

YMCA Community Impact Report

2019-2020

YMCA OF BRISBANE
Y-CARE (SOUTH EAST QLD) INC.

Changing lives since 1864

YMCA BRISBANE

107 Brunswick Street, Fortitude Valley QLD 4006 p: (07) 3253 1700
e: brisbane@ymcabrisbane.org w: www.ymcabrisbane.org



YMCA BRISBANE GROUP

YMCA OF BRISBANE
Y-CARE (SOUTH EAST QUEENSLAND) INC.

CAMPING

- Camp Leslie Dam - Warwick
- Camp North Pine - Whiteside
- Camp Warrawee - Joyner

CHILD CARE

Early Education Centres

- Acacia Ridge, Birtinya, Strathpine

Family Day Cares

- Brisbane, Gold Coast

COMMUNITY AND YOUTH CENTRES

Community Centres

- Springfield Lakes

Youth Spaces

- Acacia Ridge, North Lakes

EDUCATION

Accredited Education and Training

- Bowen Hills, Kingston

Vocational Schools

- Acacia Ridge, Ipswich, Kingston Junior, Kingston Senior, North Lakes

FITNESS AND RECREATION

Aquatic Centre

- Acacia Ridge

Fitness, Recreation and Aquatics Centres

- QUT Gardens Point, QUT Kelvin Grove, Victoria Point, Warwick

Fitness and Recreation Centres

- Bowen Hills, Jamboree Heights, Victoria Point

Gymnastics Centres

- Acacia Ridge, Bowen Hills, Caloundra, Jamboree Heights, Stafford, Victoria Point

HOSPITALITY

- George Williams Hotel, Brisbane
- North Pine Country Park, Whiteside

HOUSING

- Melville Place - Nerang
- Nowell B. Taylor House - Nerang
- Residential Units - Southport

OUTSIDE SCHOOL HOURS CARE (OSHC)

- Albany Creek, Ashgrove, Bald Hills, Berrinba East, Boondall, Bray Park, Brighton, Camira, Currimundi, Dakabin, Darling Heights, Edens Landing, Enoggera, Flagstone, Grovely, Helensvale, Hilder Road, Loganholme, Kedron, Marsden, Merrimac, Mitchelton, Mt Gravatt, Musgrave Hill, Norris Road, Park Ridge, Peak Crossing, Rainworth, Rochedale South, Sandgate, Seven Hills, Springfield Lakes, St Pauls, Strathpine, The Gap, Upper Virginia, Warrigal Road, Westside, Varsity College

A further three stand-alone vacation care services offered programs at Bowen Hills, Joyner and Victoria Point.

SOCIAL IMPACT

Disability Services

Meals for the Homeless

Op Shops

- Upper Mt. Gravatt, Ipswich

School-based Mentoring

- Acacia Ridge, Ipswich, Kingston Junior, Kingston Senior, North Lakes

Schools Breakfast Program

- 116 locations across South East Queensland

Specialist Outside School Hours Care

- Aspley, Mitchelton

The Y also leases commercial property to tenants in the Brisbane CBD, Fortitude Valley, Norwell, Parkinson, Slacks Creek, Victoria Point and Whiteside.

Behind the Y

Our Y

Our Mission

The YMCA works, from a base of Christian values, to provide opportunities for all people to grow in body, mind and spirit.

Our Values

Honesty | Caring | Respect | Responsibility

Our Belief

We believe in the power of inspired young people.



Our History

The Y has been working in local communities across Australia since 1851 and in Brisbane from 1864, providing children's services, recreation, camping, youth services and community initiatives, events, training and accommodation.

However, the humble beginnings of the Y started a long way from home. The YMCA was founded in 1844 during the Industrial Revolution in England, a time of great despair and poverty. George Williams, a drapery merchant, decided that something had to be done. He gathered a few friends to form a society that met regularly to support each other and gain renewed strength in body, mind and spirit.

The group called itself the Young Men's Christian Association (YMCA). From its inception, through to the early 1900s, the focus was on the welfare of young men, and related social concerns.

The YMCA has been working in local communities across Australia since 1851 and in Brisbane from 1864.

Together with the other founding members, George Williams wasted no time in organising YMCA branches throughout England, Scotland and Ireland. Over the next ten years, YMCA Movements

also began to develop across Western Europe, USA, Australia, New Zealand and India.

From the mid 1930s to the early 1960s, the YMCA was forced by depression and world war to revert to the original foundations of social and community concern. The emphasis was on supporting the welfare of young men at war, youth clubs, physical development, leadership training and education. Today, YMCA associations and branches can be found all over the world.

The Y has come a long way since forming in 1844. To be part of the YMCA today you don't need to be young, male, or Christian! Today we are a vibrant, active community organisation, seeking to make a positive difference by providing each and every person with the opportunity to be healthy, happy and connected.

Different brand. Same organisation.

2019 YMCA Rebrand

In 2019 YMCA Australia launched a new logo. For years we've been referring to ourselves as 'the Y'. Not just because it's shorter to say but because it's more inclusive. And inclusivity, equality and diversity is what we're all about.

As the oldest and largest youth organisation in the world, times have changed since the Young Men's Christian Association was founded. We stand behind all people regardless of age, gender, ethnicity or belief. Everyone should feel welcome and supported at the Y.

Through this new logo, our commitment to young people is stronger than ever before.





Message from the President

This has been a year unlike any other, one that has tested our resolve, our relevance and our viability.

This has been a year unlike any other. One that has tested our resolve, our relevance and our viability while we have coped with the impacts of the Coronavirus pandemic.

Thanks principally to the dedication of our staff and volunteers, as well as support from our customers and the Federal Government's JobKeeper program, I am delighted to say that we will pass this test and remain a strong and relevant organisation for many years to come. In a period where a number of other not-for-profits will sadly falter, this is an outstanding result for the Brisbane Y.

Throughout this year, our YMCA has focused on its strategy of creating greater scale in key areas, whilst maintaining a relatively diverse organisation. Although not specifically designed to help us deal with a global pandemic such as COVID-19, our 'Unbreakable' model of operation was designed to enable us to conquer challenges brought about by major social and economic disruption. By having a diverse range of strong operational and passive

revenue streams, we were able to continue community activities and services, even when some sectors of our operations were reduced, or even locked down.

"I am delighted to say that that we will pass this test and remain a strong and relevant organisation for years to come."

One of our goals is to positively impact the lives of young people in need.

Through the construction of a new multi-purpose facility at Mango Hill on land purchased in 2018, significant growth and impact has been achieved in four key areas – Vocational Schools, Community Centres, Op Shops and Gymnastics Clubs. Mango Hill is our first multi-purpose building to incorporate such a diversity of YMCA programming under one roof. Synergies between program areas are expected to help ensure a successful launch, in what is a rapidly growing community on Brisbane's north.

The construction of another Vocational School campus with an embedded community centre at Victoria Point activates some of our previously underutilised land and extends our impact to support young people. The Victoria Point school campus shares the site with our existing fitness and aquatic centre, creating another valuable community hub.

Through the funding support of the Queensland Independent Schools Block Grant Authority, and a robust business and financial plan, both the Mango Hill and Victoria Point projects will be delivered and activated early in the next financial year.

I record my appreciation to my fellow board members, to CEO Alan Bray and all of our staff and volunteers, for their dedication and commitment through significant adversity. Thanks to the resilience and ingenuity of staff (adapting programs for online delivery) our Y remains well placed to fulfil its mission and to continue to grow its community impact for many years to come.

Daniel Cheverton
PRESIDENT



Message from the CEO

This year has been a tale of two halves. Our expectations were that 2019-2020 financial year would see one of our largest ever investments in community development projects.

Whilst we commenced two large construction projects and the implementation of a new Human Resource Information System, the arrival of the COVID-19 pandemic saw more than half of our planned development spend postponed or withdrawn.

The construction projects that commenced early in the financial year included the Mango Hill Vocational School, Community Centre, Gymnastics Club and retail space (incorporating our own op shop and hairdressing salon), and also the Victoria Point School and embedded Community Centre. Both of these facilities will open a little later than originally planned (early in the 2020-21 financial year) and will deliver our sixth and seventh vocational school campuses, and our seventh gymnastics club.

The second half of the year was dominated by the COVID-19 pandemic, which had a significant impact on our operations and our staff. March saw the forced closure of six fitness centres, six gymnastic stadiums, five aquatic centres, three outdoor education camps, three community centres, two op shops, one country park and our entire Schools' Breakfast Program.

The effects of these closures have been pronounced and impacted more than half of our staff, many of whom were stood down or de-rostered from their roles. Our Board approved the establishment of a hardship fund to support staff experiencing adversity or financial hardship and many others were assisted by the Government's JobKeeper support payments.

I am extremely proud of the way in which our staff teams have responded during the pandemic, working diligently to ensure the safety and well-being of all of our customers in what have been very difficult circumstances.

Like other organisations, our staff have embraced digital technology solutions, such as Zoom, to help teams at all levels remain connected. The use of online meetings is certainly one change that will continue well beyond the tail of this current pandemic.

I would like to acknowledge and thank our supporters and funding bodies, including Queensland University of Technology, Brisbane City Council, Southern Downs Regional Council, Department of Education, Employment and Workplace Relations - all

of whom provided financial relief during the pandemic. This support allowed our Y to continue to provide opportunities for people to connect and engage with others, thereby helping to maintain well-being in what could otherwise be an isolating experience.

The impact of the pandemic was also felt by over 200 different small businesses and community groups who hire or lease space or premises from our Y, in order to operate programs and services for the public. Our Y was able to provide rent relief for many, thereby supporting them to maintain their services to the community.

My thanks go to the Board for their support and direction and to all of our staff and volunteers who have supported our Y throughout this turbulent period. Each played an important role in us achieving lasting impact in the communities we serve.

Alan Bray
CHIEF EXECUTIVE OFFICER

Snapshot of your YMCA

In over 180 locations across South East Queensland, the Y offers a range of programs and services that promote the development of body, mind and spirit.

Working at YMCA Clem Jones Junior campus opened my eyes to the need in the community for education providers to reach some of our most vulnerable youth. Being directly involved in helping young people gain confidence in themselves - not just academically but as human beings - and develop the skills needed to move ahead and be resilient in life was a magical experience for me. The thought that I could make a young person's day better in some way was all the motivation I needed to keep going back.

Volunteer Mentor

CHILD CARE SERVICES

758 families attended **235,973 sessions** of care in our early learning programs.

More than **732,023 participations** in Before School, After School and Vacation Care.

4,680 participations in Specialist OSHC from **87 families**.

EDUCATION AND TRAINING

445 students enrolled across 5 YMCA Vocational School campuses.



SPRINGFIELD LAKES COMMUNITY CENTRE

3,500 events attracting over **20,000 visitors**.



HEALTH AND WELLBEING

6 fitness clubs;
9,233 members;
471,222 visits.

59,832 participations in our older adult exercise programs.

71,878 aquatic education sessions.

6 gymnastics clubs.
4,128 gymnasts;
162,414 class participations;

641,558 free breakfast meals across **116 schools** supporting **9,970 students**.

"My son goes to the Moreton Bay campus and has changed 100% compared to how he was in a mainstream school. Love it!"

Parent, YMCA Vocational School (Moreton Bay Campus)



HOSPITALITY

17,224 guests stayed in our Hotel.

CAMPING

3 camp sites hosting **9,295 campers**, cooking **60,877 camp meals** and facilitating **40,676 adventure activity participations**.

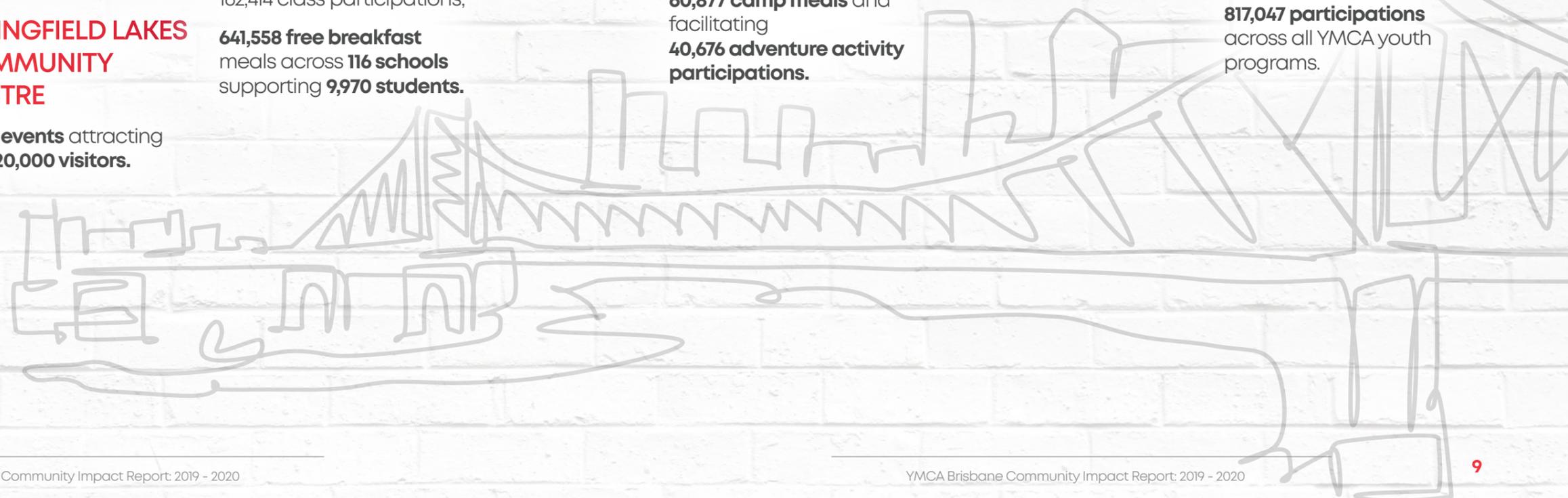


YOUTH PROGRAMS

53 mentors provided **11,110 hours** of mentoring totalling **6,696 participations**.

93 youth members debated **8 Youth Bills** online over 3 days, all supported by **18 young volunteers**.

817,047 participations across all YMCA youth programs.





YMCA BRISBANE

COMMUNITY
ENGAGEMENT
PROGRAMS
AND INITIATIVES

Our Impact

Making a real difference through providing people with a real opportunity to reach their full potential.

* The names of our beneficiaries in the following stories have been changed to protect their privacy.

Supporting the Stanthorpe Fires Response

DAVID JORDAN
MANAGER – WIRAC



On Friday 6 September 2019 a series of devastating fires swept through the Stanthorpe region of the Granite Belt. The number and size of the fires meant that a large percentage of communities were evacuated by emergency services, some well into the night.

Many of those evacuated were directed to evacuation centres in Warwick, including the Warwick Indoor Recreation and Aquatics Centre (WIRAC) and Camp Leslie Dam. Both facilities are managed by our YMCA.

The need to open Camp Leslie and WIRAC as evacuation centres was only identified as part of the fire response on Friday evening. The unexpected nature and speed of the fires meant Council was required to put into action a rapid response. Both YMCA sites reacted quickly and efficiently making available space and resources to

ensure those displaced were safe and comfortable. On the Friday night, Camp Leslie Dam filled every available space (250 persons) and opened its kitchens to feed the sheer number of evacuees. As part of the Council's response, paramedics and police were posted at the camp across the weekend to monitor stress levels, treat any injuries and deal with any wellbeing concerns.

WIRAC was opened at 3am Sunday morning to accommodate the overflow numbers that the camp could not hold. As is often seen in times of disaster, the community's response was swift and generous.

The local Lions Club and Domino's Pizza store provided the bulk of the catering for those staying in the evacuation centres. Donations of water came from many local organisations and families.

A Safe Place to Call Your Own

IONA WYLLIE
HOUSING MANAGER - YMCA
SOCIAL IMPACT

The housing team supported a very grateful 85-year-old man into one of the Y's affordable housing units in Nerang. Bobby, a victim of elder abuse from his family, said that he had been living with his sister for the previous three years.

During this time, he was frequently locked out of the house, forcing him to sleep in his car. Bobby explained that when allowed in the house, he could not eat, and had to leave by 7am. His sister also frequently accessed his bank account.

“The team were very happy to be able to support Bobby and give him a safe and secure home.”

Bobby stated that whilst he is fit and healthy, he felt lost and wanted to have some purpose; ultimately, he wanted a place of his own. The team were very happy to be able to support Bobby and give him a safe and secure home.

Bobby was over the moon and could not believe he had a place of his own that he never had to leave.

Vocational Pathways to Support Reskilling

HANNAH NIXON
VOCATIONAL TRAINING COORDINATOR – YMCA SOCIAL IMPACT

Greg is a 61 year old client, who found himself unemployed later in life and struggling to find someone to give him an opportunity. Greg has a long held interest in working with cars but, without a formal qualification, has not been able to gain employment in the automotive industry. He instead turned to contract cleaning.

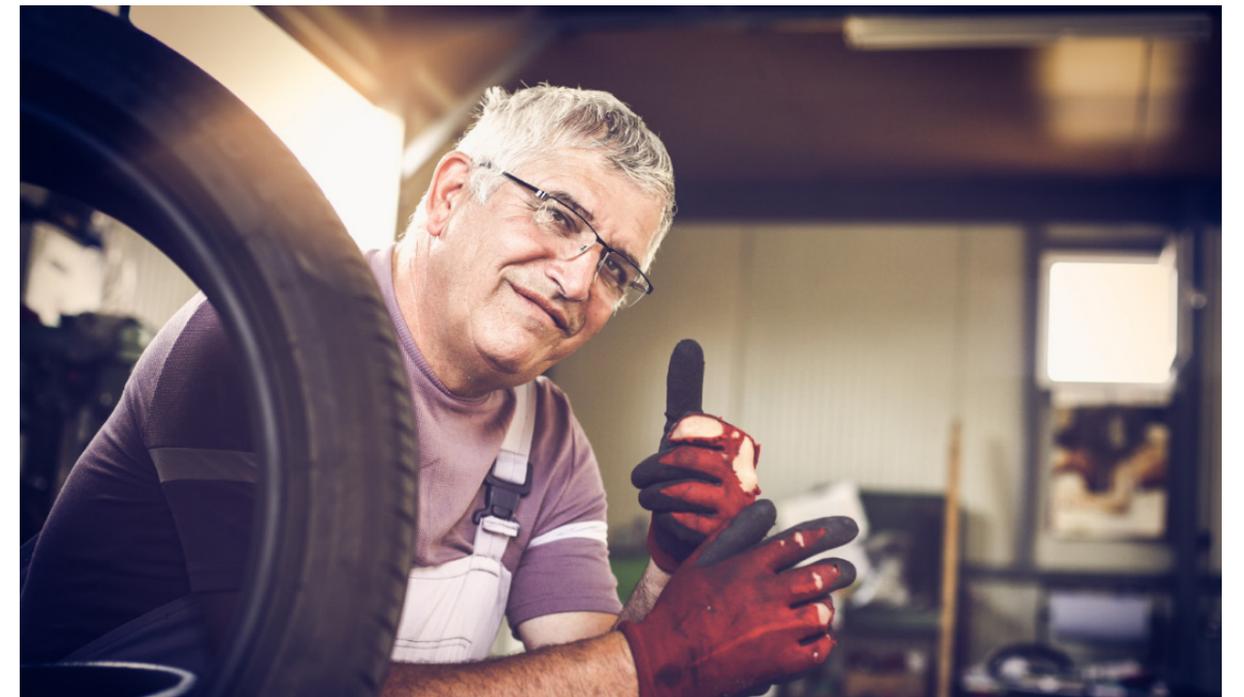
Through the Skilling Queenslanders for Work program, the YMCA was able to provide Greg the opportunity to study a Certificate II in Automotive Vocational Preparation, which he jumped at. Despite struggling with low levels of literacy and numeracy,

Greg applied himself enthusiastically to the training. A popular student, he is being supported not just by the trainer, but by other students as well. With all the support and encouragement he is receiving, Greg is confident of successfully completing his qualification.

A key aspect of the Y's training programs is supporting students into meaningful work. When an opportunity in a contract cleaning organisation was identified, Greg was supported to apply and was successful in gaining a part-time position in the profession in which he had previously worked.

“A key aspect of the Y's training programs is supporting students into meaningful work.”

Greg's new employers are very happy with his work and are currently supporting him to complete his automotive qualification. Furthermore, the owners of the cleaning company also own a mobile mechanics business and hope to support Greg to work in this area of the business, once he has completed his studies.



OSHC's Bush Fire Response

LIAM DYER
MANAGER - OSHC

We were all moved by the devastation of the bushfires last summer. YMCA OSHC used the events to give the children an insight into how heroic the firefighters are and how they are helping the people, homes and wildlife of Australia.



A few examples of how the children responded are shared here.

- The children at Strathpine OSHC made a donation to adopt a koala, thereby providing funds to support their care and rehabilitation. The children also collected and donated medical supplies.
- YMCA Rochedale South OSHC children created special survival kits for the brave firefighters who worked tirelessly to save our country.
- The children at Seven Hills OSHC sewed bat wraps for the bats affected by the bushfires. Others wrote letters of support and appreciation to the animal handlers for helping out during the fires.
- The YMCA Helensvale OSHC community fundraised at their Christmas concert, giving all proceeds to the bushfire appeal.

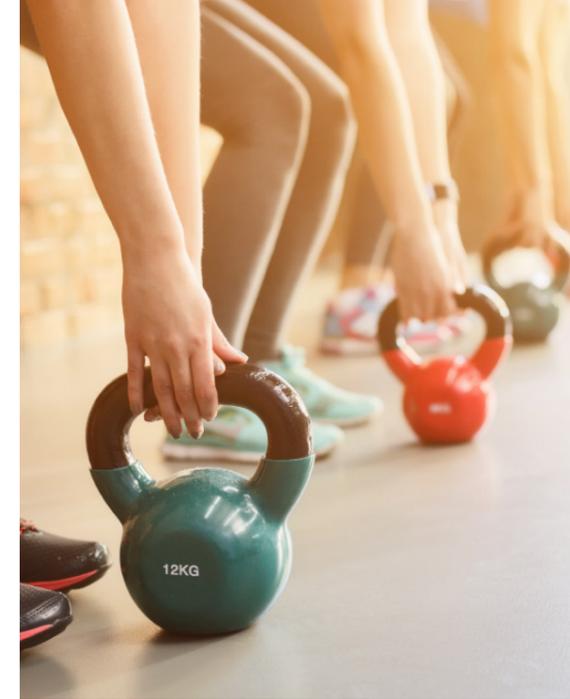
Tackling Youth Crime

JILL ROUSSEY
COORDINATOR - THE SPACE

The Space team developed a new program to help reduce youth crime around the North Lakes area. The program ran for six weeks and included community outreach activities throughout Westfield shopping centre, the operation of a drop-in cafe space as well as structured activities and workshops.

The program also engaged third party creative and recreation providers, offered leadership initiatives and even undertook youth consultations.

The pilot program proved a great success, with businesses noticing a reduction in theft and vandalism.



Inclusive Fitness Program Delivers Improved Quality of Life

ADRIEN FITZPATRICK
MANAGER, VICTORIA POINT FITNESS AND AQUATIC CENTRE

Seeking a more flexible program under the National Disability Insurance Scheme, Alice sought out the support of the Y's fitness team at Victoria Point.

The team worked with Alice and her friends to develop a tailored exercise program that is informed and controlled by the participants themselves. Once Alice and her friends have the program exactly how they like it, they will be releasing it for the greater community to access.

Alice's mum is full of praise for the team at the Y and is extremely grateful to see her daughter and her friends living such a rich and productive life.



Responding to COVID-19

CHRIS RICHARDS
COORDINATOR - THE RIDGE

Responding to COVID-19, the Acacia Ridge Centre ramped up the provision of food relief. Many of the community members in the local area are from non-English speaking backgrounds, lost employment and cannot access any benefits or emergency payments.

Working with companies such as Second Bite, The Ridge team worked together with local community leaders to distribute food to those struggling to stay afloat. School staff also took advantage of this opportunity to provide parcels for school families who were in need.

Food hampers were also distributed to the vulnerable through our network of OSHC and School Breakfast Program schools, our Kingston schools, Acacia Ridge Child Care Centre and the Springfield Lakes Community Centre.

YMCA Vocational Schools – Journey to Employment

Flourishing in a safe space

MARIA HENKEL

WELLBEING COUNSELLOR - IPSWICH CAMPUS

When I first met Grace it was her first day at school. It quickly became clear she was going through a challenging time. Anxiety brought self-doubt, fear, confusion, self-consciousness and sadness.

They were all surrounding Grace, as a constant reminder of the challenging times she had experienced earlier in life. The thought of being able to control such emotions was overwhelming and some unhelpful habits had been formed in attempts to self-regulate.

Nevertheless, Grace's resilience caught my attention and the potential I saw was immense. We worked closely together

for one term, with weekly counselling sessions and daily check-ins. We identified strategies collaboratively and Grace took ownership of her treatment and process of change.

“Grace's ability to trust and be open amazed me and things started to change.”

Grace's ability to trust and be open amazed me and things started to change. Unhelpful emotions are still coming around (as they do), yet they no longer have the power to take over and risky behaviours are no longer prevalent.



Grace expressed multiple times feeling safe and supported by the Y and for the first time, actually cared about doing assessments at the end of term 3. This speaks to the work of all staff members at the Ipswich Campus, especially her teacher and youth worker, Morgan and Mon.

Grace has now decided to transition back to mainstream school. She is feeling empowered and wants to prove to herself and to others that she can graduate Year 12.



Some words from Grace...

“My experience at YMCA was a rocky start. I had the worst first day. I was crying, shaking and couldn't breathe most of the day. I was at YMCA for a Term. This is not much, but I definitely grew as a person. Now I'm going back in mainstream to prove people wrong and prove that I can make it even when I'm at my lowest point. I'm trying to be a role model for some people now. I've been working with staff members to get better at communication and now I can easily compliment people and brighten their day. Maria was a massive help in getting me to this point that I can actually believe in myself. I've never been this happy to be at school or be myself. Thank you sooo much for all your help.

- Grace



Outside School Hours Care Grows!

LIAM DYER

MANAGER – OSHC

YMCA Outside School Hours Care (OSHC) had another successful year providing fun, engaging and meaningful before school care, after school care and holiday care to school children across South East Queensland.

Recognised as a trusted provider in OSHC care, The Y again managed to grow this financial year, expanding to 39 services in our region. We welcomed new services in Merrimac, Hilder Road, Peak Cross and Loganholme.

During the COVID-19 pandemic, YMCA OSHC became an essential service to many families, who required care for their children in order to continue working at places like hospitals, supermarkets, doctors clinics and other businesses supporting our economy.

Because of Government funding, YMCA OSHC was able to offer free child care during the pandemic, providing much needed relief to many of our families. Despite challenges faced by COVID-19, our OSHC service is in a strong position to continue to grow and thrive.

Hotel Offers Relief for Homeless

MICHELLE STANTON

MANAGER,
GEORGE WILLIAMS HOTEL

Tammy was homeless during the COVID-19 pandemic with no clean, stable place to live. She was suffering from alcohol addiction, previous trauma and custody-loss of her children - and had nowhere to go during these challenging times.

With the help of Government funding, YMCA's George Williams Hotel provided free accommodation for Tammy and others facing homelessness during the pandemic. Guests were welcome to stay for months and got to experience stability, safety and a supportive environment from hotel staff.

During this time, the structure and staff engagement provided by George Williams Hotel gave Tammy the backing she needed to improve her situation.

With months of having a safe place to live and non-judgemental staff to talk to, Tammy turned her life around and stopped drinking, is seeing her children and found permanent accommodation.

Many others say this accommodation turned their life around, and in some cases, saved their life.

Alleviating Hunger to Help Promote Learning

CATHERINE HANNELL

MANAGER – SCHOOL BREAKFAST PROGRAM

The YMCA Schools' Breakfast Program, established in 2006, now operates in over 115 schools across South East Queensland. The program currently provides more than 70,000 free breakfasts per month to Aussie school kids, regardless of their personal situations.

'Adopt a School' Sponsorship Grows

Representatives from eight businesses attended a function in support of the YMCA Schools' Breakfast Program. Students from YMCA Vocational School (Certificate in Hospitality) showcased their talents by cooking a continental breakfast for guests at the inaugural event.

We know that hunger severely impinges a student's ability to focus and learn. Hungry children have a lower chance of succeeding in school and connecting socially. Yet three students in every Australian classroom arrive at school hungry.

Business breakfast attendees heard that the YMCA Schools' Breakfast Program improves academic performance, classroom behaviour, school connection and student decision-making ability.

Breakfast co-hosts, Hammond & Neale and Milanovic Neale Consulting Engineers, have had a long association with the YMCA Schools' Breakfast Program. Hammond & Neale Project Manager, Steph Segrave, spoke about how organisations can meet corporate social responsibility goals by joining the 'Adopt a School' program to support children who come to school hungry.

"I really do think there is a great gain for companies to be part of sponsoring the YMCA's Schools' Breakfast Program. Beyond the dollars that you donate, there is definitely a lot to be gained from company teamwork and staff appreciating that their company is really trying to make a difference and have an impact on the community where it is needed most."

The YMCA now has seven 'Adopt a School' business sponsors.

**641,558 free breakfast meals
across 116 schools
supporting 9,970 students**



"Before the Program we've had a few students who were always late for class in the morning, never had breakfast at home, walked into the school grounds with their head down, angry faces and would hit, kick and yell at whatever came across their path.

Now they walk into the school gate before the bell so they are on time for the commencement of school, their heads are held high, greet the volunteers with the hugest smiles on their faces plus use the sweetest manners you have ever heard. They are happy to come to school now, eat and sit with friends, relax and chat, have a great start to their day, every school day."

**- Teacher
Participating School**

YMCA BITES



Excellence in Social Impact Measurement Award

Under the leadership of Rebecca Duell and previously Ben Simpson, our impact measurement team won the 2019 Social Impact Measurement Network of Australia (SIMNA) Awards for Excellence in Social Impact Measurement for the Impact Measurement Methodology program used throughout our organisation.

The SIMNA Awards celebrate Australian organisations, social enterprises, businesses, and impact inventors that undertake or support social impact measurement. In winning this award, our Y has been recognised for the design and implementation of a highly-effective 'Impact Measurement Methodology' program.

Central to our Impact Measurement program is the development of Monitoring, Evaluation and Learning frameworks to evaluate the organisation's Social Impact programs.



Amplify

In January, The Ridge Community Centre received a \$441,000 grant from the State Government to run Amplify, a six-month traineeship program focussed on developing new skill sets that create employment pathways. The trainees have been busy running a coffee cart, developing an online clothing business and creating co-working collaboration spaces.



Op Shop

September saw the opening of our second op shop, this time in a temporary location in Ipswich where a former chapel was renovated to offer affordable goods, recycle, give purpose to volunteers and help train young people in retail.

Taking advantage of our new Vocational School site, the op shop provides us with a profile in Ipswich, while we look for a permanent home.



Tumbling into Gymnastics

On the 9 February, five of our gymnastics clubs simultaneously held an open day, providing the community the opportunity to experience the benefits of gymnastics first hand.

With a focus on participation, the YMCA gymnastics team created smiles on faces of the young and those trying to re-live their youth!



Reconciliation Action Plan

Throughout the year, the inaugural Reconciliation Action Plan (RAP) Working Group developed a RAP for the Y that clearly states how we at the Y will actively work towards reconciliation with Aboriginal and Torres Strait Islander People.

Following board approval, the plan will be submitted to Reconciliation Australia for endorsement.





YMCA 175

In August, the global YMCA movement celebrated 175 years of service to the community.

Two staff and two board members attended the YMCA175 event in London, where Tom Stephenson gave a memorable speech, challenging the global YMCA movement with the question, 'why aren't more young people on our boards?'

Tom is the youngest Treasurer in the entire YMCA global movement, becoming Treasurer for YMCA Australia at 28. Tom became a board member for YMCA Brisbane at 24.

Students at The Switch Engaging their Community

Students from the Ipswich Campus of the YMCA's Vocational School had a significant impact during a visit to meet residents of a local aged care facility. Kerry, a staff member from the aged care facility, had the following to say.

"What a great morning. Our residents are still talking about the interaction they had with the students today and commented about how polite and respectful they all were. They loved the games that they played with the students in the hall and I could see how much fun both parties were having. I hope we can follow up with regular visits from the group as I feel it is a wonderful age group for our residents as well."



Service to Gymnastics Award Named after Trevor Dowdell

Gymnastics Queensland has honoured our very own Trevor Dowdell for his 50+ years of service to the sport of gymnastics, by naming an annual Regional Service Award after him. Trevor played a large role in starting gymnastics in various regions throughout Queensland and he continues to support their development and growth.

Trevor has been integral in our YMCA opening, as well as operating YMCA Caloundra Gymnastics Club and continues to support and mentor our young coaches.

Inclusion Award for Growing Trophy Cabinet

The YMCA-managed Warwick Indoor Recreation and Aquatic Centre (WIRAC) won the Australian Swimming Coaches and Teachers Association (ASCTA) National Excellence Award 2019 for Inclusion. Manager Karen Peters received the award on behalf of the WIRAC team.



A Place Around the Campfire for Everyone

YMCA Camping provides school students with memories that last a lifetime – and we believe all students should have access to meaningful experiences regardless of their financial situation.

To ensure no young person misses out on adventure, YMCA Camping provided school groups with one free place for every 20 children that attend a YMCA camp. This year, dozens of children have been sponsored by the Y to attend school camps across Camp Warrawee, Camp Leslie Dam and Camp North Pine.



Gymnastics Turned Upside Down

When our gymnastics centres were forced to close due to the COVID-19 lockdown, our dedicated teams demonstrated true YMCA spirit.

In order to keep young gymnasts engaged with the sport and staying active at home, our Stafford, Jamboree Heights and Acacia Ridge centres introduced online Zoom gymnastics classes, free of charge to families.

Along with our other gymnastics centres, they created an online community for families to demonstrate their progress, stay in touch and continue practising at home in a safe environment.

PROJECT DEVELOPMENTS

Our Third Social Housing Complex to Commence Construction



A recipient of \$5.3M in funding from the Queensland Government, our Y will commence construction of its third affordable housing complex in Slacks Creek in late 2020.

The project is a fantastic re-purposing of the land we have owned for a number of years and will build on the success of our two housing complexes in Nerang on the Gold Coast. We expect tenants to be moving into the new complex of 18 units from December 2021.



YMCA Hub in Victoria Point

With construction delayed slightly by COVID-19, the new Vocational School Campus with embedded community centre will open to students in August 2020. A soft launch of the Campus with limited student numbers at the YMCA's adjacent Fitness and Recreation centre means that the transition will be simplified.

The centre will operate in a similar fashion to its Acacia Ridge counterpart, with the school operating throughout the day and the community centre activated after school, on weekends and during school holidays.



Purpose-Built School in Parkinson

In December 2019, the YMCA purchased a property in Parkinson, which will be activated in two stages. Stage one will see the creation of a social enterprise hub featuring an op shop distribution centre, cafe and climbing facility.

It is our hope that the School and Community VET students will gain experience in each of these social enterprises. Stage one will also engage the community through the use of a large hall and dance studio and the lease of the top two floors to the Spot Academy (Special Assistance School).

Stage two will see the Y replace the Spot Academy in 2023 and operate a YMCA Vocational School Campus on the top two floors. This stage will also see the operation of a recording studio social enterprise.



New Multipurpose Facility to Land in Mango Hill

With a design new to our YMCA, the Mango Hill facility under construction will include a junior secondary school campus with embedded community centre, a gymnastics facility, social enterprise space for an op shop, hairdressing salon and retail space to lease to tenants.

The staged opening will commence with the school in July 2020.

Safeguarding Children and Young People

We believe in the power of inspired young people. For children and young people to be inspired, they must feel safe and be safe.

The safety and protection of children and young people is paramount.

The YMCA is very proud to have achieved accreditation and re-accreditation as a child safe organisation through the Australian Childhood Foundation, following independent and comprehensive reviews of our organisational policies, procedures and practices.

The program is a unique voluntary accreditation scheme for organisations who have a duty of care to children and young people whilst delivering a service or activity to them and/or their families. The program systematically builds the capacity of organisations to keep children and young people safe from abuse.



Our Safeguarding Framework

The YMCA has a culture of awareness and vigilance supported by:

- Staff and volunteer screening, training and code of conduct
- Clear documented policies and procedures
- Incident reporting, management and analysis
- A focus on staff and volunteers documenting any concerns they may have
- A culture of 'if you see something, hear something or feel something ... tell someone'
- A consideration of facility design



Please join us in speaking out and taking action to ensure all children and young people are supported to grow up free from harm.

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Thank You

The YMCA wishes to acknowledge and thank all of our supporters and donors who have contributed to the community impact achieved by our Y over the last 12 months.



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The YMCA wishes to thank the many staff who support the Strong Kids Campaign by regular donations through payroll.



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