



# ANNUAL REPORT 2022/2023

YMCA of Hobart 'the Y'



## The Y - Hobart

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*Building a better  
world, with and for  
young people*

## **ACKNOWLEDGEMENT OF 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.





# Welcome to 'the Y'

YMCA of Hobart is a non profit community organisation and since 1882 we have been providing opportunities for everybody to be healthy and happy.

**The Y** is the largest global youth movement, reaching almost 65 million people in 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, with over 16 million participations each year in over 650 communities across Australia.

The Y Hobart is aligned with the global movement, with operations supporting our local community from 4 years of age, to improve their health, well-being, and life engagement.

During FY22/23 our strategic focus has been on two key areas:

- ▶ Restructuring operations to support growing our impact
- ▶ Strengthening our culture and practices to further support good governance

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
- ▶ Preparing to redevelop of our centre at Glenorchy

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

- ▶ Swimming Lesson
- ▶ Surge Aquatic Swim Squads
- ▶ All Aboard Programs
- ▶ Youth Parliament
- ▶ Mountain Bike Programs
- ▶ All Abilities Programs

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



# Y we exist.

The Y Hobart has aligned with member Y's across Australia in support of our global Mission, our bold new Vision and collective efforts to define our blueprint for how we will drive systemic change:

## Our Global Mission

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

## Our Collective Vision

We have set ourselves a bold new vision: "To create a better world, with and for young people". We will achieve this is by drawing on our collective expertise, our deep community partnerships, and our local, national and global influence.

## Strategy 2030

In July 2022 we made history together when we adopted our first ever collective global strategy at the 20th YMCA World Council in Aarhus, Denmark. Our collective approach sets us on a path of transformation, community empowerment and global advocacy.

To achieve our collective vision and mission, we have committed to driving systemic change, across four globally aligned strategic pillars of impact: Community wellbeing, Meaningful work, Sustainable planet and Just world.

# From the CEO

*Year in review...*



Every person in our Y supports our community and contributes to the achievement of our mission.

I was fortunate to join The Y in the final quarter of FY22-23 and received a warm welcome from customers, staff and the Y Hobart Board.

During my first few months in the role, I've been moved by the passion and dedication of our people — from the Senior Leadership Team to our skilled and enthusiastic front-line employees. The level of commitment to the Y Hobart and the communities to whom we provide services is both obvious and inspiring.

Our business activities have consolidated in recent years and we are committed to building a strong foundation upon which to grow in future. The Y Glenorchy redevelopment will provide a cornerstone for our operations and enable us to better support our community through growing the diversity of our programs and providing a multi-use space that is modern and welcoming.

We prioritise building a strong culture and one part of this includes hiring people who are a great fit for The Y and our values. During the year, 25 new staff joined our team, and each brought a fresh and unique contribution to our culture. We will continue to take actions to ensure we provide

meaningful careers for our people, and we are fortunate to have a handful of loyal and dedicated staff who have been part of the Y Family for many years.

I extend deep gratitude to our Board for their guidance and support to continue growing our impact, despite an environment that is ever growing in complexity and uncertainty.

In closing, I say thank you to the whole team for the warm and generous welcome I have had into the role and the organisation. I'm looking forward to working closely with you all and building on the great work that has taken place in our 140-year history. Despite the temporary challenges facing the organisation over the past few years, I truly and firmly believe the future is bright for The Y Hobart.

**Richard Martin**  
Chief Executive Officer

# Presidents Report

*Year in review...*



It is with pleasure that I present this report for the 2022-2023 Financial Year to our members and the wider community.

While the Board's Strategic Plan continues to provide the roadmap necessary to stay on track and remain focussed on the bigger picture, there have been some changes within the Y Hobart since my appointment as President at the 2022 AGM last November.

The 1st of July saw the resignation of Phil Venables. Phil was a valued employee of the Y for 11 years, during which time he held positions as lifeguard, customer service officer, chief of operations and acting CEO. Phil was very passionate about his work with Safeguarding Children and secured an appointment with the Y Australia's 'National Safeguarding Children & Young People' Team. On behalf of the Board, I wish to thank Phil for his work, dedication, and commitment during his term of employment with us and wish him well for the future.

After an exhaustive selection process, the Board was delighted to appoint Richard Martin to the position of Chief Executive Officer. Richard holds a Bachelor of

Business Administration with a Major in Human Resources and an Advanced Diploma in Business. Richard was selected from a large field of excellent candidates and came to us with detailed knowledge at operational level and considerable experience in business performance, growth strategies and HR management.

I wish to thank our Operational Manager, Heidi McConnell for steering the ship during the CEO recruitment process. Heidi is a wonderful asset to our organisation who puts in over and above what is expected, and is willing to step in when needed. We are very fortunate to have her on our team.

I'm pleased to report that our June 2023 financial statements reflect a positive result. Our Finance team are working hard to stabilise and improve our financial position. I particularly wish to acknowledge the work of Heidi McConnell, Tina Ferguson and Kellie Wallace, who together with our CEO, and with input from staff, overhauled our budget processes and have produced a 2023/24 budget and improvement plan to better position our organisation going forward. This was a huge workload in a short space of time for which we are very appreciative. We look forward to tracking our progress as the new financial year unfolds.

The Board and Project Y Sub-Committee are working diligently to deliver the \$6M upgrade at our Glenorchy Centre in Constance Avenue. Greg Walker has been appointed as an External Consultant to the Project Committee. Greg is a qualified builder with over 45 years in the building industry and is a welcome addition to the team. At the time of writing this report we are awaiting the outcome of the Development Application from the Glenorchy City Council Planning Authority. A builder has been appointed and we are soon to submit the Building Application for approval. It is anticipated that the project will be completed well within the required timeframe of 2025.

The Y Australia are currently reviewing their Constitution and restructuring their functions to better support member associations such as ours to drive their 2030 Strategy. Ben Hubbard completes his term as President of the Y Australia and Jacqui Weatherill has been appointed to the role which will be formally taken up at the National AGM in November.

I wish to extend a big thank you to the heart and soul of our organisation - our staff - who do such a wonderful job servicing our community. I take this opportunity to reassure them that the Board is committed to building a culture where every person is respected for their position and the uniqueness they bring to

each role. The simple act of human kindness is a very powerful position to work from

and together we can build a culture where employees feel safe and are free from bullying and harassment of any sort.

In conclusion, I would sincerely like to thank my fellow Board members for their support this year, and for their continued contribution to our organisation. Our Vice President, Garry Fisher, and Directors Geoff Long, Malcolm McGinn, Eric Myers, Braeden O'Grady and Paul Plummer have demonstrated great aptitude and generosity in providing their time and expertise. My thanks also go to our new CEO who has 'hit the ground running' and has clearly demonstrated he is the right person for the job.

**Gaye Richardson**

President



# Snapshot of 'the Y'



**16,166** Membership Visits to our Centre



**69** People on Staff



**8,223** Visit Passes Used



**47,308** Swimming Lessons Attended



**4,850** Coffees Enjoyed!



**99** Children's Group Programs



**6087** AquaFit Attendances





# Community Appreciation

People at *the Y* are passionate about making a difference in the community.

We thank each and every one who is part of the team or has supported *the Y* especially:

- The Board who volunteer their time to provide oversight and direction for *the Y* and
- Managers and their team of staff and volunteers who help to deliver quality programs and services 7 days a week.
- Councils; City of Clarence and Glenorchy City Council

Thank you also to the organisations who have supported *the Y* through grants and in-kind support.

Finally, thank you to the many members of *the Y*. Your membership has enabled us to deliver more programs to more people in more communities.

## Generosity and Contributions..

The Y would like to acknowledge the late Margaret Langford and Wayne William Thomas for their contributions to the Y.

We extend our heartfelt thanks to them and their families for their kindness and long standing generosity to the Y.

Your contributions are making a difference in our local community .



# Introducing Surge Aquatic Swim Club

We are excited to introduce Surge Aquatic Swim Club. Surge Aquatic is the newest competitive club in Tasmania operating from Clarence Aquatic Centre and managed by the Y.

## **Surge Aquatic Swim Club philosophy**

Our club philosophy is based around long term athlete development that will nurture long term growth of junior swimming in Tasmania. We seek to empower our club members to use swimming as a way to experience personal growth through the achievement of goals. Our club moto is “Grow.Rise. Lift.”. We seek to focus on technique and setting up the fundamental skills required to achieve long term success in the sport of swimming.

## **Club structure**

Our pathway will strongly set swimmers up for success at a state open and a national level as we work to achieve great fundamentals in the formative years through the Mini Squad, Junior squad, and Development Squad.

We will be supporting a non-competitive pathway, which will mirror the competitive pathway, where club members will be able to elect to join swimming Tasmania to compete

## **Coaching team**

Our coaching team is made up of a highly committed team who are focused on technique development and getting the fundamentals right. Several of our coaches have been part of successful programs interstate and we are committed to the development and growth of swimming in Tasmania.

Each individual coach listed below brings their own unique experience to the sport of swimming, and we seek to unite all our individual philosophies to create a culture of constant learning and growth.

- Amanda Teh (Head Coach)
- Tim Belstead
- Samuel Jordan
- Miah Wallace
- Ada Crantock

Assisted by: Mackenzie Winch and Amy Lawrence



# 2022/2023 Programs

## 2022/2023 Programs Summary

### **PrYme Active Class**

PrYme Active is a fitness and strength program (50+ or returning to exercise after injury). It includes balance and hand eye coordination as well as general fitness and strength training with light weights.

Held at the Glenorchy Y, some participants in the group have been enjoying the PrYme Active Program for over 45+.

### **Healthy Hearts**

Healthy Hearts program is another long-standing program enjoyed by participants twice a week. This program is perfect for getting your body moving, no matter what level of ability you have. Classes are held at the Glenorchy Y, at a special a low seniors rate.

### **School Holiday Roller Games Program**

The Roller Games was a pilot concept in 2022 featuring a group games-based environment for kids who like to Roller Skate and Inlines Skate. The program was enjoyed by approx 20 young skaters.

### **School Holiday Mountain Bike Program**

The School Holiday MTB program continues to be popular with young riders. With a new instructor on staff and making use of the new, improved park features at Clarence MTB park, the program has been consistently enjoyed by young riders.

### **After School Pop Up Skate Park Program**

In 2002 the Y was awarded a small Grant to fund equipment to host a trial 'pop-up' after school skate park in coordination with Glenorchy Council. The trial was successful and is currently under review.

### **Skate Jam Group Coaching Program**

The Skate Jam Group coaching program commenced in 2022 with an ongoing booking for a local Home School group along with an Independent learning centre for youth. Both programs have produced self-directed learners and have had highly successful outcomes in terms of physical activation and students self confidence.

## Group MTB Coaching

In 2023, the Y hosted small group MTB coaching for an independent youth learning centre. During the program, the students who attended the sessions had noticeable engagement changes after the MTB program. Some students are exploring future opportunities as bike coaches as a result.

## All Aboard 'Skate Park' Program

Inclusive and accessible skateboarding workshops that provide children and young people with the opportunity to learn and build skills in skateboarding. Funded by Sports Australia, the Y hosted 25 All Aboard events in outer lying local skate parks. Huge thank you to all families who attended the programs to support their children.

## All Aboard 'In School' Program

In 2022, funded by Sports Australia, the All Aboard 'In School' program successfully reached over 1000 children in local primary schools across southern Tasmania, providing students with access to fundamental skills instruction to get them started in Skateboarding.

## Removing Barriers Partnership

AUSTSWIM selected Clarence Aquatic Centre as one of the three 'Removing Barriers' venues in Tasmania.

Through this funding, 15 of our Swim Teachers of 'Swimming and Water Safety' completed 'Teacher of Access and Inclusion' training.

It has been identified by the National Disability Insurance Scheme, and the Department of Social Services that Tasmania has the highest prevalence of disability in Australia.

With development of our teachers, we can support our community in the access and inclusion space

## Skate Park Leagues

Grass roots skate park competitions providing people with the opportunity to experience competition. The Y Hobart has been providing these competitions within Tasmania since 2015.

## After School Indoor Skate Jam Program

The after school Skate Jam program is a fun based program that allows children to explore skateboarding and encourages self-directed peer learning. Instructors provide fundamental skills instruction and set group challenges and that allow playful progression of skills.

## Music & Dance Classes

Commencing at the end of the financial year, the Music & Dance classes resumed at the Y, after the COVID shutdown. The program is growing steadily as we reach more people. Currently running 2 classes on a Thursday with a third scheduled early in the new Financial Year. The program will dovetail into a talent quest and also a All Abilities Quarterly disco.

## Youth Parliament

With a new focus on the Y's Youth Parliament this year, the program, formally coordinated by TIGA, this year was coordinated by youth staff members from the Y and lead by a group of enthusiastic young volunteers (the task force). With 17 participants being involved YP23 was an great success. Our thanks to staff, volunteers and the Tasmanian Government.





# 2022/23 Board of Directors

- ▶ President: **Gaye Richardson**
- ▶ Vice President: **Garry Fisher**
- ▶ Public Officer: **Paul Plummer**
- ▶ Secretary: **Eric Myers**
- ▶ **Geoff Long**
- ▶ **Malcolm McGinn**
- ▶ **Braeden O’Grady**

# 2022/23 Key Staff

- ▶ CEO: **Richard Martin**
- ▶ Operations Manager: **Heidi McConnell**
- ▶ Finance and Accounts: **Kellie Wallace**
- ▶ Clarence Aquatic Centre Manager: **Hugh McConnell**
- ▶ Program Manager and Head Coach: **Amanda Teh**
- ▶ Swim School Coordinator: **Jeremy Barnett**
- ▶ Day Programs Coordinator: **Brooke Pritchard**
- ▶ Programs & Marketing: **Russell Tatlow**
- ▶ Senior Lifeguard: **Ben Hardstaff**
- ▶ Safeguarding Lead: **Ashlee Horton**

# Safeguarding Children

At The Y Hobart we take Safeguarding very seriously and we believe, for every child or young person who brings a concern, complaint or incident to our attention, it is a precious opportunity to create change.

This is why we choose to inspire and elevate the voices of our children and young people so they know we are a safe place, and their voices will be heard and listened to.

Key changes to Safeguarding at the Y Hobart over the past year;

- ▶ Aug 2022 - New Safeguarding lead appointed - Ashlee Horton
- ▶ Dec 2022 - Safeguarding Board Sponsor appointed - Gaye Richardson
- ▶ Dec 2022 - Safeguarding Subcommittee appointed

From December 2022, our Safeguarding Lead rolled out the Stay Safe, Tell Someone program to all existing staff so they have been refreshed in the training as well as every new Y person completes the program as part of their induction process to ensure we are not only have keeping children and young people safe and it is at the front of all Y people's minds, but also that our Y People have the right tools and resources they need to respond to an incident or concern appropriately.

For more information, visit:

<https://ymca.org.au/about-us/safeguarding-children-young-people/>

## Our Safeguarding Framework



# Stay Connected

The Y Glenorchy  
8a Constance Ave, Glenorchy 7010  
[www.the-y-glenorchy.org.au](http://www.the-y-glenorchy.org.au)

Clarence Aquatic Centre  
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[www.clarenceaquaticcentre.org.au](http://www.clarenceaquaticcentre.org.au)

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