



The Y Canberra Region

Annual Report

2020 - 2021

We believe in the power of inspired young people



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"We are influenced by a global mission to provide opportunities for all to grow in body, mind and spirit. The Y's of Australia are guided by a belief in the power of inspired young people."

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Board Chair MESSAGE



Boards typically grapple with the challenge of competing focus and 'air-time' - indicators of operational 'here-and-now' performance can easily consume the required attention to the strategic. COVID-19 has only amplified this challenge as we have continued to navigate the impact of the pandemic.

'Big Impact Social Enterprise that helps children and young people thrive in a connected community'.

This ultimate objective has become the guiding light, as we set the foundations to transform and enable the organisation to better deliver on this purpose. We have attempted to keep this purpose at the centre of all decisions as we both respond to the crisis and support the business operationally and strategically into the future.

Operationally, the Y Canberra is in good shape. Despite the obvious challenges of the pandemic, the business continues to deliver on its promise to its people, customers and other stakeholders.

Strategically, one of the biggest challenges is understanding our impact and in turn deciding what activities and opportunities we undertake. And as one of the oldest and largest not-for-profits in the ACT, we have never been short of potential projects.

The key focus for the Board in 2020 – 2021 was to develop a clear, transparent and focused strategy that empowered leadership to assess opportunities and act quickly. What we didn't want was a strategic document that just sat on the shelf. So we undertook a progressive and ambitious process of implementing a strategic framework that provided clarity and real-time reporting. Our benchmark of success was ensuring every individual at every level within the organisation understood the Y Canberra's vision, how we were delivering on that vision, and what meaningful part they play on a day-to-day basis.

By undertaking this process, we identified a number of key strategic priorities. None more important than the recalibration and focus on youth. Intentionally, we focused on Safeguarding, intergenerational leadership and providing children and young people a voice.

We set in motion the foundations in governance and practice to ensure everything we do will have youth at the centre of outcomes, ideas, programming, measurement and to leverage on our "belief in the power of inspired young people".

The focus on Youth has started at the top. Our Board has become younger; and our young people have a seat at the table. The wheels are well and truly in motion to leverage this belief.

We have also developed a progressive innovation program that empowers our people to identify and develop their ideas; and an assessment framework to more easily prioritise these opportunities for increased impact. This has been coupled with the visualised pipeline view that allows leadership to see how the opportunity flows and develops through the Y Canberra.

A great example of this is our preliminary work on our Camp Sturt site on the Murrumbidgee River that was decimated by the 2003 bushfires. We are assessing the ecological needs, working with local indigenous leaders and youth to reinvigorate and identify the best use of the property. We are doing this in a culturally and environmentally sensitive manner that will make a significant contribution to the ACT regional community.

The Board, CEO, Executive team and all the staff have worked tirelessly to ensure that we are well positioned to take the organisation through the challenges that COVID-19 has dealt us. The work on top of business interruptions, new rules, lockdowns and social restrictions has increased significantly and I am proud to say that we have risen to the occasion.

Over the course of the last twelve months, we have not just weathered the storm, we have improved, fortified and strengthened our processes and importantly, our culture. We have great confidence in our ability to increase our mission and deliver important projects that will benefit the community.

I would like to thank all our participants that have continued to support us, without this support we couldn't have survived. A shout out to my fellow Directors who have in their volunteer capacity, shown immense commitment and expertise in guiding us through the pandemic. A big thank you to our CEO Torrien Lau and the Executive team for their leadership and to all the staff and volunteers that have continued to show up and deliver the amazing services to our people. I look forward to the next year with great confidence that we can achieve important outcomes for the Canberra Region.

Tristan Maddigan
Board Chair
YMCA Canberra Region

A message FROM OUR CEO



We started off the financial year getting through the first COVID-19 lockdown and effects on the business better than we had hoped for. This is not to minimise the personal impacts that our staff and participants endured, but from a business perspective we managed to keep our heads above water which was the best we could have hoped for. We retained our businesses, and delivered outstanding services in Health, Recreation, Accommodation and across Out of School Hours Care and Early Learning Centres.

This result enabled us to invest in key personnel and systems which were gaps highlighted by the challenges of the pandemic. Our resources in communications, data collection and analysis improved greatly and has assisted in delivering clear, timely and cohesive messaging for the remainder of the year and beyond. Many of our skilled staff during this time were visa holders that were not eligible for government funding and we decided to ensure that we continued to provide them gainful employment. This proved to be a prudent decision as when we came out of lockdown, business went back to normal levels and the pressure to staff services was immense.

Restaffing across all sites and services proved to be extremely challenging but we are delighted with the staff that have been recruited as they are making significant contributions in many areas. We deliberately attempted to recruit people with good character and values first and foremost, and this approach is yielding many positive results, no more so than in the increase of the positive can-do attitude.

Like the rest of the ACT and surrounding areas, we experienced a prolonged period of "COVID quiet". During this time, we took the opportunity to review all policies, governance framework, system and business requirements. As many might say, "don't let a crisis go to waste" and this is exactly what we did. It might not sound sexy or exciting, but this is the kind of work that sets up solid foundations for the future of the Y in the Canberra Region for the years to come.

New Risk and Innovation and Facilities Management business units were established and along with the consolidation of the Safeguarding and Quality Team, great improvements were made across our association.

One day before the beginning of the financial year we completed our merger with Y Queanbeyan, and have now concluded our first year as a unified Y across the ACT region. Nearly every single Y Queanbeyan staff member came across to join Canberra, and with that brought decades of experience, skill and commitment to the movement. It is said that mergers take years to normalise practices and culture and that this is the toughest challenge. Sure, we did some things differently, but the reality was that both teams bought in to the merger and together we have formed a unified and cohesive organisation. Not everything is homogenised, rather we celebrate the differences and skills that people bring and use this as a positive.

Our commitment to youth materialised by establishing the Youth Representative Group [YRG]. This group, comprising of young Y Canberra Region staff, provides youth representation, intergenerational leadership opportunities and keeps us connected to the voice, ideas and opinions of the 45% of our staff being under the age of 30 years. The YRG are going to be embedded as a formal committee of the Board, have an opportunity to be at Board level and have a significant opportunity to influence the direction of the association. This initiative is the first of its kind in all YMCA's around Australia and we are very proud to be an organisation that is putting its money where its mouth is believing in the power of inspired young people and supporting their voice.

I read once that there is one characteristic above all others that determines success and this is grit. The Webster dictionary defines grit as, "firmness of character, indomitable spirit". This is what our staff have shown throughout the last twelve months. A fierce determination to continue, to do good, to be present and keep on showing up. For this, and many other reasons, I am grateful for our staff and how they have revealed their true character and helped us be in a position to continue doing the good work that we do.

I would also like to thank the Board for their tireless and voluntary contributions in leading us through these challenging times and for the personal support that they provide me to do my job.

Torrien Lau
Chief Executive Officer
YMCA Canberra Region

Board DIRECTORS



TRISTAN MADDIGAN

CHAIR

Joined 2010



ELISABETH JUDD

DEPUTY CHAIR

Joined 2017



CHARINE BENNETT

Joined 2015



AARON FROUD

Joined 2013



ROB HUNTINGTON

Joined 2019



JOANNA BELL

Joined 2019



JOSH DUKE

Joined 2021



Departing Member: Caterina Giorgi

Caterina Giorgi served as a volunteer Director on the Y Canberra Region Board for just over two years, concluding her Directorship in October 2020.

Caterina was the Chair of the Governance & Nominations Sub-Committee, having made a significant contribution to the review and establishment of the Y's contemporary governance policies and towards our strategic direction.

SENIOR LEADERSHIP *Team*



TORRIEN LAU

CHIEF EXECUTIVE
OFFICER

Joined 2018



ANDREW O'NEIL

EXECUTIVE FINANCE
MANAGER

Joined 1993



JO HOARE

PEOPLE & CULTURE
MANAGER

Joined 2016



SHONA McPHERSON

SAFEGUARDING
MANAGER

Joined 2008



CARA MOORE

CHILDREN'S
SERVICES EXECUTIVE
MANAGER

Joined 2013



ADAM HORNER

ACCOMMODATION,
HEALTH &
RECREATION
EXECUTIVE
MANAGER

Joined 2017



MARCOS CORREA

RISK & INNOVATION
MANAGER

Joined 2020

BEHIND OUR Y

OUR MISSION

The YMCA's of Australia work together to provide opportunities for all people to grow in Body, Mind and Spirit

OUR VALUES

Our values connect us with our heritage and the wider Y community, and define the worth of the people and communities we wish to work with.

The Y's of Australia are guided to achieve their mission by the following values:

- The whole person, consisting of body, mind and spirit each of which is of equal importance
- The dignity and intrinsic worth of all people regardless of age, gender, ethnicity, belief or other differences
- Diversity of people, communities and nations
- Equality of opportunity and justice for all people
- Healthy communities based on relationships between people which are characterised by love, understanding and mutual respect
- Acceptance of personal responsibility.



OUR HISTORY

The Y Canberra had the good fortune to be born in 1941, during an era of gradually changing social attitudes and when Canberra was a young city in the early stages of developing its own particular style and personality. At the time, Canberra's population was barely over 10,000 and our capital more closely resembled a semi-rural town than the vibrant city we know it as today. So quite literally, Canberra and the Y have grown side-by-side since then.

The Y's initial programs in Canberra were designed to introduce much-needed recreation and physical activities into the lives of the predominantly young male workforce who had relocated here to construct the new city. As the city became more diverse the Y adopted its programs while maintaining its commitment to 'building strong people, strong families and strong communities'.

OUR STRATEGY

Our Vision

Children and young people thriving in a connected community.

Our People

Our people are children and young people aged 0 – 25 years. We acknowledge that children and young people live within a broader family and community network.

What does thriving mean?

Thriving children and young people are safe, have a sense of belonging to a community, are physically and mentally healthy, have access to education and employment opportunities, and a voice in their community.

What does connected community mean?

A connected community is one where people feel included and valued, beyond family and friends. It is a group of people that enables participation through both giving and receiving.

OUR STRATEGIC PILLARS



We support children and young people to have the best start in life.



We provide young people with opportunities to lead in their lives and communities, and to be physically and mentally healthy.



We have a strong focus on our staff and volunteers.



We are entrepreneurial in our mindset, financially independent, with a strong focus on our social impact.

Snapshot OF YOUR Y FOR 20-21

In over **27 locations** across the ACT and Canberra Region, the Y offers a range of programs, services and activities that promote a development of body, mind and spirit.



CHILDREN'S SERVICES

858
FAMILIES
Use our Early Learning Services

3,350
PARTICIPANTS
Use our Outside Hours School Programs

1,108
Children are enrolled in our Early Learning Centres

41,879
Attendances at our Before School Care Services

157,166
Attendances at our After School Care Services

10,591
Children attending Vacation Care Programs

SPACE SQUAD

310
Space Squad Cadets from all over Australia

58%
of all Cadets this year were female - a significant increase!

90+
Rockets were built and launched during our camps

ACCOMMODATION

73
School groups attending across Bush Capital and Leumeah Lodge

5,069
School students attending across Bush Capital and Leumeah Lodge

13,921
Bed nights booked across Bush Capital and Leumeah Lodge

41,214
Meals provided across Bush Capital and Leumeah Lodge



HEALTH, RECREATION & FITNESS

646
MEMBERS
at our Chifley Health & Wellbeing Hub

24,499
ATTENDANCES
at our Chifley gym across the year

191
YMCA Sailing Club members

166
Sail Training participants

653
Runners Club participants

16
Runners Club events hosted

210
Paddle Hub participants

40
RAID participants

1,008
RAID visits

195
Gymnastics participants

People & CULTURE

This year has seen the P&C team undertake a review of its systems and processes and as our focus continues to be on our staff and volunteers and how we deliver support to the Y Canberra regions 400+ team. We have managed to grow our P&C team and to start building a unit from the bottom up shaping our skills and capabilities to suit the organisation's needs.

We unveiled an annual review process that is robust and will enable our staff to strive to be the best they can. Our Foundations of Success is the first in a suite of support that the P&C team will be rolling out in months and years to come that will enhance the career achievements and aspirations of those involved. Coupled with our Probation Support Process we envisage being able to support our staff and teams with quality feedback, training and on-going skills evaluation and improvement.

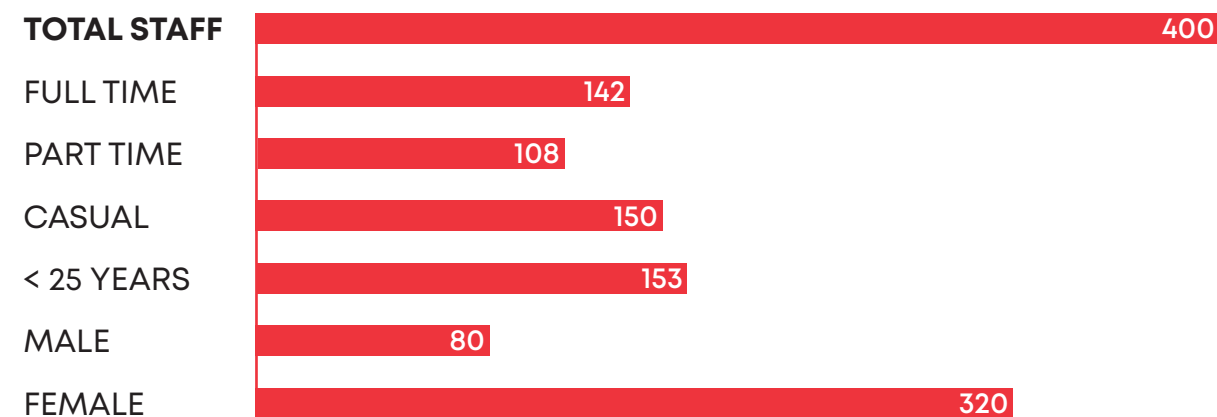
Our annual Culture survey saw staff from all business units able to have their say on six key areas. We hope that as we send this year's survey out, the voice of our staff will be even stronger. On the back of the culture survey the P&C team rolled out our first ever reward platform, Y Thanks! This platform provides financial discounts on a range of worthwhile, everyday stores throughout Australia, it is a place to give a 'shout out' to each other on a job well done and is a hub of information on health and wealth. Along with our already powerful benefits package we continue to support our staff.

As the P&C team continue to serve the Y Canberra staff in a more efficient manner and continue to structure our services to support and empower our people, the team have started the journey to secure a suitable HR Management System which will allow a streamlined, paperless approach and support to the entire employee life cycle. Enabling us to track everything from recruitment, skills, qualifications, career progression and promotion, right through to the end of the employee's time with us.

Throughout the uncertainty of COVID-19 our Children's Services staff were dedicated to continuing the education and care of the children in our services and we would like to thank the staff for turning up and giving their all. As the state and country went through a time like no other, our staff stood strong.



OUR Y PEOPLE



AREA OF WORK

Administration / Corporate	21
Early Learning Centres (ELC)	153
Outside Hours School Care (OSHC)	166
Health & Recreation	35
Accommodation Services	15

LENGTH OF SERVICE

Less than 2 years	231
2-5 years	111
5-10 years	41
10-15 years	14
15+ years	3

YOUR PEOPLE & CULTURE TEAM

JO HOARE
P&C MANAGER

LISA HARRIS
P&C OFFICER

KYLIE FARRUGIA
P&C ADVISOR

MADDI GRANDI
RECRUITMENT
ADVISOR

SAFEGUARDING

This year, the Safeguarding Team has been hard at work with a focus on embedding National Safeguarding practices and policies into the every day lives of our team, our children and our young people. We have also been busy implementing updates and providing support and training for all our Y Canberra Region people, in all areas and business units.

Some of the achievements that we're proud of in the Safeguarding team includes:

- The implementation of Solv, a system to track data around child protection reports;
- We completed our Australian Childhood Foundation Annual Destop Review and are proud to say that we passed with flying colours!

- Began a partnership with the ACT Senior Practitioner, training all ELC staff, and Qualified and 2nd Qualified Educators around Restrictive Practice in Children's Services, delivering training to over 130 Y Canberra People;
- We developed the Inclusion Strategy and policy development;
- We also implemented an OSHC Curriculum Planning Cycle and provided training.

Over the year, we have also worked on establishing the Y Canberra Region Safeguarding Taskforce Group, and worked with National Office to roll out the new Safeguarding Children and Young People policy to our team in the Canberra Region.



SAFEGUARDING TASKFORCE GROUP

The Safeguarding Taskforce goals:

-  Assist in developing Y Canberra Region's Safeguarding Strategy;
-  Provide evidence-informed leadership for consistent Safeguarding measures;
-  Champion change in culture, behaviours and policy;
-  Enhance a culture of safeguarding within programs offered;
-  Recommend to CEO and Board emerging industry issues or required amendments to Child Safe Strategy;
-  Identify changing strengths, weaknesses, threats or opportunities within Safeguarding space;
-  Advocate for, and promote the rights of children and young people.

OSHC CURRICULUM PLANNING CYCLE TRAINING & IMPLEMENTATION

The Y Canberra Region Children's Services implemented a newly developed "OSHC Curriculum Planning Cycle" across their OSHC Services. The cycle was planned and piloted for approximately 6 months giving plenty of time for our Y People to practice, reflect, tweak and make any identified improvements. The success of the project was measured by the involvement of children and families in the learning programs and the teams increased knowledge and understanding of how to plan and record Educational Program and Practice, in addition to meeting the National Regulatory requirements provided by the National Quality Assurance Framework and My Time Our Place National Framework for OSHC.

To develop and implement a Curriculum Planning Cycle Framework for OSHC was a bold and innovative idea that became an overwhelming success.

All parties involved provided their time, knowledge and commitment and should be extremely proud of what has been achieved.



The Y Movement in Australia unanimously approved the new Safeguarding Children and Young People Policy by the National Safeguarding Unit (NSU), at the National AGM on November 28, 2020.

Here at Y Canberra Region, we embraced this new policy and have spent the time to get it into all services and centres, on our website and as part of our social strategy.

INCLUSION STRATEGY & POLICY DEVELOPMENT

In July 2020 the Safeguarding and Quality Team developed, produced and implemented the Inclusion Strategy and associated policies and procedures. The intent with these documents is to assist the whole business with providing individual support to participants and setting up best practice to ensure we are gathering all required information.

Risk & INNOVATION

The Risk and Innovation team has gone through some major transformations during the 2020-2021 financial year.

To begin with, the team's name changed from 'Risk and Projects' to 'Risk and Innovation'. This better reflects the goal of connecting the daily risk control practices to new ways of solving complex problems for our business units and community.

In this new structure, the Risk and Innovation team supports all areas of the Y Canberra Region, providing structured project management and risk approach overview to the whole organisation. As the projects and needs kept growing, so did our team. We hired a skilled Project Administrator and aim to hire more people to deliver excellence in the future.

It is impossible not to mention the impact of the COVID-19 pandemic in the activities of the risk area this year, and how amazingly the whole Y Canberra Region enacted our preparedness plan to guarantee there was no COVID-19 case or exposure site listed by the Health Department in our organisation. These results reflect the work being done to embed our Work Health and Safety practices with proper training, communication and delivering the message of risk awareness in an effective way.

Other main goals for this year included enhancing our technology capabilities with a Cyber Security Project and a new Human Resource System to optimize our hiring management processes.

30% have been redesigned and the number of the of all policies them reduced

NEW with access to all documents, strategies and Extranet Portal all policies

PROGRAM PORTFOLIO

The Risk and Innovation Team approach keeps delivering the goal of creating an internal structure to support the whole organisation with a project program portfolio currently worth more than AU\$2 million.

By creating the project management structure internally, the Y Canberra Region not only saves costs, but also develops knowledge and creates a legacy to deliver effective results.

Some of the main projects delivered and in progress since the beginning of FY20-21 are:

- Cyber Security Project;
- Human Resources Management System (HRMS) Acquisition and Implementation;
- Organisational Risk Management Redesign;
- Organisational Process Mapping;
- Review of all Y Canberra Region Policies;
- Objectives & Key Results (OKR) System Management



Children's SERVICES

Y Canberra Region operates 5 Early Learning Centres and 16 Outside School Hours Care services providing families with quality care for their children and young people. Our services ensure the National Quality Standards are maintained and provide an inclusive environment for children to grow in Body, Mind and Spirit.

This year has seen many challenges for the children services sector but through the resilience of our staff and children, we have continued to ensure our safe environments are a place of normality for everyone involved.

EARLY LEARNING

Enrolments

Active Families	431
Enrolled Children	633

Attendances

Belconnen ELC	19,378
Gungahlin ELC	16,661
Holder ELC	26,957
Holt ELC	18,196
Jamison ELC	13,950

Our Early Learning Centres were open for 51 weeks in the 2020-2021 financial year.

During the year, we had a total of 95,142 bookings for children in our care with ages ranging from 6 weeks to 5 years.

OSHC

Enrolments

Active Families	2,326
Enrolled Children	3,350

Attendances

Bungendore	17,733
Giralang	7,405
Gowrie	11,790
Jerrabomberra	18,114
Kaleen	18,822
Latham	14,808
North Ainslie	4,358
Queanbeyan	3,489
Sacred Heart	8,683
South Queanbeyan	10,690
St Gregory's	16,296
St Joseph's	8,944
St Michael's	8,518
St Vincent's	8,818
Sutton	10,046
Taylor	15,037
Weetangera	17,569

SPARK PROGRAM

Early Childhood Education & Care Program

The Y Canberra Region is proud to partner with the SPARK program for Early Childhood Education again for 2021. We have been a partner with the program since 2018, with our Holt Early Learning Centre used as the primary partner site.

The purpose of SPARK is to improve education, economic and social outcomes for residents in the local region. It provides valuable training and mentoring opportunities for our Y Canberra team, and provides us with the ability to continue our ongoing commitment to social inclusion, the fostering of active citizenship, and demonstrates our genuine community leadership and advocacy for children and young people.

SPARK is aimed at helping key disadvantaged groups from youth, aboriginal, mature-aged, long-term unemployed and culturally or linguistically challenged people.

On successful completion of the eight-month intensive course, participants obtain a nationally recognised Certificate III in Early Childhood Education and Care, as well as Senior First Aid. This year, the program is also being run as part of the Job Trainer initiative under the latest government funding.

Being involved with SPARK highlights our Early Learning Centre's strong commitment to the sector, providing graduate educators with real employment pathways. Holt ELC's commitment to SPARK enables us to continue our hugely successful and innovative work in our community, demonstrating a commitment to quality training and outcomes for centres, staff, families and children, even in these difficult COVID times.

Where to from here?

In 2021 we are proud to add our Gungahlin Early Learning Centre to the existing Holt host site. This provides greater access to mentors, wider skill sets, and a larger community reach.

It also provides us with the ability to deliver positive outcomes of employment, social inclusion and active citizenship to both North Canberra and West Belconnen Regions, reaching a population of approximately 185,000 people.

Looking to the Future

Looking into 2022 and 2023, we are aiming to include all Y Canberra Region ELC sites to host students from this program, providing positive employment outcomes for participants from across the whole of the ACT region.

THE Y'S OWN *frontline heroes*

Over the last year, we have seen the world disrupted in all aspects. Lives, businesses, travel, education, healthcare. The rapidly changing COVID-19 situation has brought many unforeseen circumstances and challenges, and the 2020 buzzword - pivot.

Over this time, there has been an outpouring of gratitude for frontline workers, and for those in the community and healthcare sectors.

Here at the Y Canberra Region, we want to thank our frontline workers. As the year progressed, early childhood educators, OSHC educators, directors and chefs across the country and across our services in Canberra continued to go to work in early learning centres, preschools and school environments where they have undertaken a very important task - taking care of our community's children and young people.

They are there in the rooms and on the floor being a familiar face for our young people during an uncertain time. Providing them with a safe space to be themselves, and continue to learn and grow. We are grateful to our Y Canberra Region staff who show up for our children and young people every day!



COMMUNITY SERVICES DIRECTORATE

The Y Canberra Region is proud to be partnering with the Community Services Directorate (CSD) for another year. The aim of this partnership is to engage and provide early childhood education and care for children that are:

- In immediate family crisis;
- Are in an environment experiencing domestic violence, substance abuse or homelessness;
- Known to Child and Youth Protection Services and require centre-based care;
- Placed in Out Of Home Care and early education is required to support transitions.

The purpose of this program provides vulnerable families with short-term access to Early Childhood Care. We are able to offer 10 fulltime places across our 5 Early Learning Centres.

These places allow families experiencing vulnerabilities to access flexible and responsive early childhood services with the Y Canberra Region. Taking away the challenges associated with fees, enables these children the same opportunity as others in the Canberra community.

Despite costs, the Y Canberra Region continues to commit to the program, believing that it addresses pressing social issues. Current studies show that with long-term support for children, there is a huge benefit for positive childhood development.

During the 2020-2021 financial year, 29 families accessed a total of 812 days of care. These families were challenged by a range of environmental, personal, physical and psychological factors.



“I just want to express how much I appreciate the YMCA emergency childcare assistance.

Being in our situation I have had to rely heavily on family and friends for support, which can also come with feeling very guilty and an added stress at times.

However, since having the kids enrolled in such a beautiful daycare with educators who are so welcoming and supportive has been a huge relief for me. Knowing that they are safe and supported, and love their time there has helped me cope emotionally and also practically as I have based our regular appointments and been able to easily run errands and look after the home without feeling as though I am not paying them enough attention.

I am so grateful for your help and the beautiful facility and people who work there. You've helped us through a very difficult time.”

CSD Parent Review



INTERGENERATIONAL PLAYGROUP HOLT

The partnership between the Holt Masonic Kalparrin Aged Care Village and our Holt ELC began in 2017 as part of our vision to embed strong community partnerships and a culture of giving children the opportunity for 'learning beyond the gate'.

Each week, children and staff visit the residents of Kalparrin Aged Care and take part in activities, exercise and celebrations. The design of the program meets the Early Years Life Framework, and plays a crucial role in the Kalparrin's Quality of Life program.

In 2018 and 2019, Kalparrin residents were able to visit the Holt ELC for Grandparent's Day, Mothers' Day and Father's Day celebrations.

This intergenerational program allows the children visiting their elderly friends to broaden their understanding of the world, develop awareness of creating connections and recognising similarities and differences.

They learn how to interact with empathy and respect, it fosters cooperation and creates positive outcomes.

For the residents, it allows them to pass on knowledge, build connections and interact with children and the younger generations in a meaningful way.

In 2020 and 2021, lockdowns of aged-care facilities has forced the centres to rethink how they maintain this connection, with our partnership only strengthening. Photos, paintings and letters have been sent back and forth between the Holt ELC and the Kalparrin residents for many months.

INTERGENERATIONAL PRESCHOOL BELCONNEN

The intergenerational preschool program is embedded into our Belconnen ELC, supporting children to become active citizens and connecting through meaningful engagement. Each week, 22 preschool children walk to Kangara Waters Retirement Village where they share experiences, puzzles, arts and crafts, as well as events and celebrations with the elderly residents.

The program provokes the children's thinking, teaches them empathy and about accepting people with differences or disabilities. It provides them with the opportunity to learn from and connect with an older generation.

The residents are provided with a meaningful connection and the opportunity to pass on knowledge. They have a sense of life with the increased physical activity and chances to smile and laugh with each visit.

The success of the program is beneficial to both the children and the aged care residents, with the program itself attracting enrolments for our preschool space. The feedback from our families, the aged care centre, and the community has been outstanding.



CELEBRATING LUNAR NEW YEAR

At Belconnen, we are a culturally diverse team and community, so it is important to us that we celebrate events such as Lunar New Year actively and with respect. A number of our Educators at the centre are from Asian backgrounds and they are the ones who lead this celebration annually alongside a dedicated and passionate team.

One of the highlights of our celebration this year, was the visit we had from a local academy group 'Yut Hung Kung Fu Academy'. The Yut Hung Kung Fu Academy teaches martial arts and Chinese performance arts to children and adults. The company teaches both Kung Fu, as well as the Chinese Lion and Dragon Dance.

The Academy performed their Dragon Dance for our centre, which was planned as an extension to our own Dragon Dance that was created and performed by the children in the Coolibah Space.

Over 40 of our families joined us for this event and performance at the centre, many of whom are from Asian cultures so this was a special event to share with their children.

Embedding these types of celebrations into our programs allows us to engage with our Belconnen community and instill values of respect and connection.

We are excited and very grateful to have a team and families who are so passionate about sharing their cultural celebrations with the Y and our children, as well as having the opportunity to connect with our wider community.

GIRALANG OSHC COMMUNITY OF PRACTICE PARTNERSHIP

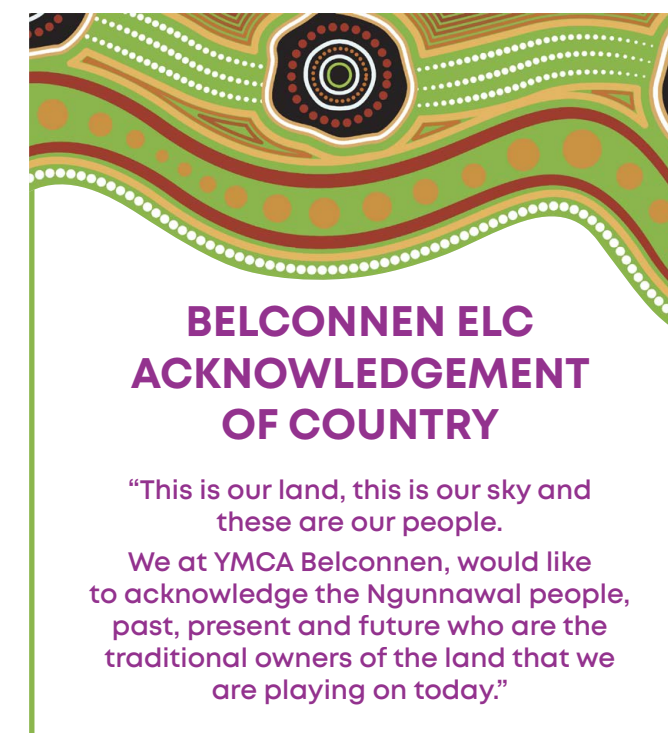
The Y Canberra Region was approached by the ACT Education and Care Directorate to participate in a new program at Giralang Primary School.

Giralang was identified as a lower socio-economic suburb, and showed a larger gap between early learning and children being 'kindergarten ready'.

The Community of Practice program is designed to provide a seamless experience where all aspects of a child's day - including before school, during school, and after school care align for the child's benefit. To make this happen, we collaborate with the preschool teachers and the community at Giralang Primary School as well as the Education Directorate to create projects and learning opportunities for the whole of a child's day.

This program has the potential to be life-changing for some of our young people and their families, providing a consistent and supportive environment.

Currently, we are able to engage around 10 children per year as part of the Community of Practice and the grants from the Directorate.



Youth PROGRAMS

YOUTH REPRESENTATIVE GROUP (YRG)

This year, the Y Canberra Region established a Youth Representative Group, and in doing so became the first Y in Australia to embed youth voice at Governance level.

To be authentic to our belief on the power of inspired young people, we wanted to give an opportunity for them to have a seat at the decision making table. Not tokenistic but embedded in to our governance, the YRG are going to be a critical element of an intentional intergenerational leadership framework which will only make us better at delivering our mission and purpose.

The Youth Representative Group, or the YRG, was established to ensure that the Y Canberra Region is delivering on its strategic plan with particular focus on having children and young people at top of mind. As a youth focused organisation, our strategic pillars are centred around:

- Giving children and young people the best start in life;
- Giving young people a voice;
- And giving them opportunities in leadership and social impact.

The YRG's role is to give feedback to the senior leaders and the Y Canberra Region Board, offering suggestions and proposals on how children and young people may be better considered and contribute to the intergenerational leadership of the organisation.

Still in its early stages of development, the YRG is building a network and encouraging people from all business units to be involved and represented. It has elected a Committee Chair and is conducting regular meetings and onboarding of new members.

Stepping into the new year, we hope to hit the ground running, with thoughts and strategies to be discussed and implemented to bring the voice of young people to the centre of all that we do here at the Y Canberra Region.



SPACE SQUAD

Space Squad is Australia's only residential holiday camp program for students in Grades 2-12 who are interested in space or a career in STEM. Space Squad has now completed its fifth orbit around the sun, inspiring more young people as we go.

The Y Canberra Space Squad, in partnership with our major sponsor, The Boeing Company, has been entertaining a love of learning of all things Space and STEM for students from all across Australia since 2016.

We continue to provide support for students of all backgrounds to access this program. Scholarships are offered to students with Indigenous and Torres Strait Islander heritage, disadvantaged families, those living in rural or regional parts of the country, or those that require that little bit of extra support to give their child a once-in-a-lifetime opportunity. Our commitment to offer scholarships helped young people and their families during last year's bushfires, and now helps in the ever-changing COVID-19 environment.

The challenges that we have seen in the last year have been tough, but many of our Cadets that join us come from their own challenging backgrounds - bullied, anxiety, depression, health problems and more. At Space Squad, it is part of our mission to provide a space where young people can be themselves and give them a space where they are surrounded by people who share their passions, and where they can realise that they are definitely NOT alone in the universe.

For those new to the family, here's what we offer: Over five action-packed days, our campers are immersed in all things space and STEM, learning all about exploration, science and physics, as well as meeting engineers, astronomers, astrophysicists, scientists and other members of the space community who work on missions both here and overseas.

During the camp they visit and experience the Advanced Instrument and Technology Centre (AITC) at Mount Stromlo, look at dwarf galaxies orbiting around Centaurs A, hear about how stars collide, and learn about the first ripples in space (AKA gravitational waves). We also visit the Canberra Deep Space Communication Complex, UNSW Canberra & ANU campuses, Royal Australian Air Force, Academy of Interactive Entertainment (AiE) campus and Questacon.

We are truly grateful to the many stars in their fields of expertise who allow our Space Squad cadets to never stop looking up and dreaming of a future they want to live in or create for themselves.

In 2020-2021, we:



Hosted 310 cadets from all over Australia



Added to our rocket tally by launching over 90 more



Continued to inspire students to choose STEM subjects in grades 9-12



Increased opportunities for young females with a 58% female attendance

Space Squad would not be possible without the support of our sponsors and partners, and we thank them for providing such a high-quality experience for students.

Thank you to our Major Sponsor Boeing, along with the Australian Space Agency, NASA, Royal Australian Air Force & Defence Australia, Questacon, OzGrav, Astro 3D, Inspiring The ACT, Canberra Rocketry Group, MSATT, ANU, UNSW Canberra, Gilmour Space Technologies, The Academy Of Interactive Entertainment (AiE), Young Stars, SciScouts, and Monaro Coaches.

Also thanks to our Program Host, Camp Leaders, Flight Directors, Mission Specialists, Crew and Volunteers!

“I highly recommend YMCA Canberra Space Squad, both Senior and Junior.

I just had one son complete the Junior Space Squad and he loved it and found it a growing opportunity. One of my other sons who had previously participated in Junior Space Squad now completed the Senior Space Squad. He enjoyed both camps and appreciated they were not the same as each other.

Well done Space Squad on holding such an enriching program for kids.”

Cat Iler
Space Squad Cadet Parent



A Glimpse Into the Future

Delayed camps will be rescheduled into 2022. Alongside our Senior, Youth and Junior Camps, we will also be hosting a Female Camp and a Space Camping Camp. We are also looking at a Crew Only Camp, Family Camp and a highly sought-after Adults Space Camp!

Space Squad will continue to deliver its Outreach Programs during school term, in Vacation Care programs and in online workshops. We are also looking to head out into even more uncharted territory with our Early Learning Aspiring Astronauts Program.

Our Space Squad Alumni and Volunteers will be leading the Pathfinder Program - an opportunity for our young people to lead, influence and inspire our younger cadets. The future is bright!

One voice CAN MAKE A DIFFERENCE & CHANGE THE WORLD

Earlier this year, we held one of our Space Camps, specifically a Space Ethics Workshop, hosted by the wonderful and talented Senior Chaplain Nikki Coleman, Royal Australian Air Force.

Re-imagining and challenging the wild west of space can be as fun and as challenging as it sounds. After a few scenarios, role playing we then had time for an open debate where, on this occasion, the ethical conversation centred around rockets, payloads, financial impacts, space junk and astronauts.

All conversations or open group discussions are met with respect from crew and cadets throughout the debate.

One Space Squad Cadet in the smaller group had raised the question “why don’t they take people with no legs?” This extended into “wouldn’t this be weight, when they consider every kilogram as important in space flight?”

The group then conversed further on this around how “we have millions of people with disabilities achieving many accomplishments like in the Paralympics,” and “you don’t really need your legs in space do you?”

“What if” and “why not” was discussed throughout the evening.

Nikki then shared this story with the head of the European Space Agency about a student and a Space Ethics debate that she’d had at a program called Space Squad in Australia. This conversation sparked not only Nikki but also the head of the European Space Agency, where only months later they initiated and launched the world’s first physically disabled Astronaut Project.

They received over 22,000 applications and selected several hundred to become Para-Astronauts, truly making Space for everyone. Which really does show us; that really can make a difference, and change the world. Even a child, or a young Space Squad Cadet.

ACCOMMODATION

This year has been a rollercoaster for Accommodation Services with COVID-19 impacting the tourism and hospitality sector harder than most other industries. With no school groups traveling in the 3rd term, traditionally our busiest time of year, we changed focus to attract the FIT market (Free Independent Travellers).

With easing of border restrictions, this proved successful at first with strong demand across long weekends, school holidays and the Christmas break, however this was short-lived when the Northern Beaches outbreak saw the re-introduction of border restrictions.

The outlook for 2021 was much better once the Northern Beaches outbreak was contained with strong demand from school groups to return. This enabled us to begin rebuilding our team having only retained approximately 15% of our original workforce from when COVID-19 originally hit.

Across Leumeah Lodge and Bush Capital Lodge we started to experience a combined occupancy rate nearing 50% in the second half of 1st term and first half of 2nd term, enabling us to expand our workforce to 54% of pre-COVID levels. In addition to servicing the returning groups, we were able to address a number of new projects including the introduction of a new property management system, renewal of all our HACCP and Food Business Licenses, critical maintenance across both properties and a review of the services that we offer.

Unfortunately, COVID-19 continued to throw up challenges with new variants again plunging the country into lockdowns and border restrictions. While we used this time well to maintain the momentum in our key projects, the lack of surety to when restrictions will ease has placed ongoing stress on the business. We have been working closely with our industry partners to petition government for support and will continue find alternative ways to generate new business.

While tourism and hospitality was the first to be affected and will be the last to recover, the resilience, professionalism and support of our team and the broader Y community will see this business return stronger than ever once the threat of COVID begins to ease.

“The staff were exceptional in making sure our week stay was very comfortable. No request was too much trouble and I can’t rate the comfort and convenience of the room and the location of the property highly enough.

I look forward to visiting again.”

*Leumeah Lodge Customer Review
Booking.com, January 9th, 2021*



LEUMEAH LODGE

Number of School Groups	64
Number of School Guests	4,401
Number of Nights Booked	10,489
Amount of Meals Cooked	31,656

BUSH CAPITAL LODGE

Number of School Groups	9
Number of School Guests	668
Number of Nights Booked	3,432
Amount of Meals Cooked	9,558



Daily BREAKFAST SHOPPING LIST

- 360 eggs
- 15kg bacon
- 35 loaves of bread
- 3x 9kg cans of baked beans
- 560 hash browns
- 3L tomato sauce
- 2L barbeque sauce
- 10kg cereal
- 8x 2L apple juice
- 10x 2L orange juice
- 14L milk
- 300 apples
- 240 mandarins



Health & RECREATION

The past 12 months have been an opportunity for the Y Canberra Region Health and Recreation team to reflect on and consolidate a number of programs. As we emerged from COVID-19, the Health and Recreation Team reviewed the risk profile, participation and social impact of our programs and made the difficult decision to cease our offsite fitness programs and reduce the operations of the Paddle Hub to group bookings only. This has provided us the opportunity to focus our resources on the various health and recreation programs that continue to benefit from strong community support as we rebuild these programs after almost all saw participation reductions as a direct result of the COVID-19 crisis.

The last 12 months has taught us many things, there is no doubt that the need for community connection and self-care is one of the most important lessons. As the ACT community emerges from the pandemic, the Health and Recreation Team understand the important role that they will play in supporting everyone in body, mind and spirit. We are looking forward to innovating and expanding our programs and collaborations to ensure we are there for our community.



“Here is a quote from a book I’m reading called “Atomic Habits” by James Clear.

‘One of the most effective things you can do to build better habits is to join a culture where your desired behaviour is the normal behaviour.

New habits seem achievable when you see others doing them every day....surround yourself with people who have the habits you want to have yourself. You’ll rise together....

Nothing sustains motivation better than belonging to the tribe...

This is why remaining part of a group after achieving a goal is crucial to maintaining your habits.

It’s friendship and community that embeds a new identity and help behaviours last over the long run.’

I thought I’d share the above thoughts as they explain so well what the Chifley YMCA gym means to me and why I’m missing you all. ”

Joan
Chifley Health and Wellness Hub Member

CHIFLEY HEALTH & WELLNESS MEMBERS STICKING TOGETHER

During what has proven a challenging year with COVID-19 lockdowns, some of our Chifley Health and Wellbeing members have stuck together to keep active and stay positive.

A few of the ladies who are gym regulars agreed that during lockdowns they would do a workout at the same time and call each other once they were done. They would then go to their local cafe for a takeaway coffee - all separate, and all in different Canberra suburbs - just to motivate each other and stay connected.

FAREWELL TO THE RUNNERS CLUB



This year has seen the Y Canberra Region farewell the YMCA Canberra Runners Club (YCRC) after 10 years together.

The COVID-19 pandemic impacted the YCRC, with key events such as the 2020 Thredbo Fun and Fitness Week, the Half Marathon, and the Capital to Coast events cancelled. A number of series races and training groups were also impacted. But in spite of this, the club emerged from the lockdowns with a strong community demand for their programs.

The decision to establish an independent entity evolved out of the different operating models of the club and the Y leading to the establishment of the Canberra Runners on 1 June 2021.

The Y Canberra Region has worked closely with the Canberra Runners to transfer all flagship events, series information and membership data within the bounds of privacy legislation to ensure the ongoing delivery of these important community events and the future success of the new club.

THE YMCA SAILING CLUB

The YMCA Sailing Club has been one of our few programs that has been able to thrive within the uncertainty of the last 12 months.

Having largely avoided the initial ACT lockdown in March 2020 as the club went into their off season, the combination of the community desire for social connection in a COVID safe environment within our local region combined with building excitement for Olympic sports resulted in the club experiencing a 9% growth for the year!

A key feature of this year’s season was the partnership with Menslink in delivering a sailing course for 16 disadvantaged young men. The subsidised course ran over multiple weekends providing an experience that would not normally be available to the participants with 6 individuals completing the full sailing course and achieving their Level 2.

As part of our mission for community connection and inspiring people, this opportunity to partner with Menslink was something that was greatly appreciated both from the participants’ perspective and from the Sailing Club.

SAILING CLUB TRAINING

In addition to members

Out There Adventure Week	10
Better Sailing	8
Powerboat Handling	13
Start Sailing 1	33
Start Sailing 1 & 2	102
Total Participants	166



FINANCIAL *Summary*

The Annual Financial Reports have been audited by Nexia, with a positive unmodified report resulting. The annual financial result is a surplus of \$315,406 (1.2% of revenue), compared to the previous year's surplus of \$365,841 (1.5% of revenue), revenue increased by \$665,615 (2.7%). This is very encouraging result given the current business conditions and reflective of the collective efforts of the Workforce management and the Board.

The Accumulated funds increased by \$1,914,154 to \$21,343,068, the majority of this increase was an increase in the value of Land and Buildings which increased in value by \$1,541,604.

The continuing COVID-19 global pandemic remains the main influence on the net result. The majority of this effect was felt predominantly in the first half of the financial year with more normal operations occurring in the second of the year as Canberra recorded no local cases for the whole financial year.

Children's Services returned to close to normal operations in mid-July 2020. The return of no restrictions in service delivery from that time was coupled with the Federal Government moving from the Early Childhood Education and Care Relief Package to the Early Childhood Education and Care Transition Package, and removal of Jobkeeper for the sector. After September 2020 all non-standard government support for the sector was removed. For the year, Outside School Hours Care with the Government support and the addition of the 5 Queanbeyan services that we merged with last year, revenue increased over last year by \$1,360,555, while Early Learning revenue compared to last year increased by \$1,211,403. This was inclusive of the Transition Package support of \$915,531, Relief Package support of \$250,636 and JobKeeper support of \$326,430.

The areas of the business most effected by the pandemic were Accommodation, and Health Fitness and Recreation, they were much slower to return to normal operations and suffered a reduction in revenue versus last year of \$2,031,433 and \$686,637 respectively. This was after Accommodation was already down \$1,391,979 on financial year 20-21 versus financial year 19-20. These reductions were inclusive of JobKeeper which ran until March 2021 for these sectors. For the whole year, JobKeeper support for Accommodation was \$113,937, and \$233,532 for Health, Fitness and Recreation.

Both of these sectors were close to recovering to normal operations with Accommodation nearly returning to a surplus in the last quarter when the return of significant cases in Greater Sydney resulted in cancellations of booking immediately before the end of the financial year. In the new financial year this will have a significant impact going forward and will again result in a deficit in Accommodation in the financial year 21-22.

With all of the uncertainty during the year, and going forward, the continuing approach of the previous year of effectively managing expenses and ensuring that staffing was appropriate for high quality service delivery but not excessive meant that a sound cash balance was grown. This ensured that we remain in a position to be able to absorb any shocks that may occur and allow us to return to normal operations as soon as practical when the pandemic final abates.



In the news & IN THE COMMUNITY



TWO Y'S BECOME ONE July 2020

In response to the growing community needs, the Y Queanbeyan and the Y Canberra officially merged on July 1st 2020 to become the Y Canberra Region.

This allowed us to further strengthen the Y's ability to support children, young people and families in Queanbeyan, throughout Canberra and into the regions of Bungendore and Sutton.

"As a community organisation that has provided services for children and young people for over 160 years across Australia, the Y has a profound responsibility for the care and protection of the children and young people we serve and we have been in discussions with our colleagues in Queanbeyan for several months now, and are working really well together to ensure there is no disruption to services for parents or children across the region," said Torrien Lau, CEO of YMCA Canberra.

Read the story here:
<https://bit.ly/2Zeu4jR>



FLORIADE REIMAGINED August 2020

In 2020, Floriade was reimagined with the annual spring celebration moving from its traditional home in Commonwealth Park to bloom across Canberra.

Floriade: Reimagined was designed to allow the community to connect safely while public health restrictions were in place. The hope, vibrancy and joy of this celebration of spring will remain at the heart of the festival, but the festival format was changed to suit a different year.

Sites across the Y Canberra Region took part in their own Floriade display, including:

- Belconnen ELC
- Gungahlin ELC
- Holt ELC
- Jamison ELC
- Holder ELC
- YMCA Sailing Club, Yarralumla



OUR YOUNGEST OSHC COORDINATOR September 2020

Late last year, our After School Care site at North Ainslie encouraged their children and young people to apply for their dream job. Zara, a 5 year old student, applied to join us at the Y as an OSHC coordinator.

A perfect example of an inspired young person!

Zara plans on re-applying for the role in 9 years and we can't wait to welcome her into our Y staff!

Watch the video here:
<https://fb.watch/87RHD7TdwH/>



DEVONPORT COMMUNITY GETS BEHIND SPACE SQUAD CADET April 2021

A Devonport teenager looking to pursue a career in the space industry is embracing a "once-in-a-lifetime" opportunity this school holidays.

St Brendan-Shaw College student Chase Sherman has received a scholarship to attend the five-day YMCA Canberra Space Squad camp where he will have the chance to learn all about space exploration and science, meet engineers, astronomers, astrophysicists and scientists who work on space missions.

"It is a once in a lifetime experience and I am very excited for it," he said.

"I want to work for NASA. I love looking at the stars, all the sizes and shapes, and I am fascinated with black holes."

**Read the story on
The Advocate:**
<https://bit.ly/3Ari647>

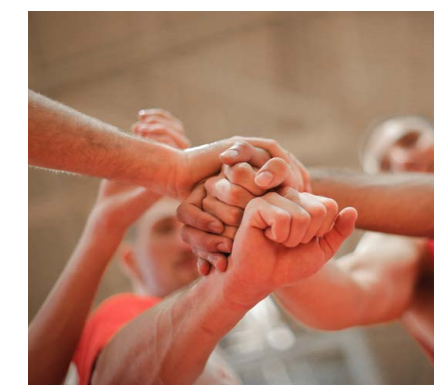


WE LAUNCHED OUR NEW WEBSITE May 2021

With the Y Canberra and Y Queanbeyan merge, and new National branding, the time had come to design the brand new Y Canberra Region website.

We collaborated with some great people and worked to create a fresh site. Complete with updated information, an easy to use interface, and brand new colours and images across our sites and services.

Check it out here!
<https://ymcacanberra.org.au/>



AUSTRALIAN Y'S SHINE BRIGHT June 2021

The Y in Australia (formerly YMCA) shone brightly this week when Victorian Ys were plunged into their fourth lockdown (a total of 170 days) since March last year, affecting over 3,800 staff who lost shifts due to mandatory shutdowns of programs and services, this time without the support of JobKeeper.

Before the Federal Government stepped in with new COVID Disaster Payments, the Federation of Ys in Australia jumped in, contributing \$200,000 to purchase enough \$50 Coles vouchers for all affected Y staff in Victoria. 100% of the funds were donated by Ys outside of Victoria who instantly identified that geography and borders didn't matter and that our people came first.

Read the story here:
<https://bit.ly/2Xlq3nI>

Our PARTNERSHIPS

The Y Canberra Region could not do the work it does without support from generous contributors in the community. We would like to recognise and thank all those listed below for their support this year.

Commonwealth Government

- Australian Commonwealth Government.
- Department of Defence
- Department of Education, Employment and Workplace Relations
- Department of Families, Housing, Community Service, and Indigenous Affairs
- Department of Health and Ageing
- Department of Human Services
- Department of Prime Minister and Cabinet
- Geoscience Australia
- Geospatial Intelligence
- Parliamentary Education Office
- National Disability Insurance Scheme

ACT Government

- ACT Health
- ACT Legislative Assembly
- ACT Office of Ageing
- ACT Parliamentary Education Office
- Active Canberra
- Community Service Directorate
- Department of Disability, Housing and Community

Services

- Education and Training Directorate
- Healthier Work
- Mental Health
- Suburban Land Agency
- Sport and Recreation

Professional Partners

- Australian Childhood Foundation
- CERCOL
- Chamber of Commerce
- Griffin Legal
- Mathew Curtis
- Murray Coleman
- Small Quinton Coleman Architects
- Synergy
- Canberra Town Planners
- Shaw Architects
- Divercity Consultants
- Nexia
- Nikias Diamond Construction

Educational Institutions

- Alfred Deakin High School
- Australian Catholic University
- Australian National University (ANU)
- Australian National Internships Program (ANU)
- Black Mountain School
- Canberra College
- Canberra Deep Space Communications Complex
- Canberra Institute of Technology
- Giralang Primary School
- Gowrie Primary School
- Holy Trinity Primary School
- Kaleen Primary School
- Latham Primary School
- Melrose High School
- Mount Stromlo Observatory
- North Ainslie Primary School
- Radford College
- Sacred Heart Primary School
- St Joseph's Primary School
- St Michael's Primary School
- St Vincent's Primary School
- Stromlo High School
- Taylor Primary School
- University of Canberra
- UNSW Canberra
- Weetangera Primary School

Business and Agency Partners

- ABC 666
- ABLAZE
- ACT Playgroups
- ACT Children's First Alliance
- Alzheimer's Australia
- Anglicare NSW South, NSW West & ACT
- Arthritis ACT
- Australian Red Cross
- Autism Asperger ACT
- Barnardos
- Blueearth
- Boeing
- Canberra Blind Society
- Canberra Environment Centre
- Canberra Innovation Network
- Canberra - Lung Life Support Group
- Canberra Hospital
- Cancer Council ACT
- Capital Football
- Communities@Work
- Diabetes ACT
- Down to Earth
- Drone Bootcamp
- Early Childhood Australia
- Educational Experience
- Exercise & Sports Science Australia
- Fresh Tastes
- Geoscience Australia
- Geospatial Intelligence
- Ginninderry – SPARK Program
- Googong Township Pty Ltd
- Gungahlin Business Park
- Heart Foundation ACT
- Inspiring Australia
- IRT Kangara Waters
- John Rankine Distributors
- Kalparrin Aged Care
- Kingston Physiotherapy and Sports Injury Centre
- Kosciuszko Thredbo Pty Ltd
- LEAD
- Lifeline
- Mill House Ventures
- Monaro Coaches
- National Capital Educational Tourism Project
- National Capital Attractions Association
- Net Set Go
- Noah's Ark
- North Belconnen Community Association Inc
- Nutrition Australia

- On The Go
- Orthoclinic
- Paddywack
- Royal Life Saving ACT
- Salvation Army
- Sharing Places
- SiX30
- Smith Family
- South East Region Academy of Sport
- Southern Cross Austereo
- Swimming Australia
- That Reading Thing
- The Create Foundation
- The Creative Element
- The Mark Agency
- The Runners Shop
- The Snow Foundation Limited
- Threesides Marketing
- West Belconnen Child and Family Centre
- Westfield Belconnen
- Woden Community Services
- Yachting Australia
- Youth Care Canberra
- YMCA Australia
- Y Gear
- YMCA NSW
- ZovaCancer Council ACT

BOARD PRESIDENTS, CEO'S & GENERAL SECRETARIES

General Secretaries and CEO's

1942 - 1945	Clive Glover
1945 - 1948	Clive Smith
1948 - 1956	Harry Black
1956 - 1959	Dennis Millikin (Acted)
1959 - 1962	Ian Frencham
1963 - 1965	Harold Jenner
1965 - 1979	Eric Boyson MBE
1979 - 1984	Len Goodman AO
1984 - 1985	Sandy Sanders
1985 - 1986	Dan Devlin & Bob Romanes (Acted)
1986 - 1991	Norman Braidwood
1991 - 1996	Ian Rentsch
1996 - 2002	Richard Tanzer
2003 - 2016	Jennifer McCombe OAM
2016 - 2018	Darren Black
2018 - 2018	Andrew O'Neil (Acting)
2019 - Present	Torrien Lau

Board Presidents

1941 - 1945	Charles S Daley
1945 - 1946	Harry F. E. Whitlam
1946 - 1947	Bill Dunbar
1947 - 1950	W.J.M. Campbell
1950 - 1951	W.C. Balmford
1951 - 1952	Max Purnell
1952 - 1980	Keith Arscott MBE
1980 - 1982	George Scott
1982 - 1986	Allen Curtis
1986 - 1989	Ron Harvey CVO
1989 - 1991	Vern Davies
1991 - 1994	Steve Atkins
1994 - 1996	John Statton
1996 - 2000	Judith Cubbage
2000 - 2003	Norm Jensen
2003 - 2008	Jane Mugford
2008 - 2010	Peter McGrath
2010 - 2013	Glenn O'Sullivan
2013 - 2016	Pierre Huetter
2016 - 2017	Aaron Froud
2017 - 2019	Garry Watson AM
2019 - 2020	Charine Bennett
2020 - Present	Tristan Maddigan

Life members

- Ken Bell
- Eric Boyson MBE
- Joyce Boyson MBE
- Jeanette Clark
- Allen Curtis OAM
- Beverley Doering
- Don Doering
- Len Goodman AO
- Dave Hobson
- Kristoff Kaldma
- Ken Kaus
- Joan Kellett OAM
- Phil Laird
- Doris Lander
- Jennifer McCombe OAM
- Helen Palethorpe OAM
- Alice Price
- Max Purnell MBE
- Chris Timpson OAM
- Ralph Westen
- Garry Watson AM

STAY CONNECTED

Visit us at: www.ymcacanberra.org.au



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YMCA Canberra Region

