

Annual Report

2011/12



YMCA of Brisbane
& Y-Care
South East Queensland Inc.



Board of Directors

President Mr Ross Mason, B.Comm

Past President Mrs Toolah Olsen, B.Comm ACA

Vice Presidents Mr Daniel Cheverton
Mr Richard Edwards, OAM

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Ass.Dip. Mech. Eng.Grad. Cert. Prof. Mgt

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Mr John Nagel, LLB
Mr Ian Smyllie, B.Eng.
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Mr John Westwood, Dip.Acc, Dip Screen media, Dip.
Sales & Mktg. (Jul-Nov)
Mr Walter Wood

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Ms Penelope Wensley, AC

Honorary Solicitor John Nagel & Co.

Auditors Grant Thornton Audit Pty Ltd

Internal Auditor Mrs Lynda Croucamp ACCA, BCompt Hons

Senior Management

Chief Executive Officer
Mr Alan Bray, BHMS (Hons), Grad.Dip.Man., Dip.Prop.Ops.

Business Development Manager
Mr John Negline, B.Com, M.Fin.Plan

Group Manager, Finance
Mr Mark Cupples, B.Bus. (Acc), M.Bus.Admin

Group Manager, Fitness and Recreation
Mr Michael Tsiamis, BHMS, Ass.Dip.Sp.Sc.

Group Manager, Child Care Services
Ms Michele Meredith, Dip Comm.Ser.Man., Dip. Bus. (Sep-Jun)

Administrative Services Manager Mrs Meg Woolf

Community Projects

Projects Manager Mr Chris Stocks, B.Sc.App. (HMS)

Education and Training

Director of Training Mr Will Sambrook
B.Sc. (Hons), M.Sc. (Ex & Nutrition), Dip.Bus.Man.

Workplace Health and Safety

Workplace Health and Safety Manager
Mr Michael Schablon, B.Sc; Dip. OHS; FSA

Human Resources

Human Resources Manager
Ms Kylie Milton (nee Scobie) B.Bus HRM. (Jul-Apr)
Mr Jamie Cairncross
B. Bus (HRM & Mgt), Dip Bus (FLM), Dip Public Safety (May-Jun)

Information Technology

IT Manager Mr Lee Forrest, MCP, MCSE

Early Childhood Centres

Director, YMCA Acacia Ridge Early Childhood Centre
Mrs Tarsha Scotts, Dip.CC., Adv. Dip. Ch. Services

Director, YMCA Strathpine Early Childhood Centre
Mrs Chantal Wise, Dip.Teach. (E.C.)

Family Day Care / In Home Care

Senior Coordinator – Acacia Ridge
Mrs Elizabeth Hynes, Dip.T., Dip.CC, B.Ed.

Senior Coordinator – Gold Coast
Mrs Chris Nolan, Dip.CC; Dip. Bus; B. Ed; B Teach; M Ed.

Outside School Hours Care

Manager Ms Kristy Commens

Community Recreation

Manager, Y-West Sports, Fitness and Community Centre
Mrs Julie Geraghty, Dip.Bus.Man.

Manager, Redlands YMCA Sports, Aquatic and Community Centre
Mr Brad Page, BA Leisure Man. BA. Bus.Sp. Man.

Centre Coordinator, Y-South Youth and Community Centre
Mrs Helen Maugham

Centre Coordinator, Enoggera YMCA Youth and Community Centre
Mrs Maggie Ient B. Ed. (Dance/Ed)

Manager, YMCA Bowen Hills Phillip Lynem (Apr-Jun)

YMCA Wellness Studios

Mt Gravatt Mr Shane Gorman, BSc. (HMS), BBM (Jul-Feb)
Mrs Tamara Cook (Feb-May)

Bowen Hills Mr Nuno Rocha (Jul-Apr)

YMCA Camping

Director of Camping Mr Noel Clark

Hotel George Williams

Manager Mr Michael Vecellio, B.Bus (Hosp. Mgt)

325 on George

Restaurant Manager Mrs Della Douglas (Jan-Jun)
Alex Rochet (Jun)

Youth Projects

Youth Parliament Coordinator Mr Thomas Stephenson

Youth Programs Coordinator Ms Amelia Shaw

YMCA of Brisbane

Report from the President and CEO

The 2011/12 financial year was one filled with significant achievements and considerable challenges. More than 550 dedicated staff continued to grow and improve our programs and services which are now delivered across 65 locations. The YMCA of Brisbane is exceptionally diverse and our list of successes in 2011/12 was just as varied.

Considerable investment took place at several YMCA facilities in 2011/12 including major refurbishments to the fitness centres at Redlands, Victoria Point and at Y-West, Jamboree Heights. Both centres enjoyed renovated facilities and brand new equipment which has been well received by the local community. Several Child Care facilities also saw renovations and parts of Camp Warrawee and Hotel George Williams were upgraded and modernised throughout the year.

In what was a significant occasion in the history and future of our YMCA, construction began at the Perry Park redevelopment in Bowen Hills with the turning of the first sod on 22nd July 2011. Doors were opened to the public less than 12 months later and we welcomed our first visitor in April 2012. The YMCA has invested more than \$3 million toward the landmark facility's \$11 million construction and fit-out. The project is a shining example of how not-for-profit organisations and varying levels of government can work together for the benefit of the entire community.

The 2011/12 year brought major reforms to the Child Care industry and increased tendering competition from commercial providers in Outside School Hours Care. These challenges will continue into 2012/13 and will consume considerable resources in fully implementing all the needed changes.

A concerted effort was made to promote the work of the YMCA across Australia. An episode of Undercover Boss Australia featured the YMCA and helped raise the profile of our brand and Mission in the wider Australian community. Further internet and television campaigns highlighted our community impact and the YMCA



President
Ross Mason



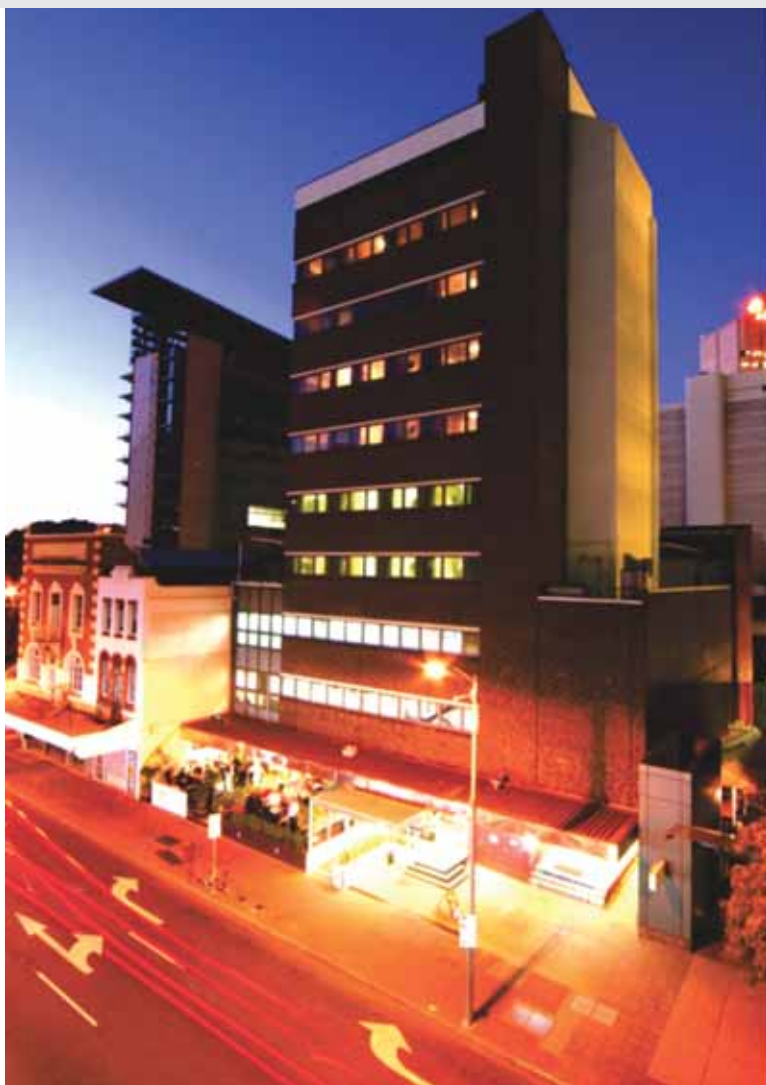
Chief Executive Officer
Alan Bray

Swimathon saw 510 locals raise funds to provide vital Learn to Swim classes for disadvantaged local children.

We continue to battle for our rights in the Land Court in respect to the Y-North resumption. To date, we have been successful in Judgement on the principle that compensation can include reinstatement of our YMCA facilities. This subsequently went to the Court of Appeal and was again ruled in the YMCA's favour. Amazingly, it has now progressed to the Supreme Court and we are awaiting a further decision. A replacement site has been identified, and we are hoping that common sense prevails and we can reinstate these much-needed community facilities.

Almost all of our diverse operational areas have performed well in 2011/12 and this is a tribute to management, staff and volunteer efforts in every area and at all levels. Our success is also strongly linked to good long-term strategic planning and the commitment from our volunteer board to invest in facilities, property and community enterprises that are traditionally not seen in Australian YMCAs.

Although not operational, our board intimately understands our programs and strategies, and their entrepreneurial spirit has assisted our YMCA to progress into many non-traditional areas. In turn, this broad base diversity has provided stability and the strength to withstand tough economic times. The programs and activities we provide are integral to a well-functioning society and we are proud that every year, the YMCA of Brisbane helps tens of thousands of children and families in areas of significant need.



Hotel George Williams

The ideal location of Hotel George Williams in the Brisbane central business district (CBD) and its solid reputation for offering value for money remained strong in 2011/12 resulting in a modest increase in accommodation revenue.

The year was challenging due to the tightening economy resulting in reduced demand for Brisbane accommodation. Hotel George Williams holds a unique market position as one of only a few AAA rated 3.5 star properties in the CBD.

Several upgrades and refurbishments were carried out in 2011/12, including renovations to the front entrance and lift lobby areas to compliment previously modernised areas of the hotel. Refurbishments to rooms on level eight were also completed in February 2012.

The next year will continue to bring challenges, however our strategy to provide quality, value-focused accommodation will ensure our continued success.

325 on George

The hotel restaurant, 325 on George, continued to be subject to the economy and overall challenging environment for the hospitality sector.

The 2011/12 financial year saw many inner-city and city-fringe establishments close or change ownership due to reductions in discretionary spending. To combat these issues, updated menus were introduced which were well received. Takeaway coffees were initiated to capitalise on this growing market.

Investment in the restaurant included installation of a new combi oven, dishwasher and new chairs to provide improved seating for guests. The 2012/13 financial year will continue to build local market share through high quality product and excellent customer service.





Conferencing at Hotel George Williams

Hotel George Williams conference facilities achieved sound revenue growth in a competitive market. Over 60% of our business was sourced from existing and repeat customers and a further 10% from direct referrals by satisfied users of our facilities.

Our focus on offering quality service with high attention to detail, coupled with the flexibility to adapt to last minute changes, has proven to be a successful strategy to secure repeat business.

Old Petrie Town



Old Petrie Town is a village replicating an Australian way of life pre 1930s and provides its many visitors with the opportunity to experience a long gone era. It is filled with historically significant buildings such as Mary Bray's House.

A number of small retail outlets continue to operate from Old Petrie Town and a craft market was held every Sunday and on Friday nights during summer. A live jazz band entertained guests every week at Tom Petrie's Heritage Hotel and Function Centre, making the town a popular place for locals to visit.

The next financial year is expected to bring new challenges including a rising trend in businesses investing in their own in-house training facilities and reducing their use of external providers.

Our focus on 2012/13 is to source new business from diverse market sectors and increase use of the facilities in times of lower demand such as evenings and weekends.

Tom Petrie's Heritage Hotel and Function Centre

The hotel and function centre continued to attract consistent bookings for weddings and other special occasions in 2011/12 and will continue to offer a wide range of formal and informal dining and function options which cater to all tastes and budgets.

The YMCA is very appreciative of the continued support of the Moreton Bay Regional Council at Old Petrie Town.





CHILD Care

The Child Care industry experienced major reforms in 2011/12, starting with the introduction of the Education and Care Services National Law, National Regulations and National Quality Standards.

These changes are positive for the YMCA and good for the outcomes of children. However, there was a very short timeframe between when the law was passed and when the new standards became mandatory. Our focus for 2012/13 will be to embed these changes into all YMCA services and this will require significant and ongoing resources to review all aspects of our service delivery and to develop complying and complimentary policies, procedures, documentation and training for all YMCA Child Care staff.

Outside School Hours Care

Preparing for and responding to the new National Quality Framework was a primary focus for Outside School Hours Care (OSHC) in 2011/12 and our first Quality Improvement Plans were developed and finalised in April.

Attendance in all OSHC services increased in the last financial year, with the largest growth achieved in After School Care. Growth in OSHC attendance was encouraged by an increased awareness of marketing including development of detailed marketing plans to promote new business and a School Communication Strategy to positively maintain good relationships within schools from which we operate.

Services at Strathpine, Camira, Rochedale South, Helensvale, Seven Hills, St Pauls and Albany Creek all benefited from grants totalling \$101,737 from the Gambling Community Benefit Fund which allowed the purchase of much needed furniture, upgrades and resources.

We were pleased to succeed in winning the tender to operate an OSHC service at Springfield Lakes but extremely disappointed not to retain two existing services at Caningeraba and Hilder Road. The YMCA



has now joined other not-for-profit charities who offer OSHC in Brisbane to jointly lobby government to amend their school age care policy which we believe should prioritise charitable organisations over commercial ones.

A clear point of difference in 2011/12 for OSHC was the appointment of a contract Resource and Support Coordinator to assist with National Quality Framework standards for inclusion and who will assess the YMCA's effectiveness when embracing diversity. The process of claiming inclusion funding for providing OSHC at state special schools began at the end of June 2012.

A number of OSHC services experienced or participated in special events over the course of the year, including the YMCA Springfield Lakes OSHC which was nominated for the Quest Business Achievers Award. Brisbane North OSHC services joined forces to collect donations for the victims of the Fiji floods and sent over 10kg of clothing, toys and other items to the affected area.

BRISBANE – Home Based Care (previously Acacia Ridge)

The 2011/12 year saw many changes in YMCA Home Based Care – which includes Family Day Care and In Home Care services – including two government initiatives brought in during the second half of 2011.

Paid maternity leave resulted in an increase in the average age of children first entering care. Where the norm was three to six months, it is now common to see children aged seven to nine months entering care for the first time. To compound this problem, the Queensland Government's heavy promotion of kindergartens has resulted in many children starting to leave our services at three years instead of the usual four years of age.

In Home Care experienced a slight downturn in February 2012 with many children and families no longer able to meet the eligibility criteria to access the service. However, it was pleasing to see this trend start to turn around by the end of June.

The Queensland University of Technology's Dr. Susan Irvine commenced a Family Participation Research Project in 2011/12 and Brisbane YMCA Family Day Care and In Home Care were both accepted into the study. Many YMCA families were involved in the project which found that families have differing thoughts on how they believe they are participating in Family Day Care and In Home Care.

Our services were also chosen to participate in the development of resources for the Get Up and Grow Project, which is a joint initiative of Nutrition Australia and Queensland Health that places emphasis on physical activity and healthy eating.

A grant from Bendigo Community Bank in 2011/12 funded the purchase of much-needed electronic equipment including a laptop, projector and screen. The Gambling Community Benefit Fund also provided funds to undergo upgrades of our facilities at Acacia Ridge including installation of new lighting, fans, mirrors and a new floor.

While our Family Day Care service achieved 29 years of operation, our In-Home Care Service celebrated ten years in February 2012. Our focus for 2012/13 will be to increase traditional and online marketing, community engagement and lobbying for business and government support.



GOLD COAST – Home Based Care

Gold Coast Family Day Care and In-Home Care had a successful year in 2011/12 with 100 carers and 120 educators providing quality Child Care across the Gold Coast and northern New South Wales.

As part of the new Child Care legislation, all Family Day Care educators are required to be studying their Certificate III by 2014. We are fortunate that over two thirds of YMCA educators have completed, or are currently studying, Certificate III in Children's Services. Other training continues through the local Professional Support Network to provide training to Child Care educators. Our team developed and delivered Early Years Learning Framework training and organised additional child protection training.

Three educator Playgroups continued to operate throughout 2011/12. A further four Child Safety Playgroups were conducted to assist parents separated from their children. It is hoped that government budget cuts do not affect this valuable service.

Gold Coast In Home Care continued at full capacity and while this is not a licenced service, we align our policies and procedures with Child Care legislation. We have a number of children with additional needs who are unable to access mainstream care and this service continued to provide an important option for these families.

We were appreciative of the grant provided by the Gambling Community Benefit Fund in 2011/12 to purchase additional items for our toy library and playgroup including car seats. There is now a wide variety of educational toys that educators can borrow to assist in planning and programming activities to align with the Early Years Learning Framework.



Child Care

ACACIA RIDGE – Early Education Centre

The 2011/12 year proved to be a very busy and very challenging year in the Child Care industry with increased competition creating an oversupply in the Acacia Ridge area. We have managed to survive these challenges for now, despite decreased enrolments.

Investment into the centre in 2011/12 included upgrades to the nursery bathroom and change area, installation of a large shade sail to reinforce our sun safety and improve the usability of the playground and a renovation and extension to the front office for the comfort of both parents and office staff.

Families who use our centre have been very supportive with ongoing fundraising activities and for the first time we were deemed eligible to participate in the Woolworths Earn and Learn program. We extend sincere thanks to the Bendigo Community Bank at Acacia Ridge, which again provided financial support to the breakfast club and ensured the children enjoyed nutritious breakfasts.

STRATHPINE – Early Education Centre

Our Strathpine Early Education Centre celebrated 25 years in operation in 2011/12 and is licensed for 75 children per day.

The centre was repainted in 2011/12 and the Gambling Grant, with help from the Department of Education and Training, paid for a full bathroom renovation and upgrade. A grant from Sun Smart replaced four shade sails in the playgrounds and major maintenance work was carried out throughout the gardens and to centre fences.

The centre provides a much needed service for the local community and our parents play an integral part in fundraising, donating equipment and resources and playing a significant role in their children's care.



SPORT, fitness, health and recreation

The YMCA of Brisbane operates several sports, fitness, aquatic and community recreation centres across seven South East Queensland locations.

ACACIA RIDGE – Aquatics and Leisure Centre

The YMCA of Brisbane took over the management of the Acacia Ridge Leisure Centre in September 2011 and quickly learned the local community has very little discretionary spending which impacted the success of the centre's first Learn to Swim program.

Participants in 2011/12 were more often from nearby and surrounding areas than from Acacia Ridge itself, which brought only 45 of the 142 enrolments. Casual swimmers, family groups and visit pass holders did manage to keep attendance numbers at the level we predicted before the season and this was very positive.

The 2011/12 summer season began with great weather and high attendance, however poor weather later in the season saw several days where the outdoor pool could not open for business at all.

Key relationships were developed with supporting local businesses such as the Queensland Police, Bendigo Bank and Independent Grocers of Australia, who supported sausage sizzles, open days and movie nights in 2011/12. Local Councillor Steve Griffiths has been a consistently generous supporter of the YMCA, contributing funding and promotional support for the open day and movie night.

Community education was a considerable challenge in 2011/12, as many of our locals are from culturally and linguistically diverse backgrounds which has led to



some language barriers and misunderstanding over pool and centre rules. The 2012/13 financial year will focus on continuing this community education and ensuring our facility and programs are accessible to everyone.

Inaugural YMCA Swimathon

More than 100 YMCA-owned or managed pools across the country simultaneously took part in the YMCA Swimathon on Sunday 11th March, with all money raised staying within the local community of each participating pool. With more than 510 attendances in Queensland, over \$4,000 was raised locally to fund vital Learn to Swim classes for disadvantaged children in Queensland. More than \$100,000 was raised across the country.

ACACIA RIDGE – Gymnastics Centre

Membership for the gymnastics centre continued to grow in 2011/12, especially in the recreational area, and increased demand has allowed us to add additional Levels classes.

The YMCA was proud to play a part in the wider gymnastics community by holding in-house competitions and annual award events for Levels gymnastics.

Supporting our local community is exceptionally important to the YMCA and the centre held a large collection drive for Foodbank Christmas 2011 and

supported the YMCA Siblings Reconnect program. The centre offers membership-fee assistance and also fundraised for Families Week.

The centre operates a very successful Playschool program which provides a service to caregivers and children from all over Brisbane. Playschool also provides a free class at the gymnastic centre to introduce the children to the joy of gymnastics.

Judo continues to be successful and has proven to be a strong martial arts program offering unique benefits to children and adults alike.

Sport, fitness, health and recreation



BOWEN HILLS – Sports, Fitness and Community Recreation Centre

The state-of-the-art \$11 million new facility at Bowen Hills opened its doors to the public on 30th April 2012 and has quickly become a landmark in the Bowen Hills area.

All 109 members from the previous Bowen Hills Wellness Centre were migrated over to the new centre and membership numbers grew steadily, reaching just under 1,000 by the end of June 2012.

Our first term of gymnastics received 107 enrolments however, as classes were not able to commence until week two, many gymnasts joined other clubs. Ongoing bookings were made for the Clem Jones Stadium from Sporting Wheelies and Disabled Association who run goalball, boccia and wheelchair rugby. Some members of the Australian Paralympic Wheelchair Rugby team also trained in the stadium while practicing for the 2012 Paralympic Games in London.

The 2012/13 financial year will focus on building awareness in the local community and increasing the membership base. As part of the YMCA benevolent work, the centre supports Roma House Program, the Endeavour Foundation and Rec-Link as well as some programs of Y-Care (South East Queensland) Inc.

MT GRAVATT – Wellness Studio

The YMCA Mt Gravatt Wellness Studio recorded almost 8,000 visits in 2011/12. Steady member numbers were maintained for the first six months however the resignation of the long-term studio manager, and his replacement less than six months later, saw a rapid decline in members. The studio manager also took with him the expertise needed to run the Veterans Affairs program for 12 local men and this program could no longer operate as a result.

The change in key staff resulted in uncertainty in the member base which dropped to 80 members by the end of June 2012.

Despite this trend, our long-term members continue to attend and enjoy the YMCA's approach to fitness and wellness in the Mt Gravatt community. A unique competitive advantage of our studio is the older average age of our members – many are well over 50 – and a planned rebuilding phase will have a strong focus on over

50's and 60's exercise sessions to rebuild our membership base.



Sport, fitness, health and recreation

JAMBOREE HEIGHTS – Sports, Fitness and Community Recreation Centre

The 2011/12 financial year was a challenging one for Y-West and the centre struggled to maintain market share in the health and fitness industry. Our children's programs remained stable but increased competition and an influx of 24 hour gymnasiums in local suburban areas led to a decrease in fitness memberships.

Investment into the centre included a renovation and upgrade to the reception area, new carpets and new cardiovascular exercise equipment which has resulted in very positive feedback. Our casual Child Care program also continued to provide our members with a unique environment to care for their children during activities at the centre.

Several successful promotional events were also held throughout the year including a Family Fun Day and an information and display stand at the Mount Ommaney Shopping Centre.

Our focus for 2012/13 will be to increase flexibility in our child minding hours to better accommodate the needs of our members. We will also continue to build on our great customer service culture to ensure we maintain market share and continue to cater for the whole family under one roof.

JAMBOREE HEIGHTS – Gymnastics

The gymnastics program at Jamboree Heights was very successful in 2011/12, with approximately 700 children participating in various classes every week. Stability and quality from our Kindergym coaching staff and senior coaches has been a key factor in the success of the program.

Purchase of new matting and upgraded equipment to improve the versatility and safety of our venue ensured our facilities were suitable for hire by Gymnastics Queensland for a variety of accredited coaching courses.

Regular hire of the facility by a competitor, growth in school-age beginner programs and the introduction of rhythmic gymnastics contributed to the positive outcomes of our Jamboree Heights gymnastics program.



ENOGGERA – Gymnastics

The 2011/12 year saw continued growth for YMCA Enoggera Gymnastics with enrolments increasing by 6% on the previous financial year. Over 50% of students are aged between 14 months and 5 years of age.

Building upgrades provided a more welcoming entrance for our families. A second large pivot fan was purchased with fundraising money and improved both airflow and working temperature for our staff and participants. New equipment was purchased and sections of the sprung floor were replaced for added safety.

Many successful events and competitions were held throughout the year – including a skills competition which received 110 entries and our Club Carnival for competitive Levels classes which saw 135 entries.

During term two, some of our students were lucky enough to meet Australian Olympic gymnast, Joshua Jefferis. Josh trained at Y-West and was heading to London to compete in the Olympic Games in 2012. Josh gave the students advice on training and demonstrated some of the skills he was working on for his routines. He gave away autographed photos to gymnasts who had worked hard in their training and it was a special opportunity for us all to see what hard work and dedication to gymnastics can achieve.



Sport, fitness, health and recreation

VICTORIA POINT – Sports, Fitness and Community Recreation Centre



The 2011/12 financial year was a challenging one for the Victoria Point YMCA, with the centre experiencing both exceptional progress in some areas and considerable challenges in others.

It has been a difficult year for the fitness industry, which has seen rapidly increasing competition and the expansion of many smaller and cheaper 24-hour fitness clubs. While membership numbers showed some positive signs of progression, overall the centre fell short of its goals for significant growth.

Steady investment in centre infrastructure took place in 2011/12, including minor upgrades to the boxing and cycling studios, renovation of fitness amenities and provision of upgraded and new cardiovascular and strengthening exercise equipment. Feedback from existing members has been very positive and began impacting some of the local competition by the end of the financial year.

VICTORIA POINT – Gymnastics

Victoria Point gymnastics programs have exceeded expectations and continue to grow at an amazing pace, with more than 500 gymnasts attending the centre weekly.

The 2012/13 financial year will see major upgrade to the centre's gymnastics equipment, with the replacement of some older equipment and the installation of a number of higher-level pieces of apparatus.

VICTORIA POINT – Aquatics

Victoria Point's Learn to Swim program got off to a flying start with record numbers of enrolments however the eventual arrival of winter and some unforeseen issues saw the program suffer a significant drop in attendance toward the end of the financial year. Recent amenity upgrades will positively re-position the program leading into next summer.

The 2012/13 year will see the centre launch into a new era in fitness, with long-anticipated major renovations due to start in September 2012. The five month upgrade, combined with professional staff will give the centre the tools to reclaim its former trading position and maintain that strong position for years to come.

The 2011/12 year also saw the expansion of Holiday Care at Victoria Point, with record numbers of up to 250 children a day recorded in April, June and July.

The establishment of new behaviour management policies, combined with a strong internal and external marketing campaign, saw a large influx of new families attending the program and an exceptionally high retention rate. It is fair to say that the Victoria Point Holiday Care program is now the premiere service of its kind in the area.

RUSSELL ISLAND – Aquatics

The YMCA maintained management rights of the Russell Island Pool through 2011/12. The facility continued to provide a safe aquatic environment for recreation and also offer a robust program to teach aquatic safety, health and fitness for locals on Russell and Moreton Bay Islands.

The YMCA was fortunate to receive funding from Redland City Council's Active Inclusion program in 2011/12, which provided funds to subsidise swimming lessons and aqua-aerobics. This funding also enabled staff to deliver a junior lifeguard program to local young people and this laid the foundation for future lifeguards to be employed on the Island.

Despite these successes, the remoteness and isolation of the Russell Island pool continued to provide operational challenges in 2011/12, with a number of break-ins, theft of stock and damage sustained from vandalism.

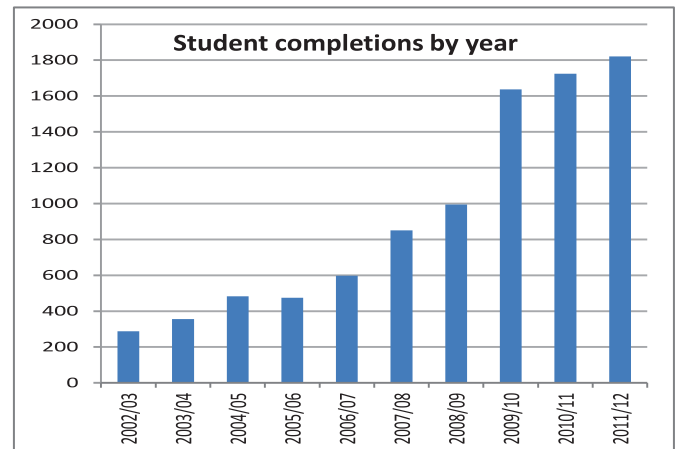
EDUCATION and training

The 2011/12 financial year was difficult due to a harsh economic climate and increased competition from other providers. Although total new student numbers enrolling in certificate qualifications has fallen, an increase in the number of students and staff completing short compliance based courses such as first aid and CPR led to an increase in the number of student completions during 2011/12.

The continued increase in student completions is driven from our strong customer support focus and this is critical in delivering positive outcomes for students.

The primary source of course enrolments continues to be students undertaking a traineeship, funded by the Queensland Government's Department of Education and Training. Almost two-thirds of these students (63%) are undertaking their traineeship while still at school.

The second largest source of enrolments is YMCA staff who are increasingly choosing to complete traineeships or fee-for-service qualifications with the Education and Training department.



YMCA Queensland Youth Parliament



YMCA Queensland Youth Parliament is an annual program which follows the calendar year. Therefore, the 2011/12 financial year saw the conclusion of the 2011 program, the selection of a new Executive and the start of the 2012 program. The Coordinator and a number of long-serving Executive also continued the ongoing review of the program's long-term goals, vision and strategy for greater funding sustainability.

The 2011 program saw 88 participants attend Residential Camp in September 2011 when six of the seven Youth Bills developed by participants were passed and forwarded to Ministers and the Premier. The program also saw the return of the Governor's reception, where Youth Members were invited into the home of Her Excellency Penelope Wensley, AC which had not taken place since 2008.

The reputation and awareness of the program continues to improve and a record number of nominations were received in 2012. This strong start has allowed us to again appoint 88 Youth Members, each representing a different electorate in Queensland. The young leaders attended a very successful forum weekend in April and look forward to debating bills later in the year during Residential Week 2012.

Youth development

The 2011/12 Future Leaders program was held at Camp Warrawee in July 2011 with twelve YMCA staff and volunteers attending from Brisbane, Sydney, Bundaberg and Victoria.

Future Leaders is a residential personal development and leadership program. The program has been established to provide YMCA staff and volunteers aged 18 to 28 years the opportunity to be recognised for showing leadership qualities in the workplace and working to actively promote organisational values. Workshop topics in 2011/12 included leadership, goal setting, motivation, self-esteem and communication.

Upon completion of the program, participants were asked to continue developing their leadership skills and actively apply the principles they learnt into practice. We look forward to continuing the Future Leaders program in 2012/13.

CAMPING and outdoor education



The North Pine Group

Incorporating five separate but geographically linked sites, the North Pine Group includes Camp Warrawee, Camp North Pine, Camp Bundalong, Old Petrie Town, Tom Petrie's Restaurant and Function Centre.

YMCA camping

The 2011/12 year saw a solid increase in camp accommodation. With a total bed capacity of 350, the three campsites facilitated activities for more than 36,000 guests and produced meals for 90,000.

Camp Warrawee is the oldest asset in our YMCA portfolio. In addition to the camping and outdoor education programs, 2011/12 saw bookings from international visitors, competitive sporting teams and university outreach programs. The YMCA is proud to continue to offer complimentary camping experiences to students who, because of necessitous circumstances, would otherwise be unable to take part

in school camps. YMCA Vacation Care operated out of YMCA camps for 10 weeks of school holidays and themed days were introduced as a result of survey feedback from children.

Camp North Pine, located on the northern side of North Pine River within the grounds of Old Petrie Town, has accommodation for 100 campers. Guests can take advantage of a huge range of adventure activities, multicultural displays, craft projects, museum displays and small retail outlets on site. Alternatively, the camp can be a base for visiting the attractions around South East Queensland and Northern New South Wales.

Camp Bundalong is approximately 10 hectares and includes a purpose built climbing facility. It is used by many visitors to our YMCA camps and provides many memorable moments. Camp Bundalong also includes a sizeable area of open land, thus providing our YMCA with expansion opportunities.

History of YMCA Presidents

1864 <i>Not Known</i>	1906-1921 <i>Barnes, W.H.</i>	1960-1963 <i>Nelson, G.H.</i>
1865 <i>Turner, J.S.</i>	1922-1923 <i>Allan, J.</i>	1964-1968 <i>McEachern, C.A.</i>
1866-1867 <i>Lutwyche, A.J.P.</i>	1924-1925 <i>Milne, J.</i>	1969-1975 <i>Padman, L.T.</i>
1875-1880 <i>Jordon, H.</i>	1926-1927 <i>Allan, J.</i>	1976-1978 <i>Moore, F.T.</i>
1882-1883 <i>Pettigrew, W.</i>	1928-1930 <i>Lloyd, F.R.</i>	1979-1981 <i>Taylor, N.B.</i>
1884 <i>Raff, A.</i>	1931-1932 <i>Annand, F.W.G.</i>	1982-1984 <i>Moore, F.T.</i>
1885 <i>Wilson, W.M.</i>	1933-1934 <i>Jolly, W.A.</i>	1985-1987 <i>Little, H.A.L.</i>
1886 <i>Rutledge, A.R.</i>	1935-1938 <i>de Little, F.W.</i>	1988-1991 <i>Edwards, R.A.</i>
1887-1888 <i>White, T.E.</i>	1939-1940 <i>Tunley, W.J.</i>	1992-1994 <i>Schneidewin, K.R.</i>
1889-1890 <i>Buzacott, G.H.</i>	1941-1944 <i>Annand, F.W.G.</i>	1995-1998 <i>Goodall, J.B.</i>
1891-1894 <i>Bean, A.S.</i>	1945-1947 <i>Jolly, W.A.</i>	1999-2003 <i>Mason, R.</i>
1895 <i>Thorne, W.</i>	1948-1951 <i>Barker, G.H.</i>	2003-2006 <i>Goodall, J.B.</i>
1896-1901 <i>Thomson, P.</i>	1952-1956 <i>Byrnes, R.S.</i>	2006-2010 <i>Olsen, T.(Mrs)</i>
1902-1905 <i>McQueen, W.S.</i>	1957-1959 <i>Hendy, R.B.</i>	2010-present <i>Mason, R.</i>

History of YMCA General Secretaries

1864 <i>Daniel, W.J.</i>	1885-1886 <i>Jones, W.</i>	1950-1952 <i>Rye, R.W.</i>
1865 <i>Daniel, W.J.</i>	1887 <i>Yerex, G.M.</i>	1953-1971 <i>Symonds, A.J.</i>
1865 <i>Thorne, H.</i>	1888 <i>Smithurst, H.</i>	1972-1978 <i>Williams, N.T.J.</i>
1866-1867 <i>Costin, W.J.</i>	1889-1891 <i>Fairfax, W.H.</i>	1979 <i>McKenzie, I.H.</i>
1875 <i>Salton, W.K.</i>	1892-1893 <i>Reading, G.</i>	1980-1992 <i>Williams, N.T.J.</i>
1878 <i>Evans, H.F.</i>	1894-1896 <i>Field, A.E.</i>	1992-2007 <i>Melville, R.L.</i>
1882 <i>South, C.J.W.</i>	1897-1919 <i>Woodcraft, W.F.</i>	2007-present <i>Bray, A.J.</i>
1883-1884 <i>Ranson, F.M.</i>	1920-1949 <i>Hinds, A.L.S.</i>	

History of YMCA Life Members

Mr G.H. Buzacott (Dec)	Mr R.H. Missen (1951)	Mr H.A. Little (1988)
Mr W. Cribb (Dec)	Mr G.H. Barker (1958) (Dec)	Mr N.T.J. Williams (1993)
Mr E.A. Field (Dec)	Mr R.B. Hendy (1960) (Dec)	Mr F. Vig, OAM (1993) (Dec)
Mr J. Grimes (Dec)	Mr R.S. Byrnes (1960) (Dec)	Mr R.A. Edwards, OAM (1996)
Mr J.J. Kingsbury (Dec)	Mr C.A. McEachern (1969) (Dec)	Dr J.B. Goodall (2000)
Mr C.T.C. Lang (Dec)	Mr K.A. Boyd (1974) (Dec)	Mr R.E. Belcher (2002)
Hon. A. Raff (Dec)	Mr L.T. Padman, OBE (1976) (Dec)	Mr R.J. Mason (2004)
Mr W.R. Salton (Dec)	Mr R.R. Murray (1976) (Dec)	Mr D.J. Evans (2005)
Mr A. Stewart (Dec)	Sir F.T. Moore, AO (1979)	Mr D.B. Truashheim (2005)
Mr M. Ward (Dec)	Mr J.A. Harris, BEM (1981) (Dec)	Mr J.A. Nagel (2006)
Mr A.F. Oldfield (Dec)	Miss S.J. Gorst (1981) (Dec)	Mr R.L. Melville (2009)
	Mr N.B. Taylor, OAM (1982)	

MANAGEMENT Committee and staff of Y-Care (South East Queensland) Inc.

President Mr Ross Mason, B.Comm

Past President Mrs Toolah Olsen, B.Comm ACA

Vice Presidents Mr Daniel Cheverton
Mr Richard Edwards, OAM

Treasurer Mr Craig Dyke
Ass.Dip Mech. Eng.Grad. Cert. Prof. Mgt

Board Members Mrs Jenny Chaston
Mr John Evans, B.Ed., Dip.T. (TAFE)
Dr Joe Goodall, Dip.T., B.Ed.St., BA, PhD
Mr John Mitchell B.Bus HRM. Grad.Cert. Legal Studies
Mr Mark Mugnaioni LLM G.Dip PLT, LLB, B.Bus (Man)
Mr John Nagel, LLB
Mr Ian Smyllie B.Eng.
Mr Nowell Taylor, OAM, Dip.A.J.I.
Mr John Westwood, Dip.Acc, Dip Screen Media,
Dip. Sales & Mktg. (Jul-Nov)
Mr Walter Wood

Patron Her Excellency, the Governor of Queensland
Ms Penelope Wensley, AC

Honorary Solicitor John Nagel & Co.

Auditors Grant Thornton Audit Pty Ltd

Internal Auditor Mrs Lynda Croucamp ACCA, BCompt Hons

Senior Management

Chief Executive Officer
Mr Alan Bray, BHMS (Hons), Grad.Dip.Man., Dip. Prop. Ops.

Y-Care Manager
Mr Matthew Swift, B.Soc.Sc. (Hum Serv), Dip.Justice, Dip.Bus.

Staff of Y-Care

Housing Manager
Mrs Beverley Roles

Breakfast Club Coordinator
Ms Catherine Hannell

Children's Services Coordinator
Ms Emma Sutherland, Dip. Children's Services (Jul-Jan)

Training Coordinator
Jane Devitt Adv.Dip Children's Services

Head of School
Mr Anthony Lutz (Jul-Nov)
Mr Gary Smith B.Ed (Hons) (Jan-Jun)

Support staff

Business Development
Mr John Negline, B.Com, M.Fin.Plan

Finance
Mr Mark Cupples, B.Bus (Acc), M.Bus.Admin

Human Resources
Ms Kylie Milton (nee Scobie) B.Bus HRM. (Jul-Apr)
Mr Jamie Cairncross B. Bus (HRM and Mgt), Dip Bus (FLM),
Dip Public Safety (May-Jun)

IT Services
Mr Lee Forrest, MCP, MCSE

Projects Management
Mr Chris Stocks, B.Sc.App. (HMS)

Quality Coordination
Mrs Meg Woolf

Registered Training
Mr Will Sambrook,
B.Sc.(Hons),M.Sc.(Ex&Nutrition), Dip.Bus.Man.

Workplace Health and Safety
Mr Michael Schablon, B.Sc. Dip. OHS; FSA

Y-Care

(South East Queensland) Inc.

Report from the President and CEO

The 2011/12 year was a successful one for Y-Care (South East Queensland) Inc. As the economy continues to languish, the demand for our benevolent services is growing and is currently as high as we have ever seen.

The Schools Breakfast program is fast approaching a significant milestone, with the 1,000,000th free meal expected to be delivered in 2012. This is an exceptional performance and all staff, volunteers and donors should be very proud of this major achievement.

The year also marked the turning of the first sod at our second affordable housing project in Nerang. The 57 unit complex is expected to open in November 2012, with the upper floors already giving glimpses of the Surfers Paradise skyline. The photo below provides an aerial view of the construction site. Once completed,



President
Ross Mason



Chief Executive Officer
Alan Bray

tenants will be sourced from the Department of Housing waitlist and fees will be heavily discounted in comparison with market rental rates. This is another highly regarded and much-needed community activity that is unique to our YMCA in Australia.

The 2011/12 year also marks seven years since we began providing pre-packaged and frozen meals for homeless youth across Brisbane. In 2011, we visited one of the recipients of the meals, Brisbane Youth Services, who use about 100 meals a week. It was invaluable to meet and talk to staff who explained how our meals help many young homeless and disadvantaged youth in central Brisbane. For some, the food we provide is their only nutritious meal for the day and so is vital in ensuring they are supported through their tough times.

The year also featured our first delivery of the Siblings Reconnect program. Young people separated from their siblings in foster care are reunited at our YMCA camps. This provides an ideal opportunity to re-engage family members and rebuild connections lost through the family breakdown. We see this service as pivotal to the long-term protection of the family unit, and are happy to support the program through fundraising and staff volunteering their precious time.

Again, a great debt is owed to our hard-working staff, amazing volunteers and dedicated board members. Benevolent work can be very tough and extremely challenging at times. However the rewards are clearly evident. Without the work of Y-Care, together with the strong financial support of many donors and the YMCA of Brisbane, there would be many more people across South-East Queensland experiencing disadvantage and necessitous circumstances.

Y-Care (South-East Queensland) Inc.



Clem Jones Campus

Located in Mary Street, Kingston, the Clem Jones Campus houses the YMCA Vocational School, YMCA Schools' Breakfast Program and the Logan YMCA. The campus catered for over 150 students in 2011/12 and our 500m² warehouse provided a constant flow of food and beverages to 46 schools in the YMCA Schools' Breakfast Program.

A \$650,000 capital grant was approved by the Independent Schools Block Grant Authority for the construction of an enclosed basketball court, toilets and store room, and a further \$100,000 was approved for the installation of an elevator in the main campus building. Construction and installation of the basketball court and lift will be completed by November 2012.

Vocational education

Children's services and automotive courses were taught to almost 100 students across Logan City, the Gold Coast and Brisbane in 2011/12. These places were funded by the Queensland Government Skilling Queenslanders for Work program which supports people to find work in selected industries. With only two months still remaining in courses at end June 2012, it was positive to see more than 50% had found ongoing employment. The target by the end of the course is 65% employment.

Mentoring

In its ninth year, mentoring continually attracts an average of 25 students every Wednesday. It's not about homework or extra scholastic support. It's about

providing students with an alternate program where they can relax and learn social and personal skills through interacting with each other and building teamwork.

Many students have difficulty coping with the everyday pressures of family and school, and this can sometimes lead to rebellious behaviour and disengagement from school. YMCA mentoring allows students to build trusting relationships with older, non-judgemental mentors who provide emotional and social support, listen to student concerns and provide general guidance and advice.

Volunteer mentors prepare lunch and sit and eat with students at a meal table. This is a new or rare event for many students as it is common to eat fast food and often in front of the television. For some students, this is the first meal in their day and is often the most nutritious they have in a week.

Finding the right volunteers needed for this program is difficult as it requires long-term commitment and takes very special people to give the time necessary to make this valuable program successful.

Schools' Breakfast program

The YMCA Schools' Breakfast program served 182,329 meals in 2011/12, bringing the grand total to more than 900,500 meals since the program started in 2006.

The YMCA Schools' Breakfast Program provides three levels of support to schools. Level one consists of 27 fully-supported schools, level two includes four schools we sponsor to operate their own breakfast program, and level three includes an additional 14 schools which we allow to visit our food warehouse and collect food donations. Depending on availability, priority is given to schools in level one.

Level two support of the program was launched in February 2012 to reach more schools and students. Thanks to the support of our generous sponsors, we were able to assist a further 14 schools and two charitable organisations to operate their own breakfast or lunch program.

Under level three, some people may go to the warehouse at Kingston and collect food for schools or families in need and we were pleased to be able to give an extra 31 food parcels to needy families. The value of the additional food donated at level three in 2011/12 was \$24,115.

A survey of teachers and principals within the YMCA Schools' Breakfast Program was conducted in 2011/12 and found:

- 100% believe the program is effective and would like it to continue
- 80% could see a positive change in student behaviors
- 74% noticed an improvement in student concentration levels

The Schools' Breakfast program provides a safe environment for the students to interact with each other and build friendships. It promotes giving, friendliness, sharing and kindness. Students are less aggressive, smile and have a more positive attitude. Basic socialisation behaviours are taught and life skills such as manners, taking turns, and treating others with respect are encouraged.

Breakfast is the most important meal of the day and provides valuable nutritional requirements that are vital to the physical, social and emotional wellbeing of students. Eating a balanced and nutritious breakfast before learning at school reaps huge benefits for not only the students and teachers, but the whole community for generations to come.

Volunteers

Volunteers are very special to Y-Care and provide over 8,000 hours annually to support a number of community programs. More than 100 volunteers supported the breakfast program with others supporting school mentoring, the Vocational School and the campus canteen. Many Y-Care programs would not be as successful or even possible without the support of these very dedicated people.

Meals for homeless

Y-Care provided over 5,500 frozen meals to seven youth organisations in 2011/12 which provide support and welfare services to young people. Meals are prepared, packaged and snap frozen at Camp Warrawee.

“ Thanks to the YMCA, frozen meal distribution began in February 2012, and has had an immediately positive affect. We have quite a large number of single (or grandparent carer) families experiencing financial hardship. The meals thus alleviate some of the stress and financial burden. Many of our students have frail health, so the meals are also given to families whose children are being hospitalised. ”

Testimonial from recipient of frozen meals



YMCA vocational school

Our Head of School, Gary Smith, welcomed 80 new students when the YMCA Vocational School re-opened on 23rd January 2012. Every student developed and agreed to a Personal Education Plan which enabled our staff to identify student needs.

Considerable investment in the school, equipment and facilities was carried out in 2011/12, including the purchase and installation of a brand new ICT suite, new computers and a new reading library. Three classrooms and our gym also had new LCD televisions and interactive smart boards installed. These upgrades have contributed significantly to our school's ethos and positive attitudes of staff and students.

In March 2012, the school joined a program called Skillsbuilder with Independent Schools Queensland. The computer based learning tool for mathematics, english and science also provided students with access to an online tutor from 3pm to 10pm. In May 2012, we joined a short-course mathematics program from HUElab which uses a computer-based program to provide all students with the minimum pass for QCE. Five of our students sat NAPLAN tests for the first time at the YMCA School.

With the growing number of students we have been able to increase our teaching staff and further develop the curriculum. Students rotate through three subjects a day including mathematics, english and a Mind, Body, Spirit course. With a vocational day every Monday, students are offered certificates in automotive and Child Care services and school assessed subjects in hospitality, media and sport and recreation.

Our new volunteers and highly qualified team of staff were joined by a new School Community Liaison Officer to provide counselling and support to students and parents. Funding for a new Chaplain was successful and we welcomed our first school-based Police Officer in 2011/12.



The support mechanisms we provide at the school have already allowed many students to flourish. Thanks to opportunities gained through the YMCA school six students are now on apprenticeships and four students have completed a landscaping course. The appointment of a new Work Placement Officer has led to an employment service asking to place a student with them once a week for work experience and other local charities have also been supportive in helping our students find work experience opportunities.

The 2012/13 year will focus on developing community partnerships and we have invited principals and school leaders to tour our campus to gain a greater understanding of what we do. Our thanks goes to the hard work and dedication of staff and volunteers.

“What an outstanding group of people you have there at your school. You need to know that since my son has been going there, I am amazed at the lift in his enthusiasm, the sense of direction and responsibility he has shown. Granted he is unchanged at home but I am still working hard on that. But seriously, your staff has been nothing short of spectacular when dealing with my son and myself.”

Testimonial from a parents at the Vocational School

“Thank you so much for the opportunity given to my son to be a part of your wonderful school and team; he is a very lucky lad. I never knew schools like yours existed but thank goodness they do. I honestly don't know where he would be this year without you all and for this opportunity I am so very grateful. You will always have my 100% involvement and support with anything your school undertakes. Thank you so much, one boy's life changed for the better. Keep up the awesome work I cannot express my gratitude enough.”

Testimonial from a parent, Vocational School

YMCA affordable housing

The 2011/12 year saw Y-Care commence construction of its second affordable housing facility on a 3,125m² block of land comprising Mount Street, View Street and Railway Parade in Nerang. The facility is due for completion in October 2012.

The \$13.5 million project is the largest program undertaken by Y-Care.

The new facility of 51 one-bedroom and six two-bedroom units will also house the YMCA Gold Coast headquarters for Family Day Care, the housing management team and space for future growth. Training facilities are available for internal and external course delivery and secure undercover parking is provided for tenants and staff.

Funding for the new facility was provided through the National Affordable Housing Agreement Economic Stimulus Package. Through this agreement, people registered with the Queensland Government's Housing Register are provided with affordable long-term accommodation that contributes to their social and economic participation.

When completed, this new facility will complement Y-Care's Melville Place, a 52 unit facility which opened in 2009 and is now home to 54 tenants.

“I am extremely lucky to live at Melville Place. I was one of the first residents to move in and it changed my life considerably. Melville place provides affordable rent and a long-term lease with the added benefit of having my rent taken out of my Centrelink pension which reduces stress knowing my rent is always paid on time and I do not have to worry about not having a place to live somewhere to call home.”

Testimonial from tenant of affordable housing



SIBLINGS Reconnect

Within the state of Queensland over 8,000 children are placed into care under protection orders each year. The *Snapshot 2012 - Children and Young People in Queensland* report found that 56.2% of these children are placed into the foster care system. Research suggests that approximately half of all children in care are separated from one or more of their siblings.

The YMCA recognises the importance of siblings bonds and has established YMCA Siblings Reconnect to help maintain this vital connection between children separated in Care. Providing children with a home-away-from-home environment at the YMCA's camp facilities allows children to participate in a range of adventure activities and also make the most of the short time they get to spend together.

Y-Care held the first Siblings Reconnect camp at Camp Warrawee facilities in April 2012. The first camp brought together 30 local children and young people aged seven to sixteen for a four day residential camp.

The next scheduled camp will be held in December 2012. The YMCA Youth Development Coordinator has established a volunteer base to assist in the delivery of the bi-annual camps.



“ My favourite part of camp was seeing my sister and brother. I miss you and wish I could come back to camp YMCA. ”

Testimonial from Siblings Reconnect participant

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Tsiamis, P.M.
Woolf, M
Woolworths Centrepont Social Club

Annual charity golf day

The 6th annual Y-Care Charity Golf Day was held on Friday 27th April 2012 at the Gailes Golf Club. Over 20 teams played under 4-ball Ambrose rules, with Dave Harvey and his Complete Janitorial Supplies team winning the Lester Padman Memorial Trophy for the third time in six years.

The day was a huge success and many returning players and sponsors from 2011 helped raise in excess of \$33,200 for the Sibling Reconnect program.

We wish to acknowledge the support of our sponsors and suppliers that donated auction items, equipment and supplies. In particular we wish to thank our Gold sponsors Ridgemill Project Management, Samsung



Communications, Nissan, De Luca Construction and Savills Project Management. We also acknowledge the support and assistance of the Gailes Golf Club and Geoff Kerkow our charity Auctioneer.

Fundraising

Donors to the Strong Kids campaign

YMCA staff members can make a difference to a young person's life through our Strong Kids campaign. By pledging a small donation from their salary each fortnight, the staff members below are supporting the work of the YMCA in the very community in which they live to make a difference in the lives of those less fortunate than themselves. We acknowledge the following staff for their support.

Anderson, T.L	Deroia-Willer, K.J	Jones, J	Noble, J	Sparrow, S.M
Baker, S.F	Eyeares, S	Jones, L	Nolan, C	Springall, M.B
Barr, T.C	Fawdry, R.J	Kerr-Stevens, A	North, C.A	Springall, R.D
Barry, G.B	Forrest, L.H	Kirchheiner, K.M	O'Connell, K.M	Stocks, C.S
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Bentley, F.B	Frazer, G.L	Lane, S.T	Page, B.M	Swift, M
Bernoth, S.E	French, R.E	Lee, K.J	Pavlova, E	Taylor, J.A
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Clarke, N	Hines, J.A	Meloy, K.E	Semiat, O	Wantenaar, M
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Conkey, J.A	Hodge, M.P	Merrington, K.E	Shaw, A.B.L	Watson, S
Connell, J	Holder, L.K	Meyer, C	Sheehan, A.J	Webb, F
Cook, R	Holm, S.B	Mirabito, M	Sheppard, J.M	Whitehead, S.L
Cook, T.J	Hunkiel, T.G	Miskle, K.M	Smith, C.M	Wild, J-M.K
Cunningham, M.J	Jacobs, S.L	Muller, G.K	Smith, T.L	Wood, G.J
Dacey, K. J	Johnson, E.L	Mussett, M.L	Solaese, A	Wood, S.C
Davey, N.M	Johnston, G.A	Nelson, M.A	Southwood, S.C	Woolf, M.B
De Jager, A.J	Johnston, M.M.C			

THANK YOU to our donors and supporters

Acknowledgement is given to the sponsors, supporters, partners and funding bodies who have supported the YMCA of Brisbane and Y-Care during the year.

Australian government partners

Australian Sports Foundation
Department of Education,
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Environment, Water, Population
and Communities
Department of Families, Community
Services and Indigenous Affairs

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(Queensland Government)
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and Employment Department of
Sport and Recreation
Department of Child Safety
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Fund
Office of Early Childhood,
Education and Care
Office of Youth
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QRI Lifestyle
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Sporting Wheelies and Disabled
Sport & Recreation Assn. of Qld
Telstra
The Benevolent Society
The Clem Jones Foundation
The Clem Jones Group of
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Woolworths
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YMCA E-Store
YMCA of Brisbane

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Our Mission

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

The YMCA of Brisbane is guided to achieve its mission by the following Christian values.

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

These core values translate into four key operational values:

Honesty | Respect | Caring | Responsibility



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