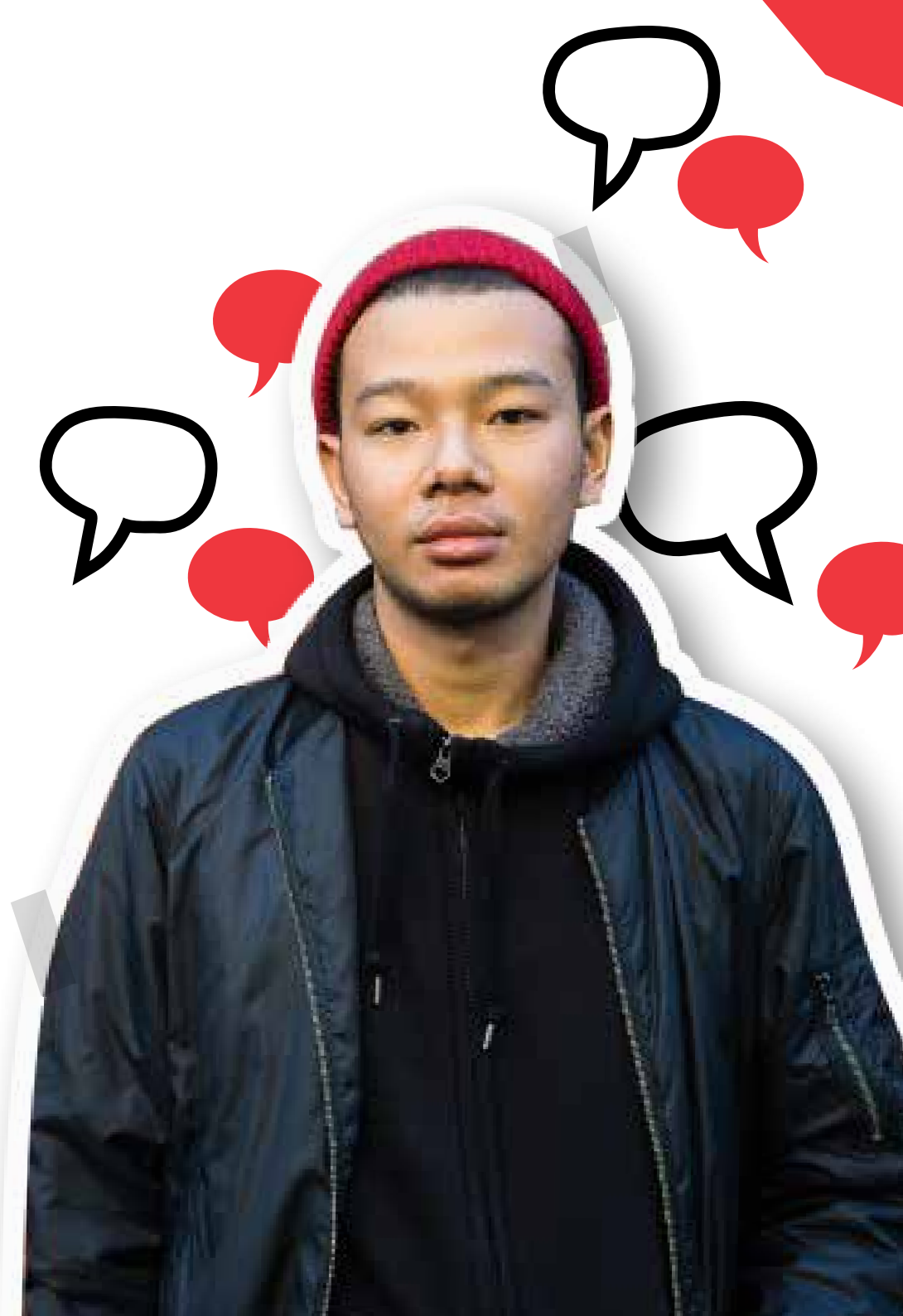
- 76% of young people do not feel they are being heard in Australia today
- Two thirds believe their age prevents them from being heard, and
- 73% don't believe those in power are making decisions with their best interests at heart.

"Give young people the chance to speak up..."

The research identifies the most significant issues on the minds of young people today, include mental health, marriage equality and youth unemployment. Mental health was overwhelmingly noted as the single most concerning issue, with fears regarding bullying, suicide, anxiety, stress and depression. Yet 80% of young people do not feel heard on mental health issues.

57% of young people surveyed noted social media as their only avenue to reach out to those in power.

The YMCA will continue to fight for young people's voices to be heard, on major national issues where young people have a stake but are being poorly represented in the debate.



WHY NOT CAMPAIGN

Our Big Moment

In 2017 the YMCA in Australia made history with a ground-breaking musical moment 40 years in the making. We reclaimed the Village People's global hit of the same name, partnering with Boy George to re-create the iconic tune.

Boy George's re-release of the YMCA song was launched as part of our first national campaign "WhyNot?" in June 2017, to help reintroduce ourselves to Australia.

Using the song and a question young people have always asked, "Why Not?" our campaign focused on three issues important to young people today – mental health, marriage equality and youth unemployment.

- More than 1 in 4 Australians were exposed to the campaign through the media, and external research confirmed that 1 in 5 had heard about the campaign.
- Globally, we had a social media amplification reach of over 82 million.
- The song has been watched almost 1 million times (on Facebook and YouTube).

See YMCA Australia's Youtube channel for Boy George's re-release of the YMCA song.

Web: www.whynot.org.au

Young people are invited to share their voice on this platform.

Submissions can be emailed to whynot@ymca.org.au

We will continue to amplify the voices of young people by asking 'why not?' on major national issues of importance to young people.

More than 1 in 4 Australians were exposed to the campaign through the media, and external research





YOUTH PARLIAMENT

Every year around 400 young people take part in a YMCA Youth Parliament program around the country to discuss issues as they see them. The program empowers young people with opportunities to voice their ideas, passions and experiences in a parliamentary setting and propose positive change for their futures.

- Over 10,000 young Australians have participated in this program.
- Over 90% of participants agree that Youth Parliament gives young people a platform to be heard in society.

History making 2017 - YMCA Youth Parliament & deaf young people

This year YMCA Victoria and Deaf Children Australia (DCA) partnered to progress their shared goal to empower young people to take active roles in their communities. This was the first year a deaf team participated in Youth Parliament. They presented a bill for accessibility on public transport, calling for more written signage to be included for public transport announcements. See YMCA Australia's Youtube channel for the Youth Parliament video.

National Indigenous Youth Parliament (NIYP)

The NIYP program is facilitated in partnership with the Australian Electoral Commission (AEC), the Museum of Australian Democracy (MoAD) and the YMCA. This year 50 young indigenous leaders from across the nation came together in Canberra.

"They presented bills and debated issues such as Indigenous youth mental health, restorative justice for Indigenous young offenders, and improving access to alcohol and drug rehabilitation services in rural and remote areas." - Darren Black, YMCA Canberra CEO.



“My time in Youth Parliament changed my opinion of community and made me realise that I can do something to affect change within it.”



CHANGE AGENTS

Be the change. Communicate the vision. Inspire action. That's the job of a change agent.

The Global YMCA Change Agent program engages 300 young YMCA leaders in training opportunities, projects and initiatives on a local and global level. Change Agents are champions for change and impact both inside their own YMCAs and globally.

"The biggest learning for me relates to a shift in my perspective. There are people in the world that are experiencing war, discrimination and violence every single day. Sometimes in the comfort of the developed world, the nature of these issues can seem too big, too overwhelming. It's easier to tell ourselves that these people are different to us, because it puts some distance between the discomfort that nags at our conscience. These people are no different to us at all.

The young people that flee one country in order to live a safer existence elsewhere are just the same as young people battling mental health issues in Australia. They are resilient and they are brave. Perhaps their resilience has been tested more than some, but they still love music, wear jeans, laugh and enjoy a drink or two, just the same as any young person.

When we distance ourselves from the extremism of these issues, the pain we know exists but seems too farfetched for us to comprehend, we inadvertently distance ourselves from the solutions we can offer the world."

- Georgie Nichol, Australian YMCA Change Agent.



YMCA's Australian Change Agents for 2017-2019:

Georgie Nichol, YMCA Australia; Shane Simmons, YMCA NSW; Jayden Parsons, YMCA Brisbane; Ashlee Carter, YMCA Brisbane; Navin Dhillon, YMCA Whittlesea; Rebecca Sobels, YMCA SA; Amanda Gailiss, YMCA Victoria; Matt Shaw, YMCA Victoria; Samuel Reibel, YMCA Hobart; Tia Sandhu, YMCA WA; and Gabrielle Young, YMCA Canberra.

CEO FOR A DAY

In March 2017, YMCAs across Australia took part in the 'CEO for a Day' initiative, appointing young people to "take over" their YMCA as CEO. Young CEOs for a day were given a mandate to pursue an issue they're passionate about, and to be part of the solution to bring about change.

This is a program the YMCA hopes to encourage other organisations to get on board in the future.

Catherine Cassells, YMCA Brisbane's Youth Parliament Youth Governor, was appointed Acting Minister for Youth for a day. Appurva Raaj, YMCA SA's Youth Parliament Youth Governor, was appointed as the Minister for Youth in SA for a day. Amanda Gailiss, YMCA Victoria's Youth Parliament Governor, shadowed the Victorian Minister for Youth Affairs for a day.

Our Young CEOs were particularly interested in issues that affected young people, including mental health issues, drug and alcohol abuse, homelessness, disadvantage, disability, connectedness of young people as well as health and fitness.

“The fact the Y allows young people to be involved at such a high level shows they see the value in young people, and are happy to relinquish power to young people - and watch them succeed.”

**Amanda Gailiss, Youth Governor, YMCA Victoria
Youth Parliament and CEO for a day YMCA Australia.**



Amanda Gailiss and Melinda Crole
Young CEO for a day, YMCA Australia



Peter Burns and Anthony Secoulidis
Young CEO for a day, YMCA Victoria



Ross Kyrwood (far right) and Alana Hall (centre)
YMCA WA CEO for a day

COMMUNITY IMPACT

Empowering young people with special needs

Last November, YMCA Australia awarded Whittlesea YMCA's "Employability" inclusion/disability youth program \$5,000 at the National Convention 2016, inviting young people to share their ideas for program innovation across the Y. The program was created to provide employment opportunities for young people with additional needs. YMCA Whittlesea has since employed two young people, Dianna and Brooke, who job shared a receptionist role, and aim to transition the girls into ongoing employment at Whittlesea Y and provide an opportunity to recruit others.

"I believe the YMCA has helped build my confidence and skills and given me an opportunity that no one else did - the Y believes everyone is entitled to have a chance." - 23 year old Brooke.

YMCA Schools Breakfast program

YMCA Brisbane is passionate about providing school children disadvantaged by poor nutrition a 'real opportunity' to learn and be successful in school. The program currently provides over 8,000 students in 83 schools across Brisbane and the Gold Coast with an average of 60,000 free nutritious and free breakfasts each month. Over 2.2 million breakfasts have been provided since the program began in 2006.

"It is very important to me that my students have access to food. The Breakfast Program provided by YMCA gives young people a level playing field when it comes to education" - School Teacher.



Our Global connection - YMCA World Challenge

Every year, YMCAs around the world participate in the YMCA World Challenge.

This year's "Empowering young people through basketball" event was held on June 3, 2017. We also celebrated the 125th anniversary of basketball's invention - at a YMCA gym in Massachusetts, USA, by Dr James Naismith in 1891. YMCAs across Australia and the world participated in the challenge, helping tell the story of how the YMCA empowers young people in 120 countries around the world.



The YMCA World Challenge in Colombia (top left), Madagascar (top right), Nigeria (bottom left), and at YMCA Whittlesea, Australia (bottom right)

YMCA CYCLE OF IMPACT AND INSPIRATION

Believing in the power of inspired young people means we must embrace a cycle of impact and inspiration supporting children to grow into inspired young people and helping adults inspire and support them.

Though our activities may be varied, we are united by our positive impact on young people.

CHILDREN –

We enrich the lives of children and inspire them to reach their potential.



YOUNG PEOPLE
(12 TO 22 YEARS OLD)
are our primary focus.



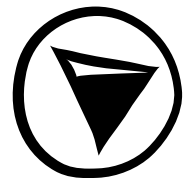


ADULTS –

Through our work with adults we will provide opportunities for them to inspire young people and/or be inspired by them.

See YMCA's Youtube Channel for videos on:

- Early Learning
- School Holidays program
- Swimming Lessons
- Gymnastics
- Basketball
- Skateboarding
- Disability



WELLBEING

One of the reasons why YMCA provides “swims and gyms”, is that regular exercise can reduce stress and symptoms of mental health conditions. Exercise has the capacity to make people feel good by releasing chemicals like endorphins and serotonin that improves mood. In our quest of empowering young people to be their best, YMCA offers a wide range of physical activity opportunities for young people.

Free Youth Gym trial

Over 280 young people took part in a pilot initiative in January to provide them with more opportunities to physically connect with the YMCA, be safe, and trial fitness programs. The pilot program was run at selected facilities in Victoria (YMCA Whittlesea), Queensland (YMCA Brisbane), South Australia (YMCA SA), Tasmania (YMCA Hobart) and Western Australia (YMCA WA).

Girls make your move

Over April-June, 2017 YMCA offered free access to their fitness centres and programs as part of the Federal Government's 'Girls Make Your Move' campaign. Girls aged 12-19 took advantage of a 30-day free access pass to participating YMCA centres and wellness programs.

“Studies show young girls are twice as likely as boys to be inactive and that they experience more barriers preventing them from being as physically active”

Melinda Crole, CEO YMCA Australia

Nike Skate League stats at a glance

2016/17

- 7 Australian Skateboarding League (ASL) events
- 77 Skate Park Leagues (SPL) events
- 6 States covered
- 2,126 members nationwide
- 4,390 competitor participations
- 37,900 social media weekly reach

2017 Close the Gender gap

- Equal prize money (open male & female)
- Equal representation on ASL judging panel
- 120% rise in female participation in ASL
- 1st place open female rider nominated for female sports person of the year
- 1st place open female rider invited to Australian Institute of Sport (AIS) training camp (Olympic team selection)



AQUATICS

Swimming success story - Afghan-born brothers

In February 2016, Morteza Sami jumped in a swimming pool for the very first time. Twelve months later, he was swimming at state level.

The Afghan-born 13 year-old is now training for up to two hours a day with the Oasis Otters Swimming Club at the YMCA-managed Dandenong Oasis.

Morteza's older brother Latif, a lifeguard at Dandenong Oasis, introduced him to YMCA Swimming Lessons funded through YMCA Open Doors when he came to Australia at the start of 2016 and he quickly adapted and displayed rare talent.

Latif himself learnt to swim with the YMCA at Casey RACE when he arrived in Australia. Both brothers have shown remarkable courage and commitment, and are now seeing the immense benefits learning to swim can provide.



Morteza (left) with his brother Latif (right) at the YMCA-managed Dandenong Oasis.

YMCA Swimathon 2017

The funds raised in this year's YMCA Swimathon, held in 60 pools around Australia in March, totalled \$234,103.59. In the past six years, YMCA Swimathon has raised over \$1.43 million predominantly to support people with disabilities to enjoy and be safe around water. The event is currently being reviewed and will not run in 2018. YMCA would like to thank everyone who has swum, raised funds, donated, or supported this event.



YMCA Swimathon 2017

YMCAs OF AUSTRALIA CELEBRATE 100TH AGM

The YMCA has been working in local communities across Australia since 1851. However, the humble beginnings of the YMCA started a long way from home, in old London town in 1844. The YMCA was founded during the Industrial Revolution, a time of great despair and poverty. George Williams, a drapery merchant, decided that something had to be done. He gathered together a few friends to form a society that met regularly to support each other and gain renewed strength in body, mind and spirit. The group called itself the Young Men's Christian Association (YMCA). From its inception, through to the early 1900s, the focus was on the welfare of young men, and related social concerns.

In 1851, after first reaching America, the YMCA further spread its wings to Adelaide, Australia, on the back of the gold rush and member Associations began springing up all over the country. The first YMCAs of Australia Annual General Meeting was held in Melbourne in 1917.

From the mid-1930s to the early 1960s, the YMCA was forced by depression and world war to revert to the original foundations of social and community concern. The emphasis was on youth work, youth clubs, physical development, leadership training, education and welfare. YMCA associations and branches can now be found all over the world.

The YMCA has come a long way since 1844. To be part of the YMCA today you don't need to be young, male, or Christian. Today we are a vibrant, active community organisation, seeking to make a positive difference with the purpose of empowering young people.

As we celebrate how far we've come this year, at our 100th AGM in Australia, we look to the future of continuing to empower and inspire young people.





SAFEGUARDING CHILDREN

Safeguarding Children & Young People

The safety and protection of young people is paramount to the YMCA.

Caring about the welfare of children and young people is our first consideration, when we provide programs and services for children, young people and their families.

The YMCA Safeguarding Children and Young People policy can be found at ymca.org.au.

8,838 YMCA people have completed training in the Safeguarding Children and Young People Program (2016-2017 financial year) and 29,488 have completed training to date.



YMCA Redress Scheme

The YMCAs of Australia released its national YMCA Redress Scheme in September 2016, following recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

The YMCA considers any form of child sexual abuse to be intolerable and inexcusable under any circumstances. We recognise the lifelong impact that child sexual abuse may have on the health and wellbeing of individuals, their families, and communities.

All YMCAs in Australia have a deep and abiding commitment to providing a safe and nurturing environment for children and young people. While we know we cannot erase the pain experienced by abuse in the past, YMCAs are doing everything in their power to ensure that children and young people are protected from harm, today and in the future.

The YMCA is also engaged in consultation with the Commonwealth Government on the design and implementation of the Commonwealth Redress Scheme, which is due to commence in July 2018. As further details about the scheme are known, the YMCA will consider its position in relation to the Commonwealth Scheme.

Details on the YMCA Redress Scheme can be found at ymca.org.au.



YMCA and the Royal Commission

The Royal Commission into Institutional Responses to Child Sexual Abuse, which commenced in April 2013, held its final public hearing for YMCA, on December 5, 2016, in Sydney. The final hearing was to follow up the YMCA's response of policies and procedures in relation to child protection and child safe standards. YMCA's panel at the hearing included Leisa Hart, YMCA NSW CEO; Janise Mitchell, YMCA NSW Board member & ACF Deputy CEO; Lisa Giacomelli, Chief Risk Officer YMCA NSW; and Melinda Crole, YMCA Australia CEO.

The closing statement from The Hon. Justice McClellan AM refers to the work of the YMCA NSW: "Thank you, each of you, for joining with us today. The account you've given today is a comprehensive account of the impact that the Royal Commission had on the YMCA, but it's also a very instructive story about how an institution which suffers that impact can and should respond, and you can be assured that your story, as it were, is one that the Commission will repeat in multiple ways because it is instructive of how the Commission can achieve change for the good of all children. Thank you again, and thank you for the engagement, which I know has been over a period of time, between your organisation and the Royal Commission."

The Royal Commission is due to release its final report and recommendations in December 2017.



GOVERNANCE

Thanks for your contribution

The YMCA Australia board has a rich wealth of experience, and we acknowledge and thank them for their valuable contribution to the YMCA movement in Australia.

Thank you and farewell to our outgoing Directors, Purdey Eades, Stephen Ellich, Alan Morton, Deborah Patterson and Andrew Smith, who retired as Directors of the YMCA Australia Board.



Purdey Eades

Purdey served on the YMCA Australia board since 2012, and also served as President of the YMCA Top End from 2011. Purdey has extensive experience in Program and Project Management, and is currently Learning & Development Business Partner at Territory Generation. Purdey became a first-time mum in November 2016, and is taking time to enjoy her new challenge.



Stephen Ellich

Stephen served on the YMCA Australia Board since 2015. Stephen is currently CEO Utilities and Engineering Services of the Spotless Group, and has over 25 years of experience in senior management. Stephen will continue his role on the YMCA Victoria Board as President, he joined the YMCA Victoria Board in 2011.



Alan Morton

Alan has served as a YMCA Volunteer for 25 years, on three YMCA Boards, Ballarat, Victoria and the YMCA Australia Board since 2006. Alan is Director of award winning Morton Dunn Architects, specialising in commercial building projects, including heritage buildings, town hall refurbishments and Children's Centres. He has been a member of Asia Pacific Alliance of YMCAs Executive Committee, and is a current member of the World Alliance of YMCAs and Chair of the Strategy Committee.



Deborah Patterson

Deborah has served on the YMCA Australia Board since 2014, is currently Principal of Mill Park Heights Primary school, and is also an education Management Consultant and Contractor. Deborah is a Life Coach and Mentor for Women in the Prison System. Deborah remains a Director on the YMCA Whittlesea Board.



Andrew Smith

Andrew has had extensive experience in the education sector, as CEO for Education Services Australia, Vice President (Engagement) for Swinburne University of Technology, and CEO for Swinburne College & Australian Council for Private Education and Training (ACPET). Andrew has served on the YMCA Australia Board since 2013, and was President from 2014 – 2016 and Chair of the Governance and HR Committee until November 2017.

Life Governors

Ms Caz Bosch
Mr Ian Howard
Mr Ross Melville OAM
Mr Graham Wheeler AM
Mr David Davis OAM
Mr Robert Romanes OAM
Mr Richard Edwards OAM

2017 YMCA Australia Board

Top row: Ben Hubbard, Tom Stephenson, Deborah Patterson, Marg Lennon, Catherine Follett, Alan Morton, Andrew Smith

Bottom row: Ross Peddlesden, Catharine Payze (Treasurer), Chris Lewis (President), Peter Malone (Vice President), Melinda Crole (CEO)



RECOGNISING OUR PEOPLE

I.C. Howard Award - staff scholarship

YMCA Aquatic Specialist Liz Tesone was the recipient of the I.C. Howard YMCA Staff Scholarship for 2016. In February 2017, Liz had the opportunity to visit YMCA Australia's Life Governor Ian Howard, who co-funds the scholarship with the Y Service Clubs International.

Liz shared with Ian her plans to use the scholarship funds to do further research in the drowning prevention work across Asia. Liz also shared photos of the current swimming programs we are conducting in developing countries and the impact these are having in local communities – Liz will ensure this further research builds the commitment of the YMCA to building a better and safer world for children. Liz went to Osaka, Japan earlier this year, and she also presented at the World Conference on Drowning Prevention in Vancouver.

'When I started as a 16 year old swim teacher with the Y - I wanted to reduce drownings and make the children safer in my local community. Many years on and this personal goal is stronger than ever and moved from a Local to State to National and now an International focus,' says Liz.



Ian Howard and Liz Tesone



YMCA AUSTRALIA STAFF



Nyrie Tickell



Dianne McDonald



Diane Shelton



Georgie Nichol



Olivia Brown



Alli Carr



Anita Gutknecht



Steven Dupon



Jacki Whitwell



Mandy Wong



Melinda Crole



Jenny Rex



Sheryl Cole



Francis Bevacqua



Fiona Hellings

“I would like to personally thank all of my staff at YMCA Australia, and formally recognise their valuable contribution to the YMCA.”

Melinda Crole, CEO YMCA Australia



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