

Annual Report 2019 - 20



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A Message from the Chair

Andrew Hocking



This past year has been another successful year for your ARV, albeit a year of two very different parts – pre COVID and COVID. ARV has continued to provide valuable and important services and leadership to the industry to enable and support a connected and strong Victorian Aquatics and Recreation Industry.

The ARV Board through its annual review and planning meeting revised its areas of focus for the 2019/20 year to five key areas of focus: Aquatic Services, Research, Advocacy and partnerships, Corporate and Community Sustainability, Member development and Industry Services.

Great work has been achieved by the ARV standing committees, sub-committees, other ARV led industry groups to foster important conversations, collaboration and consultation as part of our peak body leadership.

ARV has continued to provide significant services, programs and activities. A number of key events pre the COVID-19 pandemic included a successful Metro Aquatics and Recreation conference (2019), end of year function, and a highly successful VICSWIM program in January which provided great opportunities during unprecedented circumstances for over 15,585 young Victorians to learn to swim and develop safety and survival skills in both indoor, open and inland natural water venues. I would like to acknowledge our partners and sponsors for the awards and all the committed teachers and administrators for their work with VICSWIM. Sincere thanks to the Victorian State Government for their investment in the annual VICSWIM program that has been provided over many years and is a great opportunity for young Victorians in the summer holidays.

Throughout the COVID-19 period ARV faced significant challenges whilst providing outstanding leadership of industry with the formation of a number of new and important member, industry, key stakeholder, collaborations which informed

advocacy recommendations to both the Victorian Government and the industry.

This year we acknowledge the inclusion of Carol Crofts as the newest ARV life member. Carol has been part of the industry for over 30 years and over this time has played a key role in contributing to and mentoring others and providing advice and guidance to many in the industry. Carol was acknowledged and congratulated at the ARV awards online event.

On behalf of the ARV board I take this opportunity to acknowledge and provide my sincere thanks for the excellent work and efforts of the skilled and dedicated ARV staff – Kathy Parton, appointed to the role of CEO in late 2019, Taya Phillips and their teams; members and contributors to all ARV's activities.

Thank you to the ARV board members Alexia Morgan, David Le page, Ray Smith, Ben Tudhope, Jo Hansen, Paige Buse and Kathy Parton (prior to November 2019) for their valued contributions and expertise to the board and our Industry.

ARV continues to be very grateful for the wonderful industry support, the willingness of industry members to share and contribute to improvement of ARV activities in every aspect and area of what we do.

The past 12 months has indicated that without doubt, whether in normal or challenging times, your ARV is well placed, highly regarded, competent, inclusive and professional in providing leadership, advocacy and accurate communications to the aquatics and recreation industry in Victoria.

Your ARV is well placed and looks forward with much optimism to lead our industry in the next phase of COVID-19 in Victoria and beyond.

Andrew Hocking

Chairman

A Message from the CEO

Kathy Parton



It has been another significant year for ARV. During this past year ARV like many other organisations have faced multiple and unprecedented challenges including bushfires, flooding, dust storms, air and water quality issues and most recently the COVID-19 pandemic.

I would like to express my sincere appreciation to the board, staff and in particular the members for their continued support of our services. Your incredible support in this difficult year has been humbling and for that we are extremely grateful.

We are pleased to once again report on a year of continued growth in membership and sponsorship assisted through another year of member services, support and development under the guidance of Taya Phillips. Membership numbers once again rose for the 5th consecutive year (25 members) along with an increase in member and industry meetings even whilst not being able to meet face to face for a significant part of the year.

This year we saw the introduction of a number of new ARV led committees including Victorian Aquatics and Recreation Industry Leaders Group, National Aquatics and Recreation Industry Leaders Group, Suppliers and Traders Networking Committee, Local Government Managers Committee and Local Government Contractors Networking Committee. ARV have also led the establishment of the Australian Leisure Facilities networking committee a National committee focused on providing information sharing, networking, collaboration between state peak associations and representatives and delivery of Aquatic and Recreation Industry projects and advocacy at a national level.

These member and industry meetings and collaborations have been critical to ensuring ARV remains across the industry, achievements, trends and challenges and have informed significant advocacy activities in an extraordinary year.

A key activity has been the leadership and participation in both Victorian and National advocacy campaigns following the impact of the COVID-19 pandemic on the Aquatic and Recreation Industry. These campaigns have focused on both informing Government of the impact of the COVID-19

pandemic on the Aquatic and Recreation Industry, its recovery needs and the reopening of the industry to ensure a successful and sustainable industry.

ARV events whilst remaining a significant part of ARV's responsibilities were affected this year. Following the introduction of the COVID -19 pandemic many activities previously conducted face to face were moved to online delivery environments.

We continued to deliver services and activities across the organisation's five strategic pillars, Research & Advocacy and Partnerships, Aquatic Services, Corporate and Community Sustainability, Member Development and Industry Services. Throughout 2019/20 we delivered various industry activities including a highly successful industry conference, training and professional development courses and programs, research projects, statewide and national advocacy activities, tailored workshops, information sessions, swimming and water safety programs and awareness campaigns. Due to the COVID - 19 pandemic, ARV's marquee event the Aquatics & Recreation Victoria Annual Awards was delivered through a different approach. Following the receipt of over 100 nominations and judging conducted by 70 industry judge's industry award winners were announced over a two-week period and recognized and celebrated through social media platforms by a range of National and International celebrity guests. Congratulations to all those who were nominated and those who were successful.

The 2020 VICSWIM program ARV's major statewide aquatics program whilst delivered throughout a summer impacted by unprecedented circumstances was an amazing success. There was both a significant increase in enrolments 15,585 (12.4% increase) on the 13,864 received for 2019 and a 9.14% increase in venues, 186 up from 170 in 2019

Thank you to our industry partners, members and stakeholders who have supported ARV across the past 12 months. We have worked together to meet the demands and challenges of this year and we thank you for your unreserved commitment.

I would like to recognise new partners Chisholm Institute, UPR Plumbing, Sports Accounting Australia, Aquafirst, Chemtol, Wellness Solutions, Curran Chemicals and thank ongoing partners for their continued strong partnerships in particular the

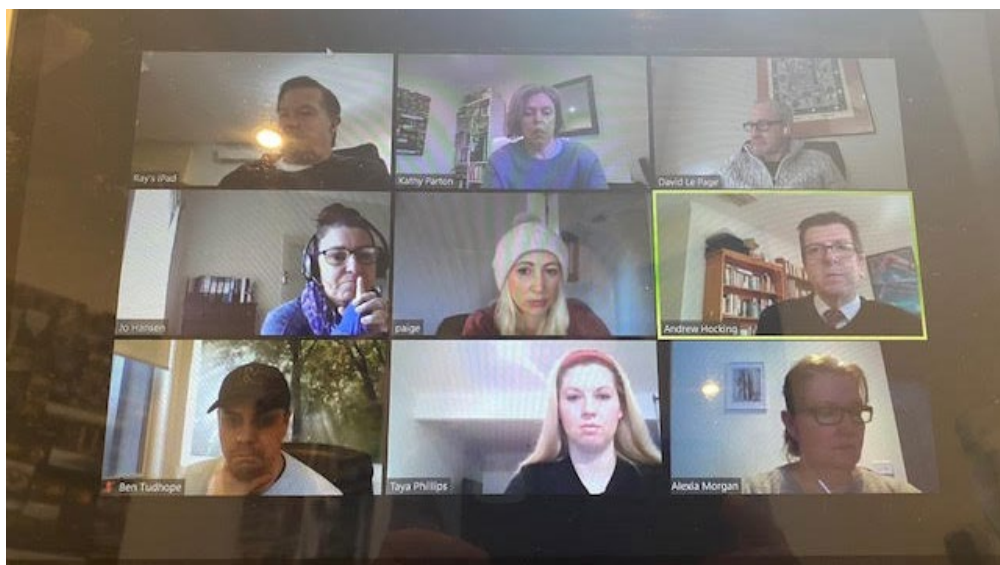
Victorian State Government Department of Jobs, Precincts and Regions, Sport and Recreation Victoria, and DHHS. These partnerships continue to go from strength to strength and are critical in delivering important services and programs to our industry.

My sincerest thank you goes to the ARV board, led by chair Andrew Hocking who continually support the staff's vision and direction throughout another productive year. I'd also like to acknowledge and thank Grant Connors, CEO July - September 2019, for the role he played in ensuring ARV another successful year. The board determination to ensure our organisation delivers value to our sector is appreciated by all. The board has provided unwavering support for many of the opportunities undertaken by ARV throughout 2019/20 and beyond.

Our team, on behalf of our members, look forward to continuing our organisation's growth and key role in Industry leadership in future years whilst ensuring our contemporary services are both relevant and evolving. We look forward to working with Industry partners to ensure we build on the tremendous year of achievements in 2019/20.

Kathy Parton

Chief Executive Officer



ARV Board Meeting in 2020

Board Meeting Attendance

		Meetings Attended
Andrew Hocking	Chair	7/7
Ben Tudhope	Learning and Development Convenor	6/7
Alexia Morgan	Co-opted Director	7/7
Dave Le Page	Finance and Risk	5/7
Ray Smith	Co-opted Director	4/7
Jo Hansen	Co-opted Director	4/7
Kathy Parton	Interim Chief Executive Officer	7/7
Paige Buse	Facility Management Convenor	6/7
Grant Connors	Resigned November 2019	1/7

Board Overview

Appointed Director

**Interim Chief
Executive Officer**
Kathy Parton



Elected Director

Chairperson
Andrew Hocking



Elected Director

Finance Director
David Le Page



Elected Director

**Learning and
Development Convenor**
Ben Tudhope



Elected Director

**Facility Management
Convenor**
Paige Buse



Co-Opted Director

Skill/Industry Based
Alexia Morgan



Co-Opted Director

Skill/Industry Based
Ray Smith



Co-Opted Director

Skill/Industry Based
Jo Hansen



ARV Members

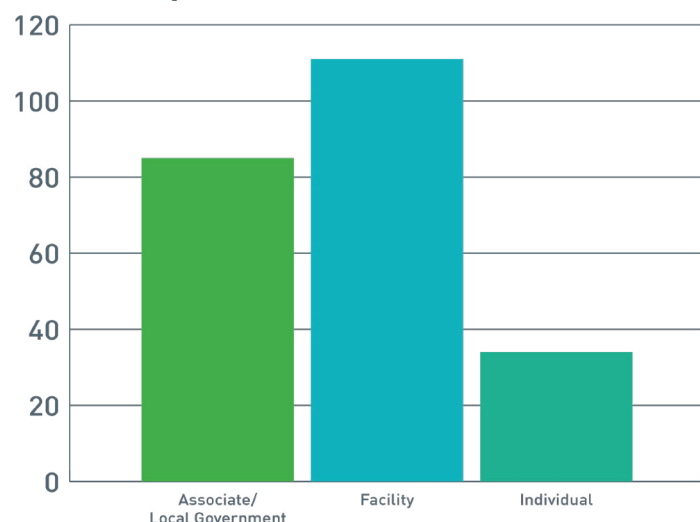
ARV is incredibly grateful for all of our members throughout 2019-20 who remained engaged and involved with ARV during it's Covid environment. With each organisation facing challenges within their own networks due to Covid, we are incredibly thankful for the ongoing support and assistance from all ARV members by encouraging ARV's continuous work amongst the sector. Every facility, organisation and individual has helped ARV to continue towards its mission of working together for a better industry to reopen, rebuild and rejuvenate the aquatic and recreation industry. ARV looks forward to creating more opportunities in 2021 in bringing together industry experts to share knowledge, network and educate our industry.

ARV is delighted to announce 230 current aquatic and recreation members and look forward to working with each member into the future.

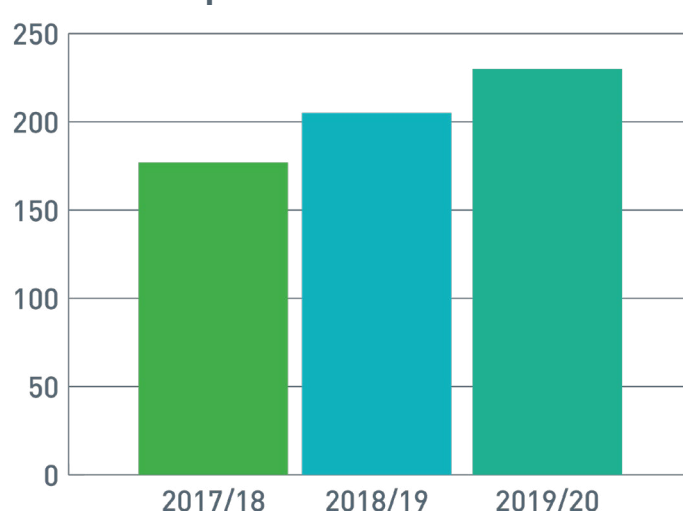
Membership as of 30th June 2020:

- 230 Members
- 85 Associate and Local Government
- 111 Facility
- 75 Associates

ARV 2019/20 Member Breakdown



Membership Growth since 2017



Life Members

1986 Dr. John Gregson	2010 Jill Mazzini	2016 Jillian Cooper
1988 Len Willmer	2011 Judy Muir	2016 Paul Stafford
1993 Peter Mulligan	2011 Andrew Whittaker	2017 Tony Tranter
1993 Ted Tullberg	2012 Kate Nicholls	2017 Karen Franceschini
2003 Peter Meaney	2013 Meredith King	2018 Dr Nigel Taylor
2009 Jean Kemp	2013 Jenni Maclean	2018 Nic Hall
2009 Sarie Lowdon	2015 Greg Goulet	2019 Carol Crofts*
2010 Genevieve Lehmann		

Thank you to all of our life members' invaluable contributions to the industry.

* Congratulations to this years inductees.

Individual Members

Andrew Whitaker	Jenni Maclean	Meredith King
AS&R	Jillian Cooper	Neil Davey
Ashley Holmes	John Summers	Nic Hall
Brett Diprose	Judy Muir	Nigel Taylor
Bruce Laverty	Karen Franceschini	Paul Stafford
Chris Hoskin	Kate Nichols	Peter Meaney
Eric Du	Katrina Van Eyk	Sarie Lowdon
Fiona Skinner	Luke Beattie	Ted Tullberg
Greg Commercial Pool Consulting	Madi Moorhead	Tony Tranter
Greg H2O Pro Pty Ltd	Marcus Lightfoot	Warren Green

Facility Members

Aquahub Croydon	Eagle Stadium	Oak Park YMCA
Aqualink Box Hill	Eltham Leisure Centre	Oakleigh Aquatic Centre
Aqualink Nunawading	Endeavour Hills Leisure Centre	Olinda Community Pool
Aquanation	Faith Leech Aquatic Centre	Olympic Leisure
AquaPulse	Fawkner Leisure Centre	Onsen Retreat and Spa
Aquarena Aquatic and Leisure Centre	Fitzroy Swimming Pool	Pelican Park Recreation Centre
Aquazone Warrnambool	Geelong Golf Club	Peter Krenz Leisure Centre
Ascot Vale Leisure Centre	Glen Eira Sports and Aquatic Centre	Plenty Valley Health and Wellness Studio
Ashburton Pool & Recreation Centre	Gurri Wanyarra Wellbeing Centre	Prahran Aquatic Centre
Australian Swimming Coaches & Teachers Association	Harold Holt Swim Centre	Queens Park Swimming Pool
Bairnsdale Aquatic and Recreation	Hastings Community Hub	RACV Club City Fitness Centre
Belgrave Outdoor Pool	Hawthorn Aquatic and Leisure Cen	Reservoir Leisure Centre
Bellarine Aquatic and Leisure	Healesville Outdoor Pool	Richmond Recreation Centre
Berwick Leisure Centre	Heathcote Swimming Pool	Robinvale Leisure Centre
Bluewater Fitness Centre	Hepburn Springs Bathhouse	Seville Water Play Park
Boroondara Sports Complex	Ivanhoe Aquatic centre	Smart Connection Consultancy
Brennan Park Swimming Pool	Kardina Aquatic Centre	Somerville Recreation Centre
Brimbank Leisure	Keilor Golf Course	Splash Aqua Park & Leisure Centre
Broadmeadows Aquatic and Leisure Centre	Kew Recreation Centre YMCA	Splash Devonport
Brunswick Baths	Kilsyth Centenary Pool	Splashdown

Facility Members - Continued

Camberwell Grammar School	Knox Leisureworks	Spring Park Golf Course
Cardinia Life	Lakes Aquadome	Springers Leisure Centre
Carlton Baths	Lara Swimming Pool	Sunbury Aquatic & Leisure Centre
Carnegie Swim Centre	Leisure City Epping	Sunshine Leisure Centre
Casey ARC	Leisurelink	Super Swim School
Casey RACE	Lilydale Outdoor Pool	Swan Hill Leisure Centre
Caulfield Recreation Centre	Long Gully Splash Park	Swan Hill Outdoor Pool
Civic Reserve Recreation Centre	Lorne Seabaths and Wellness Centre	Swimworld Glen Waverley
Clayton Aquatic and Community Centre	Macleod Recreation Centre	Swirl Tasmania
Coburg Leisure Centre	Maribyrnong Aquatic Centre	Thomastown Recreation Aquatic Centre
Collingwood Leisure Centre	Marong Swimming Pool	Watermarc
Crib Point Pool	Melbourne Sports & Aquatic Centre	Waterworld Geelong
Dandenong Oasis	Melton Waves Leisure Centre	Werribee Outdoor Pool -Western Leisure
Deakin University Burwood	Monash Aquatic and Recreation Centre	Windy Hill Fitness Centre
Deakin University Waurin Ponds	Monbulk Aquatic Centre	Wodonga Sports & Leisure Centre
Diamond Valley Sports & Fitness	Noble Park Aquatic Centre	Yarra Centre
Doveton Pool	Northcote Aquatic & Recreation Centre	Yarrambat Golf Course

Carnegie Swim Centre - ARV Facility Member



Associate Members

@Leisure Planners	Clublinks	Mount Alexander Shire Council
Active Xchange	Commercial Aquatics Australia	Myrtha Pools
Aflex Technology	Curran Chemicals	MyZone
Aligned Leisure	Debit Success	Nillumbik Shire Council
Aquachem Australia	Flowcrete Australia	Northern Grampians Shire
AquaFirst	Flowtec Leak Detection Services	NovoFit
AUSTSWIM	Fluidra Australia	Nunawading Swimming Club (Just S
Banyule City Council	Greenedesk Software	Ominta
Bass Coast Shire	Gumbuya World	Otium Planning Group
Belgravia Leisure	Heliocol Victoria	Pooltronics
Bluefit	Hume City Council	Pro Am
Bluegum	Imagination Play	Recreation Aotearoa
Brimbank City Council	Jonas Leisure	Roejen Services
Cardinia Shire Council	Life Fitness	Michael Ryle
Ceramic Solutions	Life Saving Victoria	Shire of Campaspe
CHEMTROL AUSTRALIA	Macedon Ranges Shire Council	Southern Grampians Shire Council
City of Ballarat	Manningham City Council	Stawell Sports and Aquatic Centre
City of Boroondara	Matrix Fitness	Sunbather Pty Ltd
City of Casey	Mattioli	Swimming Victoria
City of Greater Bendigo	Metra Australia	Swimplex Aquatics
City of Greater Dandenong	Metz Speciality Materials	Technogym
City of Greater Geelong	Mildura Waves Aquatic & Leisure	Wellington Shire Council
City of Greater Shepparton	Mill Park Aquatic And Recreation Centre	Wellness Solutions
City of Kingston	Mitchell Shire Council (Leisure	Western Leisure Services
City of Melbourne	Monash University (Monash Sport) Doug Ellis	Wyndham City Council
City of Melton	Moonee Valley City Council	Yarra Ranges Shire Council
City of Monash (Active Monash)	Moreland City Council	YMCA Victoria
City of Whittlesea	Mornington Peninsula Shire	Zoggs Australia
City of Yarra	Mount Alexander Shire Council	

ARV Industry Awards

The 20th Annual Aquatics & Recreation Victoria industry awards gala was executed utilising a different approach in 2020 given the covid-19 pandemic and the inability for the industry to come together in person to celebrate the event. Held over two weeks, the online event once again was a significant spectacle for the industry. MC Tony Jones and Simon Bryson thrived in front of the camera and it was universally agreed that it was important to still have these iconic figures involved in the event virtually. This event continues to be the pinnacle event on the industry calendar.

Held via zoom, ARV welcomed and entertained guests with a range of Australian and International celebrities announcing winners from industry organisations and councils. Highlights of the event being the prestigious announcement of the 2019 Outstanding Contribution Award to Mike King, Facility of the Year to Eltham Leisure Centre and the induction of Aquatics and Recreation Victoria's Life Members, Carol Crofts. All celebrities acknowledged and celebrated the outstanding achievements of individuals, programs and facilities within the Victorian aquatics and leisure industry over the previous 12 months.

This year's restructure of awards saw the inclusion of additional facility categories including an Emerging Leader Award, taking the total number of awards to be issued to 25. Facilities can now nominate for an award under small, medium or large facility structures.

This year's event was a celebration of the incredible hard-working individuals that make our industry so great and the wonderful organisations that provide leading programs and facilities to Victorian's of all ages and abilities. The number and level of nominations (110) and the subsequent winners was of the highest caliber given the industry shutdowns and the pandemic environment and the task of judging the winners by our panel of independent judges was a difficult one and ARV congratulates them all on a successful year and thank them for their contributions.

ARV would like to acknowledge and thank the 70 judges that were a part of the 2019-20 judging process and donating their valuable time and expertise.



Customer Service Award

Presented by Brad Johnson

Supported by Ominta Group

Won by: Thuy Hill - Brimbank Leisure Centres

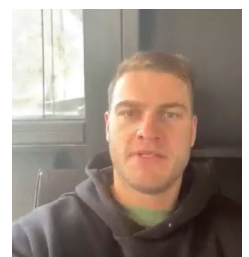


Duty Manager Award

Presented by Tom Papley

Supported by Bluefit

Won by: Jackson Tellus - Aquarena Aquatic and Leisure Centre - Belgravia Leisure



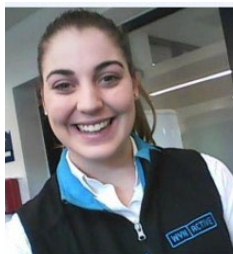
Pool Lifeguard Award

Presented by David Hasselhoff

Supported by Life Saving Victoria

Won by: David Morris - Aquarena Aquatic and Leisure Centre - Belgravia Leisure



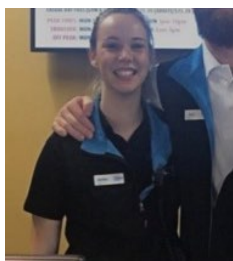
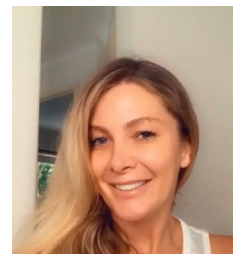


Membership Sales Award

Presented by Natalie Bassingthwaite

Supported by MyZone

Won by: Sarah Chadwick - Aquapulse - Western Leisure Services



Most Valuable Employee Award

Presented by Jack Crisp

Supported By Myrtha Pools

Won by: Shelby Rae - Western Leisure Services - Eagle Stadium



Group Exercise Instructor Award

Presented by Kyle Adnam

Supported by Matrix Fitness

Won by: Louise Craig - Peninsula Aquatic Recreation Centre (PARC)



Personal Trainer Award

Presented by Dan Hannebry

Supported by Life Fitness

Won by: Chris Pattison - Aquanation - Maroondah City Council



Swim Teacher Award

Presented by James Magnussen

Supported by ASCTA

Won by: Frog Peck - Kyneton Toyota Sports & Aquatic Centre



Swim Teacher for Babies, Infants and Preschool

Presented by Lydia Lassala

Supported by Commercial Aquatics Australia

Won by: Hannah O'Shea - Eltham Leisure Centre - Aligned Leisure

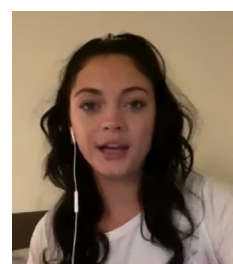


Swim Teacher for People With a Disability

Presented by Ella Nelson

Supported by Belgravia Foundation

Won by: Al Gevers - Yarra Leisure Swim School and Anneliese McDonald - Eltham Leisure Centre - Aligned Leisure



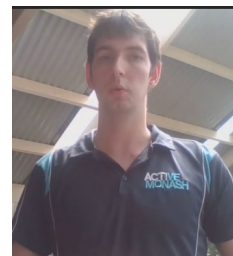


Course Presenter Award

Presented by Matt Haanappel

Supported by Aquafirst

Won by: Aleksei Bondarenko Edwards -
Yarra Centre - Belgravia Leisure



Sustainability Award

Presented by Billy Brownless

Supported by Sunbather

Won by: Sunshine Leisure Centre - Brimbank



Emerging Leader Award

Presented by Tegan Phillip

Supported by Otium Planning

Won by: Sam Kane - Golden Square Pool



Marketing and Communications Award

Presented by Tom Trobjevic

Supported by Wellness Solutions

Won by: Queens Park - Belgravia Leisure



Health Club Award

Presented by Luke Breust

Supported by Technogym

Won by: Aquarena Aquatic and Leisure Centre -
Belgravia Leisure



Community Impact Award

Presented by Majak Daw

Supported by YMCA Victoria

Won by: Brighter Futures Outer East - Kilsyth
Centenary Pool - Belgravia Leisure

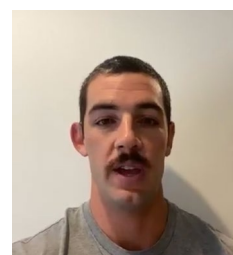


Innovative Program Award

Presented by Taylor Walker

Supported by Aligned Leisure

Won by: Junior Racers - Camberwell
Grammar School



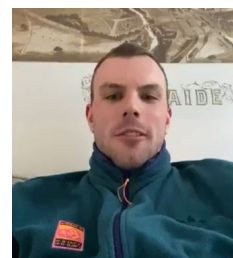


Watch Around Water Award

Presented by Kyle Chalmers

Supported by Life Saving Victoria

Won by: Aquapulse - Western Leisure Services



Swim School Award

Presented by Dustin Fletcher

Supported by Curran Chemicals

Won by: Eltham Leisure Centre -
Aligned Leisure



Facility Management of the Year SEASONAL

Presented by Boy George

Supported by UPR Plumbing Services

Won by: Belgrave Outdoor Pool -
Belgravia Leisure



Facility Management of the Year SMALL

Presented by Lindsay Lohan

Supported by Roejen Services

Won by: JDeakin Active - Clublinks



Facility Management of the Year MEDIUM

Presented by Dennis Rodman

Supported by Roejen Services

Won by: Brimbank Leisure Centres



Facility Management of the Year LARGE

Presented by Charlie Sheen

Supported by Roejen Services

Won by: Eltham Leisure Centre -
Aligned Leisure



ARV Life Members

ARV's Board of Directors would also like to take the opportunity to continually acknowledge the contribution of influential individuals towards Aquatics & Recreation Victoria. We are delighted to announce that the ARV current life members wish to formally induct the recipient of 2019/20 Aquatics & Recreation Victoria Life Membership to Carol Crofts.

Carol has been part of the industry for over 30 years and in this time her contributions and mentoring of others have been established through grassroots development within the industry. Staff retention rates at Maribyrnong Aquatic Centre have maintained at a high rate through Carol's leadership, mentoring and support of the team. Her impact on the community sees aquatic experience available for all while her impact and contributions are far reaching across the industry.

Carol's passion and commitment for the industry is ongoing. Her reputation in the aquatics industry often sees other centre personnel come to her for advice and guidance which she gives willingly as she believes everybody deserves the best and safest aquatics experience. Her ongoing commitment is evident by the many committees she is involved in as well as the many speaking engagements she presents at throughout the industry. Please join us in acknowledging and congratulating Carol on receiving her ARV Life Membership.



Outstanding Contribution to the Aquatic Industry

We would like to announce the recipient of this years Outstanding Contribution to the Aquatic and Recreation Industry to Mike King.

Mike has made a significant contribution to the Aquatic and Recreation Industry and has been a major influence on the design, development and operations of aquatic and leisure facilities across Australia and New Zealand. Mike is known as a leader in the industry and his dedication and passion over 41 years is evidenced by the large number of aquatic and leisure centres operating across the country today that he has been intricately involved with. Mikes work has seen the development or redevelopment of over 300 feasibility studies resulting in the construction of over 100 facilities in Australia and New Zealand with a further 5 facilities currently under design and construction. On top of the facility feasibility studies he has also completed in excess of 500 sport and recreation planning or master projects, numerous business plans and written successful funding applications to support facility developments totally in excess of \$200M

Mike has generously shared his knowledge as a presenter at national conferences, a lecturer and he was instrumental in helping to establish the Generate Program to support young professionals in the Industry. Congratulations Mike.



ARV Sponsorship

It has been a pleasure to work with so many sponsors across the 2019-20 year with a wide range of commercial supporters. ARV wish to formally thank and acknowledge the ARV Partners for the past 12 months.

ARV Industry Sponsors

Gold Partners	Roejen Services
	UPR Plumbing
Silver Partner	Myrtha Pools
Bronze Partners	Commercial Aquatics
	Matrix Fitness
	Life Fitness
	Sunbather
	Curran Chemical
	Chemtrol
	Technogym
	Myzone
	ASCTA
	Heicol Solar
	Ominta Group
	Wellness Solutions
	Aquafirst



Swim Australia Courses

ARV maintains a strong partnership with the Australian Swim Coaches and Teachers Association (ASCTA) in Victoria. SAT offers a nationally recognised swim teaching qualification with ARV having the responsibility for running these courses in Metropolitan Melbourne.

The swim teaching qualification is obtained by completing:

- Online Theory component – approx. 30 hrs
- Face to Face Practical workshop – 8 hrs
- On the job training – approx. 20 to 30 hrs
- Competency Assessment – 1.5 hrs

The program has been developed by ASCTA in conjunction with Australia's foremost swim teaching and coaching experts.

2020 has proved to be a challenging year with the closure of all Aquatic facilities due to COVID-19 and thus significantly affecting the ability to run courses in Metropolitan Melbourne. ARV/ ASCTA successfully ran 13 courses, which included 2 Teacher of Babies and Toddlers and 1x Teacher of Competitive Swimming from 1st September 2019 to 19 th January 2020. Total enrolments in these courses was 73.



Total

Enrolments:
73

Total Courses
Delivered:

13

Play It Safe By The Water

Established in 1998, Play It Safe by the Water is a public education and awareness program that aims to increase safety around water and reduce the number of drowning incidents in Victoria. The program also alerts Victorians to the risk associated with recreational play and swimming in coastal and inland waterways.

The Victorian Government initiative is a collective of 20 aquatic agencies working within the aquatics and safety sectors in promoting positive change in relation to water safety, through education, events and awareness activities to ensure water safety is a priority for all ages, genders and cultures.

Through the state government initiative ARV provided the annual delivery of Play It Safe By The Water promotional merchandise to 200 aquatic facilities across Victoria in an effort to continue the strong message of playing it safe by the water.



Facilities
supported
with Play It Safe
By The Water
Merchandise:

200

Water Safety Week 2020
Launch

Research Projects

Throughout 2019/20, ARV lead and participated in a number of research projects

Solar Energy Analysis

ARV teamed up with United Solar Energy to pilot a sustainability report which assessed a number of selected aquatic facilities current energy consumption and production and provided recommendations for participating aquatic facilities regarding solar energy systems outline the following:

- Size of system needed
- Forecast how much power the system will generate
- Forecast how much power they will still be using from the grid
- A breakdown of how much they will be saving if they “go solar”
- How much carbon emissions they are reducing

With grid power increasing year on year this project has highlighted that savings can be forecast for the next 10+ years based on current usage. United Solar Energy generated a report which has been provided to the participating facilities, highlighting the energy saving opportunities at each centre.

Water Quality Risk Management Plan Guide and Templates

In 2019/20 ARV partnered with DHHS Water Unit and Roejen Services to develop a water risk management template and guide to support the development of effective water quality risk management processes in Victorian aquatic facilities. Developing a water quality risk management plan will support aquatic facilities to achieve:

- Improved compliance with legislation
- Improved stakeholder confidence and trust
- Proactive rather than reactive management
- It is expected that the documents will be published for industry use in November 2020.

Victorian Public Pools - State of Sector Report

2018 saw the launch of the inaugural publication of the Victorian Public Pools: State of Sector Report. In an Industry first, Victoria's two peak aquatic industry bodies ARV and LSV have collaborated to support a better understanding of the Victorian public pool landscape.

Building on the legacy of independent state of industry reports, this annual publication is intended to provide a broad snapshot of the industry, enabling better tracking and comparison of key metrics such as industry size, breadth and social / economic value. The report will act as one true source of information, enabling improved analysis and evaluation and more informed decision making.

It is hoped that this State of the sector document will provide:

- An overview of the size, scope and value of the industry
- Analysis into safety assessment and broader industry safety performance / trends
- Overview of industry projects, research, available resources and future direction
- Details of key industry award / event winners and supporting profiles

The 2019 publication also provided a snapshot into the 2019/20 year. Its challenges, successes and highlights the impact of COVID-19 on the industry.



ARV Advocacy

ARV's focus following the Introduction of the COVID-19 pandemic between March - June 2020 has been to enable and lead industry engagement and advocacy activities within Victoria and nationally. As a peak Victorian industry body, our priority has been to represent our members and industry through important integrative functions including research, provision of advice to government and the sector, advocacy and representation to government and other decision-makers, information dissemination within the sector and to the community, industry consultation and coordination within the sector and industry capacity building.

ARV has closely monitored the COVID-19 pandemic using official sources to ensure the best information has been provided to the industry to enable a consistent industry response to government COVID-19 directions.

ARV has established and participated in a number of new collaborations to ensure industry connection and enable contemporary industry advice to government, including the Victorian Aquatics and Recreation Industry Leaders Group, the National Aquatics and Recreation Industry Leaders Group, the Victorian Aquatics Industry Alliance and the Australian Leisure Facilities Networking Committee.

These groups, comprising senior industry personnel, have informed advocacy activities, industry resource development, industry engagement and industry innovations. Key achievements have included :

Development of Victorian Aquatics and recreation Industry Recovery Proposal

- In June 2020 ARV forwarded to the Victorian Government supported by Minister Community Sport a proposal to support the reboot, recovery and sustainability of Victorian Aquatics and Recreation Sector. Many areas were discussed and presented including:
 - An industry stimulus package
- The following 4 areas were supported for Victorian budget consideration:
 - A training package to financially support upskilling current staff and new entrants into industry
 - An initiative to address high cost of energy consumption
 - A scheme to address drownings in vulnerable communities and increase access and attendance within aquatic facilities for learn to swim and water safety activities and activate funds into aquatic facilities and swim schools.
 - Continued coordination of the sector

Development of VARILG Victorian Aquatics and recreation Industry Reopening Proposal

- This proposal forwarded to Victorian Government and discussed at several Victorian Government round table meetings outlined benefits of industry, preparedness of industry, impacts of closure of industry and a recommended reopening schedule aligned to the Victorian Government roadmap

Support of the establishment of the Victorian Aquatics Industry Alliance (VAIA)

- This alliance an aquatics industry representative group established to assist informing of advocacy re safe and successful reopening of the aquatics industry. Representatives included YMCA Victoria, Belgravia Leisure, ASCTA, ASSA, Austswim, LSV, Swimming Victoria, Paul Sadler Swimland, Yarra City Council, Kingswim and Ford Swim Centre

Coordinated advocacy to Victorian and Federal Governments

- This included coordinated messaging both to the Victorian Aquatics and Recreation industry through various communications channels, newsletters, town hall meetings etc

Development of Victorian Aquatics and Recreation Industry Advocacy Plan

- A plan was developed that included the key asks of Victorian and Federal governments

ARV have provided opportunities for multiple segments of the Victorian aquatic and recreation industry to regularly stay engaged, be informed, learn from each other, problem-solve and provide peer support throughout this changing and challenging year.



*Victorian Aquatic and Recreation Industry Leaders Group
Absent: Shane Dunne, Aligned Leisure*



2019 ARV Industry Conference

An assembly of over 300 industry representatives and 50 presenters converged in Melbourne for the annual Aquatics and Recreation Victoria Industry Conference on the 19th and 20st September 2019.

Held at the Pullman on the Park in East Melbourne, the gathering of participants from organisations such as leisure and aquatic facilities operators and service providers, health clubs and local councils to name just a few, gathered to share intimate knowledge on an array of management, centre activities and operational topics with a view to continually improve the industry for its customers and stakeholders.

The conference program included a vast coverage of areas of interest to participants, highlighted by keynote addresses each morning by respected social and sporting sector speakers on global trends such as Steve Sammartino and Johnathon Hollaway.

It was extremely pleasing to provide a diverse program that provided so many options for those attending to inform, be informed and share ideas and experiences.

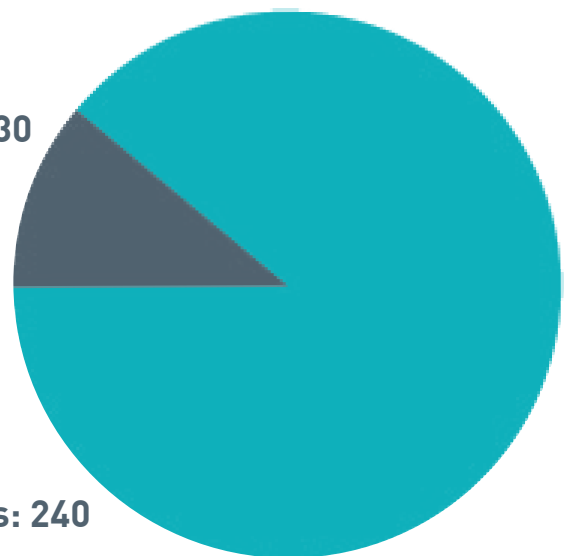
We are thrilled to be able to offer to various areas of the industry throughout the two-days opportunities for participants to discuss, debate, implement and improve their workplaces so that we as an industry continue to provide best practice facilities. The extensive program included key areas such as mock trials, optimising tenders, programing of stadiums, industry trends, future leaders, mental health, modular technology, maintenance, branding and benchmarking, improving community engagement, partnerships, insights and recommendations that are critical in fostering improvement and drive the industry into 2020 and beyond.

The level of expertise and experience among the many presenters over the two-day forum provided an outcome-oriented gathering for the industry to catapult itself forward and provide first class facilities and programs to Victorians of all ages and abilities, desiring to live a healthy lifestyle.

In addition to the professional development opportunities the conference program provided great occasions for networking, including the networking function held at the conclusion of day one of the conference.

Trade: 30

Delegates: 240





Advancing Women In Aquatics & Recreation Industry



ARV and the director of Advancing Women in Sport & Business, Michelle Redfern partnered together in 2019 to facilitate monthly workshops across a 6-month period. Each workshop provided a combination of facilitated learning, structured networking, and practical pragmatic leadership, business and commercial skills development for women along with a special guest presentation by an Advancing Women Ambassador.

The program will deliver 3 critical outcomes for our industry;

- Increase the leadership capacity and business acumen of the participants
- Inspire current and next generation leaders through leadership journey sharing from our program Ambassadors
- Networking and community building opportunities for female leaders within the aquatic and recreation sector

The program included special guest presentations from Bridie O'Donnell, Carol Fox, Lisa Hasker and Joanne Love who all help deliver a powerful learning and development opportunities to increase the capabilities and efficiency of the future female leaders across our sector.

The program included modules covering self-reflection, leadership, growth strategies, financial literacy for the 20 participating current and future female leaders within our industry.

A second Advancing Women in Aquatics and Recreation is planned for the 2020/21 year.



ALFA

In December 2019, a new era of the ALFA network commenced. Titled the Australian Leisure Facilities Networking Committee, ALFNC.

In 2019 ALFA determined to cease its operation as an Incorporated Association and transition into a networking committee.

The new ALFNC have determined their purpose to:

- Provide information sharing, networking, collaboration between state peak associations and representatives and deliver aquatic and recreation industry, project support and advocacy at a national level.

Throughout 2019 ARV have been leading and facilitated this new National network and are looking forward to progressing its objectives.

Representatives include:

- CEO Aquatics and Recreation Victoria
- EO Recreation South Australia
- CEO Leisure Institute Western Australia Aquatics
- CEO/Chair Aquatics Recreation Institute
- CEO ALFA Qld
- State Representative Northern Territory
- State Representative Tasmania

Objectives include:

- To provide a forum for cooperation between state peak associations and representatives involved in the industry in Australia
- To discuss and advocate on behalf of the national aquatic and recreation industry to government departments and relevant Australian aquatics and recreation industry committees to enhance the national aquatics and recreation industry
- to identify funding sources and opportunities available for advancing the Australian aquatics and recreation industry
- To deliver national projects/initiatives that provide benefits
 - ALFA national awards
 - ALFA national state of the sector report
 - Benchmarking
 - National study tours
 - Mentor project
 - Digital/online national seminars and workshops
 - Leadership Program - Advancing Women in the Aquatic and Leisure industry



ARV Christmas Party

50 industry representatives joined ARV in the Tonic Bar to celebrate the end of 2019 at the ARV Industry Christmas Party. The 3pm - 6pm event was a huge success and a positive reflection of the year's festivities with a well-deserved industry social connection opportunity. The event followed the ARV AGM which was a reflection of the previous year's financial achievements and voting of ARV board members.



Cross-cultural Training for Aquatics & Recreation Facilities and Councils

In partnership with the Brotherhood of St Laurence, Aquatics & Recreation Victoria hosted a Cross-Cultural Training Session to help Leisure Centre staff be more culturally inclusive of our multicultural customer base.

By the conclusion of the training, the 10 participants' learning outcomes were:

Gaining insights into elements of cultural difference by:

- Having a greater appreciation of how they may present in the leisure environment
- Recognise that not everyone is the same in our thinking, behaviour and perceptions

Gaining practical strategies which leave them:

- Feeling empowered to engage effectively with CALD customers and be aware of who these local communities from refugee and migrant backgrounds are;
- Recognising how to treat interactions as a learning opportunity
- With increased confidence to effectively engage with CALD customers and will see those occasions as opportunities to make a difference to those people



ARV Committees

Throughout 2019-20, these committees have been active either undertaking meetings or working on key ARV Projects during online technology such as Zoom

These committees are designed for ARV and the wider industry to collaborate and discuss key industry trends, opportunities and challenges. Attendees can contribute and discuss ARV projects and activities, and collectively problem solve and provide feedback on the operations and needs of our industry.

The Facility Management Standing Committee acts as a forum for facility managers to discuss issues relevant to the aquatic and recreation industry. The Learning and Development Standing Committee provides a forum for industry to discuss professional development and required qualifications of the industry, and share knowledge regarding valuable training programs or challenges with staff training.

During COVID -19, ARV identified the need for and have led the development of four additional industry committees. To assist and develop collaboration with the aquatic and recreation industry. These existing and new committees that normally meet quarterly have been meeting sometimes weekly in 2020 to cover all aspect of the ever-changing pandemic environment.

Thank you to all who have been involved and assisted with ARV's committees throughout the last 12 months. In particular to our chair and conveners Paige Buse, Jo Hansen, Simon Bryson, Trent O'Hara, Janelle Falkingham and Jeff Chambers who have committed their time and energy into making each committee a successful avenue for industry collaboration and project development. These committees now look forward to a productive 2020 as they continue to address key industry issues/trends on behalf of members.

- Operations Networking committee
- Swim School Networking Committee
- Health Club Networking Committee
- Local Government Managers Committee
- Learning and Development Standing Committee
- Suppliers and Traders committee - NEW
- Stadium Committee - NEW
- Local Government contractors committee
- Facility Management committee
- Australian Leisure Facilities Networking Committee (ALFNC) - NEW
- Victorian Industry Leaders Group - NEW
- National Aquatics and Recreation Industry Leaders Group - NEW

ARV Social Media



Facebook:

ARV: 1,946 page likes (Up from 1,794 in 2018/19)

VICSWIM: 7,214 page likes (Up from 5,924 in 2019)



Instagram:

ARV: 679 followers (up from 518 in 2018/19)

VICSWIM: 633 followers (up from 325 in 2018/19)



Twitter:

ARV: 418 followers

Facebook: Premier Dan Andrews acknowledging the incredible work of VICSWIM Regional Coordinator Robbie Rae for her work on VICSWIM and as a volunteer firefighter in Euroa



VICSWIM Summer Kidz 2020

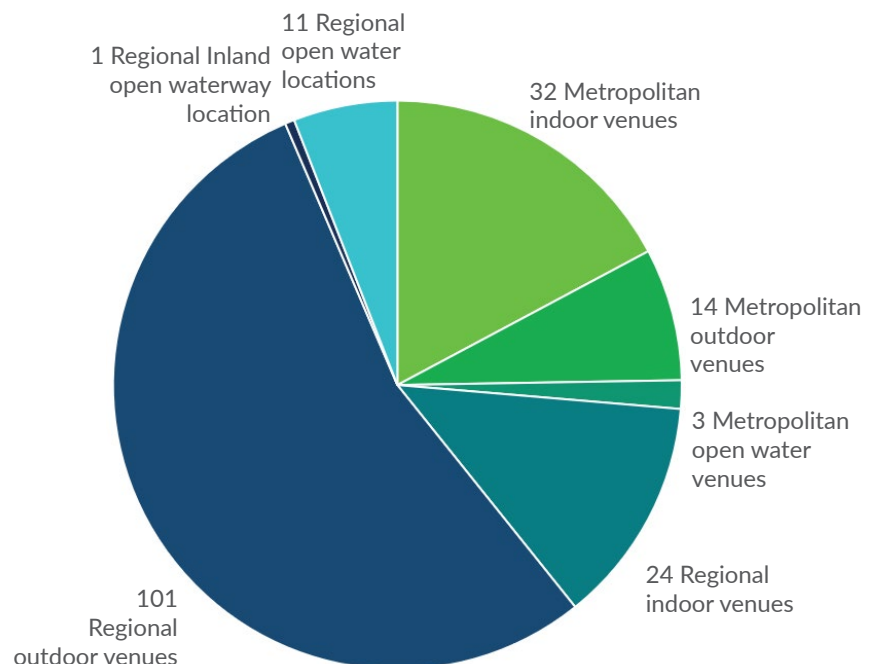
VICSWIM is an intensive learn to swim program held over the first three weeks of January. With a strong focus on water safety skills, the program introduces children to swimming and survival over five, 30 minute lessons each week. VICSWIM began on the 6th of January and concluded on the 24th.

The 2020 program was an overwhelming success, delivering 38,962 hours of water safety education despite having to navigate bushfires, smoke, dust storms and wild weather across the State. VICSWIM had 15,585 enrolments, with 125 of our 186 of our host venues in rural or regional Victoria. VICSWIM offered a diverse range of programs at indoor and outdoor pools, open water locations and inland waterways. VICSWIM's biggest program was hosted at Ocean Grove Main Beach, with 724 enrolments. The Ocean Grove program is a regional, open water program.

VICSWIM was represented in 77% of Victorian Municipalities participated PLUS Albury Council, NSW. The program delivered by over 375 teachers across the state, and an admin team of over 25. In the post program survey, 40% of parents indicated this was the only swimming lessons in the last year.



70 venues across Victoria experienced cancelled or relocated classes due to the Bushfires



AQUATICS & RECREATION VICTORIA
ABN 82 051 944 564

**STATEMENT OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

REVENUE	Notes	2020 \$	2019 \$
Enrolment & Associated Fees	2 (a)	603,724	675,646
Grants and Sponsorships	2 (b)	562,965	544,912
Interest		15	29
Membership Subscriptions		91,664	85,770
Total Revenue		1,258,368	1,306,357
EXPENDITURE			
Activity Operating Costs	3 (a)	577,829	658,195
Depreciation & Amortisation		37,752	43,032
Energy, Rates & Maintenance	3 (b)	17,491	19,732
Insurance		1,953	2,880
Marketing		18,988	20,926
Office Costs	3 (c)	33,559	23,265
Other	3 (d)	18,366	17,140
Printing & Photocopying		23,855	20,708
Professional fees	3 (e)	22,829	31,007
Staffing Costs – Office	3 (f)	473,882	442,115
Telecommunications		17,558	16,517
Travel & Accommodation		9,083	43,863
Total Expenditure		1,255,146	1,339,380
Profit/(Loss) Before Income Tax		3,222	(33,023)
Income Tax Expense		-	-
Profit/(Loss) After Income tax		3,222	(33,023)

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

AQUATICS & RECREATION VICTORIA
ABN 82 051 944 564

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Notes	2020 \$	2019 \$
Current Assets			
Cash & Cash Equivalents	4	176,022	178,556
Trade & Other Receivables	5	26,463	28,302
Prepayments	6	16,664	40,737
		<u>219,148</u>	<u>247,595</u>
Non Current Assets			
Property, Plant & Equipment	7	448,313	473,640
Intangible Assets	8	846	15,271
		<u>449,159</u>	<u>489,911</u>
Total Assets		<u>668,307</u>	<u>736,506</u>
Current Liabilities			
Trade & Other Payables	9	11,104	56,317
Deferred Income	10	11,000	28,771
Employee Benefits	11	13,760	16,513
Provisions		905	-
		<u>36,769</u>	<u>101,601</u>
Non Current Liabilities			
Employee Benefits	11	1,020	7,609
		<u>1,020</u>	<u>7,609</u>
Total Liabilities		<u>37,790</u>	<u>109,210</u>
Net Assets		<u>630,518</u>	<u>627,296</u>
Equity			
Accumulated Surplus		630,518	627,296
Total Equity		<u>630,518</u>	<u>627,296</u>

The above statement of financial position should be read in conjunction with the accompanying notes

The financial statements included in the ARV Annual Report have been derived from the full financial report. Financial Information can be obtained from the full financial report and auditor's report and is made available to all members on request, free of charge.





Aquatics & Recreation Victoria

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