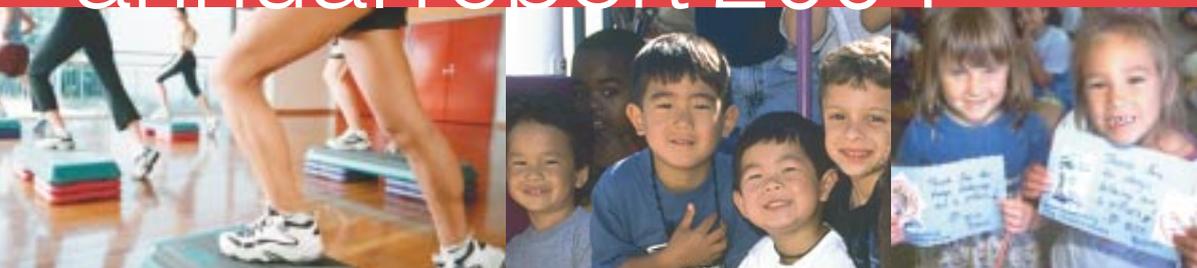




1 JULY 03 – 30 JUNE 04

annual report 2004



THE NATIONAL COUNCIL OF THE YMCAs OF AUSTRALIA



YMCA

We build strong **PEOPLE**
strong **FAMILIES**
strong **COMMUNITIES**



PEOPLE
FAMILIES
COMMUNITIES
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FAMILIES
COMMUNITIES
PEOPLE

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YMCA Mission

The YMCAs of Australia work together, from a base of Christian values, to provide opportunities for all people to grow in Body, Mind and Spirit.

YMCA VALUES

The YMCAs of Australia are guided to achieve their Mission by the following Christian values:

- We value the whole person, consisting of a body, a mind and a spirit, each of which is of equal importance.
- We value the dignity and intrinsic worth of all people, regardless of age, gender, ethnicity, belief or other difference.
- 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 of personal responsibility.

These core values translate into four key operational values: Honesty – Respect – Caring – Responsibility.

NATIONAL COUNCIL OF THE YMCAs OF AUSTRALIA

The National Council is a federation of Member Associations governed by a voluntary Board of Directors elected by Member Associations.

The National Council, through its membership of the World Alliance of YMCAs, controls the rights in Australia to the use of the YMCA name and trademarks. The National Council is also a member of the Asia and Pacific Alliance of YMCAs (APAY). Through a process of Charter Membership, the National Council devolves the right to operate YMCA programs and services in local communities to independently incorporated YMCA Associations.

This report, prepared by the National Council, provides an overview of the YMCA Movement during the period 1 July 2003 to 30 June 2004.

MEMBER ASSOCIATIONS

YMCA of Canberra	YMCA of Gayndah
YMCA of Broken Hill	YMCA of Stanthorpe
YMCA of Central Australia Youth Services	YMCA of the Inner North East of Adelaide
YMCA of Darwin	YMCA of Port Pirie
YMCA of Katherine	YMCA of South Australia
YMCA of Hobart	YMCA of Ararat
YMCA of Launceston	YMCA of Ballarat
YMCA of Armidale	Bendigo Regional YMCA
YMCA of Lake Macquarie	YMCA of East Gippsland
YMCA of Great Lakes	YMCA of Echuca
YMCA of Newcastle	YMCA of Geelong
YMCA of Queanbeyan	YMCA of Moorabool
YMCA of Sydney	Portland YMCA
YMCA of Brisbane	State Council of the YMCAs of Victoria
YMCA of Bundaberg	Eastern Goldfields YMCA
YMCA of Cairns	Newman YMCA
YMCA of Camira/Springfield	YMCA of Perth

Current Directors of the National Council of the YMCAs of Australia



Above from left, Back row: Ian Martin, Richard Edwards (Treasurer), Dr Joseph Goodall, Stuart Slade
Centre: Caz Bosch, Fran Kilgariff (Deputy President), Bob Parcel
Front: Bruce Harris, Bob Nicholson (Chief Executive Officer), Peter Malone (President),
Geraldine Macdonald.

National Office Staff

Bob Nicholson
Chief Executive Officer
Tina Fairley
PA to the Chief Executive Officer
Nicholas Cox
Program and Training Manager
Sandra Burnett
Communication and Projects Coordinator
Joe Brugliera
Finance Manager
Nicole Erdodi
Accounts Clerk

YMCA Superannuation Fund

Carolyn Todhunter
Fund Administrator
Elizabeth Hristov
Finance Administration Officer
Glen Cosham
Administration Assistant
Mary Kapuscik
Administration Assistant

Strategic Management Group

The Australian YMCA Strategic Management Group (SMG) provides advice to the National Board through the National CEO.

SMG Members

Bob Nicholson – National
Nicholas Cox – National
Neil McWhannell – NSW
Ross Melville – QLD
Michael Kelly – SA
Peter Burns – VIC
Ron Mell – WA
Jenny McCombe – ACT

Honorary Life Governors

A.H.R. Abbey AM DCM
I.C. Howard
Rt. Rev. Ken Mason AM
J.E. Stafford
G.F. Wheeler AM

Honorary Governors

E. Boyson MBE
D.J. Davis
H.V. Jenner OAM
T.J. Tweed MBE



Message from the President and CEO



*Peter Malone
President*



*Bob Nicholson
Chief Executive Officer*

The YMCA Movement in Australia operates as a federation of separately incorporated Member Associations who together form the National Council of the YMCAs of Australia. This federation structure has allowed the YMCA to operate with a dual organisational personality – to be both large and small, local and national, independent and co-operative. The structure enables the YMCA to be responsive to the specific program needs of local communities, and work as an Australian Movement to compete effectively with other national service providers.

The YMCA has served the Australian community for over 150 years. A continuing focus on our Mission – to develop people in body, mind and spirit – has contributed to our growth and success. The YMCA organisational structure is currently undergoing review to ensure that the Movement remains responsive and relevant to Australian society over the next 150 years.

The Australian community does not distinguish between YMCA entities, it sees only 'One Y', and expects that the YMCA will consistently provide a high standard of governance and program and service delivery. As part of the review, the YMCA must continue to search for ways to use its national strength, and share in the expertise and resources from the international YMCA Movement.

The year 2003–4 was again one of overall Movement growth, with total annual program participation increasing by 29% to 18.9 million (363,461 per week) and financial turnover increasing by 28% to \$133 million. Much of this growth is focused in the major capital cities. Smaller YMCA Associations in regional towns and cities are under serious pressure because of the declining population in rural and remote Australia. The National Council is committed to maintaining and expanding YMCA services in regional Australia, and during 2004 has assisted several small YMCA Associations to restructure and refocus their services.

Summarising the achievements of a large and diverse organisation is difficult. The most important achievements are found in the thousands of individual stories from people of all ages whose lives have been enriched through participation in a YMCA program and their interaction with our wonderful staff and volunteers.

Some significant events and outcomes have been:

- Expansion of YMCA benevolent work, through innovative projects providing support to groups of 'at risk' young people and services to people with special needs.
- Increased focus on long term strategic planning, both at an Association and national level.
- Increased involvement in the World YMCA Movement through international youth programs, and partnerships in development projects in Vietnam and Nepal.
- Increased financial self sufficiency by the National Council, allowing an expansion of services to Member Associations without increasing subscriptions.
- A National Executive Officer Forum attended by more than sixty senior staff.
- The establishment of new YMCA merchandising company YMCA E-Store.
- Some exciting new alliances between YMCA Associations and other community or business organisations.

We thank the National Board and the Strategic Management Group for their support and guidance and the staff and volunteer leaders of all Member Associations for their continuing contribution to the YMCA Mission.

Peter Malone
President

Bob Nicholson
Chief Executive Officer

The YMCA in Australia – Growing Together

The YMCA continues to grow across Australia and is now represented at 380 sites across Australia. In 2003 the YMCA attracted 18.9 million participations, an increase of 29% from last year. Annual participations increased across all program areas, with the greatest growth in Outside School Hours Care.

The YMCA continued to foster strong partnerships with government, schools and other community organisations. The YMCA provides services to all levels of government and to 5,000 schools across Australia.

The YMCA is a not-for-profit community service organisation and all income generated is reinvested into the community through a range of benevolent programs.

The YMCA employs 6,000 staff, and 2,700 people volunteer their time at the Y. The YMCA provides high quality, accessible programs and services to the community in the core service areas of:

- Community recreation and sport
- Health and fitness
- Camping and outdoor education
- Children's services
- Accommodation
- Youth development
- Community service
- International projects

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The following pages provide an overview of the YMCA Movement and some examples of how we build strong people, strong families and strong communities.



Community Recreation and Sport

The YMCA is committed to encouraging people of all ages and abilities to become physically active. We introduce people to the benefits of a healthy lifestyle through a range of sport and recreation programs and activities.

During 2003–4 the YMCA delivered the healthy lifestyle message to a broader audience by managing a number of community events. Facility management continued steady growth, with over 20 new management contracts secured during the reporting period.



'Many children are introduced to sport at their local YMCA. Team sport competitions refine coordination, improve social skills and provide valuable team work experiences. Junior development programs use team sports as a tool to develop confidence, life skills and resilience. These are important skills for adult life.'

Haydn Robins, Group Manager, Victorian YMCA.



The YMCA is committed to delivering programs and services to people of all ages and abilities. The YMCA offers modified sport and recreation activities that cater for individuals with disabilities. These socially engaging programs are designed to develop motor skills, coordination and movement. Across Australia the YMCA recorded 91,398 special needs program participations.



The YMCA brings people together in a range of community recreation and sporting activities. By coordinating the 2004 North West Games for the Town of Port Hedland, the YMCA helped to provide a major sporting and social event for people in regional and remote Western Australia.

Some fast facts from the successful 2004 North West Games:

- 1,175 participants
- 20 sports
- 337 registered volunteers and officials
- In excess of 3,000 people at the Games Closing Ceremony



To celebrate Seniors Week the YMCA of Canberra, with partners Urban Services ACT and Sport & Recreation ACT, held the inaugural Canberra Seniors Sports Carnival at the Woden Athletics Park. 100 participants from six aged care organisations competed for medals and a championship trophy. A team of 100 volunteers gave assistance during the events and to the elderly athletes.

Health and Fitness

The YMCA approach to health and fitness is that a person is made up of a body, a mind and a spirit, and each component must be nurtured for the person to achieve wellness. In 2003–4 we recorded 13.9 million health and fitness participations. Membership continued to increase, with total numbers reaching 74,095 during the reporting period.



'The YMCA provides programs that nurture body, mind and spirit. We've found that Aerobics, Yoga and Pilates support our wellness goals and are increasing in popularity. These group fitness programs are also a great way for members to meet new friends in a safe, comfortable environment.'

Adam Waterson, Health and Fitness Coordinator, YMCA Sydney.



Working within the philosophy of fun, fitness and friendship, the Pryme Mover's health and fitness program for senior Australians provides social contact and a community of shared interest amongst older adults who may not otherwise meet as a group. In the reporting period, 45 YMCA sites offered older adult programs.



Activate, run by Brunswick YMCA in Victoria, is a healthy and active living program for 8–14 year olds. The program offers a wide range of experiences, including (amongst other options) basic first aid, anatomy and creating an active lifestyle program.



Aquatic education programs develop water safety knowledge, improve coordination and confidence while teaching essential swimming and water survival skills. During 2003–4 we recorded over 6 million swim program participations. The YMCA continued strong relationships with schools – over 10,000 children attended a YMCA Aquasafe program via their school.

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Camping and Outdoor Education

The YMCA continued to provide safe, quality camping experiences. YMCA camp staff and volunteers are trained to lead groups on a journey – fostering a culture based on respect for self, respect for others and respect for the environment.

The YMCA operates nine camp sites across Australia. During 2003–4 YMCA camp sites:

- Employed 192 staff
- Provided 1,898 beds
- Served 464,799 meals
- Involved 320 volunteers

Camp sites include:

- Kangaroo Island/Summer Camps (SA)
- Loftia Park (SA)
- Camp Warrawee (QLD)
- Camp Yarramundi (NSW)
- Licola Wilderness Village (VIC)
- Lady Northcote Recreation Camp (VIC)
- Mt Evelyn (VIC)
- Camp Manyung (VIC)
- Camp Wyuna (VIC)



'The YMCA offers an experience, not just a program. We work to build capable individuals with heightened community connection. Three key learning pillars (self, others, environment) underpin the innovation and delivery of our programs.'
Matt Feutrill, Camping and Outdoor Education Divisional Manager,
State Council of the YMCAs of Victoria.



The YMCA is determined to ensure that financial hardship is not a barrier to a camp experience. Camping programs provide families with a well-deserved break, and give parents and carers the opportunity to spend quality time with their children.



The Bendigo Regional YMCA Youth Camping Program provides primary school age children whose family or carers can't afford to send them to camp with a fully funded weekend away. The program is delivered by a team of volunteers and held at the Victoria Police camp site, Derby Hill Camp in Maldon. Last year the YMCA delivered three weekend camps, each involving groups of 25 children. All costs are covered by the YMCA's Youth Foundation.

Children's Services

According to data released by the Australian Bureau of Statistics, almost half of Australia's children attend child care. The YMCA provides an important service to the community by responding to the growing demands for quality child care.

The YMCA is committed to delivering consistent, quality, safe, affordable and fun child care programs.

During 2003–4 the YMCA delivered a number of child care services in partnership with schools, other not for profit organisations and corporate groups. YMCA child care services continued steady growth and recorded 2.1 million child care participations. The YMCA maintained strong relationships with schools and recorded 649,340 Out of School Care program participations.

The YMCA continued to deliver a broad range of child care services to the community.

Programs include:

- Long Day Care
- Limited Hour Care
- Out of School Hours Care including:
 - Before School Care
 - After School Care
 - Vacation Care
- Holiday Camps
- Family Day Care
- Occasional Care
- In Home Care
- Playschool



THE 'Y' DIFFERENCE IN CHILDREN'S SERVICES

'YMCA Outside School Hours Care Services provide a warm, safe, caring environment, enabling children to grow in body, mind and spirit, reflecting the YMCA values of integrity, mutual respect, creativity and teamwork.'
Jenny McCombe, CEO Canberra YMCA.

'YMCA staff create a responsive and inclusive atmosphere and relate to children in a warm and friendly manner.'
Amanda Ashton, Victoria YMCA.

'Programming caters for the needs, interests and abilities of all children.'
Christine Woodcock, Sydney YMCA.

'Programs for the development of children's gross and fine motor skills, including Ed Gym.'
Jennie Burns, Perth YMCA.

'Keeping our children safe.'
Lyn Alexander, YMCA South Australia.

'The YMCA is noted for its ability to provide for all children, and caters for children with disabilities and special needs.'
Katie Roberts, Brisbane YMCA.



Accommodation

YMCA accommodation provides a home away from home for travellers, holiday makers, residents and students. During 2003–4 over 64,000 people called the YMCA home. The YMCA provides hotel, budget, backpacker accommodation in Brisbane, Perth and Darwin. The YMCA is Australia’s premier provider of managed student accommodation, with sites in Victoria and South Australia.

STUDENT ACCOMMODATION

The YMCA is committed to the health and wellbeing of students in our care. The YMCA offers support for all areas of student wellbeing, and most students come to view the YMCA as their home for the period of their stay. Counselling and Pastoral Care are an integral part of the quality services provided to all residents. The YMCA counselling process supports and encourages residents to address their personal health, welfare and academic concerns, which may interfere with their academic success and quality of life.

HOTEL GEORGE WILLIAMS BRISBANE – THE ‘Y’ DIFFERENCE IN ACCOMMODATION

Hotel George Williams is an 80 room 3½ star hotel located in Brisbane’s central business district. Providing quality accommodation for travellers and holiday makers, the newly renovated hotel is a warm and inviting place to stay. The team at Hotel George Williams pride themselves on providing guests with friendly service. Hotel George Williams houses one of the largest in-hotel gyms in Australia, and in supporting the YMCA commitment to developing body, mind and spirit, guests have free access to all gymnasium facilities.

YMCA OF PERTH

Through its work at Jewell House has over 20 years experience in providing quality affordable accommodation in the Perth CBD. *‘Our success is because of our staff. Staff at Jewell House are always caring, receptive and willing to help.’* Clarissa West, House Manager, YMCA Jewell House.

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- Queensland – Hotel George Williams, 3½ star hotel accommodation, phone 1800 064 858
- Perth – Jewell House, budget accommodation, phone (08) 9325 8488
- Northern Territory – Darwin, backpacker accommodation, phone (08) 8981 8377
- Victoria – College Square, student accommodation, phone (03) 9349 3600
- South Australia – Citi YMCA student accommodation, phone (08) 8235 3614

Youth and Community Services

Youth and Community Services are the foundation services of the YMCA and provide the YMCA with a real opportunity to build strong people, strong families and strong communities.



YMCA Parentlink – Social Network for Single Parent Families. The YMCA delivers high quality family programs to promote the importance of strong family relationships. We develop a wide range of services designed to connect families with new programs and expanded delivery of existing services. Parentlink, run by the Victorian YMCA, is a social network for single parent families. In 2003–4 local networks continued to grow, and activities including family friendly outings and weekends away gained popularity.



During 2003–4, the provision of recreation programs and services to the teenagers in the Melbourne Juvenile Justice Centre continued to deliver encouraging results. The Juvenile Justice Centre team integrated a schools participation program where metropolitan and regional students visit the centre to play sport with young offenders. The program has had an incredible effect on everyone involved, with two schools implementing the program as a curriculum elective and many people giving up their time after school and on weekends to make these games possible.



'The YMCA helps those who are not so strong and provides opportunities so that people have the opportunity to move forward. We help to ensure that our disadvantaged youth do not go hungry. From our Camp Warawee kitchen we donate meals to charities for distribution to homeless and disadvantaged youth in Brisbane.'

Noel Clark, Director of Camping, Camp Warawee, YMCA Brisbane.



'Perth YMCA Mobile Youth Centres encapsulate a community spirit by bringing activities, support and education to young people in metropolitan and regional Western Australia. We approach youth and community services in a preventative framework, rather than focusing on a deficit model, with long term holistic goals in mind – that's the YMCA difference.'

Del Jenkins, Community Youth Programs Manager, Perth YMCA.



The Shed – where the young and the old work together. Modern living has seen an increase in the abuse and neglect of young people and has left some older people feeling isolated and alone. To reconnect these people as a community and to encourage the sharing of people's experience and knowledge, the Brisbane YMCA has established a community centre called 'The Shed'. The aim is to create an environment where older and retired people can meet with others and help young people to learn and enjoy a multitude of activities, from tinkering with cars and small motors, to arts, crafts, cooking and sewing.



The YMCA is committed to preventative work rather than just focusing on problems. This way we can offer a pathway to strength. During 2003–4 YMCA of Newman developed a successful interactive stage production, DRUGGED. The plot demonstrates the effects of drugs and alcohol by focusing on the experiences of a close group of friends. The production completed a tour of WA and was a top four finalist in the 'Prevention and Education' category of the 2004 National Drug and Alcohol awards held in Sydney.



At the YMCA every person, family and community is deserving of support to become stronger in mind, body and spirit. The YMCA in Katherine, NT, works with Territory Police and the Justice System to support young offenders by providing alternatives to incarceration for non-violent offenders. The program encourages the young offenders to face up to their actions, through a framework of honesty, caring, respect and responsibility.

body mind spirit



'The YMCA creates opportunities for young people to reach their full potential.'



The YMCA Youth Parliament (YP) is a non-party political program and has been delivered at state and national levels for over 40 years. Every state and territory delivers its own YP program. Across the country each year, the program caters for approximately 600 young people aged between 12 and 25. The 3–6 month program inspires a high level of youth participation, and generates genuine and exciting outcomes for the individuals involved. The community benefits from the momentum created by this civic education program, and all tiers of government benefit from the outputs of the program – proposed legislation in the form of carefully considered youth Bills and Acts.

International

The YMCA is an international Movement committed to building strong people, strong families and strong communities. Using our international links we help build a more equitable, tolerant and peaceful world for tomorrow. Through the YMCA World Alliance and the Asia Pacific Alliance of YMCAs (APAY), the YMCAs of Australia support a number of international projects. In addition during 2003–4 YMCAs across Australia directly supported projects in Bangladesh, Nepal and Vietnam.



Bangladesh – Bangladesh was ravaged by severe flooding in early 2004. YMCAs in Australia joined YMCAs from across the world to support an emergency relief program. The YMCA program distributed a food and supplies package to over 30,000 flood victims.

Nepal – Nepal is one of the world's poorest countries and a large percentage of its population is illiterate. YMCAs across Australia support a mobile literacy program. The YMCA program visits the remote and poor villages in the Lalipur district, teaching people to read and write.

Vietnam – Unemployment is a growing problem for the 80 million people of Vietnam. The YMCA vocational training school empowers students with practical skills and knowledge in electronics, refrigeration and motorcycle repair. YMCAs across Australia sponsor 70 students of the school. Sponsorship provides students meals, accommodation and a set of tools for each graduate.



Institute of Education and Training

Throughout 2003–4 the Institute continued to operate as a Registered Training Organisation delivering accredited training through four state based campuses in South Australia, Queensland, New South Wales and Victoria.

Campuses successfully managed government projects and community education programs. Greater competition in the Vocational Educational and Training sector meant that in order to survive, the Institute needed to change service delivery. The Institute changed focus to provide internal training needs for YMCA staff and volunteers throughout Australia.

The YMCA recognises the value of investing in professional development programs that help retain quality staff and improve the provision of quality services to the YMCA Movement.

Throughout the year the Campuses delivered accredited training for its staff in Sports Coaching, Recreation Management, Business Management, Aquatics, First Aid/CPR and a range of other community recreation skills.

In 2005 the Institute looks forward to further developing the internal learning materials required to ensure an interactive and enjoyable orientation and ongoing training experience for all YMCA Staff, Boards and Program Volunteers.

Nick Cox
National Program and Training Manager

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YMCA E-Store

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YMCA E-Store commenced operations in June 2003 with a charter to provide YMCA branded goods and services to the YMCA Movement, and to eventually expand the business to the general public via retail outlets. Critical to the success of E-Store was the involvement of all YMCAs in the E-Store vision, and accordingly YMCAs were offered shares in the new venture. Most YMCAs embraced the E-Store concept and provided stake funding to begin operations.

CEO

Mark Sargent

Directors

Richard Edwards (Chair)

Bob Nicholson

Ross Melville

Peter Burns



Finance Report

For the Year Ended 30 June 2004

Throughout 2003–4 the YMCA Movement achieved significant growth in all areas of service delivery. The combined income of the YMCA Movement was \$133 million, an increase of 28% from last financial year.

	\$m	\$m
	03/04	02/03
Income	133	104
Expenditure	116	105
Surplus	17	-1

The combined assets of the Movement as at 30 June 2004 were \$87 million, with a net equity \$59 million.

The major income areas for the YMCA are summarised below.

Service Area	\$m
	Income
Community Recreation	35
Health and Fitness	38
Children's Services	16
Camping and Outdoor Education	7
Youth and Community Services	4
Accommodation	4
Government Grants/Subsidies	2
Donations	1

The YMCA is a charitable organisation and income generated by the YMCA is returned to the community via benevolent services.

While strong financial performance has enabled the YMCA to deliver a broader scope of services to local communities, many of our benevolent programs could not have been realised without the support of numerous funding bodies and benefactors.

Of the 380 YMCA locations across Australia, 150 of those sites are managed under contract with local government. The YMCA is a successful contract manager; this is due largely to professional management standards, good governance, strong financial management and the YMCA's genuine commitment to contributing to the quality of community life.

Audited financial reports for the National Council of the YMCAs of Australia are available on request.

Superannuation

Australian YMCA Superannuation Fund

The YMCA Superannuation Fund is open to all Australian YMCA staff and their partners, and in the past twelve months has established an Allocated Pension facility for YMCA retirees.

The fund is managed by voluntary Trustees and administered by the National Council of the YMCAs of Australia.

The structure of the Fund enables cost to members to be minimised and has consistently produced above industry average earnings.

Fund Profile as at 30 June 2004

Membership	9,710
Net Assets	\$29,254,858

Performance

Year	Crediting Rate %	CPI %
To 31 December 1997	19.0	-0.2
To 31 December 1998	12.5	1.6
To 31 December 1999	10.0	1.8
To 31 December 2000	9.5	5.8
To 30 June 2001 (six months)	2.0	1.9
To 30 June 2002	-1.0	2.8
To 30 June 2003	0.0	2.7
To 30 June 2004	18.75	2.5

The 5 year average compound rate of return for the Fund is 6.6%.

Trustees

National Council Appointed

Richard Edwards (Chair)

John Stafford

Adrian Lombardo

John Simkiss

Member Elected

Ross Melville

Sathy Sappany

Robert Anderson

Peter Johnston

