

YMCA New Zealand 2022 Annual Report





Our Core Values



OUR MISSION

The YMCA in New Zealand is dedicated to building strong kids, strong families and strong communities, through investing in the next generation.



OUR VISION

We have a vision of making a positive difference to our communities, providing meaningful programmes of change that encourage healthy spirit, mind and body.



OUR CORE VALUES

Caring:	To love others, to be sensitive to the well-being of others, to help others	Atawhaitia:	Awahi mai, awahi atu tatou tatou e
Respect:	To treat others as you would have them treat you; to value the worth of every person including yourself	Whakanuia:	Me whakanuia i te tangata, ahakoa ko wai, ahakoa no kea
Honesty:	To tell the truth, to act in such a way that you are worthy of trust, to have integrity; making sure your choices match your values	Te whakapono:	Kia mau, kia u ki te whakapono i nga wa katoa
Responsibility:	To do what is right, what you ought to do, to be accountable for your behaviour and obligations	Te kawenga atu:	Te mahi tatika, mau e whakapai atu to huarahi tika, te kawenga atu hoki

BICULTURAL STATEMENT

In New Zealand the YMCA:

- Recognises that the Treaty of Waitangi is the founding document of New Zealand.
- Agrees that New Zealand is a bicultural country with a multi ethnic society and that acknowledging biculturalism is to accept a willingness to share power and resources on a fair and just basis.

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Presidents Annual Report



Reflecting on 2021 it is necessary to acknowledge the significant impact that Covid-19 has had on the whole organisation, and we will all no doubt take time to recover both physically, mentally, and financially.

Our associations have all been affected in different ways and it is difficult to measure the individual impact that Covid-19 has had on each Association, their Board members, association staff and all those who utilise the services provided by the Y movement. We recognise the impact on the physical, mental, and financial health of every member of the Y movement and we hope that 2022 offers the opportunity to recover and start to put form to what will be a new normal.

Transformation has been a key focus of YMCA New Zealand throughout 2021 as we embarked on the Amplify the Y programme and each of the 5 projects that will shape our organisation for the future. Will Watterson joined in August as the ATY Programme Manager and provides an update on our progress in 2021 in this annual report.

Will has been supported by many association staff, board members and volunteers from the Y movement and all those who have contributed their time and knowledge have positioned the organisation well for further progress in 2022. Special acknowledgment must go to the Steering Committee who met weekly for most of the year (Friday lunch time), and I was joined by Matt Roberts, Paul Yallop, Chris Knol, Julian Baldey, Brendan Owens and Vanessa Hughey. We are also privileged to be one of only a few recreation organisations to have secured this level of funding from Sport New Zealand to support this programme and we appreciate the acknowledgment of the Y as worthy of the level of investment that has been provided by Sport New Zealand.

Each of the five projects - Raise Up, Youth InspYre, One Y, Honouring Te Tiriti and Communities of Practice – will change and enhance the way we work and the services we provide. YMCA New Zealand is indebted to each and every person who is involved, we thank them for their time and energy and we look forward to celebrating our successes as we implement each project.

The Amplify the Y programme is not fully funded by Sport New Zealand and YMCA New Zealand is committed to contribute to the costs of implementing one of the biggest change programmes that the organisation has ever undertaken.

To do this we have had to rethink how we utilise the funds available to YMCA New Zealand via levies paid by associations and funding secured for both the YMCA Foundation and Soldiers Trust. Paul Yallop, Callum Clark and Sean McKinley formed a working group to identify our investment needs and develop a request for proposals that we could provide to the financial investment market. This group spent considerable time, energy, and knowledge to identifying an investment provider that recognised the vision and mission of the Y and could work with the YMCA Investment Strategy crafted agreed to by the National Board. 2022 will see YMCA New Zealand take a more active investment approach and commence looking at a fund-raising strategy - our thanks go to those Board members for their work on this.

The work undertaken by Board members, always in their limited spare time and on a voluntary basis, often goes unrecognised by the wider movement. Our Board members throughout the 2021 year - Matt Roberts, Helen McEwan (until May), Jennifer Beatson (from May); Bridget-Mary McGown (from October); Callum Clark, Paul Yallop, Steve Clarke (until October), and Richard Handley - all contributed an immense amount of time and energy attending meetings, representing the National Board at events and working on individual projects as part of our sub committees.

I would also like to take this opportunity to recognise those who work on our behalf as New Zealand representatives at the YMCA International level. Hannah Dunlop is our representative on the Asia & Pacific Alliance of YMCAs (APAY) and as well as being a Board member is also the Vice President of APAY. Hannah has provided us with an update on her work with APAY as part of this report and her commitment to the role, which often requires her attendance in online meetings at all hours of the day and night, is much appreciated by the YMCA National Board.

This very brief overview of the huge amount of work undertaken on behalf of YMCA National could not have occurred without the hard work of our National Office team who were ably led by Chris Knol until his departure in June. Chris had contributed too many of the successful initiatives that YMCA National achieved. His leadership on the initial work to develop a proposal and secure support for the Amplify the Y programme is now coming to fruition as each of the projects begin to be implemented and we will be in a better place in the future based on the work initiated by Chris.

The YMCA PTE team of Leona van der Heyden, Fiona Breen and David Perry continued to provide educational knowledge and expertise and professional support to the many associations providing TEC funded educational opportunities to students at the Y. Leona provides more detail on the activities of the PTE in this report and the YMCA National Board have been impressed by their efforts in such a challenging year.

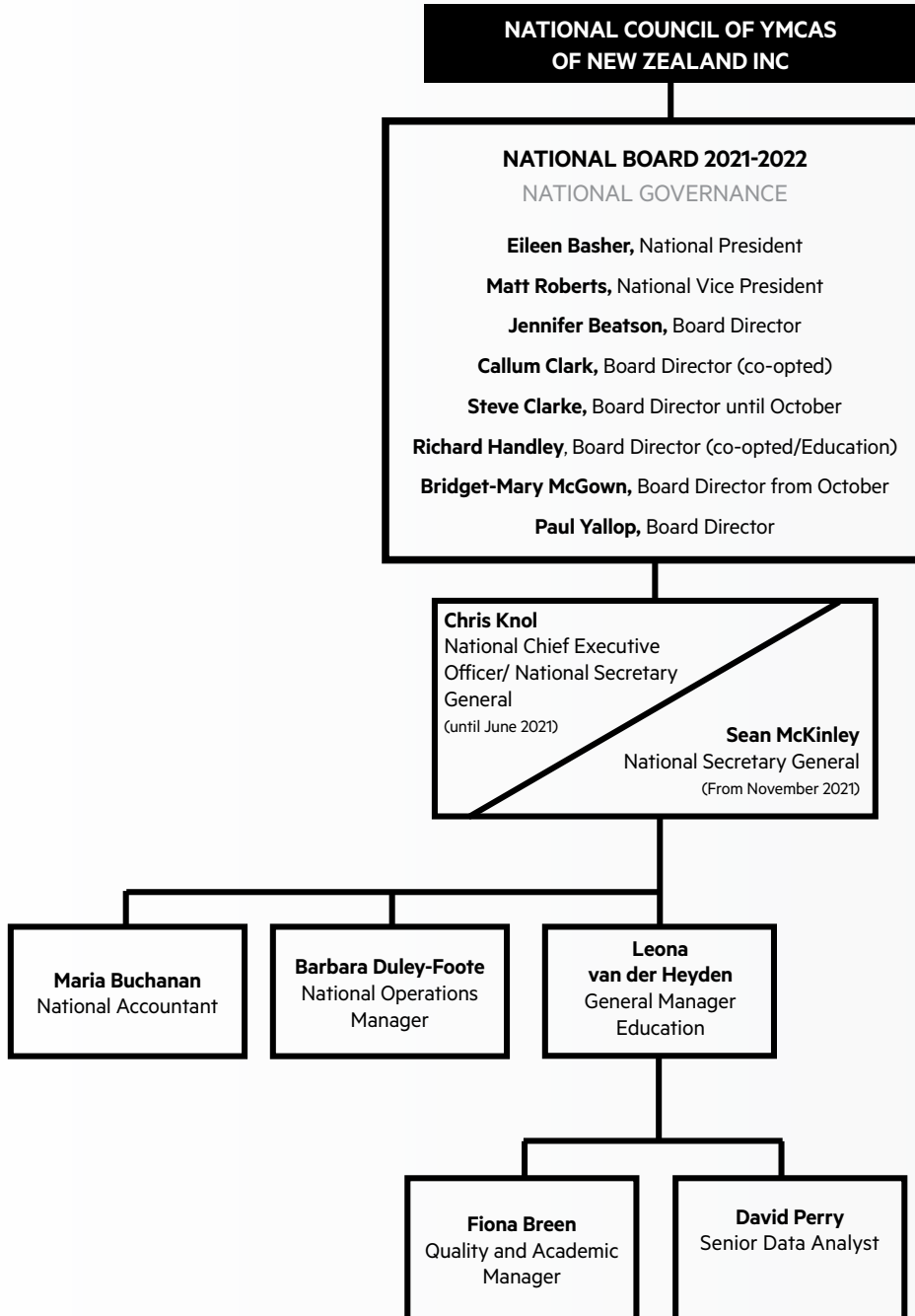
The YMCA National Board, staff and many members of the Y movement continued to be supported by Barbara Duley-Foote our Operations Manager and Maria Buchanan our Financial Manager and we are grateful for the institutional knowledge and professional service they have provided throughout 2021.

Finally in November 2021 we welcomed Sean McKinley as our new Secretary General and we look forward to working with him as he takes on the leadership of the YMCA National Office and the wider responsibilities of his role.



Eileen Basher
President

The YMCA New Zealand Structure



LIFE MEMBERS:

Claire Ballantyne (Christchurch), **James Barnes** (Gisborne), **Ken Durbin** (Auckland), **Maurie Rendle** (Auckland), **Pat Magill** (Hawkes Bay), **Paul Le Gros** (Nelson), **Peter Waterhouse** (Auckland), **Russell Leech** (South & Mid Canterbury), **Terry Hill** (Christchurch) .

Financials

National Council of YMCAs of New Zealand Incorporated: Year Ended 31 December 2021

CONSOLIDATED STATEMENT OF COMPREHENSIVE REVENUE & EXPENSES		2021
Education Services		9,520
SNZ - ATY & Partnerships		370,577
Other Support costs		-18,802
Trust Funds		5,621
TOTAL SURPLUS FOR THE YEAR		366,916

CONSOLIDATED STATEMENT OF FINANCIAL POSITION		2021
Total Assets		2,692,351
Total Liabilities		1,029,409
NET ASSETS		1,662,942
ACCUMULATED FUNDS		1,662,942

Full accounts of the National Council of YMCAs have been audited and are available on request.

The reporting entity is the National Council of YMCAs of New Zealand Incorporated (National Council), incorporated under the Incorporated Societies Act 1908. National Council is a charitable organisation registered under the Charities Act 2005 on 15 February 2008, registration number CC21153.

The consolidated financial statements also incorporate YMCA Foundation and The YMCA, New Zealand Soldiers Great War Memorial Trust.

The National Council has the right to appoint the Trustees of the YMCA Foundation, The YMCA, New Zealand Soldiers Great War Memorial Trust and to benefit from the Trusts and therefore is deemed to have control over the Trusts.

Education

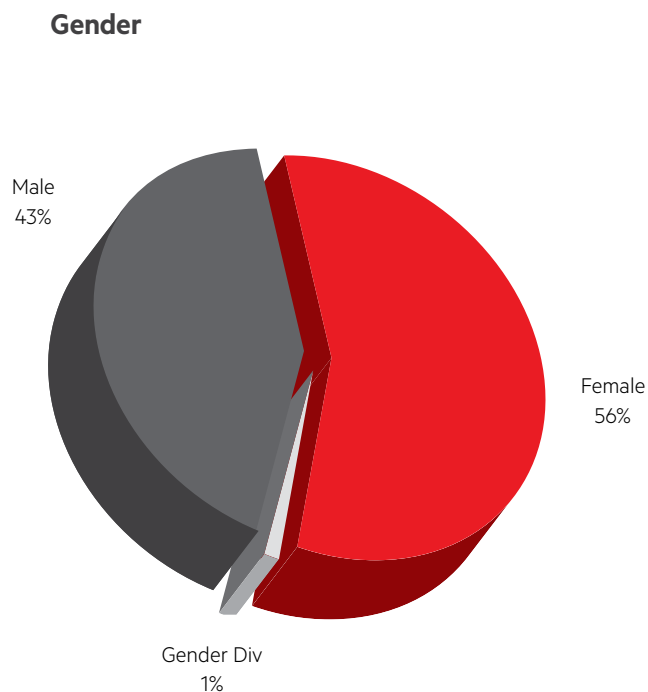
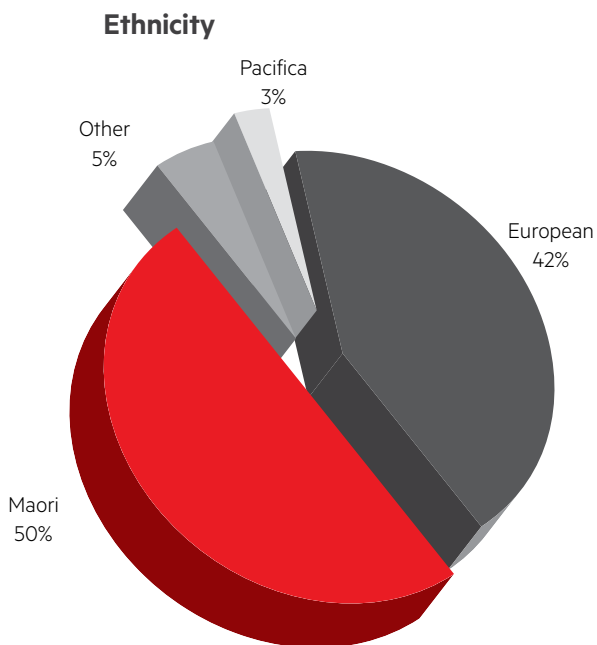
2021 was an extremely busy and rewarding year for the YMCA PTE across both the National and local association teams involved in education delivery. Whilst COVID continued to impact our student enrolments and engagement, we achieved 70% of our TEC funding with 360 students enrolling into our programmes as outlined below:

Funding Stream	Purpose/Intent	Y-Education Programmes	2021 Outcomes and Results
Youth Guarantee (YG)	Fees-free tertiary education at Level 1 and 2 for students aged 16-19 years who have no or low prior qualification/ academic achievement, with a focus on enabling progression to higher levels of study, training or employment.	<ul style="list-style-type: none"> New Zealand Certificate in Foundation Skills (Level 1) New Zealand Certificate in Foundation Skills (Level 2) NCEA Level 2, vocational pathways: Primary, Services and Social and Community Services 	<p>80% of TEC funding achieved with 115,2767 EFTs delivered</p> <p>227 students (enrolled in 279 programmes)</p> <p>71% course completion rate. 3,500 unit standards and 243 qualifications awarded.</p>
Adult Community Education (ACE)	Community-based education aimed to meet community-learning needs.	A range of programmes such as 'Preparation for Study', 'Preparation for work', 'Digital Literacy' and 'Te Reo'.	<p>100% achieved with 5,833 hours delivered</p> <p>170 students enrolled.</p>
Intensive Literacy and Numeracy (ILN)	Supports the intensive provision of high quality, fees-free literacy and numeracy learning opportunities for learners with low-level literacy and numeracy skills.	Individualised programmes to support literacy and numeracy skills	<p>57% achieved with 14,760 hours delivered.</p> <p>99 students enrolled.</p>

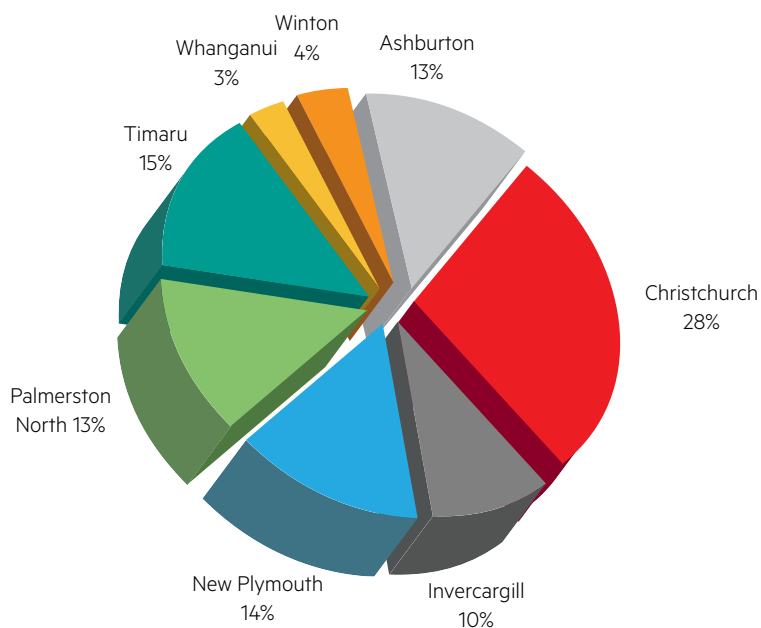


Summary of Student Data and Feedback

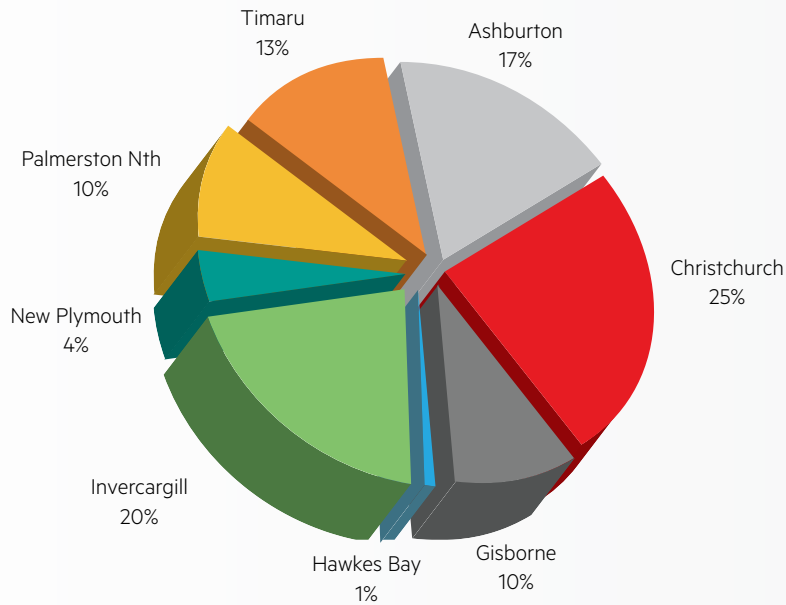
Who are our students?



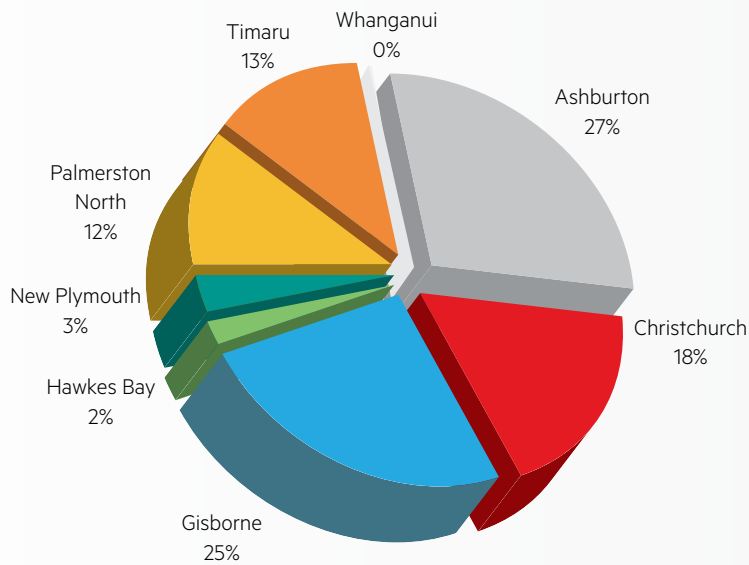
Youth Guarantee Enrolments



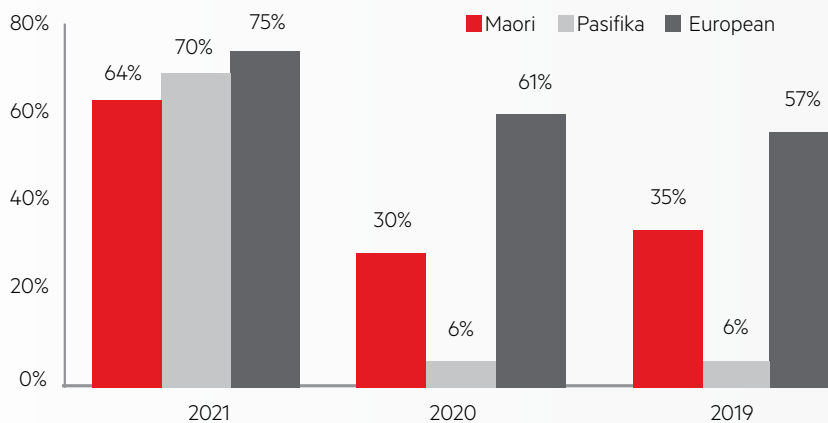
Adult Education and Community (ACE) Enrolments



Intensive Literacy and Numeracy (ILN) Enrolments



Youth Guarantee Course Completion Rates by Ethnicity

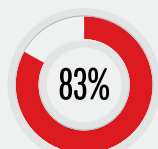


What did our students say about their experience with Y Education?

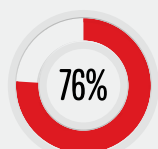
193 of our students provided feedback at the end of their YMCA Education programme. Here is a summary of the results:



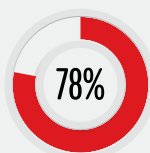
agreed or strongly agreed (22%) that the programme kept them interested and excited.



were encouraged to learn.



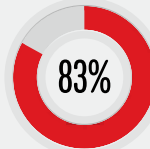
agreed or strongly agreed that the programme allowed them to work on their personal goals.



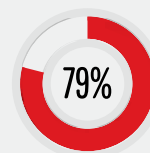
agreed or strongly agreed (34%) that the programme was better than they expected.



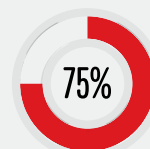
received help from tutors when learning was difficult.



were happy with the progress they made.



agreed or strongly agreed (33%) that the teaching met their needs.



agreed or strongly agreed (33%) that the teaching met their needs.

2021 Improvements and Highlights

Alongside the positive student results and feedback, the PTE made significant improvements through 2021 to their operations. Highlights include:

- Completion of a successful business case, approved by the National Council, showing that the PTE is financially viable and sustainable. This resulted in a small surplus in 2021 with all repayments to TEC paid in full and no outstanding debt from education providers.
- Improved statistical reporting to education providers along with monthly monitoring processes implemented to proactively track progress and manage funding allocations.
- Regular reporting, communications and hui from the PTE to education providers to foster a culture of collaboration and transparency.
- Development of a YMCA Education national website and collateral, to be launched in 2022.
- Development of a centralised sharepoint/teams system, including a centralised document library, collaboration spaces and online classrooms, to be launched in 2022.
- Professional development opportunities provided for tutors across all education sites covering Mental Health 101, Neuro-diverse learners, Literacy and Numeracy toolkit, Trauma and monthly tutor hui's.
- New partnership launched with Wai Skills to offer Water Treatment courses in facilities around New Zealand.
- Implementation of national COVID guidelines and policy relating to education delivery.

Staff

Finally, a huge thanks must go out to all the YMCA staff involved in delivering and supporting Y-Education programmes. Across the National PTE and local association staff, we have over 60 staff involved in Y-Education from management, tutors, co-ordinators and administrators. We thank you all for your hard work and commitment to our students and their success!

Amplify the Y

In October 2020, the Y National Council in collaboration with our regional Associations embarked on a transformational programme of change for a common purpose: to grow the Y movement, increase impact and create amazing outcomes for communities.

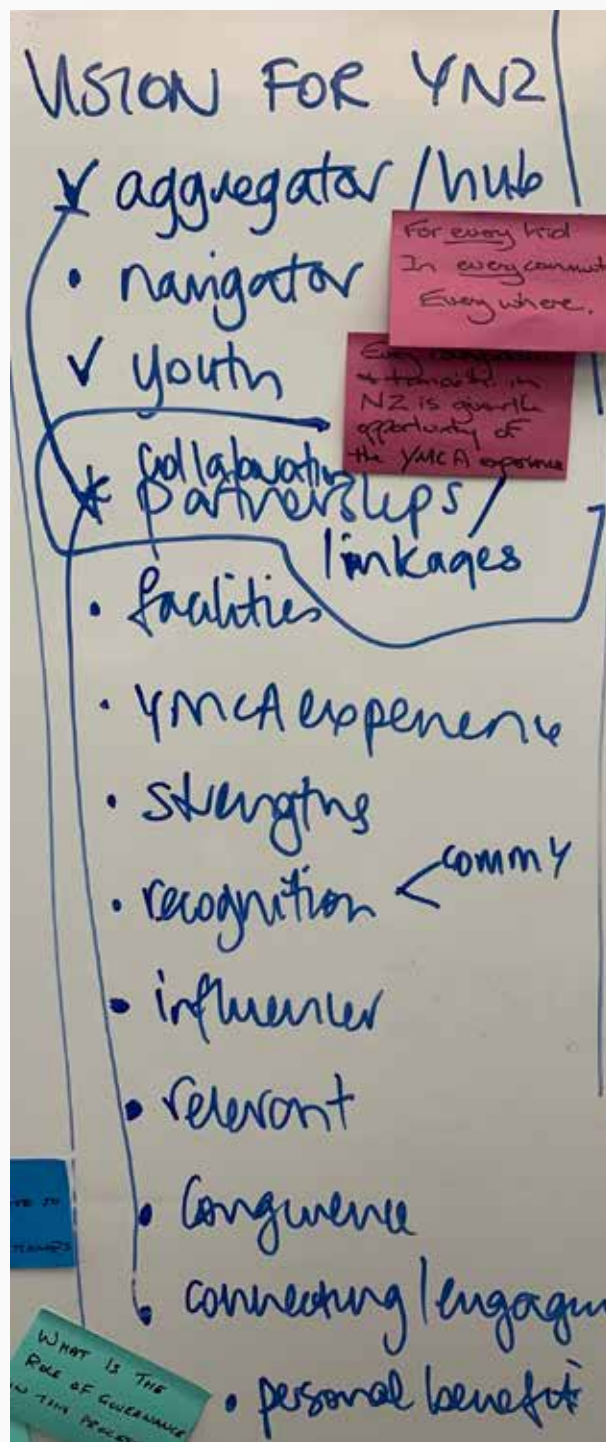
Over the course of late 2020 we engaged widely with our internal and external stakeholders via a series of workshops that explored our purpose, strengths and aspirations as a movement.

From December 2020 to January 2021 we also utilised the services of the Martin Jenkins consultancy to conduct a current state analysis. This included desktop research, internal and external stakeholder interviews, an assessment of our strengths and opportunities, and our key areas of focus.

The last step of the research phase was a staff survey which we conducted in February 2021 which was designed to test out key ideas and themes, ascertain possible areas of focus, and determine priority areas for the forthcoming 'Amplify The Y' (or ATY for short) programme.

By mid 2021 we were now in a position where a suite of change projects could be developed and funding sought to make these projects a reality. We had identified five key areas that we knew we wanted to focus on:

- One Y – Developing a national strategy, enhancing governance and board diversity, and ultimately developing a contemporary constitutional model
- Honouring Te Tiriti – increase participation by Māori, build career pathways and enhance the careers of Māori working in the Y by deepening our commitment to honouring Te Tiriti.
- Youth InspYre – Youth voices in governance, policy and advocacy, Institutional capacity building of the Y to better support youth, and creating youth-friendly spaces and services



Initial brainstorming

- Communities of Practice – develop centrally led and resourced Communities of Practice, aligned with each of our different service areas
- Raise Up - scale up the award-winning 'Raise Up' programme considerably, expanding from Auckland and Waikato to include delivery of the programme by the rest of the YMCA associations across Aotearoa New Zealand.
- Community Hubs – leveraging partnerships to make better use of facilities in communities that need it most.

We began conversations with Sport NZ in June 2021 to explore whether their 'Strengthen and Adapt' programme might be able to fund some of all of this work. These conversations culminated in September 2021 when we signed off on a significant investment agreement with SportNZ to fund all five of our six key priority areas ('Community Hubs' was not covered by this funding agreement but we remain committed to exploring this opportunity in the future). This agreement meant that we had the resources to carry out the ATY programme over the next several years with the support and collaboration of all our regional associations. Exciting stuff!

September through to December 2021 was a flurry of activity. The ATY steering committee (which had been formed earlier in the year) went through a recruitment process which ultimately resulted in the hiring of Will Watterson as the ATY Programme Manager.



Will Watterson
ATY Programme Manager

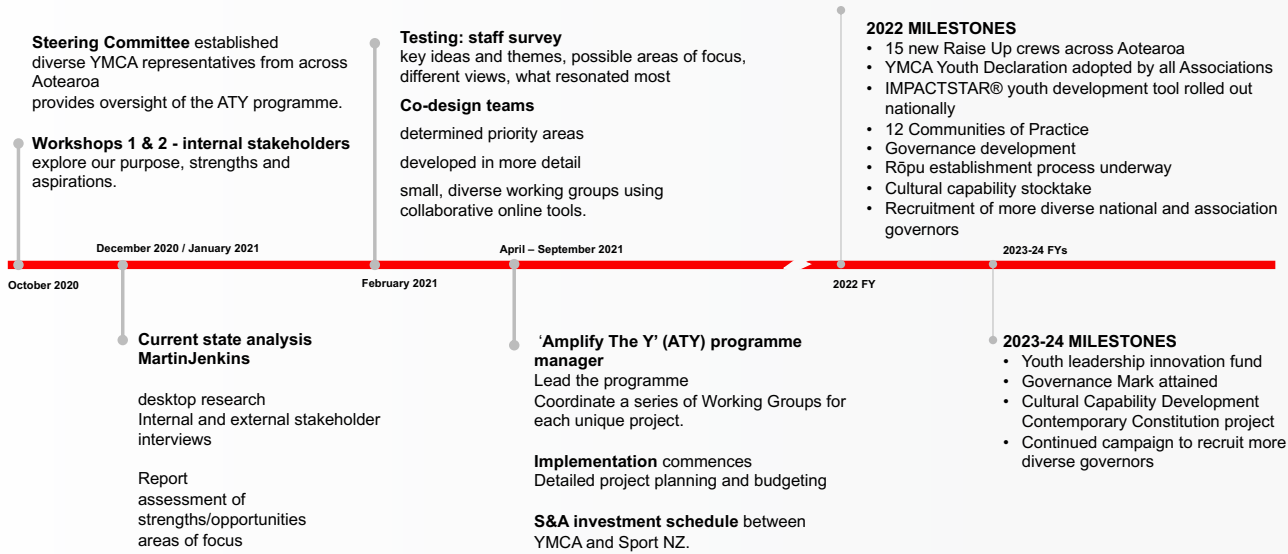
With 18 years experience in the non-profit sector, Will has a track record of creating strong and harmonious teams that are inspired and equipped to achieve superior growth and results.

Together with the assistance of the ATY Steering Committee, National Office and the CEs, Will began to form the Working Groups necessary to progress four of the five projects (Raise Up was being developed out of the Raise Up HQ in Auckland by this point by the talented Adam Brown-Rigg and his team). By December 2021 the Communities of Practice and Youth InspYre had been formed and were working on further refining and clarifying the goals, scope and budget for these two projects.

Meanwhile, discussions were held at the National Board level to clarify the all-important first steps for the One Y and Te Tiriti projects. Preparations were made to meet with the National Council in early 2022 to secure their buy-in to the One Y project and establish a sub-committee of Council to progress the project meaningfully. At the same time, a terms of reference was drawn up for the Te Tiriti project to ensure that we recruited a Te Tiriti consultant who would be a good fit for the YMCA and our people.

2022 promised to be an exciting year with all five projects kicking off in earnest. Be sure to subscribe the ATY newsletter to be the first to hear exciting updates and opportunities to get involved! Link: <https://tinyurl.com/ATYnews>

OUR JOURNEY



COP TEAM

1st row: Dave Goldsworthy, Jonathan Whiting, Ben Keat,

2nd row: Leona van der Heyden, Sarah Nalder, Christina Cullimore, Amy Moreland



Youth InspYre team

1st row: Stephen Palmer, Vanessa Hughey, Jessica Thomas,

2nd row: Alyson Bouffard, Jo Austin, Chelsey Harnell

What we deliver

Our services are diverse, and many are delivered in most locations, although the public often doesn't realise know the breadth of what we do.

Several core services are provided across all/most associations:

- OSCAR, holiday programmes and ECE
- Youth development programmes
- Outdoor recreation, health and fitness facilities and programmes

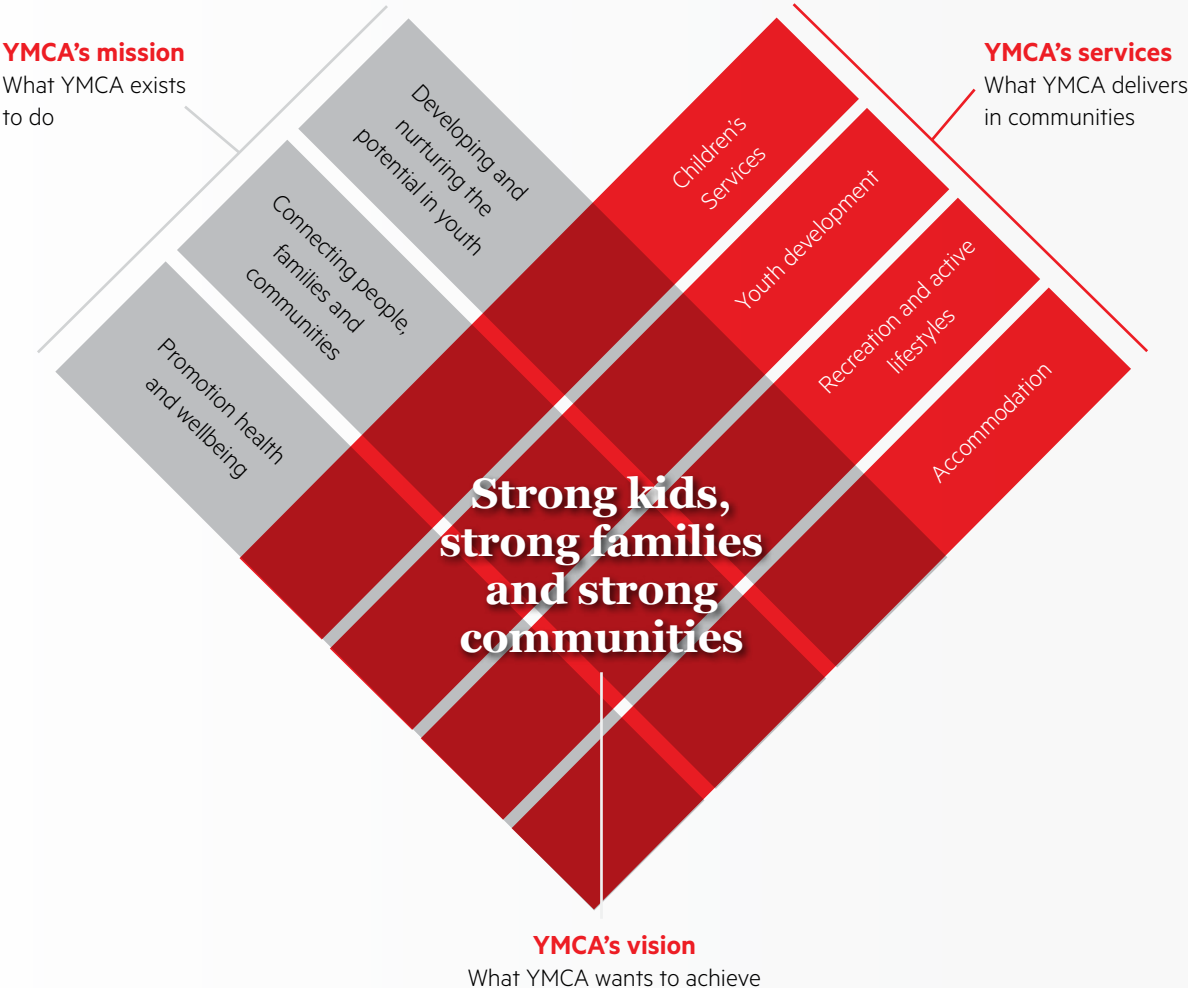
	Childrens' services		Youth development		Recreation and active lifestyles		Accommodation
	OSCAR/ holiday programmes	ECE	Education (TEC funded PTE)	Youth development & programmes	Outdoor education & camps	Gym/recreation/ aquatic	Accommodation
North	Y	Y		Y	Y	Y	Y
Taranaki	Y	Y	Y	Y	Y	Y	
Gisborne	Y	Y	Y	Y	Y	Y	
Hawkes Bay	Y	Y		Y	Y		
Central	Y	Y	Y	Y	Y	Y	Y
Nelson	Y	Y					
Christchurch	Y	Y		Y	Y	Y	Y
South & Mid Canterbury	Y		Y	Y			
Southland	Y		Y	Y	Y	Y	

Strategic Foundations

Most of YMCA's activities fall within four clusters – children's services, youth development, recreation, and accommodation.

The connecting threads through these activities are to:

- develop the potential in youth
- connect families and communities
- promote health and wellbeing.



In Memoriam

NATIONAL LIFE MEMBERS:

Peter Darracott (Wellington)

John Donkin (Hawkes Bay)

Bernard Downey (Nelson)

Alva Faul (Invercargill)

Ross Grantham (National CEO)

Dennis Oliver (Hawkes Bay)

Chris Purcell (Wellington)

Lomond Seel (Auckland)

Graeme Todd (Nelson)

John Wilkinson (Auckland)



Ross Grantham (1994)

d: 31 March 2022 (Washington DC)



Lomond Seel (1993)

d: 6 April 2022 (Auckland)

Proudly supported by:



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Buddle Findlay

Auditor

BDO Wellington

