

# YMCA Perth **Annual Report** 2013



**YMCA**

We build strong **PEOPLE**  
strong **FAMILIES**  
strong **COMMUNITIES**



We believe every child should have the opportunity to develop to their greatest potential. We specialise in providing education, resources and support to families through a network including 11 Early Learning Centres, 25 Out of School Hours Care and Vacation Care programs and 10 Family Support Projects across the State

## MISSION

Our Mission is to provide opportunities for all people to grow in body, mind and spirit.

## VISION

Our Vision is to enrich the Western Australian community. We will achieve this through the passion, commitment and innovation of our people and partners to deliver services and programs.

## MODEL

Our model is to own or manage community assets that align with our mission. From this base we intentionally partner with the community to identify needs and then deliver services that will help people grow in body, mind and spirit.

## VALUES

The YMCAs of Australia are guided to achieve their Mission by the following Christian values. We value:

- 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.
- 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 and mutual respect.
- Acceptance of personal responsibility.

These core values translate into four key operational values:

- Honesty**
- Respect**
- Responsibility**
- Caring**



Jamie the Clown captivates a group of 60 children and their families who participated in a YMCA 'Play in the Park' / 'A Smart Start' outing at Kojonup Apex Park in November. Monthly 'Play in the Park' outdoor play and story sessions take place in four communities in the Great Southern

## Engaging communities

Welcome to YMCA Perth's 2013 Annual Report where we are pleased to share with you some of the key highlights of our work within the Western Australian community over the past 12 months.

We exist to enrich people and communities and we do this through a range of programs and services that build capacity, improve wellbeing, promote connection and inclusion and produce just and sustainable outcomes in the interests of people, families and communities.

We think the best way to achieve this is by engaging with the communities in which we operate; to hear what's important to them and, as a consequence, develop activities and services relevant to their needs.



This symbol indicates that you can see more about a story featured in this report by visiting our YouTube Channel at [www.youtube.com/YMCAPerthAustralia](http://www.youtube.com/YMCAPerthAustralia)



## Report from the YMCA President and CEO

The past year has been an exciting and successful period for YMCA Perth. Our goal for 2012-13 was one of consolidation and becoming more selective in our approach to growth. This has included securing continued funding for many core programs and attracting new funding to expand service delivery within existing communities in which we operate.

Now into the second year of our Future Focus, we are reinforcing our approach to own or manage community assets that align with our business. This means securing physical facilities within a community from which we can deliver services, while providing a base from which we can partner with the community to better understand and develop programs to meet their unique needs.

There is no better example of the YMCA's model in action than Port Hedland. During the year we were successful in winning a State Government tender to manage a new Child and Parent Centre at the South Hedland Primary School and piloting a new mobile Child Health Nurse service operating from our Early Learning Centre. In addition to these services, the YMCA continues to manage three recreational facilities on behalf of the Town of Port Hedland and run the award-winning Swim for Life Aboriginal Training and Employment program, now entering its sixth year.

We have also been fortunate to add a new youth facility to our business. Following a caretaker period of management from October to April, the YMCA

has been retained by the City of Belmont to run their Youth Centre. From this base we have created services to meet the needs of a culturally diverse range of young people including case management and recreational and educational activities. We are also providing outreach to various locations within the City to connect and support an even greater number of young people.

Central to our business model is effective community engagement. By listening to and consulting with a range of stakeholders, our aim is to be part of the solution to community needs by promoting the common good and enhancing the dignity and wellbeing of people, families and communities.

To that end we have been focussed on deepening our connections within communities to identify gaps and develop activities and services relevant to their needs. This has resulted in the piloting of three important initiatives for children and families in regional WA.

▶ continued next page

## contents

<p><b>05 A Year in Review</b>  <i>YMCA President and CEO Report</i>..... 5  <i>New Business &amp; Project Extensions</i> ..... 6</p> <p><b>07 Where We Work</b></p> <p><b>08 Core Competencies</b></p> <p><b>10 Unlocking potential through training and employment</b>  <i>Vocational Education provides alternative pathways</i>..... 10  <i>Transformational power of play</i>..... 11</p>	<p><b>12 Improving health and wellbeing through recreation</b>  <i>KidSport takes off in Southern Wheatbelt</i>..... 12  <i>Girls get Active!</i>..... 13  <i>Skating to new heights</i>..... 14</p> <p><b>15 Empowering and enabling young people</b>  <i>Welcome to my world</i> ..... 15  <i>Kicking goals in Y Time</i> ..... 16  <i>Youth in Parliament</i> ..... 17</p> <p><b>18 Creating connected and inclusive communities</b>  <i>Helping communities raise healthy children</i> ..... 18  <i>Increasing inclusion for Belmont youth</i> ..... 19  <i>Collaboration leads to best practice</i> ..... 19</p>	<p><b>20 Organisation Overview</b></p> <p><b>21 Our People</b></p> <p><b>22 Financial Highlights</b></p> <p><b>23 Our Partners &amp; Sponsors</b></p>
---	---	---



[www.ymcaperth.org.au](http://www.ymcaperth.org.au)

## A Year in Review

“We look forward to continuing to build relationships based on trust and genuine partnership to contribute to strong, vibrant, healthy and enriched communities throughout Western Australia.”



Daniel Law, President



Ross Kyrwood, CEO



## EARLY LEARNING, EDUCATION & CARE

We recognise the importance of childhood development and the impact quality programs and services have on a child's health, wellbeing and educational outcomes. We believe that every child, no matter their age, should have the opportunity to achieve their greatest potential and be an active participant in their future. To meet the needs of families we offer Early Learning Centres, Family Day Care, In Home Childcare, Out of School Hours Care, Playgroups and a variety of specialist parent and child support programs.

## SPORTS & RECREATION

We believe that all West Australians should have the opportunity to benefit from regular participation in sport and recreation activities. Not only does physical activity provide health benefits, it also helps to build communities through social inclusion and a sense of connection. Partnering with Local Government through recreation and aquatic centre management is central to our ability to provide the community with access to high quality sport and recreation opportunities. We also partner with other organisations seeking to support long-term improvements in participation levels and improved wellbeing outcomes for local communities.

## HEALTH & WELLNESS

While the majority of West Australians enjoy a high standard of health, amongst the best in the world, further health gains can still

be made. Lifestyle diseases such as cardiovascular disease, some cancers and diabetes still occur at rates higher than they should in our community. Because we know that optimal health and wellness is achieved through a balanced approach to life and wellbeing, fitness at the Y is so much more than just working out. We also provide educational programs to promote healthier choices and offer a variety of programs that are designed to help people grow in body, mind and spirit.

## YOUTH ENGAGEMENT

We recognise that engaging young people in meaningful activities is fundamental to helping them develop and be connected to family, friends and their community. We also understand that social exclusion is a major barrier that affects a young person's self esteem, resilience, independence, social skills, optimism and hope. With this understanding, the Y has built into its programming a wide range of youth engagement strategies. These strategies enable us to connect with young people of all ages, from a range of backgrounds and with diverse needs, including those at risk.

## TRAINING & EDUCATION

YMCA Perth is an official campus of the Australian YMCA Institute of Education and Training and offers a range of nationally accredited and non-accredited training programs. We focus on our areas of speciality including Children's Services, First

Aid, Business Services and Sports & Recreation. Our unique models see us delivering certificate and diploma courses, a range of Vocational Education Training opportunities in secondary schools across the State and staff development. This provides opportunities for people to increase their industry skills and knowledge and to continually learn and develop.

## COMMUNITY

Over its history the Y has developed skills in managing facilities including childcare centres, recreation and aquatic centres, youth centres and skate parks. No matter how well they have been designed, these are merely physical assets. We believe that what gives these places life is the communities which use them. Because of this, we proactively engage with our communities; to hear what's important to them and, as a consequence, develop activities and services relevant to their needs.

## ACCOMMODATION

YMCAs around the world have a long history and expertise in providing affordable accommodation. The accommodation tradition forms part of YMCA Perth's diverse range of services. Our accommodation at Jewell House helps YMCA Perth achieve its Mission by providing long and short term accommodation for disadvantaged members of the community and people travelling to our city. The Y believes that providing shelter is a basic human right.

# Core Competencies

Participants from YMCA's Swim For Life Program training for their Bronze Medallion. South Hedland

Put simply, our Core Competencies form the basis of everything we do. They enable us to deliver on our Mission. By listening and engaging with the communities we serve, they also enable us to deliver better programs and achieve greater outcomes.



YMCA HQ located on Oxford Street, Leederville is a friendly and welcoming youth hub attracting more than 27,000 visits in 2012-13. HQ is famous for its all-ages gig space, skate park and competitions like the Drug Aware Skate Series and also offers a youth art gallery. A number of youth support services are also co-located within the building. Featured: State Final of the 2013 YMCA Drug Aware Skate Series. For more information visit [hq.org.au](http://hq.org.au)

## Vocational education provides alternative pathways

Vocational Education and Training in Schools (VET) is a program that combines occupational training with traditional academic studies, allowing Year 11 and 12 students to gain industry skills and qualifications while also completing their senior secondary school qualification. Importantly, young people have an opportunity to stay at school, while developing employability skills, undertaking work placements or accessing alternative pathways to their chosen career.

In 2013 YMCA started providing VET through our nationally registered training department. Partnering with **23 high schools and colleges**, we have offered **11 accredited Certificate courses to 919 students** linked to our industry experience in the areas of Sport and Recreation, Business, Community Services, General Education and Work Preparation.

One of the schools YMCA has been working closely with during this pilot year is St Norbert College in Queens Park. We have partnered with the College in delivering four courses - Cert II and III in Sport and Recreation; Cert I and II Business; and Cert I Work Preparation - to 50 students.

Shenae Smith, who is completing Year 11 at St Norbert, was interested in completing a Certificate in Business Services. Shenae wasn't sure about an academic pathway leading on to university and wanted some real life on the job experience. Through VET the YMCA was able to provide Shenae with a school-based traineeship. This has seen Shenae working at the Y one day a week, gaining a variety of administration skills and also earning an income.

"Choosing a vocational pathway was one of the best decisions" Shenae said. "By doing this traineeship I have been given so many different opportunities and 'on the job' experiences that I wouldn't have been able to gain sitting in a classroom or through the ATAR Pathway. I would have struggled a lot and my grades would not be anywhere near as good as they are today."

Vinnie Keynes, also at St Norbert, is a Year 12 student with a passion for sports and recreation. He has been completing a Certificate III in Sport & Recreation alongside his normal studies. "Doing my Cert III has been really good and is allowing me to apply for a foundation program at university. Without it I might not have been able to do so it's given me another pathway into the course I'd like to do at Notre Dame."

St Norbert's Careers & VET Co-ordinator Michael Openshaw said working with the Y was providing students with great opportunities. "We're finding the YMCA approach is more learner-centred and engaging for the students. From our perspective the educational outcomes are very positive and the flexibility of the program means students have more alternatives than the traditional academic

pathway to university study. VET is very important in developing the students' employability skills and creates more opportunities for our students to be successful in the future."

In addition to courses for school students, YMCA has also provided training to teachers wishing to deliver and assess vocational programs who require a Certificate IV in Training and Assessment. Through a Recognition of Prior Learning pathway, YMCA has developed a three day practical workshop to upskill teachers. This has proved popular, with **199 teachers** completing training in 2013.

Following the success of VET in 2013, YMCA is pleased to be partnering with more than 50 schools across WA in 2014.

Above right: Recently Shenae tested her skills in the WorldSkills Regional VET in Schools Competition where she won the Silver Medal in the Business Services stream

Right: Vinnie is hoping his VET studies will help him gain university access

"We're finding the YMCA approach is more learner-centred and engaging for the students."



## Transformational power of play

In March 2010, the YMCA launched a FaHCSIA funded Intensive Support Playgroup Program (ISP) to improve outcomes for Aboriginal children birth to five years and their families. The ISP program is designed to provide a high quality playgroup experience for Aboriginal children that supports development of their school readiness and assists families to access other community services. The ISP operates in the East Pilbara.

In addition to the ISP initiative, YMCA has a partnership with World Vision Australia which provides Aboriginal women with training and learning opportunities in playgroup settings in Jigalong, Parnngurr and Punmu. The women can also gain Certificate level qualifications in Children's Services. The playgroup is the vehicle for supporting infant and maternal health and well-being as well as facilitating the transition to school.

One of the challenges for Aboriginal women in these communities is gaining meaningful employment opportunities. In August 2012, with funding from the Dept. of Local Government and Communities, the YMCA commenced a pilot Aboriginal Employment Program to make available paid roles for women within the playgroup setting.

The program has been enthusiastically received, with women in each of the four communities showing a willingness to support their playgroup. Five women have now been employed with another three women engaged in the YMCA recruitment and employment process.

Rhonda Dalbin has been involved with the YMCA and the ISP program for three years. Encouraged to start attending playgroup with her two young sons by a community worker, YMCA staff gained Rhonda's trust and were able to help her become an active participant and start her Cert II in Community Services. When the employment project began, Rhonda was ready to take on the opportunity.

Kaye van Nieuwkuyk, Manager, Family Support Programs said that Rhonda's growth and development has been inspiring. "Once shy and retiring, Rhonda's confidence has blossomed as she's taken on a leadership role. She now actively encourages other women to attend playgroup and takes pride in planning activities and facilitating the group."

Rhonda and other women employed through the program are enjoying the chance to demonstrate their new skills, be involved in decision-making and to influence the future direction of their playgroups. Importantly, they are providing stability and consistency to the playgroup model and advocating for others to join them in training and employment opportunities.

## Unlocking potential through training and employment

Above: Rhonda Dalbin who is completing a Cert II in Community Services and working in YMCA's Intensive Support Playgroup in Newman

Right: Jigalong playgroup celebrates Aboriginal and Torres Strait Islander Children's Day with a special 'Teddy Bear's Picnic'. Aboriginal women created a flag during one of the many activities to mark the day



"I can't wait to get to playgroup. I am up early and all ready, just waiting for the time I can go."



## KidSport takes off in Southern Wheatbelt

The YMCA Southern Wheatbelt Sport and Recreation Project (SWSRP) is now into its second year. With more than 1300 contacts recorded in 39 organised activities during the year, it is proving to be highly effective at increasing the level of involvement of children and young people in Narrogin, Wagin, Brookton, Pingelly and outlying towns.

Run in partnership with KEEDAC, one of the strengths of the program has been the number of referrals into the Dept. of Sport and Recreation (DSR) KidSport program. KidSport provides financial support for 5 to 18 year olds in low income families towards the cost involved in joining a sport or recreation club. In 2012-13, SWSRP referred over **250 young people** to KidSport, making YMCA the third highest Referral Agent in the State.

This has enabled young people to join local football, netball, hockey, cricket, tennis, gymnastics and pony clubs. "This project has been great for football," says Steve Boughton, Upper Greater Southern Football Development Officer. "We had a 12 per cent increase in junior numbers which was huge compared to last year. The program (SWSRP)

has been great in getting kids into sport after school and if it makes them want to join a football club or hockey club or any club, it's about seeing kids have fun through sport."

In addition to encouraging and enabling more young people to get involved in physical activities, the SWSRP has this year provided a pathway for more community members to become involved. Upskill clinics have resulted in 21 adults undertaking accredited training to provide coaching support, with a further 19 increasing their skills to be able to get involved as umpires, scorers or activity facilitators. These clinics develop the capacity of local sporting clubs to engage and support the increased numbers of young participants.

## Girls get active!

YMCA 'Active Girls' was developed in response to research showing that just 10% of secondary school girls in WA meet nationally recommended exercise guidelines. Funded by the Dept. of Sport and Recreation, this pilot project aims to improve physical activity levels of teenage girls by showing them exercise can be fun, non-competitive and performed in their own time.

'Active Girls' commenced in 2013 at three schools in Perth's eastern suburbs with students in Years 8 to 10. A wide range of activities are run after school, showcasing recreation options the girls may not have previously experienced.

Sandra Tandy, Student Engagement Manager Mirrabooka SHS said the program was proving popular. "Every Wednesday a number of female students attend Active Girls Club. The sessions vary from yoga, circuit training, boxing and zumba. It has been very successful in targeting girls who normally don't enjoy team sports but who still want to get fit."

To encourage activity, 'Active Girls' offers a monthly rewards system where participants earn points for doing activity in their time, attending YMCA sessions and for reading a range of health, nutrition and body image articles on the dedicated program website. By reaching the set targets they can exchange their points for prizes and vouchers. "The girls really like to get the iTunes cards when they reach certain milestones" Sandra said.

One of the program's champions has been Chelsea Ioannidis, a Year 8 student at Mirrabooka. Shy and not doing any regular activity, Chelsea has embraced the program, reading articles on the website, becoming active everyday and even changing her eating habits. Her confidence has improved to the point that she has spoken about the program at school assembly. "I really want to convince girls to join in and to know that sport and exercise can be fun" Chelsea said.

Chelsea's enthusiasm and suggestions for new activities led Program Co-ordinator Lucy Morrison to ask the girls if they would do the City to Surf Fun Run in August. A team of 15 girls took part in the 4km event, which Sandra said had been a highlight of the program. "The girls spread the word that they had fun and so a larger group have asked to participate in it next year which is really pleasing."

**Ninety-eight girls** have participated in the pilot.

See more at [www.activegirls.ymca.org.au](http://www.activegirls.ymca.org.au)

Right: Participants from Mirrabooka SHS at the 2013 City to Surf  
Far right: Chelsea Ioannidis (far left) with Active Girls participants and program co-ordinator Lucy Morrison (far right)



Courtesy of the Community Newspaper Group

# Improving health and wellbeing through recreation

Left: Cuballing Blazers Netball team (Under 13's) playing Wagin. The teams went 'orange' in recognition of youth mental health during a combined netball/hockey fixture sponsored by 1Life and the Rural Community Support Services

 Watch under 'Sports & Recreation'

"It has been very successful in targeting girls who normally don't enjoy team sports but who still want to get fit."

## Skating to new heights

YMCA HQ, located centrally in Leederville, is home to Perth's only fully supervised skate park, offering access to skateboarders, BMX and scooter riders seven days a week. Over the past 12 months, YMCA has provided increased opportunities for young people to hone their skills with weekend skate lessons and the YMCA Drug Aware Skate Series.

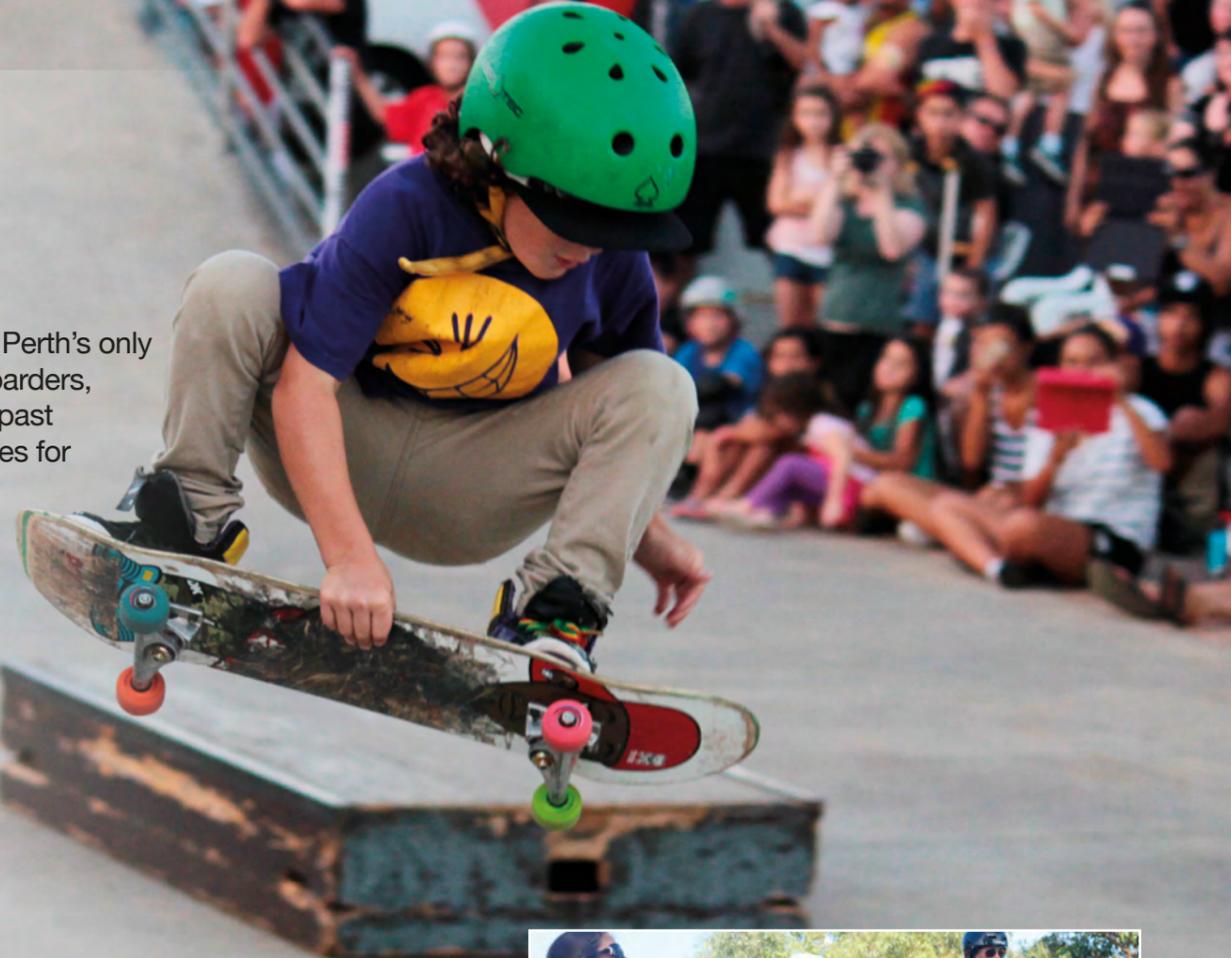
YMCA is committed to engaging young people in a range of healthy activities including 'active sports'. The YMCA Drug Aware Skate Series is an ideal opportunity for skaters and scooter riders to develop and display skills in a competition environment.

Five years down the track and the Series continues to grow in popularity. The 2012-13 season saw **13 competitions**, including three regional events, involving **412 participants** – with a record **214 competitors** aged under 14 years – and attracting **1850 spectators**. Sponsored by Healthway, the Series also actively promotes the 'Drug Aware' message, educating young people around the harms of illicit drug use.

"Promoting health messages such as Drug Aware to young people is important to Healthway and this event attracts many young people from Perth and regional WA," said Healthway's Executive Director, David Malone. "Drug Aware also gives young people information about drugs and drug use and empowers them to make informed choices. Healthway looks forward to sharing with YMCA the continuing success of the Drug Aware Skate Series this year."

The YMCA Drug Aware Skate Series Final attracts young people from all over the State. This year talented skater 10 year old Mana Tito travelled from Karratha to participate in both heats and the final. Needless to say the trip was worth it, with Mana winning the Under 11 Championship!

This year YMCA HQ has also responded to increased demand for skate lessons by offering more classes on weekends and providing skate services to various Local Government and community groups through workshops across Perth. More than **300 young people** have participated in the past year, from beginners to more advanced skaters.



See Mana and others in action under 'Youth Engagement'

Main: Mana Tito, Under 11s Champion 2013

Inset: Mothers and daughters participate in YMCA HQ's first all girl skate lessons



## Welcome to my world

In 2012-13 the YMCA Open Arts Program continued to boom, engaging young people from diverse communities and uniting them with a sense of belonging through the creation of dynamic contemporary art.

**Over 200 young people** participated in five projects, which spanned Albany, Perth, Rockingham, Fremantle and Newman. The program aims to empower participants by developing their creative skills, fostering their self-esteem and giving them opportunities to showcase their talents.

A feature of this year's program was 'Welcome To My World – Exchange Project', a sand animation project involving 19 young people from Aranmore Catholic College's Intensive English Centre in Perth, and 12 young people at the Parnpajinya Community in Newman.

With the majority of Perth participants from refugee backgrounds and the majority of Newman participants from Martu backgrounds, a key objective for this project was to increase cross-

cultural understanding between the participants and audiences in Newman and Perth.

The young people involved in the project learnt sand animation, film and story-telling techniques. Three digital videos were created and screened to a public audience at the Parnpajinya Community Shed in Newman in October 2012 and the Northbridge Piazza in Perth in February 2013 as part of Fringe World.

Luisa Latai, Coordinator Youth Services at the Shire of East Pilbara said the young people in her community really need projects like the 'Welcome To My World – Exchange Project'. "It provides young Martu with an opportunity to express themselves and develop artistic skills, knowledge of other cultures, communication skills, teamwork and self-esteem, especially

when they see what they have created" she said. "The benefits for the young people are huge."

Another aspect of the project has been the YMCA's commitment to providing professional development opportunities for WA's community arts and cultural development sector. Through this project two emerging community artists were mentored in session planning, engagement strategies and using digital media.

YMCA Open Arts is funded by Healthway to promote the 'Drug Aware' message, Dept. of Culture and the Arts and the Australian Government through the Australia Council. The 'Welcome To My World - Exchange Project' was a partnership with Martumili Artists (hosted by the Shire of East Pilbara) and principle partner BHP Billiton Iron Ore.



Josh Indich, Sean Wilmot & Louise Edmonds working on their animation at the Parnpajinya Community Shed



Watch under 'Youth Engagement' for this and other YMCA Open Arts projects

Right: Merhawi Gebreslasie & Morvarid Joloe Momeni working on their animation at Aranmore Catholic College

Middle: Aranmore Catholic College students at the Fringe World screening

Far right: Young people working on their animation at the Parnpajinya Community Shed



## Empowering and enabling young people



## Kicking goals in Y Time

Following the successful pilot of 'Y Time Newman' in 2012, the program received the welcome news that BHP Billiton Iron Ore will continue its funding support for a further three years. Designed to promote social inclusion and improve the health and wellbeing outcomes for young Martu people, 'Y Time Newman' has created strong connections within the community and is enabling young people to grow and thrive.

Operating six days a week, including daily high school runs, the service provides opportunities for Martu youth and their families to engage in a range of constructive activities including sport, recreation, education, health and cultural pastimes. Young people are also encouraged and supported to attend community events and to get involved with local clubs and associations.

One key achievement of the past 12 months has been supporting 15 young males, the majority aged under 14 years, to join the Newman Junior Football Council. Gerry Parsons, Secretary of the Newman Junior Football Club said that having the boys play added richness to the competition while building their confidence and self esteem.

"It's been really great to see the boys playing this year with the support of YMCA staff. They pick the boys up for games and training, stay and watch and really encourage them to participate" she said.

One of the boys engaged in the program is 13 year old Nathaniel (Daniel) Jackman. Daniel is a keen footballer who has previously been unwilling to commit to training and games. This year, with staff support, Daniel has had a great year, winning the Coach's Award and being selected with three other boys to play in the Fortescue Championships.

"Newman is part of the Swan Districts Football Club catchment" explained Gerry. "Two of the four players in the Fortescue Championships including Daniel were talent identified meaning they will be watched and nurtured to potentially become WAFL or even AFL players".

'Y Time Newman' Program Manager Jackie Bickendorf said the change in Daniel had been heart warming. "His confidence, attitude and behaviour have noticeably improved. We've received fantastic feedback from his teachers and coaches and we're all very proud of him".

In all, 'Y Time Newman' has **engaged 131 young people** along with their siblings and parents during 2012-13. For many the program has increased their confidence to engage in the community and to feel safe, connected and valued.



Above top: Y Time engages with young people, their siblings and parents to help and support strong healthy families

Above: Beat boxing performance and workshop at the Ophthalmia Dam

## Youth in Parliament

YMCA Perth has been hosting Youth Parliament since 1995 and in that time, more than **900 young people** have participated in this youth led leadership and development program.

Each July during the Winter Recess, YMCA Youth Parliament takes over the State's Legislative Assembly for a week, providing young people with a 'real life' opportunity to develop and debate legislation on the floor of the State Parliament.

Fifty-nine young people form eight committees and create a Bill on a topic that is meaningful to their group. Portfolios mirror that of traditional Ministries with youth Bills developed around health, education, justice, transport, policing, utilities, the environment, regional development and youth and community services. Each Bill is brought forward over three days of formal debate with young people being given a conscience vote at the end of the process to decide if the Bill should be passed into law.

Youth Premier Max Riley (18), participating in his second Youth Parliament this year said "Through Youth Parliament, I've made friends with passionate young people from across our State, gained insight into our parliamentary system and had the opportunity to represent the opinions of young people to a wide audience."



Above: 2013 leaders - Joshua Cahill, Youth Leader of the Opposition (left) and Max Riley, Youth Premier, after being sworn into office

Below: Young people take over the Chamber for three days of debate



**87%** of participants reported that the program had empowered them to do more in their communities

"To me the program is important for two reasons. It encourages our state's future leaders to personally develop their public speaking, research and networking skills. Secondly, it provides a forum for young people to put their opinions about policy into the open and provides a perspective on government through a youth lens".

The program culminates with all the legislation debated being presented to the Governor of Western Australia at a special morning tea held at Government House. This is followed by lunch with the Lord Mayor of Perth. The Government of the day is also provided with copies of the final Bills.

## Empowering and enabling young people

Jarras and Daniel trained hard all year to make it into the Swans All Star competition in Port Hedland where elite teams from all around the Pilbara come to play

## Helping communities raise healthy children

At the Y we're committed to improving outcomes for children and families in the early years. We specialise in providing education, resources and support to families through 10 Family Support Projects across the State.

'A Smart Start' is one early years initiative which aims to provide children birth to 4 years with the foundation skills required for school readiness including development of their social, emotional and physical wellbeing. Core to this, is also achieving community-level outcomes including an increased sense of connection and inclusion for families with young children, particularly those considered to be 'at risk' in regional communities.

'A Smart Start' currently operates across **17 communities in the Great Southern** and involves over **660 families** and **more than 1200 children**. It is co-ordinated by YMCA staff located in Albany, Katanning and Cranbrook and a team of **more than 30 volunteers**.

A key challenge for many of these communities is gaining access to support services, parenting resources and high quality educational experiences. 'A Smart Start' bridges this gap by providing families with: six specially written Parent Handbooks covering key development milestones for babies and children; age-appropriate reading books in partnership with Better Beginnings; regular contact from program co-ordinators and volunteers; quarterly community events and workshops; and increased links to health and allied services.

While families report that the Parent Handbooks help increase their understanding of the healthy development of children, the community events and workshops are an important opportunity to connect with each other, meet local health professionals and learn more about the resources available for families and parents in their area.

Juaini Taylor and Shaferan Zaitol, originally from the Cocos Islands, did not grow up in Katanning where they currently reside. Juaini explains "I didn't go to school here so for me, meeting other mums by attending information sessions has been great. Through the program I've also been put in touch with other mum's groups. It would be very lonely with just my husband and myself without these opportunities."

It is these linkages to each other and to a wide range of affiliated early years support services, that provides great value to communities in which 'A Smart Start' operates. Roz Miles, Child Health Nurse Gnowangerup, describes the program as "the glue that holds everything together". "A Smart Start' links the Shires, libraries, playgroups, health agencies and families. If we didn't have this program, our communities would be very disjointed."

In addition to building more connected communities, the YMCA values the partnerships built with other agencies to offer a more integrated approach to service delivery. In the Great Southern the YMCA is working with local Shires, the WA Country Health Service, Amity Health, State Library Western Australia, Better Beginnings and a number of other providers to bring about the best possible outcomes for children and families.

The YMCA also continues to work in consultation with the 'A Smart Start' founders Sue Sheridan, a teacher at Tambellup Primary School and Jan Batchelor, Speech Pathologist at Katanning Population Health and a number of 'local champions' across the region. Together, 'A Smart Start' has become the embodiment of 'a village raising the child'.



Juaini Taylor and Shaferan Zaitol attend 'A Smart Start' quarterly workshop in Katanning



Watch under 'Early Learning, Education & Care'

## Increasing inclusion for Belmont youth

YMCA began working with the City of Belmont in October 2012 with an interim contract to manage the Belmont Youth Centre. With a mandate to provide a safe and welcoming place for the City's diverse youth, in eight months the service has evolved to offer a comprehensive range of recreational, education and social opportunities engaging almost **300 young people** considered to be vulnerable or 'at risk'.

There are three core aspects to the centre's programming. Recreational and educational activities include planned and 'drop in' options daily after school including some evenings and weekends; school holiday programs; excursions; and outreach visits to various sites within the City on Sundays.

Case management is provided during the day to young people aged up to 25 years who are 'at risk' and require additional support or counselling.

Support is also provided to the co-located Alternative Learning Centre. This ranges from case management to providing emotional literacy and recreational activities in the classroom to support learning outcomes.

"YMCA has a strong focus and commitment to provide youth friendly services to better engage



Watch under 'Youth Engagement'

the City of Belmont's young people and their families by facilitating programs and activities that respond to the changing and dynamic needs of youth in the Belmont area," explains Lisa Dobrin, Manager Community Development. "This has led to a significant increase in participation and inclusion opportunities for many young people across the City, including those from diverse and vulnerable backgrounds."

Providing positive engagement and diversionary options for young people not only increases their safety and resilience, it also has wider reaching impact on the community.

"The staff at Belmont Youth Centre are doing a wonderful job in engaging a wide variety of young people, including young offenders, youth at risk and disadvantaged youth," says Ian Abercromby,



South East Metro Youth Liaison Officer, Youth Policing Operations. "They play an integral role in early intervention and both youth crime prevention and reduction. We value the working partnership with WA Police and the contributions of YMCA go a long way towards meeting WA Police strategic outcomes and making our community a safer place for all."

To provide additional inclusion and access opportunities, the YMCA also supports a Youth Advisory Group of young people who meet

monthly to ensure the programs being delivered at the Centre fulfil the needs of the young people in the City. This gives the young people a sense of ownership and helps create an environment that is safe and youth friendly.

YMCA looks forward to working with the City of Belmont and other partner organisations to continue to build relationships and increase positive outcomes for young people in the City having recently won the tender to manage the Centre through to 2016.

Above: Elitah and Shanique with staff member Jillian Higgins making Dreamcatcher mobiles as part of Belmont's regular arts and crafts workshops

## Creating connected and inclusive communities



### Collaboration leads to best practice

Youth Week April 2013 saw the launch of the Mentoring Worx suite of resources, the culmination of 12 months work involving a number of WA's leading mentoring agencies.

YMCA Perth lead a unique, four agency collaboration with The Smith Family, Youth Futures and Youth Focus to produce a film and booklet showcasing best practice in developing and delivering youth mentoring programs. The video, based on the Australian Youth Mentoring National Benchmarks, provides training and inspiration for potential mentors and professional development for staff.

The booklet features hints, tips, checklists and case studies, including a number taken from YMCA's 'Big Brothers Big Sisters' program.



A key goal of the project has been to build capacity and knowledge across the mentoring sector in WA to help agencies raise the quality of their programs and most importantly, create better outcomes for young people.

"YMCA Perth did a marvellous job of leading the agencies in development of Mentoring Worx resources. These resources will help the youth sector to manage their mentoring programs in line with national benchmarks for best practice for many years to come." Stuart Reid, Director Children Youth & Families Dept. of Local Government and Communities.

The YMCA continues to take an active role working within the sector. Our staff currently sit on the WA Youth Mentoring Reform and Mentoring Worx Communications Working Groups, with the goal of increasing the engagement of individuals, agencies and young people in quality mentoring experiences across the State.

The Mentoring Worx resources were developed using Australian Government funding administered by the Dept. of Local Government and Communities. All resources can be found on their website.



Watch the "Best Practice in Youth Mentoring" video at [tinyurl.com/mentoring-worx](http://tinyurl.com/mentoring-worx)

## Our Strategic Focus Areas

### GROWTH & DEVELOPMENT

YMCA Perth's impact and profile across Western Australia will continue to grow in a strategic and sustainable way.

### PEOPLE

Our focus on developing our people will result in us having a reputation for encouraging employee excellence and being a place where people are recognised for their achievements.

### CULTURE

As a community organisation we value the importance of stating why we do what we do and what makes the organisation successful, thereby creating a culture of continuous learning and development.

### FINANCIAL SUSTAINABILITY

YMCA Perth will ensure the planning and management of resources is undertaken in a sustainable and mission-focused manner.

### GOVERNANCE

YMCA Perth will deliver on our Mission and Vision through a foundation of effective governance.

### COMMUNITY

YMCA Perth will seek to engage with the communities in which we operate through effective consultation and meaningful reporting.

## Our Governance Model

YMCA Perth will deliver on its Mission and Vision through a foundation of effective governance.

We will achieve this by maintaining a skilled and diverse Board committed to professional development. Equally, we will provide access and support to strong governance resources that enhance the Board's and management's ability to provide effective leadership. We are also committed to robust legal, regulatory and compliance standards to promote good governance and the achievement of the organisational Mission. Finally, we will develop a fully engaged membership.

YMCA of Perth Youth & Community Services Inc. has public benevolent status, allowing it to also hold Deductible Gift Recipient (DGR) endorsement.

## Council of Governors

The Council of Governors is the governing body of the organisation and represents the voting membership of YMCA Perth. The Council's role is to provide strategic support to the Board and the CEO through its skill base, connections and independent view.

### MEMBERSHIP AS AT 30 JUNE 2013

Daniel Law	Aaron Chaplin	Hugh Lennerts
Kathryn Sydney-Smith	Alastair Bryant	Jason LeCoultré
Debbie Millard	Ben Whitehouse	John O'Donnell
Karen Carriero	Christine Bock	Julie Hamon-Ottema
Brad Wylynko	Dominic Carbone	Kristen Orazi
Bruce Porter	Francesca Irwin	Matthew Rosser
Marco Schultheis	Gary Budge	Stephen Pollard
Holly Ransom	Greg Hebble	

**1,057** Total staff employed by the YMCA Perth at 30 June 2013

**35%** of staff are working in regional Western Australia

**44%** of staff are aged 25 years and younger

**82%** of staff are women<sup>1</sup>

**95%** of staff are involved in direct service delivery

## Organisation Structure



## Organisation Overview

## Our People

## YMCA Board

The primary role of the YMCA Board is to provide good governance through:

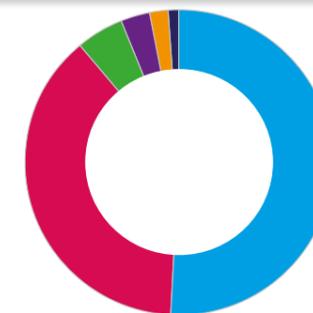
- Determination of purpose and strategy formulation
- Policy creation
- Monitoring of organisational performance
- Accountability - legal compliance, audit review

### MEMBERSHIP OF THE BOARD AS AT 30 JUNE 2013

Daniel Law <b>PRESIDENT</b>	Brad Wylynko
Kathryn Sydney-Smith <b>VICE PRESIDENT</b>	Bruce Porter
Debbie Millard <b>TREASURER</b>	Marco Schultheis

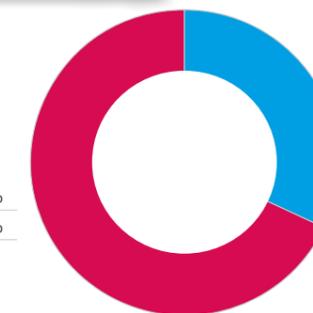
### STAFF BY PROGRAM AREA

Family & Children's Services	540	51%
Recreation	397	38%
Youth Services	57	5%
Accommodation	30	3%
Corporate Services	23	2%
Training	10	1%
<b>Total organisation</b>	<b>1057</b>	



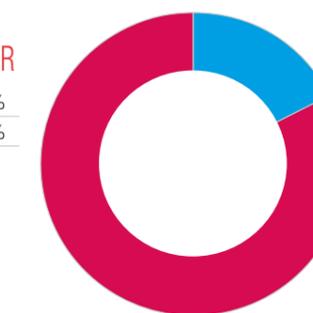
### STAFF BY EMPLOYMENT STATUS

Full time and Part time	32%
Casual	68%



### STAFF BY GENDER

Male	18%
Female	82%



<sup>1</sup> To see our Workplace Gender Equality Report please visit the Annual Reports section of our website.

YMCA Perth has continued to achieve a strong financial performance, in line with the past two years, posting a combined net operating surplus of \$1.5m in 2012-13. The results are broken down as follows:

YMCA of Perth Inc.	\$1,547,235
YMCA of Perth Youth & Community Services Inc.	\$0
<b>Total Net Operating Surplus for the year</b>	<b>\$1,547,235</b>

The 2012-13 result includes a one-off capital grant of \$1,088,738 received from Lotterywest for the upgrade of our Administration building in Star Street, Welshpool. Our Net Operating Surplus excluding this grant is therefore \$458,497.

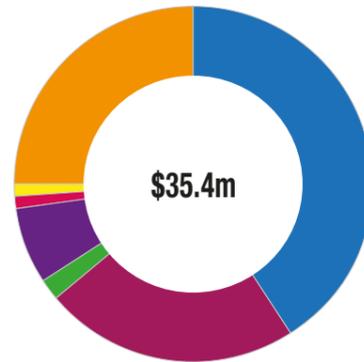
Some of the areas which have significantly impacted the financial result this year are as follows:

- Solid performance from Family and Children's Services, continuing to record sound utilisation across Early Learning and Out of School Hours Care. The Y maintains its commitment to provide services across the whole of WA as a key priority. This is reflected in the number of families accessing children's services with our unique "Y Approach to Learning" starting to generate significant results across all centres.
- YMCA Perth's success in continuing to access Government funding to provide specialist services across the State has seen programs in the community services space growing by a staggering seven new programs in just one year.

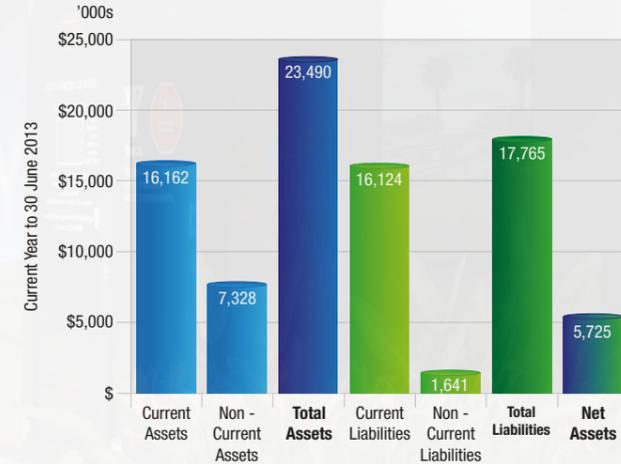
As a not-for-profit charity, YMCA continues to be committed to reinvesting back into the community a percentage of surpluses generated from fee for service activities.

### WHERE THE MONEY COMES FROM

Family & Children's Services	41%
Grants and Funding	25%
Recreation	23%
Accommodation	7%
Youth & Community Services	2%
Training	1%
Corporate & Other	1%
<b>Total Revenue \$35.4m</b>	<b>100%</b>



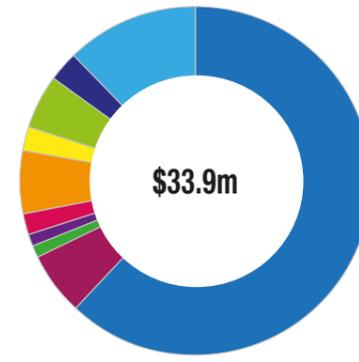
### FINANCIAL POSITION



## Financial Highlights

### WHERE THE MONEY WAS SPENT

Employee Benefits	62%
Other Expenses	12%
Rent, Rates & Taxes	6%
Consumables / Program Costs	6%
Utilities & Overheads	5%
Repairs, Maint & Equipment Hire	3%
Travel & Training	2%
Depreciation	2%
Advertising & Marketing	1%
Insurances	1%
<b>Total Expenses \$33.9m</b>	<b>100%</b>



YMCA Perth gratefully acknowledges the following partners and major supporters for 2012-13. The passion and spirit of collaboration of our partner organisations allows us to impact positively on the communities in which we jointly operate and for this our gratitude can never be overstated.



## Our Partners & Sponsors

ACHPER  
Aranmore Catholic College  
Belmont Community College  
Better Beginnings  
Beyond Skate  
City of Fremantle  
Creating Communities  
Fitness Australia  
Kinect Australia

Newman Women's Shelter  
Parla-Parla Mob  
RLSSWA  
Shire of Brookton  
Shire of Broomehill/Tambellup  
Shire of Cranbrook  
Shire of Denmark  
Shire of Gnowangerup  
Shire of Katanning

Shire of Kent  
Shire of Pingelly  
Shire of Plantagenet  
Shire of Wagin  
Shire of Woodanilling  
The Hood  
Town of Narrogin

Special thanks also to all the individuals who volunteer their time and talent and to all the other many agencies and community organisations we partner with – thank you!

### STATE GOVERNMENT FUNDING PARTNERS:

- Department of **Aboriginal Affairs**
- Department of **Child Protection and Family Support**
- Department of **Local Government and Communities**
- Department of **Corrective Services**
- Department of **Culture and Arts**
- Department of **Education**
- Department of **Health**
- Department of **Regional Development and Lands**
- Department of **Sport and Recreation**
- Department of **Training and Workforce Development**
- Criminal Property Confiscation Grants Program**
- WA Country Health Service**
- WA Police Strategic Crime Prevention**



**YMCA**

We build strong **PEOPLE**  
strong **FAMILIES**  
strong **COMMUNITIES**

### **YMCA Perth**

201 Star Street Welshpool | Western Australia 6106

PO Box 2155 Carlisle | Western Australia 6101

Telephone (08) 9473 8400 | Facsimile (08) 9472 7522

Email [perth@ymca.org.au](mailto:perth@ymca.org.au)



[www.ymcaperth.org.au](http://www.ymcaperth.org.au)



[www.youtube.com/YMCAPerthAustralia](http://www.youtube.com/YMCAPerthAustralia)



[www.facebook.com/YMCAPerthAustralia](http://www.facebook.com/YMCAPerthAustralia)