



ANNUAL REPORT 2023/2024

YMCA of Hobart



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 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, with over 16 million participations each year in over 680 communities across Australia.

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

During FY23/24 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

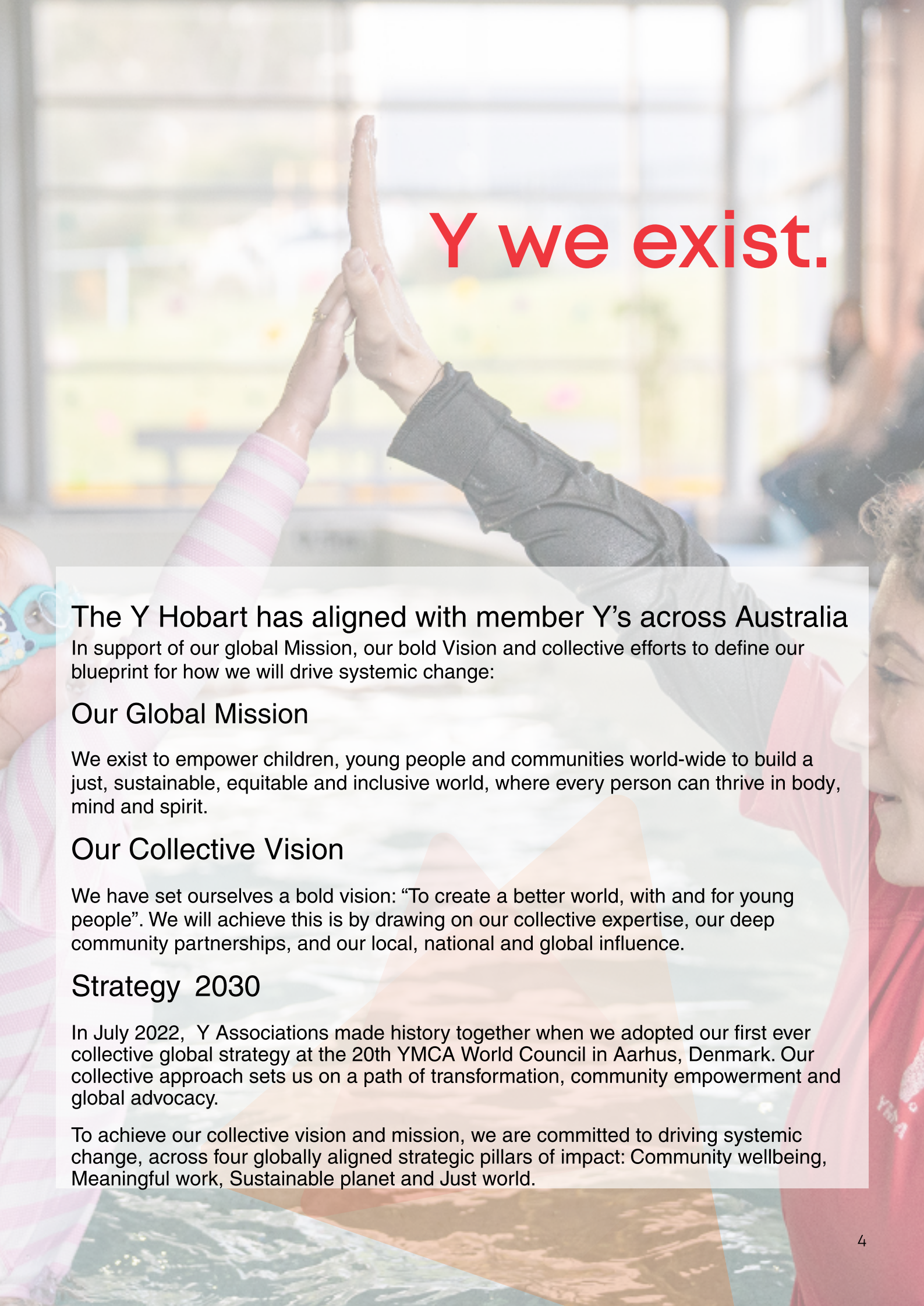
Whereas our operational focus has been:

- ▶ 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 in part or delivered in part by young people at the Y:

- ▶ Swimming Lessons
- ▶ Swim Squads
- ▶ 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 their achievements.



Y we exist.

The Y Hobart has aligned with member Y's across Australia

In support of our global Mission, our bold 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 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, Y Associations 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 are committed to driving systemic change, across four globally aligned strategic pillars of impact: Community wellbeing, Meaningful work, Sustainable planet and Just world.

Presidents Report



Year in review...

President's Report 2025

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

My thanks

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 value added to the governance structure and deliberations across the organisation.

It is especially pleasing to report that Y Hobart is in a sound financial 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 thank them for their support during my three-year tenure, it has been a pleasure working alongside you and an invaluable experience, for that 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 which 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.

Gaye Richardson



From the CEO

Year in review...



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

This annual report covers the 2023 – 2024 financial year, whereby with the support of our Board we have updated our Strategic Plan, strengthened our alignment with the Y movement and set a strong foundation for increasing our impact.

Our Strategic Plan clearly identifies our objectives and outlines the means through which we will achieve them; through our focus on culture, performance, safeguarding and governance.

Our people drive everything at the Y and I am full of admiration and pride for the work of all our staff, and none more so than that of our leadership team and more broadly, our staff approach to safeguarding. The Australian Childhood Foundation again supported a review of our safeguarding policies, systems and processes and this year identified Y Hobart as "exceeding" expectations in a number of areas. This achievement reflects all the hard work that our Y people put in to keeping children and young people safe and happy on a daily

basis. Thank you so much to our staff for their exceptional work in this important space.

I take this opportunity to loudly and proudly say thank you to all of our staff, leadership team, and our volunteer Board of Directors. I am incredibly proud to lead such an engaged, professional and dedicated group of people that have built and sustained this great organisation over so many years.

Overall, our year has been a confident step forward in pursuit of our strategic ambitions which mark a significant change to re-imagine and renew the organisation. I am grateful for this unique leadership opportunity in building a better Tasmania (and a better world), with and for young people.

Richard Martin
Chief Executive Officer



Snapshot of 'the Y'

200 New Members to Our Community



892 Visit Passes Sold



20,180 Members Stopped by



10,056 Visit Passes Redeemed



19,510 Casual Swimmers Visited



217 New Enthusiastic Students!



907 Students Over All Water programs

67,172 Happy Customers!





Community Appreciation

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

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

- The Board of Directors 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 increase our impact and enrich the lives of people in our communities.

Generosity and Contributions

On behalf of everyone at Y Hobart, we extend our heartfelt gratitude to our sponsors and donors for their generous donations.

The Y would especially like to acknowledge the late Margaret Langford and Wayne William Thomas for their contributions to the Y. Our genuine thanks to them and their families for their kindness and long standing generosity.

Your contributions are making a difference in our local community.

A woman in a red shirt is smiling and looking towards a swimmer in a pool. The swimmer is in the middle of a stroke, with one arm extended forward. The pool has lane lines and is indoors.

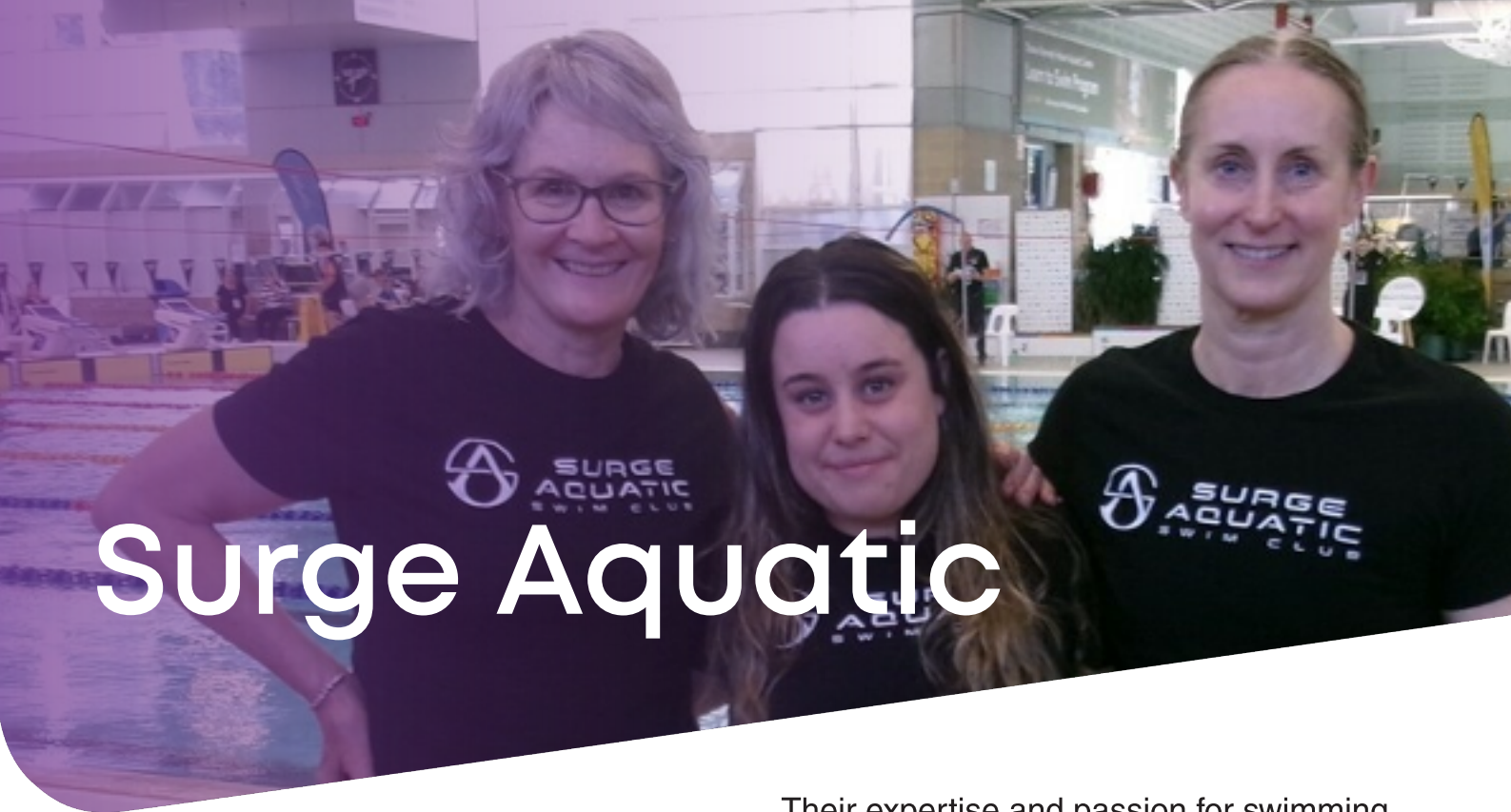
Swim School

Over the 2023/24 year we have seen amazing success from our students and staff in our swim school programs.

Across our regular weekly lessons, school holiday and adult programs, we have worked with over 900 students throughout the year. From these 900 over 200 of them joined us for the very first time and over 250 swam with us throughout the entire year.

In addition to the many new students we have gained, we have also seen considerable growth from our instructors. Over the year we had 4 new fully qualified teachers join us and 5 staff members join our trainee program, many of whom have since gained their Austswim Teacher of Swimming and Water Safety qualification.





Surge Aquatic

We are thrilled to report that Surge Aquatic Swim Club, managed by Y Hobart, has had a remarkable year of growth and achievement. This success is a testament to the dedication and hard work of our coaches, volunteers, committee members, athletes, and supportive parents.

Throughout the year, Surge Aquatic fostered a nurturing environment where swimmers of all ages and skill levels thrive. Our coaches have demonstrated exceptional leadership and commitment, guiding our athletes to personal bests.

Their expertise and passion for swimming have been instrumental in shaping our swimmers' success.

Behind the scenes, our volunteers and committee members have worked hard to ensure the smooth operation of the club, from organising events to managing logistics and providing invaluable support to our athletes. Their selfless dedication is the backbone of Surge Aquatic's community spirit.

As we reflect on this successful year, we extend our heartfelt thanks to everyone who has played a part in Surge Aquatic's journey. We look forward to building on this momentum in the years to come.

Thank you to our coaches, volunteers, committee members, athletes, and parents for Here's to another year of growth, achievement, and continued success.



Welcome to 'Surge Aquatic', Swim Club



Youth Parliament Overview

From July 14th to 20th, 2024, Hobart hosted the 36th annual Tasmanian Youth Parliament. This year saw a significant increase in participation, with 28 students from across Tasmania, marking a 64% rise from 2023.

The week-long residential camp featured a variety of activities, including educational workshops on public speaking, politics, and electoral systems. Participants also attended speaker panels with prominent community members, engaged in social activities, and took part in parliamentary debates in the House of Assembly, where they discussed bills they had drafted before the event. One of the highlights of this year's program was a tour and breakfast at Government House, an experience organisers hope to make an annual tradition.

In 2024, the debated bills covered a wide range of topics: public education funding, organ donation, the agriculture industry, energy security, gender equality in sport, youth crime, LGBT+ support, housing, criminal rehabilitation, and higher education. This diversity of subjects reflects the broad spectrum of issues that concern young Tasmanians.

The event was organised by a dedicated taskforce of nine volunteers, aged 18 to 23, all of whom were former participants in the program. Five of these volunteers had previous experience on the taskforce. They were supported by Y Hobart and the Parliament of Tasmania. Jemima and Tom, who have led the program for the past two years, are stepping down, and new conveners will be sought for next year's program





Safeguarding Children, Young and vulnerable people overview

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

Over the past year, Tasmania introduced the Framework that is established under the Child and Youth Safe Organisations Act 2023. The Framework creates The Child and Youth Safe Standards, the Reportable Conduct Scheme, information sharing provisions and establishes the Independent Regulator.

The Child and Youth Standards are based on the National Principles and seek to improve the quality of care and support for children and young people. These changes focus on strengthening safety, inclusivity, diversity and culture safety. New measures emphasise trauma-informed practices, ensuring that professionals across education, health, and community services are trained to recognise and respond to the needs of children and young people affected by all experiences. Additionally, the standards

now prioritise cultural sensitivity, particularly for Aboriginal youth through the universal principle being part of each Tasmanian standard and highlighting the importance of family and community engagement in fostering positive developmental outcomes.

Y Hobart is committed to being a Child Safe organisation with rigorous safeguarding induction processes and ongoing training and development for our Y people. Such efforts support our team to understand and recognise signs of abuse, and help people in our community to feel safe, and be safe.

Our Y Hobart team works hard to ensure we provide a safe environment for children and young people who visit *the Y*. We encourage and provide a supportive and nurturing space for all in our community.

We empower children and young people if they see something, hear something or feel something that worries or concerns them to tell someone, and their voices will be heard and believed.

YVSG – Youth Voice Steering Group

A representative from The Y Hobart sits in with the National working group ‘YVSG’ who was lucky enough to take part a few different adventures over the past year helping empower young people to have their voices heard!

We are grateful to take part of these national groups and show our continued support and dedication to empowering youth voices

In the celebration of Youth Month in April 2024, through collaboration between the YVSG and other members of the Youth Ecosystem, including WhyNot, Youth Parliament, and Change Agents.

Together, we aimed to showcase, share, and discuss some of the most significant developments shaping our world today. There was a 5-part lunchtime series that presented a unique opportunity for us to share insights into our work, gain invaluable perspectives and contribute to the ongoing dialogue surrounding youth empowerment.

From late April the YVSG was consulted by Y Gear to have input on the design for the ‘Wear it purple’ campaign. Through a few months of consulting and an image design competition, came an amazing shirt! We showcase this further down in our staff section below!

Project Y Overview

This year we commenced the redevelopment of our YMCA Glenorchy facility, handing over the site to Vos Construction as our contracted builder. This project marks a significant investment in our commitment to building healthy and connected communities across Tasmania.

The redevelopment will feature updated amenities, including updated gymnasiums, improved fitness areas, and multipurpose spaces designed to be accessible and accommodate a variety of sports and community programs. Our goal is to create an inclusive environment that encourages individuals of all ages and abilities to engage in activity and build lasting connections, where every person can thrive in body, mind and spirit.

“This redevelopment is not just about improving our facilities; it’s about enriching our community,” said CEO Richard Martin. “We believe that access to quality community facilities plays a crucial role in improving health and well-being. We are committed to ensuring everyone in our community has the opportunity to thrive.”

The redevelopment was made possible through the Commonwealth undertaking the Community Development Grants programme, which was to support needed infrastructure that promotes stable, secure and viable local and regional economies. Construction commenced in April 2024 with anticipated completion in mid-2025.

Everyone is welcome

Wear It Purple Day - Celebrating Diversity and Inclusion

Wear It Purple Day empowers LGBTQIA+ youth to dream big and share “your passion, your pride” with Australia and has become an international movement of love and support.

‘Wear It Purple Day’ helps unite LGBTQIA+ youth and allies to shine a light on the thousands of schools, community organisations, universities, and workplaces that are coming together to create a more inclusive future for all Australians.

By wearing purple, Australians demonstrate to rainbow young people that they are celebrated and respected, acknowledging all have the right to be proud of who they are and who they are becoming.

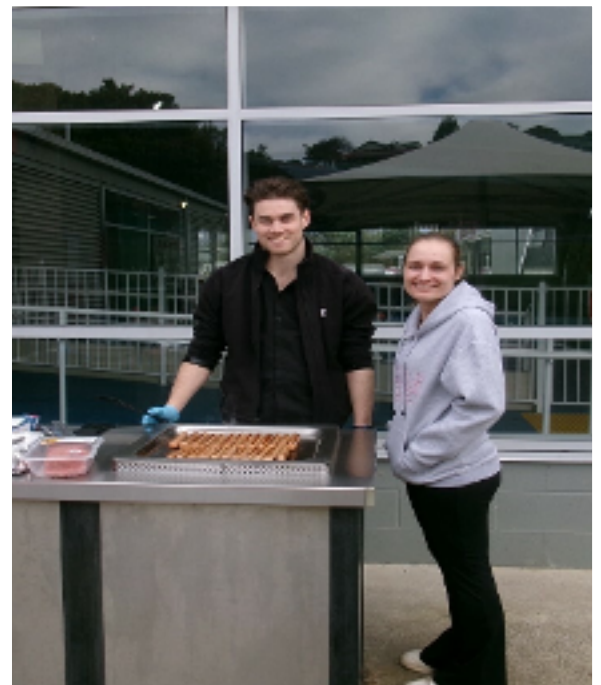


Our Safeguarding Framework



More Highlights

Staff enjoyed a bbq every last Friday of the month



Community Initiatives

- All abilities discos
- All abilities talent shows
- Skate programs
- Mountain biking





2023/24 Board of Directors

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

2023/24 Key Staff

- ▶ CEO: **Richard Martin**
- ▶ Operations Manager: **Heidi McConnell**
- ▶ Clarence Aquatic Centre Manager: **Hugh McConnell**
- ▶ Program Manager and Head Coach: **Amanda Teh**
- ▶ Swim School Coordinator: **Jeremy Barnett**
- ▶ Day Programs Coordinator: **Brooke Pritchard**
- ▶ Safeguarding Lead: **Ashlee Horton**

Y Hobart Board Member Synopsis

Gaye Richardson – President

Member of the Board since 2016. Serving as President since November 2022. Ms Richardson is an experienced executive and non-executive Director, was a Director of OneCare from 2010 to 2022, has diverse experience in senior roles across Education and Aged Care sectors, and was an Alderman with the Glenorchy City Council from 2018 to 2022. Ms Richardson was a recent member of the Australian Institute of Company Directors, has a demonstrated passion for ethical corporate governance, and has served on a number of committee's including Finance & Risk, Glenorchy Planning Authority, Glenorchy Arts & Cultural Advisory Committee, CEO Performance & Governance.

Ms Richardson is active in supporting the Hobart Community and has been a member of several community groups and organisations including: St Lukes (Anglican Church in Tasmania) Pty Ltd, Umina Park Pty Ltd, Glenorchy Carols Committee, Guilford Young College Board, Glenorchy Historical Society, Citizens for Glenorchy Inc, Glenorchy Ratepayers Association, and the Department of Education Glenorchy Project.

Garry Fisher – Vice-President

Member of the Board since 2010. Currently serving as Vice President and

also Deputy Chair of the Project Y (Glenorchy Y Redevelopment) Steering Committee. Previously served as Y Hobart President between 2019 and 2022 and was until recently Chair of the Glenorchy Historical Society.

Mr Fisher holds a Cert IV local Government Operations, and Cert IV Project Management. He currently works in local government and has 35 years' Industrial Relations experience, supplemented by broad experience in WHS, Transport and Community Service.

Geoff Long – Board Member

Member of the Board since 1999. Previously served in positions of President, Vice-President, and Public Officer with the Y Hobart Board, he is an experienced Board Member with a strong understanding of the history of YMCA Hobart. Mr Long has extensive experience in non-executive directorship having served on a number of Boards including: Australian Marketing Institute (Tas), Long Langlois & Johnstone Pty Ltd, Table Tennis Tasmania Inc, Northern Suburbs Table Tennis League Inc, Australian Society of Sports Administrators (Tas), Hobart Combined Probus Club, and the Theatre Organ Society (Tas).

Mr Long holds tertiary qualifications in Business and Marketing, has held senior roles in several organisations and has been a professional Musician and Teacher for more than 50 years.

Malcolm McGinn – Board Member

Member of the Board since 2020. Currently serving on several committees including: Finance & Risk, Project Y (Glenorchy Y Redevelopment) Steering Taskforce, and CEO Performance Review Committee. Mr McGinn has been a Rotary Club of Claremont member since 2016, was Club President from 2019 until 2020 and served as Treasurer from 2017 to 2018. Other positions include Board Membership of Foodbank (Tas) 2018 to current, and Vice President of the Claremont Mens' Shed since 2018. He is an active Board member of AICLA, a Synod representative from 2005 until 2020, and a Diocesan Council member from 2006 to 2020.

Mr McGinn is currently employed with RACT as a Home Assessor and is a CIP (Certified Insurance Professional). He has a Diploma in Financial Services (General Insurance) and Cert IV Financial Services (General Insurance) and Senior Associate in Financial Services, and Senior Associate of ANZIIF.

Eric Myers – Secretary

Board Member since November 2020. Currently serving as Secretary, Chair of Finance & Risk Committee and Chair of the CEO Performance Review Committee.

Mr Myers has served Claremont Rotary as Board Member, Secretary and Treasurer. He has been an exchange host for adults and children for Rotary International, an 'E' team mentor, a young achievers Australia mentor, and a strong supporter of TadTas – a not-for-profit organisation that helps give technical aid to health aid users by modifying equipment used by people with disabilities to suit their individual needs.

Now retired, Mr Myers has extensive experience in senior leadership roles with Aurora Energy and Hydro Tasmania. He

also holds a number of professional qualifications in Business Management, Project Management, Human Resources and Financial Management.

Braeden O'Grady – Board Member

Board member since April 2021. Currently serving as Chair of Project Y Steering Taskforce (Glenorchy YMCA Redevelopment), and previously served as Chair of the Y Hobart Governance Committee.

Mr O'Grady is a senior project management professional and brings a wealth of experience in leading and managing complex projects with diverse stakeholder groups. He has broad industry experience ranging from government, university, not-for-profit, military, and pharmaceuticals. Mr O'Grady has tertiary qualifications in Project Management and holds a Bachelor of Biological Sciences from Western Sydney University.

Paul Plummer – Board Member

Board member since 2020. Currently serving as Public Officer since November 2022. Previously served as a member of the Governance Committee.

Paul has a Diploma in Business Management and a general nursing certificate. He is a registered psychiatric nurse and has been employed as a nurse consultant and manager of nursing. Paul was Manager of the Roy Fagan Centre (a large medical facility, specialising in mental health support), for 10 years.

Meetings of the Board

	Board of Directors & Governance Committee		Finance & Risk Committee		CEO Perform Review Committee		Project Y Taskforce	
	Held	Attended	Held	Attended	Held	Attended	Held	Attended
Garry Fisher	12	9					12	9
Geoff Long	11	10						
Malcolm McGinn	12	10	11	9	5	4	12	8
Eric Myers	12	8	11	11	5	5		
Braeden O'Grady	12	11					12	12
Paul Plummer	12	8					12	8
Gaye Richardson	12	10	11	11	5	5	12	3



Stay Connected

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