

The Y in Australia

# Community Impact Report 2022

A better world, with and for young people



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## Acknowledgement of Country

We acknowledge and pay our respects to Aboriginal and Torres Strait Islander peoples throughout Australia, including Elders past and present.

We celebrate their important contribution to the lands and communities in which we work.

We are committed to understanding and engaging with Aboriginal and Torres Strait Islander history, living cultures and traditions, to contribute to Australia's reconciliation journey.



# WHO WE ARE

Leadership message

Our members

About the Y

Our global scale

Snapshot of the Y

Where we come from





**A message from our  
National Chair and CEO  
BEN HUBBARD AND TAL KARP**

### **FY22 Highlights**

- ▶ Globally, we landed our first strategy, Vision 2030
- ▶ We co-designed our Y Australia Strategy 2030
- ▶ We secured an election commitment of \$15.2 million to establish Y Careers
- ▶ We took up a seat at the table at the Prime Minister's Jobs and Skills Summit
- ▶ We participated in the 20th World Council of the YMCA in Aarhus, Denmark
- ▶ We established our National Youth Voice Steering Group
- ▶ We increased the number of young people in key governance roles
- ▶ We continued to support our Associations through Covid disruptions
- ▶ We coordinated a Movement wide response to the conflict in Ukraine
- ▶ We worked together with our Members to design new standards to support risk management

# A message from our National Chair and CEO

It's been a big year! And as we learn to live with the Covid pandemic, one thing has been clearer than ever - the work of the Y in standing with and for young people has never been more important.

While continued disruptions have taken a toll on our staff, communities and the young people we exist for, the pandemic has also provided us with new opportunity to take stock of who we are, what we stand for, and how we should focus our collective effort moving forward.

As we have continued to work together across the Y, and with our partners and communities, we have reminded ourselves of our 'secret sauce' – the attributes that make us uniquely capable of supporting young people in the face of some of our world's most pressing challenges:

- ▶ **Our DNA of standing with and for young people** – over the last 170+ years in Australia, we have existed to support young people and our communities.
- ▶ **Our deep connection to local** – community is at the heart of everything we do, working hand-in-hand with our local communities to help resolve community problems.
- ▶ **Our national scale** – our powerful national footprint spans 650 communities in Australia, in every state and territory.
- ▶ **Our global influence** – we have international reach, as a global movement across 120 countries, 12,000 communities and 65+ million people.
- ▶ **Our unique systems perspective** – we have unparalleled expertise in how to support children and young people from the earliest of ages, throughout their life journey, through our wide range of programs and services, and extensive footprint.



## Aligning our local impact, with our national expertise and global influence

If the pandemic wasn't game changing enough, then along came our 20th YMCA World Council.

Held in Aarhus Denmark, World Council brought together more than 2000 Y people in-person and online, including 100 Australian delegates, for a global first for the hybrid format. And for the first time in our 178-year YMCA history, our world movement has aligned on a global strategy for shared impact: Vision 2030.

For the Y in Australia, Vision 2030 presents an unparalleled strategic opportunity – to align our powerful local impact and trusted reputation for local service delivery, with our extensive national footprint, and our global reach.

It is in this context that we enter an exciting phase of change, growth and collective strategic alignment, through Y Australia's Strategy 2030.

## Strategy 2030 is born

Y Australia's Strategy 2030 is our blueprint for how we will work collectively over the next 7 years, across our 650 communities, 12,500+ staff and volunteers, and thousands of programs and services.

In a powerful demonstration of co-design and collective intelligence, more than 200 Y people have been involved in our strategy process to date, including the development of our Strategy on a Page. Thank you to all involved for your commitment and expertise, in particular our Youth Voice Steering Group and Member Strategy Squad, who led our intergenerational strategic effort.

Through Strategy 2030, we have set ourselves a bold national Vision: to create **a better world, with and for young people**.

To deliver on our Vision, sits our even bolder Strategy Statement (our game plan to deliver on our Vision). We have committed to driving systemic change, across four areas of impact: a sustainable planet; community wellbeing; meaningful work and a just world.

We recognise that driving systemic change – creating lasting change by challenging the very policies, practices, norms and mindsets which hold us back – is something that the Y is uniquely positioned to do. We work with 650 communities across Australia; 12,000 globally. We have an extensive service profile, and deep knowledge on how to support children and young people, from the earliest of ages throughout their life journey. What then, if we pulled together the stories and experiences of young people across geographies? What if we lifted above our individual interactions, to collectively say something about how our systems should work? And if we used that influence to catalyse change?

This is the challenge we have boldly and intentionally set ourselves, through Strategy 2030.

Our next step throughout 2023 is to convert this intention into action. We look forward to working with our Y people and partners, and especially our young people, in collaboratively building out the next phase of our strategy process.

## Special thanks

Our purpose-driven people are our greatest strength. We are continually inspired by the contribution of our staff and volunteers across the Y. Thank you for your hard work and commitment to the important work we do, in support of young people, and our communities.

A particular thanks to our National Board and Y Australia team for their dedication and leadership over the last 12 months.

And a special shout out, to Melinda Crole, who after a 24-year contribution to the Y, including 5 years as National CEO, stepped aside in October 2021. Melinda, we acknowledge your exceptional contribution to the Y, including your legacy in ensuring the safeguarding of children and young people is amongst our highest priorities.

**Ben Hubbard**  
National President

**Tal Karp**  
National CEO



# About the Y

The Y in Australia (formerly the 'YMCA') is a social enterprise, operating in more than 650 communities, with 11,500 employees and over 16 million visits to our programs and facilities over the past year.

Drawing from our vast national footprint and 170+ years of deep connections with our local communities, we are focussed on helping to resolve system-wide challenges in support of young people and our communities.

Our global scale also adds to what makes us unique. Our world YMCA movement is the largest youth movement in the world, reaching 65 million people in over 120 countries, in every continent.

Across Australia, we offer a wide range of programs and services that support children and young people across their life cycle, from early learning and kindergarten programs to meaningful career pathways, through to recreation and other supports for older Australians.

We also offer a wide range of programs for marginalised, disadvantaged and at risk, young people.

As we look ahead, Strategy 2030 is our blueprint for aligning our powerful local impact and trusted reputation as a local service provider, with our national scale and our global influence.

Strategy 2030 is our game-plan for working together, across the many communities we serve, and with our partners, participants and stakeholders, to deliver on our national Vision of a better world, with and for young people.



# Snapshot of the Y

## 2021/22 FACTS



**16,313,424\***  
Total participations  
FY20/21: 18,379,081



**\$478,167,820**  
Collective turnover



**\$505,630,480**  
Collective assets managed



**687**  
Sites managed across Australia



**11,503**  
Staff  
(includes over 6,000 young people)



**931**  
Volunteers  
(nearly 300 young people)

### Our programs and services



**Children's programs and services**  
Nearly **4 million** participations  
**146** early learning centres or kindergartens  
**247** OSHC services  
**5** long day care services



**Health and wellbeing**  
**5.2 million** participations  
**47** health & fitness/aquatic centres



**Aquatics**  
**2 million** swimming lessons/aquatic activities  
**26** aquatic education facilities or health & fitness centres  
**50** outdoor pools



**Sport and recreation**  
**4.4 million** participations  
**57** community sport/recreation centres  
**14** stadium facilities  
**7** gymnastics facilities  
**4** skate parks and a sailing club



**Youth programs**  
**295,000** participations in youth programs (most focus on disengaged or marginalised youth)\*  
**4,200** young people in youth training & education programs/vocational schools  
**10** board members across Australia aged under 30



**Camping and outdoor education**  
**76,000** participations  
**15** accommodation-based camps

#### And more...

**36** community services (including schools' breakfast program, meals for the homeless, mentoring programs etc.)  
**9** vocational schools/educational facilities offering alternative education  
**18** access and inclusion (disability) services, with **58,000** participations  
**10** accommodation facilities, including hotels, hostels and emergency housing  
**3** op shops

\* Covid continued to have a significant impact on participation rates: participations decreased by 12% from FY20/21, and 28% since 'pre-Covid' FY19/20.

\* Youth programs targeted at 16-25 year olds.

# Our members

## Y Ballarat

- ▶ 103 sites
- ▶ 777 total staff
- ▶ 336 FTE staff
- ▶ 248 volunteers
- ▶ 286,002 participations

## Y Brisbane

- ▶ 109 sites
- ▶ 1,245 total staff
- ▶ 693 FTE staff
- ▶ 131 volunteers
- ▶ 1,923,436 participations

## Y Bundaberg

- ▶ 5 sites
- ▶ 77 total staff
- ▶ 57 FTE staff
- ▶ 29 volunteers
- ▶ 202,143 participations

## Y Canberra

- ▶ 27 sites
- ▶ 367 total staff
- ▶ 190 FTE staff
- ▶ 7 volunteers
- ▶ 323,516 participations

## Y Geelong

- ▶ 7 sites
- ▶ 110 total staff
- ▶ 77 FTE staff
- ▶ 37 volunteers
- ▶ 113,052 participations

## Y Hobart

- ▶ 3 sites
- ▶ 55 total staff
- ▶ 21 FTE staff
- ▶ 10 volunteers
- ▶ 143,786 participations

## Y INEA

- ▶ 3 sites
- ▶ 26 total staff
- ▶ 8 FTE staff
- ▶ 5 volunteers
- ▶ 68,996 participations

## Y NSW

- ▶ 98 sites
- ▶ 1,540 total staff
- ▶ 650 FTE staff
- ▶ 9 volunteers
- ▶ 1,106,755 participations

## Y NT

- ▶ 24 sites
- ▶ 389 total staff
- ▶ 178 FTE staff
- ▶ 16 volunteers
- ▶ 581,615 participations

## Y SA

- ▶ 48 sites
- ▶ 749 total staff
- ▶ 223 FTE staff
- ▶ 44 volunteers
- ▶ 1,591,183 participations

## Y Victoria

- ▶ 194 sites
- ▶ 5,241 total staff
- ▶ 2,153 FTE staff
- ▶ 249 volunteers
- ▶ 9,162,797 participations

## Y WA

- ▶ 56 sites
- ▶ 558 total staff
- ▶ 233 FTE staff
- ▶ 19 volunteers
- ▶ 621,303 participations

## Y Whittlesea

- ▶ 10 sites
- ▶ 343 total staff
- ▶ 79 FTE staff
- ▶ 99 volunteers
- ▶ 188,483 participations





## Our national entities

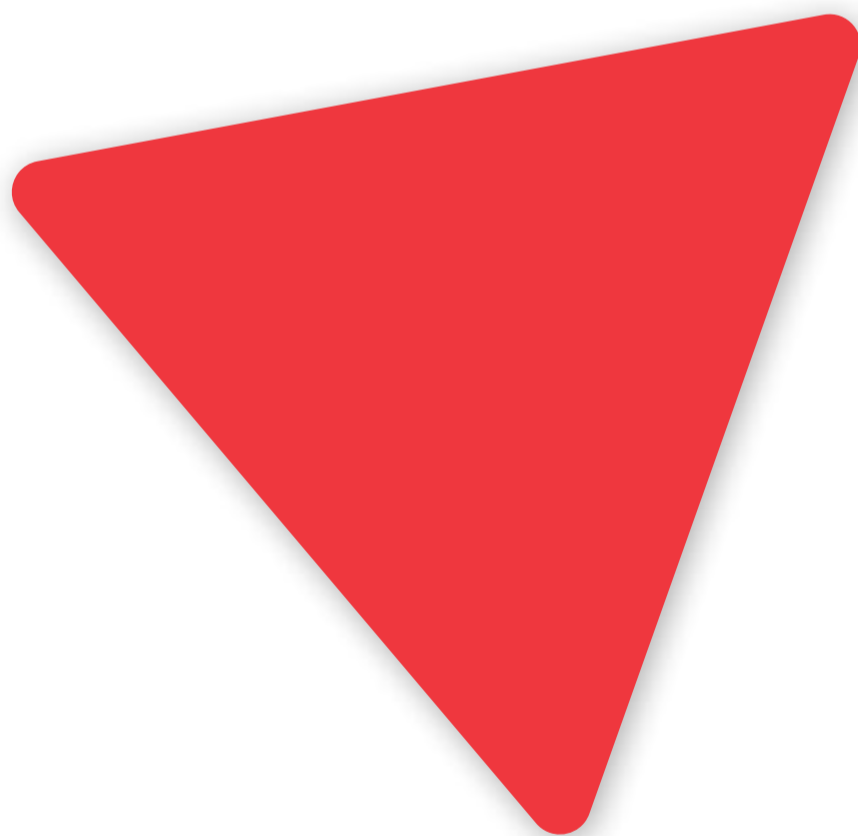
### Y Australia

Y Australia is the national body of the Y in Australia (formerly the YMCA).

The Y operates as a federation of 13 Member Associations in Australia, supporting 650 communities, through the support of 12,000+ staff and volunteers.

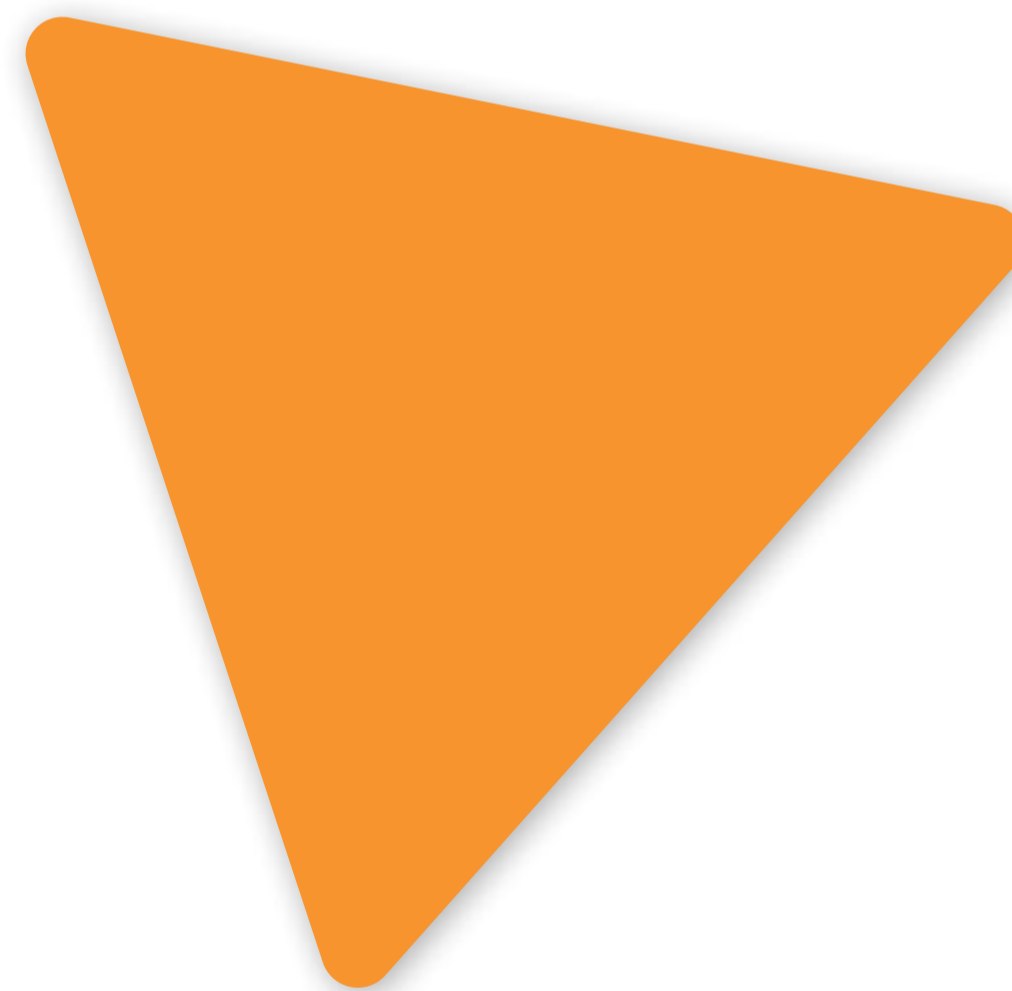
We are also one of 120 member countries that make up our World Y movement, supporting 12,000+ communities and 65+ million people world-wide.

[See more here](#)



### Y Safeguarding

Y Safeguarding provides training, policies and resources to help children and young people feel safe and be safe. See our Safeguarding Framework, policies and resources [here](#).

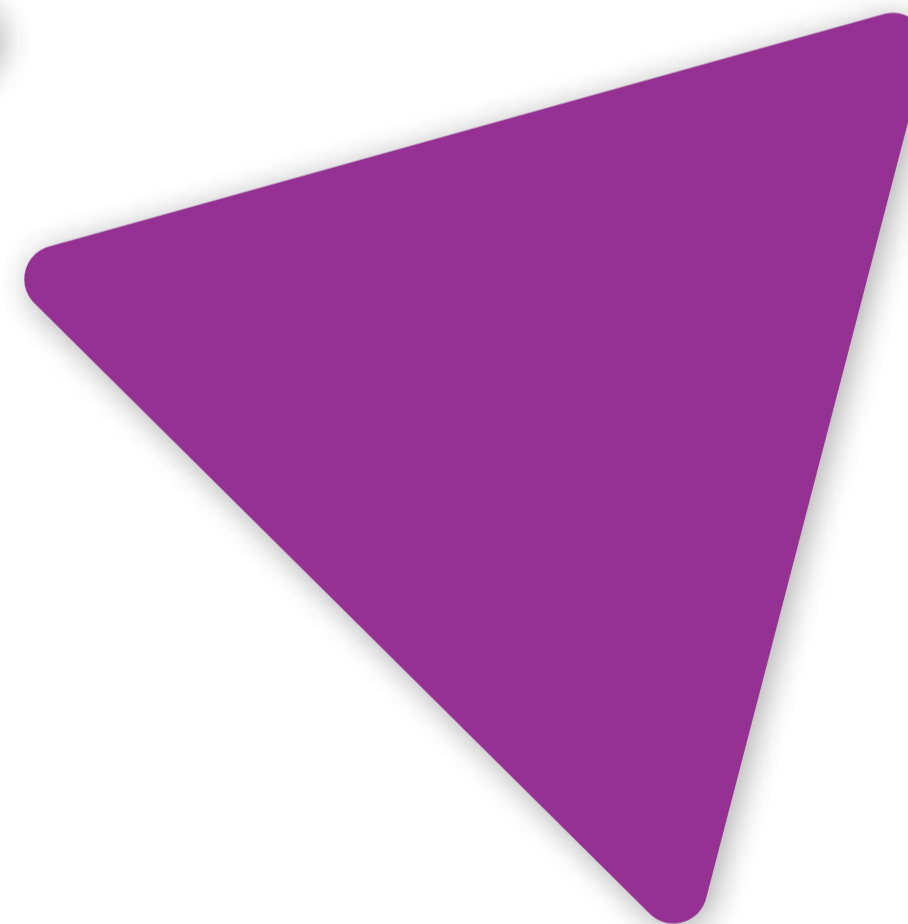


### Y Careers

Incorporated and registered as a charity in 2022, Y Careers will assist in developing an Australia-wide solution to youth underemployment and the shortage of skilled workers in the care economy (and over time, other essential sectors).

The establishment of Y Careers will support thousands of young Australians to gain skills and develop meaningful career pathways in child-care, disability care and aged care; and in doing so, help build a stronger care economy for our nation.

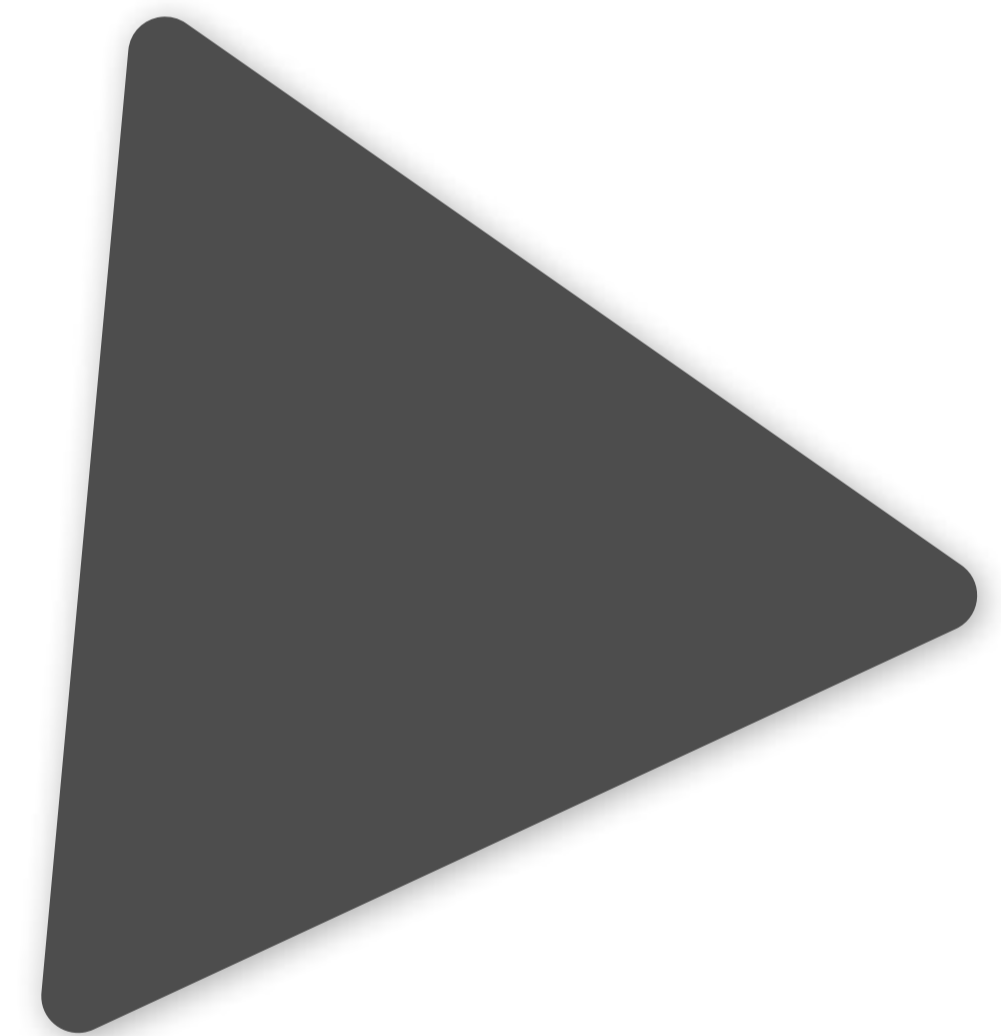
[See more here](#)



### Y Services

Y Services exists to provide member Ys with merchandising, collective procurement purchasing, and sourcing expertise as our national services provider.

[See Y Gear here](#)



## Our global scale

Our world YMCA movement is the largest youth movement in the world, reaching **65 million people** in over **120 countries**, in every continent.



20TH WORLD  
COUNCIL

## A historic 20th World Council

In July 2022, more than 2000 Y people came together from around the world for the 20th World YMCA Council, in Aarhus Denmark (approx. 1200 in person, and 1200 online).

Over 100 staff and volunteers from Australia participated, including 43 in person delegates and 62 who took part remotely, a first for a World Council.

World Council provided the opportunity to connect, network, share and learn, across borders and ages. As the key decision-making mechanism of the global movement, this year's World Council also delivered a historic first – a global strategic plan for the movement: [Vision 2030](#).

The Council saw the conclusion of Alan Morton's service as a member of the Executive Committee – we thank him for his important contribution over an 8-year period. Our presence continues on the global stage, with Chris Lewis elected to the World YMCA Executive Committee for a four-year term.

Our Australian contingent played an important role at World Council, with many of our delegation directly involved as facilitators, speakers, panellists, strategists, organisers and more.

See our National CEO's keynote speech [here](#); and more on the World YMCA Executive Committee [here](#).



## Launching Vision 2030

For the first time in our global history, in July 2022 at the YMCA World Council in Aarhus, Denmark, the World YMCA movement voted to adopt Vision 2030, our shared strategy for global impact: see video [here](#); and more about our global Vision 2030 [here](#).

Vision 2030 is based on four key pillars – community wellbeing, meaningful work, a sustainable planet, and a just world – that will drive World YMCA activities over the next seven years.

### Our four pillars of impact

#### Community wellbeing

We will provide high-quality, relevant, and sustainable health and wellbeing solutions to young people and communities worldwide, contributing to a measurable increase in the wellbeing of the young people and communities we reach.

#### Meaningful work

We will create and advocate for meaningful, just and fair education, training and employment opportunities and working conditions for this, and future generations.

#### Sustainable planet

We will act to decrease our carbon footprint, support sustainability solutions throughout the world, and contribute to regenerating the earth.

#### Just world

We will defy discrimination, inequity, injustice, and systemic racism; amplifying young people as agents of change for an equal and safe world.

# VISION 2030



# WHERE WE COME FROM

[Our rich history](#)

[Our DNA](#)



# Our rich history

The YMCA movement was established to service the community nearly 180 years ago and has continued to evolve in response to changing community needs.

Founded in London in 1844, the YMCA is one of the world's oldest and largest youth organisations.

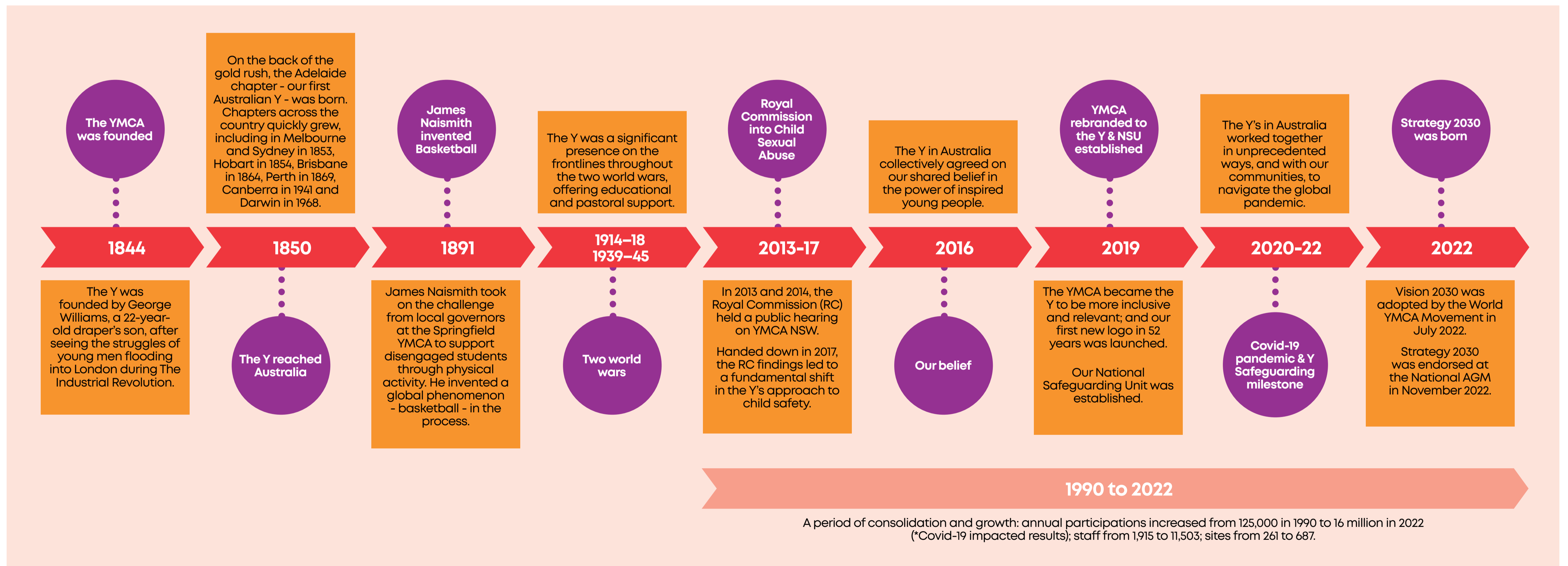
First reaching Australia in 1850, our emphasis initially was on youth work, youth clubs, physical development, leadership training, education and welfare.

Over the years, we have adapted and evolved to respond to community needs.

We supported our communities through two world wars; we navigated our way through the key crises of our times – the Great Depression, the Global Financial Crisis and the Covid-19 pandemic – and we evolved from lessons learned through the Royal Commission into Child Sexual Abuse.

Across our 13 member associations, we are united by [our shared DNA](#), our strong history of working to solve community problems; and our deep commitment to standing with, and for young people.

In 2019 we rebranded as the Y (from the YMCA) to make it clear that we stand for all young people, regardless of gender, religion, sexuality or difference.



# Our DNA

We have a strong shared history of working to solve community problems and standing with, and for young people (our shared DNA).

The Y is one of the world's oldest and largest youth organisations.

Founded in London in 1844, it has grown to reach over 65 million people each year across 120 countries.

The Y movement in Australia comprises 13 associations united by our strong, shared DNA and legacy.



## We are deeply connected within our local communities

- ▶ We are deeply connected to our communities and have a trusted reputation as local service providers.
- ▶ Our grass-roots model enables us to provide tailored service offerings that meet the unique needs of our local communities.
- ▶ Our reach means that we are strongly positioned to tackle issues at a local, national and global level.

## We are focused on, and committed to young people

- ▶ We are committed to children and young people.
- ▶ We have a great offering of diverse programs and services to support and empower children and young people; as well as their communities.
- ▶ We provide supports for young people across all ages and stages – from early learning through to career development.

# WHAT WE DO

We have programs and services that support children and young people across their life-cycle, from early childhood and kindergarten services, through to meaningful career pathways, recreation and other supports for those who need it most.

## OUR PROGRAMS AND SERVICES

Children's services

Youth empowerment

Sport and recreation

Safeguarding children





**CHILDREN'S SERVICES**  
*You'll love how they grow*



## Early Learning

The Y provides early learning environments with educators who are committed to help children thrive.

We know that searching for an Early Learning Centre is a big decision for families. We work hard to ensure our spaces, educators, safeguarding and quality assurance processes provide an environment that feels right for children, young people and their families, when they walk through our doors.

### Bush kinder programs (Ballarat)

We recognise the importance of play, including unstructured play in natural environments. Currently 30% of the services delivered (by Y Ballarat) across the state of Victoria offer a bush kinder or nature play program. Recent research evidences the significant benefits for children of unstructured play in natural environments.

Through Y Ballarat alone, in 2021-22, 3,779 families were enrolled across Y Ballarat's 88 kindergarten services, with 4,135 children participating.

### Enhancing our outdoor learning environments (Whittlesea)

We are committed to continuous improvement of our outdoor environments.

Recognising the importance of outdoor learning for our children, the Y's Orchard Road Community and Early Learning Centre received a Building Blocks Improvement Grant of \$77,808 from the Victorian Government, which will support over 300 children who attend the centre each week.

Premier Daniel Andrews and Danielle Green (Member for Yan Yean) took time out to visit the centre earlier this year, getting to know our children and educators.



## Outside School Hours Care (OSHC)

The Y's Outside School Hours Care (OSHC) is focussed on tailoring activities together with children involved in the programs, to make sure that each individual child's preferences are taken into account, so that children spend this time doing the things they enjoy doing.

We provide engaging wellbeing, sport and recreation experiences for children of all ages, outside the school day.

Our aim is to extend children with new experiences, to spark their curiosity, interest and energy. Supported by professional staff (with a minimum of two educators on-deck), our programs are specifically designed to meet the needs of each local community where our programs are run.

### Keeping OSHC kids active (WA)

To address the gap in service provision for remote and rurally located children, Y WA has developed a new out of school hours and school holiday program in Newman, WA.

Supported by a \$150,000 grant from the WA State Government, the program will support young people's participation in sport, recreation and

cultural activities and experiences at times when they are at greater risk (out-of-school hours, weekends and school holidays). The program is aimed at improving health outcomes and providing for a more robust educational, culturally-relevant experience for Newman's young people.

### Keeping OSHC kids active (SA)

Through Y SA's Act-Iv Kids program, children are supported to create their own sports, games and activities, activating them, and making them more likely to participate.

Run in partnership with the SA Office for Recreation, Sport and Racing, in FY21/22, the program was successfully delivered by Y SA across more than 20 OSHC centres during school holiday periods.

Evaluation of the program demonstrated its success in engaging children in physical activity and contributing to building positive attitudes to physical exertion, particularly with participants who were less likely to participate in traditional sport and physical activity programs.



## Early Learning Intervention (Whittlesea)

It is so important to identify when early intervention is needed.

Run by the Y in Whittlesea, our Early Years Engagement Support (EYES) draws from our expertise in both the disability and early learning sectors, to identify where early intervention is required, and to work in partnership with families and agencies to support children to reach their full potential.

Our EYES program brings together early learning and inclusion teams to provide a holistic approach to education and care for children, to deliver tailored inclusion support plans, and to guide educators and families with strategies to support each child's individual needs.

Since the program began in July 2021, the team has helped support over 55 children with either obtaining National Disability Insurance Scheme (NDIS) plans, submitting NDIS referrals or being referred to connect with other services for assistance or support. See more [here](#).



## Connecting kids with mums in custody (WA)

To support women in custody who have young children, the Y WA delivers a playgroup for mothers who are currently incarcerated at the Boronia Pre-Release Centre for Women.

Run three times a week, the playgroup is designed to encourage positive parenting, to support wellbeing, and to expand upon knowledge and skills in areas including, cyber safety, cooking and sensory play. During the 2021-2022 financial year, 18 mothers and their children took part.

“ Thank you for making me and my child feel so welcome. I get excited for every playgroup. You are all so nice and friendly, and you genuinely care about our children and stories. You go above and beyond for all of us. Thank you from the bottom of my heart for everything. ”

**Mother in the program.**

“ As a parent who is feeling the effects of burn out, having assistance and support has been very helpful. The Y has been working alongside me as I navigate some of the behavioural challenges of my four-year-old. Thank you, team - your support, compassion and dedication to your work is remarkable, an invaluable gift to parents and the upcoming generation. ”

**Laura, Parent.**

# EMPOWERING YOUNG PEOPLE

*Where you belong*

We know that each young person is unique. Their ambitions, challenges and dreams all differ.

Our aim is to help them discover what matters most. To filter out the noise and amplify what inspires them. Whether that's changing the world or pursuing a passion. The Y delivers programs to inspire young people to discover and act on the things most important to them; programs that help diverse young people be heard and reach their full potential in life, including:

- ▶ Co-designed programs delivered by young people for young people
- ▶ Inclusive spaces where young people can be themselves
- ▶ Youth led forums that connect youth voices to the rest of the world.



## Youth Parliament

The Y is all about providing opportunities to amplify the voices of young people. Youth Parliament is one of the Y's key programs that empowers, educates and connects; ultimately providing young people with a platform to amplify their voice within their communities.

Running for over 35 years, Youth Parliament takes place in each State's Parliament House, replicating a Parliament sitting session.

Held in Victoria, NSW, WA, SA, Tasmania and Queensland, the program gives young people between the ages of 16 and 25 a chance to be heard at the highest levels of State Government on issues that young people care most about.

Youth Parliament bills are developed and forwarded to relevant Ministers, providing our government with insights about issues important to young Australians; and providing young people an opportunity to develop their leadership and analytical skills, and to research, debate and contribute to critical issues.

Youth Parliament has had over 10,000 participants to date. See more [here](#).



# Youth Voice

## Amplifying youth voices report

If we are to 'stand with, and for young people', we need to harness the diverse voices, perspectives and solutions of children and young people.

Capturing the insights and policy solutions of more than 650 young people across Australia, our *Amplifying Youth Voices – Economic Participation and Employment Pathways Report* (see [here](#)) explores the challenges young people face within the workforce, together with the solutions they envision in improving employment outcomes.

Report findings include:

- ▶ 80% of the participating young people had either themselves faced challenges in finding or retaining employment, or knew someone who had
- ▶ 90% of those living in regional or remote areas said there were not enough opportunities to work in the area where they live
- ▶ 53% said they don't believe what they learned at school helped them find the job they want.

## WhyNot platform

The WhyNot platform provides young people across the country an opportunity to share their voices, experiences and unfiltered thoughts through a supportive editing, publishing, and promotion process, where they are paid for their work if published. Read some of our favourite pieces [here](#).

In the 21-22 financial year, the WhyNot platform published 80 opinion pieces and stories – a 157% increase from the previous year.

99.6% of those who responded to WhyNot's Contributor survey agreed with the statement, "I feel my voice has been heard and valued" (with 66.3% strongly agreeing, and 31.3% agreeing).



## Programs for young people who need it most

While we have a broad range of programs inclusive of all young people, we also run programs targeted towards disengaged or marginalised young people.

We know that young people are experiencing increasing mental health challenges, intensified by Covid-19. Over the past two years, 1 in 4 young people reported suicidal thoughts, with 82% reporting experiencing mental health issues (Resolve Strategic Survey, 2022).

The Y plays a critical role in providing holistic health and wellbeing supports for young people, particularly those who are marginalised, vulnerable or at risk, including through the programs set out below.

### Uplift (NSW)

Uplift is a free active wellness and early intervention program for young people aged 16-24. Provided by the Y in NSW, the program combines access to fitness training with skill development across areas including: positive mental health strategies, goal setting, and the benefits of exercise and eating well. Participants have access to free gym membership, group fitness classes and small group training over the eight-week program. In FY21/22, Uplift was delivered to 72 young people across 25 sessions, with 143 participations. See more [here](#).

### Inside our minds (WA)

Now in its fourth year, our award-winning Inside our Minds campaign, supports young people to share personal experiences with mental health, to support other young people.

This year, the campaign provided the moving reflections of six LGBTIQ+ young people, to shine a light on the very real mental health challenges disproportionately impacting LGBTIQ+ young people. LGBTIQ+ young people experience poorer mental health outcomes than their peers, due to experiences of stigma, prejudice and discrimination (LGBTIQ+ Health Australia, 2021). See more [here](#).

### Streetgym (NSW)

Y NSW brings recreation to the streets for young people aged 12 to 18, through Streetgym. Streetgym provides a safe and supportive environment where young people can get active, make friends and connect with other services in their local area. Run by qualified youth workers, the program provides structured physical activity, aiming to develop confidence, leadership and social skills. During the 2021/22 financial year, 441 young people accessed Streetgym, 1,486 times, in locations including Mt Annan, the Central Coast and Cranebrook. See more [here](#).





## Programs for young people who need it most - continued

### ReCranked (Ballarat)

The Y's ReCranked recycles unwanted bikes and revamps them into safe and serious modes of active recreation and transport, for those without wheels. Having a way to get around is so important for anyone, especially young people. Delivering virtually 'new' bikes to people is a creative and realistic way to improve transport options - sustainably! Donated bikes are given a complete overhaul in the ReCranked workshop by staff, volunteers and young people in Ballarat. In addition to a new set of wheels, young people also receive education in bike care and maintenance and a new helmet, to support safety and an enduring relationship. Since its creation, ReCranked has recycled over 2500 bikes! In 2022, ReCranked also sent 78 bikes to flood affected communities. See more [here](#).

### Stress less fest (WA)

To promote positive mental health, the Stress Less Fest was organised by WA's Base @ Belmont Youth Committee to celebrate WA's 50th Mental Health Week. Activities at the free all-ages community event included a game vault gaming station, a photobooth, DJ, inflatable soccer, face painting, freedom fairies, a pop-up library and a BBQ. See more [here](#).

### Take the pressure off (NSW)

The Y in NSW offers free access to its recreation centres and pools to young people during the stressful HSC exam period. We know that exercise is a proven way to clear the mind and reduce tension. Since 2020, the Y in NSW has offered over 200 students per year access to assist them in managing their stress as they prepare for exams. See more [here](#).

#### Some of our many other programs include:

- ▶ **Vocational schools**, offering adjusted secondary education and vocational training for young people who would benefit from an alternative learning environment: in Queensland (see [here](#)) and Perth (see [here](#)).
  - ▶ **Programs providing young offenders with a second chance** through work readiness and pathways to employment: see the [Bridge Project](#) and [Rebuild](#) in Victoria.
  - ▶ **Youth spaces to support disadvantaged young people** – see programs in the NT ([Palmerston](#), [Katherine](#)), WA ([Belmont](#) and [Leederville](#)), in Vic ([Bendigo](#), [Ballarat](#), [Mornington Peninsula](#)), Queensland ([Bundaberg](#)) and [NSW](#).
  - ▶ **Remote programs** – [our Remote Pools Project](#) in the NT, and [community services](#), and [remote school attendance strategies](#) in WA in the Pilbara and Great Southern Region.
- ▶ **Schools Breakfast Programs** in [Brisbane](#) provides an average of 70,000 healthy breakfast meals a month across 110 schools.
  - ▶ **Suspended students' programs** in [NSW](#).
  - ▶ **Workplace skills and pathways programs for students at risk of disengagement** – see [Invigor8ing Education](#) in Whittlesea.

SPORT & RECREATION  
*Be active. Stay connected.*



## Sport & Recreation

The Y provides health and wellness solutions for people of all ages, abilities and backgrounds across our many recreation centres, stadium facilities and community spaces.

For us, it's all about building communities of belonging that support participants at all phases of health and wellness, through our inclusive, intergenerational offerings.

Over the last two years, during the pandemic closures, our online solutions and outdoor activities provided an outlet for people of all ages to stay active and connected.

The re-opening at all sites with Covid safe measures meant our teams could welcome back members in-person, with our centres once again becoming hubs for social connection, health, and wellness.



## SWIMMING

# Swimming

We are passionate about teaching young people to swim at the Y – helping children to keep safe in the water, develop their confidence and have fun!

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, so it's important to start swimming at an early age. We know that early experiences play a crucial role in a child's development, future learning skills as well as social and emotional abilities.

Swimming is a great way for all children to get active and have fun, regardless of ability or disability. We pride ourselves on the programs we run for all swimmers of all abilities, including during school holidays.

Whether it is building confidence in the water, having fun, getting to the next swimming certificate or competing at all levels – we love teaching children to swim!



## GYMNASTICS

# Gymnastics

For us, Gymnastics is all about building physical literacy, skill development and self-confidence, as young people get active and are challenged to try new things, under the guidance of qualified coaches in a socially inclusive, safe environment.

Our Y Gymnastics programs are designed to cater for beginners who are focused on participation, through to those who aspire to the national, and even international, stage.

See the Y's gymnastics programs here:

- ▶ NSW - [here](#)
- ▶ Victoria, Macleod - [here](#)
- ▶ Victoria, Geelong - [here](#)
- ▶ Queensland, Brisbane - [here](#)



## Action Sports

### Action sports (Victoria)

Our Action Sports program offers a pathway to self-discovery and development through alternative sports. Spanning Skate, Scoot, BMX and Inline, Action Sports allow young people to try something different, take risks and find their passion.

This year, Action Sports delivered a total of 396 programs, across “All Aboard” programs in schools and Skateparks, Skate Park leagues and other events around Australia. Across these sessions there were 9,211 participants.

Y Action Sports continued to be impacted throughout the two Covid-19 lockdowns, with 300 events cancelled and 40% pivoting to online delivery.

The highlight of 2022 was the Australian Skateboarding League (ASL) Championships in March held as part of the Moomba Festival in Melbourne, with over 180 athletes from all over Australia competing for the titles and prizes. See 2022 Moomba National Championships highlights [here](#).



### Junior mountain bike program (Hobart)

During the 2021/22 school holidays, seven full day junior mountain bike programs were held in Hobart, teaching 76 children valuable techniques to take their riding skill to the next level. With Tasmania’s world class trails expanding across the state, there remains a strong demand for the program into the year ahead.

Some key stats:

- ▶ 238 young people competed in skatepark comps across Tasmania.
- ▶ 145 kids stepped on a skateboard for the first time.
- ▶ 77 young people received mountain bike instruction.

### Ride for suicide prevention (SA)

The Ride for a Brighter Side, the Y SA’s community fundraising event for suicide prevention received the ‘Community Event of the Year’ at the Clare and Gilbert Valley Council Australia Day Citizen of the Year awards.

With teams clocking up 770km between them, the 12-hour ride-a-thon raised \$59,000 for the Kade McDonald Foundation which supports mental health for young and vulnerable community members, particularly school-aged children.

## CAMPS

# Camps

Our Y Camps promote teamwork, personal growth, community connectedness and immersion in nature. Camping is another way for people to get active, to escape from their everyday, to build confidence and connect with others.

Our camps are known to change people and their outlook, as they put inhibitions aside and discover themselves through new adventures, skills and challenges, in safe, professionally-run environments.

See the Y's camps here:

- ▶ Victoria - [here](#)
- ▶ NSW - [here](#)
- ▶ Brisbane - [here](#)
- ▶ Canberra - [here](#)
- ▶ Geelong - [here](#)



# OUR COMMITMENT TO SAFEGUARDING

We believe that every child and young person has the right to be safe, and feel safe at the Y, in their families, and in their communities. This year we have continued to enhance our Y safeguarding resources, including our policies, licensing standards and guidance videos to support our Member Ys to be at the forefront of safeguarding practice.

We provide these resources to our communities more broadly, because supporting communities and organisations to keep their children and young people safe is core to who we are and what we stand for: see [here](#).





## National Redress Scheme

The Y is a participating institution of the National Redress Scheme, which was established in response to the Royal Commission into Institutional Responses to Child Sexual Abuse.

The Y considers all forms of child sexual abuse to be intolerable and inexcusable under any circumstances and we recognise the lifelong impact child sexual abuse may have on the health and wellbeing of individuals, their families and communities.

Having joined the National Redress Scheme in 2018 as one of its earliest members, we remain resolute in our commitment to it. We encourage all survivors of child sexual abuse to contact the Scheme directly or to contact our Redress Manager through the details below.

**National Redress Scheme:** 1800 737 377

[www.nationalredress.gov.au](http://www.nationalredress.gov.au)

Email: [redress@the-y.org.au](mailto:redress@the-y.org.au)

If you require support at this time, please consider the following support and information services:

- ▶ National Redress Scheme: 1800 737 377
- ▶ Knowmore: 1800 605 762
- ▶ Lifeline: 13 11 14
- ▶ Beyond Blue: 1300 224 636
- ▶ MensLine Australia: 1300 789 978
- ▶ Blue Knot: 1300 657 380



## Our global safeguarding commitment

At our 20th World Council in Aarhus Denmark in 2022, the World YMCA movement declared our strong commitment to stand up against the abuse of children and young people, by resolving to continue to amplify safeguarding policy and practices globally.

Ys around the world voted to continue to amplify the importance of safeguarding and strengthen our safeguarding policies and practices globally.

We declare our stance against the abuse of children, young people and adults and strongly condemn all forms of harm and neglect. We believe in their right to be heard, respected, included and to feel and be safe.

See our Safeguarding Framework, Policies and Resources [here](#).

“ This is an incredible moment in our history. Not only did we align on a global strategy, but we also showed to all children, young people and victims/survivors, that as a global movement, we believe in children and young people. We believe in their right to be heard, respected, included and to feel and be safe. ”

**Phil Doorgachurn, Executive Director, Y Safeguarding.**



## Supporting businesses to build a child safe culture

We know it takes a village to raise a child. But what role should business play? According to a 2022 consumer poll, nearly 90% of respondents did not think Australian businesses gave enough consideration to how their organisations impact vulnerable children.

To drive action on child safeguarding across Australian businesses, the Y is leading a cross-sector business initiative in partnership with the Australian Childhood Foundation and Westpac. See further:

- ▶ [It takes a village: YMCA - Empowering young people](#)
- ▶ [Chilsafe Business Initiative - Australian Childhood Foundation](#)

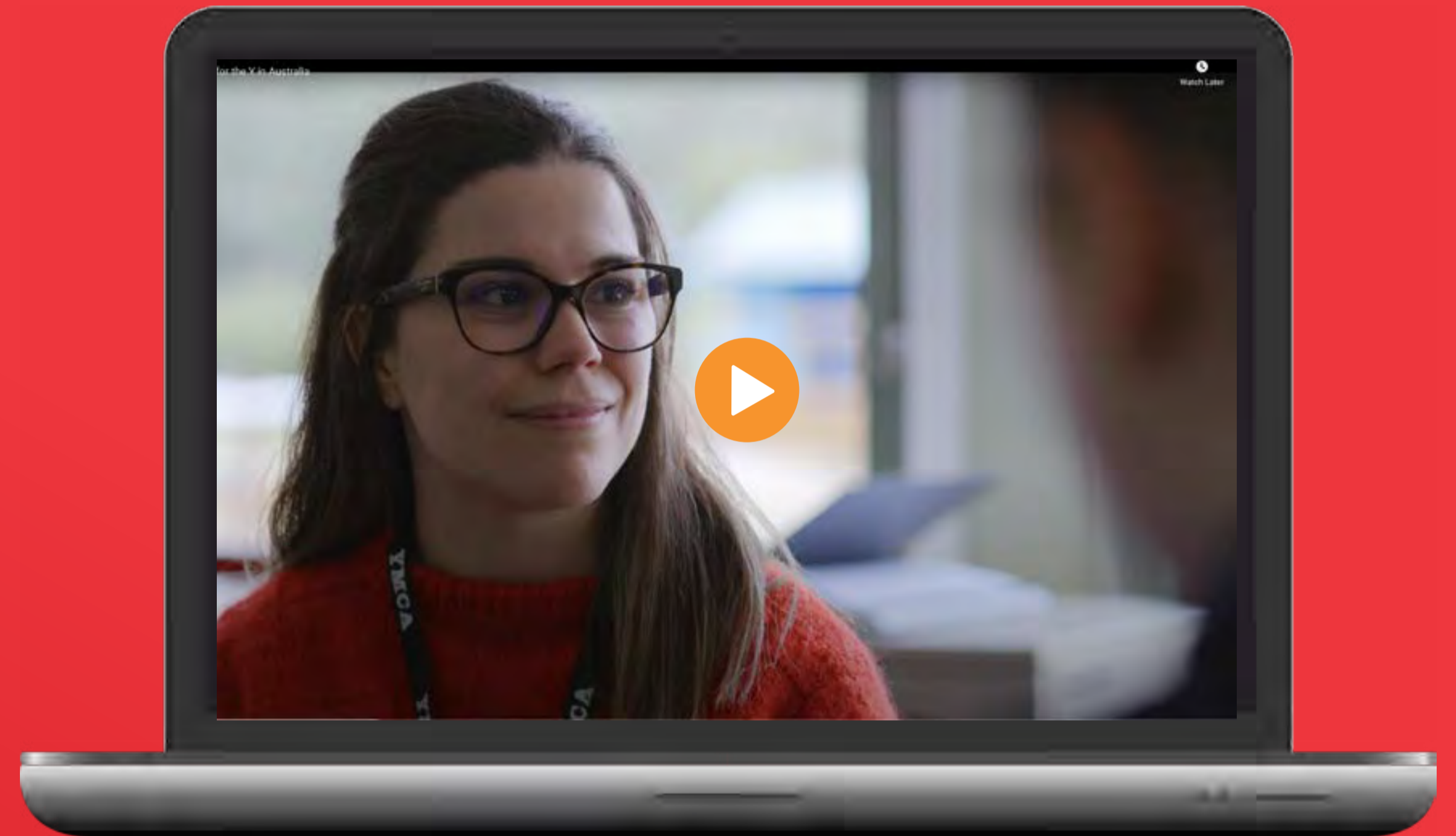


# OUR STRATEGY 2030

Strategy 2030 is our blueprint for how we will work collectively over the next 7 years. Across our 650 communities, 12,500+ staff and volunteers, and thousands of programs and services, to create a better world, with and for young people.

[READ OUR STRATEGY 2030](#)

[FOUR AREAS OF IMPACT](#)



# Y Australia's Strategy 2030

**Global Mission**  
*Why we exist*

**To empower children, young people and communities Australia-wide to build a just, sustainable, equitable and inclusive world, where every person can thrive in body, mind and spirit.**

**Vision**  
*What we want to see*

**A better world, with and for young people.**

**Strategy statement**  
*Our game plan*

**Together, we drive systemic change to create a better world. We draw from our collective expertise, our deep community partnerships, and our local, national and global influence.**

**Our four pillars**

 **Community wellbeing**

 **Meaningful work**

 **Sustainable planet**

 **Just world**

# OUR FOUR AREAS OF IMPACT



Click on the tiles to go to the section



# COMMUNITY WELLBEING

The Y is committed to providing high-quality, relevant, and sustainable health and wellbeing solutions to young people and communities, contributing to a measurable increase in the wellbeing of the young people and communities we reach.

At the Y, we believe that every person should have the capacity to grow and thrive in body, mind and spirit. Our many programs and services which focus on community wellbeing, include:

- ▶ Children's services (early learning and out of school hours care)
- ▶ Youth services
- ▶ Sport and recreation programs

See more about what we do, [here](#).

A key focus for us, are programs and services for children, young people, families and communities who need them most. Some of our many examples include, our:

- ▶ Remote pools program supporting First Nations young people
- ▶ Access for remote Indigenous students
- ▶ Refugee and migrant swim program
- ▶ Breakfasts for disadvantaged children
- ▶ Assisting cancer survivors



## Remote pools program supporting First Nations young people (NT)

Working in partnership with local communities, the Y NT's remote pools project is aimed at supporting First Nations peoples with their goal to improve the health of their communities.

Through a community-led approach, the program provides Indigenous children and young people living in remote communities, such as Kintore, Santa Teresa and Areyonga, with access to swimming pools, water safety education and health promotion programs - delivering physical and social health outcomes hand-in-hand with local communities. See more [here](#).

“Our community pool is the best place for our kids to swim, especially when it's hot. It's safer than the local waterholes around community. The pool brings families together, and kids are happy to see other kids. They don't fight, they just play with each other.”

**Patricia Oliver, staff member.**





## Providing school access for remote Indigenous students (WA)

The Y's Newman Remote School Attendance Strategy is all about supporting children to attend school every day.

Working in partnership with schools, families, parents, students, and community organisations, the program helps identify ways to support school attendance by remotely located, Aboriginal and Torres Strait Islander children.

The program also provides opportunities to access junior sports programs. One student who previously had their school administration in 'lockdown' given his difficult behaviour, was supported to participate in an U16's football team.

As a result of playing football, and the sense of belonging and connection he found with the team, the school has seen a positive turnaround in the student, with a notable positive social and emotional wellbeing outcome. See more [here](#).



## Water safety for refugees and new arrivals to Australia (Canberra)

The Y Canberra Refugee and Migrant Swim Program was borne out of tragedy. 24-year-old Najeebullah (Najeeb) Rafee, was enjoying time at a popular swimming spot in Canberra, when he fell into trouble and drowned. To honour Najeeb's legacy, his close friend Annie Gao, started a swim school in his honour.

Now every week, a team of instructors teach swimming skills to refugees and young people who have migrated from South-East Asia, Kenya and the Democratic Republic of the Congo - at no cost to participants. The program's goal is simple: to teach water safety to those who have never seen the water before.

“This is just our way of doing something to prevent any other people from experiencing such tragic loss from drowning.”

**Annie (the founder of the swim school).**

“When you think about his life in Afghanistan - he survived the Taliban fighting and war, and then tragically drowned in one of the safest countries in the world - it is such a tragedy.”

**Najeeb's cousin Hom.**



## Schools' breakfasts for disadvantaged children (Brisbane)

Since 2006, Y Brisbane's Schools' Breakfast Program has supplied over 6.5 million healthy breakfasts to children who might otherwise have gone without.

Supporting 200+ schools in lower socio-economic areas, the program provides breakfast, equipment and support to schools in South East Queensland free of charge, so that children have the best opportunity to make the most of their education and develop healthy eating habits.

96.5% of schools surveyed reported they saw benefits for students as a result of their school's breakfast program, including improved school attendance, classroom engagement and an increase in effective learning-related behaviours.



“One of the boys who lives in a tent with his mum... on his last day we were talking and I asked what he would do to celebrate. ‘Probably not much. Mum hasn’t been paid yet’ – he said. So, I gave him a \$50 voucher before he left for him and his mum. This kid, the tough kid at school, cried when I gave it to him. It meant so much to him.”

**Y Brisbane staff member.**

## Assisting cancer survivors (Brisbane)

Y Brisbane's Cancer Survivor Program provides a free physical activity and support program for anyone living with, through and beyond cancer.

Supporting over 600 participants across four sites since 2016, the purpose of the 12-week program is to empower cancer survivors to improve their quality of life by increasing functional capacity and strength.

With the growing prevalence of cancer in Australia, Y Brisbane is committed to continuing to provide access to physical activity programs and support for all cancer survivors.





# MEANINGFUL WORK

The Y is committed to creating and advocating for meaningful, just, and fair education, training and employment opportunities and working conditions for this, and future generations.



## Y Careers – providing a new pipeline of young employees for the care economy

Australia is currently facing a national shortage of workers in the care sector across child-care, disability care and aged care.

Workforce estimates suggest the Australian care sector will need 1 million additional workers over the next 10 years.

Without innovative solutions and direct, tailored action to create a new and ongoing stream of workers, this shortage will result in the closures of critical services that our communities and the Australian economy desperately need. The need is particularly acute in regional areas.

At the same time, current training and education systems do not adequately introduce or support young Australians into care careers.

The result is that young people cannot find, gain exposure to, or undertake appropriate training / work experience and jobs in the care sector.

Established as a Charity in 2022, Y Careers will help to address this situation by creating a pipeline of next generation workers for

employers in the care industry, through a program that provides young people with:

- ▶ a two-year traineeship;
- ▶ the support and coaching of a Career Agent; and
- ▶ a choice of placements in a variety of care sector roles and organisations (while having the stability of one employer – Y Careers).

Through \$15.2 million of establishment funding committed by the Federal Government for FY23 (see [here](#)), Y Careers will build a much-needed pipeline of 15,000 young workers over the next 5 years, across child-care, disability care and aged care sectors.

In the future, the Y intends to extend Y Careers to other growth industries and is currently conducting a feasibility study for Y Careers for the Green economy, supported by the Macquarie Group Foundation, Social Ventures Australia and Y Labs. See more [here](#).



## Rebuilding the lives of young people in the criminal justice system (Vic)

YMCA ReBuild supports young people involved in the criminal justice system with a pathway to re-integrate back into the community through employment, connection and belonging.

Focused on reducing the rates of reoffending, ReBuild provides on-the-job training, mentoring, employment and support to provide these young people with a second chance.

Since 2018, Rebuild has saved the Victorian Government more than \$2.4 million in avoided re-incarceration costs. The rate of participants who reoffend within five years is less than 5%, compared with the 44% average.

In a first for the Y, YMCA ReBuild was selected for the Yarra Trams Community Partnership Program. Our unique tram advertising banner wrap promoted some of the local faces involved and encouraged commuters to tune into the powerful stories of our ReBuild participants on the Time to ReBuild podcast— now in its fourth season. See [here](#).

Some key stats on our Rebuild program for FY21-22:

- ▶ There have been more than 8,000 participations in YMCA Bridge project/Rebuild.
- ▶ 49 young people completed our ReBuild program.
- ▶ ReBuild employed 34 young people, with 6 in new full-time employment.



## Alternative learning (Brisbane)

Y Brisbane's vocational schools provide adjusted education programs and vocational training to secondary students, who would benefit from an alternative learning environment. With campuses across Brisbane, our schools support students in their journey to employment. Students participate in programs dedicated to enhancing practical and personal skills, at a pace that encourages school attendance, engagement and confidence.

We work in partnership with students to build their self-worth, resilience and the development of positive behaviours, to support young people to become happy, healthy adults and thriving members of our communities. We take a holistic, flexible, individualised approach to learning, and provide a safe environment where all young people can enjoy a sense of belonging, regardless of their gender, sexuality, religion, or difference.

There are currently 9 school campuses and 700+ students, mostly across South-East Queensland, with one campus in Perth, West Australia. A new campus will open in Bundaberg, Queensland in 2023 and in Redlands, Queensland in 2024.

98% of students across all Brisbane campuses successfully completed Year 12 in 2021.



“My daughter is in a much better place mentally now with all the support she is getting at school, and it has made such a difference to our family. I was getting very worried about my daughter's future, but I feel it is a lot brighter now that she is engaged in learning.”

**Mother of a student.**





# SUSTAINABLE PLANET

The Y is committed to acting to decrease our carbon footprint, support sustainability solutions, and contribute to regenerating the earth.



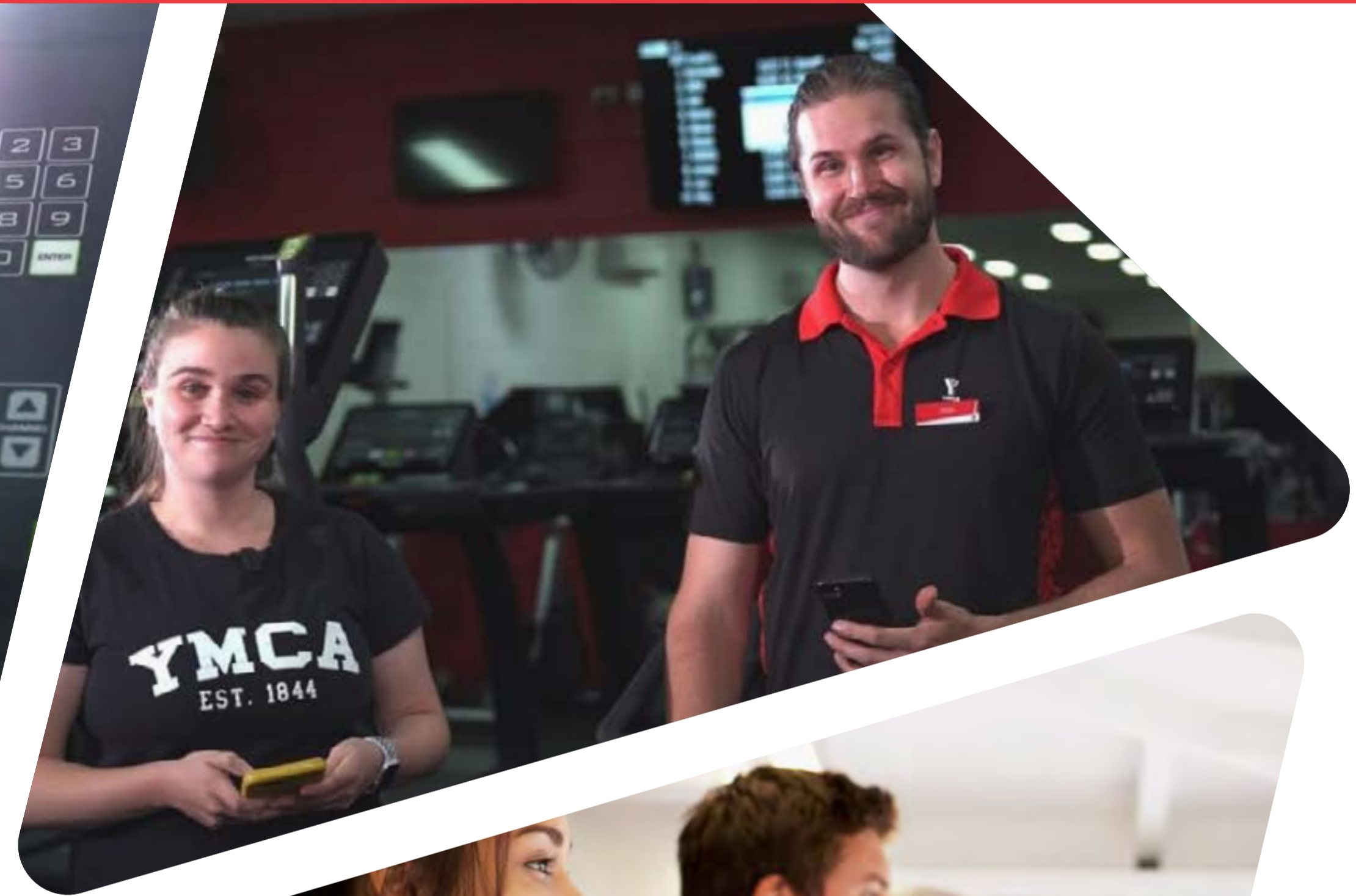
AUSTRALIA'S FIRST  
ECO-GYMS

## Australia's first eco gyms (NT)

The Y NT's Eco Gym enables local communities to use specially engineered equipment that captures and converts movement into electricity that powers the facility.

Every time someone works out, they are helping power the lights, fans and air-conditioning in the centre – both burning kilojoules and reducing fossil fuels! See more [here](#).

Launched in March 2022, the eco-first initiative at the Y's gyms in Katherine and Alice Springs support the wellbeing of our community and the health of our planet at the same time.



## Reducing carbon emissions and waste, and saving energy

To support our commitment to environmental sustainability, the Y has a number of initiatives to reduce carbon emissions, reduce waste, and save energy.

### Reducing carbon emissions in our aquatic centres, through geothermal engineering (Vic)

The pools at our Gippsland Regional Aquatic Centre (managed by Y Victoria) are heated with an innovative geothermal engineered system. The system extracts heat from 600 metres below the earth's surface and into its heat exchange, allowing water from the pool to become and stay warm for extended periods, with minimal energy use.

Integrating geothermal technology has reduced carbon emissions at the Aquatic Centre by around 840 tonnes a year, resulting in energy savings of approximately \$639,000.

### Implementing waste reduction strategies in our aquatic centres (SA)

The South Australian Aquatic and Leisure Centre has been driving change through its Waste Reduction and Energy Saving Strategy, by:

- ▶ Prioritising recycling through South Australia's container deposit scheme, to recycle cans, cartons and bottles, and generate funds for Y's Open Doors charity – achieving \$5K annually.
- ▶ Eliminating plastic bags, removing plastic straws, and reducing the amount of plastic used in catering.
- ▶ Diverting 80% of the centre's waste, by separating items that can be recycled from waterways and landfill (approx. 32 tonnes).
- ▶ Incentivising the use of reusable coffee cups, by offering discounted coffee where patrons bring their own cups.
- ▶ Diverting 3.6 million face masks from landfill – saving 12.96 tonnes of carbon being released in the environment.



## eWater Systems – is replacing chemical cleaning solutions (Vic)

The Y in Victoria has installed [ewater Systems](#) in all of their Centres across Victoria - a chemical-free cleaning solution which is environmentally friendly, sustainable, and safe for children to use. eWater generates cleaning, sanitising and disinfectant solutions that requires only salt, water, and electricity as inputs.

The system requires a simple installation in a kitchen or cleaning room and at the press of a button will produce an unlimited supply, replacing the need for most of the commercial cleaning, sanitising and disinfectants found in businesses around the country.



## Global climate action

Taking steps for global climate action is a key priority for the World YMCA movement. Over the past 12 months, World YMCA has funded young changemakers to develop innovative approaches to address global issues both at home and abroad through YMCA's global Youth-Led Solutions on Climate Action.

At the November 2021 COP26 United Nations Climate Change Conference in Glasgow, Scotland, the global YMCA Movement showcased six stories of young leaders around the world taking climate action.

YMCA also commissioned a series of short films that premiered within the iconic Glasgow Science Centre IMAX Cinema at COP26, as part of the UK Government's official programme in the 'Green Zone' area of the conference, to 'listen, learn and celebrate climate action'. See more [here](#).





# JUST WORLD

The Y is committed to defying discrimination, inequity, injustice, and systemic racism; and amplifying young people as agents of change for an equal and safe world.

REFLECT RECONCILIATION ACTION PLAN  
YMCA BRISBANE - May 2022 - June 2023

## Enabling First Nations young people

The Y runs a number of programs to support and enable First Nations young people through a community-led approach.

The Y's Remote Pools Program in the NT provides Indigenous children and young people living in remote communities with access to swimming pools, water safety education and health promotion programs – delivering physical and social health outcomes hand-in-hand with local communities. See [here](#).

### Promoting reconciliation

With our new Federal Government's strong commitment to the Uluru Statement from the Heart, there has never been a more important time for our nation, and our Ys, to consider the role we currently play, and should play moving forward, in advancing the recognition of, and reconciliation with, our First Nations Australians.

Ys across Australia are taking steps to understand and engage with Aboriginal and Torres Strait Islander history, living cultures and traditions; and to identify our role at an organisational and individual level in pursuing reconciliation, through the development of reconciliation action plans.

Y Brisbane launched their first Reflect Reconciliation Action Plan (RAP) earlier this year, to provide a clear framework for action across three key areas:

- ▶ Relationships - relationship-building with local Aboriginal organisations and individuals;
- ▶ Respect - achieving greater understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures; and
- ▶ Opportunities - enhancing opportunities for Aboriginal and Torres Strait Islander peoples to achieve social inclusion, economic participation and health equality.

See Y Brisbane's RAP, [here](#).



## All abilities (disability) inclusion

At the Y, we are committed to creating opportunities so that people, of all abilities, can participate. We want our participants to have meaningful access to sport and recreation, to improved quality of life and connection with their community.

Over the past year, we had over 58,000 participations across our all-abilities programs.

### A focus on inclusion services at Y Whittlesea

Providing programs that empower people with disability to participate in inclusive and innovative programs of their choice, is a key focus of our work at Y Whittlesea (see more [here](#)). Our many programs include:

- ▶ **1:1 Home based support service** – helps people with a disability learn or maintain the skills needed in their home to enable independence, choice and control.
- ▶ **1:1 Community Support** – aims to increase confidence and self-esteem of a person with a disability in the community with tailored, individual support.
- ▶ **All Abilities Camps** – offers the chance for everyone to experience active recreation.

- ▶ **Holiday Programs** – supports individuals to achieve personal goals during the school holidays through fun, engaging and educational activities.
- ▶ **Early Years Engagement (EYES) Support** – draws from our expertise in both the disability and early learning sectors, to identify where early intervention is required, and to work in partnership with families and agencies to support children to reach their full potential.
- ▶ **Group Programs** – we also provide programs offering social support, swimming lessons, basketball, gymnastics and NDIS support.

### Our inclusive sport and recreation programs

The Y offers a wide range of inclusive sport and recreation programs, from providing exercise interventions and supporting mobility, to supporting our next generation of Paralympians!

Our programs include:

- ▶ **RAID Basketball program (Canberra)** – our Recreational Activities for People with Intellectual Disability (RAID) basketball program provides participants with the opportunity to be part of a sporting team. Operating since 1984, some of our participants have been involved for more than 20 years. See [here](#).





## All abilities (disability) inclusion - continued

- ▶ **GymAbility and SwimAbility (NSW)** – our GymAbility program gives people with disability the chance to try gymnastics in a fun and safe environment. SwimAbility offers specialised swimming lessons for people with a disability. See [here](#).
- ▶ **Exercise Physiology Services (Canberra)** – we design, deliver and evaluate safe and effective exercise interventions for people with acute, sub-acute or chronic medical conditions, injuries or disabilities, through accredited exercise physiologists. See more [here](#).
- ▶ **Mobilisers (Canberra)** – we provide a group exercise program for people with significant mobility challenges, including those living with multiple sclerosis, stroke, muscular dystrophy, paraplegia and visual impairment. See more [here](#).
- ▶ **Special Olympics swimming squad (Hobart)** – training aspiring Paralympians, who can swim independently of an aid. See more [here](#).
- ▶ **Mixed Youth Disability Engagement program (WA)** – an education support and recreation program, run in partnership with Department of Education staff, supporting the wellbeing of year 7 – 12 students attending the Kalgoorlie-Boulder Community High School. See [here](#).

### Our NDIS programs

We offer a range of supportive NDIS programs, including:

- ▶ **Community Inclusion program (Bundaberg)** – as a registered NDIS provider, our Community Inclusion program empowers people with a disability to go about their daily lives and access and participate in our wider community. See [here](#).



## Diversity and inclusion

The Y is committed to taking active steps to build a culture of inclusion, diversity, and equality within our Ys and our communities.

We provide services and opportunities for those who need it most, including those who are marginalised, vulnerable or at risk because of factors such as socio-economic background, culture, sexual orientation, gender identity, disability, location, background and age (noting the intersectional nature of factors of this nature).

### Supporting LGBTIQ+ youth mental health (WA)

Now in its fourth year, our award-winning Inside our Minds campaign, supports young people to share personal experiences with mental health, to support other young people.

This year, the campaign provided the moving reflections of six LGBTIQ+ young people, to shine a light on the very real mental health challenges disproportionately impacting LGBTIQ+ young people.

LGBTIQ+ young people experience poorer mental health outcomes than their peers, due to experiences of stigma, prejudice and discrimination (LGBTIQ+ Health Australia, 2021). See more [here](#).

The campaign was the brainchild of Martin Johnson, a former Y WA global change agent, who came up with the idea as his passion project as a change agent. Y WA leads the campaign, supported by Ys across Australia.

### The Y's first Sydney Mardi Gras parade (NSW)

In March 2022, Y NSW came together with YWCA Australia, to participate in the Mardi Gras Parade for the first time. Bringing together 40 dancers, including members from several Ys across Australia, marching at the 44th Sydney Mardi Gras Parade was the realisation of a long-held dream for members of Y NSW's Affinity Network.

Formed in 2018, the Y Affinity Network brings Y NSW employees together to advocate and facilitate a culture of inclusion and respect, regardless of sexuality, gender and expression. It also raises awareness of LGBTIQ+ people and issues to support the Y NSW as a safe place for LGBTIQ+ employees.

With the theme 'Shaping a More Equal Future' our dancers wrote a new chapter for the Y, on the back of years of hard work and commitment, excellent choreography, and plenty of flair and glitter!



Photo caption: key Y Australia leaders crossed their arms to show solidarity in breaking the bias and encouraging more people to commit to an inclusive world.

Leigh Johns, OAM (photographed bottom right)

## Diversity and inclusion - continued

“It’s an exceptional example of the wonderful journey we’ve been on in terms of diversity, inclusion and pride. It says a lot about our organisation that there’s a heap of queer kids who find a home here at the Y.”

**Leigh Johns, OAM, Board Director of both Y Australia and Y NSW.**

### Supporting refugees, displaced and newly arrived people

Supporting refugees and displaced persons is key to our global YMCA commitment to support young people and their families.

In response to the humanitarian crisis in Ukraine, our Y movement across Australia collectively contributed \$138,500 AUD to the Together We Care Appeal, a global YMCA appeal for Ukraine refugees. The appeal raised over \$2 million AUD, providing displaced persons and local Ys in Ukraine with medical and baby supplies, hygiene products and accommodation. Key to the global YMCA effort, has been the support of Ukrainian refugees, with Y people meeting refugees at the Ukrainian border (and in surrounding countries) and assisting refugee children and their families across Europe to connect with local services, temporary accommodation, and psychosocial supports. See more [here](#).

To support our Asia-Pacific neighbours, the Y in Australia has also joined the Asia Pacific Alliance of YMCAs (APAY) Emergency Partners’ Support Group, to assist the YMCA Sri Lanka to navigate an environment of economic and political crisis, and civil unrest.

At home, the Y runs a number of programs and services to assist refugees and new arrivals to Australia to connect to community and access support services, including inclusive sport and recreation programs, and swimming programs that teach water safety to those who may never have seen the water before.

### Our spotlight on gender equality

A Change our Game (Gender Equality) Ambassador for the Victorian Government, our National CEO, Tal Karp, was a keynote speaker at the Change our Game ‘Break the Bias’ online event, held on International Women’s Day (IWD) in March 2022.

It was a day to celebrate the achievements of women and girls, while also bringing focus to the biases, both conscious and unconscious, holding us back.

Following the IWD Break the Bias theme, Y Australia has commenced a gender equality project to assess our current performance when it comes to workplace gender equality, and to co-design an action plan to drive improvement. This will involve developing tools to conduct a workplace data audit across key gender equality indicators; a survey to understand employee experience; an unconscious bias workshop to build gender-equality capability; and an action plan to drive our progress.

We will be taking an intersectional lens to this work, in recognition of the compounding, overlapping forms of discrimination that may be experienced based on factors such as age, ethnicity, culture and sexual orientation.

“We all have a role to play to break the bias that holds us back. Why Change Our Game for girls in sport and recreation? Because what happens on the sports field doesn’t just stay on the sports field. What role will you play in pursuing a just world?”

**A call to action over Twitter by Tal Karp, National CEO, on International Women’s Day, 2022.**

# OUR PEOPLE



## Our Board

We acknowledge the leadership of our Y Australia National Board Directors over the past year:

Ben Hubbard (President), Amelia Shaw (Vice President), Tom Stephenson (Treasurer), Christopher Lewis (former President and Vice President), and Directors: Leigh Johns OAM, Jenny McCombe OAM, Kendal Moss, Richard Nedov, Ross Peddlesden, Gaurav Sareen, and Laurice Temple: see [here](#)

## Our Young People on National Board Committees

Y Australia is committed to diversity on its Boards and Committees, and to building a pipeline of young people across our governance structures.

In 2022, the Y's National Board appointed four young people to its board committees as Non-Executive Directors.

Supported by a two-way mentorship program, Y Australia welcomes the insights and contributions of Hamza Dhedhy on our Governance and Human Resources Committee; Charlotte Watson on the Licensing and Member Development Committee; Kergen Angel on the Strategic Projects Committee; and Cameron Howlett on the Risk and Finance Committee.



### National Board photo caption (L-R)

Jenny McCombe OAM, Amelia Shaw (Vice President), Christopher Lewis, Gaurav Sareen, Tal Karp (CEO), Richard Nedov, Ben Hubbard (President), Ross Peddlesden, Kendal Moss, Tom Stephenson and Laurice Temple. Absent from photo: Leigh Johns OAM (Director) see [here](#) and Paul Keith (Company Secretary) see [here](#).



### Young people on National Board sub-committees caption (L-R):

Tal Karp (National CEO), Kergen Angel (Strategic Projects Committee), Hamza Dhedhy (Governance & HR Committee), Charlotte Watson (Licensing & Member Development Committee) and Ben Hubbard (National President). Absent from photo: Cameron Howlett (Risk & Finance Committee).

“Having a balance of perspectives and diversity is important to us and supports innovative decision-making in our committees. We were after Members who would bring their skills, experience and youthful insights to the table in an intergenerational leadership setting.”

**Amelia Shaw, National Vice President and Chair of Selection Committee for our new Committee members.**

## Our leaders

### Recognising our CEOs

We acknowledge the hard work and commitment of each of our member Y CEOs from across Australia, over the past year.

Despite the many challenges of the pandemic, Covid has reminded us of our resilience, and our capacity to adapt and respond, by working together. We look forward to partnering over this next phase for the Y, as we work to align our local, national and global impact through Strategy 2030, in support of young people and our community.

### Special thanks

Many thanks to our former National CEO, Melinda Crole, for her exceptional service to the Y over 24 years, including 17 years in our National office and five years as National CEO.

Melinda leaves an enormous legacy with the Y, and will be remembered for many things, including her leadership on the safeguarding of children and young people, the national redress scheme, and the rebranding of the Y (from the YMCA) to ensure we stand for all young people, regardless of gender, religion, sexuality or difference. We also thank Melinda for the critical national advocacy role during the pandemic. See video [here](#).



We acknowledge Y Brisbane's long-standing former CEO, Alan Bray. Over the past 15 years, under Alan's leadership, Y Brisbane has more than quadrupled in size.

Alan led the establishment of seven new vocational school campuses, seven community centres, three affordable housing complexes, four new gymnastics facilities, 30 additional Outside School Hours Care (OSHC) services and the expansion of the Schools' Breakfast Program to provide more than 700,000 free meals every year. Alan leaves a strong legacy of maximising social impact through commercial endeavours.

#### Our Ys across Australia, CEOs caption (L-R):

Torrien Lau (Canberra), Shona Eland (Geelong), Matt Feutrill (NT), David Paterson (SA), Michele Rowse (Whittlesea), Tal Karp (National), Damian Foley (Brisbane), Susannah LeBron (NSW), Carolyn Morris (Victoria), Donna McMaster (Y Services), Craig Mathieson (Ballarat), Tim McDonald (WA) and Phil Doorgachurn (Y Safeguarding). Absent from photo: Colin Organ (INEA), Greg McMahon (Bundaberg).

## Our national team

Our purpose-driven people are one of our greatest strengths.

A very big thanks to our National Office team for their dedicated contribution to the Y across Australia over the past year.



## Our life governors

Our Life Governors are staff or volunteers across the Y who have provided such significant, long-standing contribution to the Y, that we honour them with the position of Life Governor.

### Our Life Governors:

Mr John Bindon  
Ms Caz Bosch  
Mr David Davis OAM  
Mr Richard Edwards OAM  
Mr Bruce Harris  
Mr Peter Malone  
Mrs Jenny McCombe OAM  
Mr Alan Morton  
Mr Ross Melville  
Mr Bob Nicholson  
Mr Grahame Wheeler AM

## In Memoriam - our Life Governors who passed away over the last year

### Vale Ian Howard

Our highly admired Life Governor Ian Howard, passed away on Sunday 31 October 2021, aged 98. Ian will be remembered for his significant contribution to the establishment of the YMCA Super Fund, the profitability of which has supported the training of thousands of young people in local sporting facility operations. He also established the IC Howard Scholarship, which has provided education scholarships for 28 Y staff to date – to advance their knowledge and capacity across a variety of topics, including enhancing disability access, working with Indigenous communities, and global health and social care best practice. We celebrate Ian's lifelong contribution to the Y.



See Ian's tribute video [here](#).

### Vale Robert Romanes OAM

Y Australia lost another of its treasured Life Governors on November 18, 2021 – Robert Romanes OAM. Robert "Bob" had a 23-year career with the Y starting as a training officer and working his way up to be National CEO, a position he held for 13 years. His legacy to the sports and recreation industry is profound and includes being awarded an Order of Australia (OAM) for creating a sport and recreation traineeship program for the Federal Government and being honoured with a Lifetime Contribution Award by Aquatics and Recreation Victoria.



See our tribute to Bob [here](#).



## Recognising our staff across Australia - national awards

Our National Awards recognise the important contribution of our Y staff and volunteers across Australia over the past year.

### 2021 National Awards Winners

#### The Power of Inspired Young People Award winners:

This award acknowledges a Y young person for their leadership, advocacy, courage, effort, journey, and impact on the Y. See video on the right.

Congratulations to:

- ▶ Barry Berih – Y Victoria
- ▶ Maeson (formerly Rhegan) Harvey – Y WA

#### Volunteer of the Year Award winner:

This award recognises exceptional service, innovative practice and a commitment to the Y's mission and belief from a volunteer. See video [here](#).

Congratulations to:

- ▶ Nigel Crosby – Y Ballarat

#### Program of Excellence Award winner:

This award recognises a Y program or service that delivers meaningful outcomes to communities and supports the Y mission and belief. See video [here](#).

Congratulations to:

- ▶ YMCA Cancer Survivor Program – Y Brisbane

#### Staff Member of the Year winner:

This award recognises exceptional service, innovative practice and a commitment to the Y's mission and belief from a staff member of the Y across Australia.

Congratulations to:

- ▶ Lee-Anne Ugle – Y WA

#### Safeguarding Award winner:

This award recognises staff members, volunteers, teams, programs and services in Australia who have made a significant contribution in empowering children and young people to feel safe and be safe at the Y, in their families and in their communities. See video [here](#).

Congratulations to:

- ▶ Shelly Jarrett – Y Victoria

#### I.C. Howard/Y Service Clubs International Staff Scholarship Award winner:

Supported by the Y Service Clubs of Australia, a \$5,000 scholarship is awarded to a Y staff member, to support their education, to benefit the Y in the future. See video [here](#).

Congratulations to:

- ▶ Komala Champion – Y South Australia



*We believe in the power of  
inspired young people*

## Contact Information:

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