

YMCA PERTH

# ANNUAL REPORT 2014





## 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.

## OUR MISSION 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

# BODYMINDSPIRIT



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## WELCOME TO YMCA PERTH'S 2014 ANNUAL REPORT.

We are pleased to share with you a few of the key highlights of our work within the Western Australian community over the past 12 months.



## REPORT FROM THE YMCA PRESIDENT AND CEO

The 2013/14 year was the third and final year in our Future Focus Strategic Plan and it proved to be a busy and successful one.

We continued to implement our business model, seeking to own or manage community assets that align with our Mission. This has meant securing more facilities in our community. These bases both help us to consolidate and strengthen our service delivery, and also provide a base from which we can partner with the community to identify needs and then deliver services that will help people grow in body, mind and spirit.

During the year we have had notable success with the management and strengthening of several community hubs on behalf of community partners. These are detailed in this report. In summary they include:

- The Child and Parent Centre - South Hedland, a community hub designed to improve access to a range of early learning, parenting, child and maternal health and well-being programs and services.
- An innovative cultural engagement program - MaPI Connect, aiming to build community capacity in Warnbro by providing and coordinating community engagement services through a Maori and Pacific Islander Hub located on the Warnbro Community High School campus.



Brad Wylynko, President

- Strengthening the community hub model in Serpentine Jarrahdale, with the YMCA's expansion of service delivery in the community to now include Y-Time Youth Outreach and Seniors Recreation Services.

The year has also been one of consolidation, building on our expertise to further strengthen and expand our reach of existing programs. Our successful Y-Time Youth Outreach program is one such example. Y-Time's positive outcomes in the Langford community have laid the foundation for program expansion into the Newman, Serpentine Jarrahdale and shortly Armadale communities.

Similarly the YMCA Drug Aware Open Arts program continued its aim to create dynamic, contemporary art with young people in Western Australia whilst fostering their wellbeing, self-esteem and sense of belonging. Two exciting projects are featured in



Ross Kyrwood, CEO

this report. These involve the creation and performance of songs and accompanying digital clips by youth from vastly different backgrounds and communities.

YMCA Perth has been providing services to the Pilbara community for over a decade. Our latest venture demonstrates the strength of our commitment to the region. In late 2013 building works commenced on the South Hedland Employee Housing Project, an exciting new project aimed to provide affordable accommodation for Not for Profit groups including the Y, who provide essential services to the Hedland Community. This project is joint-funded by BHP Billiton Iron Ore and YMCA Perth.

While many Y services expanded in 2013/14, one has ceased operation.

For over 30 years YMCA Perth has successfully managed Jewell House, providing a range of accommodation services in Perth's city centre. The Department of Health has decided to redevelop the site resulting in the cessation of our lease for Jewell House. We are proud of the many thousands within our community we have assisted over the years, offering long-term, short-term and PATS (Patient Assistance Travel Scheme) accommodation, and StreetsYde beds for youth in need.

However, as one accommodation facility closes, another opens. Mirnutharntu Maya is a purpose-built facility in South Hedland that offers stable, affordable accommodation and support for apprentices and trainees in the Pilbara with preference given to those who are of Western Australian Aboriginal descent. We are delighted that YMCA Perth has been appointed the management of this innovative new facility.

We have been working hard to prepare the organisation for a strong and successful future.

Part of this has been our response to the Royal Commission into Institutional Responses to Child Sexual Abuse. The Royal Commission has given the

organisation even more focus and commitment to safeguarding children and young people first and foremost in everything we do. We were proud to receive official accreditation as a Child Safe Organisation earlier this year and are now well positioned to further embed a child and young people safe culture into our organisation.

YMCA Perth is in the process of developing a 10-year Strategic Plan that we believe will enable us to maximise our ability to deliver our Mission.

We are also currently considering whether the 'Perth' part of our name adequately reflects our breadth of operations and whether we would be better served by the name YMCA WA.

We wish to extend our wholehearted gratitude to our dedicated staff, volunteers, the Executive Management team, our Board, our funding partners and collaborators across the breadth of YMCA Perth. Your belief in our Mission and Vision means that everyday we can make a difference and provide opportunities for people to grow in body, mind and spirit.

We also thank the communities in which we work, for embracing the YMCA and partnering with us to deliver the best outcomes for individuals and communities.

## NEW BUSINESS & CONTRACT EXTENSIONS



### New Contracts

<b>Mirnutharntu Maya - South Hedland Student Accommodation</b>	Dept of Housing	5 years
<b>Carnarvon Aquatic Centre</b>	Shire of Carnarvon	2 years, 10 months
<b>Narrogin Regional Recreation Centre</b>	Town of Narrogin	5 years
<b>MaPI - Maori and Pacific Islander Program at Warnbro Community High School</b>	Dept of Local Government & Communities	2 years
<b>Newman Engage</b>	Dept of Attorney General	2 years
<b>Y-Time Armadale</b>	Dept for Child Protection	2 years, 3 months
<b>Foetal Alcohol Spectrum Disorder Training Program FASD in Newman</b>	WA Alcohol and Drug Authority	11 months
<b>Kindergarten Oral Language Program</b>	WA Country Health Services	2 years

### Contract Extensions

<b>Serpentine Jarrahdale Community Recreation Centre</b>	Shire of Serpentine Jarrahdale	4 years, 9 months
<b>Serpentine Jarrahdale - Y-Time</b>	Shire of Serpentine Jarrahdale	4 years, 9 months
<b>Mike Barnett Sports Centre</b>	City of Rockingham	3 years
<b>Belmont Youth Centre</b>	City of Belmont	1 year
<b>Boronia Prison</b>	Dept of Social Services	10 months
<b>YMCA Mobile Youth Service - Y-Time Langford</b>	Dept for Child Protection	2 years, 3 months
<b>A Smart Start</b>	Dept of Regional Development	1 year
<b>East Pilbara Intensive Support Playgroup</b>	Dept of the Prime Minister & Cabinet	6 months - to Dec 14

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.



## WHERE WE WORK | 2013/14

YMCA Perth delivered

Total Services offered by program area<sup>2</sup>

**266 SERVICES**  
(45 unique services)

**144 Family & Children's SERVICES** ▲

▲ Training **SIXTY FIVE**

**30 Youth SERVICES** ▲

▲ RECREATION **Twenty Six**

**ONE ACCOMMODATION** ▲

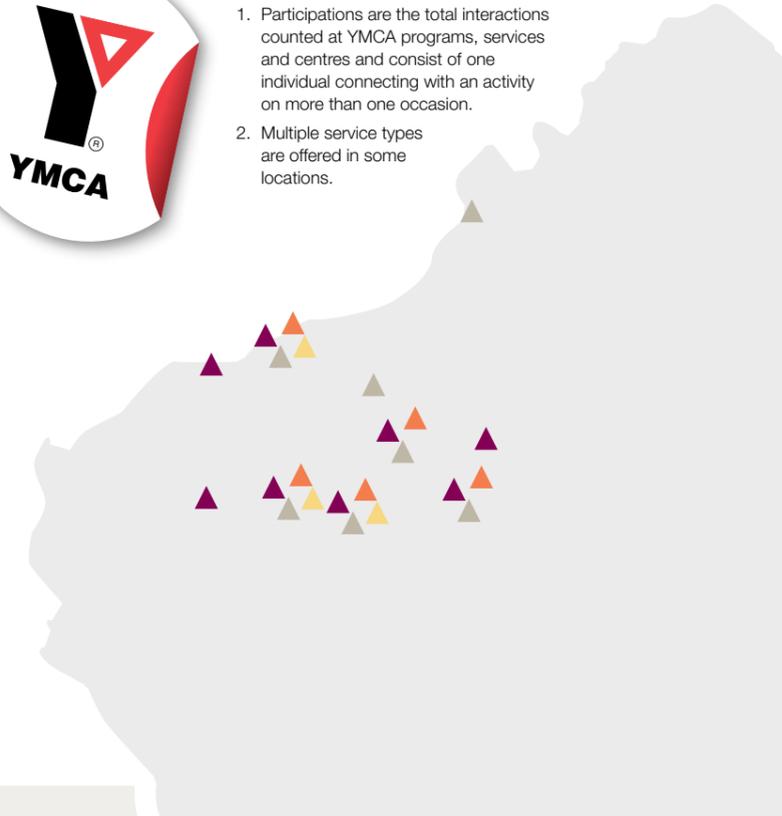
**TOTAL ORGANISATION 266**

**ACROSS 154**  
UNIQUE LOCATIONS

with more than  
**1,552,757**  
**PARTICIPATIONS**  
by the community<sup>1</sup>



1. Participations are the total interactions counted at YMCA programs, services and centres and consist of one individual connecting with an activity on more than one occasion.
2. Multiple service types are offered in some locations.



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.



## EARLY LEARNING, EDUCATION & CARE

We recognise the importance of early childhood development and the impact quality programs and services have on a child's health, wellbeing and educational outcomes. We believe that every child 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, outside school hours care, play groups and a variety of specialist parent and children 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.

## 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. We know that optimal health 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 and a range of Vocational Education Training opportunities in secondary schools across the State.

## 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 that will eventually depreciate. At the Y, we firmly believe that what gives these places life are 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, to develop activities and services relevant to their needs.

## ACCOMMODATION

For many years Jewell House has helped YMCA Perth achieve its mission by providing long and short term accommodation for disadvantaged members of the community and people travelling to our city. Due to the decision by the Health Department to redevelop the site, this is our last year managing Jewell House and we are incredibly proud of the people we have helped over the years.

Supporting the community with affordable accommodation continues to be an offering for the Y as we commence the management of Mirnutharntu Maya in South Hedland. This facility offers stable, supported accommodation for trainees and apprentices in the Pilbara.





## EMPLOYEE ACCOMMODATION CEMENTS Y'S COMMITMENT IN PILBARA

In October 2013 building works commenced on the South Hedland Employee Housing Project (SHEHP), an exciting new project aimed to provide affordable accommodation for Not for Profit groups including the Y, who provide essential services to the Hedland Community.

The new accommodation will be owned and managed by YMCA Perth and will consist of 8 townhouses and 12 units. YMCA employees will be accommodated in 13 of these facilities, with the remaining accommodation to be leased to 7 other NGOs operating in the Pilbara.

The \$10million project is joint-funded by BHP Billiton Iron Ore (BHPBIO) and YMCA Perth.

Jennie Burns, Executive Manager YMCA Perth, believes the ability to turn this idea into reality has been underpinned by strong relationships and a genuine desire to continue to play a role in the Pilbara region.

"In our decade of operating in the Pilbara, we have sought to build trusting relationships and work in a collaborative way with our partners. The success of this project is testament not only to that

approach, but also to our commitment to the Pilbara for the long-term."

There is little doubt that affordable employee housing will benefit the community too, by ensuring talented practitioners are attracted and retained in the region. Jennie Burns says "We wanted to create a sustainable housing solution for our staff that delivers certainty to them and helps us attract and retain the best people to deliver our range of services in the Pilbara."

And what a range of services it is!

Since commencing work in the Pilbara in 2003, YMCA Perth now manages a range of facilities including Early Learning Centres in Port Hedland, Newman and Karratha, Child and Parent Centre - South Hedland, the Wanangkura Stadium, and South Hedland and Gratwick Aquatic Centres.

The Y also runs a number of highly successful programs in the Pilbara including Intensive Support Playgroups, Y-Time Newman and the awarded Swim for Life program.

The Y's future looks bright too. Mirnutharntu Maya is a facility for apprentices and trainees in the Pilbara which will be managed by YMCA Perth.





## CREATING A HUB IN SERPENTINE JARRAHDALÉ

YMCA Perth was successful in its bid to expand service delivery in the Serpentine Jarrahdale community. New services include the Y-Time Youth Outreach Service and Seniors Recreation Services, which complement the YMCA's ongoing management of the Serpentine Jarrahdale Community Recreation Centre and provision of Vacation Care.

Nicole Little, Centre Manager says, "We're really excited about growing our relationship with the Shire and the local community. With these services all linked to the centre, we are able to create a real community hub."

Rohan Gunton, Executive Manager YMCA Perth, sees community hubs as the best environment in which to deliver integrated services. "They provide a one-stop shop to access more than one service. They're a great place to engage with the community, identify needs and share information. They also provide a focal point for building partnerships with agencies and groups."

Rohan believes that community hubs can become a place of real significance to people. "Community hubs can support peoples' health and wellbeing and be a place where they can recreate, socialise and feel connected."

On the ground Nicole and Y-Time Manager, Sinead Gilligan are already witnessing benefits of this hub approach. Nicole says, "We are now able to promote and link community groups such as youth into a range of services and programs they may not have previously been aware of. By engaging in our Y-Time Outreach Service throughout outlying hubs across the Shire, young people are then encouraged to participate in other programs run through the recreation centre and we are also made more aware of their needs."

Shire of Serpentine Jarrahdale President, Keith Ellis says Council has long been a supporter of this model of service delivery. "We were pleased to appoint the YMCA as they can provide the breadth of services we were after. We have long supported a community hub approach that incorporates outreach programs such as Y-Time, that extend out to community members in the localities across the Shire and supports their access to services."

Other synergies exist within the community to strengthen the community hub. There is a Facility User Agreement between Byford Secondary College and the recreation centre that provides the students with first-class recreation facilities and introduces them to the YMCA, as well as increasing centre usage during the day.

The Y is also expanding its community relationships with existing clubs and groups, such as the Mundijong Football Club and Serpentine Jarrahdale Seniors Group, to encourage use of the centre's facilities, promote and build awareness of services and activities available and to identify community needs.

The services that the YMCA is delivering have been designed to continue to strengthen community engagement and partnerships to support the best community access and outcomes through this community hub.



## MODERN STORYTELLING: YOUNG ARTISTS FIND A VOICE THROUGH DIGITAL MEDIA

Western Australian youth have collaborated with a number of artists including Downsyde's Scott 'Optamus' Griffiths to produce new media works which have provided a contemporary and exciting way to share indigenous culture.



"I liked it and I had so much fun... I learnt a lot of new things like new dance and the best thing was making new friends."

Two exciting projects involved the creation and performance of songs and accompanying digital clips by youth from different backgrounds.

*My Culture My Land* was planned and developed with young people from Carnarvon, Burringurrah and Gascoyne Junction. The program engaged around 50 youth overall, with 15 young people having key roles in its production.

The youth worked with elite artists to create a hip hop track and original digital clip incorporating dance and long exposure / black light photography. The clip was released online after screenings in February at the 2014 Fringe World Festival and a few months later at the Gascoyne in May Festival.

Funding for the project was provided by Country Arts WA, Department of Culture and the Arts, and the Australia Council for the Arts through partnership with the Carnarvon based arts organisation Pundara Performance Group.

Production of hip hop song '*Stand Strong*' and digital clip '*Tornado Vs Cobra*' which premiered at the 2014 Fringe World Festival, were the culmination of a year long Perth based project involving over 70 refugee students from Aranmore Catholic College's Intensive English Centre (IEC).

The artistic work was produced in partnership with Aranmore Catholic College and the Western Australian Youth Theatre Company.

A product of the *Welcome to My World* project during its fourth year, the project continues to encourage and facilitate storytelling by youth from diverse backgrounds including Africa, Asia and the Middle East.

Greg Lowe, Aranmore College's IEC Head of School says "The program has helped to foster a sense of inner confidence for many participating students, inspiring increased independence and giving students a sense of belief in their own ability."

One young participant stated, "I liked it and I had so much fun... I learnt a lot of new things like new dance and the best thing was making new friends."

This project was funded by Healthway to promote the Drug Aware message and the Australia Council for the Arts.

A mentoring program is also embedded in the program to increase the number of skilled community arts and cultural development (CACD) practitioners in Perth.

The YMCA Drug Aware Open Arts program will continue its aims to create dynamic, contemporary art with young people in Western Australia whilst fostering the wellbeing, self-esteem and sense of belonging of the young people involved.



## CHILD AND PARENT CENTRE OFF TO A GREAT START

The YMCA is excited to have expanded its activity in the Pilbara with involvement in the Child and Parent Centre - South Hedland. The Child and Parent Centres are a State Government initiative designed to support families and young children.

The Child and Parent Centre - South Hedland is run by YMCA Perth in partnership with South Hedland Primary School.

The centre is a community hub designed to improve access for families and young children to a range of early learning, parenting, child and maternal health and well-being programs and services.

Since its doors opened in August 2013, there have been over 90 families register and over 115 children accessing playgroups. However participation is only part of the story.

Carole English, Centre Manager says, "What's most exciting is that the centre is a real community hub that enables a holistic approach to supporting families. Since opening, the number of services that are run and accessed by families has increased. There are now more parent and family support programs and child health teams, and greater involvement in community events."

Whilst located on the South Hedland school site, the centre is a community facility and as such all families with young children within the community are welcome to access the range of programs provided at and through the centre.

Acting Principal of South Hedland Primary School, James Peletier, believes the centre needs to be a welcoming and safe place for families to access services. "The centre is about getting people comfortable in a school environment that has a community

friendly and supportive feeling, rather than an institutional one. I believe our centre is viewed as a nice place to be and this strongly supports our overall objectives."

Community engagement is critical to the long-term success of the centre. As Carole says, "The whole success is relationship based, bringing agencies, families and the host and connected school communities together, sharing the same vision and a common language."

"Consultation is needed to identify community needs and any gaps in service provision, to coordinate and integrate services and ensure they are tailored to respond to family and community needs," says Carole.

Community engagement through a Local Advisory Committee played a key role in establishing the centre. The committee has a broad membership base and it continues to provide community input on a regular basis.

From a YMCA perspective, Jennie Burns, Executive Manager Children Youth and Family Services believes, "This project is a great fit for the Y. The community hub model supports our business approach and the project uses our early years expertise and further strengthens our commitment to the Pilbara."

Carole English, Centre Manager says, "What's most exciting is that the centre is a real community hub that enables a holistic approach to supporting families."





Mary came to Australia in 2013. "Training at the gym helps me feel less stressed and more positive about life."

## Y-TIME IS THE RIGHT TIME

YMCA Perth's youth outreach service - Y-Time, is proving to be a popular and successful model of youth engagement across several communities in Western Australia.

Y-Time's success in Langford has laid the foundation for program expansion into the Newman, Serpentine Jarrahdale and shortly Armadale communities.

The Y-Time model was created to provide opportunities for youth to engage positively, to identify their needs in the community and provide a soft entry point for young people to access other services as required.

Outcomes at Y-Time Langford include improved family and school relationships, referrals to external services as required, life skills development and a decrease in at-risk behavior.

For Y-Time to be successful in different communities however, it needs to be adaptable. That requires understanding the needs of local young people and their families and being able to adapt the Y-Time experience to suit.

Sinead Gilligan, Y-Time Manager, believes the future of Y-Time will be built on continuing to strengthen community engagement and building partnerships. "The more we build positive stakeholder relationships within the communities, including with families, the better the service access and outcomes will be for young people, and ultimately that's what we're here for."

"Partnerships can help with the sharing of information, use of facilities, referrals to services and sometimes extra resources," says Sinead.

In Serpentine Jarrahdale, where Y-Time operates in six localities, the Y works very closely with the Shire and other stakeholders to identify needs, develop suitable activities and facilitate youth access to other activities and services.

Y-Time Langford is also benefitting from strengthening partnerships in service delivery. The YMCA's case worker and youth workers are accompanied to Y-Time by two City of Gosnells' Youth Workers.

"In both communities, Y-Time is proving to be a great way for young people to understand the support services available and get to know people that can help them. Y-Time is also contributing to the Local Governments'

knowledge of the issues facing their young people," says Sinead.

Y-Time Langford is funded by the Department of Child Protection and Family Support. The Department also co-funds Y-Time Serpentine Jarrahdale along with the Shire.

Whilst community needs and the activities offered may be different in Newman, engagement with community remains just as important.

"We learnt fairly early on that you have to be embedded in the community for Y-Time to be most effective. You have to work with elders, families and young people; and to collaborate with the agencies and groups working in the community, to make best use of the resources and create opportunities for the kids," says Jackie Bickendorf, Y-Time Manager Newman.

Y-Time Newman is funded by BHP Billiton. Support for a new position has recently been received through a one-off grant from the Department of the Attorney General's Criminal Property Confiscation Grants Program.

Ultimately Y-Time is about helping young people to function and engage to the best of their ability and supporting them to have improved community relationships.



## YMCA FREE GYM ACCESS PROGRAM 'WORKING OUT' FOR NEW MIGRANTS

YMCA Perth and Australian Red Cross have partnered to support the health and wellbeing of disadvantaged and vulnerable people in the community, focussing particularly on new migrants and people seeking asylum, through a free gym access program at the YMCA's Victoria Avenue Fitness Centre in the Perth CBD.

Since the program began, 8 Red Cross clients have become regulars at the Fitness Centre, including a 26 year-old migrant, 'Mary' (real identity withheld).

Mary, who came to Australia in 2013, has embraced the opportunity to spend time at the gym, where she works out regularly.

Mary said having access to a safe, welcoming fitness environment had been a huge boost for her physical health and her emotional wellbeing.

"There are many things I like about the YMCA gym. The staff are great and very friendly. The environment is very calm and relaxing, and I feel very comfortable there," she said.

"Training at the gym helps me feel less stressed and more positive about life. It is good for my fitness and also for my mood, as I feel happier after training at the gym."

YMCA Victoria Avenue's Centre Manager Andrew Ng said

this initiative has enabled the Y to provide a practical and meaningful way to support the transition of new migrants to everyday life in Perth.

"As new arrivals to Australia many of these clients might not have the means to take out a gym membership, so this program is a way for us to help people who are facing challenges in a real way," he said.

"By providing free access to the gym we're keen to assist the clients - whatever their personal health goals are. It's all part of encouraging a happy and healthy ethos."

"The smile on Mary's face is just awesome when she's at the gym, that's my reward to see the clients happy."

Australian Red Cross Stakeholder Engagement Officer Jesse Brennan said a number of clients had benefited from the use of the Victoria Avenue gym since the partnership began in November 2013.

"From the very beginning, Andrew and his YMCA colleagues were open to the idea of helping Red Cross clients, and they've continued to play a pivotal role in supporting some of the vulnerable people living in our community," he said.

"The feedback I've received from clients' caseworkers has been exceptionally positive, and they've relayed how their clients really enjoy keeping fit in a friendly and welcoming environment."



A friendly and welcoming environment, open 24/7.

## BUILDING CULTURAL CONNECTIONS

In February 2014 YMCA Perth and the Warnbro Community High School (WCHS) launched an exciting and innovative program - Maori and Pacific Islander (MaPI) Connect.



E ngā mana, e ngā reo,  
E ngā karangatanga maha,  
E nga iwi o te motu  
Tēnā koutou tēnā koutou tena  
koutou katoa

In English - "The spiritual ethos,  
the many affiliations and the  
People throughout this land,  
Greetings to you all"

MaPI Connect aims to build community capacity in Warnbro by providing and coordinating community engagement services through a Maori and Pacific Islander Hub located on the school campus.

MaPI Connect provides cultural connection and support for Maori and Pacific Islander students and their families and cultural resources for the school and community. The program is seeking to enhance the students' social and educational outcomes, strengthen family engagement to the school and community, and, enrich Maori and Pacific Island cultural awareness within the school and broader community.

Tina Tuira-Waldon, Community Engagement Coordinator for MaPI Connect says, "The Hub has been created as a space that is welcoming, positive and open to all students at the school. It provides a great environment for students to engage with a range of activities that celebrate and build understanding of the Maori and Pacific Island culture."

The school initially identified an opportunity for this initiative and formed a Community Reference Group, comprising of like-minded community organisations and groups. The YMCA was then brought onboard to provide capacity and expertise in the management of MaPI Connect.

Community input has been present from the beginning and Tina believes a key to the program's future success will be ongoing community engagement. "We have community representation through the MaPI Governance and Reference Groups, and also parents who volunteer in the Hub and student input in to the activities we run."



Benefits of this grass-roots engagement run both ways. It ensures the program is owned and relevant to the school community, and, enables parents to play an active role in their children's schooling. Shakira Dearlove, a regular parent volunteer at the Hub says, "It is brilliant and I am extremely grateful for this pathway for us to engage in our children's high school years, plus hopefully making a difference with bridging the cultural needs for our kids."

Whilst it's early days yet, student engagement has been positive. So far over 100 students have either visited the Hub or participated in the art, music or sporting after-school activities or holiday programs run as part of MaPI Connect.

WCHS Associate Principal, Craig Chadwick believes early indications of the program's impact are good. "We've seen an increase in the level of engagement of a number of Maori and Pacific Islander students," says Craig, "and a number of positive changes in their interactions within the school community."

MaPI Connect will also involve the development of a range of resources and ultimately a toolkit that can be used by other schools wishing to introduce a cultural engagement initiative.

The program is funded through a Social Innovation Grant from the Department of Local Government and Communities.



## 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.

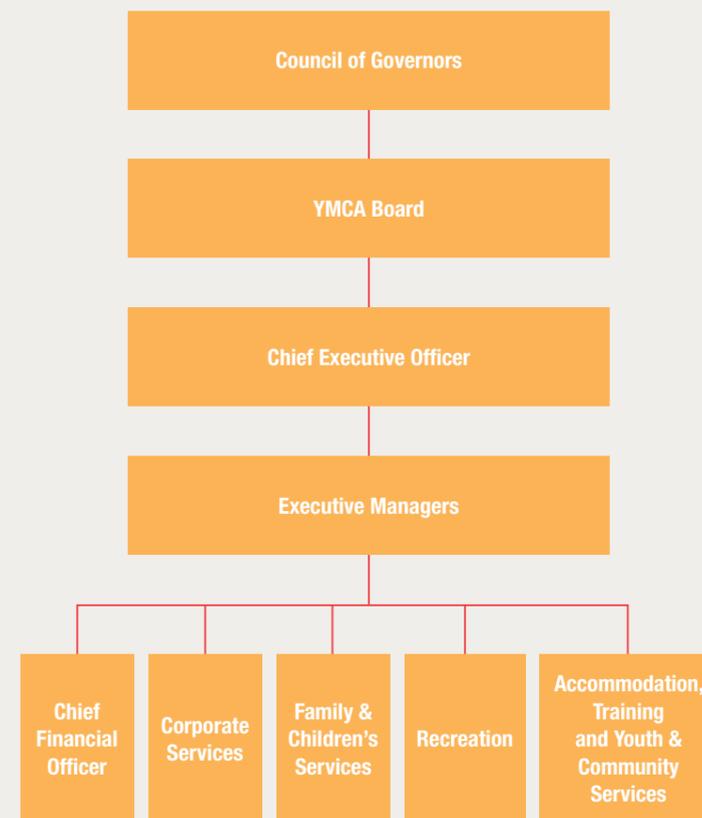
### Community

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



## OUR PEOPLE

## ORGANISATION STRUCTURE



## STAFF FIGURES

Staff by Program Area	No	%
Family & Children's Services	447	48
Recreation	377	41
Youth Services	45	5
Accommodation	22	2
Corporate Services	28	3
Training	10	1
<b>Organisation Total</b>	<b>929</b>	

Staff by Employment Status	No	%
Full time and Part time	338	36
Casual	591	64

Staff by Gender	No	%
Male	170	18
Female	759	82

## THE 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.

YMCA Perth will deliver on its mission and vision through a foundation of effective governance.

## 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 2014

Alan Good	Francesca Irwin
Brad Wylynko	Gary Budge
Karen Carriero	Kristen Orazi
Greg Hebble	Justin Eve
Bruce Porter	Marco Schultheis
Richard Godfrey	Christine Bock
Stephen Pollard	Kathryn Sydney-Smith
Jason LeCoultre	Catharine Payze (co-opted)
John O'Donnell	Sheila McHale (co-opted)

## 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 as at 30 June 2014

Brad Wylynko	<b>President</b>
Kathryn Sydney-Smith	<b>Vice President</b>
Alan Good	<b>Treasurer</b>
Bruce Porter	<b>Director</b>
Marco Schultheis	<b>Director</b>
Richard Godfrey	<b>Director</b>
Justin Eve	<b>Director</b>
Catharine Payze (co-opted)	<b>Director</b>
Sheila McHale (co-opted)	<b>Director</b>

TOTAL STAFF EMPLOYED by the YMCA Perth as at 30 June 2014 **929**

32% of staff work in **REGIONAL Western Australia**

Percentage of staff **aged 25 years AND YOUNGER 42%**

82% OF STAFF ARE **WOMEN**<sup>1</sup>

PERCENTAGE OF STAFF involved in **DIRECT SERVICE DELIVERY 96%**

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



## FINANCIAL HIGHLIGHTS

The financial year ending 30 June 2014 returned a combined Net Surplus of \$6.6m which included a \$5.9m one-off funding. The performance of the YMCA continues to grow at a steady pace with the results for each entity as follows:

Where the Money Comes From	%
Family & Children Services	36%
Recreation	22%
Grants and Funding	20%
Capital Funding (one-off)	13%
Accommodation	5%
Youth & Community Services	2%
Training	1%
Corporate & Other	1%
<b>Total Revenue</b>	<b>\$42.4m 100%</b>

Where the Money was Spent	%
Employee Benefits	65%
Other Expenses	11%
Consumables / Program Costs	6%
Rent, Rates & Taxes	5%
Utilities & Overheads	5%
Repairs, Maintenance & Equipment Hire	2%
Depreciation	2%
Travel & Training	2%
Advertising & Marketing	1%
Insurances	1%
<b>Total Expenses</b>	<b>\$35.8m 100%</b>

YMCA of Perth Inc.	\$6,565,554
YMCA of Perth Youth & Community Services Inc.	\$0
<b>Total Net Surplus for the year</b>	<b>\$6,565,554</b>

The Total Net Surplus for the year as already stated includes extraordinary one-off items of:

1. Capital Funding of \$5m received for the development of Staff Housing in South Hedland; and
2. Lotterywest caveat valued at \$879k lifted on YMCA Head Office and brought into account as Grant Income.

Therefore the Net Surplus for the year ended 30 June 2014, ignoring these one-off funds is \$686k.

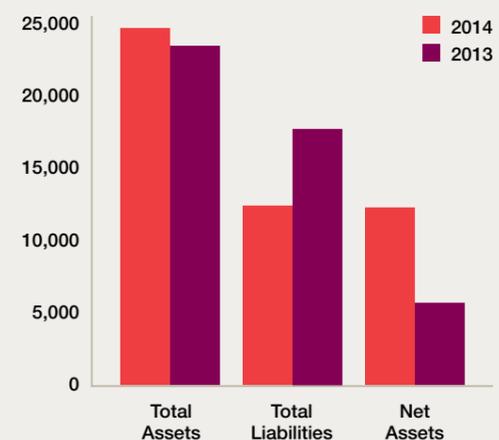
Other areas of note having had the greatest impact on the operations throughout the year are as a result of:

- Continued solid performance from Family and Children Services predominately due to the YMCA's two largest Early Learning Centres maturing in their markets and performing well above expectations.
- Recreation and Training have maintained market position.

The Recreation Division has not seen any major opportunities especially in Local Government Facility Management due to the current status in this sector. The Training Division has balanced the drop off in Family and Children Services Training through growth in VET and we expect this area to grow next year.

- The planned closure of Jewell House has had a financial impact on Accommodation predominantly due to the transitioning of long term tenants and provision of closure costs hitting the books all in this financial year.
- There has been some minor growth in Government Funding providing specialist programs in the community sector compared to previous years. This included a new program established in January 2014 to provide cultural connection and support to Maori and Pacific Islander students in Warnbro.

## Financial Position



Net Assets have increased significantly from last year predominantly as a result of the partly completed Staff Housing Development in South Hedland.

	Current Year to 30 June 2014	Previous Year to 30 June 2013
	'000s	'000s
Current Assets	\$11,895	\$16,162
Non-current Assets	\$12,832	\$7,328
<b>Total Assets</b>	<b>\$24,727</b>	<b>\$23,490</b>
Current Liabilities	\$11,870	\$16,124
Non-current Liabilities	\$566	\$1,641
<b>Total Liabilities</b>	<b>\$12,436</b>	<b>\$17,765</b>
<b>Net Assets</b>	<b>\$12,291</b>	<b>\$5,725</b>

## OUR PARTNERS & SPONSORS

YMCA Perth gratefully acknowledges the following partners and major supporters for 2013/14. 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.



### 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 **Health**
- Department of **Housing**
- Department of **Regional Development and Lands**
- Department of **Sport and Recreation**
- Department of **Training and Workforce Development**
- Criminal Property Confiscation Grants Program**
- Office of Early Childhood Development & Learning** (Department of **Education**)
- WA Country Health Service**
- WA Police Strategic Crime Prevention**



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!

- Aranmore Catholic College
- Australia Fitness Network
- Belmont Community College
- Better Beginnings
- Beyond Skate
- City of Fremantle
- Creating Communities
- Fitness Australia
- Kinect Australia
- Leisure Institute of Western Australia
- Newman Women's Shelter
- Nyoongar Wellbeing & Sport
- Parks and Leisure Australia - Western Australia
- Parla-Parla Mob
- RLSSWA
- Shire of Broomehill/Tambellup
- Shire of Cranbrook
- Shire of Denmark
- Shire of Katanning
- Shire of Kent
- Shire of Plantagenet
- Shire of Woodanilling
- Southern Inland Health Initiative
- The Hood
- Town of Narrogin

