



YMCA CANBERRA

# Annual Report

2019-2020



*"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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# A message from our board chair



## Weathering the storm A challenging year

The past year has brought some significant upheaval to our business and plans for growth and development. We are proud of the achievements we have made throughout the series of challenges we have navigated, including the bushfires, hailstorms and significant impacts of COVID-19 on our operations. Our success over the past year is a tribute to our CEO and hardworking staff – thank you!

We were very pleased to welcome YMCA Queanbeyan to become part of our expanded Y Canberra Region association. We are committed to serving the Queanbeyan community as an integral part of our operations and making the most of the strategic opportunities this presents for our whole region.

We have been pleased to continue to serve the children and families of our region through our children's services business. The dedication of our staff in our Early Learning Centres and OSHC's

and the support of the JobKeeper allowance contributed to a strong result and has positioned us well for the coming year in which we will need to navigate considerable uncertainty.

Our accommodation business has had a real year of highs and lows. We were so proud to have won silver at the Australian National Tourism awards and best Standard Accommodation at the Canberra and Region Tourism Awards at Leumeah Lodge. We were then devastated to have to stand down staff when the COVID-19 restrictions affected cancellations and cessation of travel for school groups. We are hopeful that this part of our business will be able to regenerate in the coming year.

Our fitness and recreation business has also weathered significant storms with unprecedented impacts from the extended smoke pollution and COVID-19 impacts. It is a tribute to the resilience of our club members to have continued training and participating to the extent that has been safe and able to be done.

In this my first year as Chair I would also like to acknowledge the professionalism and dedication of our volunteer Board. Despite losing some long term Directors, we have been fortuitous to have some very skilled and passionate people join the team. The year has necessitated more frequent engagement, some tough decisions to ensure the ongoing sustainability of our organisation. We have made some significant improvements to our underpinning governance and business development focus. We are committed to continuing these to grow

and expand our mission impact to empower young people in the Canberra region. We look forward to furthering these to increase our focus and reach in achieving our strategic priorities with the passion and dedication of our Executive leadership team.

Nationally, the YMCA collectively agreed on a unified strategic intent, rebranding to the "Y" and worked as a collective to focus on our collective purpose of empowering young people. It has been a challenging year for all Y associations and we look forward to working as a movement to best achieve this purpose and leverage off our collective experience and strengths.

**Charine Bennett**  
Board Chair  
YMCA Canberra Region

# A message from our chief executive



## What a year it's been!

Unprecedented is an overused term, but at the same time it is almost an inadequate description for the last 12 months. The first half of the financial year showed great promise, and we made significant progress in many areas of our business. Our new procurement policy and processes made a positive impact on how we managed our expenses, and culturally we started to take personal ownership with an approach of "spend it like it's your own" coming in to play. This was to be a great advantage and prepared us for the second half of the year when we experienced significant reductions in our revenue due to the COVID-19 pandemic, and closures due to bush fire smoke in the early parts of 2020. As revenues fell, we responded quickly to reduce our expenditure, and this was a whole of organisation effort.

We worked across all levels of the association, with our Board, community and other Y colleagues to establish a ratified Strategic Plan. The future was looking bright, we had a clear picture and vision of what we wanted to do,

and a deliberate approach of not taking on any more major projects while we consolidated our position. It was ironic when a number of unplanned events unfolded – the best laid plans are often just a plan and not what actually happens.

The opportunity to join with YMCA Queanbeyan presented itself and this was not something that we felt should be passed up. An association that collectively could deliver improved services and leverage the advantage of shared resources was a considered decision, but one that made perfect sense. An aspirational deadline of June 30 2020 was set by Y National, and I am happy to say that the merger was a complete success. Yes, it was stressful and stretched us to our maximum capacity, but I am so proud of how our two associations worked together to join forces. Moving forward we will be known as YMCA Canberra Region.

While all this was happening, along came the threat of bushfires and the impact of smoke-induced poor air quality. In what would have normally taken months to put together, an emergency communication platform was established almost overnight which enabled us to prepare for potential closures and fire response plans in real time. Some of our centres had to close due to poor air quality even though we had air purifiers placed at all our sites. Then along came COVID-19...

There is no playbook to handle COVID-19. While managing our merger with Y Queanbeyan, which was challenging in itself, there was a point when we had lost 45% of our entire business. The impact of this both in business terms and human costs are difficult to measure, the human

cost more so. In the space of one week we had to stand down 200 staff and close some of our most loved programs.

This all happened prior to Job Keeper and emergency funding for our children's service programs. You can imagine how difficult this was, not just for those who had been stood down, but for those that remained given the uncertainty of the future. Many people that remained in useful work had their hours reduced, and others worked harder than even before.

It has been said that a crisis doesn't build character, it reveals character. And if this is true, then the Y Canberra Region has it in spades. People have stood up, gone the extra mile made discretionary acts of kindness and compassion for each other, I am truly so proud to be part of this great team.

The amazing work that we did in the first half of the year put us in good stead for the future, and without that we would be facing a grim proposition going forward. Although we still have programs in hibernation, we are in the position where like many other organisations we need to look at new ways of delivering our mission. Some of the programs we have historically provided are vulnerable, and perhaps we need to look at other ways to deliver them – with different platforms, new collaborations or partnerships. Although we have managed the crisis reasonably well, we are continually learning and improving to ensure that we are going to be around for another 70 plus years.

**Torrien Lau**  
Chief Executive  
YMCA Canberra Region



# Our volunteer board of directors



## Charine Bennett | Chair

Charine brings extensive experience in law, dispute resolution and public administration. Currently a senior lawyer with the Australian Government Solicitor, she has worked across a wide range of Australian Government agencies and holds an LLB (grad) and Grad. Dip Legal Practice from ANU, Grad. Dip Commerce (Uni SA) and B. Economics (Accounting) (Flinders University). Charine credits the YMCA Canberra Running Club as having given her a love of our many beautiful trails. As a mother of two teenagers, Charine is drawn to the Y's contribution to empowering young people. Charine joined the YMCA Canberra Board in 2015, and has served as Deputy Chair since 2017 and Chair since December 2019. Charine also brings previous board experience as a director for Maribyrnong Primary School and the Domestic Violence Crisis Service Canberra.



## Aaron Froud | Deputy Chair

Aaron brings significant financial management expertise to the board of the Y and is a Partner at KPMG with over 17 years' experience in providing accounting and taxation services. He has Bachelor degrees in Economics and Commerce from ANU as well as a Graduate Diploma in Chartered Accounting. Aaron's passion for the Y comes from a hope to see the families and communities of Canberra thrive. A director of YMCA Canberra since 2014 including a period as President, Aaron also Chairs the Board's Finance & Risk Sub-Committee.



## Caterina Giorgi

Caterina is the Founder and Managing Director of For Purpose, a social business working with for purpose professionals to create innovative solutions to complex problems. Caterina has worked in the sector in a range of roles, including as Director of Policy and Research at the Foundation for Alcohol Research and Education. Caterina was a finalist of the 2015 ACT Young Woman of the Year Awards, a graduate of the Harvard Kennedy School program Leadership Organisation and Change, and a published author. Caterina Chairs the Board's Governance and Nominations Sub-Committee.



## Elisabeth Judd

Elisabeth has extensive experience working in the public and private sectors across planning, urban policy, affordable housing, the development industry and in law. She currently works as a Director in a firm that specialises in architecture and urban strategy. A mother of three children, Elisabeth values the contribution the YMCA can make to the development and wellbeing of young people in Canberra, and promoting social health and wellbeing. Elisabeth has been a member of the YMCA Canberra Board since 2017.



## Tristan Maddigan

Tristan holds a Bachelor of Commerce (Marketing, Accounting, Management) and specialises in marketing strategy, finance and accounting, leadership, management skills and creative communications. During Tristan's 15-year career he has launched The Mark Agency, whilst also launching a series of media platforms through networks such as iPrime and Yahoo7, and he provides strategic support on all of these projects. Tristan Chairs the Board's Developments Sub-Committee.



## Robert Huntington

Robert has been working in the building services and construction industry for 18 years in a range of roles. Coming from a trade background, Rob brings diversity of thought, decision making and problem solving to the board of the Y. Robert's contribution to the Y will complement the work he has already been doing around mental health for young men and women in the construction industry, with a focus on reducing stigma, providing a supportive work environment, and ongoing staff training. Rob joined the YMCA Canberra Board in November 2020.



## Joanna Bell

Joanna has a strong background in generalist HR/WHS within a wide range of industries. She has 12 years' experience in senior leadership skills in people management, leadership capability, board and governance, change management, building compliance, talent succession, innovative practices and engaging a high performance culture that aligns with organisational goals and strategic direction. Joanna is a qualified and certified AHRI practitioner, and holds a Bachelor of Commerce (Majoring in HR), awarded the Australian Rising Star 2016, and finalist for Australian HR Manager of the year in 2017. Joanna joined the YMCA Canberra Board in June 2019.

## Departing Directors



## Garry Watson

OAM LIFE MEMBER

Garry Watson had served as a volunteer Director on the Board since 1992 – that's 27 years voluntary service to the YMCA Canberra. Garry, through his unique perspective, incredible energy, passion and entrepreneurial skills, made considerable contributions to the current success of the Y. The YMCA has been privileged to have had Garry participate and inspire many people during the course of his tenure. Although Garry has concluded his Directorship, we are fortunate that he continues to share his expertise as a Board observer.



## David Hobson

LIFE MEMBER

David Hobson had served as a volunteer Director on the Board since 2004 which is 15 years of voluntary service to the YMCA Canberra. David was highly engaged and committed Director and active member of the Y Runners Club. David assisted in contributing to both our financial sustainability and mission delivery through his ability to distil facts and establish great relationships. David embodies what the Y stands for, community, connectedness, passion and giving. David continues to be a part of the Y family through the Runners Club Committee and still runs and volunteers extensively at their events.

The YMCA Canberra is eternally grateful to both Garry and David.

# Meet our senior leadership team



**Andrew O'Neil**

EXECUTIVE MANAGER,  
FINANCE AND RISK

Joined the Y in September 1993, Associate Diploma of Applied Science.



**Peter Burns**

PROGRAM INNOVATION  
AND DEVELOPMENT MANAGER

Joined the Y in June 2008, Bachelor of Arts /Bachelor of Law (Hons), University of Melbourne, IC Howard Scholarship.



**Adam Horner**

EXECUTIVE MANAGER, ACCOMMODATION,  
HEALTH FITNESS AND ACTIVE RECREATION

Joined the Y in April 2017, Bachelor of Applied Science in Sports Administration.



**Cara Moore**

EXECUTIVE MANAGER,  
CHILDREN'S SERVICES

Joined the Y in September 2013, Diploma of Children's Services, Diploma of Business Management.



**Steven Mahar**

EXECUTIVE MANAGER,  
OUTSIDE SCHOOL HOURS CARE

Joined the Y in February 2020, Bachelor of Education, Associate Diploma in Science (Fitness and Recreation.)



**Madeleine Taylor**

CHIEF RISK OFFICER

Joined the Y in June 2018, MBA, Bachelor of Business, Prince2 Certification, Diploma in Procurement, Cert IV Training and Assessment.



**Jo Hoare**

MANAGER, PEOPLE AND CULTURE

Joined the Y in February 2016, Diploma Leadership and Management.



**Andrew Claridge**

MANAGER, PEOPLE AND CULTURE

Joined the Y in June 2017, left the Y December 2019.



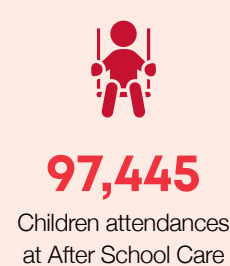
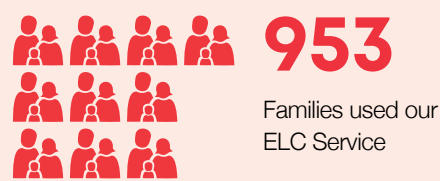
**Jodie Ledbrook**

EXECUTIVE MANAGER CHILDREN'S  
SERVICES

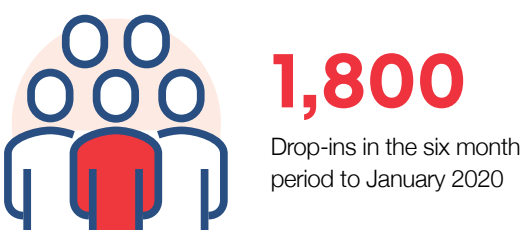
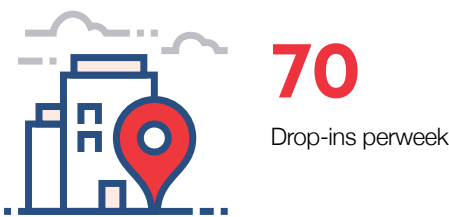
Joined the Y in January 2011, left the Y in November 2019, Bachelor of Teaching (Early Childhood), Diploma in Frontline Management.

# A snapshot of 2019-2020

## Children's Programs



## Youth Space

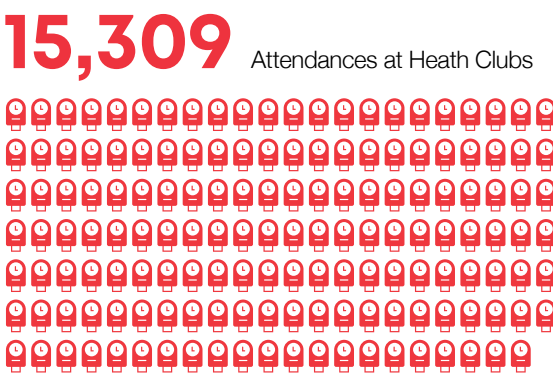
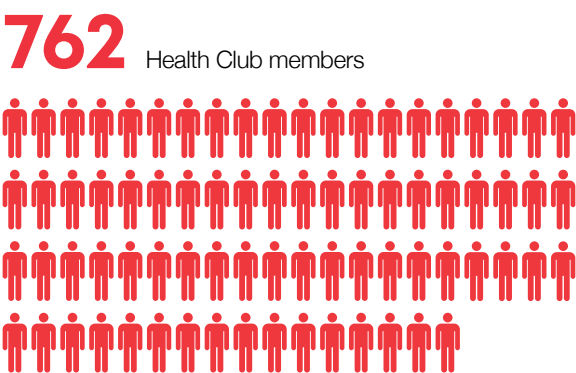


## Op Shop

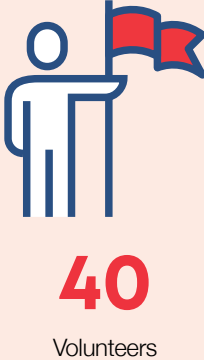
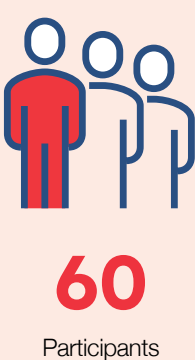


## Health and Recreation

We have **762** health and wellness club members, and our recreational clubs reached over **1,300** participants.



## RAID Basketball





# 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 individual 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, volunteers and community.



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

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.





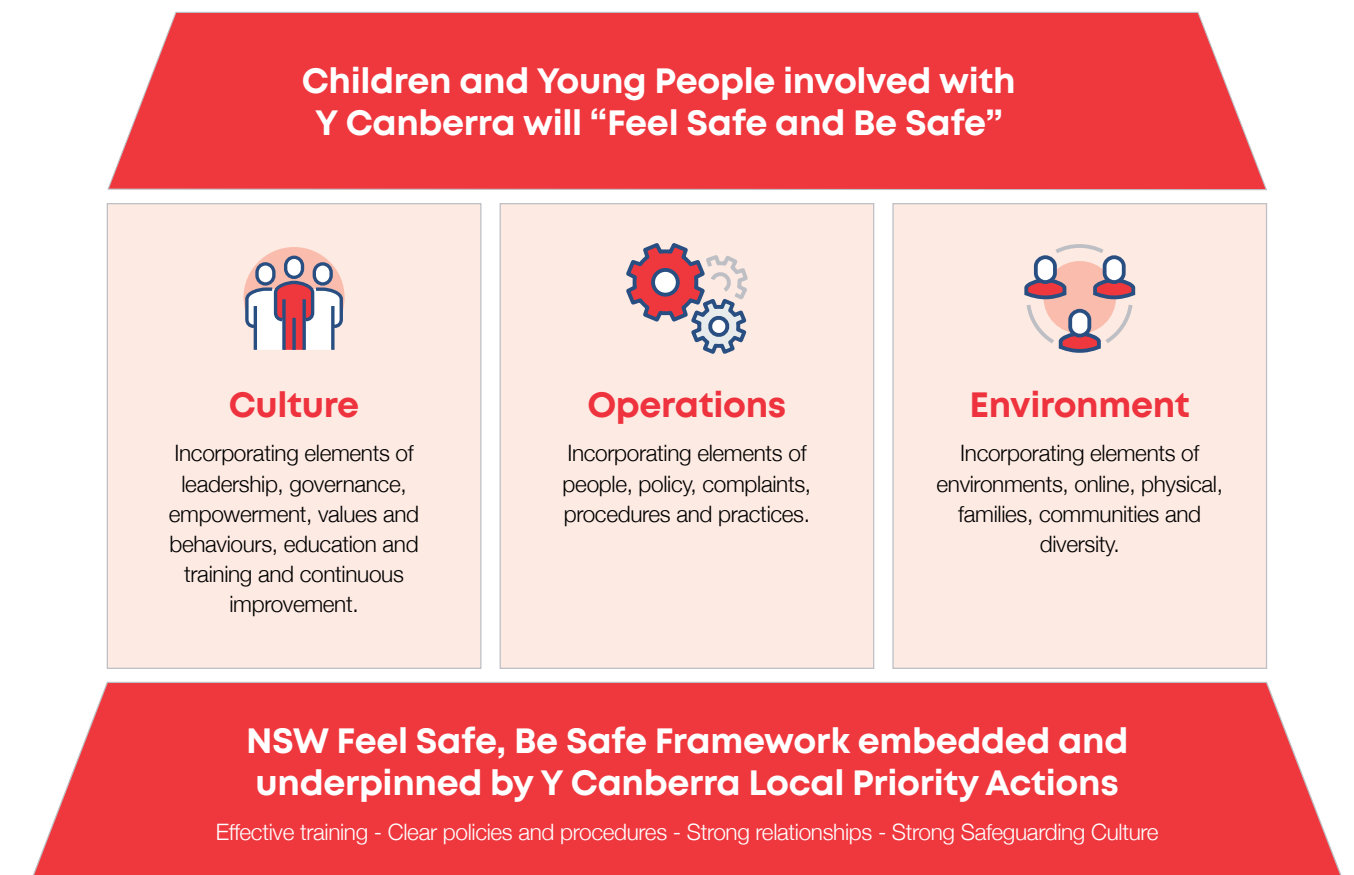


# Safeguarding our children

Y Canberra has been supporting the Canberra community for over 75 years in the areas of Children's Services, Health, Recreation and Accommodation and Youth and Community Programs. Y Canberra is committed to safeguarding children and vulnerable people first and foremost in all of our programs and activities. We have extensive policies and procedures relating to safeguarding which help us to continually embed a safe culture. We have partnered with the Australian Childhood Foundation (ACF) to continually improve our child protection processes, systems and monitoring programs, and we have remained compliant since 2007 as a child safe organisation.

## Strategic Pillars

To meet our goal of Children and Young People involved with Y Canberra Feel Safe and Are Safe, Y Canberra has developed a Safeguarding Strategy. The Strategy is based on three key strategic pillars which are the key components of the Y National Safeguarding Framework 'Feel Safe, Be Safe'.

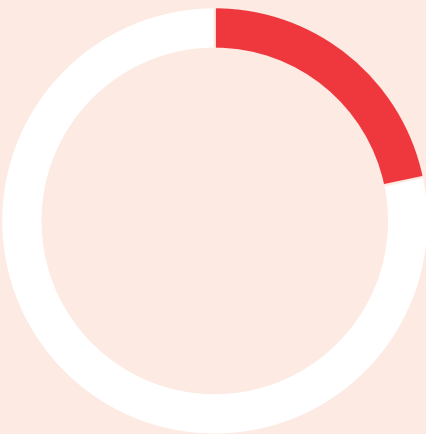




# People and culture

## Our Employees

Of YMCA Canberra's 445 staff, 47% are under the age of 25.



Male: 23% Female: 77%



Full-time: 35% Part-time: 30% Casual: 35%

## Area of Work

Administration / Corporate	27
Early Learning Centres	169
OSHC	173
Health and Fitness	41
School Accommodation	32
Youth Services	3
Volunteers	32

## Length of Service

<2 years	257
2-5 years	132
5-10 years	41
10+ years	15

## Joan Kellett Scholarship

The Joan Kellett Scholarship was established in order to honour Joan's incredible contribution to the Y Canberra, and to continue her legacies of community leadership and the development of young people. Joan brought decades of experience, infinite wisdom and remarkable dedication to her fourteen years on our Board.

The scholarship is awarded annually to a staff member, volunteer, or club member who demonstrates the Y's values and aspires to be a community leader. The scholarship is intended to support the recipient's development as a leader, by helping to fund an approved academic or practical program.

This year, the selection panel decided to award the scholarship to two outstanding applicants, and split the award funds between them.

The winners, Harry Block and Laura Gale, are two exceptional Y people.

Harry will undertake a Diploma of Management, and Laura will take up the opportunity to gain her Certificate III in Early Childhood Education.

## Enterprise Agreement

This year has seen the successful implementation of our new Enterprise Agreement (EA). An expression of interest went out to all staff to encourage each business unit to have representatives on the working group. This was a successful initiative as it brought together staff from all areas of the Y. The working group also had union representation at each meeting. After each meeting these representatives took the information back to their respective cohorts and encouraged them to give input and suggestions. Each suggestion that was put to the working group was taken and considered by the CEO and members of the Senior Leadership Team. At the end of the extensive consultation period, the draft EA was put to the staff. 382 staff were sent the EA, and 203 (53%) voted. This was a fantastic engagement rate and our new EA was overwhelmingly voted on. This was approved by Fair Work on 20 May 2020 and came into operation on 27 May 2020. This EA will expire on 30 June 2022.

## Op-Shop

The op-shop continued to fulfil its mission this year of helping to stop the unwanted dumping of clothes that cost the charities across the sector, with almost 60,000 tonnes of unusable donations. Donations help the Y to provide opportunities for all people to grow in body, mind and spirit. We maintained our genuine "old school" op shop identity, and serviced the Canberra region with a smile and often a cake. Unfortunately, due to COVID-19 we had to close down our store for the time being. We thank all our volunteers for their dedication, devotion and commitment to the shop, our mission and to the Y. We look forward to reconnecting and offering the community our services once again when the environment permits.

# Early learning



## Spark

Holt Early Learning Centre is a proud partner of the SPARK program for Children's Services again in 2020. This is the centre's third year of partnership with Ginninderry Developments, Canberra Institute of Technology, Canberra City Care and North Belconnen Community Association Inc. The SPARK program is a valuable training and mentoring opportunity for the Holt ELC Team. SPARK provides its participants with an innovative accredited training program focused on skills development, work experience and employment within the Early Childhood Education and Care sector. On successful completion of the eightmonth intensive course, participants will obtain a nationally recognised qualification Certificate III in Early Childhood Education and Care (CHC30113), as well as their Senior First Aid (Early Childhood).

Delivery of the theoretical requirements of the program in 2020 have been moved to an online model with ongoing support from mentor teachers and CIT staff throughout the past five months. Practical experiences and centre visits have been scheduled for October/November 2020. This will allow participants enough time to complete their required 120 hours' work within centre environments.

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.

## Physi Kids

Jamison Early Learning Centre has the benefit of a unique gym space that was previously utilised to deliver Kinder Gym, Physi Kids and a gymnastics program to the children of families attending the centre, as well as the broader community.

It has been a few years since the gym space has seen these programs being offered and the equipment, while meeting all safety expectations and requirements, could now be considered as retro and waiting for someone to own and re-inspire.

Elizabeth (Belle) Moran-Turner's natural ability to engage and interact with the children was very impressive from her day at Jamieson, and with the added extra of studying a Bachelor of Physiotherapy it was obvious that Belle was the perfect person to reintroduce the Physi-Kids program into Jamison.

Physi Kids is a 30 – 45 minute physical and wellbeing program incorporating 22 development and learning areas which will be implemented one day per week across our five groups, from infants to pre-school, supporting the children's individual physical development.

Educators will be trained to deliver the program, as well as conversations relating to nutrition, into their current curriculum.

Once Physi-Kids has been re-established at Y Jamison, we hope to extend the program to our other Early Learning Centres, and from there into the broader community. We hope to include other Early Learning Centres, Playgroups ACT and community families looking for a safe, friendly alternate space to bring their children for a fun and exciting physical learning experience.

## Inter-Generational Pre-School Program

'We believe in the importance of community'

Belconnen Early Learning Centre has a strong curriculum focus on community, where the surroundings play a big role in the children's learning and development.

An inter-generational program is embedded within the preschool program at Belconnen to support children to become active citizens within their own community, allowing them to explore this connection through meaningful engagement. Intergenerational programs are valuable as they can bring two sectors together alongside providing such enriching engagement, and we recognise our elders as having a wealth of knowledge and life experience that can be relevant to our children today.

The inter-generational program is led by an Early Childhood Teacher alongside a passionate team of educators. Each week, a group of up to 22 preschool children (aged four and five years old) walk to Kangara Waters Retirement Village, situated across the street from the centre. Visits are rotated weekly, ensuring all participants can be involved with the same number of residents to children. Experiences are chosen by the children to share with the residents which involve story time, puzzles, art and craft. Seasonal events are also celebrated together, including decorating the residence's Christmas tree, singing Christmas carols and sharing a special lunch together for Valentine's Day.

Since COVID-19 these visits have had to cease, but the partnership certainly has only grown stronger. The children often write letters or draw pictures to the residents, as well as a recent project where the children made succulent vases for their dining room tables which were delivered to their doorstep.

The success of this program has been beneficial in many ways for both the children and the residents. The children gain many skills upon these visits and opportunities can be endless.

The program provokes the children's thinking in a variety of different ways, including learning about the normal aging process. It teaches the children empathy and accepting difference and people with disabilities. It provides children the opportunity to learn from and connect with an older generation right in their own community.

For the residents, the intergenerational program allows them to pass on their knowledge and interact with the children in a meaningful way. The residents feel a sense of accomplishment and success as spending time with children decreases any feelings of social isolation and for some, it provides them with an improved sense of life or self-worth. It can also provide some with increased physical activity, and others with opportunities to play and laugh.

The program has been very sustainable, and a big contributing factor is that it is very cost effective with little to no cost involved for both partnering sectors.

Even on days where the children do not visit, the residents often talk about them to their carers and family members. This shows what a meaningful connection this program has prompted, and we hope to continue and expand our partnership for many years to come. We also hope to inspire other early childhood services to reach out to their local community where they can.



# Early learning



## End of Year Celebrations

The community spirit was buzzing at the YMCA Gungahlin ELC end of year celebration 2019. As a first, we took the celebration away from the centre and to our nearby Parkland, Yerrabi Pond, which gave us the opportunity to connect to country, culture and our community.

Each family brought along a picnic blanket, and seeing the children feel so confident to run from one family to another was incredible. We also had special lawn games, balloon twisting and face painting. It was a very successful event, celebrating the end of a very successful year for all children, families and educators if the YMCA Gungahlin ELC community.

## Reconciliation Week

YMCA Gungahlin ELC celebrated and engaged with National Reconciliation Week. Throughout the week we recognised and reflected on how our values of honesty, caring, respect, responsibility and safety align with the vision and purpose of reconciliation here in Australia

An understanding of reconciliation was strengthened for the children and educators as we gained a deeper knowledge of Aboriginal and Torres Strait Islander cultural perspectives, both historical and contemporary, being incorporated into our local community (Ngunnawal Country) walk.

We are continuing our journey and making a commitment to further embed indigenous culture within our day-to-day practices and decision making here at YMCA Gungahlin. We plan on continuing to build on our professional knowledge so that we can pass this knowledge on to the children with authenticity, respect and meaning. One way that we believe we already are embedding indigenous culture is to have aspects throughout our centre environments.

We have reflected on the statement, "if your storeroom has boxes dedicated to block play, imaginative play, art and craft, there should not be a box filled with 'cultural' items. The content of this box should instead be dispersed into all other boxes and learning environments and not secluded into one area". We believe as a centre each learning area within the centre and our classrooms includes resources from multiple cultures, including our native indigenous culture.

## Child Protection Week

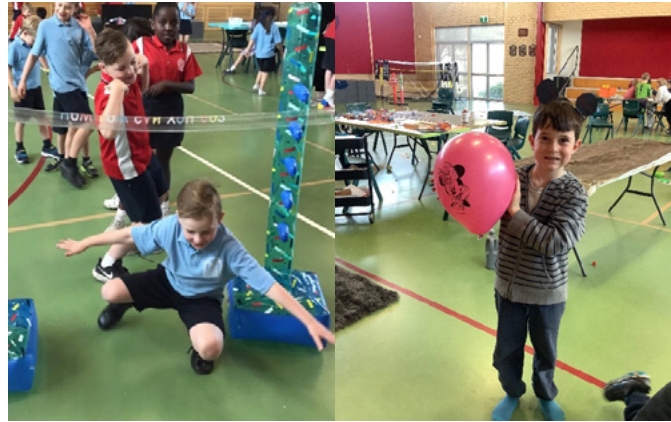
At YMCA ELC Holder we acknowledge the importance of child protection and safety, and this was highlighted this year through National Child Protection Week and D for Daniel Day, for which we have been members of the foundation since 2016.

Communicating awareness around child safety, we educate children and families, and also collaborator within the local community. Some of the ways we do this are with Kenny Koala and using the 'Safe Hands, Safe Words' and how to 'Recognise, React, and Report' approaches.

We are an accredited safeguarding children organisation, and it is important for children to understand and know their rights surrounding behaviours. For educators, it is important to understand the message these events are delivering, and to understand and know our role as mandated reporters.

This year for Child Protection Week we are celebrating 30 years with the theme of "Putting children first". We are also seeing the results of our collaboration with the National Safeguarding Unit and Delroy Consultants of last year, by launching the Y's 'Stay Safe, Tell Someone Program'. The 'If you...SEE something, HEAR something, FEEL something... TELL someone' poster has been a hit with the children within our centre. Displayed in the foyer and across the centre, children and families stop daily to read and together talk about how this is everyone's responsibility to keep children safe. Being proactive, educated and knowledgeable, we become stronger together within our community to keep our future leaders safe.

# Out Of School Hours Care



## Promoting Healthy Eating and Exercise

Healthy and happy lives require attention to the mind, body and spirit. Y Canberra actively supports healthy communities at our 11 OSHC sites in ACT and one in NSW, which will grow to 17 with the merger of Canberra and Queanbeyan YMCA Associations.

Healthy eating, cooking and food-based activities teach valuable life skills, and this year we continued to provide an OSHC environment that promotes:

- healthy eating
- positive role-modelling
- effective hygiene
- food-related experiences that provide a rich educational, cultural and social experience.

Our programming always factors in regular exercise for students, and this year there were no exceptions with vacation programs having to be extra creative to keep the children active with excursions and incursions cancelled during the COVID-19 lockdown period. From limbo to yoga, dodgeball to soccer, basketball to freestyle dancing, ninja warriors to scavenger hunts, slime fun to beading, they definitely stayed active and creative!

## Disney Day at Vacation Care

It may have been hard for families to get to Disneyland this year, so our Y Canberra Vacation Care services brought Disneyland to the children. Theme days are a big part of the Y Vacation programs, and this year Disney Day featured as a big highlight. The day began with Disney craft, but it was the traditional Disney Parade that prompted the most smiles on the day. Just like they are at the real theme park, the children dressed as their favourite characters and walked the runway.

## Bush Tucker Garden

OSHC at St Vincent's Primary School in Aranda made their dreams of a bush tucker garden, a reality in 2019. The service is thankful for the plants gifted as part of the Greening Australia Ngadyung (Water) Program and the role the children, who attend the service, have played in the garden this year. The Ngadyung Program, which aims to inspire young Canberrans to care for their waterways through the sharing of Indigenous culture, includes educational workshops and is developed by Greening Australia in partnership with Icon Water.

It was also an incredible experience and privilege to have Aaron Chatfield from Greening Australia educate the staff and students about local Indigenous plants, their uses and their cultural significance. Not to mention, the bush tucker (Bush Pepper and Yams) was well worth a taste!

In the Bush Tucker Garden at St Vincent's the children worked together to plant various species of natives including Chocolate Lily, Hardenbergia, Black Wood Wattle, Bulbine, Yam Daisy and a native raspberry. The children have continued to help water the plants so that they can grow and flourish in their new garden beds.



# Youth

## Space Squad

Space Squad, Australia's only residential holiday camp program for students in years 6-9 who are interested in space or a career in STEM, has now completed its fourth orbit around the sun. Established in 2016, Y Canberra Space Squad has been entertaining a love of learning of all things space for students from all across Australia.

Y Canberra, in partnership with our major sponsor Boeing, continues to provide and support opportunities for families to gain access to this camp. 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 was demonstrated during the recent bushfires that swept our beautiful nation earlier in the year. Through scholarships, we have shown our true character and dedication to the communities affected. We know 2020 has had its challenges, but what you might not know is that on a personal level, a lot of our cadets have also faced some very tough times in their lives feeling isolated, alone or bullied. At Space Squad these young people can be themselves. They are finally surrounded by other likeminded space enthusiasts, and can realise they are definitely NOT alone in the universe - for they have some incredible role models in the field and at home, and they now have each other on this journey called life. It may even just be the beginning for some - their first step into uncharted territory, hurtling towards a future with endless possibilities, searching in an unknown nebula, filled with self-discovery and embarking on adventures - to infinity and beyond!

Over five action-packed days our campers are immersed in space and the space Industry, 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 which are known as gravitational waves. We also visit the Canberra Deep Space Communication Complex and Questacon. We are truly grateful

to the many superstars 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, Space Squad hosted over 200 participants, reaching our goal of addressing and supporting the industry by increasing opportunities for young females to be inspired by STEM and the space industry. This is reflected in a 53% female attendance. We offer equal opportunities whilst supporting and giving young females a platform to also reach for the stars and pursue industries that have been majority male dominated, especially at the higher levels. We identified and increased our women guest speakers and role models under the "you can't be what you can't see" motto. We are happy to report that 2019/2020 has been a huge success and we can only hope to continue to build upon the progress we have made this year.

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 Canberra Rocketry Group, MSATT, ANU, UNSW Canberra, The Academy Of Interactive Entertainment (AiE), Monaro Coaches and Paddywack Promotional.

We would also like to acknowledge Matt Dodds, Space Squad program host and camp leader, for his out of this world passion and support. And Space Squad Program/Camp Manager and Admininstrator, Matt Balken. And thank you to the very talented chefs, cleaners and accommodation team at Bush Capital Lodge.

### A glimpse into the future:

Warning! There is an invasion headed our way in late September 2020 - a Collaboration Camp between SciScouts ACT and Space Squad. 2021 sees us start with a bang, a Senior Camp for students in years 10-12, followed later in the year with an Alumni Only Camp.

The Space Station Teacher 3-day Workshop Camp and the development of our Space Squad Young Cadets Program - a program designed to inspire an even younger love of learning into the universe and all things space for children aged 3 - 12.



"My daughter had the best time attending the 2020 Space Squad Camp. Special shout out to Matt and the team for inviting quite a few awesome women scientists and engineers to share their experiences.

You can't be what you can't see, and girls cadets now know that only sky is the limit to their ambitions. The best recommendation comes from my daughter: "I loved it, I'd do it all over again, I want to return next year!"

**- Dijana Alispahic**

My son absolutely loved Space Squad Camp, he is totally lit up inside and created many wonderful memories. He has made some new friends which is lovely. I totally recommend this camp, the staff were amazing with the kids and knowledgeable about space and science.

Not only did they teach the kids about space, they also taught them about setting goals and going for their dreams.

**- Vanessa Sellick**



# Youth



## Youth Space

The Youth Space @ Civic is a collaboration between the Y Canberra and Anglicare NSW South, NSW West and ACT, offering a drop-in service and individualised support to young people on three afternoons each week. For the period July 2019 to January 2020, the Youth Space was visited by young people up to 1,800 times.

During this period, the Youth Space flourished throughout, and a culture was established where young people felt like they belonged and were empowered to take ownership of the Youth Space. Positive friendships developed amongst the youth, including connections that would not occur outside of the Youth Space setting. We were overwhelmed by the ways in which our young people supported and inspired each other in their studies or search for jobs.

Community building was an important part of the Youth Space's work, and we wanted the Youth Space and its participants to be part of a broader network that offers new experiences, increased access to resources and opportunities to contribute. This innovative concept saw the Youth Team develop new programs and activities that helped more young people to thrive.

## LGBTIQA+ Youth

The Youth Space hosted a Wear It Purple Day event, a national celebration and acknowledgement of LGBTIQA+ Youth. The event was celebrated with two LGBTIQA+ young people who had never been to the Youth Space before, both of whom described a feeling of being welcomed, included and safe in the Youth Space.

## Weary Dunlop Community Service

During September 2019, Army cadets were welcomed to the Youth Space as part of the Weary Dunlop community service program. The young cadets were enthusiastic contributors, helping with all aspects of the drop-in program, and our most exciting observation was of the mutual learning that occurred between cadets and Youth Space participants, as they engaged with each other and shared experiences.

We had a blast challenging the ADFA Cadets in a friendly push-up competition with our strongest of youth, along with basketball, pool, table tennis and Nintendo Switch. They may have won the battle, but we won the war! We also got to enjoy the delicious food they made for us.

## YOGIE Awards

Our Youth Space youth workers both won awards at The Youth Coalition of the ACT YOGIE Awards for 2019. We congratulate Geoff Sima, winner of Outstanding New Talent and Zakia Patel, Youth Development Co-ordinator, who was awarded Highly Commended for Outstanding Youth Worker. These rewards reflect the immense contributions that Zakia and Geoff made to the success of the Youth Space.

## Thank You

We would like to thank all of the amazing Youth Space supporters, but in particular our collaborating partner, Anglicare, without which, the success of the Youth Space would not have been possible. Y Canberra is privileged to work with so many amazing young people and proud to play a role in their lives.

Although the Youth Space is currently in hibernation, the Y has no intention of abandoning the needs of youth, in fact it's the opposite. Youth needs are on the increase, and we will be assessing new and different impactful ways of providing connections, community and an environment to support youth in the coming year.

## Y National Youth Retreat

In November 2019 over 50 young YMCA staff and volunteers from around Australia and New Zealand gathered at Merricks, Victoria, for the second annual YMCA National Youth Retreat. This was a great chance to connect, celebrate and empower young staff and volunteers from across the YMCA.

The Y Canberra was represented with distinction by three young staff members, Chelsea Rolls, Geoff Sima and Molly Atherton, who demonstrated energy, intellect and understanding at the retreat. Capturing these qualities continuously presents a compelling opportunity for the Y.

The Y National Youth Retreat resulted in a powerful and clear message – young voices asking the movement to respond to the call to action, to invest in collaboration and focus on inclusion in strategic decisions. The delegates put forward the notion 'We ask you now to stand if you're prepared to take action, to connect with us and find solutions together'.



# Accommodation



## 2019 Australian Tourism Awards

Leumeah Lodge continues to be recognised as an industry leader after winning the best Standard Accommodation category at the Canberra and Region Tourism Awards in November 2019. This is the second year in a row that Leumeah has received this award, and it was followed up with a silver award at the Australian Tourism Awards in the same category.

The awards are an acknowledgement of the dedicated, professional and highly skilled Accommodation Services team who provide a great customer experience to over 22,000 guests per year. The quality of the finalists and the award winners across all categories recognise Leumeah in an elite group, and places us at the top end of our industry. It is also really important to point out the obvious... we were the highest award recipient of any ACT finalist, so we are truly the best in the ACT!

While the awards are a great celebration of all we have achieved, it's less about the awards themselves and more about the opportunity to learn from our industry, along with continuous improvement. This provides motivation to further develop our business and emerge out of the current pandemic as a stronger and more diverse organisation.





# Health And Recreation



## Googong Closure

After five years, 25,000 entries and 5,500 swimming lessons, the Y Canberra handed back the keys to Club Googong in September 2019. A change in ownership of the centre from the Googong Township to local swim school Aquatots saw the management of the facility retained by the new owner.

Club Googong is an important community facility providing much needed recreation, social and educational services to the growing township. The Y Canberra was proud to be an integral part of the growth of not just the centre, but the entire community. In our time managing the centre we provided employment for 32 young people from the local community, taught nearly 600 children how to swim, and supported the health and fitness goals of over 3,000 members. With Googong's initial population of only 2,500 when we first established the centre growing to approximately 5,000 upon our departure, it is fair to say that we had an impact on almost everyone in the community.

The Y Canberra would like to thank the Googong township for welcoming us into their community, and we look forward to seeing the ongoing success of the centre and community as they continue to grow.



## Seniors Sports Carnival

Age is no barrier to a competitive spirit, and this was on show as the Y Canberra hosted the 16th Annual Senior Sports Carnival at the Australian National University (ANU) Dave Cocking Sports Centre in September 2019. The event saw approximately 130 participants, typically aged between 80 and 100, from 13 aged care facilities across Canberra and the surrounding region compete in a range of events for individual glory and accumulating points for the Champion's Trophy. Kangara Waters proved too strong, winning the Champion's trophy for the third year in a row.

The participants were aided by students from the University of Canberra who not only assisted the teams on the day of the event, but also ran training programs for the eight weeks prior. In addition, high school students from St Francis Xavier College provided support for the day further enhancing the intergenerational engagement for both the younger and older adults.

The Senior Sports Carnival is a great event to not only improve older adults' physical skills, but also provides an opportunity for both the older adults and youth to engage in their community and consolidate their sense of belonging amongst their peers.

The increased vulnerability of the participants and the ongoing threat of COVID-19 has meant the Senior Sports Carnival will not be held in 2020.



## Capital to Coast

After three years in hiatus, the Y Canberra was proud to deliver the Capital to Coast Staged Trail Race in August 2019. The event is a 100km multistage event held over three days at various locations between Canberra, ACT, and Huskisson, NSW. Originally run by the Nowra Athletes Club until 2016, the ownership of the event was transferred to the Y Canberra with a group of dedicated volunteers organising and delivering the event.

The 2019 event attracted 133 participants racing as individuals, pairs and teams of three or four. Conducting the event across two states, multiple local councils and in several State and National Parks proved to be challenging, however the organising committee's ability to adapt and the participants' flexibility culminated in a successful event. Many lessons were learnt which will be applied to future events to ensure the event becomes a feature in the local running calendar.

Due to the combined impact of COVID-19 and the summer bushfires, the decision has reluctantly been taken not to conduct the Capital to Coast event in 2020. The event is planned to return in 2021.



## Sailing / Paddle / Runners / RAID

The Y Canberra's Active Y programs have been some of the hardest hit in 2020 with many programs affected by bushfire smoke and COVID-19. The Paddle Hub, Runners Club and Sailing Club all had to cancel events and limit operations due to the thick smoke experienced during summer. The emergence of COVID-19 soon after saw the season cut short with both the Sailing Club and Paddle Hub ending six to eight weeks earlier than scheduled. As restrictions were lifted, both the Running Club and RAID Basketball were able to recommence under strict COVID-safe plans, however ongoing restrictions has seen the cancellation of both the YMCA Canberra Half Marathon and YMCA Canberra Capital to Coast for 2020.

Through the adversity we have experienced some great innovations. The Runners Club ran a series of successful virtual races where club members logged their times on pre-determined courses completed during a specified time frame, as well as delivering their popular training groups online. Members of the Sailing Club were able to participate in the Zhik Australian eSailing National Challenge, a series of virtual regattas conducted over two months in April and May. The day to day operating environment has been challenging for all community sport, however the adoption of technology to assist in contact tracing, and the review of many processes to support a COVID-safe environment, has shown the adaptability of our clubs with many measures likely to become common practice beyond the pandemic.

These uncontrollable environmental conditions have had an obvious negative impact on the both the financial position and participation within the clubs. Although it hasn't been all bad news, with both club's experiencing better participation than expected when considering all factors, this included a 13.8% increase in membership for the Sailing Club driven primarily from increased youth participation.



# Financial Summary

The Annual Financial Reports have been audited by Nexia, with a positive unmodified report resulting. The annual financial result is a \$365,841 surplus (1.5% of revenue), compared to the previous year's surplus of \$567,442.

The key event affecting this result was the arrival of COVID-19 which decreased revenues from late March through to the end of the Financial Year resulting in a reduction of revenue in excess of \$2Million. This was after receiving the Federal Government support through both JobKeeper and Early Childhood Education and Care Relief Package which represented about \$1.6 million in revenue in the last quarter.

Excluding JobKeeper, in the last quarter:

- The ELC's decreased revenue by \$1.3 million or 46%.
- OSHC decreased revenue by \$0.6 million or 38%
- Health and Fitness decreased revenue by \$0.2 million or 73%.
- The business unit that sustained the most substantial loss was Accommodation, which suffered an attendance revenue decrease of about \$1.45 million, or 98%, with all group accommodation bookings cancelled from late March 2020.

Including all Government support, the ELCs contributed 50.9% to the revenue received, OSHC 25.9%, Accommodation 17.9%, and Health and Fitness 5.9%. Auxiliary, Sailing Club, Runners Club, Grants and Administration make up the remaining amount.

The rapid responses in expenditure management to the change in revenue enabled the Association to limit the losses whilst preserving as many services and employees as was possible in the circumstance. This ensured a base of financial stability which would provide for future service delivery through what was expected, a protracted health emergency.

Immediately before the year end, the YMCA of Canberra merged with YMCA Queanbeyan. This merger brought all of the assets and liabilities from Queanbeyan to the Association and when added to the balance sheet, increased the Net Assets by \$1,929,623. This comprised of \$1,287,529 cash, fixed assets of \$808,000, equipment of \$18,000 and employee liabilities of \$165,206.

The balance sheet was further increased by the revaluation of assets by \$2,319,879, resulting in an increase Total Equity for the year of \$4,615,343 to a new total of \$19,428,914. This strong balance sheet, and sound working capital position affords the Association some capacity to absorb any future shocks that may present themselves during this challenging time. It also simultaneously allows consideration of how we move forward with any sound growth opportunities.

This year has seen a change to the Accounting Standards which required a change to the way leases were accounted for. This change means that leases are now viewed as an asset, and the expenses compared how money would be borrowed to have access to those assets. The overall effect is to change the way lease expenses are expressed through time, much like how a mortgage has more interest paid at the start and more principal paid at the end. This has the effect of adding expenses earlier in the lease period, which will be offset in the later years of the lease terms.



# Partnerships

The Y 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

## Educational Institutions

- Alfred Deakin High School
- Arawang Primary 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
- Kippax Uniting Community Centre
- Latham Primary School
- Lyons Early Childhood School
- Melrose High School
- Mount Stromlo Observatory
- North Ainslie Primary School
- Radford College
- Sacred Heart Primary School
- St Francis Xavier College
- St John Vianney 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
- 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
- Bluearth
- 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
- Impress Printers
- Inspiring Australia
- Instant Colour Press
- 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 Runners Shop
- The Snow Foundation Limited
- West Belconnen Child and Family Centre
- Westfield Belconnen
- Woden Community Services
- Yachting Australia
- Youth Care Canberra
- YMCA Australia
- YMCA E-Store
- YMCA NSW
- ZovaCancer Council ACT



# Board Presidents, General Secretaries and CEOs

## 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

## 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

## 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 Cabbage
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 - Present	Charine Bennett



