



**YMCA**WA







# WHO WE ARE ■

## MISSION

To provide opportunities for children and young people to grow in body, mind and spirit.

## 10 YEAR VISION

Communities across Western Australia are connected, inclusive, and vibrant and children and young people are developing and participating.

## VALUES

The following values connect us with our heritage and wider YMCA community and define the worth of the people and communities we wish to work with.

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

- 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 statements are best summarised as: **Honesty, Respect, Responsibility** and **Caring**.

The following outlines the attributes with which we will build our work practice:

- Community and Individual Impact
- Innovation
- Safety
- Teamwork
- Partnership

“ **We believe in the power of inspired young people.** ”





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■ In 2017-2018, YMCA WA delivered **230 services** with more than **3,107,643\*** participations by the community.

**COVER IMAGE** Aali (@iamaali\_)

**PHOTOGRAPHER** Onix Media Co (@onixmedia\_co)

\*Corrected participations for 2016/17 (3,033,436) and 2015/16 (2,336,091).



## SERVICES DELIVERED

### TOTAL SERVICES OFFERED

Family and Children	43
Health and Wellness	10
Youth Participation	20
Training	157



# REPORT FROM THE YMCA WA PRESIDENT AND CEO ■



**Justin Eve, President**



**Ross Kyrwood, CEO**

An unwavering belief in the power of inspired young people drove our strategic thinking, visionary planning and quality service delivery over the past 12 months.

Our mission focus strengthened our commitment to creating meaningful change in the lives of young Western Australians and their communities.

It challenged us to find new ways of ensuring young people from diverse backgrounds and cultures have a voice.

It generated exciting partnerships that enabled us to expand our footprint and strengthen our engagement.

Three years into our ten-year strategic framework we continued to lay the foundation for our vision of connected, inclusive and vibrant communities across Western Australia where children and young people are developing and participating.

## **Youth**

Throughout the year, YMCA WA connected with over 15,000 young people, each with their own aspirations and their own stories to tell.

We listened to their hopes, fears and opinions, and created real opportunities for them to develop, grow, feel safe, and most importantly be heard. Some examples of our progress this year follows:

Our annual Youth Parliament attracted a record number of participants, keen to debate the issues that resonate with their generation, and put forward ideas that will shape the communities they live in.

These future leaders were refreshing in their views and their commitment to making the world a better place, as were the members of the Youth Advisory Committee at our Youth HQ in Leederville.

Giving these young people the opportunity to set their own agenda and drive the development of a vibrant hub of creative music and dance has been totally rewarding for everyone involved and a great example of how providing the agency for young people to have a voice can deliver.

Our leading-edge outcomes measurement system is beginning to show the YMCA WA is making a real difference in the lives of young people across three broad areas of impact; a sense of identity, connection to their world and a sense of wellbeing.

## **Community**

We continued to recognise the importance of community as a place for young people to grow, develop and make the connections that will see them achieve and live their best life.

From the vast Pilbara in the North West to the heritage-rich Goldfields, the sea and tree environs of the South West and the metropolitan area we developed services, programs and platforms tailor made for local needs.

The role empowered youth can play in ensuring their communities flourish cannot be underestimated. It is extremely rewarding to see the transformations which are occurring around the State when young people are given the encouragement and resources to initiate change.

## Child safe culture

After rigorous assessment of our operations, training, human resources practices and culture, we received Child Safe accreditation from the Australian Childhood Foundation for a further three years.

## Financial destiny

In a relatively flat Western Australian economy, our growth strategy continues to ensure we progress towards securing our own financial destiny with careful investment in growth and commercial opportunities.

We welcomed a new Early Learning Centre in Westminster and secured two new Out of School Hours Care services at Beehive Mosman Park and Waikiki Primary School.

Strong growth in family day care facilities meant our YMCA WA Family Resource Centre now manages almost 50 facilities across Western Australia.

## Our Board

During the year we said goodbye to Alan Good, Catharine Payze and Anna Lee-Renwick who have all made significant contributions to the Board.

We thank these directors for their service and wish them every success in the future.

We are delighted to announce Cedar Woods WA State Manager, Ben Rosser, Jackson McDonald Partner, Eva Lin, and Organisational Psychologist and Director of Centauri Services, Jon Bilson, have joined the Board.

## Next steps

The hard work of the past year created a solid foundation for growth, new community partnerships and business innovation.

We will continue to provide an effective platform to inspire young people and create opportunities for them to make positive impact in their local communities.

We will increase income through steady growth of our enterprise businesses, while nationally YMCA will reduce operational costs through improved procurement.

As always, we will be driven in everything we do by our mission and our desire to maximise outcomes for the young people and communities we work with.

**Three years into our ten-year strategic framework we continued to lay the foundation for our vision of connected, inclusive and vibrant communities across Western Australia where children and young people are developing and participating.**

## Our appreciation

Providing opportunities for children and young people to grow would not be possible without the people who are the heart and soul of YMCA WA.

This includes our Council of Governors who represent the voting membership of YMCA WA and the business and community services professionals who make up our committed Board.

These volunteers give their time and expertise to create a successful and sustainable future for the YMCA WA and we sincerely thank them for their contribution.

The YMCA WA Executive team embraced the challenges and opportunities of delivering on our strategic framework and we are appreciative of their leadership and support over the past year.

Our wonderful staff who believe in the YMCA WA brand and are invested in our mission continued to deliver above and beyond and we are sincerely grateful for their hard work and dedication.

We are grateful for the funding partners and sponsors who recognise the value of the YMCA WA offering and enabling us to maximise the benefits for the children, young people, families and communities we serve.

Above all we thank the community partners and people of Western Australia.

We are proud and privileged to provide the youth services, health and wellness initiatives, early education and training programs that are helping to shape and strengthen the inclusive, vibrant and healthy communities of tomorrow, today.

# YMCA WA STAFF AWARDS 2017 ■



**IMAGES:** 1. Star Award - Shanice Drew, 2. Leadership Excellence Award - Amber Lee  
3. Mission Program Excellence Award - Future Links, 4. Innovation Grant - Narrogin Youth Shack

## Star Award

The Star Award recognises the work of a YMCA WA staff member who, over the past 12 months, has demonstrated a commitment to Service, Teamwork, Attitude and Reliability and who embodies the YMCA Values.

**Shanice Drew**  
*Director, Falcon ELC*

Shanice took over at Falcon Early Learning Centre during a difficult period and quickly built trusting relationships with staff, children and families. Her willingness, commitment, positive outlook, high standards and solid work ethic were evident from day one.

Shanice created cohesion and purpose at the centre with a focus towards building positive relationships with everyone she dealt with including families, staff and children while always role-modelling exemplary behaviours to her team.

With a committed focus on outcomes, Shanice could always be relied upon to do whatever needed to be done for her colleagues and for the good of the centre.

## Leadership Excellence Award

This award recognises the work of a YMCA WA staff member who, over the past 12 months, has demonstrated a commitment to excellence and innovation in their approach, leadership to others and creating positive outcomes for internal or external stakeholders.

**Amber Lee**  
*Family Support Programs Manager*

Amber's tireless work and support was instrumental in expanding the Play in the Park program, growing the profile and presence of Kindergarten Oral Language Program (KOLP) and delivering unprecedented community impact and engagement through the Step Together program.

Amber led by example, giving up her time to be on the ground to work alongside her team, offering support and inspiring everyone.

Amber was totally involved, building trust, rapport and the unwavering respect of all stakeholders and staff. Beyond the South West, Amber delivered consistent results for Boronia as well as the Child and Health Centre.

Among her many strengths is her unparalleled ability to build lasting relationships and her willingness to always get involved. KOLP and Play in the Park continue to perform and expand thanks to Amber's efforts.



## Mission Program Excellence Award

This award recognises a Centre/Program/Service which, over the last 12 months, has achieved demonstrable success in community engagement and whose activities are helping people grow in body, mind and spirit.

### Future Links

The Future Links program was developed in 2016 by YMCA WA in conjunction with Warnbro Senior High School (WSHS) to support young people who were at risk or disengaged from high school education due to complex issues in their lives.

The program was a success for all students, with a focus on literacy and numeracy, a safe, inclusive and stimulating learning environment that embraced school pride, good citizenship and student success.

Future Links required a significant amount of perseverance to become successful. At the start of the program there was resistance from students identified for the program. Broken windows in the Future Links classrooms and teachers assaulted weekly marred the beginning.

**The program was a success for all students, with a focus on literacy and numeracy, a safe, inclusive and stimulating learning environment that embraced school pride, good citizenship and student success.**

However, by term one, 2017 there were no reports of damage, violence or vandalism at the school which made for one of the most successful starts to the school year for WSHS.

The Future Links team, teachers and YMCA WA staff met weekly to ensure that teachers and Y staff were always able to provide the best possible support for the young person both in pastoral care and educational outcomes.

## Innovation Grant

This grant is part of YMCA WA's commitment to providing a working environment that encourages employee excellence and innovation. This grant is issued to the program/centre/service that presents the best innovative concept that supports program/service delivery in one of the focus areas of Early Education, Youth Participation or Health and Wellness. The grant is for \$20,000 to implement the concept during the next six-12 months.

### Narrogin Youth Shack

The strategy for the Narrogin Youth Shack is to engage with the local community and the students of Narrogin High School to transform a previously unused part of the YMCA Narrogin Leisure Centre into a social and information hub for the young people of Narrogin.

While Narrogin High School provides a safe, inclusive and positive environment for its 630 students, from a community point of view, there isn't a suitable place for students and young people to go after school and on the weekends, with 90% of the Noongar boys saying they didn't want to go home after school and with some admitting they watched TV in their rooms because there was nothing to do and nowhere to go.

YMCA WA collaborated with Community Arts Network, Kata-koorliny Employment and Enterprise Development Corporation, the Shire of Narrogin, Avon Youth and Narrogin High School to deliver after-school programs, school holiday programs, drug and alcohol information, health and wellbeing sessions and bullying and resistance workshops at the Narrogin Youth Shack.

The space will have a chill-out area with cushions and couches, ping-pong table and an outdoor cinema space planned with the input and ideas of the young people.

# LEEDERVILLE'S HQ DANCES ON THE EDGE ■



HQ is an accessible, affordable and most importantly non-judgemental and supportive space.

In somewhat challenging times, where young people often struggle to find not just themselves but a safe place to just be, YMCA HQ is an accessible, affordable, supportive and all-inclusive space.

Based in the heart of Leederville, YMCA HQ has over the last decade become an iconic arts hub for the youth of Perth.

As the only space dedicated to all-ages, live music, performance and art, the venue brings together a culturally diverse selection of young people from disengaged teens to talented, young artists – all united in a safe space where they can freely express their creativity.

Over the past few years, HQ has continued to grow, despite a steady decline in government funding across the arts and social services sectors.

In 2017, HQ embarked on a much-needed upgrade and redevelopment of their gig space, culminating in a crowdfund campaign to finalise the finishing touches, including the fitting of a professional sprung dance floor.

HQ's Youth Leadership group member and award-winning, Australian Krump Dance Champion, Ian De Mello, was 15 when first visited HQ in 2009.

Ian, a pioneer of the Perth Krump movement, a dynamic street dance style birthed in South Central Los Angeles and now a worldwide respected culture, attended a Krump workshop with Merciless, a first generation Krump dancer.

"It was my first time at HQ and there was a handful of us there for the workshop, it was dope! Not long after I started teaching Krump at HQ, with the help of not-for-profit organization, Church Boy Inc."

Ian started competing regularly in dance battles at HQ's Under 18 gigs, and from there his name spread across Perth as he became a well-respected dancer, best known for his unique style.

This led to Ian flying around Australia, and eventually world-wide, entering dance competitions and bringing back the experience and knowledge he had gained to share with the dance community.

"I taught Krump at HQ for about a year, once a week, but it ended when Church Boy Inc. stopped operating. We couldn't afford the fees at a dance studio, so I ended up teaching in a local car park, where we'd all just hang out and dance.

"Then my sister introduced me to 'T', Taciano Cavalcante, who is now the Youth Worker at HQ, and a former professional dancer. T suggested I come back to HQ and get involved with the revamp and I was totally onboard.

"The team has taken the gig space to a different level so I really wanted to help out and do my bit to engage, mentor and encourage the benefits of HQ as a creative outlet for young people to come and have fun, grow in confidence and discover their individual presence.



“Working with HQ has given me the opportunity to show the community that hip hop and street culture is more than the derogatory imagery and lyricism you see and hear on mainstream media.

“One of our missions is to change people’s perception of street culture, which is often negative. There’s real power in music and dance and we want to show this as it gives young people a voice, often when they believe they don’t have one.”

Ian, and his co-dancer, Nadiah Biddle, regularly hold workshops at HQ, as well as at dance studios and schools around Perth, regional areas and across Australia.

“The essence of Krump is about being free to express how you feel. It’s a known fact, dance is good for your body, mind and soul. For those involved in dance cyphers, sessions and battles it’s a powerful expression, a form of therapy that helps build resilience.

Andrew Rigg, Youth Services Manager at YMCA HQ, said it is a privilege to manage YMCA HQ and to work with so many talented young people on a regular basis.

“HQ and the programs we run have supported the development of numerous careers. Ian is just one example,” he said.

“Many well-known Perth bands and artists perform at HQ on a regular basis, such as The Love Junkies, SUPEREGO fka POW! Negro and current rising star, Stella Donnelly, as well as, national acts such as Ziggy Alberts, DZ Deathrays, Skegs and some international touring artists.

“Even Justin Bieber hangs out at HQ when he is in town!”

Emerging artists can enroll in supported programs that include subsidised access to the space (often free for young people and with discounted fees for community groups and organisations), and back office resources, including HQ’s YCollaborate co-working and project development space, with networking, mentoring and professional development opportunities.

The HQ team may be small but they are passionate - and they dream big when it comes to the potential of inspired young people and how they can work through the arts to support diverse, sustainable and thriving communities.



# HEAL PROJECT ■

## Helping young women of the Goldfields discover their inner awesome

Over 10 years ago, YMCA Goldfields developed an innovative program to combat social isolation, low self-esteem, unhealthy lifestyle choices and to empower indigenous teenage girls living in Kalgoorlie.

The HEAL (health, exercise, achieve, lifestyle) initiative was devised to promote self-confidence, physical well-being, practical skills and provide a safe, nurturing and non-judgemental environment for all participants.

The motto for the group is “what happens at HEAL, stays at HEAL” and that also includes a ban on “boy talk” during sessions, giving the girls a voice and a safe outlet for their issues and problems.

Over time, HEAL has broadened the scope of the original program to now include both indigenous and non-indigenous girls between 13 and 18 years of age with the aim of creating vibrant and healthy teenagers with the potential to inspire others and live their best lives.

The program is working with 100% of participants reporting an improvement in self-esteem and self-image and 100% reporting an increase in sociability and peer relationship skills.

The girls are given the opportunity to participate in a range of activities including gym sessions on site in the fully equipped gym, rock climbing, arts and crafts, with nutrition and healthy cooking training delivered by the Australian Red Cross.

In addition to important life-skills, serious topics such as anti-bullying, personal and mental health are also covered by the course. Mental health sessions delivered by Headspace now show that 70% of participants felt they now lead a healthier lifestyle.

Recently, a drug workshop called “Save a Mate” was added to the syllabus.

“Save a Mate” delivered by the Australian Red Cross as part of their suicide prevention and alcohol and other drugs training is designed to help the girls identify the signs of drug and alcohol abuse amongst their peer group and to teach them vital skills in the event of a drug or alcohol overdose.

Weekly attendance at HEAL is not compulsory yet most of the group of ten participants are regulars including Emma Vukovich, a year nine student at

St John Paul College, in Kalgoorlie who has been coming to HEAL every Monday for the last two years.

“I have made new friends at HEAL and it has built up my self-confidence. Now, If I have a problem or an issue, I know the HEAL team is always there to listen.”

**The program is working with 100% of participants reporting an improvement in self-esteem and self-image and 100% reporting an increase in sociability and peer relationship skills.**

“I enjoy the exercise sessions and we can decide as a group whether we use the gym or do yoga and we always do our activities together.”

“I am looking forward to our end of year windup, we have a pamper day at the beautician’s,” she said.

HEAL has helped many girls just like Emma develop confidence and self-esteem thanks to the dedicated team at YMCA Goldfields.

The team includes an operational Manager, program coordinator, youth engagement officers and support staff who all work hard to make a difference to the local community.

As a result of their efforts, teenage girls in Kalgoorlie have the opportunity to improve their social and life skills, physical health and wellbeing and the self-confidence to create healthier communities.





# TRAINING PATHWAYS ■



## Giving young jobs seekers a head start

There has been a great deal of research done to prove that education leads to better outcomes for individuals and society. With better job prospects comes less poverty, more choices and financial security.

But traditional forms of classroom-based education are not for everyone, leaving many students struggling to fulfil the high pressure demands of ATAR when they would be better suited to Vocational Education and Training (VET).

There are many advantages for students who take traineeships and they include getting paid while they learn, guaranteed employment for the life of the training contract, and the completion of a nationally recognised certificate.

YMCA WA offers nationally recognised VET to help young people succeed in their chosen career through an educational pathway and by providing value driven team members who are passionate, knowledgeable, highly skilled and experts in their industry.

Kate Cooper (18) is a student from St Norbert's College who joined YMCA WA in year 10 as a school-based trainee.

Over the past two years she has completed up to Certificate Three in Business Administration and will complete her schooling this year with valuable skills in communication, responsibility, time management and workplace practices.

Kate works in the office two days a week and has expressed a keen interest to stay in the training industry. She has also been nominated for an award at her school for the Best Trainee of 2018.

"I like contributing to the community and YMCA WA VET has been a great way for me to learn and acquire skills.

"I enjoy working as part of a team and feel very lucky to have had the experience of working in a business environment and am involved with customer service, liaising with schools and students.

"Before this placement, I wasn't sure what I wanted to do and at one point I considered teaching," she said.

YMCA WA believes in lifelong learning and providing opportunities for young people to reach their full potential.

**"Before this placement, I wasn't sure what I wanted to do and at one point I considered teaching"**



# CEO FOR A DAY ■



## Lessons in leadership from the CEO's chair

*A unique opportunity to trade places with the boss and have their views and aspirations acknowledged was a dream come true for two YMCA WA employees.*

As part of a national YMCA initiative, employees and volunteers were encouraged to apply for the position of CEO for a day. This year, the joint winners in Western Australia were Carole Kickett (19) and Kuda Magwa (22) who stepped in to the role on Friday 13 April 2018.

YMCA WA Chief Executive Officer, Ross Kyrwood, handed the top job over to the pair and accompanied them on site visits and encouraged them to take a leadership role.

"This initiative is a prime example of our belief in the power of inspired young people coming to life and a great way to see what we do as an organisation from the perspective of our young people."

"Carole and Kuda were given the chance to have their voices heard by engaging directly with our leadership team and in turn, they provided us with real insights and an injection of new ideas," he said.

Carole is employed by YMCA WA Narrogin Regional Leisure Centre as a Pool Lifeguard.

Raised in Pingelly by her single mother, she is one of five children. Carole hopes her experience has helped YMCA WA to better understand the issues many young people face today, especially the unique issues affecting young people in her hometown.

"Just talking to all the staff at HQ gave me so many ideas and gave me the confidence to talk to people on all levels."

Carole said she wanted to bring more knowledge to her community so she could start a youth group in Pingelly.

"It is still in the planning stages but it is something we really need to do," she said.

Kuda works for YMCA WA Goldfields where he is employed in various roles as Youth Engagement Officer, OSHC Educator, Term Program Instructor and Customer Service Operator.

He was born in Zimbabwe and moved to South Africa as a child and experienced difficulties adapting to a new culture and environment which exposed Kuda to bullying.

"Having experienced bullying myself, this is an issue I feel very strongly about because I can truly understand its devastating effects.

"I believe anti-bullying programs are important to the YMCA WA because we are an organisation that invests and provides opportunities for young people to grow in body, mind and spirit," he said.

Reflecting on their day, both Young CEOs said the experience had helped them understand that the first step to doing anything meaningful was to create simple activities that help engage young people and gain their trust.

Carole and Kuda agreed that the opportunity to visit both The Base and HQ was a valuable reward for being selected.



“By having the meals available during school hours, at-risk students are encouraged to come and stay at school”



# FUELLING CHILDREN TO LEARN ■

## Remote School Attendance Strategy giving students a great start to the day

An initiative designed primarily to improve school attendance in Newman by running a healthy meal program for school children at the local high school has evolved into a life-changing addition to the community.

Fuel2Learn started out by providing breakfast on the Remote School Attendance Strategy (RSAS) bus to give students a good start to the day. Since then the program has grown and developed into a powerful means of increasing not just days at school but giving families and young locals a sense of pride and achievement.

According to RSAS Coordinator, Sue Lovett, the RSAS Fuel2Learn is so much more than just a healthy meal program. It provides the students with confidence, self-awareness, pride and cooking skills.

“Breaking unhealthy life choices, will have a lifelong impact. These students have a chance to be healthier and there is the real potential for huge changes by instilling healthy lifestyle choices now,” she said.

“The meals at lunch time are served in the Green Room which has become a safe and nurturing environment where the students come each day. Within this space, students sit and engage in open and honest discussions around health, life and their futures whilst eating their healthy meal.

“By having the meals available during school hours, at-risk students are encouraged to come and stay at school.”

“In addition, we are providing students with the energy and daily nutritional needs required to engage and participate in the classroom,” she said.

RSAS employs Newman locals to work with schools, families, parents and communities to get children to attend school and participate in local activities. These valued staff members are the RSAS School Engagement Officers (SEO).

Each week 100 meals are prepared and cooked by the students under the guidance of the RSAS team and Courtney Moyes (Newman Senior High School Home Economics teacher).

Once a semester the RSAS team, volunteers and the Fuel2Learn students hold a community event at the town square. The students use the “Edge” commercial kitchen to cook for their families and community.

One young man who joined Fuel2Learn with a 0% school attendance in March this year clocked up an impressive 60% attendance level by June thanks to the program.

Zia is the mother of Adrian (12) and Ciarn (13) who often missed school when staying with relatives.

She said her children told her about the Fuel2Learn program and said they wanted to join in.

“The bus now picks them up every morning, gives them food, takes them to school and sometimes on their way back from school they stop at the youth centre in Newman.

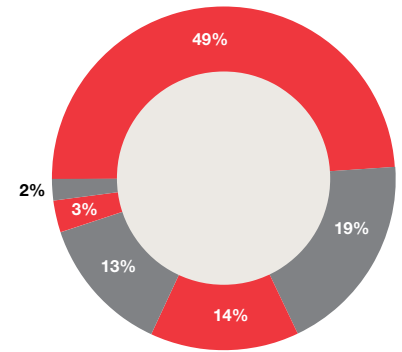
“I have seen such an improvement in their general learning at school, their grades have improved and they are now enthusiastic cooks. Not only do they help cook at school for the meal program but they also help me cook at home for our family and their siblings,” she said.

Both children enjoy taking the bus to school and say it has helped them to make new friends.

# FINANCIAL OVERVIEW ■

## WHERE THE MONEY COMES FROM

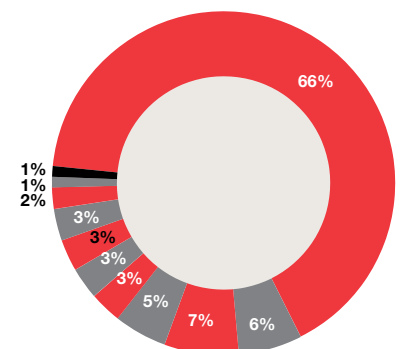
REVENUE	2018	2017
Family and Children Services	49%	45%
Health and Wellness	19%	22%
Government Grants	14%	15%
Other Funding *	13%	13%
Training	3%	3%
Other	2%	2%
<b>Total Revenue \$35.3m</b>	<b>100%</b>	<b>100%</b>



\* Other Funding includes \$1.27m of one-off funds received from external parties not related to the normal course of running the business.

## WHERE THE MONEY WAS SPENT

EXPENDITURE	2018	2017
Employee Benefits	66%	68%
Property Costs	7%	6%
Consumables / Program Costs	6%	7%
Repairs, Maintenance and Equipment Hire	5%	4%
Other Expenses *	3%	3%
Rent, Rates and Taxes	3%	3%
Subscriptions, Licences and Insurance	3%	3%
Consultants and Contractors	3%	2%
Travel and Training	2%	2%
Advertising and Marketing	1%	1%
Depreciation	1%	1%
<b>Total Expenses \$34.1m</b>	<b>100%</b>	<b>100%</b>



\* Other Expenses include such costs as: Audit, Bank and Finance Fees; Entertainment, Legal, Printing, Stationery, Courier and Motor Vehicle Expenses.

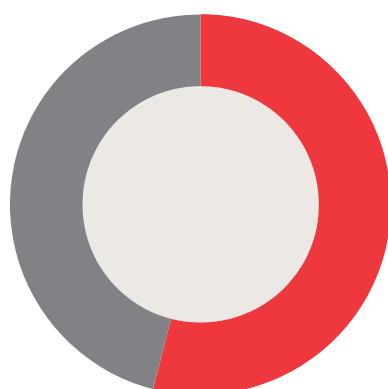


## FINANCIAL POSITION

FINANCIAL POSITION	2018	2017
	Current Year to 30 June 2018	Previous Year to 30 June 2017
	'000s	'000s
Current Assets	\$11,773	\$12,436
Non-Current Assets	\$10,163	\$8,163
<b>Total Assets</b>	<b>\$21,936</b>	<b>\$20,599</b>
Current Liabilities	\$9,541	\$10,121
Non-Current Liabilities	\$3,508	\$2,803
<b>Total Liabilities</b>	<b>\$13,048</b>	<b>\$12,924</b>
<b>Net Assets</b>	<b>\$8,888</b>	<b>\$7,675</b>

### WHAT WE OWN

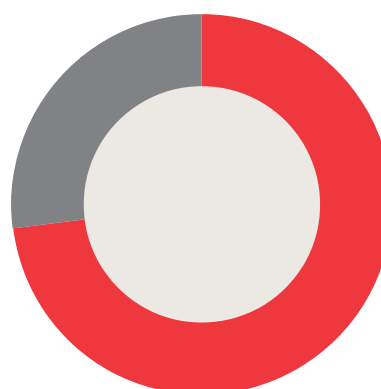
Total Assets - \$21,936,244



Current Assets - 54%  
Non-Current Assets - 46%

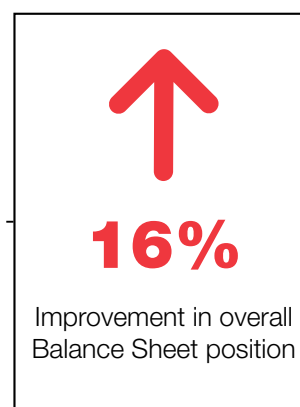
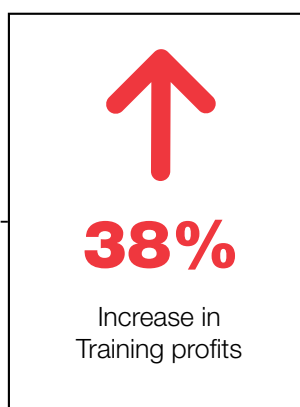
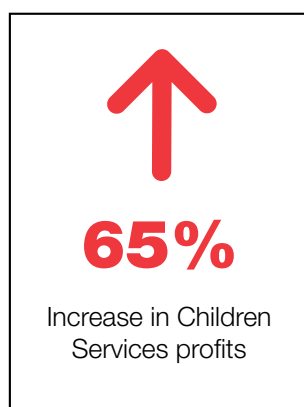
### WHAT WE OWE

Total Liabilities - \$13,048,442



Current Liabilities - 73%  
Non-Current Liabilities - 27%

## YEARLY STAND OUTS



# ORGANISATIONAL STRUCTURE ■



## THE GOVERNANCE MODEL ■

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

### COUNCIL OF GOVERNORS

#### **Membership as at 30 June 2018**

Christine Bock / Francesca Irwin / Greg Hebble  
Eva Lin / Craig Readhead / Adrian Gallo  
Stephen Pollard

### YMCA WA BOARD

#### **Membership as at 30 June 2018**

**President:** Justin Eve  
**Vice President:** Michelle Shepherd  
**Treasurer:** Kendal Moss  
**Directors:** Sheila McHale / Bruce Porter / Laura Koh  
Ben Rosser / Catharine Payze\* / Alan Good\*

\*Resigned as at 30 June



# OUR PEOPLE ■



STAFF BY LOCATION	NUMBER	PERCENTAGE
Head Office	54	8%
Eastern Goldfields	30	4%
Metro	332	47%
Pilbara	163	23%
South West	120	17%
<b>Organisation Total</b>	<b>699</b>	<b>100%</b>

STAFF BREAKDOWN	NUMBER	PERCENTAGE
Full Time and Part Time	312	45%
Casual	387	55%
Under 25 (does not include 25 year olds)	201	29%
Female	583	83%
Male	116	17%
<b>Total Staff Count</b>	<b>699</b>	

SERVICE TYPE	NUMBER	PERCENTAGE
Early Learning Centres (ELC)	185	26%
Out of School Hours Care (OSHC)	152	22%
Recreation	224	32%

## DID YOU KNOW?

*As at 30 June 2018 we had*



Employees with 15 years of service



Employees with 10 years of service



Employees with 5 years of service



# OUR PARTNERS AND SPONSORS ■

YMCA WA gratefully acknowledges our partners and major supporters for 2017-18. The passion and spirit of collaboration of our partner organisations allows us to have a positive impact on the communities in which we jointly operate and for this our gratitude can never be overstated.



## STATE GOVERNMENT FUNDING PARTNERS



Department of **Communities**  
 Department of **Education - State Wide Services**  
 Department of **Health**  
 Department of **Industry, Innovation and Science**  
 Department of **Jobs and Small Business**  
 Department of **Local Government, Sport and Culture Industries**  
 Department of **Planning, Lands and Heritage**  
 Department of **Prime Minister and Cabinet**  
 Department of **Primary Industries and Regional Development**  
 Department of **Social Services**  
 Department of **Training and Workforce Development**  
**State Library of Western Australia**  
**WA Country Health Service**  
**WA Police Strategic Crime Prevention**

## COMMUNITY PARTNERS

Aranmore Catholic College  
 Australia Fitness Network  
 The Australian Red Cross  
 BEGA  
 Belmont Community College  
 Cool Perth Nights  
 City of Bunbury  
 City of Fremantle  
 City of Kalgoorlie Boulder  
 Creating Communities  
 The Earbus Foundation WA  
 Fitness Australia  
 The Gelo Company  
 The Hood  
 Holly Wood trust fund  
 Kinect Australia  
 Leederville Connect  
 Leisure Institute of Western Australia  
 Murdoch University  
 Newman community  
 Narrogin Senior High School  
 Newman Senior High School  
 Newman Primary School  
 Ngala: Parenting, Family, Children and Youth Support  
 Nyoongar Wellbeing and Sport  
 Parks and Leisure Australia - Western Australia  
 Parla-Parla Mob  
 Propel Youth Arts WA  
 RLSSWA  
 RTR FM  
 Shire of Cranbrook  
 Shire of East Pilbara  
 Shire of Laverton  
 Shire of Leonora  
 South Newman Primary School  
 Southern Inland Health Initiative  
 Warnbro Community High School  
 Wirraka Maya Health Service  
 Aboriginal Corporation

Special thanks go to all the individuals who volunteer their time and talent and to all the many other agencies and community organisations we partner with - thank you.





**YMCA WA**

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The Young Men's Christian Association of Perth Incorporated ABN 37 276 356 812  
YMCA of Perth Youth and Community Services Incorporated ABN 43 141 458 240