



2021-2022 **Annual Report**

The Y Canberra Region



OUR MISSION

The Y's mission is to empower young people and communities worldwide to build a just, sustainable, equitable and inclusive world where every person can thrive in body, mind and spirit.

OUR BELIEF

We believe in the power of inspired young people.

To do this, we embrace a cycle of impact and inspiration, supporting children to grow into young people, and helping adults to inspire and support them.

OUR VALUES

Honesty, Caring, Respect, Responsibility.

ACKNOWLEDGEMENT OF COUNTRY

The Y Canberra Region acknowledges the traditional custodians of country throughout Australia and their connections to land, sea and community. The Y Canberra Region operates on the land of the Ngunnawal, Ngarigo and Ngambri people.

We pay respect to their elders, past and present, and extend our respect to all Aboriginal and Torres Strait Islander people.

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Our History

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

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



OUR STRATEGY

Our Vision

Children and young people thriving in a connected community.

Our People

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

What does thriving mean?

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

What does connected community mean?

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

OUR STRATEGIC PILLARS



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



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



We have a strong focus on our staff and volunteers.



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

BOARD CHAIR MESSAGE

The year of 2021-2022 has continued to present challenges to the Y Canberra Region as an organisation, but also as a Board as we continue to navigate the balance of keeping our focus on the operational while also continuing to develop and embed our strategic focus.

Over the last two years we have established a strong foundation in terms of our staff, health and operational support which enabled us to weather the storm that was this last year, and in turn weather a downturn in our financial result.

There has been a lot of exciting opportunities that have presented themselves to the organisation, that has meant we are able to deliver on our mission and belief of “believing in the power of inspired young people”, as well as continuing to do our work within the Canberra community. I also echo Torrien’s sentiments and gratitude to our own front-line staff – those working with and for our children and young people in our children’s services businesses.

Last year, we set good foundations in our governance, ensuring that everything that we do as a Board and as an organisation has youth-centred outcomes, ideas, programming and measurement.

We have continued to build on this in the last financial year, seeing the Y Canberra Region’s Youth Representative Group establish and grow. The group has gained interest and mentorship directly from the Board, and we were able to endorse an important strategic decision by signing off on their Terms of Reference and embedding the Youth Representative Group into our Constitution – ensuring that they will have, and continue to have, a seat at the table and an opportunity to share their ideas.

Strategically, we are continuing to look at where, as an organisation, we can make the best and biggest impact, while continuing to keep youth voice and our existing community as top of mind. We have been able to leverage partnerships through the year in order to give back through meals programs and short-term crisis accommodation, as well as continuing the important cultural work we began at our Camp Sturt site. These activities and opportunities have given the organisation and the Board a much-needed focus on giving back to our community, and as one of Canberra’s oldest not-for-profits we can see that, looking forward, we are not short on possibilities.

Also part of our strategic decisions in this last financial year saw the procurement of a corporate home for the Y Canberra Region, with the purchase of our building here in Deakin. This decision ensures that we continue to grow and manage our financial assets, even during what is continuing to be a challenging time.

The purchase of a corporate home also gives our staff a “home base” as we continue to do work that aligns to our vision and strive to ensure that all individuals are able to play a meaningful role in their day-to-day work.

Operationally and strategically, despite the obvious challenges and this state of “new normal” that we find ourselves living in, the Y Canberra Region continues to deliver on its promise to its people, customers, stakeholders and our community. We have established a strong foundation and have confidence in our Board, CEO, Executive Team and staff, who work tirelessly, to continue to build on this so that we can continue to rise to these occasions.

This year also marks my final term as the Y Canberra’s Board Chair. I am grateful to have seen so many inspiring projects and aspirational change during my time as Chair, and I am sure that the other members of the Board will agree that it has, and continues to be, an incredibly worthwhile cause to be part of the Y.

I want to thank the other Board members, our CEO Torrien and the Executive Team for their tireless work - particularly in the last few years - and their passion to ensure we continue to grow and deliver on our strategy and mission. I would also like to thank all the staff for continuing to inspire our children, youth and communities through all of the programs and services that we are fortunate to offer.

Tristan Maddigan



Y CANBERRA REGION CEO MESSAGE

Just when you think that the tough times we had couldn’t get any tougher, we looked 2021-22 in the face and took it head on!

The good work that we had done in the previous year or two meant that we managed the health, COVID, staffing and operational challenges safely even though there was a negative financial result.

Many times throughout the past year we worked from home, staff accepted a reduction in hours and, impressively, staff in our children’s services business continues to turn up everyday for our community.

While many people worked from home in the ACT, it was our educators that faced uncertainty, COVID protocols, all the stress and anxiety of dealing with a pandemic as they were deemed essential workers.

And they are essential.

Essential to providing education and care to all the children that come to our sites and services, and essential to our very existence as an organisation and I would like us all to acknowledge this fact.

They bore the brunt of what many of us isolated ourselves from and I couldn’t be more proud of how they held themselves through what was a very challenging time, and what they did for all of us.

Like most people and businesses, we rode out the worst of things hoping that all would go back to normal, then we realised this paradigm had become the normal. None-the-less, through all the challenges that we faced we still managed to do some really important and meaningful work.

In partnership with the PCYC Canberra, we provided housing for multiple families that were experiencing, or at risk of, homelessness and supplied over 5,000 meals for people experiencing financial hardship through a partnership with Walt & Burley restaurant. Care packs that included educational activities, arts and craft materials, and baked goods were made by our staff and delivered to families that were in lockdown to ensure that we retained our connection with our communities.

Online exercise classes were delivered in partnership with Eighty8 Fitness which helped many of us stay active while in lockdown.

The irony of last year was that while we had to manage uncertainty, operational and financial challenges, we saw a significant increase of need within the community and possibly delivered more meaningful support for those in need than what we might have been able to do in an ordinary year.

On top of this, we actually made some very important improvements to how we operate as an organisation.

These improvements, that might not be seen as very exciting, were incredibly important to ensure that we deliver efficient and sustainable services. Our key software systems of rostering time and attendance and Human Resource management were implemented, which was no small achievement. Our governance framework continued to be improved and our final draft of a new Constitution was completed.

Like I said, it may not look “exciting” from the outside, but it has been absolutely critical for our future, and in the context of one of our most challenging years as an organisation was a considerable achievement.

Torrien Lau



Y CANBERRA REGION BOARD



TRISTAN MADDIGAN
Board Chair
Joined 2010



ELISABETH JUDD
Deputy Board Chair
Joined 2017



AARON FROUD
Joined 2013



ROB HUNTINGTON
Joined 2019



JOANNA BELL
Joined 2019



JOSHUA DUKE
Joined 2021



JENNY MCCOMBE
Joined 2022

DEPARTING MEMBER



CHARINE BENNETT

This year we farewelled Board Member, Charine Bennett. Charine served as a volunteer board member on the Y Canberra Region Board since 2015, concluding her Directorship in October 2021.

Charine was the Board Chair from 2019 - 2020, serving this role as the COVID pandemic began and holding weekly Board meetings to ensure the organisation was united. She made significant contributions to our Finance and Risk Sub-Committee, and was also the Y Canberra Region's Safeguarding Board Sponsor during her time. Charine was a significant contributor to many documents and policies, with a very appreciated eye for detail.

SENIOR LEADERSHIP TEAM



TORRIEN LAU
Chief Executive Officer
Joined 2018



ANDREW O'NEIL
Chief Finance Officer
Joined 1993



CARA MOORE
Executive Manager, Children's Services
Joined 2013



JO HOARE
Manager, People & Culture
Joined 2016



SHONA MACPHERSON
Manager, Safeguarding
Joined 2008



TEGAN BUTTIMORE
Manager, Health & Recreation
Joined 2019



MARCOS CORREA
Manager, Risk & Innovation
Joined 2020



SAM DUFFY-YATES
Manager, Community & Youth Engagement
Joined 2020




















JAEE PENDSE
Manager, Accommodation
Joined 2021



2021 - 2022

Snapshot of Our Y

CHILDREN'S SERVICES	ACCOMMODATION SERVICES	HEALTH & RECREATION
<div> 1,633 FAMILIES</div> <div>Use our OSHC & Early Childhood Services</div>	<div> 8,514</div> <div>Total guests to stay at Leumeah Lodge</div>	<div> 21,369 ATTENDANCES</div> <div>At Chifley Health & Wellness Centre from 554 members</div>
<div> 556 CHILDREN</div> <div>Enrolled in our Early Learning Centres</div>	<div> 307</div> <div>Total guests to stay at Bush Capital Lodge</div>	<div> 160 MEMBERS</div> <div>And 118 Training Participants at our Sailing Club</div>
<div> 52,393 ATTENDEES</div> <div>At our Before School Care Services</div>	<div> 25</div> <div>School groups that stayed at both lodges</div>	<div> 261 PARTICIPANTS</div> <div>At the Y Canberra Region Paddle Hub</div>
<div> 150,466 ATTENDEES</div> <div>At our After School Care Services</div>	<div> 1,328</div> <div>Total students that attended across both lodges</div>	<div> 1,260 VISITS</div> <div>From 42 participants at RAID Basketball</div>
<div> 6,942 CHILDREN</div> <div>Attending our Vacation Care Programs</div>	<div> 3,187</div> <div>Total bed nights booked across both lodges</div>	<div> 3,310 ATTENDANCES</div> <div>From our 48 Get Up & Go participants</div>
	<div> 9,586</div> <div>Amount of meals provided across both lodges</div>	<div> 2,244 APPOINTMENTS</div> <div>Completed by our Exercise Physiologists</div>

PEOPLE & CULTURE

We cannot believe another year has flashed by again, and what a year! As COVID-19 continued to wreak havoc on the world, our Educators and Leaders turned up to open our Early Learning Centres and Outside School Hours Services everyday throughout the pandemic and continued to provide outstanding services to our families and we feel that it is only right to start this annual report by giving a ‘Shout Out’ to all the staff that stood strong and delivered throughout this time. We cannot survive without staff like you making a commitment to the Y, to the families and the community we serve. Thank you.

The People & Culture team continued to work hard and deliver on our objectives and goals for the year. We selected our Human Resources Management System (HRMS) and the implementation is well under way with the ‘recruitment’ and ‘on-boarding’ modules active and in place. Already we have seen time-saving efficiencies with these two modules and are excited to see how our streamlined, connected and paper-free business unit will function when all modules of the HRMS are activated.

R U OK? Day happened during lock-down and we took our morning tea approach to the staff, delivering tea bags, words of encouragement and scratchies to every team member (we are yet to hear if there was a big winner!)

The initial steps have been taken for us to build our Reconciliation Action Plan (RAP). Bringing together team and Board members from across the organisation to form a Working Group that will have a lasting impact on our reconciliation journey within the Association. This will direct our path to making an authentic and meaningful difference to reconciliation at the Y.

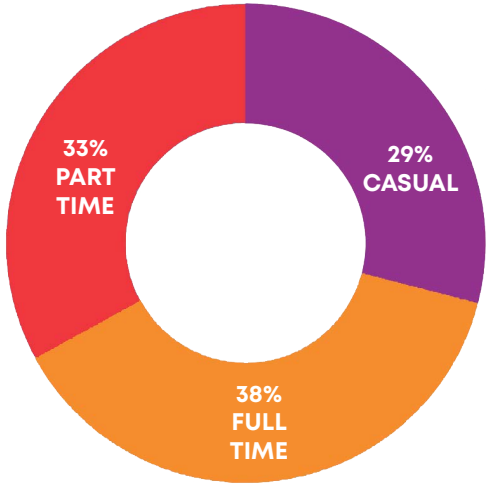
Our annual employee survey was delayed slightly this year as we navigated our teams through COVID, but once again our people were encouraged to speak out and let us know how they feel about working at the Y and what areas we can build on. The overall rating for the survey was a score of 79.4 which is an outstanding score and a marked improvement on the previous year’s score of 55.5. The teams continue to work hard on improving our culture as we strive towards having connected workplaces and continue to build and deliver on our mission of “providing opportunities for all people to grow in body, mind and spirit”.

The YMCA Enterprise Agreement 2019 also came up for renewal this year and due to the upheaval and impact that COVID was having at that time the decision was taken to extend rather than negotiate a new EA. There have been some modifications and improvements made, the staff had the opportunity to ask questions, and vote on the changes. The document has now been submitted and approved by the Fair Work Commission.

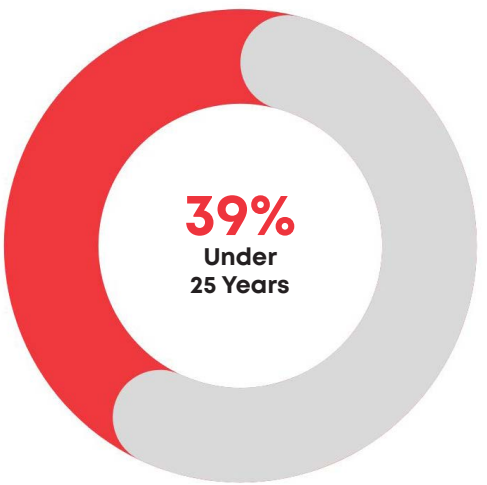


“
We cannot survive without staff
like you making a commitment to the Y,
to the families and the community
we serve. Thank you!

OUR Y PEOPLE



OUR YOUNG PEOPLE



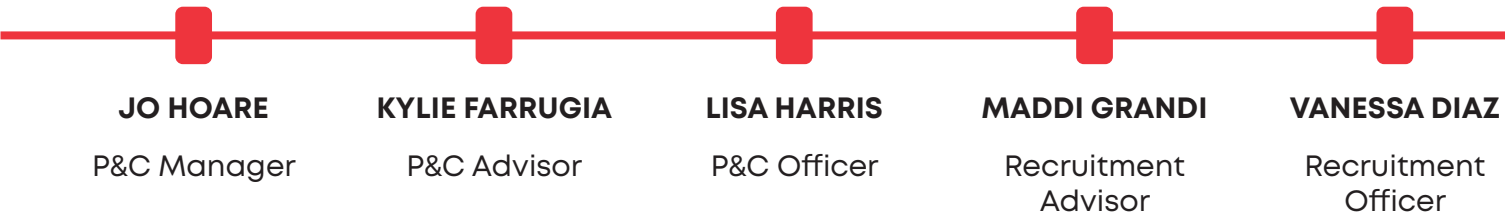
AREA OF WORK

Administration / Corporate	24
Early Learning Centres (ELC)	140
Outside Hours School Care (OSHC)	152
Health & Recreation	35
Accommodation Services	28

LENGTH OF SERVICE

Less than 2 years	194
2-5 years	138
5-10 years	28
10-15 years	16
15+ years	3

YOUR PEOPLE & CULTURE TEAM



SAFEGUARDING

This year, the Safeguarding Team spent time ensuring that the organisation was well-prepared and confident going into the Australian Childhood Foundation (ACF) Audit. The Y Canberra Region took the big step in volunteering for being the pilot organisation for this Safeguarding review, with confidence levels in our Y People high.

As a business unit, we have seen reviews and training rolled out, as well as the further establishment of our Safeguarding Taskforce.

The Safeguarding Unit would like to publicly thank all of our Y People for their commitment to ensuring we are the safest Association in the Y Nationally.

The hard work and dedication of our Y People is outstanding and ensures that children and young people feel safe, and are safe at the Y, in their families and in their communities.



KEY ACHIEVEMENTS

223
Face-to-face participants at our Safe Behaviours training

73
Staff meetings attended throughout the year



EXTRANET

The Safeguarding Team have setup a Safeguarding Resource Extranet Page which has resources available for all Y Canberra Region staff and volunteers.

Some of the information included:

- Agenda ideas and topic pieces for discussion;
- Information on Safeguarding License Standards;
- Downloadable display items;
- Resource library and brag book.

SAFE BEHAVIOURS TRAINING

Safe Behaviours Training objectives:

- Knowledge and understanding of safe behaviours and importance of boundaries when working with children and young people;
- Recognising the importance of listening to, and empowering children and young people at the Y;
- Understanding the dynamics of offenders;
- Ability and willingness to constructively challenge processes or decisions so that the safety and wellbeing of all children and young people is promoted;
- Knowledge of how to implement the Stay Safe, Tell Someone Program;
- Ability to complete detailed safeguarding risk assessments including the development and implementation of suitable controls and treatments to reduce risks;
- Knowledge of how to respond to complaints by prioritising the safety and wellbeing of all children and young people.

We were the Pilot Association to undertake the training to be able to present this session to our Y People.

SAFEGUARDING TASKFORCE

This year Safeguarding members were committed to enhancing the culture by improving and embedding safeguarding practices across the Association.

Members participated in developing new documentation and forward planning for Safeguarding.

Some of the key activities this year have been:

- Development of the Safeguarding Procedure;
- Implementation of the National Safeguarding Standards;
- Members were pivotal in the engagement and interview process for Audit.

ACF REVIEW

A key and momentous activity this year has been the implementation and review of the Y Safeguarding Children and Young People Licence Standards.

The Y Canberra Region was the Pilot Association to undertake the first ever independent review conducted by the external body of the Australian Childhood Foundation for the entire Y Organisation.

The outcome of the ACF Review was very positive and below we have included some direct quotes from the comprehensive final report.



From their Board-appointed Safeguarding sponsor, to the Safeguarding Team involving staff from service delivery, Y Canberra has demonstrated their commitment to a strong Safeguarding culture.



Overall engagement with children and their families and caregivers was a significant highlight at the operational level.



The Safeguarding Team are highly valued as people as a key resource from all levels of staff. Described as approachable, supportive and knowledgeable, their expertise and dedication is recognised across all business units.



RISK & INNOVATION

The Risk and Innovation Team have continued to work toward our goal of connecting the daily risk control practices to new ways of solving problems for our business units and our community in the 2021-2022 financial year.

The Y Canberra Region achieved amazing results during the financial year 2021-2022. From a significant reduction of Work Health & Safety (WHS) incidents, to better tools to manage our daily operations, the objective of supporting the Association's areas to thrive and create a safe environment is being reflected all across the board.

The Risk and Innovation Team continued to deliver projects that completely transform the way we create our staff's experience throughout their whole Y journey.

This also included significant Work Health and Safety projects to include transparency (Whistleblower System) and support for our staff's mental health while navigating the challenges imposed by the global pandemic.

In this financial year, the Y Canberra Region reached a point where there is plenty of information to be leveraged for optimising the current programs.

Moving into the 2022-2023 financial year, the main project that we will be focusing on is how to use the current Y Canberra Region IT environment to support areas efficiency and decision-making. From automation to business intelligence reports, there are many possibilities to what can be done to transform the way we deliver better services.



KEY EVENTS OF 2021-2022:

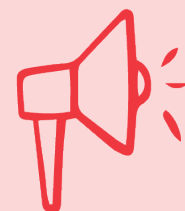
Some of the key events and projects undertaken include:

- Complete process and digital transformation for People and Culture area;
- Continuous Cyber-Security training for all staff;
- Whistleblower System & WHS projects.

KEY ACHIEVEMENTS



33%
REDUCTION
In Work Health & Safety Incidents



NEW
Whistleblower System rolled out



MENTAL HEALTH TRAINING
Rolled out to all staff



57%
REDUCTION
In major incidents

CHILDREN'S SERVICES

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

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



“

The Y isn't just a childcare centre, it's a place where my two boys feel safe. They have made beautiful bonds with educators and enjoy many exciting experiences and opportunities. I'm excited to pick them up and listen to all the fun things they did that day.

We LOVE and appreciate the YMCA!

- Danielle, parent at the Y Gungahlin ELC

EARLY LEARNING

ENROLMENTS

Active Families	482
Enrolled Children	556

ATTENDANCES

Belconnen ELC	12,579
Gungahlin ELC	9,432
Holder ELC	16,274
Holt ELC	13,378
Jamison ELC	8,612

During the year, we had a total of 87,720 bookings for children in our care with ages ranging from 6 weeks to 5 years.

OSHC

ENROLMENTS

Active Families	1,151
Enrolled Children	1,496

ATTENDANCES

Bungendore	14,543
Giralang	4,312
Gowrie	6,019
Jerrabomberra	5,879
Kaleen	11,843
Latham	10,185
North Ainslie	14,177
Queanbeyan	4,708
Sacred Heart	5,691
South Queanbeyan	9,966
St Gregory's	12,921
St Michael's	5,246
St Vincent's	7,470
Sutton	6,632
Taylor	10,961
Weetangera	11,996

EARLY CHILDHOOD & CARE

SPARK PROGRAM
Holt Early Learning Centre

The Y Canberra Region is proud to partner with the SPARK program for Early Childhood Education again for the 2021-2022 year. The purpose of SPARK is to improve education, economic and social outcomes for residents in the local region.

The program provides valuable training and mentorship opportunities for our team, as well as allowing us to continue our commitment to social inclusion, active citizenship and genuine community leadership.

SPARK, in partnership with The Y Holt Early Learning Centre, CRCS, North Belconnen Community organisation, CiT and Uniting Care Kippax are working in collaboration to deliver a unique training program focusing on skills and development, work experience and employment within the Early Childhood Education and Care sector.

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

On successful completion of the course, participants obtain a Certificate III in Early Childhood Education and Care, as well as a Senior First Aid.

This year, we have been fortunate to see two educators successfully completed their Cert III in 2021, as well as another educator in 2022. We also have two people who will be joining us in semester 2 to complete their preschool prac.



“
The teachers were
friendly, knowledgeable and
always willing to help.
- 2021 SPARK Participant

TRACKS TO RECONCILIATION
Holt Early Learning Centre

For the 2022 National Reconciliation Week, our Holt Early Learning Centre collaborated with Events ACT, Libraries ACT, Capital Region Community Services (CRCS), Uniting Care Kippax and West Belconnen Child and Family Centre.

This collaboration resulted in the children being invited to participate in a Tracks for Reconciliation Walk.

Our Y children were able to share our Acknowledgement of Country with the children of other schools and community groups before leading the procession of walking around the community and readying the storyboards for Adam Goodes’ book “Somebody’s Land.”



VINNIES’ WINTER APPEAL
Gungahlin Early Learning Centre

“This Winter, the Vinnies Appeal will provide emergency relief to people at risk and experiencing homelessness. Your donation will help our Vinnies volunteers to rebuild lives.”
– St Vincent de Paul Society.

Ensuring Gungahlin ELC is keeping strong ties and doing our part in our community we chose to connect with Vinnies and contribute to their Winter Appeal this year.

We are very proud of the collective efforts of our families and staff for all that they donated at such a busy and expensive time of the year. We are especially proud of the Children who walked with their educators to Vinnies and back and carried all the donations we received. This included blankets, food and warm winter clothing.

There’s such power in protecting the world you live in. Think about how good it feels when you start gardening, cut your plastic use, or take shorter showers. These are the sort of steps that we can teach our children from a young age.

STREET LIBRARY
Holt Early Learning Centre

This year, our Holt ELC Jarrah Nest decided to implement a Community Library placed at the front of our Holt Early Learning Centre, with the library made from an upcycled cabinet.

Mitchell Daley, a proud Wiradjuri man and one of our parents, helped us decorate with Indigenous symbols and explained to the children the symbols meaning.

Families donated books and our local community is invited to take books as needed to promote a love of reading.

Every week some Jarrah children volunteer to collaborate in the set up of our Street Library by labelling the books, sorting them out and filling the library shelf. This can foster a love of books and reading as well as teach our children a sense of responsibility, ownership and work for their community.



OTHER ELC INITIATIVES

ROUNABOUT DONATIONS
Holt Early Learning Centre

Over the year, our Holt ELC organised a donation drive for Roundabout Canberra, a local organisation assisting families to gain access to essential baby and children’s items who may otherwise not have access.

Because every family deserves dignity.

BREAKFAST STATIONS
All Early Learning Centres

Across all of our Early Learning Centres, we have been able to implement breakfast stations, providing children with a nutritious start to their day and ensuring they learn new skills and autonomy!

HAPPY FEET PROGRAM
Belconnen Early Learning Centres

We were excited this year to be able to activate our “Happy Feet Fitness Program” after a year of COVID, giving our children a space to get moving!

INTERGENERATIONAL GROUP
Belconnen Early Learning Centres

Our Belconnen ELC team are excited to share that they are partnering with IRT Kangara Waters and the University of Canberra to provide intergenerational care research between our children and the elderly members of the Kangara Waters Retirement Village.

The intergenerational program allows the children visiting their elderly friends to broaden their understanding of the world and create meaningful connections.

BRAVEHEARTS BALLOONS
Belconnen Early Learning Centres

This year, our Belconnen centre registered to participate in the White Balloon Day by Bravehearts.

White Balloon Day is the longest running child protection campaign, and encouraged children to “Chalk It Up” and create chalk murals and drawings, and encourage discussions about children’s safety.

COMMUNITY SERVICES DIRECTORATE

“No child should miss out on quality early childhood education because it is not affordable. Acting on this issue requires our whole community to change the way we think about early childhood education. Because everybody benefits when we maximise the opportunity of successive generations, early childhood education and care needs to be delivered in a way that is available to all children”

- Minister for Education and Early Childhood Development, Yvette Berry, MLA.


Through our partnership with the Community Services Directorate (CSD), the Y Canberra Region remains committed to assisting families experiencing vulnerabilities.

Y Canberra Region understands that, unfortunately, not every child has the same advantages when it comes to early life learning. High quality early childhood education plays a critical role in supporting children to learn. For children experiencing vulnerabilities or disadvantage, this education plays an even more significant role in turning the curve on inequality and disadvantage.

Our partnership supports vulnerable families with short-term access to our five Early Learning Centres, thereby enabling families to access flexible and responsive early childhood services.

June 2022 also saw the Y Canberra Region welcome children into the 3YRO Initiative Program (ACT Education Directorate) supporting the Australian Government’s offer of a temporary humanitarian stay in Australia.

Humanitarian support by conjunction with enrolment into Y Canberra Region funded programs is noteworthy and establishes the Y Canberra Region’s commitment to equality for all children, something we are very proud of!



50

FAMILIES

Accessed 2,427 CSD days of care in the 2021-2022 financial year.



“

My support will not have been achievable

without your commitment and willingness to see that

everything works well.

I truly appreciate your support for this family, your goodwill

and commitment. Thanks for the amazing work you do.

- Message from CYPs

OUTSIDE HOURS SCHOOL CARE

GIVING BACK
All Outside Hours School Care Centres

Throughout the 2021 ACT lockdown, our OSHC teams remained on the floor and working to ensure that the children and young people of our essential workers were cared for. They also worked hard to give back to their communities.

The teams put together children’s activity packs and baked goods for children that were part of the Community Meals Program. These activity packs, along with much-needed meals, ensured that families that were doing it tough during the COVID lockdown had some food and entertainment to see them through.



COMMUNITY SPIRIT
Taylor Primary School OSHC

Each year, Taylor Primary School holds a Mother’s Day event, and the Y sets up a stall.

Our Coordinator at that centre, Sue, spent the day assisting the school’s P&C team in the running of the stall and interacting with all the people.

Our OSHC teams constantly showcase exceptional collaboration between our Y services and the school communities.



OSHC MAKE-OVERS
All Outside Hours School Care Centres

To boost some energy around our OSHC sites, we turned a little project into a competition!

We encouraged our OSHC services to refresh their spaces, enhance an area and have fun! The teams sent in before and after photos to be judged, with the results at such a high standard we had a 3-way tie between St Michael’s, Karabar and Giralang!



DOUBLE THE FUN
Kaleen & St. Michael’s OSHC

Every year, two of our OSHC sites - Kaleen and St Michael’s - join together for an After School Care Fun Day!

It’s a day that the children and the educators all look forward to for an action packed afternoon of fun. Some of the activities and experiences you would find would be basketball and soccer challenges between the two centres, movies, silent discos and craft experiences.



COMMUNITY & YOUTH ENGAGEMENT



This year, the Y Canberra Region established a Community & Youth Engagement Team to assist in the organisations’ goals of connecting communities, engaging our youth - both internally and externally - continuing to connect through media and marketing, and build on our youth programs.

For the year of 2021-2022, we have continued to build our community engagement through an increased social presence, and through growing marketing and media campaigns. The ongoing COVID-19 pandemic saw us pivoting to online and community engagement, with us being able to partner with local businesses - PCYC Canberra, No Biggie Meals and Walt & Burley - to provide much-needed meals, activity packs and crisis accommodation to those suffering hardships during the 2021 lockdowns. We also engaged in a partnership with OutInCanberra and Eighty8 Fitness to provide a free online fitness program, “Get Canberra Moving” which ran 5 events and accommodated over 400 people in the first session alone.



The Y Canberra Region also saw increased involvement on a Y National level, with participation in the WhyNot platform, the National Youth Commission Australia Youth Future’s Summit event, and having two Canberra youth staff attend and participate in the Federal Youth Parliament.

Locally, our Youth Representative Group has continued to grow in strides and has cemented their focus in the Sustainability space, leading the way in updating and writing Y Canberra’s Sustainability Policy, registering the organisation for ACTsmart Accreditation at all of our Canberra sites and services, and leading the organisation’s participation in this year’s Clean Up Australia Day.

Moving into 2022-2023, we are looking forward to continuing to build on our community partnerships and establish further means of engaging the youth in our existing services as well as the broader community.



YOUTH REPRESENTATIVE GROUP

The Youth Representative Group (YRG) was established in the previous financial year as the first youth group in Y Australia to be embedded authentically into Governance level. The group intentionally and successfully gives our youth a voice and establishes true intergenerational leadership within the Y Canberra Region.

This year, the YRG grew to 7 members, with a representative from each business unit in the Y Canberra Region, ensuring that we had broad and equal representation across all services.

We have seen a second Co-Chair be elected to the committee, and fortnightly meetings are hosted. A Board Sponsor has also been elected and the YRG has been invited to share their voice at several Senior Leadership Team and Board meetings over the year.

The group consulted on the World YMCA Vision and the four pillars accompanying it, and were inspired to continue their focus on the Sustainable Planet pillar by actively driving the Y Canberra Region’s involvement in Clean Up Australia Day in March, beginning the opening stages of getting each centre and service ACTsmart Accredited, and drafting a Sustainability Policy for consultation.

Moving into the new year, the group continues to work on their environmental focus, looking at sustainability audits, completing the policy, and looking at sustainable grants.

WHYNOT

The Y’s national youth publication platform continues to excel at amplifying the thoughts, opinions, ideas and stories of young Australians. It provides youth across the country an opportunity to share their voices, experiences and unfiltered thoughts through a supportive editing, publishing, and promotion process in which they are paid for their work.

In 2021-2022, the WhyNot platform published 80 pieces - a 157% increase from the previous year - with 12 of these pieces from the ACT!

As a result of working with WhyNot, 66.3% of those responding to WhyNot’s Contributor survey indicated they strongly agreed with the statement, “I feel my voice has been heard and valued.”

WhyNot also provides the young people who run the platform, the Editorial Committee, an opportunity for personal and professional development, to flex their own creative muscles, and to bring meaningful impact to young contributors through publishing their work and amplifying their voices.

Read one of the pieces from our young Canberrans below!

Connecting From Afar: <https://www.whynot.org.au/social-justice-and-advocacy/connecting-from-afar/>

SPACE SQUAD

The Y Canberra Region Space Squad has been running in partnership with its major sponsor, The Boeing Company, and providing Space and STEM experiences to children and youth since 2016.

This year, we pivoted online during the September school holidays to be able to keep our cadets engaged and inspired during the continued COVID lockdowns and challenges, hosting our first @Home Camp Edition in collaboration with SciScouts. We were then able to come together in person for our Junior, Youth and Senior Camps over the January school holiday period!

As a program, Space Squad has allowed aspiring space and STEM students to learn about astronomy, astrophysics, science, engineering, astro-photography, and space exploration.



60+
Cadets
at our
January
2022
Camps

Community

MEALS PROGRAM

In partnership with fellow not-for-profit PCYC Canberra, as well as No Biggie Meals and Walt & Burley Kingston, the Y Canberra Region was able to donate, supply and deliver meals, activity packs and baked goods to those people in our community who just needed an extra lift, a helping hand and a hot dinner.

Our mission was to bring together our community and support those who were vulnerable or experiencing hardship during the 2021 ACT lockdown period at the end of the year.

Through our partnerships and community support, we were able to deliver over 6,700 meals to families in and around Canberra, and a similar amount of baked goods, craft and activity packs. We collaborated with local businesses, but we were also able to engage our own staff in the process with our chef’s cooking meals and our OSHC and ELC teams creating the activity packs. Along with this, we also provided crisis accommodation to some families suffering hardship in this time.



ACCOMMODATION

It was another roller coaster of a year for the accommodation services team with the COVID-19 pandemic significantly impacting school group travel from July – May.

During this time, Bush Capital Lodge remained closed with business consolidated to Leumeah Lodge. We felt the impact of the New South Wales and Victorian lockdowns in June and July, as 90% of schools groups travel from these states to the ACT.

The ACT lockdown resulted in the shutdown of accommodation services from mid-August to late October, during which time the core staff were working from home to re-book school groups to future dates. Additionally, the team focussed on improving operating procedures, data transfer to the new property management system and marketing strategies to target free independent travellers (FIT) over the Christmas holiday period.

From September to December 2021, we were able to partner with PCYC Canberra to support our community in one of the most challenging times by engaging our kitchen team to produce and deliver over 6,700 meals to vulnerable families in the ACT. Additionally, we were also able to provide crisis housing to families to the value of \$80,000.

Initially, the outlook for school group travel in 2022 was much more positive from February onwards due to the ending of border restrictions and state lockdowns. However, this was short-lived as schools continued to postpone due to the increase in COVID case numbers in schools and the ongoing indecisiveness around interstate travel during uncertain times.

In May schools gradually returned to travel, although not at full capacity, and we were able to reopen BCL after its closure 11 months prior.

In May and June, BCL occupancy was 13% and Leumeah Lodge occupancy was 54%. Due to the increase in overall business demand, we were able to expand our team with 11 new hires which is 44% of our current workforce.

After the Christmas period, we continued to focus on marketing strategies to increase FIT business demand at Leumeah Lodge, with Saturday becoming the highest occupancy day of the week over the financial year at 43% occupancy and steadily increasing to 63% from January – June. One of these FIT marketing strategies included attaining a grant through the ACT government's Tourism Cooperative Marketing Fund to promote the ACT as a tourism destination. Our strategy was aimed at promoting the Gold Creek precinct by packaging our accommodation with four of the nearby attractions; the National Dinosaur Museum, Cockington Green Garden, the Walk-in Avery and the Reptile Zoo. The funds from this grant enabled us to create the foundations for promoting this package permanently.

The tourism and hospitality industry was undoubtedly affected by the ongoing nature of the COVID-19 pandemic. The outlook for the next year is looking far more positive with significantly more business on the books confirmed and resources to ensure that we are able to create quality customer experiences. With the support from the wider Y community, the accommodation team are excited to see business return stronger than ever.

“

Leumeah Lodge is nicely nestled just off the Barton highway making it super convenient for travellers arriving into the ACT. The rooms were tidy and clean. Making the trip extra pleasant for us was the staff.

Next time I find myself in Canberra and needing a place to crash for the night, I would seriously consider this place... And so should you!

- Leumeah Lodge Review via Google

KEY ACHIEVEMENTS



HEALTH & RECREATION

This year Health and Recreation focused on “What is Health and Recreation at the Y Canberra Region”.

Coming out of the second COVID lockdown a little rattled it was time to consolidate our offerings and focus on the things we do well. With the closure of Gymnastics and handing the program over to PCYC, this would see the girls in a supportive environment where they could continue to strive.

Health and Recreation has always had a diverse range of offerings, we pride ourselves on our connection to the community and offering programs to participants who would not always have the opportunity to engage in Health and Recreation activities. With the focus now being on expanding our footprint in the community, we continue to create relationships that will see ongoing use of our Health and Recreation services.

EXERCISE PHYSIOLOGISTS

Our Exercise Physiologists have continued to collaborate with local partners, increasing the number of participants regularly supported as part of the National Disability Insurance Scheme (NDIS) or General Practice Team Care Arrangements (Medicare).

We have continued to focus on those participants who have had a major change in functional status and have shifted our primary clinical focus to providing well-received community rehabilitation to a growing population of clients undergoing various forms of Neurological Rehabilitation.

The Exercise Physiology programs continue to attract external attention from academic partners, with the team now supporting students on clinical placement across 4 blocks throughout the course of the year. Having students continues to create opportunities for future employment within the Y, with Exercise Physiologists Theo and Eiland joining our growing team early this year after completing clinical placement last year.

Having clinicians come on-board after already experiencing the Y culture and working with our clients dramatically increased clinical outcomes. Both clinicians have reunited with clients they interacted with on placement and have taken the clinical responsibility moving forward.

A great example of the amazing relationships we foster is with one of our most routine attendees, Virginia. Virginia initially started working with our EP Dylan back in 2020 after a brain aneurysm in 2019. Virginia has since attended the gym over 300 times and has made remarkable improvements to her physical and cognitive function. We couldn't be more proud of the hard work she has put in to come this far!

**133**
New Exercise
Physiologist Clients

**2,244**
EP appointments
completed



Y CHIFLEY MOBILISERS

Pictured above is our Mobilisers Group Class Exercise Participants during a weekly exercise class. This class is designed to assist some of our most vulnerable community members participate in safe and effective exercise under the care of our Exercise Physiologist's.

This subsidised program is open to those who may require additional assistance with mobility and transfers within the gym, those participants supported through the NDIS and those progressing from ACT Health In & Out Patient Rehabilitation programs into our community gym.



What I love about Chifley is the friendly staff, encouraging environment, great suitable exercise programs from the Exercise Physiologists. I love that the booking system encourages commitment and friendship!

- Joan, Chifley Health & Wellness Member

SAILING CLUB

YOUTH COMMITTEE

The Sailing Club Youth Committee was formed to support the growing proportion of the club's members that are below 25. As of last year almost half of the members of the club were in that category but were without a dedicated or formal representative in the Sailing Club's management. To address this we created the roll of Rear Commodore Youth, who would chair the Youth Committee. The Youth Committee is made up of three members under the age of 25 that have been elected by the club's youth. It includes a representative from each school that the club coaches, a training committee representative as well as a representative of the parents.

The Committee meets once a month during the sailing season and on an as-needs basis throughout the winter. The Committee focuses on ensuring that the youth of the club are engaged and that there are activities specific for youth. They assist with the organisation of the youth championships.

Last year the Committee ran a picnic on Spring Bank Island during the Spiral Nationals. There were 15 youth that attended, and it was an overwhelming success. The Youth Committee also organised a team that was entered into the ACT teams racing championships.

78TH AUSTRALIAN SHARPIES CHAMPIONSHIPS

A total of 32 boats attended the National Sharpies Championship event, of which 18 travelled from interstate. As each Sharpie has a crew of three this amounted to almost 100 competitors as well as a number of spectators who were able to appreciate the great viewing opportunities that Lake Burley Griffin offered. Even with some COVID challenges still lingering, the event went off without a hitch with both the on and off water activities able to be completed. There was a total of nine races. All competitors acknowledged what a great event it turned out to be and thanked the organising committee and the Y Canberra Region Sailing Club for hosting.



MENSLINK PARTNERSHIP

This year's season saw us continue our partnership with Menslink. Along with hosting multiple kayak sessions for the Menslink crew at the Paddle Hub, in January 2022 we held a sailing course for 15 young men, 9 of which successfully completed the program, attaining a Level 2 in Sailing.

As a gesture of our gratitude for this partnership, we were able to donate approximately 100 boxes of Lego to Menslink for their Christmas Party. Hearing about the excitement that this created for the young men and their families certainly became a highlight of our year.

We are continuously looking for ways to further strengthen our partnerships with various community organisations and by 2023 it is our aim to develop a gym based program for the young men at Menslink.



RAID BASKETBALL

RAID (Recreational Activities for Intellectual Disabilities) is a basketball program run through Y Canberra Region. The program has been operating since 1984, with some of our participants having been involved for over 20 years.

RAID is an enthusiastic, noisy and competitive evening, and for many it is the start of friendships that have a significant impact on their lives.



2021 - 2022

Finance Summary

The Annual Financial Reports have been audited by Nexia, with a positive unmodified report resulting. The annual financial result is a deficit of \$2,335,865 (-11.3% of revenue), compared to the previous year's surplus of \$315,406 (1.3% of revenue), revenue decreased by \$3,782,549 (15.5%).

This was a direct result of the COVID-19 Delta wave which culminated in a shutdown of almost three months and a continued suppression of interstate school travel. The Accumulated funds decreased by only \$733,315 to \$20,609,753, limiting the size of this decrease was the revaluation of Land and Buildings which increased by \$1,600,529. The organisation continues to hold strong cash reserves of \$2,600,609 million.

The continuing COVID-19 global pandemic was the key influence on the net result. For Children's Services, and Health, Fitness and Recreation the majority of this effect was felt predominantly in the first half of the financial year with improved operating conditions in the second half of the year.

For Accommodation, the whole year was effected and in only the last few months of the year did school groups begin to return in small numbers. Since the beginning of the pandemic, preparations had been made to position the organisation to absorb this kind of scenario with substantial cash reserves created. Even though this year represents a significant loss it has been mitigated by this action and the adjustments made to the expenditure structures to allow us to return to normal operations as soon as possible.

Children's Services has taken some time to return to normal after the lockdown was ended with Outside School Hours Care recovering more quickly than the Early Learning Centres. By years' end, the ELC's had still not recovered to pre-pandemic levels whilst OSHC has recovered to those levels.

For the year, Outside School Hours Care, revenue decreased from last year by \$579,237, while Early Learning revenue compared to last year decreased by \$1,631,092. Last year revenues were bolstered by the inclusion of the Governments Transition Package support of \$915,531, Relief Package support of \$250,636 and JobKeeper support of \$326,430.

Accommodation continues to be most affected by the ongoing pandemic. Revenue for the year was down \$970,058 from the previous year and about \$4.3 million down on standard operations in a typical year. The outlook is for more stable operations to return in the new financial year with the forecast that revenues should increase significantly. There is a contingency that normal operations may not return during the year and that if the current trajectory continues then the following year may see revenues closer to trend.

Health Fitness and Recreation suffered a reduction in revenue versus last year of \$400,243. This business unit has been rationalised over the past 2 years with the pandemic bringing an end to some of the smaller programs. As with other business areas, it is slowly returning to normal.

It is now expected that with the Government looking forward to an end to the Health Orders and a continued approach of community vaccination that the worst effects of the pandemic have been absorbed by The Y and that looking forward we can return to normal operations.



In the News

The Y's Space Squad Reschedules Lift Off

READ IT HERE:
<https://canberraweekly.com.au/the-ys-space-squad-camps-reschedule-lift-off/>



The Capital's Biggest Virtual Fitness Event!

READ IT HERE:
<https://www.outincanberra.com.au/keep-canberra-moving-the-capitals-biggest-virtual-fitness-event-saturday/>

Delivering Meals to Struggling Canberrans

READ IT HERE:
<https://the-riotact.com/ymca-wants-to-triple-the-number-of-meals-delivered-to-struggling-canberrans/>



Local Sailors Win in National Boat Race

READ IT HERE:
<https://canberraweekly.com.au/local-sailors-win-in-canberras-first-national-boatrace/>

Positive, Poignant Way to Celebrate Ageing

READ IT HERE:
<https://citynews.com.au/2022/positive-poignant-way-to-celebrate-ageing/>



Our Supporters

Commonwealth Government

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

ACT Government

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

Services

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

Professional Partners

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

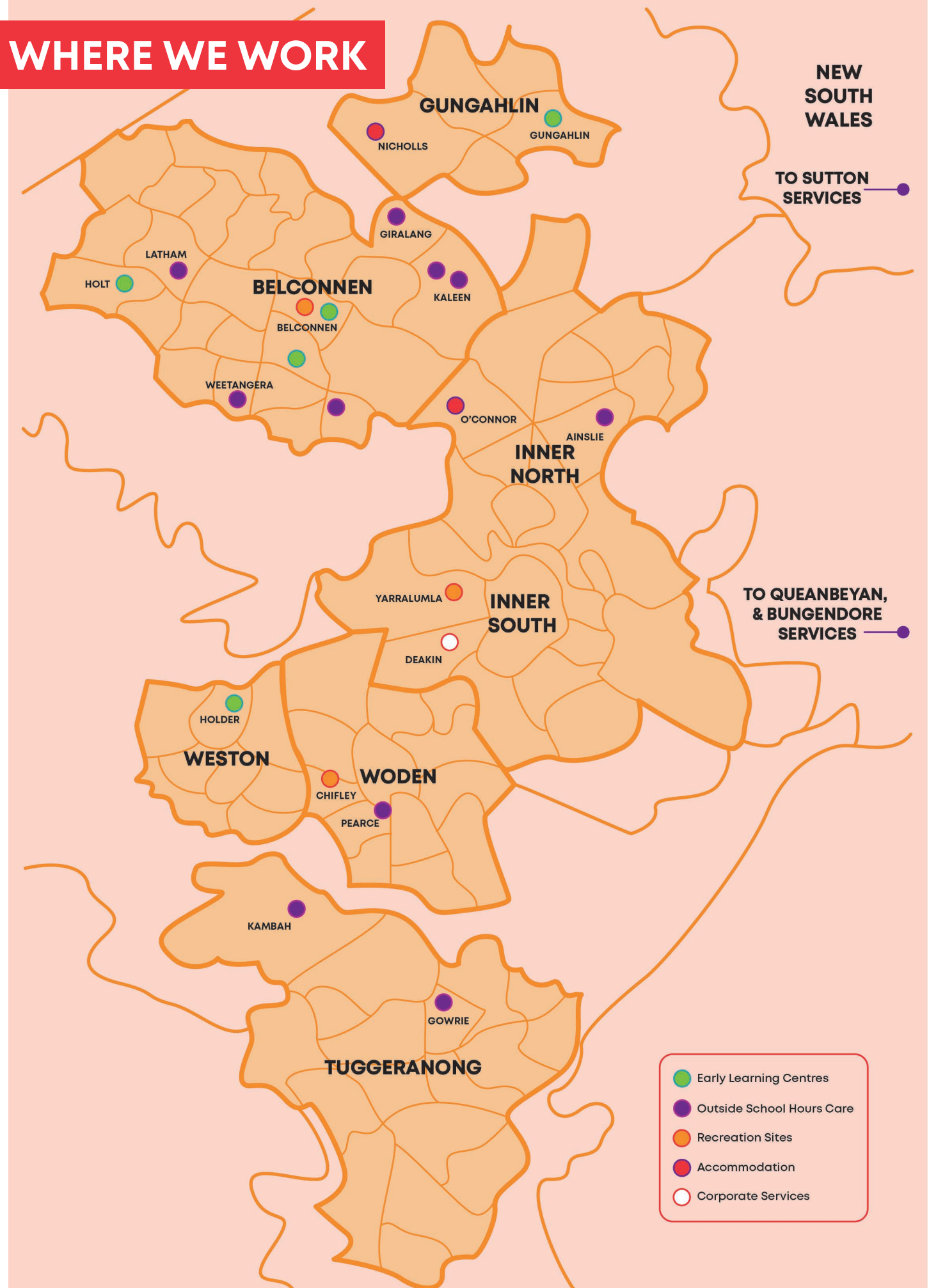
Educational Institutions

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

Business and Agency Partners

- ABC 666
- 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
- Early Childhood Australia
- Educational Experience
- Eighty8 Fitness
- Exercise & Sports Science Australia
- Fresh Tastes
- Geoscience Australia
- Geospatial Intelligence
- Ginninderry – SPARK Program
- Gungahlin Business Park
- Heart Foundation ACT
- Inspiring Australia
- IRT Kangara Waters
- John Rankine Distributors
- Kalparrin Aged Care
- Kingston Physiotherapy and Sports Injury Centre
- LEAD
- Lifeline
- Menslink
- Monaro Coaches
- National Capital Educational Tourism Project
- National Capital Attractions Association
- Net Set Go
- No Biggie Meals
- North Belconnen Community Association Inc
- Nutrition Australia
- On The Go
- Orthoclinic
- PCYC Canberra
- Royal Life Saving ACT
- Salvation Army
- Sharing Places
- SiX30
- Smith Family
- South East Region Academy of Sport
- Southern Cross Austereo
- The Create Foundation
- The Creative Element
- The Mark Agency
- The Snow Foundation Limited
- Threesides Marketing
- Walt & Burley
- West Belconnen Child and Family Centre
- Westfield Belconnen
- Woden Community Services
- Yachting Australia
- Youth Care Canberra
- YMCA Australia
- Y Gear
- YMCA NSW
- ZovaCancer Council ACT

WHERE WE WORK



“

WE ARE INFLUENCED BY A
GLOBAL MISSION TO PROVIDE
OPPORTUNITIES FOR ALL TO
GROW IN BODY, MIND & SPIRIT.
THE Y'S OF AUSTRALIA ARE
GUIDED BY A BELIEF IN THE POWER
OF INSPIRED YOUNG PEOPLE.

”

STAY CONNECTED

Visit us at: www.ymcacanberra.org.au



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YMCA Canberra Region

