

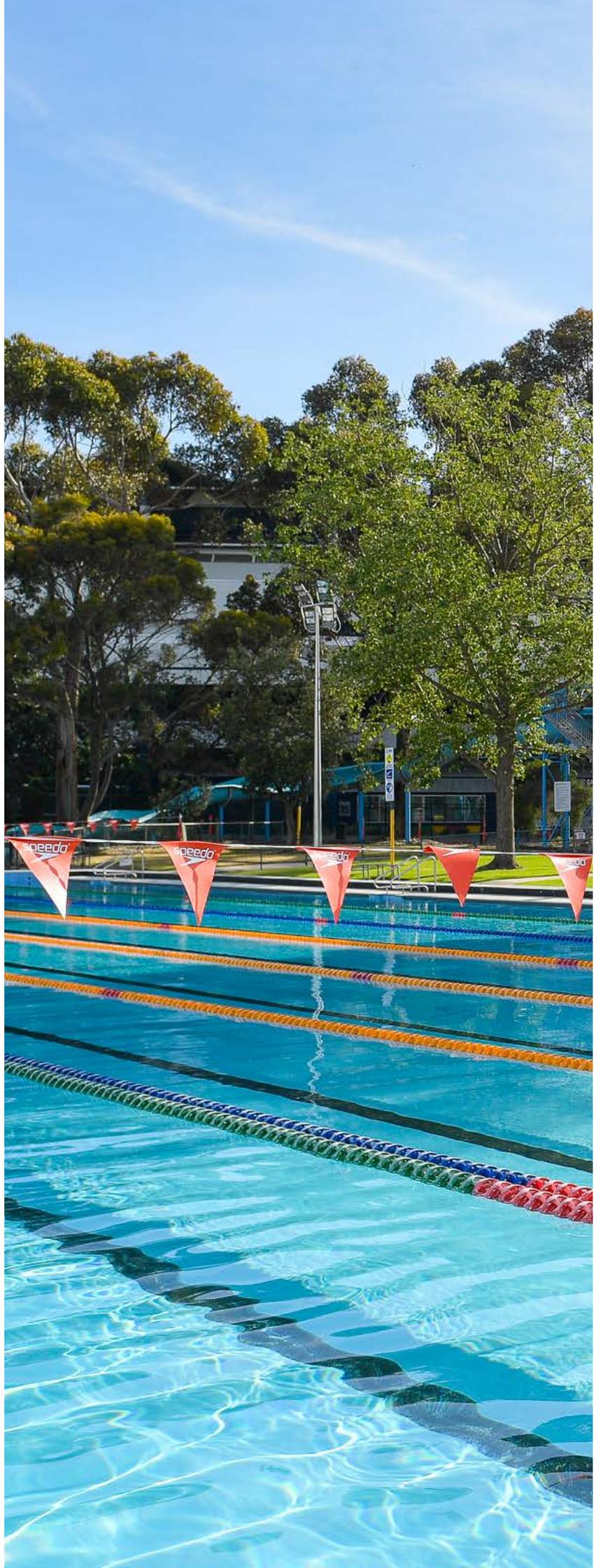
Annual Report

2020 - 21

AQUATICS &
RECREATION
VICTORIA



Cover image:
Lara Outdoor Pool,
City of Greater Geelong, ARV Member



Kardinia Aquatic Centre,
City of Greater Geelong, ARV Member

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Diamond Creek Stadium, Aligned Leisure, ARV Member



VICSWIM 2021 underway at Avoca Outdoor Pool

A Message from the Chair

Andrew Hocking



There is no question that the 2020/21 year has been an extraordinary year for the Victorian Aquatics and Recreation Industry as we all responded and adapted to the new COVID-19 normal.

Our purpose has never been more relevant than over the past year as we supported our members impacted by the COVID-19 pandemic.

Throughout 2020/21 we have continued to listen, coordinate, engage with our members and partners and provide services to meet your needs whilst responding to the challenges presented.

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

This engagement has ensured ARV has been aware of the contemporary issues experienced by our industry over this year and has enabled and informed the ARV 2020/21 advocacy strategy. As a priority ARV have advocated on behalf of the Industry to the Victorian Government to ensure the safe, viable reopening of the industry following multiple closures of our industry as well as advocacy to ensure the sustainability of the industry.

ARV have successfully continued to provide important services, programs and activities through this unprecedented year. A number of key events and activities included a successful Vicswim summer Kidz program in January 2021 which provided the opportunity for 16,516 enrollees young Victorians to learn water safety and survival skills in 167 both indoor, open and inland natural water venues. This was an outstanding outcome given the reduced capacity of the program and the fact that 375 enrolments were refunded due to the Coronavirus quarantine restrictions, testing and the provision of medical certificates.

Sincere thanks to the Victorian Government for their commitment to an additional two years of investment in 2022 and 2023 for the annual VICSWIM program that has now been provided in Victoria for 45 years.

Another successful event was the ARV Regional Industry conference in May 2021 attracting 245 industry representatives to the Warragal community Arts Centre.

On behalf of the ARV board, I take this opportunity to acknowledge and thank the ARV team CEO Kathy Parton and Taya Phillips – Member Services and Events Coordinator and their teams members and contributors

who have enabled delivery of all ARV activities.

Throughout this challenging year the ARV team have operated with resilience, care, great skill and capability to ensure delivery of highly valued Industry services.

Thank you to the ARV board members Alexia Morgan, Ben Tudhope, Ray Smith, Paige Buse, David Le Page for their continued contributions. You have all both enabled the provision of industry insight and expertise and good governance to enable a successful year for ARV.

If there is one thing that 2020/21 has taught us it is the importance of being able to quickly meet the changing needs of our members and partners. We are grateful for the ongoing trust and confidence we have received from our various Industry stakeholders and partners enabling us to foster our vision to be your voice for the Aquatics and recreation industry.

Your ARV are committed to continuously improving our organisation to ensure we are aligned with our members and partner's needs.

We look forward with optimism to leading our industry as we rebuild and recover from the impacts of the 2020/21 year.

Andrew Hocking

Chairman

A Message from the CEO

Kathy Parton



2020/21 has been a significant year in the history of ARV.

As another year that our Victorian Aquatics and Recreation Industry was impacted by the COVID-19 pandemic, and our organisation has both successfully survived and thrived.

We are pleased to once again report another year of continued growth in membership and sponsorship. Numbers once again rose for the 6th consecutive year (45 members) and two additional sponsors.

ARV has again seen a reduction of in person events and activities however we have continued to deliver a range of industry activities including a highly successful Vicswim program and Regional conference, training and professional development activities including the Advancing Women Leadership Program, significant Victorian advocacy activities and coordination of a Statewide Working for Victoria project enabling the temporary employment of 7 temporary EFT across our Industry to deliver on a range of important Industry strategic projects emanating from the 2020 COVID-19 impacted year.

ARV redeveloped its strategic plan 2021- 2024 to ensure that we are both meeting the needs of the industry and sustainable into the future. We are embracing a broader strategy with six key strategic focus areas:

- Build, develop and support our ARV community
- Lead industry advocacy, coordination and engagement
- Deliver industry aquatic and recreation services
- Enable corporate and community sustainability
- Increase equity, inclusion and diversity
- Enable strong research resources and partnerships

We continue to be driven by our vision: "To be your voice for the Aquatics and Recreation Industry". Never has it seemed more important for ARV to do its work in bringing our industry together to ensure it has remained connected and engaged throughout this challenging year.

Throughout the 2020/2021 year ARV have continued to lead statewide advocacy in response to the impacts experienced by our Industry of the COVID -19 pandemic since March 2020.

This advocacy has focused on enabling:

- Positive and safe reopening of the industry following the multiple lockdowns experienced,
- Support for the Aquatics and Recreation Industry workforce
- Financial support for Aquatics and Recreation operators

- Funding incentives to ensure increased participation and accessibility to Aquatic and Recreation facilities.
- Enhanced Mental wellbeing of our industry
- Enhanced Industry coordination

Our ARV team have continued to show extraordinary resilience, dedication and commitment to servicing our Industry each and every day.

I am proud of the responsiveness, innovation and collaboration they have demonstrated across our business over the past 12 months.

For the foreseeable future COVID -19 will continue to have an impact on the way the Aquatic and Recreation Industry operates. Our industry engagement and data has told us that we have an industry that is highly resilient, passionate and filled with skill and expertise to manage the rebuild and recovery of the industry. While the challenges and uncertainties of COVID-19 remain, I am filled with confidence that ARV has the strategy, people and partnerships to weather the storm.

I am deeply grateful to the ARV board led by Mr Andrew Hocking for their continued support. They have been driven by a steadfast desire to see our organisation both flourishing and supporting our Victorian Aquatics and Recreation Industry to both survive and thrive following this challenging year.

I also would like to thank the Minister Community Sport – Ms Ros Spence for her and her governments support to both ARV and the Victorian Aquatics and Recreation Industry over this challenging year.

Thank you to our Industry partners, members and stakeholders who have supported ARV across the past 12 months. It is because of these critical collaborations that we have been able to respond to the continued demands and challenges of the year and I thank you for your valued support.

I would like to recognise our new partners Gradient and Autocoach and thank our ongoing partners for your continued partnerships.

Our team on behalf of our members look forward to continued growth and development of our organisation and our continued work with the industry and Victorian Government to support the rebuild and recovery of our Industry in 2021/22.

I look forward to finally getting the opportunity to meet many of our members and partners in person as we enter the new COVID normal world.

Kathy Parton

Chief Executive Officer

ARV Team 2020/21



Board Meeting Attendance

		Meetings Attended
Andrew Hocking	Chair	7/7
Ben Tudhope	Learning and Development Convenor	7/7
Alexia Morgan	Co-opted Director	7/7
Dave Le Page	Finance and Risk	7/7
Ray Smith	Co-opted Director	6/7
Kathy Parton	Interim Chief Executive Officer	7/7
Paige Buse	Facility Management Convenor	6/7



ARV Board Meeting in 2021

Board Overview

Appointed Director

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



ARV Strategic Plan

In 2021 following significant industry research and engagement the ARV board approved a redeveloped ARV strategic plan 2021-2024. The strategic plan outlines the goals ARV aims to achieve and outlines a plan to achieve them.

Specifically, it outlines ARV's vision, and mission, outcomes we aim to achieve within the industry and Victorian community as well as the values that inform our work and describes the six key areas of focus for the organization and key objectives to drive ARV's activities and investment in the Victorian Aquatics and recreation industry. This update and ongoing monitoring mechanisms will ensure that ARV activities reflect current community and Industry attitudes and expectations relating to participation in the Victorian Aquatics and recreation industry.

New areas of focus include a focus on increasing equity, inclusion and diversity within our industry and community sustainability.

ARV will continue to work with and partner with members, sponsors and key industry stakeholders to leverage the strengths of our partners to achieve our shared goals and enable collective impact.

WHO ARE WE?

A not-for-profit member-based peak association for the Victorian Aquatics and Recreation industry. We are an organisation providing and coordinating support, professional development, advice, training, advocacy, research and networking opportunities. We service and support those who plan, build, own, operate or service aquatics and recreation facilities across Victoria.

WHO ARE WE HERE FOR?

- Aquatic and Recreation providers
- Fitness providers
- Leisure providers
- Stadium providers
- Suppliers and traders

OUR COMMUNITY AND INDUSTRY OUTCOMES

Community

- Public Health Prevention
- Community Health and Wellbeing
- Increased Community activity participation

Industry

- Successful, progressive, connected and impactful aquatics and recreation industry
- Increased sector capacity and capability
- Industry prosperity and workforce development

WHAT ARE OUR SETTINGS?

Individuals: Building skills and capacity of Aquatic and Recreation Industry professionals and service recipients.

Industry Stakeholders: Planning, promoting, supporting, capacity building and advocating on behalf of the Aquatics and Recreation sector.

Community: Enabling improved health and wellbeing within communities across Victoria.

OUR ROLES

- Partner
- Planner
- Provider
- Advocate
- Coordinator
- Contractor
- Resourcer
- Facilitator
- Supporter
- Communicator
- Networker
- Collaborator

HOW DO WE GOVERN?

Board

Consisting of 9 members with 4 elected and 5 members appointed

Committees

Committees consisting of elected members, industry members and appointed subject matter experts

- Operations Networking Committee
- Swim School Networking Committee
- Health Club Networking Committee
- Local Government Managers Committee
- Learning and Development Standing Committee
- Suppliers and Traders Committee
- Stadium Committee
- Local Government Contractors Committee
- Facility Management Committee
- Aquatic Recreation Network Australia (ARNA)
- Victorian Industry Leaders Group
- National Aquatics and Recreation Industry Leaders Group

Management

Employees and contractors with skills, capabilities, knowledge and experience in aquatic and recreation management and operations.

Tracking and Reporting

Managed through committees, operations, board reports, annual reports and stakeholder communication.

Monitoring and Evaluation

Managed through collection and analysis of information to determine progress towards outcomes.

WHAT IS OUR APPROACH TO RISK?

ARV identifies, evaluates and prioritises risks and coordinates the application of resources to minimise, monitor and control the probability or impact of adverse events to maximise the realisation of opportunities.

STRATEGIC PLAN 2021 - 2024

OUR MISSION: Working together for a better industry

OUR VISION: To be your voice for the Aquatics and Recreation Industry

OUR VALUES:

Respect

We treat others with respect and dignity

Integrity

We act with honesty and reliability

Innovation

We encourage innovative ideas and approaches

Excellence

We strive continually for excellence

Diversity

We value and celebrate the diverse people and inclusion with industry and the skills and abilities they bring

Collaboration

We work willingly with others to collaborate and share knowledge

KEY AREA 1: Build, develop and support our ARV community	KEY AREA 2: Lead industry advocacy, coordination and engagement	KEY AREA 3: Deliver industry aquatic and recreation services
Provide leading industry events and activities	Build strong and cooperative relationships with the Aquatics and Recreation Industry	Conduct a statewide aquatic education and water safety program for children in diverse locations across Victoria, including VICSWIM
Enhance membership benefits and experience	Provide high level strategic advice to all levels of government and industry representatives on industry matters to enhance knowledge and decision making	Conduct health, wellbeing and recreation activities and programs to support professional development of industry employees
Develop and deliver products and services in response to the needs of the Aquatics and Recreation Industry	Develop strong relationships with the Victorian Government Departments and elected officials to enable a strong industry	Continue industry engagement to determine relevant, contemporary and accessible industry Aquatics and Recreation services
Provide capacity and capability development opportunities and initiatives	Develop advocacy plans in response to key advocacy issues	Enable increased participation in Aquatics and Recreation activities and opportunities
Grow membership and sponsorship	Lead the delivery of a range of Industry committees to enable industry engagement and action	
Be respected in the Aquatics and Recreation Industry for culture and standards displayed by ARV board and staff	Collaborate with other Peak Associations and State and National Networks to enable unified Sport, Aquatics and Recreation Industry advocacy	

KEY AREA 4: Enable corporate and community sustainability	KEY AREA 5: Increase Equity, Inclusion and Diversity	KEY AREA 6: Enable strong research resources and partnerships
Lead by example and demonstrate our commitment to sustainability	Increase participation opportunities for targeted populations by increasing the equity, diversity and inclusiveness of the Aquatic and Recreation sector	Grow and develop Aquatics and Recreation industry partnerships
Work in partnership to minimise ARV and Victorian industry ecological footprint	Provide industry forums with best practice industry activities	Conduct research projects and studies that are relevant and responsive to the industry and partners we represent
Enable business innovations in response to changing market segments, expectations, industry needs and community change	Support and embrace a diverse and inclusive ARV culture	Collect and manage industry data/evidence to enable effective industry advice and action
Ensure ARV is sustained as a resilient, dynamic, relevant and well-managed organisation		Seek insights and industry feedback to ensure efficiency and quality in every aspect of our performance
Grow revenue through partnerships and investments to enable growth in service capabilities		Develop Industry resources in response to needs of Aquatics and Recreation Industry



Melton Waves Leisure Centre, ARV Member



Windy Hill Fitness Centre, ARV Member

ARV 2020/2021 COVID-19 response

The 2020/2021 year has seen another year for the Victorian Aquatics and Recreation Industry impacted by the Coronavirus (COVID-19) pandemic.

Over the last 12 months ARV have remained committed to our purpose of working together for a better industry and have made significant progress in transforming our business to support the challenges of 2021.

ARV have again in 2021 either rescheduled, pivoted or adapted our industry activities, ARV's focus over this period of 2021 has been to enable and lead and coordinate industry engagement, communications 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:

- Industry research and project development,
- provision of advice to government and the sector,
- advocacy and representation to government and other decision makers,
- information dissemination within the sector and community,
- industry consultation and coordination within the sector and
- industry capacity-building.

ARV has continued to monitor the issues and challenges within the industry influenced by the COVID-19 pandemic to enable a consistent industry response to Government COVID-19 directions and ensure the best information has been provided to the industry and Government .

ARV have continued to lead and participate in important industry networks and collaborations to ensure industry connection and enable contemporary industry advice to government, including: ARV Networking committees, the Victorian Aquatics and Recreation Industry Leaders Group (VARILG), the National Aquatics and Recreation Industry Leaders Group (NARILG), the Victorian Aquatics Industry Alliance and the Aquatics and Recreation Network Australia (ARNA), and National Aquatics Industry Council (NAIC). These groups comprising senior industry personnel have informed both advocacy activities, industry resource-development, industry engagement and industry innovations.

The information and knowledge stemming from the industry networks and industry surveys informed ARV's advocacy activities.

By focusing on our core businesses, investing in our industry, leveraging our strong partnerships and continuing to be guided by our purpose and values, we will continue to create value for all stakeholders while striving for a better tomorrow.

ARV thanks it's members and industry partners for their support and service to the Victorian Aquatics Industry over another challenging year. ARV celebrates the strength and resilience of our industry and look forward continuing to work together to both tackle the challenges that have arisen over recent years and celebrate our success and achievements.



ARV Advocacy

Throughout the 2020/2021 ARV have continued to lead industry engagement and advocacy activities to ensure the needs and issues within our industry were represented to the Victorian and Federal Governments.

As the peak Victorian Aquatics and Recreation industry body, ARV was sought upon by the Victorian Government for industry advice and information.

Key areas of advocacy have included:

Industry Issues Emerging for the 2020/21 COVID-19 Impacted Year

Key issues:

- COVID-19 management financial impacts
- Fragility of our facility staffing strategies
- Industry/Local Government contracts/ management
- Project Coordination and project delivery
- Increased access to the Aquatics and Recreation Industry by vulnerable, marginalized communities
- Environmental sustainability/to enable a reduction to Aquatic and Leisure Facilities operational costs
- Workforce retention and attraction
- Digital content and Analytics – to enable increased attendance within industry
- COVID-19 safe management, practices and future planning
- Industry awareness and recovery of the Victorian Community post COVID-19
- Mental health
- Wellbeing of employers and employees

Industry Coordination

Industry resourcing requirements to ensure highly needed industry support and coordination activities

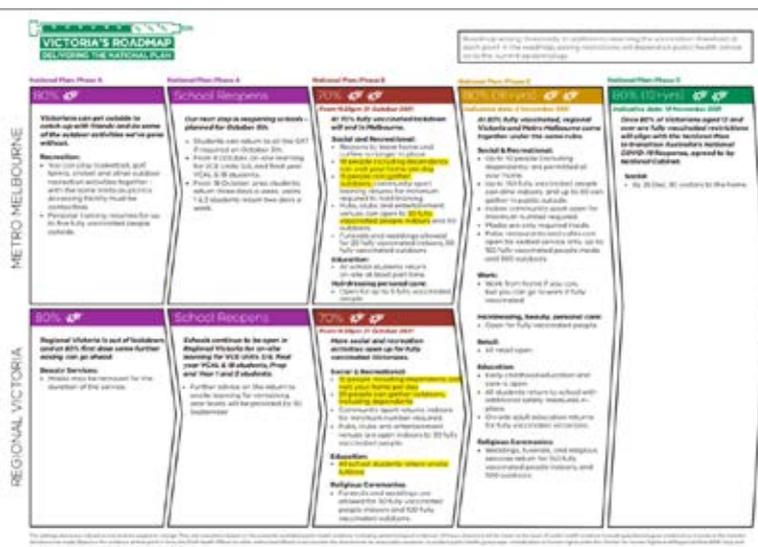
Outcomes from this advocacy have included increased funding and temporary EFT for ARV and the Industry, change to Victorian Government COVID directions for our industry and a range of advocacy activities are ongoing. It is expected that advocacy activities will continue into the 2021/2022 year.

Industry Reopening(s)

Road map and COVID-19 directions amendments including density requirements, exemptions etc.

Recommendations for change regarding reopening COVID restrictions

ARV Briefing papers written and forwarded to Department Health and SRV COVID response team and meetings held with various Victorian Government ministers and ministerial staff to ensure positive and safe reopening.



Aquatics Workforce Support Package

Reduced workforce due to exodus of skilled employees following advice of concerns around instability of employment.

ARV recommended Government support and look at incentives for staff attraction and retention into industry workforce

Industry Financial Support Packages

The Aquatics and Recreation industry has been significantly financially impacted by the COVID-19 pandemic following lengthy closure of the industry impacting revenue whilst managing ongoing fixed costs ARV recommended tailored financial supports for employers within our industry.

Vaccination Economy

Regional and Metro Aquatic and Recreation facility trial site requirements an industry recommendations regarding vaccination status for industry

Industry Mental Health

Issues experienced within industry individuals, teams and organisations. ARV recommended support for the industry.

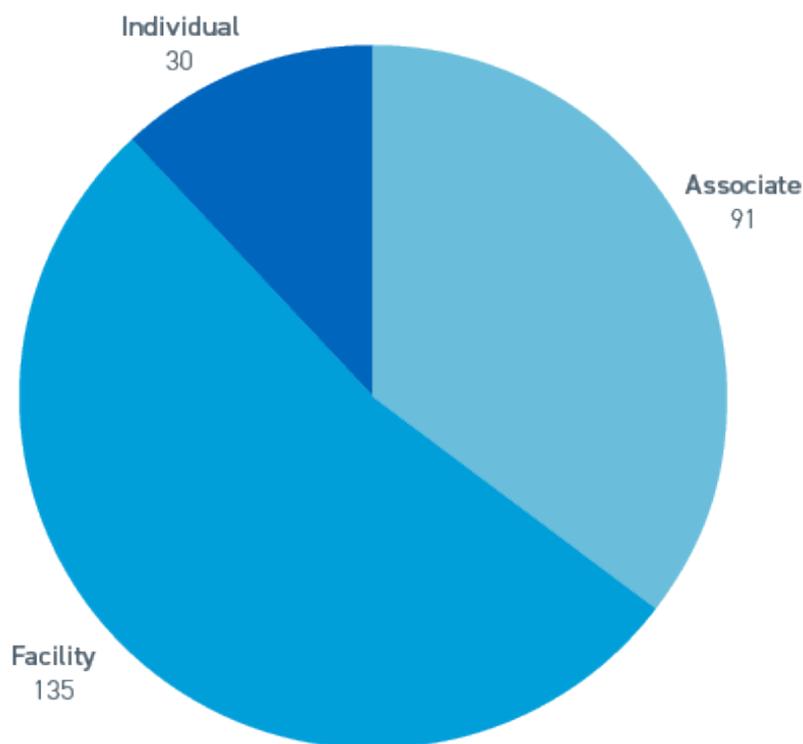


ARV Members

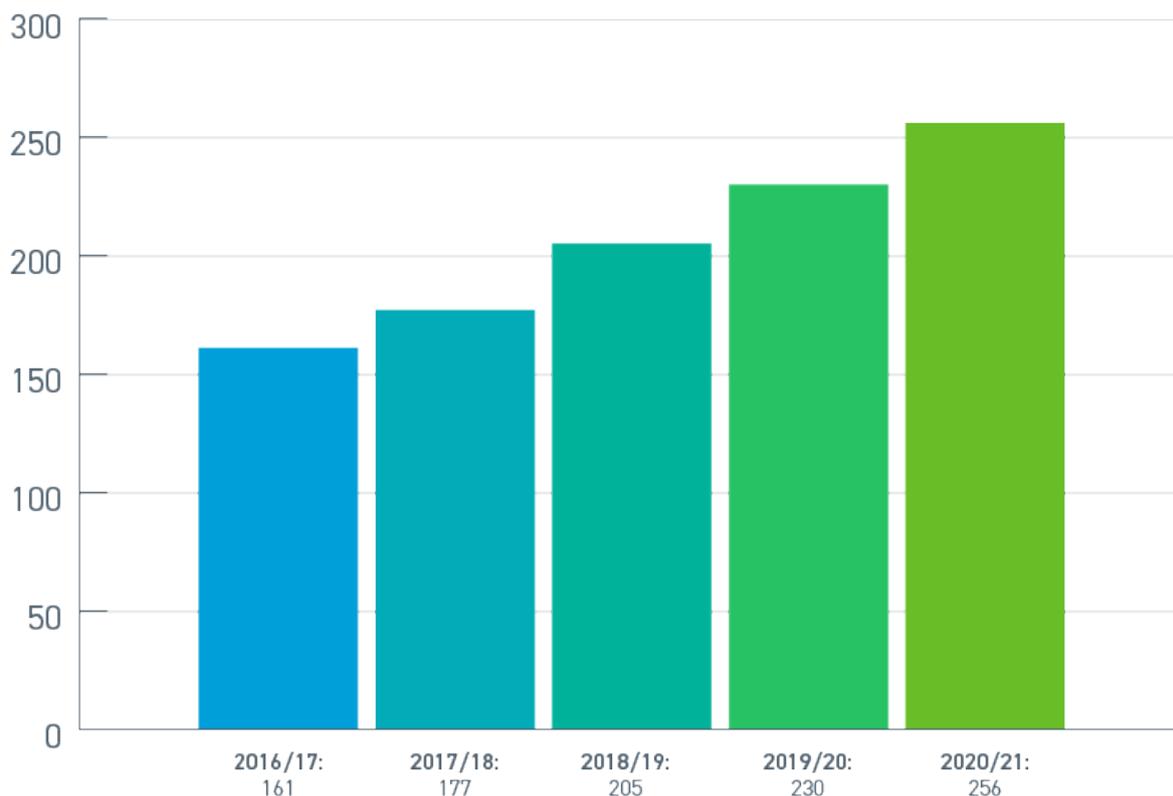
ARV is incredibly grateful for all of our members throughout 2020-21 who remained engaged and involved with ARV during COVID-19 environments. With each organisation facing challenges within their own networks due to COVID-19, we are incredibly thankful for the ongoing support and assistance from all 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 Aquatics and Recreation industry. ARV looks forward to creating more opportunities in 2022 and bringing together industry experts to share knowledge, network and educate our industry.

ARV is delighted to announce 256 current aquatic and recreation members and look forward to working with each member into the future.

ARV 2020/21 Member Breakdown



Membership Growth since 2016



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		

Individual Members

AS&R	Warren Green	Peter Meaney
Luke Beattie	Ashley Holmes	Judy Muir
Lewis Clark	Nic Hall	Kate Nichols
Jim Corbett	Greg H2O Pro Pty Ltd	Paul Stafford
Jillian Cooper	Meredith King	John Summers
Carol Crofts	Bruce Laverty	Nigel Taylor
Neil Davey	Marcus Lightfoot	Tony Tranter
Brett Diprose	Sarie Lowdon	Ted Tullberg
Eric Du	Jenni Maclean	Katrina Van Eyk
Karen Franceschini	Chris McKnight	Andrew Whitaker

Facility Members

Aquahub Croydon	Cardinia Life	Eltham Swimming School
Aqualink Box Hill	Carlton Baths	Endeavour Hills Leisure Centre
Aqualink Nunawading	Carnegie Swim Centre	Faith Leech Aquatic Centre
Aquanation	Casey ARC	Fawkner Leisure Centre
AquaPulse	Casey RACE (YMCA)	Federation University
Aquastyle Swim School	Castlemaine Fitness	Fitzroy Swimming Pool
Aquazone Warrnambool	Caulfield Recreation Centre	Geelong Golf Club
Ascot Vale Leisure Centre	City of Kingston	Glen Eira Sports and Aquatic Centre
Ashburton Pool & Recreation Centre	Civic Reserve Recreation Centre	Gummy Shark Swim School
Bairnsdale Aquatic and Recreation	Clayton Aquatic and Community Centre	Gurri Wanyarra Wellbeing Centre
Belgrave Outdoor Pool	Coburg Leisure Centre	Harold Holt Swim Centre
Belgravia Leisure	Collingwood Leisure Centre	Hastings Community Hub
Bellarine Aquatic and Leisure	Crib Point Pool	Hawthorn Aquatic and Leisure Cen
Berwick Leisure Centre	Dandenong Oasis	Healesville Outdoor Pool
BK Kids	Deakin University Burwood	Heathcote Swimming Pool
Bluewater Fitness Centre	Deakin University Waurn Ponds	Hepburn Springs Bathhouse and Pavillion
Boroondara Sports Complex	Diamond Valley Sports & Fitness	Ivanhoe Aquatic Centre
Brennan Park Swimming Pool	Doveton Pool	Kardina Aquatic Centre
Broadmeadows Aquatic and Leisure Centre	Eagle Stadium	Keilor Golf Course
Brunswick Baths	East Keilor Leisure Centre	Kensington Community Recreation Centre
Camberwell Grammar School	Eltham Leisure Centre	KiddieSwim Marriott Waters

Facility Members - Continued

KiddieSwim Mt Martha	Marong Swimming Pool	Salt Water Swim School Point Cook
Kilsyth Centenary Pool	Melbourne Sports & Aquatic Centre	Seville Water Play Park
Kingswim Bayside	Melton Waves Leisure Centre	Sloan Swim School
Kingswim Caroline Spings	Mill Park Aquatic And Recreation Centre	Somerville Recreation Centre
Kingswim Chirnside Park	Monash Aquatic and Recreation Centre	Splash Aqua Park & Leisure Centre
Kingswim Clyde North	Monbulk Aquatic Centre	Splash Devonport
Kingswim Derrimut	Noble Park Aquatic Centre	Splashdown
Kingswim Dingley	Northcote Aquatic & Recreation Centre	Spring Park Golf Course
Kingswim Frankston	Oak Park Aquatic Centre	Springers Leisure Centre
Kingswim Langwarrin	Oakleigh Aquatic Centre	Sunbury Aquatic & Leisure Centre
Kingswim Mernda	Olinda Community Pool	Sunshine Leisure Centre
Kingswim Mornington	Olympic Leisure	Swan Hill Leisure Centre
Kingswim Narre Warren	Pelican Park Recreation Centre	Swan Hill Outdoor Pool
Kingswim StKilda East	Peter Krenz Leisure Centre	Swimmers
Kingswim Wantirna	Plenty Valley Health and Wellness Studio	Swm and Survival Academy
Knox Leisureworks	Prahran Aquatic Centre	Thomastown Recreation Aquatic Centre
Lakes Aquadome	Queens Park Swimming Pool	Watermarc
Lara Swimming Pool	RACV Club City Fitness Centre	Waterworld Geelong
Leisure City Epping	RecWest Braybrook	Werribee Outdoor Pool
Leisurelink	RecWest Footscray	Wodonga Sports & Leisure Centre
Lilydale Outdoor Pool	Reservoir Leisure Centre	Yarra Centre
Long Gully Splash Park	Richmond Recreation Centre	Yarra Ranges Shire Council
Macleod Recreation Centre	Robinvale Leisure Centre	Yarrambat Golf Course
Maribyrnong Aquatic Centre	Salt Water Swim School Bentleigh	

City of Greater Geelong, ARV Member



Associate Members

@Leisure Planners	Commercial Aquatics Australia	Nunawading Swimming Club (Just Swimming)
Active Xchange	East Gippsland Shire	Otium Planning Group
Aflex Technology	Flowcrete Australia	Peninsula Aquatic Recreation Centre
Aligned Leisure	Flowtec Leak Detection Services	PLAE Global
Aquarena Aquatic and Leisure Centre	Fluidra Australia	Pooltronics
Australian Swimming Coaches & Teachers	Gannawarra Shire Council	Pro Am
AUSTSWIM	Gradient Advanced Technologies	Recreation Aotearoa
AutoCoach	Gumbuya World	Roejen Services
Banyule City Council	Hume City Council	Ryle, Michael
Bass Coast Shire	Jonas Leisure	Safety Skills Training DMCC
BioLab	Jump Swim Schools	Shire of Campaspe
Bluefit	Life Saving Victoria	Smart Connection Consultancy
Bluegum	LumiGroup	Southern Grampians Shire Council
Brimbank City Council	Macedon Ranges Shire Council	Sports Accounting Australia
Cardinia Shire Council	Manningham City Council	Stawell Sports and Aquatic Centre
Ceramic Solutions	Mattioli	Sunbather Pty Ltd
CHEMTROL AUSTRALIA	Metra Australia	Swimming Victoria
Chisholm Institute	Metz Speciality Materials	Swimplex Aquatics
City of Ballarat	Mildura Waves Aquatic & Leisure	Technogym
City of Boroondara	Mitchell Shire Council	University of South Australia
City of Casey	Monash University (Monash Sport) Doug Ellis	UPR Plumbing
City of Greater Bendigo	Moonee Valley City Council	URBNSURF
City of Greater Dandenong	Moreland City Council	Wellington Shire Council
City of Greater Geelong	Mornington Peninsula Shire	Western Leisure Services
City of Greater Shepparton	Mount Alexander Shire Council	World Wide Swim School
City of Melbourne	Murrindindi Shire Council	Wyndham City Council
City of Melton	MyZone	Yellowbox
City of Monash (Active Monash)	Nillumbik Shire Council	YMCA South Australia
City of Whittlesea	Northern Grampians Shire	YMCA Victoria
City of Yarra	NovoFit	Zoggs Australia
Clublinks		

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.



ARV Life Member Lunch

ARV welcomed the ARV Life Members to a lunch at La Camera, Southbank on the 18th of April, 2021. This was an opportunity to get together and catch up after the events of 2020.

ARV was excited to have 10 Life members, members of the ARV Board, ARV Gold partner Roejen Services, represented by Paul Stafford, and members of the ARV team in attendance. The life member cohort were excited to have the newest life member, Carol Crofts, in attendance.

ARV looks forward to welcoming Life Members to its events in 2022.



ARV Sponsorship

It has been a pleasure to work with so many sponsors across the 2020-21 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



ARV Industry Awards

The ARV Industry Gala Awards celebrating the efforts of the industry throughout 2020, was unfortunately postponed due to COVID19 restrictions. The Gala Awards will take place on Friday, 28th January 2022. Judging has been completed. Below, all award nominees and sponsors are listed.



Customer Service Award

Rhiannon Galea	Aquapulse - Western Leisure Services
Scott Girvan	Active Monash
Dani Bosancic	Waves Leisure Centre
Alison Stewart	Peninsula Leisure
Katherine Roem	Yarra Leisure
Jamie Fee	Pelican Park - Belgravia Leisure
Nina Lawson	Bluefit
Andrew Johnson	Aquarena Aquatic and Leisure Centre - Belgravia Leisure



Duty Manager Award

Julie Cain	Gurri Wanyarra Wellbeing Centre - Belgravia Leisure
Josh Tatterson	Boroondara Sports Complex - YMCA Victoria
Joel O'Keefe	Leisurelink - Geelong
Lorena Videla	Active Monash
Courtney O'Keefe	Melton Waves - Belgravia Leisure
Errol Whinnen	Yarra Leisure
Sian Banfield	Waves Leisure Centre
Kai Smith Pycroft	Bluefit
Connor Barrett	Ascotvale Leisure Centre - Belgravia Leisure
Alexie Bartow	Aquapulse - Western Leisure Services
Kayla Chapman	Aquarena Aquatic and Leisure Centre - Belgravia Leisure
Amy Phelps	Urbnsurf



Pool Lifeguard Award

Jemma English	Brimbank Leisure Centres
Raine Graham	Waves Leisure Centre
Mikayla Alderton	Aquarena Aquatic and Leisure Centre - Belgravia Leisure
Marcus Colla	Aquapulse - Western Leisure Services
Tom Salomon	Yarra Leisure
Leanne Roach	Peninsula Aquatic Recreation Centre (PARC)
Joshua Pereira	Active Monash



Membership Sales Award

Jenna Smith	Aquapulse - Western Leisure Services
Olivia Carter	Active Monash
Robyn Gosbell	Collingwood Leisure Centre - Yarra Leisure

Most Valuable Employee Award

Amanda Maher	Waves Leisure Centre
Stacey Pringle	Peninsula Leisure
Shaun Wyatt	Bluefit
Jaye Hansford	Melton Waves Belgravia Leisure
Daniel Wood	Leisurelink - City of Geelong
Sarah Kennedy	Lakes Entrance Aquadome
Thuy Hill	Sunshine Leisure Centre
Lisa Ridgewell	Echuca War Memorial Aquatic Centre
Zoe Gee	Splash! Devonport Aquatic and Leisure Centre
Nic Campbell	Camberwell Grammar School
Shannon Schlotterlein	Belgravia Leisure
Amanda Sawyer	Wodonga Sport and Leisure Centre - Aligned Leisure

MATRIX

Group Exercise Instructor Award

Yaleika Ariza	Active Monash
Alycia Dean	Aquapulse - Western Leisure Services
Julie Mckay	Melton Waves
Jen Martyn	Peninsula Aquatic Recreation Centre (PARC)
Helen Walk	Brunswick Baths - YMCA Victoria
Holly Mayer	Waves Leisure Centre
Meredith Donaldson	Eltham Leisure Centre - Aligned Leisure
Adele Danielle	Oak Park Sports & Aquatic Centre - YMCA Victoria



Personal Trainer Award

Darcy Vipond	Ascot Vale Leisure Centre - Belgravia Leisure
Roxanne Russell	Aquapulse - Western Leisure Services
Nana (Nazanin) Khodrang	Active Monash
Pru Drago	Peninsula Aquatic Recreation Centre (PARC)
Brad Paterson	Eltham Leisure Centre - Aligned Leisure
Jarred McDonnell	Lakes Entrance Aquadome
Joanna Hodge	Swan Hill Leisure Centre



Swim Teacher of the Year

Rory Lewis	Yarra Leisure Swim School
Sarah-Jayne Ashworth	Aquarena Aquatic and Leisure Centre - Belgravia Leisure
Jenna Davies	Kyneton Toyota Sports & Aquatic Centre
Darrin Roza	Knox Leisureworks - Belgravia Leisure
Gerry Ostrowski	Sunshine Leisure Centre
Damon Skinner	Kilsyth Centenary Pool - Belgravia Leisure
Konrad Maggenti	Active Monash
Di Henriksen	Camberwell Grammar School



Teacher of Babies, Infants and Pre School Award

Lakota Dugan	Knox Leisureworks - Belgravia Leisure
Robyn Gosbell	Yarra Leisure
Tiahne Frederic	Waves Leisure Centre
Fiona Wilson	Gurri Wanyarra Wellbeing Centre - Belgravia Leisure
Janine Rule	Casey RACE - YMCA Victoria
Emily Forster	Ascot Vale Leisure Centre - Belgravia Leisure



Teacher of People with a Disability

Rumer Guario	Yarra Leisure
Letitia Pedersen	WaterMarc - Belgravia Leisure
Devan Workman	Ascot Vale Leisure Centre - Belgravia Leisure
Peita Gibbons	Pelican Park Recreation Centre - Belgravia Leisure
Louise Tilley	Knox Leisureworks - Belgravia Leisure



Course Instructor Award

Claudia Stewart	Glen Eira Sports and Aquatic Centre
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Sustainability Award

Brimbank Leisure Centres	
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Emerging Leader Award

Eric Du	Learn to Swim Victoria
Mark Bolitho	Waves Leisure Centre
Hayley Burke	Aquapulse - Western Leisure Service
Emma Lowe	Belgravia Leisure
Nick Carter	Ashburton Pool & Recreation Centre - YMCA Victoria
Shana Mangan	Wodonga Sport and Leisure Centre - Aligned Leisure
Ryan Mifsud	Belgravia Leisure
Sarah Mall	Peninsula Leisure
Richard Hollins	Splashdown - City of Geelong



Marketing and Communications Award

Peninsula Leisure's COVID response and rebound	Peninsula Leisure
Brimbank Leisure Centres Digital Transformation	Brimbank Leisure
Marketing & Communication Plan	Knox Leisureworks - Belgravia Leisure



Health Club Award

Peninsula Leisure	
Brunswick City Baths - YMCA Victoria	
Glen Eira Sports and Aquatic Centre	



Community Impact Award

Keenager's Table Tennis	Yarra Centre
Virtual Y	YMCA Victoria
Peninsula Leisure's digital and remote offering	Peninsula Leisure
Connect Program	Aquapulse - Western Leisure Services
Mental Health eLearning Program	Belgravia Leisure
St Albans Pop Up Gym	Brimbank City Council



Watch Around Water Award

Brimbank Leisure Centres	
Aquapulse - Western Leisure Services	



Innovative Program Award

Virtural Y	YMCA Victoria
AquaFit	Aquapulse - Western Leisure Services
Leisure & Recreation Redeployment Program	City of Greater Geelong
DeakinMOVES	DeakinACTIVE - Clublinks
Water Safety @ Home	LifeSaving Victoria
Kingston Active At Home	Waves Leisure Centre
Partners in Health	Belgravia Leisure
Digital and remote offering	Peninsula Leisure
GEL Anywhere	Glen Eira Sports and Aquatic Centre
All Abilities Day- Virtual	Civic Reserve Recreation Centre - Belgravia Leisure



Swim School Award

Waves Leisure Centre
Yarra Leisure
Sunshine Leisure Centre
SWIRL Goswim - Belgravia Leisure
Learn to Swim Victoria
Monbulk Aquatic Centre - Belgravia Leisure



Facility Management Award - All Year Large

Aquarena Aquatic and Leisure Centre - Belgravia Leisure
Monash Sport (Monash University)
Eltham Leisure Centre - Aligned Leisure
Glen Eira Sports and Aquatic Centre
Aquapulse - Western Leisure Services



Facility Management Award - All Year Medium

Brimbank Leisure Centres
Waves Leisure Centre
Oak Park Sports & Aquatic Centre - YMCA Victoria
Mildura Waves Aquatic and Leisure Centre - Aligned Leisure



Facility Management Award - All Year Small

Lakes Entrance Aquadome



Facility Management Award - Seasonal

Pines Forest Aquatic Centre - Peninsula Leisure
Olinda Community Pool
Colignan Swimming Pool - Aligned Leisure
Whittlesea Swim Centre - Belgravia Leisure

Outstanding Contribution Award

Julia Wood	Peninsula Leisure
Martin Sheppard	Smart Connections Consultancy

2021 ARV Regional Conference

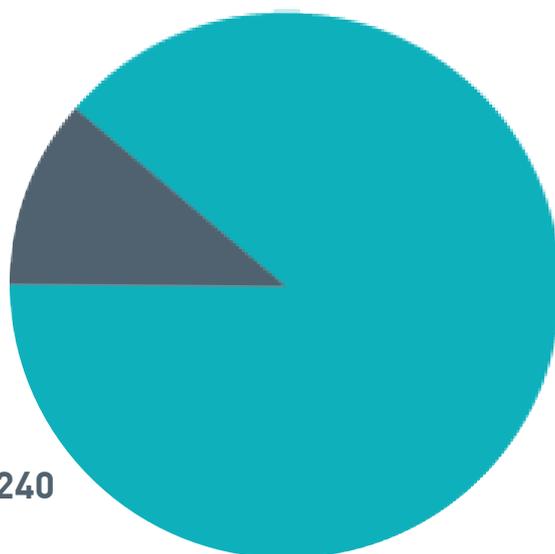
Over 200 industry representatives and 50 presenters converged for the annual Aquatics and Recreation Victoria Industry Regional Conference on 5-7 May 2021. Participants from organisations across the industry such as leisure and aquatic facilities operators and service providers, health clubs and local councils came together for professional development and networking opportunities.

The conference showcased an array of sports, aquatic, leisure and recreation Industry speakers who presented on management, centre activities and operational issues and opportunities. The program was designed with a view to continually improve the industry for its customers and stakeholders.

The conference program covered a broad range of interest areas, highlighted by keynote addresses each morning delivered by respected sector speakers.

2021's conference was centred around supporting our industry to survive and thrive.

Trade: 30



Delegates: 240





Working for Victoria Initiative

The Working for Victoria initiative is part of the Victorian Government's \$1.7 billion Economic Survival Package. This initiative aims to help businesses and people who have lost their jobs during the COVID-19 pandemic. The Working for Victoria Fund is designed to connect workers with new opportunities that will help our community and contribute to Victoria's ability to respond to the pandemic.

In 2021, the Victorian Government supported the introduction of the Working for Victoria Initiative into the Victorian Aquatics and Recreation industry. This initiative has enabled the temporary employment of seven EFT across our industry to deliver a range of key Industry projects that have emerged following the introduction of the COVID-19. The projects identified will assist the industry in:

- Recovery from impacts of the COVID-19 pandemic.
- Minimising future impacts of COVID-19 on the industry.
- The health and wellbeing recovery of the Victorian community.

Jobs Victoria and DPJR partnered with ARV to enable the leadership and coordination of this initiative within the Victorian Aquatic and recreation industry. 7 temporary EFT were employed within ARV, Belgravia Leisure, Aligned Leisure, YMCA, Clublinks and Blue fit to develop and deliver key industry projects including:

- Digital content and analytics resources,
- Victorian Aquatic's and recreation industry profile,
- Contract Management Framework industry resource and education program,
- Industry Access and Inclusion Framework,
- Industry Workforce Retention and Attraction strategies,
- Industry awareness campaign and communications resources,
- COVID Safe Management Practice resources,
- Environmental sustainability industry framework resource.



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.

Victorian Public Pools - State of Sector Report



ARV are working with LSV to develop the annual Victorian Public Pools – State of the Sector Report provides a snapshot of the public pool industry in the 2020/21 year.

The public pool industry comprises facilities including council-owned aquatic facilities, learn-to-swim centres, early childhood care, and tertiary education and higher education venue pools.

Any pool or facility that conducts swimming lessons is considered public for the duration of the lesson/s, as is any swimming pool or facility that offers access on a pay-per-usage basis for the duration of such activities.

The target audience for the State of the Sector Report includes aquatic facility owners and operators, aquatic industry agencies and government departments.

This report provides:

- An overview of the industry's size, scope and value.
- Insight into customer usage trends and patterns.
- Analysis of industry safety performance.
- An overview of sector initiatives and research projects.
- Details of key industry award winners.
- Information on the impacts of COVID-19.

It is expected this important industry resource will be published and distributed in December 2021.

Water Quality Risk Management Plan Guide

In 2020 ARV in partnership with the Department of Health and Human Services and Roejen Services developed a Water quality risk management guide and template to assist aquatic facility operators develop an aquatic facility water quality risk management plan. The guide outlines the minimum requirements for an aquatic facility water quality risk management plan and how the plan can be tailored to suit each specific aquatic facility. The guide should be used alongside the Water quality risk management plan template and is also supported by the guidelines which detail how to manage water quality within an aquatic facility. A water quality risk management plan details how aquatic facilities will comply with the aquatic facilities provisions of the Public Health and Wellbeing Regulations 2019 and the Water quality guidelines for public aquatic facilities – managing public health risks (the guidelines).





Advancing Women in Aquatics and Recreation

ARV and the director of Advancing Women in Sport & Business, Michelle Redfern partnered together to facilitate a series of online 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.

The Advancing Women in Aquatics and Recreation provided a thought-provoking experience to challenge my career focus and approach. It provided a fabulous networking opportunity, although being online, we were able to remain connected to industry and motivated through a year full of lockdowns. Thank you.

- Sarah Podesta, Aquatics Manager VIC/TAS, Belgravia Leisure

Advancing Women program was fantastic, I took on so many things from elusive soft skills and tactics of business to professional development.

It was an amazing program, where I felt heard and supported plus learned how to advocate for myself while carving my own career path.

- Petra Majchrak, Swimming Lessons Director, YMCA SA

ActiveXchange Seminar

As part of ARV's Partnership with ActiveXchange, ARV hosted members for an information session on ActiveXchange and the power of a connected network. Used by hundreds of venues each week, and having now delivered in excess of 170 Investment Planning Reports across Australia and New Zealand, SportsEye supports leisure, sport and government by making data simple to use by creating insights that shape operational, planning and marketing decisions to increase activity and membership of sports and venues with its partners. In addition, SportsEye helps the partners better connect with local government and funding stakeholders by using its community health and wellbeing and Social Value insights.

James Ellender, CEO ActiveXchange was joined by a range of Victorian based partners already using ActiveXchange to provide ARV members a better understanding of the power of the connected network and how venues, planners, administrators, and program specialists are using the various tools to help plan, govern, advocate and grow in Sport and Leisure.



ARNA

For many years The Australian Leisure Facilities Association (ALFA) provided information sharing, networking, collaboration and project support for the state bodies and produce advocacy opportunities at a national level. individual state associations to operate ALFA.

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

In 2020/21 ARV led the establishment of the Aquatic Recreation Network Australia (ARNA) to ensure continuation of a national network aimed at providing information sharing, networking, collaboration between state peak associations and representatives and deliver Aquatic and Recreation Industry project support and advocacy at a national level. The ARNA networking committee meets bimonthly and over this challenging year has provided an opportunity:

- 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 for positive change to on the national stage;
- To provide input and advice on issues related to Aquatics 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 to state bodies as determined e.g.
 - 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 & Leisure Industry



The Aquatic Recreation Network Australia Committee membership comprises a maximum of 9 positions of State-wide Aquatics and Recreation peak associations and representatives including:

- Aquatics and Recreation Victoria
- Life Saving South Australia
- Leisure Institute Western Australia Aquatics
- Aquatics Recreation Institute
- CEO ALFA Qld
- State Representative Northern Territory
- State Representative Tasmania



ARV Committees and Industry Groups

ARV have continued to chair a range of Industry representative committees and networks to ensure a space for Industry discussions and response to the Covid-19 challenges as well as enabling contemporary Industry experience, knowledge and information has informed this advocacy including the Victorian Aquatics and Recreation industry Leaders groups (VARILG), ARV committees, and the National committee ARNA as well as participating in a range of Victorian and national Committees including the National Aquatic Industry Council, Victorian Aquatics and Industry Alliance (VAIA),

It is expected that many of these Victorian and National committees will continue into the 2021/2022 year as the COVID-19 pandemic continues to impact the Aquatic and recreation industry.

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

Throughout 2020-21, these committees have been active either undertaking meetings or working on key ARV Projects during online technology such as Zoom.

Thank you to all who have been involved and assisted with our committees throughout the last 12 months. In particular to our chair and conveners Paige Buse, Simon Bryson, Aylie Spence, Janelle Falkingham, Barry Harrison, John Clark, Jessie Piggot, Heather Callahan and Jeff Chalmers 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 2022 as they continue to address key industry issues/trends on behalf of members.

ARV Facility Management Standing Committee

This Committee is responsible for considering Aquatics and Recreation facility management issues and provide advice on the following matters, including:

Human resource management, operational matters, professional staff development opportunities, sustainable management practices, future trends in service delivery and facility and asset management.

Examination of broader facility planning, design and funding, the impact of current or proposed Government policy on the management of Aquatics and Recreation facilities and consideration of the strategic positioning of the industry.

ARV Learning and Development Standing Committee

This committee is responsible for considering current issues surrounding the industry's general training and education requirements and associated professional development needs. The committee works to ensure that the ARV Board is fully informed on these matters and that ARV can respond accordingly. The Committee is made up of industry training providers, industry and university/TAFE bodies, local government representatives, operators and managers. The Committee discusses issues around:

- Identification of industry skills needs
- industry gaps and training requirements
- implementation and consideration of applicable industry training packages
- provision of advice and feedback to government
- matching professional development needs to enhance performance across the local government sector (including aquatic, health and wellness programs, customer service, facility management and health club operations)

Developing, considering or implementation of industry guidelines or codes applicable to training, education and professional development, advocacy to appropriate bodies to attend to identified training gaps and provision of high-level advice to the ARV Board.

ARV Swim School Networking Committee

The ARV Swim School Committee attracts swim school coordinators, managers and team leaders that come together quarterly to discuss aquatic knowledge, water safety and learn to swim techniques. This meeting is a professional development and networking committee that focuses on:

- Benchmarking
- Collaboration
- Water safety
- Swim teachers/qualifications
- Recruitment

ARV Operations Networking Committee

The ARV Operations Networking Committee attracts operation coordinators, managers and team leaders that come together quarterly to discuss operating knowledge and management techniques. This meeting is a professional development and networking committee that focuses on:

- Qualifications
- Recruitment
- Risk/OHS
- Policy and procedures
- Lifeguarding, scheduling, duty managers
- Benchmarking
- Collaboration

ARV Health Club Networking Committee

The ARV Health Club Networking Committee is an opportunity for health club coordinators, managers and team leaders to come together quarterly and discuss health and fitness knowledge and dry-programming techniques. This meeting is a professional development and networking committee that focuses on:

- Programming
- Wellness
- Qualifications
- Equipment
- Benchmarking
- Collaboration
- Recruitment

ARV Local Government Managers Networking Committee

The purpose of this group is to be a Local Government operators support network – sharing stories, learnings, experiences, challenges, data and innovation ideas.

Be a strong voice for the local government managed sector – to influence, advocate, lobby and educate the decision-makers.

Create strategic opportunities – focused time to get out of your business and grow your knowledge to adapt to industry changes, threats and emerging opportunities.

Staying relevant and competitive – COVID-19 has shown everyone how fragile the aquatic and leisure sector is when confronted with pandemics or business disruptions. Being well connected and unified builds resilience and the capacity of the group to pivot quickly.

Provide mental health support – these challenging times have tested teams to breaking point with many staff leaving the sector. Having colleagues to provide support, advice and mentoring is an important element of not being isolated when confronting similar business or team culture challenges.

Participate in regular catch-ups – the group will meet quarterly via video conference and where possible face to face twice per year to stay connected and engaged with the Strategic Plan

ARV National Industry Leaders Group

This committee includes national representation from all management companies and industry consultants.

The purpose of the National Industry leaders' group is to:

- Provide information sharing, networking, collaboration and enhanced integration between key Victorian Aquatic and recreation representatives
- Support National Industry engagement, coordination and advocacy
- Stronger alignment and roles between Federal, State and Local Governments

ARV Stadium Networking Committee

A newly-formed committee to service those centres and stand-alone facilities that incorporate stadiums into their curriculum. This network is open to those who run, manage and support basketball stadiums in addition to health and fitness managers who may use the area and facility for multi-purpose spaces.

ARV Victorian Industry Leaders Group

The Victorian Aquatic and Recreation Industry Leaders Group was established in March 2020 as an alliance of industry bodies for the aquatics, recreation and leisure facilities industry in Victoria following the outbreak of the COVID-19 pandemic. The purpose of this groups establishment was to support Victorian industry engagement, coordination and advocacy following the outbreak of the COVID-19 pandemic. The representation of CEO's from all 5 management companies, SRV, LSV and MAV determined a range of strategic opportunities for focus in 2021. These include:

- Further Advocacy, Industry coordination opportunities
- Enhanced integration between Government departments
- Stronger alignment and roles between Federal, State and Local Governments
- Investment in the development of ongoing evidence base
- Reconfirming/redesigning Victorian Aquatics and Recreation Industry

ARV Local Government Contractors Networking Committee

The purpose of this group is to be a Local Government contract support network – sharing stories, learnings, experiences, challenges, data and innovation ideas.

Be a strong voice for management operators – to influence, advocate, lobby and educate.

Create strategic opportunities – focused time to get out of your business and grow your knowledge to adapt to industry changes, threats and emerging opportunities.

Staying relevant and competitive – COVID-19 has shown everyone how fragile the aquatic and leisure sector is when confronted with pandemics or business disruptions. Being well connected and unified builds resilience and the capacity of the group to pivot quickly.

Participate in Regular catch ups – the group will meet quarterly via video conference and where possible face to face twice per year to stay connected and engaged with the Strategic Plan.

ARV Traders and Suppliers Networking Committee

A networking committee for all ARV Trade and Supplier members where discussions are held about how to support the Aquatics and Recreation industry and how to better service the industry needs and requirements. The networking committee is also an opportunity for reflection on ARV events and how increased networking amongst trade and delegates can be achieved.



Aquatic Recreation Network Australia

ARNA comprises of the peak bodies of all states in Australia including representatives from Tasmania and Northern Territory.

The purpose of this bi-monthly Networking Committee facilitated by ARV is to provide information sharing, networking and collaboration between state peak associations and representatives and deliver Aquatic and Recreation Industry project support and advocacy at a national level.

Digital Communications

Over the course of 2020/21, ARV has invested in an overhaul of its communications and engagement. This included continued social media presence and greater use of mailing lists.

A significant feature of the digital communications overhaul included implementing a Digital Membership Welcome Kit. This digital journey is a series of seven automated emails, welcoming new ARV members to the organisation. The series of emails covers:

- ARV Services, resources and team
- Key member documents
- Industry events
- Digital engagement opportunities
- Get involved - committees and industry groups
- Sponsors and suppliers
- Key contact information

This new digital welcome kit replaces the traditional paper-based welcome pack. The new digital format has allowed ARV to drive traffic to its website and foster relationships with members regardless of restrictions preventing face-to-face member engagement. The new Membership welcome journey has been embraced by ARV members, and assisted in positioning ARV and its brand as the peak body of the Aquatics and Recreation Industry.

ARV has also increased its social media presence by activating its LinkedIn page, which has quickly become ARV's most engaged with platform. The LinkedIn page saw a 20% growth of followers between December 31 2020 and June 30 2021. ARV has received positive feedback from industry stakeholders regarding increased LinkedIn presence. ARV intends to increase LinkedIn activity as industry events and opportunities grow.

As part of navigating and advocating for the Industry, ARV continued its regular and informative communications to members, passing on key information from State Government in an ever-changing environment. Statements, Restricted Activity Directions (RADs) and announcements were provided directly to ARV members, and shared on ARV Social Media.

Into next year, ARV will continue to grow digital communications strategically, with continued work on Social Media, continually searching for opportunities to grow mailing lists, and focus time into ensuring the ARV website is a hub of information, support and resources for the Industry.



Social Media Statistics

ARV Facebook @aquaticsandrecreation
2,254 Followers (Up from 1,946 in 2019/20)
1,432 People reached each month

ARV Instagram @aquaticsandrecreationvic
780 Followers (up from 679 in 2019/20)
1,412 Average monthly impressions

ARV LinkedIn @Aquatics & Recreation Victoria
556 Followers
3,096 Average monthly impressions

ARV Twitter @AquaRecVic
428 Followers (up from 418 in 2019/20)
1,490 Average Monthly Impressions

VICSWIM Facebook @vicswimsummerkidz
7,487 Followers (Up from 7,214 in 2020)

VICSWIM Instagram @vicswimsummerkidz
811 Followers (up from 679 in 2019/20)

VICSWIM Summer Kidz 2021

VICSWIM Summer Kidz 2021 successfully delivered 80,705 hours of essential water safety education. The program was lucky to be positioned at a time with low COVID19-Restrictions, allowing the program to proceed without any major impacts.

VICSWIM'S 345 staff delivered the program at 167 venues across Victoria, with 123 (73.7%) of these located in Regional Victoria.

The 2021 program marked a 72% growth of enrolments in 5 years. This is an exceptional achievement, impacting many thousands of Victorian families, and ultimately saving lives.

VICSWIM parents gave VICSWIM a Program Satisfaction Rating of 8.43, up from 8.1 in 2020. 56.86% of parents indicated this was their child(ren)'s only swimming lessons in the last 12 months. This demonstrates another aspect of the extreme impact of aquatics and recreation facility closures throughout 2020.

The impact of COVID-19 was minimised during the program due to thorough COVIDSafe plans, developed in the months leading up to the program. The COVIDSafe plan was not only in place to protect participants, but also parents and guardians, and VICSWIM Teachers and coordinators. ARV extends thanks to the participating venues and organisations for also upholding an excellent COVIDSafe standard and providing a safe environment for VICSWIM families.

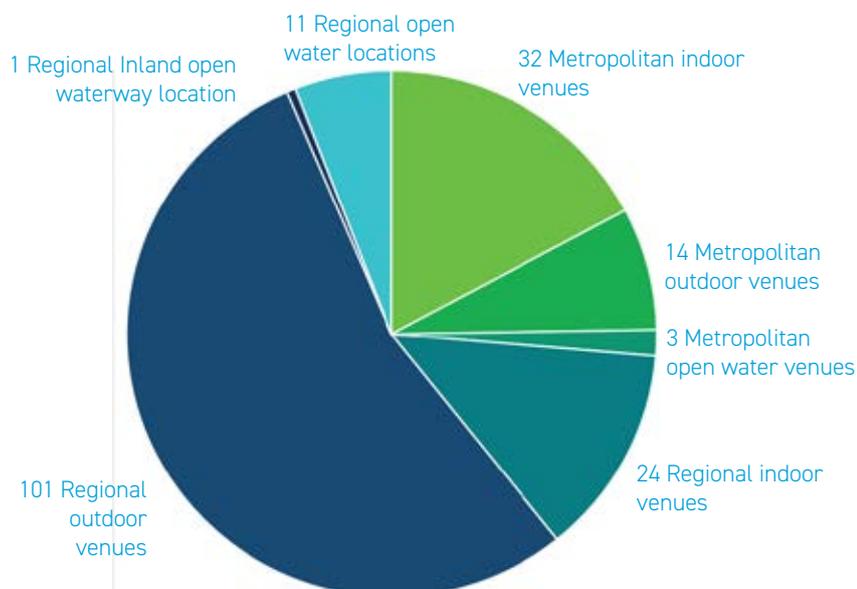
ARV was delighted to connect the VICSWIM program with ARV Members and Partners. Uniting the industry to support the VICSWIM Program is an honour each year. Of VICSWIM's 167 venues, 80 were ARV Members. Thanks to the Belgravia Foundation, Mildura VICSWIM participants were provided with brand-new Zoggs goggles to keep them swimming. Zoggs is also an ARV Member.

In 2021 ARV partnered with Deakin University and the Victorian Department of Sport and Recreation to undertake an evaluation of the VICSWIM Program, The evaluation consisted of three phases:

1. A quantitative study that examined the experiences of Victorian parents and their children who participated in VICSWIM in 2021, regarding the impact of VICSWIM on children and their families, ie children's swimming levels, water safety, survival skills and swimming knowledge.
2. Development of an evaluation framework for VICSWIM to use into the future
3. A quantitative evaluation of the VICSWIM program over 2020/21 using the new program.

ARV also partnered with Risk Intelligence to review and enhance ARV's risk management documentation to ensure it is fit for purpose, and meets industry best practice. The enhanced resources were used by volunteers and employed personnel undertaking duties at the various statewide aquatic locations where VICSWIM was conducted

The 2022 VICSWIM Summer Kidz program has again received funding from the Victorian State Government Department of Jobs, Precincts and Regions. ARV thanks Ros Spence MP for her continued support of the VICSWIM Program.



**STATEMENT OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2021**

REVENUE	Notes	2021 \$	2020 \$
Enrolment & Associated Fees	2 (a)	560,486	603,724
Grants and Sponsorships	2 (b)	698,600	562,965
Interest		0	15
Membership Subscriptions		89,526	91,664
Royalties		12,490	0
Total Revenue		<u>1,361,101</u>	<u>1,258,368</u>
EXPENDITURE			
Activity Operating Costs	3 (a)	786,217	907,013
Depreciation & Amortisation		14,030	39,752
Energy, Rates & Maintenance	3 (b)	17,544	17,491
Insurance		1,953	1,953
Marketing		23,250	18,988
Office Costs	3 (c)	36,191	33,559
Other	3 (d)	13,462	18,366
Printing & Photocopying		9,053	23,855
Professional fees	3 (e)	40,532	22,829
Staffing Costs – Office	3 (f)	252,310	144,698
Telecommunications		11,761	17,558
Travel & Accommodation		4,925	9,084
Total Expenditure		<u>1,211,228</u>	<u>1,255,146</u>
Profit/(Loss) Before Income Tax		<u>149,873</u>	<u>3,222</u>
Income Tax Expense		-	-
Profit/(Loss) After Income tax		<u>149,873</u>	<u>3,222</u>

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	Notes	2021 \$	2020 \$
Current Assets			
Cash & Cash Equivalents	4	657,178	176,022
Trade & Other Receivables	5	13,880	25,558
Prepayments	6	<u>179,046</u>	<u>16,663</u>
		850,104	218,243
Non Current Assets			
Property, Plant & Equipment	7	435,129	448,313
Intangible Assets	8	<u>0</u>	<u>846</u>
		435,129	449,159
Total Assets		<u>1,285,233</u>	<u>667,402</u>
Current Liabilities			
Trade & Other Payables	9	65,855	11,104
Deferred Income	10	416,338	11,000
Employee Benefits	11	<u>20,379</u>	<u>13,760</u>
		502,573	35,864
Non Current Liabilities			
Employee Benefits	11	<u>2,269</u>	<u>1,020</u>
		2,269	1,020
Total Liabilities		<u>504,842</u>	<u>36,884</u>
Net Assets		<u>780,391</u>	<u>630,518</u>
Equity			
Accumulated Surplus		780,391	630,518
Total Equity		<u>780,391</u>	<u>630,518</u>

Robson Advisory

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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