YMCAS OF AUSTRALIA Community Impact Report 2019

We believe in the power of inspired young people



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Leadership Message

Great things always begin from the inside

It's been a milestone year for the Y in Australia and across the globe, as we celebrated 175 years of service.

In 1844, in London, the Global YMCA was founded by a young man named George Williams. At 23 years of age George was full of passion and purpose. Today, the Movement is the largest global youth Movement, reaching 58 million people in over 120 countries, on every continent. To celebrate, this year over 3,000 Y young people, staff, guests and volunteers from over 100 countries gathered in London to mark this significant milestone - the 175th birthday global gathering Y175. (More on pages 8-9).

Here at Y Australia, we collectively worked together in ways we haven't before to set the right foundations for the future. Committed to a collective leadership model, we enabled the establishment of our Office for Young People & Community Impact with the inaugural appointment of the National Advocate for Young People, Ross Kyrwood.

We continue to develop ways to deliver sustainable, capable, social enterprises that provide both customer and employee value beyond what is already on offer by others in our markets. This has led us to prioritising the future of our National Brand Architecture to revitalise our brand and service offerings and to ensure we put rigor around our execution and implementation capabilities by the establishment of the national Project Management Office.

The Y holds a unique and special proposition to its customers and employees so we need to collectively focus on delivering this to ensure the Y (our national brand) comes to life, is recognized, and is something people search out and want to belong to across Australia.

Our commitment remains to enriching the lives of infants and children and inspiring them to reach their potential. We work together with families to make sure the Y is a place where children thrive. We also continue to reach out to all Australians to connect with the Y. We continue to develop our programs and services to be inclusive of age, gender, sexual orientation, race, religion, ethnicity, location, socio-economic status or disability. We believe that at the Y. connection with others is such an important part of unleashing the best version of yourself.

Our new ways of working have also ensured increased voices of young people at our leadership meetings. A key intention of our strategy is to listen, learn and establish how intergenerational leadership enables an "awesome" YMCA of the future. In 2018. we were challenged by the National Youth retreat participants to be unwavering in our commitment to social justice; committed to youth empowerment from the ground up; and dedicated to collaboration because, as in their words "it's the only way to make real

change". We have listened. We continue to evolve our efforts to be guided by these three prevailing messages. We want to continue to tackle barriers head on, shake things up, be agile and get comfortable with change.

The Y has proudly connected with the Federal Government, and other partners, on a range of issues important to children and voung people. These include our ongoing dedication to the National Office of Child Safety, the National Redress Scheme and working closely with the National Children's Commissioner, Megan Mitchell and the Hon. Richard Colbeck, Minister for Youth and Sport, Aged Care and Senior Australians. One of our highlights was presenting to the Senate Committee of Inquiry into 'Lowering the Voting Age and Increasing Voter Participation'.

The power of the collective is a great thing. We have all worked hard to make sure the force for change is coming from the inside. Together, we are on the path of creating a new reality to optimise our mission impact, while remaining sustainable, relevant and

"If an egg is broken by an outside force, life ends. If broken by an inside force, life begins. Great things always begin from the inside" Jim Kwik

safe. Guided by our strategic framework, this force for change and our champions within. we are now successfully navigating our iconic

Movement through the challenges of our complex and ever changing world.

Muly Lale

Melinda Crole CEO, Y Australia



President, Y Australia

Chris Lewis



Megan Mitchell, National Childrens' Commissioner with Melinda Crole, CEO and Chris Lewis, President, YMCA Australia.

The Hon. Richard Colbeck, Minister for Youth & Sport, Aged Care and Senior Australians, with Melinda Crole. YMCA has proudly connected with the Federal Government on a range of issues important to children and young people, including safeguarding children, preelection voting age discussions, and collaborating to enhance the voice of young people in Australia today.

A True National Movement

The Y in Australia - we have a shared national culture, strategy & action

The YMCA is the largest global youth movement, reaching 58 million in over 120 countries. The YMCA in Australia consists of 15 Member Associations, aligned in strategy, culture and action. Our shared purpose globally is around empowering young people - "we believe in the power of inspired young people".

In 2018, we listened to over 680 of our Y key leaders and staff to form our strategic areas of focus 2018-2022, and pinpointed our areas of efforts to ensure we use our reach and scale to deliver quality, consistency and innovation. We remain committed to connecting locally to what's best for young people and their communities. We need to consider the substantial strengths we can build on and act with immediacy to the risks we face. To do all of this, and more, the Y must be deeply interconnected. We must find the strengths we have within and optimise these.

Our Strategic Ambitions are: Empowered Young People, a True National Movement, Community Impact and Social Enterprise.

Connection with Federal Government

Sophie MacDonald with Melinda Crole, YMCA Australia CEO, at Parliament house for pre-election voting age discussions.













THE Y IN AUSTRALIA



29.5 million **OVERALL PARTICIPATION**

OUR PEOPLE



FINANCIAL STABILITY & SUSTAINABILITY



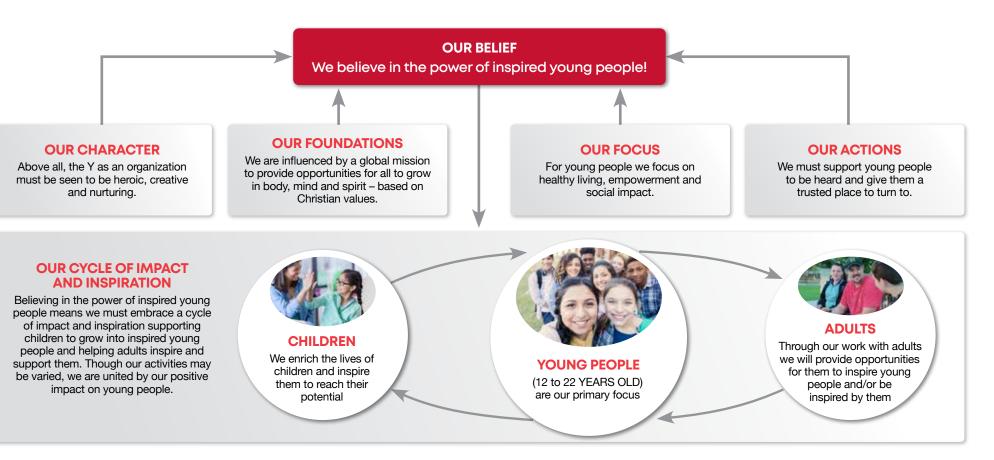
TURNOVER 2018/19 \$491,465,551 \$375,414,871



ASSETS UNDER MANAGEMENT



Our Belief



Empowered Young People

Some facts

VOUTH SPECIFIC PROGRAMS NEARLY **1.2 million**



78% of young people at the Y report they have a voice and are heard on issues of importance to them all or most of the time, compared to the national figure of just 19.8%

As a result of participating in our regional youth summits in Bendigo and Ballarat, the proportion of young people surveyed reporting they have a voice and are heard on issues of importance to them all or most of the time increased from

58% to 73%

The proportion of young people at the Y reporting they have high self-confidence increased from

59% to 74%

The proportion of young people at the Y reporting they have strong leadership skills increased from

79% to 96%

(Data collected from National Youth Retreat and Young CEO Movement participants).

Office for Young People and Community Impact

The Office for Young People and Community Impact commenced in January 2019 to focus on the voice of young people, intergenerational leadership and community impact, with a collective leadership model to ensure that the deliverables and outcomes are driven by an approach to leadership that optimises the skills and expertise across the Movement.



The current work of the office includes Association Engagement, National Outcomes Framework and Movement Outcomes Hierarchy, Global Change Agents program, Young CEO Movement, National Youth Retreat and the WhyNot Platform. The Office for Young People and community impact is staffed by Ross Kyrwood, Jacki Whitwell, Georgie Nichol and Jayden Parsons, pictured here with Melinda Crole, National CEO.

National Youth Retreat

The Inaugural Youth Retreat was held in the lead up to the 2018 National Convention and AGM in response to the high level outcomes identified by the Australian Change Agents: Young people (staff and volunteers) wanting to feel more connected to the Movement. Around 30 young people came together from across Australia and from diverse backgrounds and roles.

Three prevailing messages to the Movement emanated from this inspired group of young leaders; the YMCA's of Australia must be...

- 1. Unwavering in our commitment to social justice.
- 2. Committed to Youth Empowerment from the ground up.
- 3. Dedicated to collaboration (as it's the only way to make real change!)

Change Agents

The Global Change Agent program is a leadership development opportunity that empowers young leaders as change makers in their own communities. The Australian Change Agents Cohort 4 came together in June 2019 for a two day training and induction program to build cohesion as a group, and to ensure an awareness of Movement strategy at both a national level and global level, and planning for their national project and individual projects. Change Agents also attended global training in the UK, followed by the global gathering Y175.







"I have come away from my experience in London with my eyes open, my heart full and my head trying to process everything I have learnt. From my experience my spark has been ignited. I vow to continue to nurture my spark with love and fuel it with passion so I can become the change in the world I want to be"

Tanya Mischler, Change Agent

Young CEO Movement

Young CEOs "took over" their Ys across Australia in April 2019, coinciding with our Y proclaimed National Youth Month celebrations and Youth Weeks across the country. The Young CEO for a Day is a nationwide initiative enabling young people (aged 18 to 30) a chance to be empowered in leadership, and have their voices heard on issues that are important to them. This year the Young CEO Movement was launched by young people, to ensure that Young CEOs engage beyond the one day event. The program reflects the Y's purpose, to empower inspired young people to positively impact their communities, as well as intergenerational leadership.

Check out the 2019 Young CEOs on http://ymca.org.au/ what-we-do/Youth-Empowerment/Pages/Young-CEO-for-aday.aspx



"Young people are not the future. Young people are today. If we're true to our beliet in the power of inspired young people - why aren't more young people filling governance roles across the Movement?"

Tom Stephenson, YMCA Australia's Treasurer

The Y celebrates 175 years in London!

This year over 3,000 Y young people, staff, guests and volunteers from over 100 countries including 48 Australians, met in London for a global gathering to celebrate a significant milestone the Y's 175th birthday.

The one week program featured performances, stories from young people around the world, live performances, as well as panels and workshops on health and wellbeing, civic engagement, economic empowerment and employment, all celebrating our journey to this very moment - 175 years in the making.

Our young people shone bright at Y175. 29 year old Tom Stephenson, the youngest YMCA Australia Treasurer in history, who oversees the finances of Y Australia, with our Associations collectively turning over almost half a billion dollars. Tom gave a compelling keynote speech at the Y175 closing ceremony, challenging the YMCA global movement to involve more young people in governance.

Jayden Parsons, Youth Coordinator for Change Agents in Australia and founder of mYnd-Pump in Brisbane shared his own powerful story on the Mental Health Panel at Y175, highlighting current challenges impacting young people's mental health, including the stigma around mental health, toxic masculinity and social media pressures. He also spoke about engagement at grassroots level, the mYnd-Pump program and teaching young people the benefits of physical activity on mental health.

See all the Y175 video highlights at https://ymca175.com/ live/

Maddie Taylor Chief Risk Officer for the Y in Canberra was also asked to run two workshops at Y175, centred around the topic of resilience - an area that she knows better the most! Maddie, who had her heart set on a career in the army, incurred a knee injury during a rugby game which meant she was out of her dream. She then missed out on an overseas job opportunity, just before relocating! Turning her attention to the Corporate sector and building an impressive resume while finishing her MBA, Maddie is now working with the Y Canberra to ensure the safety of the staff, volunteers and participants of the Y. See Maddie's Million Moments story here https://millionmoments.ymca.org.au/

Georgie Nichol, Natalie Woloszyn and Jonathon Santamaria (WhyNot Editorial Committee) also ran a workshop at Y175 on the WhyNot platform and the role of digital spaces to create safe places for young people to have a voice. (More on page 10).







Y Youth Parliament

Our Youth Parliament program has been in operation for over 34 years now.

Each year youth parliament provides over 10,500 young people between 16-25 the opportunity to be heard at the highest levels of state government by discussing issues that are important to them, and then submitting their Bills to Parliament for consideration. Every year around 400 young people take part in the YMCA Youth Parliament program, held in each state's Parliament House, across six states in Australia, enacting an exact representation of the parliamentary process.





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WhyNot Platform

WhyNot is an online platform designed to give all young Australians the opportunity to have their voices heard.

The platform exists to stimulate debate, prompt conversations and create awareness about the issues that matter to young people.

8 young leaders from YMCAs across the country, collectively known as the WhyNot? Editorial Committee have been driving the platform.

In 2019 WhyNot furthered its reach by leading the Y's campaign to engage young people in the Federal Election. This campaign reached over 140,000 people across Australia!

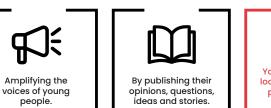
Additionally, WhyNot was featured on a global stage at YMCA175 in London as the first digital platform of its kind in the World YMCA Movement.

Over the last 18 months WhyNot has seen significant growth and is proud to continue to amplify the voices of young people in Australia.

See Aileen's Million Moments story here https://millionmoments.ymca.org.au/

"Society pushes you to go to university and do the 'smartest degree', and all the factors that people say is good for a job isn't necessarily good for you. It took me so long to figure that out and people should have the time to discover themselves. WhyNot is important for young people discovering who they are." Aileen Ng

WHYNOT? is...



Young Australian's looking for their first publication on a safe platform

for...

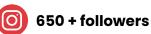


Building a community of Young Australians and giving them a voice

Our reach



400 + followers



Gender Equality

The value of strong role models and mentors in shaping the lives of young people cannot be underestimated.

Fiona Hollis is just one of the countless role models that assists the Y in their goal of creating inspired young people through her role as the manager of the Y-run Knox Skate Park in Melbourne's East.

Fiona's passion for skating and involvement with the Y emerged in 2017 after she brought her son down to the skate park she now manages and quickly fell in love with the sport. Fiona launched monthly skate clinics for girls, providing an opportunity for young women who are often deterred by the intimidating male-dominated environment, to give skating a try.

"Female representation in skating is very important," says Fiona. "Why the hell can't women be in skateboarding? There should be as much opportunity for girls as there is for boys."

Sustainable Development Goal (SDG) Goal 10 - Reduced Inequalities



🔺 Fiona Hollis



Chrissie

Space Squad

Having held several roles in youth work over the last 12 years, Chrissie is now thriving as the coordinator for Space Squad in Canberra, a Y-run residential holiday camp program for students in years 6-9 who are passionate about all things space. It's a role that she sees not just as a job, but as an opportunity to connect with the future leaders of Australia.

"These young people are the problem solvers of the future. Challenging them and making them think is vitally important. For girls especially, it's so important to show them what they're capable of," Chrissie says.

Find out more about the Y's Space Squad Program in Canberra here https://www.facebook.com/YSpaceSquad/

See Chrissie's Million Moments story here: https://millionmoments.ymca.org.au/

Y WA's HQ

22 year old Nelson Mondlane oozes energy and passion for art and music, and helping other young people express themselves through art.

With a big smile, big voice and a big heart to match, the lead singer of Perth band Superego also works part-time at the Y's HQ in Perth, West Australia, an all ages live music venue and youth arts, performance & enterprise. He runs HQ's Art Gallery, while also studying drama and arts at Curtin University. Nelson wants to make art accessible to all young people, regardless of where they come from, and with the team at HQ, provide a number of opportunities for young creatives to have their voices heard.

See Nelson's Million Moments story here: https://millionmoments.ymca.org.au/



"Art has always been quite highbrow. People who don't have a lot of money find it hard to get into. There are so many young artists who don't really get a chance unless they make a certain kind of art, but that's not what art is about. Pure expression is so much more important than a bunch of people sitting around and saying 'this is art!" Nelson Mondlane

Youth Mentoring programs

Mentoring young people is part of the YMCA's DNA. We also have formal mentoring programs - for example the Y works with young Indigenous people in the Northern Territory facing challenges in their lives, who may be experiencing disconnection from school and employment. Youth Workers support young people to identify their personal goals and needs, so that young people are empowered to be leaders of their own lives.

These goals can be related to anything in a young person's life that they are wanting to work on. This may include assistance in finding work experience, employment or an apprenticeship, training, securing a driver's licence or accreditation, providing in-school support and social/ emotional support. The focus is on building young people's agency, capability, capacity and future focus. It is a strength based approach to reducing inequalities and empowering young people.

Sustainable Development Goal (SDG) Goal 10 - Reduced Inequalities

Indigenous focus

Trisha Cortaville-Smith is an indigenous woman, model and Youth Ambassador at the Y in Taree, on the mid North Coast of NSW.

Trisha is the brains behind the NAiDOC Indigenous Fashion Show (NIFS) that made waves in the Manning Great-Lakes area last year. Starting out as an employee of the Y's recreational centre in Taree, Trisha went on to grow her relationship with the organisation through her work as a Reconciliation Action Plan (RAP) Youth Ambassador. The idea for NIFS emerged from Trisha's love of fashion and her local community, combined with her passion for inclusivity and representation.

See Trisha's Million Moments story here: https://millionmoments.ymca.org.au/

Trisha Cortaville-Smith

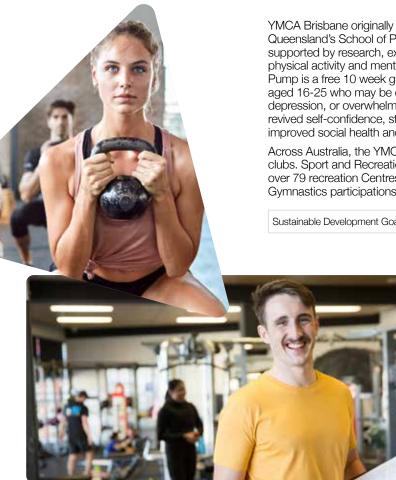


Strong Social Enterprise



Recreation, Health & Wellbeing and mYnd-Pump

YMCA mYnd-Pump is a program created by Jayden Parsons (23 years old at the time of program commencement), to support young people with mental health challenges.



YMCA Brisbane originally partnered with the University of Queensland's School of Psychology to develop the program supported by research, exploring the relationship between physical activity and mental wellbeing in young people. mYnd-Pump is a free 10 week group exercise program for anyone aged 16-25 who may be experiencing anxiety, symptoms of depression, or overwhelming stress. Program benefits include revived self-confidence, strengthened cognitive function, improved social health and reduced anxiety, stress or anger.

Across Australia, the YMCA runs around 99 health and fitness clubs. Sport and Recreation also includes management of over 79 recreation Centres/Stadiums, and we see 1.3 million Gymnastics participations per annum.

Sustainable Development Goal (SDG) Goal 3 - Health & Wellbeing

Jayden Parsons Creator YMCA mYnd-Pump

some facts

AQUATICS





Aquatics

The YMCA runs over 121 Aquatic facilities, including 47 outdoor pools, with over 3.8 million participations in swimming lessons in Australia. We are passionate about water safety and teaching young people to swim.



While children of all ages are keen learners, children learn more quickly during their early years (0-5) than at any other time in life. This highlights why it's so important to start swimming at a young age. The first three to five years are particularly important for development. Data compiled by the Rauch Foundation found that 85 percent of a person's brain is developed by the time they are five, with early experiences playing a crucial role in development, and having a direct impact on children's future learning skills as well as social and emotional abilities.

Carole's story

Carole's journey so far has seen her transform from an at-risk youth to a valued member of the Y family. Like many other young people, Carole's life was turned upside down the day that she left high school. Without the familiar routine and purpose of schooling, coupled with several untimely personal tragedies, Carole began to struggle.

Fortunately, it was at this time that Carole found the Y. Carole has progressed from her role as Customer Service Officer to Lifeguard, and now Duty Manager at the Narrogin Regional Leisure Centre in the Wheatbelt region of Western Australia after recently completing her pool operations course allowing her to further continue to progressing her career in the health and wellness industry.

See Carole's Million Moment's story here: https://millionmoments.ymca.org.au/

Sustainable Development Goal (SDG) Goal 3 – Health & Wellbeing & Goal 4 – Quality Education

Streetgym

Patrick O'Meara (P.J.) was completing his university studies in psychology when he had the opportunity to get involved as an instructor for Streetgym, an outreach program run by the Y in NSW. The highly successful program exists to provide a safe, accessible and fun environment where young people can participate in a variety of sport and recreation activities.

> "It's really important for young people's wellbeing," explains P.J., Youth Empowerment Program Coordinator for the Y in NSW, "If we forget about young people being involved with recreation, camping and fitness, they'd be glued to their PlayStation or glued to their TV."

> YMCA NSW's Street Gym is a free outreach program for at-risk young people aged 12-18 year olds. The program is currently run weekly during school term in Sydney's suburbs. Participants engage in team sports and group activities, and have a healthy afternoon tea. Key community services such as mental health support, youth workers, and police liaison officers are also available. See https://www.ymcansw.org.au/community-services/ youth/streetgym/

Sustainable Development Goal (SDG) Goal 3 - Health & Wellbeing

Patrick O'Meara (P.J.) instructor for Y Streetgym

Some facts

CHILDREN'S PROGRAMS & SERVICES





Early Learning

We believe in early education and care that ensures families make a choice they never regret, by working together to support children to thrive.

The YMCA in Australia runs over 53 Early Learning Centres/Kindergartens with over 9,500 families registered across Australia. Fundamental to the Early Learning Framework is a view of children's lives characterised by belonging, being and becoming. From before birth, children are connected to family, community, culture and place. Their earliest development and learning takes place through relationships, particularly within families, who are children's first and most influential educators. As children participate in everyday life, they develop interests and construct their own identities and understandings of the world.

The following five Principles reflect contemporary theories and research evidence concerning children's learning and early childhood pedagogy. The Principles underpin practice that is focused on assisting all children to make progress in relation to the Learning Outcomes.

- 1. Secure, respectful and reciprocal relationships.
- 2. Partnership. Learning outcomes are most likely to be achieved when early childhood educators work in partnership with families.
- 3. High expectations and equity. Early childhood educators who are committed to equity believe in all children's capacities to succeed, regardless of diverse circumstances and abilities.

- 4. Respect for diversity. There are many ways of living, being and of knowing. Children are born belonging to a culture, which is not only influenced by traditional practices, heritage and ancestral knowledge, but also by the experiences, values and beliefs of individual families and communities.
- 5. Ongoing learning and reflective practice. Educators continually seek ways to build their professional knowledge and develop learning communities.

Reference: The Early Years Learning Framework for Australia

OSHC

The YMCA in Australia runs over 196 Out of School Hours Care (OSHC) and vacation care programs with nearly 26,000 families registered across Australia for their children to be involved in outside school hours and holiday programs.

We believe all children should go home having had an experience that makes their parents smile.

Sustainable Development Goal (SDG) Goal 4 - Quality Education

some facts

CAMPING & OUTDOOR EDUCATION





Vocational School

The Y Brisbane's Vocational School targets disengaged students, and provides a journey to engagement and employment. Operating across five campuses located in Acacia Ridge, Ipswich, Kingston, and North Lakes, specialist staff provide adjusted education programs and vocational training to students aged 12-18 years old.

> The Y's Vocational School prepares students for long-term employment. Evidence-based wellbeing programs are also delivered to ensure students are mentally and physically healthy and able to live a purposeful life. At the Y, young people will experience programs dedicated to enhancing practical and personal skills, at a pace that encourages school attendance, engagement, and confidence. There are plans for other campuses to be opened in the near future as well.

Sustainable Development Goal (SDG) Goal 4 – Quality Education

Jade

Jade, a graduate of the Y's Kingston Vocation School is a living, breathing example of how the Y's everyday work is changing lives and inspiring young people. Jade didn't have an easy start in life. Failed by the foster care system, Jade began couch surfing at just 13. In spite of her unstable living situation, Jade's commitment to her education was unwavering. For Jade, the school provided exactly what she needed, not just an education, but a real support network.

The Y were also able to assist Jade with one of the Y's Affordable Housing units. With a safe and stable home, Jade was finally able to focus on her studies, graduating year 12 as Student of the Year among other accolades. Jade remains a strong advocate for the pursuit of education through any obstacle.

See Jade's Million Moments story here: https://millionmoments.ymca.org.au/

"They genuinely care about their students, it's not just a school, it's a family. I don't think I'd be where I am today without the Y"

Jade

The Bridge Project

This inspirational program run by the Y in Victoria empowers vulnerable young people from the juvenile justice and prison systems and provides them with training skills, employment, practical skills and opportunities to successfully integrate back into the workforce and importantly, to connect back to their families and society.



"You need to walk in other people's shoes. Make people feel valued and give people opportunities. Work out why they're there and connect with them - everyone wants to feel connected." Paul Roos, Y Bridge Project Patron and former AFL player and coach



Y Camps

Camp Manyung in Mount Eliza, Victoria, is one of 17 camps the Y runs. Across Australia, there are over 134,000 participants in our camps. Available for school and community groups, as well as families.

Camp programs include indoor and outdoor activities that promote teamwork, personal growth, community and immersion in nature. Camping is a great way for people to connect and get active.

some facts

THE Y IN AUSTRALIA



DISABILITY & SPECIAL NEEDS SERVICES (including meals for homeless, breakfast and meals program, mentoring, Siblings Reconnect, Parentlink)





B SCHOOLS



Y Disabilities services

YMCAs across Australia are committed to inclusion and diversity, and run 14 disability specific services. At YMCA Whittlesea in Victoria, there are a number of programs run for people with disabilities, including camps, holiday programs and centre-based programs.

Programs include L.A. Stars Leadership and Advocacy Group, After School Programs and WRAP Basketball– a basketball competition for players with additional needs. The community programs include social groups, recreation days, adventure days, home and community support. Recreation support for people with disabilities includes access all abilities aerobics, access 1:1 swimming program, access gymnastics, Y-Rehab program, hydrotherapy, pilates reformer and gym and group fitness for people with a disability or additional needs.

Andrew Lozanovski

Working alongside people, providing them with equal opportunities and giving them the respect they deserve is at the heart of the Y philosophy. For Auskick coach and Y volunteer Andrew Lozanovski, it's also at the heart of the work he does every day in some of the more challenging and rewarding Y programs – supporting and empowering people with disabilities. Andrew has inspiring energy and passion, and injects a touch of his footy fanaticism into every young person he works with.

While all Ys are inclusive, several including the Y in Whittlesea run a variety of programs for children, teens and young people with disabilities, all designed to show respect and understanding regardless of ability, something not always found in mainstream schools or programs.

Andrew met Charlie, a young boy with non-verbal autism who is just one of many children that Andrew has been able to help. In spite of Charlie's high level of needs, Andrew has been one of the few people able to break down the walls of Charlie's autism, developing a deep connection with him simply through genuine care, respect and a good kick of the footy.

See Andrew's Million Moment's story here: https://millionmoments.ymca.org.au/

Sustainable Development Goal (SDG) Goal 10 - Reduced Inequalities

 "If we have an opportunity to make someone else happy, why wouldn't we?"

Andrew Lozanovski

Positive Social Impact

Safeguarding Children

We strive to ensure all children and young people are safe and feel safe, valued, heard and respected at the Y, in their families and their communities. A young person can only be inspired if they feel safe.

> In early 2019, we undertook research with 513 children and young people across 17 locations throughout Australia, about how they can be kept safe at the Y, in families and in their communities. This research has led to the development of two key pieces of work for the Y, our 'Tell Someone, Speak Out' Framework and our 'Promise to Children and Young People'.





Tell Someone, Speak out

Currently in development our 'Tell Someone, Speak Out' Framework is designed to empower children, young people and Y People to tell someone or speak out if they are worried about abuse, neglect or exploitation.

Child Voice informed Codes of Conduct

Our 'Promise to Children and Young People' is also currently being produced to outline our expected behaviours of all Y People including Board Members, Staff, Volunteers and Contractors towards all children and young people.

Children and young people told us that it was important to them that there is clear behaviour guidelines for all Y People and that they should be informed of these behaviour guidelines through a 'Promise'. Therefore we will embark on a journey of developing our 'Promise to Children and Young People' which will include an extensive education program about our 'Promise', which will also work alongside our 'Tell Someone, Speak Out' Framework.

Redress

In May 2018, Y Australia announced its intention to join the National Redress Scheme.

The establishment of the National Redress Scheme was a critical recommendation from the Royal Commission into Institutional Responses to Child Sexual Abuse. With the establishment of the National Redress Scheme, the Y hopes survivors of institutional child sexual abuse will finally feel heard and have the support and recognition they deserve. The Y considers all forms 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.

SDGs Goal 16 - Peace, Justice & Strong Institutions

Governance

Y Australia Board

YMCA Australia Board (L-R) Jonathon Rea, Jenny McCombe OAM, Tom Stephenson (Treasurer). Kendal Moss, Chris Lewis (President), Melinda Crole (CEO), Ross Peddlesden, Tal Karp and Richard Nedov. Missing: Ben Hubbard (Vice-President), Michael Vanderheide and Natalie Matulik.

Thanks for contribution

The Y Australia Board would like to thank Michael Vanderheide, Natalie Matulik and Mark Mugnaioni for their contribution to the Y Australia Board. Pictured below.

Michael is a highly capable senior executive with over 25 years of experience in a variety of industries in both the private and public sectors. Equipped with diverse industry skills, he is passionate about driving strategic change to deliver organisational effectiveness. Michael is currently Transformation Lead and Program Director, Project Pi, RMIT University and formerly was Chief Executive for Cenitex. He is a Non Executive Director for Yooralla, and has served on the Y Australia Board since 2018.

Mark is a qualified lawyer with an extensive background in corporate and M&A law, an experienced corporate strategist with deep experience in multiple industries.

Mark is a Fellow of both the AICD and AIM. Mark also served on the Y Brisbane board.

Natalie has served on the INEA (Inner Near East Adelaide) Board, and is a Youth and Education Consultant providing strategic support to not for profits in the youth and education sector, with over 20 years' experience.







Michael Vanderheide Natalie Matulik

Mark Mugnaioni

Life Governors

Mr John Bindon Ms Caz Bosch Mr David Davis OAM Mr Richard Edwards OAM Mr Bruce Harris Mr Ian Howard Mrs Jenny McCombe OAM Mr Ross Melville Mr Bob Nicholson Mr Robert Romanes OAM Mr Grahame Wheeler AM



Missing from above photo: Ben Hubbard (Vice-President)



Recognising Our People YMCA Staff

Photo left: Y Australia and Y Services staff at their temporary offices in Essendon Fields. Y Services was formed (out of E-store) and commenced in 2019. Y Australia and Y Services work collaboratively to achieve the strategic ambitions agreed to by the Y Movement as two separate legal entities.

I.C. Howard Award

The I.C. Howard Award is a \$5,000 scholarship for the furthering of the education of YMCA staff. The Award is proudly sponsored by the Y Service Clubs of Australia.

Photo below: The I.C. Howard/Y Service Clubs Staff Scholarship winner for 2018 was Lachlan Graham from Y Geelong. Lachlan commenced as a volunteer more than 10 years ago with Y Geelong and is now the head coach of the Men's Artistic Gymnastic Program. He has held the role as Coach Development Officer and represented the Y on the Gymnastic's Victoria Technical Committee and selected as a coach for the Victorian team in 2018. This professional development opportunity directly assisted with insights to the latest trends in club development, providing an evidence base for decisions around customer and coach engagement, and assist in the program development and design.

I.C. Howard 2018 award winner Lachlan Graham, with Life Governor Ian Howard at the 2018 AGM, held at the Melbourne Arts Centre.

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We believe in the power of inspired young people

#YMCAAustralia

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