

All staff webinar Thursday 12 November

Speakers: Carolyn Morris and Susannah Lebron



Webinar update: Thursday 12 November

Carolyn Morris
CEO YMCA Victoria and Kingswim

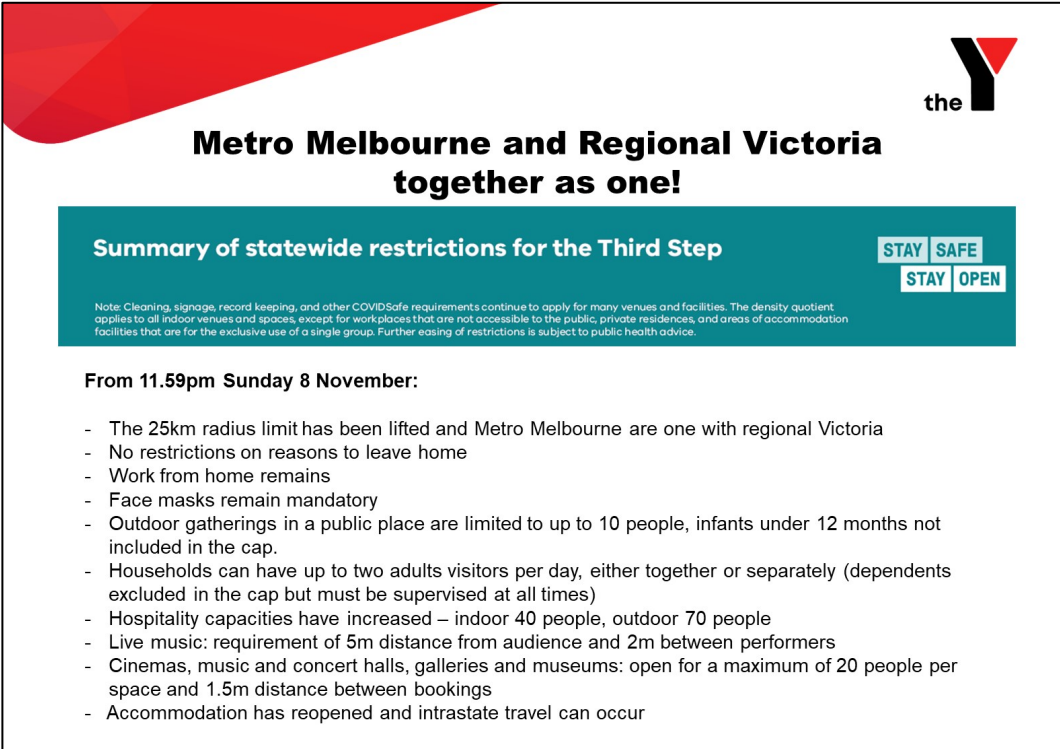
Susannah Lebron
CEO YMCA New South Wales




Carolyn

- Good afternoon everybody and thanks for your time this afternoon. Today I am joined by Susannah Lebron, the CEO of Y NSW.
- First, I'd like to acknowledge the traditional owners of the various lands on which we are meeting today. For me that is the Wurundjeri people of the Kulin nation, and I pay my respects to Elders past and present.
- This week is NAIDOC Week, which celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.
- Indigenous Australians are the world's oldest living culture and have lived here for over 60,000 years. Before colonisation, there were over 500 different clan groups or 'nations' around the continent, many with distinctive cultures, beliefs and languages.
- This is remarkable and we all have so much to learn from Indigenous cultures here in Australia.

- I wanted to share with you the winner for this year's NAIDOC poster competition, Tyrown Waigana, a Perth based artist and designer.
- I hope that we all take a moment this week to celebrate our Aboriginal and Torres Strait Islander peoples – maybe not by attending an event for those of us in Victoria, but perhaps by continuing our education into our shared history as a country and the achievements and resilience of Indigenous Australians.
- It has been an eventful week in world news and here in Victoria. What a big news day it was on Sunday to find out who the new US president-elect was and then hours later Daniel Andrews confirming we would be moving into a new phase of relaxing restrictions from Monday this week.
- I won't talk about the US election today as I'm sure you've heard enough about that, but I will talk about the new restrictions we are now under in Victoria. One of the big moves was to remove the 'ring of steel', it is so exciting for metro Melbourne to be at one with regional Victoria.
- I hope you have all had the opportunity to visit loved ones who you have been unable to see for the last four or so months.



 the

Metro Melbourne and Regional Victoria together as one!

Summary of statewide restrictions for the Third Step

STAY SAFE
STAY OPEN


Note: Cleaning, signage, record keeping, and other COVIDSafe requirements continue to apply for many venues and facilities. The density quotient applies to all indoor venues and spaces, except for workplaces that are not accessible to the public, private residences, and areas of accommodation facilities that are for the exclusive use of a single group. Further easing of restrictions is subject to public health advice.

From 11.59pm Sunday 8 November:

- The 25km radius limit has been lifted and Metro Melbourne are one with regional Victoria
- No restrictions on reasons to leave home
- Work from home remains
- Face masks remain mandatory
- Outdoor gatherings in a public place are limited to up to 10 people, infants under 12 months not included in the cap.
- Households can have up to two adults visitors per day, either together or separately (dependents excluded in the cap but must be supervised at all times)
- Hospitality capacities have increased – indoor 40 people, outdoor 70 people
- Live music: requirement of 5m distance from audience and 2m between performers
- Cinemas, music and concert halls, galleries and museums: open for a maximum of 20 people per space and 1.5m distance between bookings
- Accommodation has reopened and intrastate travel can occur

- Further to the ring of steel being lifted. On the screen are the restrictions that came into effect on Monday. Some of these are:

- The 25km radius limit has been lifted and there are no restrictions on reasons to leave home and you can even travel intrastate
- What remains mandatory is working from home where you can and face masks
- Hospitality capacities have increased – indoor 40 people, outdoor 70 people



From 22 November for both Metro and Regional

**Summary of statewide restrictions for the
Last Step of Victoria's roadmap to reopening**

Note: Cleaning, signage, record keeping, and other COVIDSafe requirements continue to apply for many venues and facilities. The density quotient applies to all indoor venues and spaces, except for workplaces that are not accessible to the public, private residences, and areas of accommodation facilities that are for the exclusive use of a single group. Further easing of restrictions is subject to public health advice.

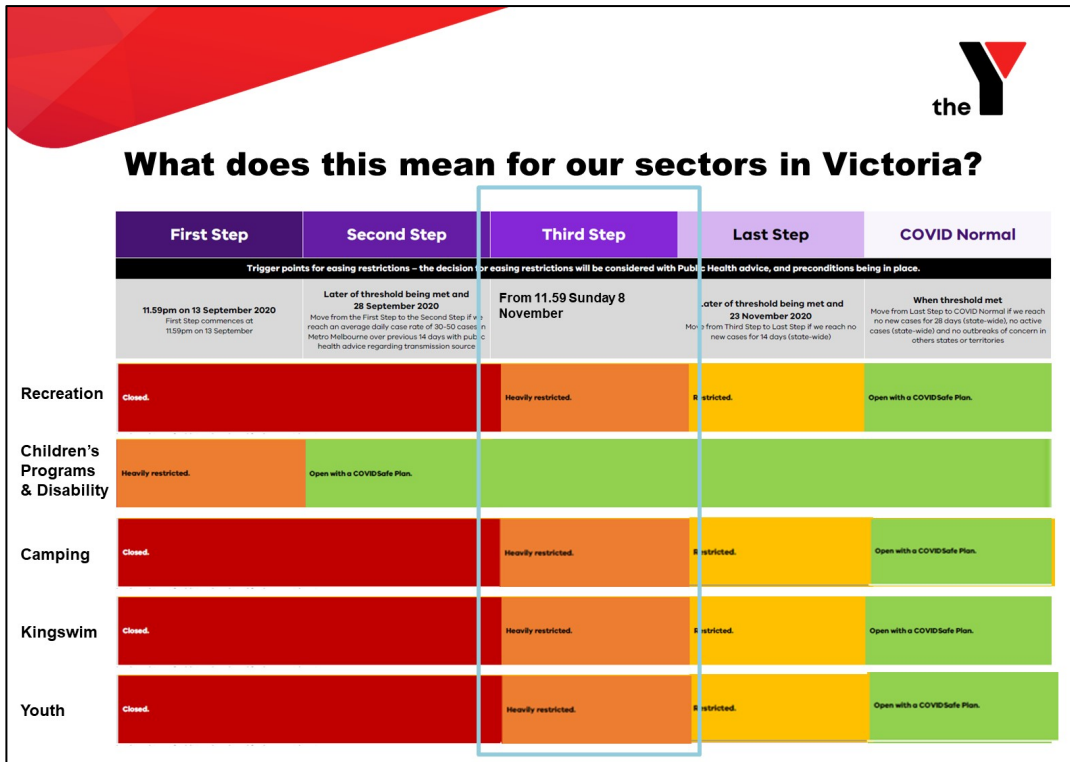
STAY SAFE

STAY OPEN

From 11.59pm Sunday 22 November:

- Up to 10 people at a time can visit a household
- Up to 50 people can gather outdoors from any number of households
- Community venues, indoor religious gatherings and ceremonies : Group limit 20, patron cap of 100 people, density quotient of 1 per 4m²
- Out door religious gatherings and ceremonies: Groups of 50, total venue cap of 500, density quotient of 1 per 4m²
- Weddings and funerals allowed up to 100 attendees, density quotient of 1 per 4m²
- Indoor food and drink facilities, cinemas, theatres, galleries, museums: maximum 100 people per space and up to 20 people in group bookings
- Outdoor food and drink facilities: Up to 200 patrons per venue, subject density quotient of 1 per 4m²

- And then, from 11.59pm Sunday 22 November:
 - Up to 10 people at a time can visit a household
 - Up to 50 people can gather outdoors – including religious gatherings
 - Community venues, indoor religious gatherings and ceremonies : Group limit 20, capped at 100 people
 - Weddings and funerals allowed up to 100 attendees
 - Hospitality capacities increase to 100 people indoors and outdoors 200



- So what does this mean for our sectors in Victoria? As you can see on the slide, we are currently in the third step and will move to the last step on 22 November.

Exercise and Recreation

Summary of statewide restrictions for the Third Step and Last Step of Victoria's roadmap to reopening

STAY SAFE
STAY OPEN

Note: Cleaning, signage, record keeping, and other COVIDSafe requirements continue to apply for many venues and facilities. The density quotient applies to all indoor venues and spaces, except for workplaces that are not accessible to the public, private residences, and areas of accommodation facilities that are for the exclusive use of a single group. Further easing of restrictions is subject to public health advice.

From 11.59pm Sunday 8 November:

- **Indoor physical recreation (including classes and personal training)**
 - Strict density quotient of 1 person per 8m²
 - Patron cap of 10 people per space and 20 people per venue with a maximum group size of 10
 - Patrons continue to wear masks unless out of breath
 - Staggered class times and time gap of 15 minutes to avoid congregation
 - Required to have a COVIDSafe Marshal onsite
- **Indoor community sport**
 - permitted for children where distance of 1.5m can be maintained for maximum 20 people. Spectators limited to one adult where child requires supervision
- **Indoor pools, including lessons**
 - Patron cap of 20 people or density quotient of 1 per 4m², whichever is fewer

- More specifically, for our recreation and Kingswim sectors, this means:
- From 11.59pm Sunday 8 November:
 - **Indoor physical recreation**
 - Density quotient of 1 person per 8m²
 - Patron cap of 10 people per space and 20 people per venue with a maximum group size of 10
 - Patrons continue to wear masks unless out of breath – for example when you are walking around the centre
 - Staggered class times and time gap of 15 minutes to avoid congregation
 - Required to have a COVIDSafe Marshal onsite
 - **Indoor community sport**
 - Permitted for children where distance of 1.5m can be maintained for maximum 20 people. Spectators limited to one adult where child requires supervision
 - **Indoor pools, including lessons**
 - Patron cap of 20 people or density quotient of 1 per 4m², whichever is fewer



Latest re-opening dates for recreation centres

Indoor Pools		Indoor Health Clubs/Group Fitness	
Benalla	9/11	Brunswick	9/11
Bendigo, Peter Krenz	9/11	Northcote	9/11
Northcote	9/11	Oak Park	9/11
Dandenong Oasis	13/11	Macleod	9/11
Noble Park Aquatic	13/11	Benalla	9/11
Casey RACE	16/11	Boroondara	9/11
Fawkner	23/11	Ashburton	9/11
		Hawthorn	9/11
		Casey RACE	9/11
		Carlton Baths	9/11
		Kensington	9/11
		Fawkner	23/11
Swimming Lessons		Stadia	
Horsham	4/11	RecWest	16/11
Warragul	4/11	Outdoor Pools	
Numurkah	9/11	Fawkner	23/11
South Gippsland SPLASH	9/11		
Benalla	9/11		
Bass Coast	9/11		
Peter Krenz, Bendigo	16/11		

Then from 11.59pm Sunday 22 November:

- **Indoor physical recreation and community sport – contact and non-contact**
 - Patron cap of up to 100 people
 - Group or class size of up to 20 people
 - Large sporting venues can only have a 25 per cent of the normal patron capacity
 - **Outdoor sport and recreation – contact and non-contact**
 - Patron cap of 500, group sizes align with public gathering limits of 50 people
 - **Indoor pools, including lessons**
 - Patron cap of 50, excluding supervisors and instructors
 - **Outdoor pools, including lessons**
 - Open with no patron cap
- All of these is with the requirement that it is no more than one person per 4m².



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- This slide shows the currently confirmed reopening dates for our recreation centres. You can find these listed on the emergency.ymca.org.au website. As always, when you are required to return to work you will be provided at least three days' notice in writing.
- For Kingswim, we have been open since Monday with great feedback from families and staff who are excited to be back.

Camps

Summary of statewide restrictions for the Third Step and Last Step of Victoria's roadmap to reopening

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STAY OPEN

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- School camps, including to attend remote campuses, can resume across Victoria for all schools. There are no restrictions on travel between metropolitan Melbourne and regional Victoria.
- Camp facilities can only be used by a single school at any one time until the Last Step of the roadmap for reopening is reached, subject to updated public health advice; at that time, multiple schools will be able to attend a facility if there is no mixing between school groups.
- We are excited for our two metro camps – Camp Manyung and Mt Evelyn – are now able to reopen and join our four regional camps who have now been open for the past month.
- Community groups are still restricted to the community gathering guidelines.

- Now on to camps...
- We are very pleased that the Department of Education have now released the latest School Operations Guide confirming that all schools may participate in school camps. At this point, just one school at a camp at a time.
- With no restrictions on travel between Metropolitan Melbourne and Regional Victoria, regional schools can now book to attend our metro camps and metro schools can book our regional camps.
- School groups have already been booking our camps as teachers and principals appreciate the role camps play for students to reconnect and enjoy each other's company and the outdoors.
- For community groups who would like to come on camp, they are still restricted to the community gathering guidelines of 10 people maximum – we assume this would go up to 50 people after 22 November.
- It's great to see our camp staff coming back and providing experiences that put smiles on people's faces and having fun again

- It is so exciting that more of our services are opening up across our sectors, and I just want to thank you all again for your support, patience and commitment as we have navigated this process together.
- You might recall last week we said there were approximately 2,000 staff back at work, this number has now reached 2,700 and rising.
- I know it hasn't been easy, but with zero new COVID cases for almost two weeks straight now, it really makes it all feel worth it and I hope you feel the same way too.
- Moving on to the Staff and Volunteer Awards next Friday at 4.30pm. Registrations are now open to attend. We would love to see you all attend as it is an opportunity to say thank you and celebrate our achievements together, virtually.
- From today we are going to start doing these webinars fortnightly based on your feedback, and also because we are focused on reopening.
- Next week, there will be the awards and then the following week will be the next webinar.
- I would now like to introduce you to Susannah, who has kindly agreed to come on today to share with us some insights and advice after having led Y NSW through COVID-19 and of course, having been reopened for many months longer than those of us in Victoria. I'm sure we will love to hear what to expect working in a COVID-normal environment.
- Over to you Susannah.

Susannah

Susannah shared insights and advice from YMCA NSW from before, during and now, emerging from the COVID pandemic, giving us an idea of what can be expected in the coming weeks and months. Her key piece of advice was to ensure we are kind to ourselves and one another.





Y NSW COVID Recovery


Before, during and emerging

1 

BEFORE : Programs, Services and cash

- Prior to COVID first time in 7 years Y NSW was forecasting to return a surplus
- Everyone was on a high even after a Cyber attack, Coronial, Bush fires, Floods and key leadership role change
- Program expansion and measurements, Tenders

2 

COVID Closure


3

DURING : COVID Closure

- Strategy workshop
- Stakeholder management accelerated
- Tender process continued
- Grants repurposed, delayed
- People engagement
- Scenarios, Scenarios, Scenarios



We believe in the power of inspired young people.



4

EMERGING : Post-COVID

- Stats 20% less YOY across the whole Business . Achieved from 100% to 50% impact within 3 months and now stabilised at 20%
- Provide feedback to Stakeholders along the way about progress, performance and especially customer insight
- Lessons learnt about strength and weakness of Biz lines, opportunity taken to reset, divest, invest and lean out
- New tenders awarded
- Strength of the Y brand



5

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6

Our People

- Fatigue
- Support Service vs Frontline
- Forecasting, shorter goals
- Tactical plan for the next 12 months rolling
- Balance scorecard to enable focus and common goals
- Adjustment to the way of working




7

Don't underestimate what you are capable of but at the same time be kind to yourselves and each other as you adjust to the change and uncertainty.

Carolyn


Q+A

Thank you



Y GEAR

ymcagear.com.au







Have your say on the new Y polo

A survey will be sent out via email where you can provide your feedback and preferences for the new Y polo

Get 20% off YMCA Rebuild's custom-made woodwork

Code: YREBUILD20
Valid until midnight Thursday 19 November
Feel free to share with friends and family

 <small>YMCA REBUILD - PHONE STAND</small> \$13.20	 <small>YMCA REBUILD - PEN HOLDER</small> \$33.00	 <small>YMCA REBUILD - SUCCULENT POT</small> \$33.00	 <small>YMCA REBUILD - CHOPPING / SERVING BOARD - SMALL</small> \$38.50
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- Finally, I have two updates from Y Gear. Firstly, they are in the process of creating a new staff polo and want to ensure you have the opportunity to provide your opinion. In my follow up email you will receive a link to the survey where you can provide your preferences for design, fabric and comfort.
- Secondly, the team at YMCA Rebuild are offering a 20% discount for Y staff and volunteers for their handcrafted woodwork products hosted on the Y Gear website.
- The code is YREBUILD20 and is live now and valid for one week – so it will expire at midnight next Thursday.
- The code will be sent out in the follow up email today and feel free to share it with family and friends.
- This is a great chance to get some Christmas presents and cheeseboards for all the picnics we will be having over summer, while supporting ReBuild.
- YMCA ReBuild is a social enterprise providing young offenders a second chance through training, education and employment. Your purchase helps create employment pathways for these young people.
- Thanks Susannah for joining us today, see you all next week at the awards.