



Y Canberra Region

Youth Representative Group

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Welcome to the Y Canberra Region's Youth Representative Group!

Welcome to the YRG, we are so excited to have you join us and contribute to the power of youth voice in shaping our organisation, initiatives and direction. The role of the YRG is to consult on new programs and initiatives of the Y Canberra, and bring the voice of youth and intergenerational leadership to each new initiative.

What does the YRG do?

You will be part of a team that is for young people, by young people. We provide oversight of youth affairs, youth strategy and organisational engagement of young people. We provide advice and recommendations to the Directors on projects and programs that impact young people.

What are my commitments in joining the YRG?

Be under 30 at the time of appointment to the YRG.

Observe the Deed of Confidentiality.

Commit to 2 hours per week. This includes any projects, research, and our regular fortnightly meeting.

Consult on new programs and initiatives being reviewed or established.

Ensure you are a voice for youth in the Y Canberra community.

Check out our website to find out more:

<https://ymcacanberra.org.au/yrg>

The YRG is here to ensure that we are empowering and inspiring our young people! Now that you know who we are, read through our Terms of Reference, and our Principle and Practice Statements below



Youth Representative Group Terms of Reference [DRAFT]

YOUTH REPRESENTATIVE GROUP (YRG) - TERMS OF REFERENCE

INTRODUCTION

The Youth Representative Group (the Committee) is established pursuant to clause [INSERT] of the Constitution of the Young Mens Christian Association of Canberra trading as Y Canberra Region (YMCA Canberra). The Directors of YMCA Canberra (Directors) are responsible for the establishment of the Committee and determining these Terms of Reference (Terms of Reference) to assist the Directors in relation to remaining accountable to YMCA Canberra's Strategic Plan (**Annexure A**) and relevant policies and principles (**Annexure B**). The work of the Committee shall be consistent with the objects of YMCA Canberra, as set out in YMCA Canberra's Constitution, and conducted in accordance with these Terms of Reference.

1. OBJECTIVES AND ROLE

1.1. The objectives of the Committee are to ensure that YMCA Canberra is delivering on its Strategic Plan (**Annexure A**) and relevant policies and principles (**Annexure B**) with particular reference to children and young people, by:

- a) giving young people a voice and leadership opportunities in an entrepreneurial and social impact manner;
- b) having a sound understanding of the Strategic Plan (**Annexure A**) and relevant policies and principles (**Annexure B**);
- c) providing feedback on important operational matters directly to the Chief Executive Officer (CEO), Board Sponsor or Senior Leadership Team (SLT) members; and
- d) asking key questions of the SLT at SLT meetings (**Annexure C**); and
- e) performing any other function as directed by the Directors, YMCA Canberra's Constitution, or these Terms of Reference, as may be required from time to time.

1.2. The role of the Committee is to:

- a) provide oversight of youth affairs, youth strategy and organisational engagement of young people;
- b) facilitate intergenerational leadership in YMCA Canberra;
- c) ensure youth have a voice in YMCA Canberra;
- d) test YMCA Canberra in terms of youth inclusion and outcomes for youth;
- e) participate in the organisational strategic planning process; and
- f) provide advice and recommendations to the Directors on the adoption of strategies, projects and programs to impact young people.

1.3. Additional responsibilities of the Committee include, but are not limited to:

- a) inviting the CEO to a minimum of five meetings per calendar year;
- b) rotating attendance at the SLT meeting;
- c) rotating attendance at the Annual General Meeting;
- d) receiving updates on children and young people activities from the SLT as part of their regular business updates;
- e) appointing a delegate to attend Board meetings to give the Directors an update on how activities of the Strategic Plan are delivering outcomes for children and young people;
- f) offering suggestions and/or proposals on how children and young people can contribute to intergenerational leadership, Youth Voice and Body, mind and spirit principles and practice statements (**Annexure B**);
- g) leading Y National youth initiatives internally. For example, be responsible for selecting participants at Y National youth leadership conferences and other approved national activities;
- h) be open to receiving feedback in a manner that enables their professional development as a key tenant of intergenerational leadership;
- i) conducting an annual review of the Terms of Reference and overall structure of the Committee and provide recommendations for improvement; and
- j) providing an annual self-reflection of the efficacy of the Committee and the interactions of the SLT and CEO (to be included in the Annual Report); and
- k) arranging and attending Committee meetings as it may consider appropriate, but no less than six meetings per calendar year.

1.4. The Committee must comply with all relevant requirements of these Terms of Reference, YMCA Canberra's Constitution, the Corporations Act 2001 (**Cth**) (the Act), and any other obligations that may arise.

2. AUTHORITY OF THE COMMITTEE

- 2.1. The Committee is directly accountable to the Directors for the exercise of its responsibilities. In carrying out its responsibilities, the Committee must at all times recognise that primary responsibility for YMCA Canberra rests with the Directors.
- 2.2. The Committee has no executive powers, except those that may be expressly provided by the Directors to the Committee.
- 2.3. Committee business is managed by the Directors. The Committee may do all such acts and things that are necessary and appropriate to fulfil the Terms of Reference.
- 2.4. The Directors authorise the Committee, within the scope of its role and responsibilities, and through its processes, subject to members' legal obligations under the Deed of Confidentiality (**Annexure C**), to:
 - a) obtain any information it needs from any Director or external;
 - b) discuss any matters with external parties;

- c) with prior written approval of the Directors, obtain external legal or other professional advice, as considered necessary to meet its responsibilities, at the Company's expense; and
- d) request the attendance of any Director or external party at Committee meetings.

3. COMMITTEE COMPOSITION AND TENURE

- 3.1. The composition and tenure of the Committee and its members must be in accordance with these Terms of Reference.
- 3.2. Members of the Committee will be appointed for a term of two years, then execute the next recruitment campaign for new members and;
 - a) members must be under the age of 30 years at the time of their election;
 - b) members' employment contracts will be adjusted to allow for 2 hours per week to perform the roles and duties as a member of a Youth Representative Group;
 - c) members of the Committee must become Non-Voting Members of the YMCA Canberra; and
 - d) the Manager, Communities and Youth Engagement will be an ex-Officio member of the Committee.
- 3.3. The Committee must consist of at least five and not more than nine Board approved members and;
 - a) members may be nominated by the Committee, and up to three members may be nominated by the CEO from time to time; and
 - b) members must be endorsed by the Committee and the CEO for Board approval.
- 3.4. The Committee must observe the following requirements:
 - a) the Directors may attend any Committee meeting as a guest, or may be invited by the Chairperson of the Committee at any time; and
 - b) decisions of the Committee will be made by a simple majority of its members present at the meeting.
- 3.5. A position on the Committee becomes vacant if a Committee member:
 - a) ceases employment with the YMCA Canberra;
 - b) ceases membership of YMCA Canberra in accordance with clause [insert] of the Constitution;
 - c) becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under a law relating to mental health;
 - d) has reached the end of their appointed term;
 - e) resigns from office by notice in writing;
 - f) is terminated from their position by the Directors;
 - g) is not present at two consecutive Committee meetings without leave of absence from the Chairperson; or

- h) is directly or indirectly interested in any contract or proposed contract with YMCA Canberra and fails to declare the nature of the interest.

4. CONDUCT

- 4.1. Members of the Committee are expected to understand and observe all relevant legislative requirements. Committee members are expected to:
 - a) attend no less than five meetings per calendar year, with non-attendance at no more than two meetings without good reason;
 - b) upon appointment, familiarise themselves with the YMCA Canberra Constitution and these Terms of Reference and its annexures;
 - c) exercise their powers and discharge their duties with reasonable care and diligence;
 - d) act in good faith in the best interests of YMCA Canberra and for a proper purpose;
 - e) avoid any conflict of interest and inform the Committee where actual or perceived conflict may become apparent; and
 - f) contribute to an effective decision-making process that is in the best interests of YMCA Canberra as a whole.
- 4.2. The Committee is collectively responsible for ensuring that individual members comply with these Terms of Reference.
- 4.3. Current and former Committee members are expected to understand and observe all requirements of the Deed of Confidentiality (**Annexure C**), and must not make improper use of:
 - a) their position; or
 - b) information acquired by virtue of holding their position so as to gain an advantage for themselves or any other person or to cause detriment to YMCA Canberra.

5. CONFLICTS OF INTEREST

- 5.1. Existing conflicts of interest and personal interests must be declared at the time of appointment to the Committee. Potential conflicts of interest are to be referred to Directors of the Governance and Nominations Sub-Committee.
- 5.2. The Committee Chairperson should be satisfied that there are sufficient processes in place to manage any real or perceived conflict.
- 5.3. At the beginning of each Committee meeting, Committee members are required to declare any potential or actual conflicts of interest that may apply to specific matters on the meeting agenda.
- 5.4. Where required by the Committee Chairperson, the Committee member will be excused from the meeting or from the Committee's consideration of the relevant agenda items.
- 5.5. Details of potential or actual conflicts of interest declared by members and action taken will be appropriately recorded.

6. CONFIDENTIALITY

- 6.1. Members of the Committee are expected to understand and observe all requirements within the Deed of Confidentiality (**Annexure C**).
- 6.2. Committee members must ensure that issues discussed and opinions expressed at meetings remain confidential. Committee members should not circulate the meeting papers beyond other Committee members.
- 6.3. Committee members must not use or disclose information obtained by the Committee except in meeting the Committee's responsibilities to YMCA Canberra or unless expressly agreed by the Directors.
- 6.4. Committee members must hold all information received at SLT in the strictest of confidence, noting that at times they may be asked to leave the meeting if confidential matters need to be discussed.

7. OFFICE BEARERS

- 7.1. Office bearers of the Committee shall be:

- a) a Chairperson;
- b) a Deputy Chairperson; and
- c) a Board Sponsor.

Chairperson

- 7.2. A person shall be elected to the position of Chairperson and Deputy Chair by a simple majority for a period of one (1) year term of office in accordance with the Office Bearer Nomination and Election Procedure (**Annexure E**).
- 7.3. A Chairperson may be elected for no more than one term of office. At completion of the term, the Chairperson will provide mentoring support to the incoming Chairperson for a period of one term.

Board Sponsor

- 7.4. The Board Sponsor shall be a sitting member of YMCA Canberra's Board.
- 7.5. The position of Board Sponsor is to be rotated so that all Board members perform the role for a period of one year only.
- 7.6. The Board Sponsor will not be a voting member of the Committee.
- 7.7. The Board Sponsor will perform the following duties:
 - a) attend no less than **four** meetings per calendar year;
 - b) provide advice to the Committee when requested;
 - c) support the governance skill development of the Committee based on the pillars of listening, enabling and coaching; and
 - d) be a conduit to the Directors for the Committee.

Ex-Officio Member

7.8. The Manager, Communities and Youth Engagement will be an ex-Officio, non-voting member of the Committee.

7.9. The role of the Manager, Communities and Youth Engagement is to:

- a) support the activities of the Committee; and
- b) manage the Office Bearer Nominations and Election process.

8. MEETINGS

8.1. The location of meetings will be agreed by the Committee and will be subject to budget restraints unless otherwise approved by the Directors. Meetings may be face to face, or via a means of telecommunication.

8.2. The Chairperson is required to call a meeting if requested to do so by the Directors or another Committee member.

Business at meetings

8.3. The Chairperson of the Committee is responsible for setting the agenda, in consultation with the CEO, and Committee members may submit items for consideration by the Chairperson to be included in the meeting agenda.

8.4. If the Chairperson is unable to preside, a Committee member elected by the other members present will Chair the meeting.

8.5. Meeting papers are prepared and collated by the Chairperson and circulated to all Committee members at least [INSERT] working days prior to Committee meetings, wherever possible.

Minutes at meetings

8.6. Minutes of meetings, cleared by the Committee Chairperson, will be prepared and provided to Committee members and the Directors.

8.7. Minutes of a meeting will be formally endorsed by the Committee at the following meeting.

Meeting attendance and quorums

8.8. A quorum will consist of [INSERT] Committee members.

8.9. External representatives may be invited to attend meetings, as determined by the Chairperson of the Committee. Without limiting clauses 1.1(a) and 3.4, the Committee may also request any Director, or employee of YMCA Canberra to attend Committee meetings or participate in certain agenda items at the invitation of the Chairperson.

Telecommunication meeting

8.10. A meeting may be held by means of a telecommunication technology, provided that the number of Committee members participating is not less than a quorum required for a meeting and the following conditions are met:

- a) all persons participating in the meeting must be linked by telephone, audio-visual or other instantaneous means for the purpose of the meeting;

- b) all persons participating in the meeting must be able to hear and be heard by each of the other persons taking part at the meeting and each person so taking part is deemed to be present at the meeting;
- c) at the commencement of the meeting each person must announce his or her presence to all other persons taking part in the meeting;
- d) a person may not leave a telecommunication meeting by disconnecting his or her telephone, audio-visual or other communication equipment unless that person has notified the Chairperson;
- e) a person may conclusively be presumed to have been present and to have formed part of a quorum at all times during a telecommunication meeting unless that person has previously notified the chairperson of leaving the meeting; and
- f) a minute of proceedings of a telecommunication meeting is sufficient evidence of the proceedings and of the observance of all necessary formalities if the minute is certified to be a correct minute by the Chairperson.

9. SECRETARIAL SUPPORT

- 9.1. The CEO will appoint a person to the position of Secretary from time to time and on such conditions as they see fit. The functions of the role are to:
- a) ensure the register of Committee members is maintained;
 - b) maintain meeting records and outcomes;
 - c) work with the Chairperson to construct and distribute meeting agendas;
 - d) support Committee administration;
 - e) ensure that members are provided with access to the register of members; and
 - f) perform any other duty or function imposed on the Secretary by the Chairperson.
- 9.2. A person will not become a Committee member by virtue of their appointment to the position of Secretary, but may also be appointed as a Committee member by the Directors.

10. REPORTING


- 10.1. The Committee will, at the end of each year, report to the Directors on its operation and activities during the year. The report should include:
- a) a summary of the work the Committee performed to fully discharge its responsibilities during the preceding year; and
 - b) details of meetings, including the number of meetings held during the relevant period, and the number of meetings each Committee member attended.
- 10.2. The Chairperson of the Committee will provide a summary of the minutes of each Committee meeting to the Directors at the next available meeting.
- 10.3. The Committee can, and may be required by the Directors, to report directly to the Directors on significant issues at other times.




11. REVIEW OF TERMS OF REFERENCE

- 11.1. At least annually, the Directors, together with the Committee, will review these Terms of Reference to ensure continued relevance to the operations of the Company and Project.
- 11.2. Amendments to these Terms of Reference must be approved by the Directors.

12. DEFINITIONS

- 12.1. For the purpose of these Terms of Reference, terms capitalised but not defined in these Terms of Reference, have the meaning given to that term in YMCA Canberra's Constitution, unless the context requires otherwise.
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ANNEXURE A – Strategic Plan

ANNEXURE B – Principles & Practices

ANNEXURE C – Key questions for the SLT

- Have children and young people consulted in any given activity?
- What is the outcome in regards to children and young people in regards to the strategic plan and any given activity?
- How can children and young people be engaged in any given activity?

ANNEXURE D – Example Deed of Confidentiality

ANNEXURE E – Office Bearer Nomination & Election Procedure



Principle and Practice Statement - Youth Voice

Purpose:

This principle and practice statement is intended to articulate our collective principles regarding youth voice and ways in which this may be implemented and inform our practice.

Introduction:

Our Ambitions



Empowered young people

We enable young people in Australia to have a stronger voice and be heard more clearly

Our Priorities



Bring belief to business

Apply our belief to engagement, advocacy, decision making, innovation and technology

Our collective ambition to empower young people specifies that we enable young people in Australia to have a stronger voice and be heard more clearly.

In 2019, the Office for Young People and Community Impact held workshops and consultations with all Association CEOs and staff, receiving input from more than 200 individuals.

The consultations focused on building a collective understanding of what we mean when we talk about the voice of young people and what this means for the Y. Specifically, we focused on how we understand the voice of young people in terms of our staff and volunteers, our work with young people in programs and services, the voice of young people in the broader community and also in our governance structures. The following principles emerged through our consultations with the Movement.

PRINCIPLES

In practice, this means:

Being listened to and being heard

We commit to ensuring that not only are young people listened to, but they feel genuinely heard and outcomes are communicated transparently to young people.

We will check in with young people to ensure we have understood what we have heard, and work together on what the outcomes should be. We will ensure young people are informed about any decisions that are taken and the reasons why. We also make sure our listening is supported by behaviours that promote integrity and credibility to bring about visible change. In our practice, we recognise that young people already have a voice, and we all share a responsibility to create the space and opportunity for that voice to be heard.

Embracing diversity

We commit to valuing and recognising the diversity of young people's perspectives and we commit to ensuring inclusion of all young people and diverse forms of engagement.

We recognise that young people hold diverse views and perspectives and we will actively seek out, hear and value the voice of all young people. In our practice, this means engaging in deep listening with young people, embedding empathy and flexibility in our behaviours. We will also ensure our practice is culturally welcoming and accessible. We will meet young people where they are at and we acknowledge that diverse forms of engagement and communication are critical for inclusion of all young people.

Being valued, respected and understood

We commit to ensuring that young people feel valued and our engagement is non-judgemental, respectful and builds trust.

We will engage with respect and understanding, ensuring young people feel and are valued. This means being non-judgemental and setting pre-conceived notions and perceptions aside. We recognise that creating a sense of belonging and equality where trust is placed in the voice of young people is essential to being valued. This also means that young people must have choice about how, where, when and with whom to have a voice. Most importantly, we recognise that young people are the experts of their world.

Opportunity to influence

We commit to ensuring young people have opportunities for self-expression and the ability to influence their world.

We will actively provide young people with the space, ability and opportunity to express their views, beliefs, and opinions through a variety of mechanisms and platforms. We understand that for some young people this is about engaging in activism and for others it may represent the opportunity to make a contribution to their organisation and community.

Creating safe spaces

We commit to creating an enabling environment in which young people feel safe to have a voice and raise issues of concern to them.

We will intentionally support the voice of young people, through taking the time and creating safe spaces for young people to challenge, be challenged and to have their voices heard. This may include a range of elements from supportive structures and governance, to creating dialogue and multiple platforms for participation. Creating safe spaces also means addressing power imbalances, building confidence in young people and building trusting and honest relationships. This also means the creation of spaces and opportunities to share knowledge, learn from one another and encourage ideas through genuine and authentic co-design.

Principle and Practice Statement - Body, Mind, Spirit

Purpose:

This principle and practice statement is intended to articulate our collective principles regarding the framework of 'body-mind-spirit' and ways in which this may be implemented and inform our practice.

Introduction:

'Body, mind, and spirit' are words nested in the origins of the YMCA, representing 'the whole person' as articulated in the mission statement of the YMCAs of Australia: *"We work together from a base of Christian values to provide opportunities for all people to grow in body, mind and spirit."* This is emphasised in the second Values statement of the Y: *"The YMCAs of Australia are guided to achieve their Mission by the following Christian values... The whole person, consisting of a body, a mind and a spirit each of which is of equal importance."*

While reflecting the Christian basis of the Y, there are many other religious and secular philosophies that also value the body, the mind and a sense of spirituality as inherent to the human condition.

Throughout its existence, the Y has continued to embed notions of 'body-mind-spirit', and continues to recognise the importance of these interconnected human dimensions. Intuitively, we may have a broad and shared understanding of these concepts, but we have not overtly articulated what they mean in practice and how we individually and collectively ensure these are intentional aspects of our culture and practice.

PRINCIPLES

In practice, this means:

Reflecting our foundations

We will value the origins and enduring nature of 'body-mind-spirit' as symbolic of the importance of 'the whole person'. This means we will acknowledge our Movement heritage, including all world views, and accounting for the interrelatedness of all aspects of human beings. While our history and the global context in which the Y exists continue to change and evolve, the underlying concept of 'body-mind-spirit' remains unchanged.

Contemporary application

We will apply a lens of 'body-mind-spirit' in our contemporary context through adopting a programmatic and service response that addresses needs of 'the whole person' in their own personal, social, economic, cultural and environmental spheres. This also acknowledges egalitarian constructs of human rights, social justice and personal freedoms of expression.

Holistic approach

Our current practice in all aspects of the Y is to engage with, and support, the whole person in the context of the programs or services we are providing. This is true in our children's services, youth work, health and wellness centres, education programs, family support, leisure activities - everything we do. Using person-centred and evidence-informed models of support, we respond to the expressed needs of people in a holistic framework.

Evidence-informed

Our functional terminology should be the evidence-informed terminology of modern research and practice in the different fields of service that the Y is engaged with, and it will continue to evolve and change as the evidence-informed practice changes. Regardless of how the functional terminology changes, however, our approach will always be about the whole person.

Person-centred

We will place 'the whole person' at the centre of our planning and activity at all levels of the Movement, recognising and harnessing the unique circumstances, aspirations and strengths of the people who engage with us. This also acknowledges that in adopting a 'body-mind-spirit' framework we consider 'the whole person' to be greater than the sum of their parts.

Systems approach

This recognises that 'the whole person' exists and interacts within a complex social, emotional, physical, cultural and environmental ecosystem, of which the Y is one part. In this context, 'body-mind-spirit' can be influenced and impacted in myriad ways.

Internal and externally focused

Our understanding and conceptualising of 'body-mind-spirit' in practice is equally important for our staff and volunteers in addition to the individuals and communities we work alongside.

Principle and Practice Statement - Intergenerational Leadership

Purpose:

This principle and practice statement is intended to articulate our collective principles regarding intergenerational leadership and ways in which this may be implemented and inform our practice.

Introduction:

Our Ambitions



Empowered young people

We enable young people in Australia to have a stronger voice and be heard more clearly

Our Priorities



Bring belief to business

Apply our belief to engagement, advocacy, decision making, innovation and technology

Our collective ambition to empower young people specifies that we enable young people in Australia to have a stronger voice and be heard more clearly.

In 2019, the Office for Young People and Community Impact held workshops and consultations with all Association CEOs and staff, receiving input from more than 200 individuals.

The consultations focused on building a collective understanding of what we mean when we talk about intergenerational leadership and what this means for the Y. Our focus on intergenerational leadership recognises the valuable role that everyone in the Y plays in relation to youth empowerment and that we can optimise our belief in the power of inspired young people when we understand what intergenerational leadership means for us in practice, strategy and culture. The following principles emerged through our consultations with the Movement.

PRINCIPLES

In practice, this means:

Thinking differently

We commit to an approach by which we actively embrace difference and celebrate multiple perspectives.

We will not only embrace different generations, but embrace different cultures and values. This means not only valuing experience, knowledge and our history but also embracing innovative ideas and new insights and perspectives. We will also place a strong emphasis on working collectively and deepening our understanding of how and why we see things differently. This involves a maturing of our ideas and embodies a different and interconnected way of thinking that celebrates our multiple perspectives.

Valuing all of us

We commit to an approach that values everyone and avoids an 'us' and 'them' mindset.

We will actively work to challenge generational stereotypes that attribute a set of characteristics and values to particular generations. We will challenge an 'us' and 'them' mindset and understand that intergenerational leadership is multi-dimensional. This means acknowledging the qualities of all ages and recognising that our perspectives should be informed by what an individual says and does, rather than their age.

Connecting and learning

We commit to connecting and learning from one another and finding strength in our shared goals.

We will explore opportunities to connect and learn from one another through communication and building two-way relationships. This may mean establishing mentoring or buddying and role modelling collaboration in decision-making. We will focus our efforts on creating a sense of belonging and finding common ground, working side by side towards goals and solutions. Our practice will be characterised by learning and exchanging ideas and perspectives, putting ourselves in one another's shoes and finding the strength in our shared passions.

Respect and empathy

We commit to an approach that emphasises engaging with respect, empathy and building trust.

We will respect each other's voices and opinions and respect each other's uniqueness, experiences and contributions. This means being non-judgemental and building understanding and empathy as essential leadership characteristics.

Adaptive and purposeful leadership

We commit to an approach that values shared and collective notions of leadership.

We will intentionally support leadership that is not necessarily derived from formal authority structures, but leadership that values shared goals and collaboration. This means exploring adaptive leadership and in particular being comfortable with uncertainty and ambiguity and holding an adaptive growth mindset. Leadership that is purposeful and intentional around being open to different perspectives and thinking is also required, in addition to a willingness to challenge and empower others.

Risk and reward

We commit to being bold, taking risks and celebrating reward.

We will recognise that genuinely embedding intergenerational leadership requires us to take risks and be brave, and also requires us to be prepared to give and to compromise. In taking risks, this also means being uncomfortable and challenging our own biases, having humility and acknowledging that we don't know it all. We will also celebrate the reward that integrating the quality of difference voices and perspectives can bring, adding to the richness of our engagement and what we can achieve collectively.

The Y Canberra Region Strategic Plan

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.

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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YMCA Canberra Region

