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**Annual
Report**

Acknowledgement to Country

The Y Hobart acknowledges the Tasmanian Aboriginal People as the Traditional Owners and ongoing custodians of lutruwita, Tasmania. We pay our respect to all Aboriginal and Torres Strait Islander people and to their elders past and present.



Who Are We?

The Y is the largest global youth movement, reaching 65+ million people in over 120 countries.

In Australia, the Y offers a wide range of programs and services that support children and young people across their life cycle. From early learning programs to meaningful career pathways, through to recreation and other supports for older Australians, 16 million people participate each year in over 680 communities across Australia.

The Y Hobart is aligned with the global movement, supporting children and young people from an early age and throughout their life journey, across our broad range of programs and services.

During the 2024/25 financial year our strategic focus has been on two key areas:

- ▶ Strengthening our culture and practices to further support good governance
- ▶ Redefining our Strategic Plan to grow our impact

Whereas our operational focus has been:

- ▶ Providing opportunities for all people to feel safe, be healthy, empowered and connected
- ▶ Strengthening our capacity to achieve our mission and vision
- ▶ Redevelopment of our centre at Glenorchy

This year we celebrate the following key programs for their impact, all of which have been developed or delivered in part by young people at the Y:

- ▶ Swimming Lessons
- ▶ Swim Squads
- ▶ Youth Parliament

A key driver of our success is our ability to develop and deliver leading programs for children and young people that engage, inspire and celebrate their achievements.

We believe in the power of inspired young people

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Our Principles Y We Exist

Belief

We believe in the power of inspired young people.

Mission

To empower children, young people and communities to build a just, sustainable, equitable and inclusive world, where every person can thrive in body, mind and spirit

Vision

A better world, with and for young people.

Strategy

We draw from our collective expertise, our deep community partnerships, and our local, national and global influence. Together, we will drive systemic change across four globally aligned strategic pillars of impact.

Our Tactics

To deliver our strategy, we will...

Y People & Culture

- Value our people by listening to what they have to say, and empowering their leadership
- Provide a safe, culturally aware and healthy workplace
- Build a diverse and inclusive team

Performance and Growth

- Build strategic partnerships with complementary organisations and engage all levels of government
- Design and deliver sustainable, inclusive and solutions-based programs

Safeguarding

- Provide child safe environments in which children and young people thrive
- Listen to, and respect the cultures of children and young people in our decision making

Governance

- Continually strengthen our governance, risk and management frameworks
- Build diversity and inclusion across all levels of the organisation
- Make ethical decisions and evaluate the performance of the board and the organisation

Four Pillars of The Y

All Y Associations across Australia are aligned in our efforts to grow our impact. We have four localised strategic pillars of impact.



Community Wellbeing

Building healthy and connected communities across Tasmania



Sustainable Planet

Adapting, protecting and renewing for a sustainable planet



Just World

Amplifying the diverse voices of children and young people to shape a just world



Meaningful Work

Empowering young people to navigate and thrive in the dynamic world of work



President's Report

Gaye Richardson

It's my very great pleasure to present this report for the 2024–2025 financial year to our members and the wider community.

I wish to take this opportunity to sincerely thank Y Hobart's hard working, united Board of Directors for their valuable individual and collective contributions to our organisation over the 2024–2025 financial year: Vice President, Mr Malcolm McGinn; Board Secretary and Chair of Finance & Risk and CEO Performance Review Committee, Mr Eric Myers; Public Officer, Mr Paul Plummer; Chair of the Y Glenorchy Project Committee, Mr Braeden O'Grady; as well as Ms Susie Harrison and Mr Gregory Walker who have both just completed their first twelve months on the Y Hobart Board. All members have added value to the governance structure and deliberations across the organisation.

It is especially pleasing to report that Y Hobart is in a strong position operational position. Our success has been underpinned by a talented and

mission-focused management team that has placed us in good stead. I thank our CEO Mr Richard Martin and his team for their commitment and achievements. I am immensely proud of the work of our staff who provide invaluable service delivering programs to our community in a safe and caring environment. It is very much appreciated by our governance team.

This year is my third year as President of Y Hobart. I step down from the Chair at this year's AGM. I wish to thank the Board for their confidence in my ability to serve in this capacity and for their support during my three-year tenure. It has been a pleasure working alongside you and an invaluable experience, of which I am truly appreciative.

The Year That Was

The Board completed its overhaul of its suite of Board governance policies and procedures culminating in an external review of our systems and practices. I am delighted to say that the external review resulted in a positive outcome. We look forward to building on this as we move through the 2025–2026 financial year.

We are coming to the completion of our \$6M redevelopment project at the Glenorchy site. Later in the year should see its official opening. I wish to acknowledge the input from our Project Committee and make special mention of the dedication and hard work our CEO has made in the role as Superintendent of the project. In today's construction climate, coming in on budget is a rare achievement.

The Future

It is the Board's vision to make a positive social impact in our community by providing programs and services that empower individuals to improve their health, wellbeing and life engagement. As such, we are committed to the ongoing review and development of our Strategic Plan, which is part of our response to the future needs of our community. We look forward to the development of a new business case with a focus on broadening our service and program offerings to better the lives of those in need.

We have also allocated funds to complete a long overdue review of our Constitution, and to ensure we keep pace with contemporary standards and compliance requirements, we will continue to work to improve our governance practices.

I am delighted to report that the road ahead is looking bright, and it is with continuing confidence in Y Hobart that I commend this report to the Annual General Meeting.

Message from the CEO

Richard Martin

As we reflect on the past year, I want to start by extending a heartfelt thank you to our incredible staff, managers and volunteers. Your unwavering commitment and passion truly inspires me every day. It's a joy to work alongside such talented individuals who share a common goal of making a positive impact in our Tasmanian community.

I wish to thank our volunteer board of directors. Under the leadership of our President Gaye Richardson, I am again proud to proclaim my immense pride in working with such an engaged, professional and dedicated group of people who have built and sustained Y Hobart for so many years.

The positive impact of our aquatics programs continues to grow through the hard work and dedication of our team. It's a privilege to help people of all ages be healthy and connected through water-based programs and activities.

At the Y, the safety and wellbeing of children and young people is our highest priority. We are deeply committed to creating environments where children feel safe and are safe. Through rigorous safeguarding policies, staff training, and community engagement, we ensure that our programs uphold the

highest standards of care and protection.

We were delighted to deliver the 2025 Tasmanian Youth Parliament. This program continues to grow and provide a platform through which Tasmanian young people can grow and shape the future of the communities in which we live.

I'm genuinely excited to approach the completion of the Y Glenorchy redevelopment. Completing the redevelopment will allow us to grow our impact and support our community, not only through recreation, but by providing a hub in which community organisations and clubs will meet, grow and thrive.

As we look ahead, I am filled with optimism and gratitude. Thank you all for your hard work, creativity, and dedication to our mission. Together, we have and will make a profound difference in the lives of the people we serve.



A better world, with and for young people.



Safeguarding Children, Young People and Vulnerable People

All Children and Young People are empowered to feel safe and be safe at the Y, in their families and their communities.



At Y Hobart, safeguarding isn't just a framework—**it's who we are**. It's woven into every program, every decision, and every interaction.

Some amazing work comes from our Safeguarding Subcommittee, established in 2022. This passionate group helps keep us accountable, ensures best practice, and drives continuous improvement across the Y.

Our Safeguarding Framework aims to develop:

- A safe **CULTURE** nationally which empowers Children and Young People by promoting Children and Young Person focused leadership and governance;
- Safe **OPERATIONS** to ensure Y People have the right policies, processes and practices to keep Children and Young People safe
- Safe **ENVIRONMENTS** at the Y and in communities which empower Children and Young People to thrive



RECREATION



Updates from the Clarence Aquatic Centre

During the 2024–25 period, our centre introduced a series of dynamic initiatives designed to deepen community engagement and elevate member experience. Among the highlights was the highly successful Lap Swimming Challenge, which inspired enthusiastic participation and fostered a spirited atmosphere of friendly competition.

Our Sunday Fun promotion emerged as a family favourite, significantly increasing weekend attendance and strengthening community bonds through more financially accessible and inclusive recreational programming.

In response to member feedback and a growing demand for quality swim gear, we also launched a curated selection of Vorgee merchandise, offering convenient access to premium swimwear and accessories directly within the centre.

These efforts have not only enriched the experience of our members but have also amplified our visibility in the broader community. Reflecting this momentum, our centre now receives an average of 1,300 monthly Google searches—an encouraging indicator of sustained public interest and engagement.



Clarence Pool Statistics

20,281

Casual
Entries

2,262

Lane
Bookings

61

Birthday
Parties

183

After-Hour
Bookings

1,248

Visit Pass
Sales

298

Active
Members

230

Aqua-Fit
Classes

50

School
Carnivals

19

School
Learn-to-Swim
Programs

25,928

School
Learn-to-Swim
Students



Glenorchy Facility Redevelopment

Exciting times are ahead for The Y Hobart as we finalise our transformative redevelopment of our Glenorchy Facility—set to become a cornerstone of Southern Tasmania’s sporting and community landscape. Thanks to a \$6 million federal grant from the Department of Infrastructure, originally announced in February 2019 with support from Independent MP Andrew Wilkie, this long-awaited project is now in its final stages. Despite early delays due to the pandemic, planning permit hurdles, and inflationary cost pressures, momentum has been maintained since Vos Construction officially took possession of the site in April 2024, with completion anticipated in late 2025.

What’s Coming

The upgraded Glenorchy Centre will feature:

- Two improved stadiums for sport and recreation
- Multiple fitness and program rooms
- A welcoming community meeting space
- A community café for social connection
- Dedicated areas for health providers

This revitalised facility will not only serve our members but also offer vibrant, flexible spaces for broader community use. We’re currently inviting expressions of interest from individuals and organisations keen to make use of these spaces—whether for health services, programs, or community initiatives.

Looking Ahead

Additional land adjacent to the rail corridor offers exciting potential for future development, including community housing, Outside School Hours Care (OSHC), or additional sporting facilities.

As one of Australia’s oldest Ys—established in 1882—The Y Hobart remains committed to its purpose as a community-based, not-for-profit charity. This redevelopment is a testament to our enduring legacy and our mission to provide spaces and programs in which every person can thrive in body, mind and spirit. It will also help us to achieve our objective of building healthy and connected communities across Tasmania.





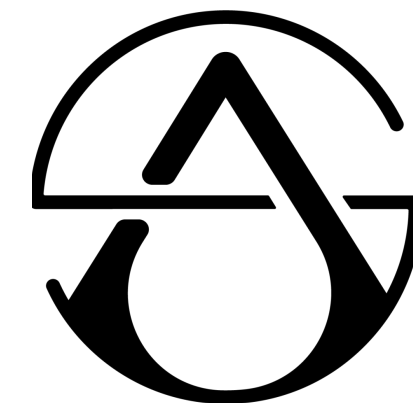
Squad Program

Our Squad Program at the Y Hobart is inclusive and supports over 100 swimmers participating in a diverse range of aquatic disciplines, such as competitive swimming, masters swimming, water polo, and surf lifesaving. When developing the program, we focussed strongly on remaining accessible to all families and building an inclusive environment that caters to all swimmers' goals. A key initiative in 2024/25 was the introduction of a "Transition Squad" designed to support squad swimmers new to swimming in a 50m pool.

Launched last year, Surge Aquatic has produced some exceptional results. Our coaches have been building technique fundamentals, creating an inclusive and supportive environment, and setting up the fundamentals of competitive swimming. At the 2025 Tasmanian Long Course Championships, our five-member team delivered some standout results: four finalists, achieving a total of eight finals swims and two bronze medals.

None of these achievements could have occurred without the tireless support of our parent community, many of whom have volunteered their time to support the running of Swimming Tasmania meets.

A key hallmark of our environment is the strong sense of community; our swimmers as young as nine-years-old connect with our masters swimmers to supporting each other. Congratulations to our coaches who have continually upskilled themselves through obtaining new qualifications and engaging in professional development. Thank you to everyone involved in Surge Aquatic.





YOUTH PARLIAMENT

The Tasmanian Youth Parliament 2025 was another standout success, providing young Tasmanians with a unique opportunity to engage in the democratic process, develop leadership skills, and make their voices heard on the issues that matter most to them.

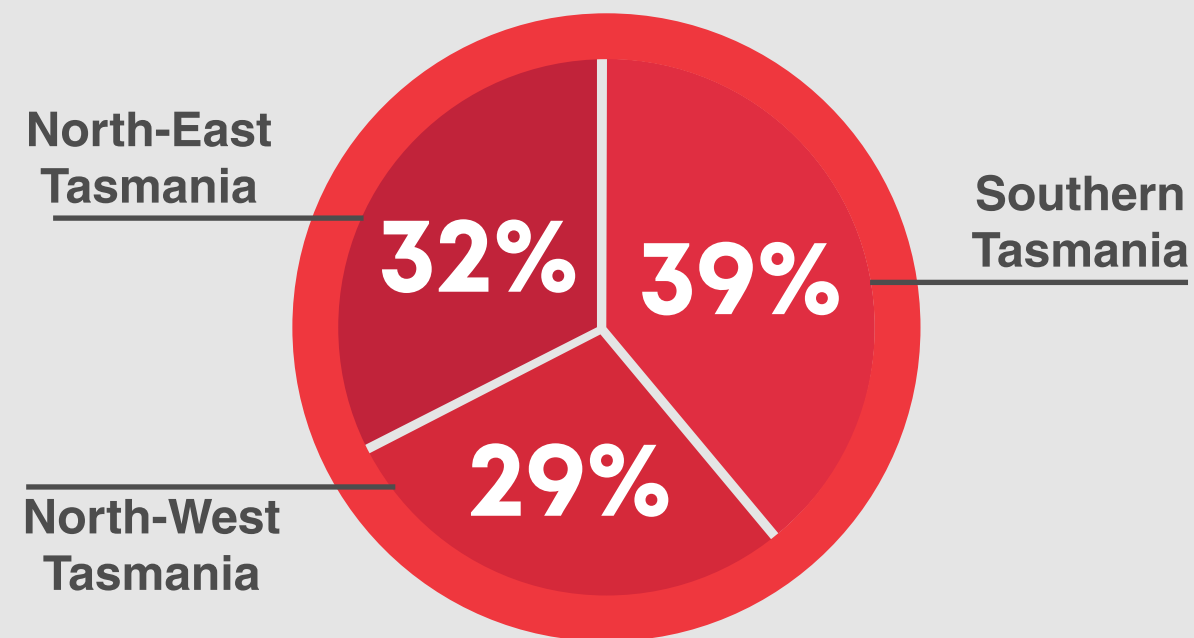
Held in July, the week-long residential program brought together passionate young people from across the state for a dynamic schedule of workshops, debates, and civic experiences.



Participants



Bursary
Recipients



A Week in Review

Participants began their week with a tour of Parliament House, where they debated a practice bill and gained first-hand insight into parliamentary procedure. They attended their first speaker panel, learning from community leaders and policymakers, and met Her Excellency the Governor of Tasmania, who spoke about her role and the importance of youth participation in leadership.

A highlight for many was the afternoon tea at Government House, followed by the memorable opportunity to walk Her Excellency's dogs through the grounds. This experience perfectly captured the warmth and accessibility of the program.



Debating

Youth Parliament was officially opened by the Hon. Nic Street MP, joined by Convenor Jake Wilkinson, Youth Governor Vivian Imbriotis, and members of the Y Hobart team.

Delegates then commenced formal debate on their first four bills, each reflecting the concerns and aspirations of Tasmania's young people:

Education Bill – focused on equitable and inclusive access to education.

Health Bill – exploring improvements to youth mental health and wellbeing.

Environment Bill – addressing sustainability, conservation, and climate action.

Housing Bill – proposing innovative approaches to youth housing and affordability.

Following the debates, participants returned to camp, where they continued with workshops and shared experiences that strengthened teamwork and communication skills. A relaxed movie night offered time to unwind after a full day of leadership and learning.

The group also celebrated a special milestone when their photo appeared in *The Mercury*, highlighting the positive public interest in Youth Parliament 2025.

Acknowledging Our Supporters

The continued success of Youth Parliament would not be possible without the generous support of the Tasmanian Government, whose community grant funding enables the program to remain accessible to young people from across the state. This support ensures that cost is never a barrier to participation and that all delegates can experience the transformative opportunities the program provides.

We also acknowledge the ongoing dedication of the Youth Parliament Taskforce volunteers, the Parliament of Tasmania, and Government House for their time, expertise, and hospitality throughout the week.

Lasting Impact

Beyond the debates and activities, Youth Parliament 2025 empowered participants to connect, collaborate, and envision change. The program fostered confidence, critical thinking, and civic understanding—skills that extend well beyond the week itself.

Through initiatives like Youth Parliament, Y Hobart continues to create opportunities for young Tasmanians to develop their potential, engage in their communities, and become the changemakers of tomorrow.



Good News Stories

We are proud to announce a significant change in our approach to pay rates for young people. To align with our vision of creating a better world with and for young people, we have removed the sliding scale pay rates for 16-to-19-year-olds under the Fitness Industry Award.

This decision stems from our deep commitment to fairness, equity, and the value we place on young people's contributions. We understand the vital role they play in shaping our communities and our organisation. By listening to their voices and acting on their

feedback, we aim to create an environment where every individual feels valued, respected, and supported in their professional and personal growth.

This change represents more than just a pay adjustment—it's a step toward ensuring young people have access to opportunities that recognise their potential and empower them to thrive. Together, we are building a brighter, more inclusive future.

Celebrating Inclusion

Safeguarding isn't just about protecting—it's also about celebrating all people. At Y Hobart, we highlight key events that raise awareness and show our support, such as National Child Protection Week, Safer Internet Day, National Remembrance Week and R U OK? Day. These occasions give us the chance to connect with our community, share important safety messages, and amplify individual voices in fun, engaging, and empowering ways.

By keeping inclusion front and centre, we continue to build a culture where everyone feels

safe, and is safe. We're proud to be an organisation where voices are heard, actions are taken, and trust is built.

We commit to listening to Children and Young People, empowering them to speak up and amplifying their voices. This includes those from diverse backgrounds including our First Nations children and young People, those living with disability, those from culturally and linguistically diverse communities and those who identify as LGBTIQ+.



From left to right: Eric Myers, Paul Plummer, Braeden O'grady, Greg Walker, Gaye Richardson, Susie Harrison, Eric Myers, Susie Harrison, Paul Plummer, Gaye Richardson, Braeden O'grady, Malcolm McGinn.

Life-Long Membership Presented to Geoff Long

Geoff Long has a rich and enduring history of 25 years with Y Hobart, marked by his dedication to the organisation and its values. Over the years, he has played a pivotal role in shaping the Y's journey in Tasmania, fostering a culture of community engagement and inclusivity.

Geoff's leadership and vision have contributed significantly to the growth

and development of Y Hobart, aligning its programs and initiatives with the evolving needs of the local community. His steadfast commitment to empowering individuals, particularly young people, underscores his impact on the organisation's mission to create a healthier, more connected community.

Stay Connected



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Surge Aquatic

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