

YMCA update for staff and volunteers - Thursday 30 July

Speakers: Carolyn Morris, Amanda Locke, Peta Gillies and Emily Greco



**All staff and volunteer webinar
Thursday 30 July 2020**

Carolyn Morris – CEO YMCA Victoria and Kingswim

Peta Gillies – Executive General Manager, Youth, Camping and Disability Services

Amanda Locke – Executive General Manager, Children's Programs and Kingswim

Emily Greco – Virtual Y Content Development Manager



Carolyn

- Good afternoon everybody, I hope you're all well.
- I'd like to acknowledge the traditional owners of the land on which we meet today and pay my respects to Elders past, present and emerging.
- I'm joined by Amanda Locke, for a Children's Programs and Aquatics update, Peta Gillies for Virtual Y and a new face to the webinar, Emily Greco, who is here to provide us all with some self-care tips for lockdown 2.0.
- I'll begin with the updates from Premier Daniel Andrews's press conference this morning.
- In the last 24 hours there have been 723 new cases and 13 deaths.
- The Australian Defence Force have begun door-knocking to check that confirmed cases are staying at home and isolating. Unfortunately, they uncovered a number of people who were not home when they knocked on

their door, which has raised further concern that there are still people who have tested positive and are going out into the community.

- Daniel Andrews said that the people who have either tested positive, have symptoms but haven't been tested or are waiting on their test results and continue to go out into the community are the reason we are not seeing numbers reduce.
- After midnight tonight in the City of Greater Geelong, Surf Coast and Queenscliff are not allowed visitors into their homes. Hospitality can remain open.
- And finally, from midnight on Sunday wearing a face mask or covering will become mandatory state-wide.
- This has raised some questions regarding whether wearing a face mask while teaching swimming lessons at our regional sites is feasible, and I'm sure some of you might be wondering this too.
- Once we have more information on this, we will be communicating directly regarding the wearing of masks for our staff who are working to ensure everyone understands what is required.

JobKeeper

- Now on to JobKeeper. Last week there were many questions around the latest JobKeeper announcement and what it means for you personally.
- To recap: The Federal Government announced that JobKeeper will remain in place until March next year but at a reduced rate and under a two tiered system.
- Wage subsidies will be reduced from \$1500 to \$1200 a fortnight for eligible full-time workers after 27 September and reduced to \$750 for part time workers.
- For the March quarter - meaning January, February and March - JobKeeper will be further reduced to \$1000 for full-time and \$650 for part-time.
- Before both quarters commence, the Y will have to requalify for the scheme by demonstrating a 15% drop in revenue in affected quarters per entity.

- Many of your questions last week sought clarity on the two tiered system and how it is determined which tier you fit into – the full time payment or the part time payment.
- The Federal Government criteria is that for the last two fortnights of February, staff who worked more than an average of 20 hours per week or more will be entitled to the higher tier of \$1200 and those who worked less than 20 hours per week will be entitled to the \$750.
- The Federal Government have also stated that the ATO will give us guidance where the employee's hours in the last two fortnights of February were not usual. For example, we believe this will include if you were on leave, volunteering during the bushfires, or not working your contracted hours.
- JobKeeper 2.0 will be legislated on 24 August when Parliament next sit, and we will be able to provide you further updates on the exceptions then.
- So it's now our job to go back in our payroll system to determine hours worked by each eligible employee at the Y, and we appreciate your patience as we work through this.
- If you fall into the second tier, that is, you worked less than 20 hours a week in the last two fortnights of February, **you will be communicated with directly via email.**
- The other important thing to note, is that we still need to requalify for the next quarter to receive JobKeeper, and we cannot do so until the end of September when we are able to provide a financial summary to the ATO.
- We will of course prepare everything in anticipation for requalifying, but will not be able to confirm this with you until early October.
- We do not anticipate that this will cause any delay in payments of JobKeeper 2.0 if we are eligible.
- If you have an individual question about your personal circumstances regarding JobKeeper, I encourage you to wait until you have been communicated with in regards to the tier you fall into. And if you feel that you have been incorrectly allocated, you will of course be given the opportunity to discuss this with the support team.

- So while none of this information is new since last week, I wanted to recap on the announcement because I know how important it is to you and want to make sure that we are giving you the best possible information.
- In my follow up email after this webinar, I will include the Federal Government's JobKeeper fact sheet and you can also go to our emergency.ymca.org.au website where there is a section on JobKeeper with updated information.

Annual Leave

- Next, I have another update regarding the requirement to take annual leave if you are receiving JobKeeper and your leave balance is above two weeks.
- Firstly, I'd like to thank those of you who have taken your annual leave, I know that it was not something many of you wanted to do so I really appreciate your willingness at this time to ensure the ongoing viability of the YMCA.
- There are so many organisations that have had to ask their staff to help in this way due to these unprecedented times. Everybody, particularly Victorians recognise how hard this has been.
- There are still some people who have annual leave above two weeks and are receiving JobKeeper. Some communication will be sent out to you in the coming weeks to remind you take your leave.
- I know this is not an ideal situation and I know how much we all value our annual leave, but this is something that we as an organisation need to do to ensure we are sustainable into the forward.
- I'll now handover to Amanda.

Amanda

- Thanks Carolyn.
- Some positive news today for the Outside School Hours Care (OSHC) sector is that the Morrison Government will provide an estimated \$6 million to support working Victorian families impacted by the COVID-19 lockdown and help them access care outside school hours care.
- The Government will pay eligible OSHC services in Metropolitan Melbourne and the Mitchell Shire 15 per cent of their revenue, backdated to 20 July 2020.

- This is great news for OSHC, and more information to our OSHC staff will be provided once we have worked through this announcement.
- I wanted to share some further information regarding the advocacy work Melinda Crole, CEO of YMCA Australia, has been undertaking in partnership with CEOs of other child care providers.
- To date, unfortunately neither the state nor federal government have provided any further update for additional support for employees of the child care sector. Particularly due to the current shutdown, we are really hopeful that further support will be provided.
- While we don't know what the outcome of this advocacy is yet, we will continue to do our best to urge the government to support this sector. I want you to know that we are right there with you and will continue to advocate until we receive a plan from the government.
- I want to again acknowledge all our Children's Programs staff who continue to work as an essential service. I know this has been a really challenging time, and particularly in Victoria with so many new confirmed cases each day, the whole organisation is really proud of our Children's Programs team.

Aquatics

- An update on aquatics. Our Kingswim sites in NSW, ACT and QLD and our recreation pools in regional Victoria and South Australia are doing really well since reopening.
- We are all really proud of our teams at these sites and the innovations that are happening to support our communities. We just can't wait for all our other sites to be able to follow suit.
- In other news, a new industry alliance has formed in direct response to the COVID-19 pandemic and I have been invited to be the chair of this alliance.
- The Victorian Aquatic Industry Alliance (VAIA) has been formed to support the Victorian aquatic industry through these uncertain and challenging times.
- The alliance is made up of key aquatics industry representatives, including from the Y, with the unified goal of advocating for swimming lessons and other aquatic activities to recommence as restrictions lift across the state.

- The purpose of the alliance is to establish best practice recommendations for re-opening and ongoing operations and programming during the pandemic period, as well as provide advice and advocacy to government departments.
- The alliance meets weekly and I believe that this will be a really positive thing for the aquatics sector in the coming months.
- I'll now handover to Peta.

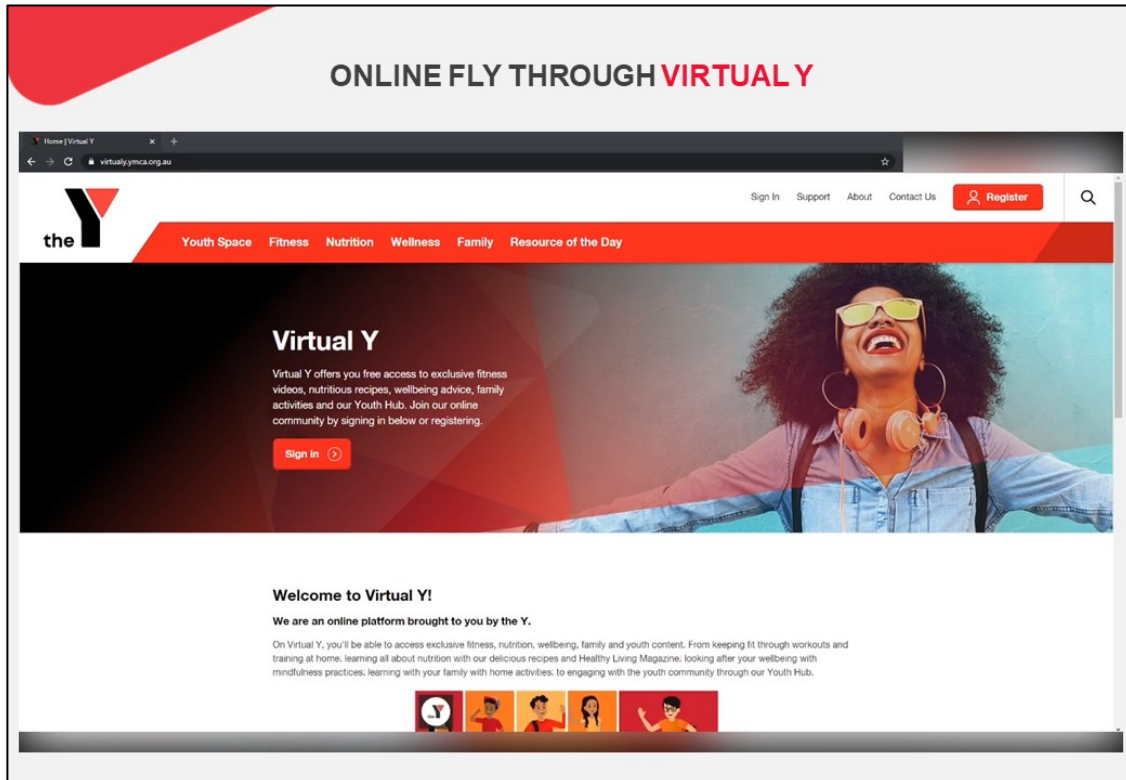
Peta

- Thanks Carolyn, and hi everyone. It's now five weeks since we launched Virtual Y, and we are thrilled to now be able to report on our impact so far and next steps of development.



- We know, both through our own research as well as that of other peak youth Organisations that the current pandemic is hitting young people incredibly hard. Disrupted education, job losses, mental distress and social isolation all need to be tackled head on else there is a significant risk of long term impact to an entire generation.
- That's why we've developed and launched Virtual Y

For those that have not yet had a chance to experience virtual Y, we've prepared a quick demo of the site



- Since launch we have been working hard to continually develop and deliver on live and static content in our key focus areas, including:
 - Youth Space where we have a live timetable of activities, skill development, wellbeing, mindfulness and connectivity programming;
 - Fitness, where, as at this week we have 46 live fitness sessions per week, as well as countless on demand sessions and other resources to help keep you fit.
 - Nutrition, a compilation of articles from Healthy Living Magazine, as well as recipes;
 - Family, which includes fun and interactive home based activities for the whole family, as well as learning at home and information on how to keep children and young people safe on line; and
 - Resource of the Day – where you will find walkthroughs and app reviews for resources targeted towards young people and those that support them.

We've so far received some very positive feedback, with users commenting:

- “A great platform that allows me to stay socially connected”

- “Fantastic program and I could do it with friend who were a part of my work through facetime”
- “It was a fantastic option during this challenging time, it definitely helped keep my fitness and mental health in track, thank you!”
- “Love the support/recommendations for resources”



- Within our first 5 weeks since launch, we are well on our way to reaching our initial target of 10,000 registered users by October. Since preparing this data, we have edged even closer really close to 5000 registrants, and the number of sessions we have reached is fast moving towards 40,000.
- We currently have just over 100 staff working on this project from across all areas of the business – a great outcome for our staff who, with the current restrictions, might otherwise not currently be able to work



- Which leads us to where we are today. We know Virtual Y is reaching our communities and young people. We know from our baseline impact data If the PowerPoint version is easier technically, then we need to take out that:
 - 83% of respondents feel Virtual Y has helped them to keep active and to support physical health
 - 81% feel Virtual Y has supported their mental health and wellbeing
 - 52% indicated it has helped reduce feelings of social isolation and/or loneliness, and
 - 48% feel they have been able to keep connected to the community
- So now we are looking to further expand and enhance to make this impact even greater, including ensuring that the voice of young people is front and centre to the ongoing development of Virtual Y.
- We are also working to secure ongoing funding and content partners, to ensure we can continue to have such great impact well into the future.

Now, to give a very practical demonstration of some of the fantastic content available on Virtual Y, I'm thrilled to introduce you to Emily Greco Emily (or Greco to most!) is our digital content manager for virtual Y – and is going to run you through some tips on self care and wellbeing. Over to you Emily.

Emily – Self-care

- Hi, I'm Emily Greco the Virtual Y Content Development Manager and I'm here to talk about the importance of looking after ourselves and to debunk some self-care myths.



DEBUNKING SELF-CARE MYTHS

Separating fact from fiction

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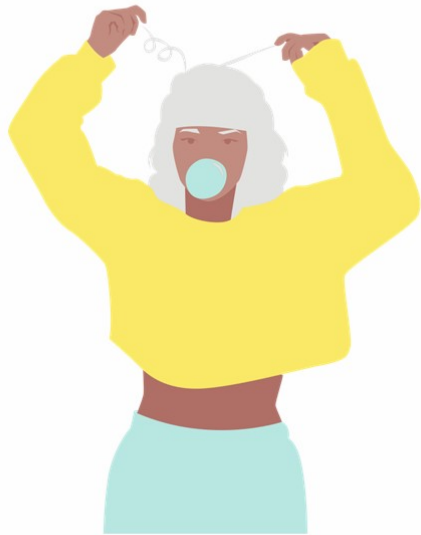
IT'S ALL OR NOTHING.

It's about relishing life's small pleasures.

Internal launch of the Y 7 

SELF-CARE IS A LUXURY.

It can be as simple as meditating.



IT'S ABOUT BEING SELFISH.

Prioritising yourself is self-love.

BOOZE AND BINGE- WATCHING SHOWS



Self-care should be focused
on healthy activities.

Internal launch of the Y 10



YOU HAVE TO ACHIEVE YOUR GOALS AND EARN IT.

Denying yourself self-care leads to burnout.

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IT TAKES UP LOTS OF TIME.

You only need at least 10 minutes a day.



Internal launch of the Y 12



IT SHOULD FEEL LIKE AN OBLIGATION.

Feel free to switch up your self-care methods.



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HOW DO YOU DO YOUR SELF-CARE?

Let us know!



Internal launch of the Y 14



Self-Care Bingo

Take some deep breaths and know that you are strong and will get through this time	Meditation or yoga, even just 10 minutes each morning or night	Do something kind for someone without expecting anything back in return	Let a pet help you with your self-care	Listen to an audiobook or podcast - walk at the same time if you like to kill two birds (so to speak)	Allow yourself to be bored	Be inspired by #SelfcareSunday
Clean and declutter your workspace - a polished desk is a polished mind	Set yourself a reminder on your phone (or Alexa device) saying, "You're amazing!"	Take a 10-15 minute walk during the workday	Light a candle in your favorite scent	Call / zoom someone you haven't spoken to for a while	Cook yourself a nice meal. Eating = self-care.	Create a safe space at home that's meant only for pure relaxation
Keep a record of your daily steps - challenge a friend - Join a competition	Arrange a "walk and talk" meeting with a colleague or friend	Choose being kind over being right	Add some inspirational connections to your social media feed.	Tell at least one person something you like, admire, or appreciate about them. Or consider telling yourself.	Try a new recipe or put your order in with the cook	Do something nice for someone else - and don't tell anyone about it
Write yourself a "well-done" list at the end of the day to celebrate your achievements, however big or small.	Lift weights while you binge..... tv that is!	Spend 20 minutes clearing clutter	Eat breaky then check your phone - Resist the urge to look at your device first thing when you wake up.	Cut yourself some slack - these are tricky times	Embrace JOMO (the joy of missing out) - No one is doing anything anyway!!	Get your sweat on. Exercise is a powerful mental health tool proven to help depression and anxiety.
Unfollow people who bring you down - Your feeds should be full of people and brands that lift you up	Do one thing at a time	Resist the Urge to Criticize - that includes yourself	Mindful moments - Sit with your back supported and your head free. Close your eyes and move through each of your senses, noticing what you hear, feel, see, taste and smell.	Take a lunchtime stroll	Make a mantra - come up with a phrase that will help you get in the right mindset (could even be a song)	Do nothing Whether it's binge-watching your favorite show, getting lost in a good book, or zoning out to music, whatever "nothing" means to you, do it.
Create a "Yay" list - Every night, write down anything that made you say "Yay" during the day	Plan a play date just for you	Give your eyes a break - Every 20 minutes, take a 20-second break to look at something 20 feet away	Discover a new podcast How I Built This or Oprah's Super Soul Conversations (listen to make a less-than-fun task like folding laundry fly by or whenever you need a boost).	Make an uplifting playlist - have all your favourite upbeat songs in one spot	Pamper your skin - Who doesn't love a good face mask? It's the perfect excuse to chill	Review how many things you have achieved, how prick a favourite and do it again! 🙌

Resources: Don't sweat the small stuff - Richard Carlson / Simple and real ideas - Megan Nicole O'Neil / Ways to create the Ultimate self-care routine - Nicole Sportsa

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**JOIN ME FOR
Y-SOLATION ON
INSTAGRAM
6:00pm FRIDAY!
@ymcavictoria**



CREDIT: CANVA 16



- Thank you, I'll now hand back over to Carolyn.

Carolyn

- Thanks Emily that was fantastic.
- Before we move into Q+A I have an exciting announcement regarding YMCA Action Sports. The team have just formed a new partnership with the Victorian Skateboarding Association to create more opportunities for communities to get involved in Actions Sports programs and services across Victoria.
- The partnership has a total value of \$1.4million across four years, and the Y and VSA will work together with the Y as the primary facilitator of all programs and the VSA as the peak body so we can grow.
- Congratulations to the Action Sports team who continue to carve it up!

Q+A

Face masks for regional Vic when working in the pool? We are working through the details of this and will communicate the answers when it is clarified.



Thank you

- Thanks everybody for your time and questions today.
- Thank you to Amanda, Peta and Emily for joining today and I will see you all again next week.