What strong communities are made of



The people, programs and places helping Queensland communities thrive

the Y

What strong communities are made of

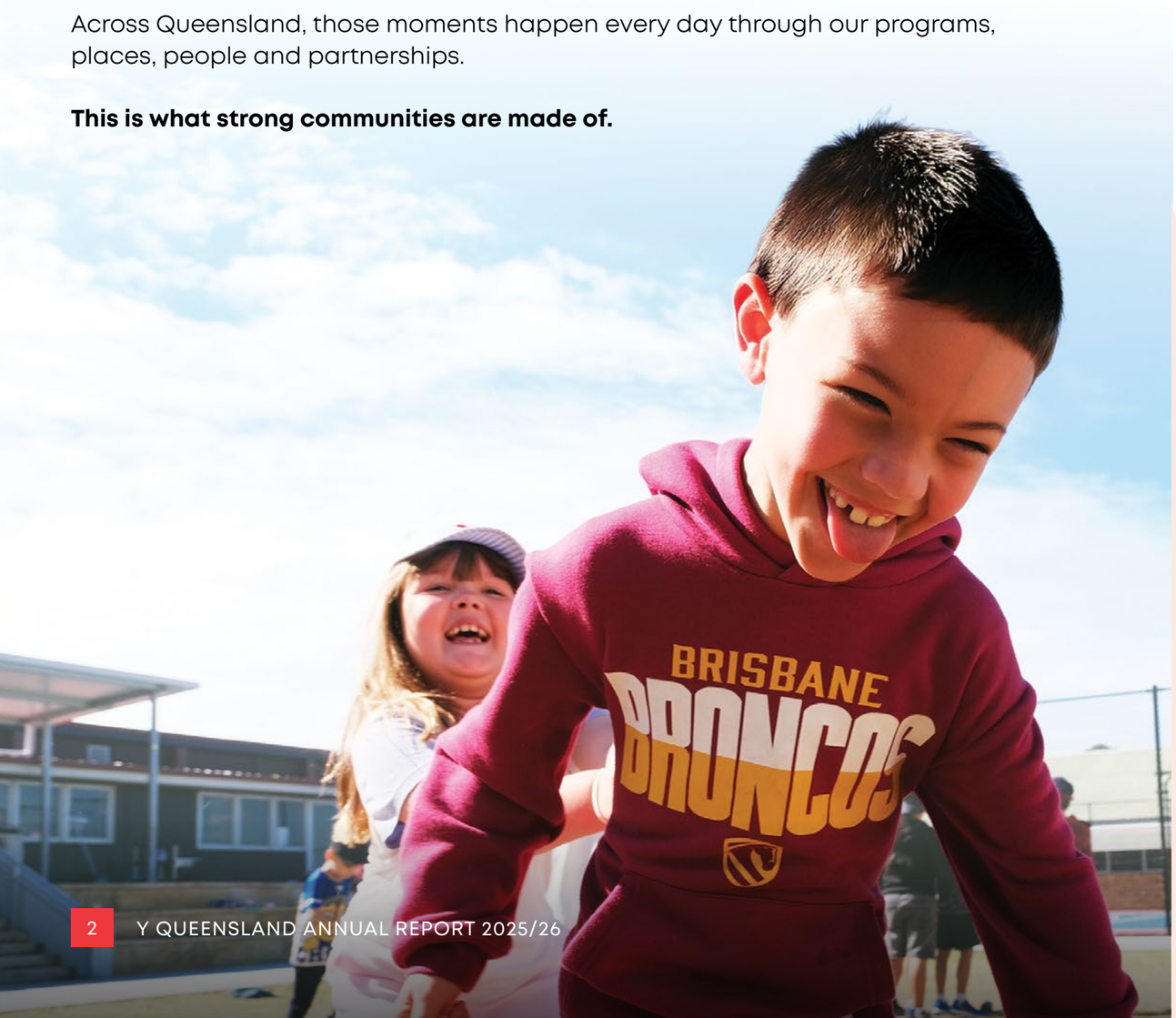
Strong communities are made in the moments people feel safe, supported, capable and connected.

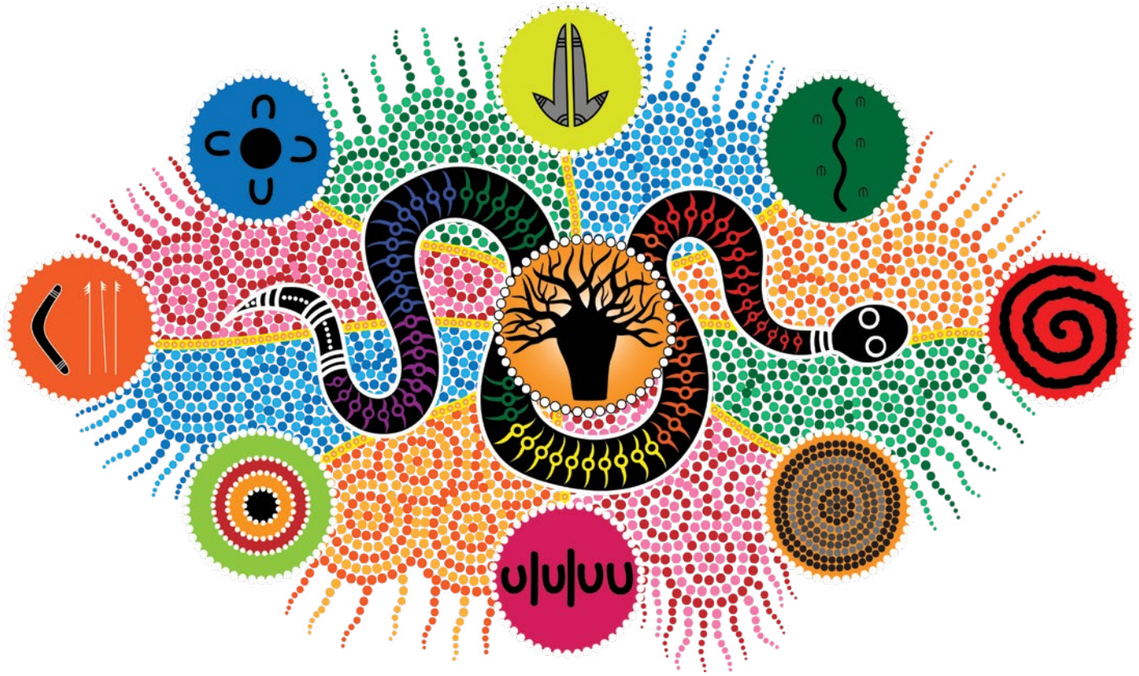
They are made when a young person finds another way to learn. When a child is welcomed by someone who knows their name. When breakfast makes the school day a little easier. When someone rebuilds their strength, finds a secure home or discovers a place where they belong.

They are made through care, opportunity, movement, connection and the people who keep showing up.

Across Queensland, those moments happen every day through our programs, places, people and partnerships.

This is what strong communities are made of.





Acknowledgement of Country

Y Queensland acknowledges the Traditional Custodians of the land on which we work and operate.

We pay our respects to their Elders, past and present, and recognise their continuing connection to land, community and culture.

The Y Reflect R.A.P Artwork
by artist Chad Briggs

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CEO MESSAGE

A message from our Chief Executive Officer



2025/26 was a significant year for Y Queensland, as we expanded our reach, strengthened our services and prepared for the future.

That progress has come at a time when many Queensland communities are navigating cost-of-living pressures, housing stress and changing family needs. It reinforces why reliable local services matter, and why we need to keep adapting.

Adapting is not new for Y Queensland. Since 1864, we have evolved alongside the communities we serve, responding as needs have changed and building new services and opportunities where they are needed most.

This year, Y Schools Queensland continued to expand, including preparations for new campuses and an online model of education. Our Outside School Hours Care network grew to 66 services, supporting children and families across Queensland. The Schools' Breakfast Program also reached another significant milestone, with 13.6 million breakfasts served to Queensland students since the program began. Across this growth, we have remained equally focused on safeguarding, quality and creating environments where children and young people feel safe, heard and supported.

One of our greatest strengths is the breadth of what we do. Across education and youth services, children's services, fitness and recreation, and housing, communities and retail, we can support people in different ways and at different stages of life. Our role is to be there where people need us, and to keep responding as those needs change.

None of this work happens without the people behind it. Thank you to our employees, who bring care, skill and commitment to our services every day; to our volunteers, who generously give their time and energy; and to our Board, whose leadership and stewardship help guide Y Queensland forward.

I also want to acknowledge our partners, funders, supporters and community organisations who work alongside us. Their trust, expertise and support help us extend our reach and strengthen what we can offer. Most importantly, thank you to the children, young people, families, members, residents and communities who place their trust in Y Queensland. It is a privilege to be part of their lives and communities.

For more than 160 years, we have been part of communities across this state. Our responsibility is to keep listening, improving and investing in what Queenslanders will need next.



Damian Foley
Chief Executive Officer
Y Queensland

BOARD CHAIR MESSAGE

A message from our President and Board Chair



2025/26 has been an important year for Y Queensland, with continued growth across our services and strong foundations being laid for the future.

The Board has been pleased to support the organisation as it has expanded its reach, strengthened its capability and continued investing in the services, infrastructure and systems that will support Queensland communities in the years ahead.

Our role is to ensure that growth remains responsible, sustainable and aligned with Y Queensland's purpose. Throughout the year, the Board has maintained a strong focus on strategy, safeguarding, risk, financial performance and the investments required to support quality service delivery.

We have also supported important decisions around new education models, service growth, infrastructure and organisational capability. These decisions reflect the need to respond to changing community needs while ensuring Y Queensland remains strong and well positioned for the future.

What gives me greatest confidence is the strength of the people behind the organisation. I want to recognise the contribution of Y Queensland's employees and volunteers across the state. Every day, they bring skill, care and commitment to their work, whether directly supporting people in our services or enabling that work behind the scenes.

I also thank Damian and the leadership team for the care and commitment they bring to guiding the organisation, and my fellow Directors for the experience, judgement and time they contribute to Y Queensland.

As we look ahead, the Board remains focused on supporting responsible growth, strong governance and a sustainable future, so Y Queensland can continue responding to the needs of communities across the state.



Tom Stephenson
Board Chair
Y Queensland

Board of Directors

Y Queensland is fortunate to be guided by a highly experienced and qualified volunteer Board, bringing expertise across strategy, business, community services, education, finance, law, risk, property, people and marketing.

Together, they provide oversight of Y Queensland's direction, performance and responsibilities, helping ensure we remain sustainable, accountable and focused on the communities we serve.



Tom Stephenson
President and Board Chair



Ian Smyllie
Vice President



Toolah Olsen
Treasurer



Heather Allan
Board Member



Ross Mason
Board Member



Cath Parker
Board Member



Richard Edwards
Board Member



Dr. Leanne Geppert
Board Member



Andrew Campbell
Board Member



Matthew Stoward
Invited Member



Paul Jobbins
Invited Member

Supporting Queensland communities since 1864

Y Queensland is a not-for-profit organisation creating connected, healthy and thriving communities through education, care, health, housing, recreation and community services.



"Stronger communities come from services that connect around people, not from programs operating in isolation."
Our Strategic Approach

Our Purpose
We create connected, healthy and thriving communities.

Our Approach
Local services, statewide experience and shared foundations working together.

Our Values
Honesty. Caring. Respect. Responsibility.

Our Model
We reinvest into the programs, people and places that strengthen communities.

AT A GLANCE

1864
Established in Queensland

100+
service locations

1,532
employees

191
volunteers

75+
different regions/ suburbs reached

2,613,320
service participations

One organisation. Four connected areas.

Our services differ in what they deliver, but share one purpose, helping people feel safe, capable, connected and able to participate in community life.

01

Education + Youth

- Y Schools Queensland
- Schools' Breakfast Program
- Queensland Youth Parliament



02

Fitness + Recreation

- Fitness
- Gymnastics
- Aquatics
- Cancer Survivor Program



03

Housing + Community

- Affordable Housing
- Community Centres
- Op Shops
- Camp Warrawee



04

Children's Services

- Outside School Hours Care
- Vacation Care
- Early Learning



More than 160 years of growing with Queensland

Our work has changed within Queensland. Our purpose has endured.

1864

It begins in Brisbane
Brisbane YMCA is established, starting more than 160 years of supporting people and communities in Queensland.

1908

First YMCA Gymnastics Hall in Brisbane opened in 1908.
At this time, the equipment provided was regarded as the finest in Australia, with the program catering for youth, through a National Fitness system.

1956

Camp Warrawee opens
Camp Warrawee officially opens, creating a place for young people and communities to learn, connect and experience the outdoors.

1975

Early Learning begins
The Early Learning Centre at Acacia Ridge opens, extending Y Queensland's support to children and families in their earliest years.

1979

Fitness and recreation expands
The Y-West fitness and recreation complex opens at Jamboree Heights, creating a new community hub for fitness, gymnastics, sport and recreation.

1992

Outside School Hours Care grows
OSHC begins at Albany Creek, marking the start of what would become one of Y Queensland's largest service networks.

2010

A different way to learn
Y Schools Queensland is established, creating a new individualised education pathway for young people who need something different from mainstream schooling.

2009

A new role in housing
Y Queensland begins delivering affordable housing, supporting people with greater stability, security and connection to community.

2006

Breakfast before the bell
The Schools' Breakfast Program begins in Logan, helping children start the school day nourished and ready to learn.

1996

Young people gain a statewide voice
Queensland Youth Parliament begins, giving young people a platform to develop ideas, debate issues and influence the future of their state.

2011

Community connection grows
Springfield Lakes Community Centre opens, creating a local place for programs, support, participation and connection.

2016

Supporting recovery through movement
The Cancer Survivor Program launches, combining tailored exercise with confidence, recovery and connection.

2019

YMCA becomes The Y
YMCA Australia adopts The Y as its national brand, with a refreshed identity designed to better reflect a more inclusive, contemporary organisation.

2017

Giving things another possibility
The Mt Gravatt Op Shop opens, making quality donated goods more accessible while extending the life of items through reuse.

2026

Building what comes next
New education models and campuses, investment in affordable housing and continued service growth lay the foundations for Y Queensland's next chapter.

Safeguarding

We want every person who engages with Y Queensland to feel safe, valued, respected and confident in our care. That means creating environments where safeguarding is part of our DNA.



Our safeguarding aspiration

Our aspiration is to build a culture where ownership of safeguarding is shared, where people **speak up, act early and take responsibility**. We use a common language, support one another and never lose sight of the trust placed in us.

Safeguarding is proactive, deliberate and grounded in our values. We anticipate risk, respond with confidence and keep raising the standard of safe, accountable practice across Y Queensland.

Notice. Check. Protect.

This is our shared approach to safeguarding, helping Y People recognise risk, respond to concerns and take action to protect children and young people.

Notice
Be tuned into and aware of what's happening around you.

Check
Be curious, pause and check what might be happening.

Protect
Act to protect children and young people.

Safeguarding every day

Our safeguarding commitment is supported by:

- Screening, training and a Code of Conduct for our people
- Clear policies and procedures
- Incident reporting, management and review
- Safeguarding Action Plans across our service streams
- A dedicated Y Queensland Safeguarding team
- Independent review by the Australian Childhood Foundation

Stay safe, tell someone

Children and young people should feel confident to speak up when something does not feel right and know they will be heard, taken seriously and supported.

We help children and young people recognise when they feel worried or unsafe, know who they can turn to, and understand that it is always okay to ask for help.

Creating safe environments means making sure their voice matters.



Safeguarding is more than compliance. It is part of who we are. It's a part of our DNA at Y Queensland.

Damian Foley | CEO of Y Queensland

EDUCATION & YOUTH SERVICES

Made of possibility

Strong communities are made of young people who can learn, participate and see a way forward.

EDUCATION & YOUTH SERVICES

Flexible education that reconnects young people with learning and future pathways.

SCHOOLS' BREAKFAST PROGRAM

Breakfast that supports readiness, belonging and participation at school.

QUEENSLAND YOUTH PARLIAMENT

A statewide platform that amplifies the voice of young people and supports them to influence change.

LOOKING AHEAD

New campuses, online learning and stronger pathways will extend future reach.

A different way to learn can change what comes next

Y Schools Queensland creates flexible, relationship-based individualised learning environments for young people who need something different from traditional schooling.

2025/26 AT A GLANCE

- **11** campuses
- **1,000+** students enrolled
- **226** employees







Our 11 campuses are located in communities across:

- Brisbane South
- Bundaberg
- Ipswich
- Logan
- Moreton Bay
- Redlands

Y Schools combines personalised learning, strong relationships, wellbeing support and practical pathways to help students re-engage with education, build confidence and work towards a positive future.

Wellbeing first

Students are supported to feel safe, seen, heard and connected, so they are ready to engage in learning.

Personalised learning

Individual plans connect academic progress, wellbeing and future goals.

Relationships

Teachers, youth workers and wellbeing teams know each student and work together.

Pathways

QCE, QCIA, VET, employment, apprenticeships and further study remain visible from the start.

Learning that opens a way forward

Success is measured not only by attendance, but by qualifications, confidence, connection, wellbeing and the next step a young person is ready to take.



2025/26 AT A GLANCE

96%*
parents said Y Schools was better than their young person's previous school

99%*
parents said Y Schools supports their young person's wellbeing

90%*
parents said their young person enjoys attending Y Schools

72 NPS
parent and carer net promoter score

85%
of the 2025 Year 12 cohort completed a Certificate I–IV qualification

67%
of the graduating cohort were engaged in employment, further study or an apprenticeship/traineeship three months after Year 12

**2026 Parent and Carer Survey and Schools Performance Outcomes Report*

Made real

"When I first joined the Y I was incredibly anxious and quite honestly terrified to start over at a new school. It was new people, new environment, new everything. At the time I was incredibly hesitant, but I can say with confidence it was one of the best decisions of my life to move to Y Schools Queensland. I've never felt so seen and accepted in a school before, since moving to the Y I've gotten my confidence back, made amazing friends and established healthy connections with staff instead of always being anxious around authority figures, I've never been so happy at a school before.

Student from Y Schools Queensland at Brisbane South Senior, 2026

What's next

Strengthen pathways, expand access, embed the refined THRIVE whole-school wellbeing and growth model and sharpen how we measure wellbeing, growth and future outcomes.

"My son's whole being has changed. He is more confident, has more self-esteem and he actually really enjoys going to school. I know he feels heard, recognised, and part of almost a family in a way. Y School literally helped him to be the best person that he can be, and I'm forever grateful. Thank you.

Carer | Y Schools Queensland at Redlands Senior 2026



A stronger school day starts with breakfast

Breakfast helps children arrive nourished, settled and ready to learn.



Statewide Program

We work with schools across Queensland to help ensure hunger does not get in the way of a young person's day. The Schools' Breakfast Program provides food, equipment and practical support so schools can offer welcoming breakfast services that help students arrive nourished, settled and ready to learn.

Why it matters

Breakfast helps students arrive with the energy, focus and readiness to learn, while creating a welcoming point of connection at the start of the day.

How it works

Y Queensland coordinates food, equipment, partners and practical support so schools can run reliable free breakfast programs for their students.

2025/26 AT A GLANCE

467
schools supported

13.6 million
breakfasts served since 2006

46,144
students accessing breakfast on a typical service day

2,218,926
meals

8,185
Food hampers

Local delivery

No two schools are the same. Each program is shaped around the students, volunteers and community it serves, making breakfast accessible and practical at a local level.

What's next

Grow supply, strengthen partnerships and evidence, and help more schools meet rising demand.

More than a meal

Schools report that breakfast supports readiness to learn and creates an inclusive, low-stigma start to the day.

Made real.

Through Y Queensland's Schools' Breakfast Program, 22 food hampers were provided to Aramac State School to help support local families over the holiday period, when regular breakfast services were not operating.

In total, 41 children were supported in this small regional community. It is one example of how the Schools' Breakfast Program responds to local need beyond the breakfast table.

Across Queensland, Y Queensland distributed 8,185 food hampers to families in 2025/26, helping provide practical support when it was needed most.

> *We couldn't decide who to pick and who to leave out, so we divided them up and every family received a hamper. Families couldn't believe the generosity.*
> **Jill Dyer | Business Services Manager, Aramac State School**





What it meant

97.6%
of surveyed school staff reported benefits for students from their breakfast, lunch and/or voucher programs.

A peer-reviewed 2026 study in the Health Promotion Journal of Australia, involving 46 Queensland schools supported by Y Queensland, found effective programs strengthened food security and school connectedness, particularly when they were welcoming, inclusive and built around relationships.

Partnership in action

Behind every breakfast is a network of partners, volunteers and practical support helping schools reach the students who need it most.

2025/26 Highlights

Schools tell us breakfast clubs do more than provide food. They give students a place to check in, connect, settle and start the day ready to learn. Support also extends beyond breakfast through emergency lunches and food hampers for families.

Strong communities listen to young people

Young people from across Queensland come together to learn, debate, develop policy and speak directly to decision-makers.



2025/26 AT A GLANCE

471 nominations

93 Youth Members

93 electorates represented

57% from regional and remote areas

8 Youth Bills developed and debated

22 volunteers supporting program delivery

Statewide Program

We support young Queenslanders to have a voice, build confidence and engage in civic life through the Queensland Youth Parliament. Participants represent communities from across the state, explore issues that matter to young people, develop policy ideas and experience how democratic decision-making works. Youth Members showed significant growth in their sense of belonging, youth voice, civic efficacy, understanding of the role of an MP, social self-esteem, youth civic character and civic participation.

Learn

Policy, advocacy, leadership and public speaking skills.

Create

Youth Bills, submissions and recommendations shaped by lived experience.

Connect

Peers, mentors, MPs, parliamentary staff and community leaders.

Influence

A platform for young people to be heard on the issues affecting their future.

A voice can become a pathway

The program's impact continues after Sitting Week through confidence, networks, leadership and future participation in community life.

8 Youth Bills developed and debated

Youth Members showed significant growth in areas including youth voice, civic participation, social self-esteem, civic efficacy and understanding of the role of an MP. All eight Youth Bills received assent from the Youth Governor before being passed on to the Office for Youth.

Made real.

Growing up in an ageing community, Noah Margetts often felt young people's perspectives were not always heard.

In 2025, while studying Law, Noah joined Queensland Youth Parliament as the Youth Member for Oodgeroo and Youth Minister for JPACS, the committee covering justice, policing, corrective services, child safety and the prevention of domestic and family violence. The experience gave him the opportunity to represent young people in his electorate and build a deeper understanding of legislation and community representation.

Now part of the Executive Team, Noah is helping future Youth Members have their voice heard, grow in confidence and build lasting connections.

> *"QYP made me believe that I have a seat at the table, even as someone from a rural community."*
> *Youth Member | 2025*



Bills developed

In 2025, Youth Members developed and debated eight Youth Bills in the Legislative Assembly Chamber at Queensland Parliament House:

- Cultural safety for First Nations people
- Life skills in senior schooling
- Local government accountability
- Safer sport and concussion protections
- Housing supply and vacant properties
- Patient voice through Ryan's Rule reform
- Consent and protection for young people
- Regional investment from resource royalties

The year in moments

Launch, committee work, regional engagement, parliamentary sitting and closing ceremony.

What's next

Strengthen statewide access, alumni pathways and the evidence of long-term leadership impact.

Coming soon to Y Schools Queensland

Y Schools Queensland is growing. New campuses, online learning and vocational pathways will bring flexible, wellbeing-first education closer to more Queensland communities.



Local need

Not every young person thrives in mainstream schooling.

96%

of Y Schools parents and carers surveyed in 2025 (183 caregivers) **said the school was a better fit for their child than their previous school.**

Local connection

Referral partners, employers, training providers and community organisations will help shape pathways.

Consistent model

Wellbeing-first education, individual support and clear post-school outcomes.

What's next

Final approvals, fit-outs, recruitment, community engagement and enrolment.



Online School
coming in 2027

Ipswich
Futures Academy coming in 2027

Bundaberg
Junior campus coming in 2027

Rockhampton
Futures Academy coming in 2027

RTO
Coming in 2027

Made of care

Strong communities are made of safe childhoods, trusted care and families that feel supported.



OUTSIDE SCHOOL HOURS CARE

Safe, reliable before and after school care where children can play, connect and belong.

VACATION CARE

School holiday experiences built around fun, choice, creativity, movement and new experiences.

EARLY LEARNING

Nurturing environments where young children can learn, grow and build confidence from the beginning.

SAFEGUARDING

A consistent, child-centred approach helping ensure children and young people are safe, heard and supported.

Care does not stop when the bell rings

Y Queensland creates safe, welcoming places before school, after school and during school holidays, while building strong connections with families and school communities.

AT A GLANCE

66
services

19,348
children

14,000+
families

1,817,423
annual attendances

900+
employees

Our 66 OSHC services are located in communities across:

- Brisbane
- Gold Coast
- Sunshine Coast
- Logan
- Ipswich
- Toowoomba
- Stanthorpe



We provide before school, after school and vacation care that gives children a safe, welcoming place to play, connect and belong. Our educators create experiences shaped around children's interests, supporting confidence, friendships, creativity and wellbeing while giving families reliable care around the school day. In 2025/26, Y Queensland welcomed eight new school communities into our OSHC network, extending our care and support to more children and families across Queensland.

Why it matters

Reliable care supports children's wellbeing and helps families balance work, school and life. Strong OSHC services can also become an important part of the wider school community, helping families feel welcomed, connected and supported.

Safety

Safety at OSHC is about more than supervision. It means creating an environment where children feel known, included, listened to and supported by trusted adults.

What we delivered

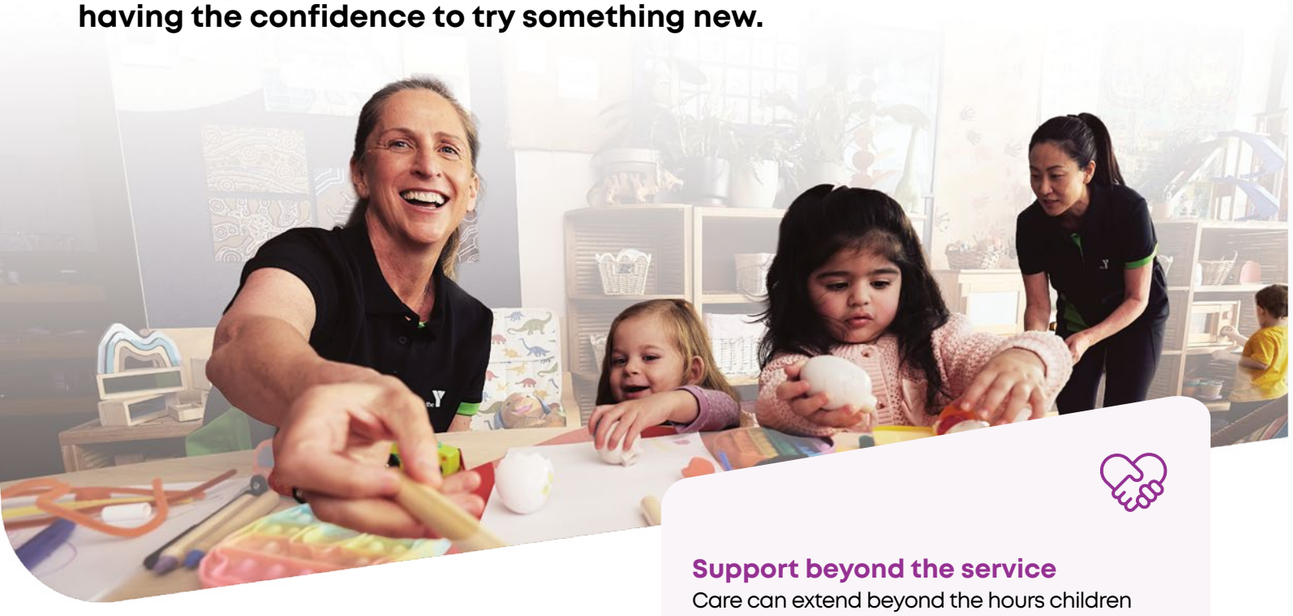
Before School Care, After School Care and Vacation Care, alongside school and community activities that strengthen relationships between children, families, educators and schools. Throughout the year, our teams participated in school orientations, graduations, community events, Under 8's Day, family mornings and school celebrations.

What's next

Strengthen child voice, program quality, workforce development and school partnerships, while continuing to build welcoming services that are connected to the needs of their local communities.

A place to belong after the bell

The strongest OSHC moments are often small, by being greeted by name, finding a friend or having the confidence to try something new.



Made real

> *"I have a child who becomes dysregulated quite easily and the staff are amazing at defusing her and getting her back on track. Without their ability to do so, I would've had to quit my job. Watching them keep all the kids safe and heading to and from all of their extra-curriculars is amazing."*
>
> **Parent from Ashgrove OSHC, May 2026**

Child voice

In Term 2, 127 children across 12 OSHC services took part in dedicated Child Voice conversations about what would make their services better. Children shared ideas about activities, equipment, excursions, technology, safety and belonging. Their feedback led services to explore practical changes, from new sporting equipment and refreshed play spaces to senior areas and more regular child-led discussions. Small-group conversations also helped quieter children feel more comfortable sharing their ideas.

Support beyond the service

Care can extend beyond the hours children spend at OSHC.

During the year, Y Queensland worked with the Regents Park Family Support Coordinator to provide 100 personal hygiene packs to families experiencing hardship.

It was one example of how local OSHC teams and schools can work together to respond when families need additional support.

Year highlight

8 new school communities joined the Y Queensland OSHC network in 2025/26, including services at Yandina, Churchill, Regents Park, Mount Warren Park, Acacia Ridge, Mackenzie, Logan Village and East Brisbane State Schools.

> *"You've made a safe and welcoming space for all kids and families. The service feels like an extended family."*
>
> **Parent | Y Queensland OSHC**

Strong communities begin with strong beginnings

For more than 50 years, Y Queensland has supported young children to learn, play and grow through safe environments, strong relationships and connection with families.



2025/26 AT A GLANCE

1	248	22,131
centre active	children supported	annual attendances

We provide early learning and care for young children, creating safe, nurturing environments where they can play, explore, build relationships and grow in confidence. Our educators work closely with families to support each child's development, wellbeing, curiosity and sense of belonging.

In 1975, the Y opened its first Children's Service at Acacia Ridge. More than 50 years later, children are still learning, playing and growing there.



Our early learning locations

- Acacia Ridge
- Sunshine Coast (no longer active)

Relationships

Quality early learning begins with children feeling safe, known and connected.

Experience

Educators bring knowledge of children, families and community that develops over time.

Family partnership

Strong relationships with families help create consistency between home and the early learning environment.

What's next

Our focus remains on providing safe, nurturing early learning where children can thrive.

Made of strength

Strong communities are made of people who can move, recover, connect and participate.



FITNESS
Accessible ways to build strength, improve health and stay active at every stage of life.

GYMNASTICS
Building movement skills, confidence and progression in a supportive environment.

AQUATICS
Creating opportunities to swim, stay active and enjoy the water, while building confidence, swimming skills and safer participation in and around water

THE CANCER SURVIVOR PROGRAM
A free, tailored 12-week program helping people rebuild strength, confidence and wellbeing during and after cancer treatment.

Movement builds more than physical strength

Fitness centres can be places to train, recover, build routine and feel part of something.



"I was so scared to go to a gym but I have overcome this fear and thoroughly enjoy every time I come."

2025 Fitness Member

2025/26 AT A GLANCE

6
Centres

376,592
gym attendances

5,297
members

145,037
class attendances

Our 6 fitness centres are located in

- Bowen Hills
- Caloundra
- Jamboree Heights
- Stanthorpe
- Victoria Point
- Warwick

We offer welcoming fitness centres with gym facilities, group fitness classes and personalised support to help people build strength, improve their health and stay active. From first-time members to regular gym-goers, our focus is on making movement accessible, supportive and sustainable.

Access
A mix of membership, casual participation and specialised programs.

Community
Regular connection with our people and other members helps people keep showing up.

Health
95% of members reported achieving at least one health, social or wellbeing outcome through their participation at Y Fitness. 87% reported physical improvements, including strength, endurance, flexibility or weight loss.*

What's next
Create better places to move, connect and feel supported, with improved facilities, stronger member experiences and more inclusive programs for our communities.

**2025 Y Fitness Member Survey, based on responses from 1,148 members across five Y Fitness centres.*

GYMNASTICS

Confidence in motion

Every new skill begins with trust in a coach, a safe environment and, eventually, yourself.

2025/26 AT A GLANCE

7
centres

4,587
participants per week

273,081
attendances

8,337
birthday party attendances

83%*
of parents and carers noted improved strength among their children

80%*
reported improved motor control and skills



Our gymnastics locations

- Acacia Ridge
- Bowen Hills
- Caloundra
- Jamboree Heights
- Mango Hill
- Stafford
- Victoria Point

We offer gymnastics programs for children of different ages and abilities, from early movement and foundational skills through to recreational and competitive pathways. Our coaches help participants build strength, coordination, confidence and resilience in a safe, encouraging environment.

Strength
Gymnastics helps children build the physical foundations for movement and everyday activity. 83% of surveyed parents and carers reported improved strength, with 83% also seeing improved balance.

Coordination
Learning new skills develops body awareness, control and confidence in movement. 80% of parents and carers reported improved coordination, with 80% also reporting improvements in motor control and skills.

Progress
Progress is about more than mastering a skill. Parents described children growing in confidence and self-esteem, enjoyment and social connection, while 81% planned for their child to continue with Y Gymnastics.

What's next
Grow participation, strengthen coaching capability and create more opportunities for children of different ages, abilities and goals to progress and thrive.

**2025 Y Gymnastics Parent & Carer Survey, based on 832 responses representing 967 children across seven Y Gymnastics centres*

AQUATICS

Confidence in the water can last a lifetime

Swimming skills create confidence, independence and safer participation around water.





2025/26 AT A GLANCE

3
aquatic centres

81,343
pool attendances

30,324
learn to swim

673
learn-to-swim enrolments

Our aquatics locations

- Victoria Point
- Warwick
- Stanthorpe

We offer Learn to Swim lessons for children and adults, helping people build water safety skills, confidence and independence in the water. Our aquatic facilities also support lap swimming, school programs and group fitness for people looking to improve their health in a supportive social environment.

Learn
Progressive Learn to Swim lessons help children and adults build skills, confidence and independence in the water.

Safety
Water safety is built into every stage, helping participants develop safer habits in and around aquatic environments.

Participation
Our pools support lap swimming, school programs and aquatic group fitness, creating more ways for people to stay active and connected.

What's next
Strengthen progression, access, water safety and customer experience.



Ten years of strength returning

The Cancer Survivor Program is a free 12-week exercise and support program for people living with, through and beyond cancer. Delivered in small groups by trainers experienced in supportive cancer care, it combines tailored exercise with encouragement and connection to help participants rebuild strength, confidence, mobility and quality of life.

For a decade, the program has helped people living with and beyond cancer rebuild strength, confidence and connection

Free 12-week program
Tailored exercise led by qualified, supportive coaches.

Recovery + Wellbeing
Physical gains alongside confidence, energy and quality of life.

A community
People who understand the uncertainty, effort and progress of recovery.

Recovery is more than a number

The program brings evidence-based exercise into a compassionate group environment where progress is personal and shared.

> *"I gained strength, balance and confidence and now I no longer require a walking stick."*
>
> Cancer Survivor Program Participant - Warwick



Made real

Back to doing what she loves

After major surgery and chemotherapy for duodenal cancer, Warwick participant Lesley Telford was unable to walk unaided and experienced debilitating neuropathy. Through the Cancer Survivor Program, her strength, balance and confidence improved week by week. The progress meant more than exercise. Lesley was able to continue working as a music teacher, something her oncologist had believed may no longer be possible. For Lesley, the program helped turn recovery into a pathway back to independence and the life she valued.

> *"I have been able to continue working as a music teacher, which is a miracle, as my oncologist honestly believed I would never play an instrument again."*
>
> Lesley Telford | Cancer Survivor Program participant, Warwick

2025/26 AT A GLANCE

164
participants in 2025/26

1,197
participants since 2016

6
Centre locations

86%
of evaluated participants improved lower body strength

69.5m
average improvement in six-minute walking distance

80%
formed at least one new friendship through the program

What's next

Grow the program through new partnerships, run programs more frequently and bring the free program to more Queensland communities.

Made of belonging

Strong communities are made of safe homes and places where people can connect, contribute and belong



AFFORDABLE HOUSING
Safe, affordable homes that give people greater stability and a stronger foundation for the future.

COMMUNITY CENTRES
Welcoming local spaces connecting people with programs, support, activities and one another.

OP SHOPS
Affordable pre-loved goods that support local communities while giving donated items a second life.

CAMP WARRAWEE
Outdoor experiences that build confidence, connection and new skills through camps, group programs and time in nature.

A front door can change a future

A secure home provides more than shelter. It creates stability, privacy and room to plan what comes next.



AT A GLANCE

127
units managed

97%*
resident satisfaction

35%*
tenants have been there since the opening of their housing complex

**2024 Housing Evaluation*

Our affordable housing locations

- Nerang
- Slacks Creek

Y Queensland provides secure, affordable housing for people who may otherwise struggle to find or sustain a home. Alongside affordable tenancies, our team provides responsive support that helps residents build stability, independence and a stronger foundation for the future.

Why it matters
Housing stress can affect health, safety, employment, relationships and participation in community life.

What we delivered
Safe, affordable tenancies supported by responsive property and resident services.

What's next
Maintain quality, strengthen resident experience and grow affordable housing supply.

> I'm able to... I'm able to live a better life. I'm able to live a better life than I was before. I'm able to live a more stable life than I was before. And I'm able to be... I'm just... I don't know. I'm just able, you know? I'm able to do things now.
>
> **RESIDENT | Y Queensland Housing**

What it meant

Safe, affordable housing has delivered more than a place to live. In Y Queensland's 2024 housing evaluation, 97% of tenants were satisfied with their unit, 90% felt safe at home and 77% reported greater stability since moving in. Tenants also spoke about the relief of knowing their housing was secure and affordable, with 86% saying they felt more connected to others. For many, that stability created greater independence, confidence and peace of mind.

We are building more than homes

A new housing development designed to create affordability, stability and stronger futures.

Y Queensland is building 47 affordable homes at Mango Hill, specifically for women over 55 experiencing or at risk of homelessness. The development responds to a growing local need, with homelessness in the Moreton Bay region increasing 90% over the past decade.

Older women can be especially vulnerable to housing insecurity due to lower lifetime earnings and superannuation, caring responsibilities and major life changes. The project is designed around what research shows matters most: security of tenure, privacy, independence and social connection.



More supply
47 new units planned

Designed for people
Accessible, secure and connected to community.

Long-term benefit
An investment in housing stability and future opportunity.

A development with a human purpose

Every design, funding and delivery decision should connect back to the people who will call this place home.

47
units

Oct 2025
construction began

2027
planned completion

Design
Homes designed to Gold Standard accessibility requirements, with dedicated community spaces and onsite support to help residents live safely, independently and stay connected.

Affordability
Purpose-built affordable housing for older women at risk of homelessness and eligible people on the social housing register, providing greater housing security in a difficult private rental market.

Partners
Delivered by Y Queensland in partnership with the Queensland Government, with support from local councils.

Next steps
Finalise construction, resident planning and community connection strategy.

Mango Hill affordable housing

Community needs places to happen

Local centres turn space into connection through programs, events, practical support and partnerships shaped around each community.

2025/26 AT A GLANCE

10
Centres

40,000+
Approx. total attendances

50,000+
Approx. hours of hired spaces

1,000+
Approx. programs delivered



Our Community Centres respond to what each local community needs, bringing together practical support, programs, activities, events and services under one roof. They are places to meet people, get help, participate and feel part of the community.

Our 10 community centres are located in:

- Springfield Lakes
- Springfield Central
- Cannon Hill
- Wynnum
- Yarrabilba
- North Lakes
- Mango Hill
- Ipswich
- Acacia Ridge
- Victoria Point

Practical support
Food, essentials, information and connections to other services.

Participation
Programs and events that respond to local interests and needs.

Shared space
Affordable rooms and facilities used by groups, services and local organisations.

What's next
Grow partnerships, improve spaces and deepen evidence of community connection.

“I’ve never known any of these people before I joined YMCA but we're creating friendships that we never ever had. Now I've got a whole basket full of friends that we're all here, happy and support one another. You need to be social and that takes you away from being lonely at home”

Maria | Springfield Lakes Community Centre

Connection that grows with community

Ipswich Thriving Seniors brings older people together to stay active, build friendships and feel connected to their community. Through regular activities, outings, information and support, the program creates more reasons to participate, meet people and keep doing the things that give life meaning.



Based at Springfield Lakes, reaching across Ipswich
Ipswich Thriving Seniors helps older people stay active, informed and connected through accessible activities, social groups, events and practical support.

Connection
Social groups including mahjong, music and dance, cooking and other activities created regular opportunities to connect, build friendships and stay engaged.

Outings + Events
Five bus trips created opportunities to explore and connect, including visits to Redcliffe and Brisbane City Hall. October also became a month-long celebration for Seniors Month, including new free social groups and a Healthy Ageing Expo.

Active ageing
Weekly exercise classes including Pilates, gentle exercise and tai chi gave seniors options to stay active at different ability levels.

In 2025/26, engagement grew significantly, with program enrolments increasing from 310 to 1,280 over the year.

Support
Ten information sessions connected seniors with practical advice from organisations including Dementia Australia, RACQ, Queensland Police and specialists in wills and estates.

“I finally feel like I’m home. This community saved me.”

Rose, Ipswich Thriving Seniors participant

Everything deserves another possibility

Donated goods become affordable finds, useful resources and a more circular way to support community.



2025/26 AT A GLANCE

3 shops

115,927 items sold

37,410 transactions

469kg recycled materials

Our op shops locations

- Mango Hill
- Mount Gravatt
- Strathpine

Y Op Shops make quality pre-loved goods more affordable, reduce waste and create opportunities for people to contribute through volunteering. Every purchase and donation supports a model where reuse creates environmental, social and community value.

Affordability
Quality donated goods made accessible to local customers.

People
Employees and volunteers create friendly, local retail experiences.

Reuse
Items stay in circulation for longer, reducing waste and extending value.

What's next
Improve donation pathways, customer experience and environmental measurement.

> **It is very important to me knowing that I am contributing by recycling and encouraging others to reuse."**
>
> **Renata Tsiamis | Y Op Shop volunteer, Mt Gravatt**



Some experiences stay with us

Away from everyday routines, people find space to try, connect, lead and remember what they are capable of.



2025/26 AT A GLANCE

12,426 campers

212 groups hosted

20,408 overnight stays

53,983 meals served

Our camp location Joyner

Through outdoor adventure, shared challenges and time together in nature, Camp Warrawee helps people build confidence, teamwork, leadership and connection. From school camps to youth, sporting, community and corporate groups, experiences are shaped around the people taking part and what they want to achieve.

Learn
Activities build communication, teamwork and confidence.

> **This was an amazing camp experience. One of the best I've been on in 11 years of teaching. "**
>
> **Teacher | Calamvale Community College**

Belong
The natural environment creates room for reflection, play and participation.

Connect
Shared experiences strengthen school, community and workplace groups.

What's next
Continue improving facilities, experiences and access for diverse groups including corporate and non-school groups.

Made together



Strong communities are made by people and organisations working towards a shared purpose.

At the heart of Y Queensland are the people who show up every day, bringing care, skill, judgement and commitment to the work. They are the educators, teachers, youth workers, coaches, instructors, community teams, enabling teams, volunteers and leaders who turn our purpose into something people can see and feel.

We are incredibly grateful for the contribution they make. Their work shapes the experience of every child, young person, family, member, resident and community who connects with Y Queensland.

Around them is a broader network of partners, supporters and governance helping us reach further, strengthen our services and create greater impact.

EMPLOYEES

The people delivering our programs, services and support every day across Queensland.

VOLUNTEERS

People who give their time, skills and energy to strengthen our programs and communities.

PARTNERS

Government, community and corporate partners helping us extend our reach and create greater impact.

GOVERNANCE

Strong leadership, oversight and accountability helping guide Y Queensland and support responsible decision-making.

CORPORATE SERVICES

The teams behind the scenes supporting our people and services across finance, people, technology, property, risk, marketing and more.

Our people are the heart of Y Queensland

Programs, places and systems only create impact because Y people bring care, skill, judgement and commitment to them every day. Thank you to all of our people.



Every day, people across Y Queensland bring care, skill, judgement and commitment to their work. They teach, care, coach, support, welcome, listen, solve problems, keep people safe, build relationships and help communities thrive.

We are deeply grateful to every person who contributes to Y Queensland. Whether working directly with children, young people, families, members, residents and communities, or supporting that work behind the scenes, every role plays a part in the impact we create.



Frontline

Across Y Queensland, our frontline people include teachers, youth workers, wellbeing and pathways teams, OSHC and Early Learning educators, Breakfast Program teams, youth program teams, coaches, instructors, swimming teachers, gymnastics coaches, fitness and recreation teams, housing and tenancy teams, community centre teams, Op Shop employees and volunteers, the Camp Warrawee team and more.

Growth

We invest in capability, leadership, learning and development because when our people grow, the quality and impact of our services grow with them.

Enabling teams

Supporting them is a network of people across Finance, People and Culture, Marketing, Communications and Partnerships, Technology, Property, Risk and Compliance, Safeguarding, Work Health, Safety and Wellbeing, Research and Evaluation, Executive Office and Governance.

Culture

We are committed to creating a workplace where people feel safe, respected, supported and connected to a shared purpose, and where contribution is recognised and valued.

Celebrating excellence across the Y

The Y Excellence Awards celebrate the people and teams whose work makes a difference across Y Queensland. They recognise outstanding leadership, service, collaboration and inclusion, and the people who bring our purpose and values to life every day.

Award	Recipient	Team/ Location
Safeguarding	Paris McLaughlin	Children's Services
Sustainability	Camp Warrawee Team	Housing, Communities and Youth Services
Inclusivity Advocate	• Warwick Indoor Recreation • Aquatic Team	Fitness and Recreation
Customer Service Champion	Senior Clem Jones Team	Y Schools Queensland
Innovation and Creativity	Louise Johnston	Y Schools Queensland
One Team Award	• Breakfast Program • Community Centres • Affordable Housing • Camp • Hotel • Op Shops	Housing, Communities and Youth Services
Safety and Wellness Advocate	Oak Richens	Y Schools Queensland
Mission Impact	Cancer Survivor Program	Fitness and Recreation
Volunteer of the Year	Astrid Langtry and Renata Tsiamis	Housing, Communities and Youth Services
Employee of the Year	Jobbin George	Corporate Services
Excellence in Leadership of the Year	Sara Williams	Children's Services
Luminary Award	Cancer Survivor Program	Fitness and Recreation



Thank you!

Congratulations to all nominees, finalists and recipients, and thank you for the contribution you make to Y Queensland and the communities we serve.

People who have grown with the Y

Long service represents far more than time. It reflects years of relationships built, knowledge shared, communities supported and countless moments of showing up for others.



2025/26 AT A GLANCE

14
ten-year milestones

38 years
longest employee tenure

6
fifteen-year milestones

1
twenty years+ milestones

17
employees with a tenure of 20 years +

Each year, we recognise employees and volunteers, including Board Members, who reach significant milestones with Y Queensland. Their experience and commitment are part of the strength of our organisation, and we are incredibly grateful for everything they have contributed along the way.

Thank you

To everyone recognised for long service in 2025, thank you. The knowledge you carry, the relationships you have built and the commitment you continue to bring to Y Queensland have shaped our organisation and the communities we serve. We are proud to have you as part of the Y.

▶ 38 YEARS

Judith Clemmenger
Accounts Officer

▶ 20 YEARS

Chanda Gibbs
Group Leader

▶ 15 YEARS

- **Adriana Daley** Administration Assistant
- **Gary Wood** Maintenance Officer
- **Ian Smyllie** Board Member
- **Kathleen Davies** Accounts Officer
- **Wendy Gazzard** Group Fitness Instructor
- **Carolynne Waschl** Customer Service Officer

▶ 10 YEARS

- **Amanda Herring** Group Fitness Instructor
- **Caitlin Turnbull** Gymnastics Coordinator
- **Carlos Gutierrez De Pineres** Group Fitness Instructor
- **Garry Clarke** Groundskeeper
- **Jana Hadlow** Business Services Manager
- **Jeffrey Harrold** Educator
- **Jenna Rowthorne** Gymnastics Head Coach
- **Joe-Ann Devlin** Cleaning Supervisor
- **Kelly McGrath** Senior Operations Coordinator
- **Kylie Tierney** Centre Manager
- **Lorraine Datson** Group Fitness Instructor
- **Madhvi Laxman** Assistant Coordinator
- **Rebecca Jackson** (IC Group Fitness Instructor)
- **Troy Humbles** Senior Youth Worker

People who show up

Volunteers make an invaluable contribution across Y Queensland, generously sharing their time, knowledge and care across programs, events, governance and services.

2025/26 AT A GLANCE

191
active volunteers

63%
volunteers supporting community services

5
Volunteers serving 10 years +

25
Volunteers serving 4 years +

5
service areas

> **I love helping people in need, and that's something we do every day at the Y. On a personal level, volunteering has helped me learn new skills and build much-needed confidence."**
>
> **Anna Vaschina (she/her) | Mango Hill Op Shop**

Contribution

Practical help, mentoring, governance, fundraising, events and program delivery.

Local connection

Volunteers often bring deep knowledge of the people and places around a service.

Thank you

To every volunteer who gives their time to help people feel supported, connected and part of something bigger.



Made real

After more than six years caring for her father, Helen began volunteering at the Y Op Shop Mt Gravatt in 2022 as a way to reconnect with her community and the workforce. She found a place where she could contribute, rebuild her confidence and refresh her skills. Within months, Helen became a Store Supervisor and later moved into full-time work. For her, the impact still comes back to helping people and knowing a simple interaction can make someone's day.

> It makes our day when someone thanks us and tells us we made a difference in their life.
>
> **Helen | Y Op Shop Mt Gravatt**

Informed by evidence

Impact isn't something we assume; it's something we test. In 2025/26, Y Queensland worked with Queensland University of Technology (QUT), Griffith University, The University of Queensland (UQ) and McCrindle on seven research and evaluation projects across our schools, breakfast program and outside-school-hours care. The work helps us understand what is working, where we can improve and how we can strengthen outcomes for young people and families.

7
research and evaluation projects

4
research partners

3
service areas



01

THRIVE whole-school wellbeing and growth model research

QUT | Faculty of Creative Industries, Education and Social Justice

Evidence + co-design shaping the next generation of Y Schools wellbeing practice.

Three years of survey data (2022-2024) showed significant improvement across all five wellbeing measures tracked, as well as self-efficacy and problem-solving. Staff interviews and student workshops then identified where the model could evolve. The results informed a co-designed and refined THRIVE whole-school wellbeing and growth model centred on growth for self, for life and for opportunity.

02

Inclusive alternative schooling for autistic students

Griffith University | Autism Centre of Excellence

Qualitative Study with Y Schools Queensland students

Focus groups with nine students aged 12-18 across two campuses explored how Y Schools supports autistic young people. Students described feeling heard, understood and connected to trusted youth workers, and valued flexibility such as adjusted start times, fidget tools and adapted seating. The findings reinforce the value of individualised, relationship-based support.

03

Healthy food choice in alternative education

QUT | School of Psychology and Counselling

Practical, experiential learning emerged as the strongest preference.

Interviews with ten students aged 13-17 explored what helps and hinders healthy eating. Students identified supportive food environments, meals provided at school and cooking confidence as enablers, while cost, motivation, inconsistent routines and peer influence were common barriers. Hands-on approaches such as cooking classes were preferred over more traditional formats.

04

Understanding positive student experience

QUT | School of Psychology and Counselling

Student interviews identified three consistent strengths.

Interviews with 18 students identified three interconnected strengths in alternative education: flexible operational and structural supports, student autonomy and support for emotional and behavioural regulation. These themes closely aligned with the psychological needs of autonomy, relatedness and competence, offering a useful lens for understanding what helps alternative schooling work.

Across education, food security and OSHC, research is helping us quantify impact, identify gaps and translate evidence into practical improvements.

05

Social and economic impact of Special Assistance Schools

Independent Schools Queensland | Research by McCrindle

87% engaged | $226,100 estimated lifetime social benefit per Year 12 completer

Y Schools Queensland alumni made up the majority of participants in this state-wide study. It found 87% of alumni were working, studying or otherwise engaged, while 78% of parents said enrolment reduced pressure on their family. Economic modelling estimated a $226,100 lifetime social benefit for each student who re-engages and completes Year 12.

06

Beyond Breakfast

Published in partnership with QUT

98% saw student benefits | 70% saw wider school-community benefits

This evaluation examined the Y's Schools' Breakfast Program as it expanded during COVID-19. Drawing on 56 staff surveys and six case studies spanning 46 schools, researchers found 98% of respondents saw benefits for students and 70% saw benefits for the wider school community. Five effective practices emerged: welcoming spaces, strong relationships, inclusive access, adaptability and local collaboration.

07

Physical activity environments and behaviours in OSHC

The University of Queensland | School of Human Movement and Nutrition Sciences

367 children | 735 observations | 46 educators

Across six Y Outside School Hours Care centres in Greater Brisbane, researchers combined accelerometer data from 367 children, 735 environment observations and focus groups with 46 educators. Boys were significantly more active than girls before and after school. Only 15-17% of girls met activity guidelines compared with 33-57% of boys. Recommendations include formal educator training and targeted strategies to increase girls' participation in physical activity.



From evidence to action

The findings are already informing continuous improvement across Y Queensland, including the co-designed refined THRIVE whole-school wellbeing and growth model, stronger understanding of inclusive alternative education, effective breakfast program delivery, and recommendations for educator training and more inclusive physical activity in OSHC.

With thanks

We thank QUT's Faculty of Creative Industries, Education and Social Justice and School of Psychology and Counselling, Griffith University's Autism Centre of Excellence, The University of Queensland's School of Human Movement and Nutrition Sciences, and McCrindle for their research expertise. We also thank Hand Heart Pocket and the Clem Jones Foundation, whose funding supported the THRIVE evaluation and co-design.

Finance, people and culture and marketing, communications and partnerships

Supporting our people, strengthening our organisation and connecting communities with the work of Y Queensland.

Finance

What we do

Manage budgeting, financial reporting, payroll, procurement and financial planning to support responsible and sustainable decisions.

Supports

- Budgets
- Payroll
- Reporting
- Procurement
- Financial planning
- Treasury
- Stakeholder engagement

People + Culture

What we do

Provide end-to-end People and Culture services across the employee lifecycle, from workforce planning and talent acquisition through to when people leave. Shape the employee experience, culture and employee value proposition to help make Y Queensland a great place to work.

Supports

- Workforce planning
- Talent acquisition
- Workplace relations
- Performance and learning
- Remuneration and benefits
- Payroll
- Employee experience and engagement
- Organisational change
- HR governance and compliance

Marketing, Communications + Partnerships

What we do

Help people understand, access and support Y Queensland through our brand, campaigns, communications, digital experiences and partnerships.

Supports

- Brand
- Campaigns
- Digital
- Communications
- Partnerships
- Grants





Technology + property + risk + compliance + safeguarding + WHS + wellbeing

The systems, places and practices that help our teams deliver services safely and reliably.

Technology

What we do

Provide the platforms, devices, systems, cybersecurity and technical support that connect teams across Y Queensland.

Supports

- Systems
- Devices
- Cybersecurity
- Digital tools
- Technical support

Property

What we do

Plan, maintain and improve the buildings and facilities used across our schools, services and communities.

Supports

- Maintenance
- Capital works
- Facilities
- Property planning
- Projects

Risk + Compliance

What we do

Provide frameworks, advice, assurance and reporting that help teams understand risk and meet their responsibilities.

Supports

- Risk
- Compliance
- Assurance
- Policies
- Reporting

Safeguarding

What we do

Support Y People to put safeguarding policies and procedures into practice, respond to concerns and help protect children and young people from harm.

Supports

- Safeguarding advice
- Policies
- Procedures
- Practice
- Training
- Concerns
- Reporting

WHS + Wellbeing

What we do

Support safe workplaces through practical systems, advice and processes that prevent harm and respond when issues arise.

Supports

- Workplace safety
- Incident management
- Wellbeing
- Prevention
- Support
- Workers' compensation
- WHS System Review

Strong communities
are a team effort

Our work is strengthened by the organisations and people who share their funding, expertise, research, resources, networks and time with Y Queensland.

Together, these partnerships help us extend our reach, strengthen our services and create more opportunities for children, young people, families and communities across Queensland.

Government Funders

Australian Government

Queensland Government

- Department of Housing and Public Works
- Department of Education
- Department of Families, Seniors, Disability Services and Child Safety
- Youth Justice and Victim Support
- Department of Sport, Racing and Olympic and Paralympic Games
- Department of Justice and youth housing support

Contract management partners

City of Moreton Bay

Southern Downs Regional Council

Brisbane City Council

University and institution partners

QUT

The University Of Queensland Australia

Griffith University

Donors, corporate partners and community supporters

The Clem Jones Foundation

Club Southside connecting community

Hand Heart Pocket The Charity of Freemasons Queensland

comparethemarket

variety the children's charity

Club Parkview

- Youth Futures Fund
- KDL Property Group
- Louis Hughes
- Southside Bingo
- Southside Community Group
- Leisure Concepts Corporate Pty Ltd



Thank you

We are grateful to every partner, donor and supporter who helps make our work possible.

We also recognise the many individuals and Y People who contribute their time, skills and generosity to our programs and communities.

Strong communities are made together

Participate | Work | Partner | Volunteer | Donate | Belong

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the Y

Y Queensland Annual Report 2025/26