

# Annual Report

## *2021 - 22*

AQUATICS &  
RECREATION  
**VICTORIA**







Keilor East Leisure Centre, ARV Member

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Yawa Aquatic Centre, ARV Member

# A Message from the Chair

*Andrew Hocking*



The 2021/22 year has no doubt been a year of bouncing back for the Victorian Aquatics and Recreation Industry as we continue to learn, adapt how we conduct business and continue to grow and develop as an organisation.

I am proud of all that ARV has achieved in partnership with our members, partners and industry stakeholders. This report celebrates ARV's deep commitment to our ARV members and industry stakeholders.

Throughout 2021/22 we have continued to listen, coordinate and engage with our members and partners and provide services to meet your needs whilst responding to the challenges presented.

Great insights have been provided by the ARV standing committees and industry networking committees to foster important conversations, collaboration and consultation to enable successful delivery of services in 2021/2022.

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 and the delivery of a large calendar of ARV activities and events.

It was pleasing in 2021 to have the organisation recognised officially by the Victorian Government as the Peak body for the Victorian Aquatics and Recreation industry. This recognition has led to positive funding support to enable the delivery of much needed industry services.

A number of key events and activities included a successful (all be it COVID affected) Vicswim summer Kidz program in January 2022 which provided the opportunity for 14,678 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 3,196 enrolments were refunded due to the Coronavirus pandemic impacting teachers, families and venues.

Sincere thanks to the Victorian Government for their commitment to 2022 and 2023 investment in for the annual VICSWIM program that has now been provided

in Victoria for 46 years.

Other successful 2021/22 events were the ARV Gala Awards in January 2022 attracting over 400 industry representatives, the ARV Regional Industry conference in May 2022 attracting Over 245 industry representatives to the Geelong GMBHA stadium, the ARV Emerging leader's leadership program – Emergent and a large number of Industry breakfasts and forums throughout the year.

On behalf of the ARV board, I take this opportunity to acknowledge and thank the ARV team CEO Kathy Parton and Taya Phillips – Manager Industry Engagement, Jerome Parot Manager Strategic Operations, Jessica Bell Aquatics and Recreation Project Officer and their casual team 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, Ros Holding, Ben Walker and Adele Whish-Wilson for their continued contributions. You have all both enabled the provision of industry insight, expertise and good governance to enable a successful year for ARV.

Our work in connecting and servicing our Industry to enable a better industry, and to be the voice of the industry, is only made possible by the passion and professionalism of our employees and members.

We will continue to improve our organisation to ensure we are aligned with our members and partner's needs.

We look forward to the 2022/2023 year positively as we continue to serve and support you and lead the industry through all that 2022/2023 has in store.

Very best wishes to all

**Andrew Hocking**  
Chairman

# A Message from the CEO

*Kathy Parton*



2021/22 has been another positive year in the history of ARV.

As another year that our Victorian Aquatics and Recreation Industry was impacted by the COVID-19 pandemic, our organisation has both successfully led and supported the industry to recover and rebuild.

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 (84 members) and four additional sponsors.

ARV were pleased this year to provide a large calendar of in person industry events and activities including a highly successful VICSWIM program, Metropolitan and Regional conferences, training and professional development activities including the Emergent Leadership Program, facilitation of National and Victorian Industry networks, significant Victorian advocacy activities and the coordination of a State-wide 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.

Throughout the 2021/22-year ARV have continued to engage strongly with the Victorian Government leading to significant outcomes for our organization and industry. Following advocacy to the Victorian Government, ARV was officially recognised as the Peak association for the Victorian Aquatics and Recreation industry leading to the employment of new team members and the ability for ARV to broaden its delivery of programs and activities. In July 2021 the Minister Community Sport, Ros Spence invited ARV CEO onto the Minister Community Sport Round table – an opportunity to regularly engage with the Minister and other Community sport and Active recreation CEOs regarding the challenges and opportunities for the sector to revive and thrive following the impacts of the COVID pandemic.

ARV have continued to lead state-wide advocacy in response to the impacts experienced by our Industry of the COVID -19 pandemic since March 2020. In 2021/22 this advocacy has focused on enabling:

- Support for the Aquatics and Recreation Industry workforce
- Financial support for Aquatics and Recreation operators
- Enhanced Mental wellbeing of our industry through Partners for Wellbeing program
- Sustainability in funding for ARV Industry activities including:
  - Partners in Wellbeing program funding
  - ARV Peak organisation funding

- VICSWIM Workforce funding support program
- VIC Government - Creating Healthy Workplaces program
- ARV Victorian Government Together more active funding
- Victorian Government Partners for Change funding
- Victorian Government Next Wave Job Creation and Support Program funding.

ARV remains focused on playing our part to support and serve our members and those within the Victorian Aquatics and recreation Industry. We continue to review our services and engage within the industry to ensure our activities are meeting the needs of the industry. I am grateful to the fabulous ARV team for their energy, skill, care and commitment which ensures each day is a pleasure to work with and for this fabulous industry. I have no doubt ARV's achievements are primarily due to them.

I am thankful to the ARV board led by Mr Andrew Hocking for their continued support. They continue to support me and our organisation and enable it to grow and support our Victorian Aquatics and Recreation Industry to recover

I also would like to thank the Minister Community Sport – Ms Ros Spence and her ministerial team for her and her governments support to both ARV and the Victorian Aquatics and Recreation Industry over another 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 valued collaborations and partnerships that we have been able to deliver so many industry initiatives and 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 Xplor Recreation, Autocoach, Fluidra and Nutrition Australia 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 connecting with you our members and partners at future ARV events and activities in 2022/23.

**Kathy Parton**

Chief Executive Officer





SPLASH Hume, ARV Active Health Day, June 2022





ARV Industry Gala Awards 2021. January, 2022



# ARV Team 2020/21



# Board Meeting Attendance

In 2021/2022 the ARV board continued to meet monthly both in person and online.

		Meetings Attended
Andrew Hocking	Chair	7/7
Kathy Parton	Chief Executive Officer	6/6
Adele Whish-Wilson	Co-opted Director, commenced January 2022	2/6
Alexia Morgan	Co-opted Director, until November 2021	4/6
Ben Tudhope	Co-opted Director	5/6
Ben Walker	Learning and Development Convenor, from November 2021	3/6
Dave Le Page	Finance and Risk, Reinstated November 2021	3/6
Janelle Falkingham	Facility Management Convenor, from January 2022	3/6
Paige Buse	Facility Management Convenor, until November 2021	2/6
Ray Smith	Co-opted Director	6/6
Ros Harding	Co-opted Director, commenced January 2022	3/6



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 Walker



## Elected Director

**Facility Management Convenor**  
Janelle Falkingham



## Co-Opted Director

**Skills/Industry Based**  
Ros Holding



## Co-Opted Director

**Skill/Industry Based**  
Ben Tudhope



## Co-Opted Director

**Skill/Industry Based**  
Adele Whish-Wilson



## Co-Opted Director

**Skill/Industry Based**  
Ray Smith



# ARV Work Plan

Following the development of the ARV Strategic Plan 2021-2024 and research and engagement with representatives from the Victorian and National Aquatics and Recreation industry ARV developed a workplan for the 2021/2022 year.

This workplan has ensured the organisation is responding and delivering on each of the strategic pillars and objectives within our ARV Strategic Plan. Through ongoing engagement with Victorian Industry, ARV has continued to determine the emerging issues and opportunities within the Victorian Aquatics and Recreation industry across the 2021/2022 year to enable ARV to adapt and pivot to ensure our work activities are continuing to support areas of priority need.

## STRATEGIC PILLARS

**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

**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

### ARV WORK PLAN 2022

Strategic Pillars	Activities	Who responsible	Partners	Timeline	Core / Optional	Output/Outcome
<b>KEY AREA 1:</b> Build, develop and support our ARV community	1.1 Develop strategies to acquire more members	Tara/Kathy	Industry	Ongoing	C	Increased membership revenue and engagement
	1.2 Develop and distribute fortnightly industry communications	Tara	Ogler Online	Ongoing	C	Members informed of ARV activities and relevant industry information
	1.3 Provide mental health and wellbeing clinician and industry support program	Kathy/Adelle	EACH	June 2023	C	Program delivered - industry supports provided
	1.4 Deliver industry events and activities to support industry need	Tara	Industry	Ongoing	C	Increased engagement and membership connections
	1.5 Enhance ARV's membership experience	Kathy/Tara	Members, Board	Ongoing	C	Industry satisfaction via feedback of members
	1.6 Develop and deliver training and development of industry training calendar	Tara	Industry	Ongoing 2022	C	Development of skills and knowledge across sector
	1.7 Deliver Industry Leadership Development and Mentoring Program - "Emergent"	Kathy/Jerome	Industry	March - November 2022	O	Enhanced sector leadership capability
	1.8 Further develop and deliver ARV industry committees including Learning and Development Committee	Kathy/Tara	Industry	Ongoing	C	Increased knowledge and connections for the ARV industry
	1.9 Maintain and explore partnerships with an aligned charity partner	Kathy	Charity Partner	Ongoing	C	Charity partnership established and initiative implemented
	1.10 Further development of partnerships to assist delivery of Training and Development Calendar	Kathy/Tara	Industry Consultants	Ongoing	C	Partnerships developed to broaden ARV training and development opportunities
	1.11 Explore partnership opportunities with Key Industry Stakeholders	Kathy/Tara	Industry	Ongoing	C	Partnerships developed to support ARV activities
<b>KEY AREA 2:</b> Lead industry advocacy, coordination and engagement	2.1 Develop and implement Victorian Industry Workforce Creation and Support Program	Kathy	State Peak Associations and Representatives	Ongoing	O	Establishment as a legitimate and effectual voice of the Victorian Aquatics and Recreation sector
	2.2 Lead Aquatic Recreation Network Australia and Victorian ARV Committees	Kathy	ARV Members	Ongoing	C	Clarification provided re key advocacy issues, stakeholders and approach to advancing advocacy issues.
	2.3 Continue engagement and advocacy with Victorian and Australian Government to support Victorian Aquatic and Recreation Advocacy and service delivery needs	Kathy	State Government Ministers and Advisors - Jobs Victoria	Ongoing	C	Development of advocacy activities.
<b>KEY AREA 3:</b> Deliver industry aquatic and recreation services	3.1 Continue development of strategic partnerships with industry partners to grow VICSWIM across Victoria particularly in rural areas e.g. Sponsorship Programs	Kathy	Industry	Ongoing	C	Increased participation in Local Government Areas
	3.2 Conduct VICSWIM program across Victoria (January and September)	Kathy	Facility Venue Hosts	January 3rd - 26th 2022	C	Deliver affordable swimming lessons to those most in need
	3.3 Develop VICSWIM Annual Program report	Kathy	VICSWIM Staff	February 2023	C	Promotion of Vicswim program - assist development of business case for future funding
	3.4 Finalise VICSWIM Risk Management Plan and develop VICSWIM Training Program	Jerome/Jess	Risk Intelligence	December 2022	C	Continuous improvement of VICSWIM program
	3.5 Deliver key events including: - ARV AGM and Christmas Party	Kathy/Tara	Industry	November 2022	C	Celebration of ARV and industry year of achievements
	3.6 - ARV Industry Gala Awards	Kathy/Tara	Industry	January and September 2022	C	Celebration and promotion of ARV and industry
	3.7 - ARV State Conference	Kathy/Tara	Industry	August 2022	C	Merro Conference developed and implemented
	3.8 - ARV Regional Conference	Kathy/Tara	Industry	May 2022	O	Increased education and skill development across the Aquatics and Recreation industry
	3.9 Explore Partnership with Outdoors Victoria - Come and Try Outdoor activities	Kathy	Outdoors Victoria	June 2023	O	
	3.10 Design, develop and implement Victorian Recreation and Leisure Summit	Jerome	Recreation, Leisure providers			
	3.11 Production of ARV Annual Report	Kathy/Tara/Jerome	Ogler Online	September 2021		Celebration, professional development and promotion of ARV and industry
<b>KEY AREA 4:</b> Enable corporate and community sustainability	4.1 Provide and grow Professional Development and Networking Opportunities	Kathy/Tara	Industry consultants/Tara	Ongoing	C	Professional Development Workshops provided
	4.2 Promote RTO's industry training and development opportunities	Kathy/Jess	RTO's	Ongoing	C	Industry advised of Aquatics and Recreation Industry Training opportunities
	4.3 Explore and plan Aquatics and Recreation industry Expo 2023	Kathy/Tara	SPASA	2023	O	Industry Expo options explored/decisions made for involvement in 2022
<b>KEY AREA 5:</b> Increase Equity, Inclusion and Diversity	5.1 Maintain proactive board activity	Kathy	ARV Board	Ongoing	C	Board contributed to design and development of ARV activities
	5.2 Increase ARV Balance Sheet	Kathy	ARV Board	Ongoing	C	Increased equity in balance sheet, increase number of VICSWIM branded participants
	5.3 Review ARV IT Infrastructure, services and management	Kathy/Jerome	IT Mss	June - December 2022	O	Statement developed, promoted and distributed
<b>KEY AREA 6:</b> Enable strong research resources and partnerships	6.1 Develop industry resources to guide and support sustainability, diversity, access and inclusion initiatives	Kathy/Jerome	Industry	December 2022	C	Resources developed in support of industry needs
	6.2 Increase participation opportunities for targeted populations by increasing the equity, diversity and inclusiveness of the Aquatics and Recreation sector	Kathy/Jerome	Access and inclusion organisations	Ongoing	C	Forums and activities provided
	6.3 Develop Access, Equity and Inclusion ARV Statement	Kathy/Jerome	Industry	December 2022	O	Statement developed, promoted and distributed
	6.4 Provide access, equity and inclusion industry forums and best practice industry activities	Jerome/Tara	Industry - Access and Inclusion Organisations	June 2023	C	Participation opportunities provided
	6.5 Support and embrace a diverse and inclusive ARV Culture	ARV Team/Board	Management Companies, Recogen Services	Ongoing	C	Evidence of Diverse and Inclusive culture demonstrated
	6.6 Finalise Working for Victoria Initiative and report back to Industry	Kathy/Jerome	Industry Representatives	March 2020	O	Created a legacy of completing respected pieces of research of significance to the sector
	6.7 Create and develop ARV Aquatic and Recreation Industry Database tool and knowledge hub	Kathy/Jerome	Consultants, Aquatics and Recreation Facilities	Ongoing	C	Industry resource developed to support monitoring industry Profile
	6.8 Explore industry research projects	Kathy/Jerome	Industry Representatives	TBC	C	Industry research projects developed and implemented
	Further partnership with ActiveExchange to enhance data knowledge and sharing in industry and assist development of Industry Social Value Model	Kathy/Jerome	Industry and Ogler representatives	Ongoing	O	Increased awareness and usage across industry
	Update and develop Victorian Aquatic and Recreation Industry Resources - Industry Profile, Hygiene Facility Guide, Economic and Health Benefits	Jess	Industry and Ogler representatives	June 2023	O	Resources developed and utilised by industry
	Research and develop a rolling suite of projects in partnership with the Aquatics and Recreation Industry	Kathy	Project Managers	Ongoing	C	Projects developed and implemented
	Produce Victorian Public Pools State of Sector Report	Kathy	LSV	November 2022	C	Report developed and distributed to industry
	Research and develop supporting resources for Management Committees managing Aquatics and Recreation facilities in Regional Victoria, Pilgrimage - Loddon Region	Kathy/Jerome	LGAs, DELP	May 2022	O	Increased knowledge and capability of management committees



# ARV 2021/2022

## COVID-19 response

ARV continued to play a key role in industry coordination, communication and advocacy ensuring the Victorian Government continued to have awareness of the issues and challenges within the industry and lasting impacts experienced by the industry from the COVID-19 pandemic. ARV led a range of activities designed to support the recovery and rebuild of the industry post the COVID-19 pandemic.

Key issues were:

- Workforce labour shortages
- Changing consumer behaviours
- Organisational financial impacts
- Interrupted service delivery
- Continued contract management challenges

Aquatics & Recreation Victoria (ARV) – with support from Sport & Recreation Victoria (SRV) and Municipal Association of Victoria (MAV) - developed the COVID-19 Impacts & Recovery Survey Report to quantify the impacts of COVID-19 on Victorian council-owned Aquatic & Recreation facilities and their local communities (January 2019 - June 2021), provide an evidence base to guide future decision-making and examine the key themes emerging from the coronavirus pandemic.

The information and data contained within this report currently supports ARV's advocacy, industry planning and service delivery as well as provide helpful industry information to inform the future priorities of Aquatics & Recreation Victoria and the broader industry. This report also includes a timeline of COVID-19 industry restrictions and closures in Victoria, case studies celebrating the innovation and adaptability shown by Aquatic & Recreation organisations and future considerations to enable the recovery and rebuild of the Victorian Aquatic & Recreation industry.

A combination of qualitative and quantitative data was collected via ARV's COVID-19 Impacts & Recovery Survey to help illustrate the impacts of COVID-19 on various aspects of the industry including changes to service delivery, participation levels, workforce shortages and financial performance.

In total, ARV received survey responses from 44 LGAs (58% of eligible LGAs) and facility data from 118 facilities. Monthly operational data was collected from these 118 facilities across a two-and-a-half-year period, January 2019 - June 2021. Industry benchmarks were established from this data to support further analysis based on facility type, council type, management model and geographical area. The open-ended, qualitative responses received from participating LGAs were synthesised to produce a summary of the key COVID-19 impacts.

In October 2021, Sports Accounting Australia prepared a report for Sport and Recreation Victoria (SRV) examining the financial performance of five Victorian facility operators. Some of this data has been referenced to supplement ARV's survey data.

The full report can be accessed and downloaded from ARV's website.

ARV will circulate another Victorian COVID-19 survey for the 2021/22 year. Victorian Aquatics and Recreation industry representatives will be forwarded an Industry COVID-19 survey in July 2022 seeking qualitative and quantitative data to assist ARV to advise the Victorian Government on the impacts and recovery of the industry. ARV will seek data on participation, workforce and financial performance impacts as well as service changes. All participants will receive a tailored dashboard outlining their results in comparison to the statewide picture.



# ARV Advocacy

Throughout the 2021/2022-year ARV have continued to lead industry coordination, engagement, communications and advocacy to ensure the needs, issues and impacts within our industry were represented to both Victorian and Federal governments. As the Peak organisation for the Victorian Aquatics and Recreation Industry ARV continued to be called on by the Victorian Government for advice and information regarding key areas of Government concern.

Key issues emerging from the 2021/22 COVID-19 impacted year have included:

- Workforce labour shortages
- COVID-19 management financial impacts
- Mental health and wellbeing of employees
- Rising business and maintenance costs
- Ageing infrastructure
- Loss of industry expertise and skill
- Changing consumer behaviours
- Accessibility and affordability of Aquatics and Recreation services
- Continuing contract management challenges

The ARV CEO was asked to participate in the the Minister Community Sport round table and has provided regular updates and advice on behalf of the industry to the Minister and Ministerial staff.

Other representatives on this round table are:

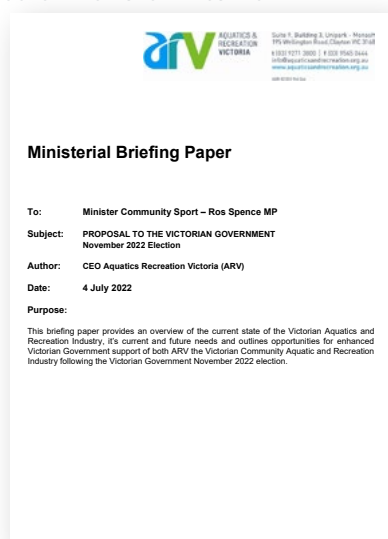
- Vicsport
- AFL Victoria
- Basketball Victoria
- Cricket Victoria
- Football Victoria
- Gymnastics Victoria
- Tenpin bowling Victoria
- Tennis Victoria
- Hockey Victoria
- Regional Sport Victoria
- Triathlon Victoria
- Netball Victoria

ARV advocacy has enabled:

- Partners in Wellbeing program funding to support employment of a Mental Health and Wellbeing Clinician/Consultant in the ARV office to support the Victorian aquatics industry
- ARV Peak Organisation funding
- VICSWIM Workforce Funding Support program
- VIC Government - Creating Healthy Workplaces program
- ARV Victorian Government Together More Active funding
- Victorian Government Partners for Change funding
- Victorian Government Next Wave Job Creation and Support Program funding.

Other key advocacy activities in 2021/2022 included the preparation of ministerial advocacy briefing papers in advance of the May 2022 Federal Government election and November Victorian Government 2022 election.

These papers included an overview of the state of the Victorian Aquatics and Recreation industry and National Aquatics and Recreation Industry recommendations to both the Federal and Victorian Governments for investment





# Victorian Public Pools - State of Sector Report



As the peak bodies for water safety / the aquatic and recreation industry respectively, LSV and ARV jointly produce an annual State of Sector report. This annual Victorian Public Pools – State of the Sector Report provides a snapshot of the public pool industry for the 2021/22 year.

The public pool industry comprises facilities including council-owned aquatic facilities, learn-to-swim centres, early childhood care, 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.

This report provides:

- An overview of the size, scope and value of the industry
- Analysis into safety assessment and broader industry safety performance / trends, including trends where we are reporting on the same sector data using the same metrics
- Overview of industry opportunities, issues, projects, research, available resources and future direction
- Details of key industry award / event winners and supporting profiles

The target audience for the report includes:

- Facility owners / operators
- Aquatic industry agencies
- State Government entities
- Lifesaving and drowning prevention organisations

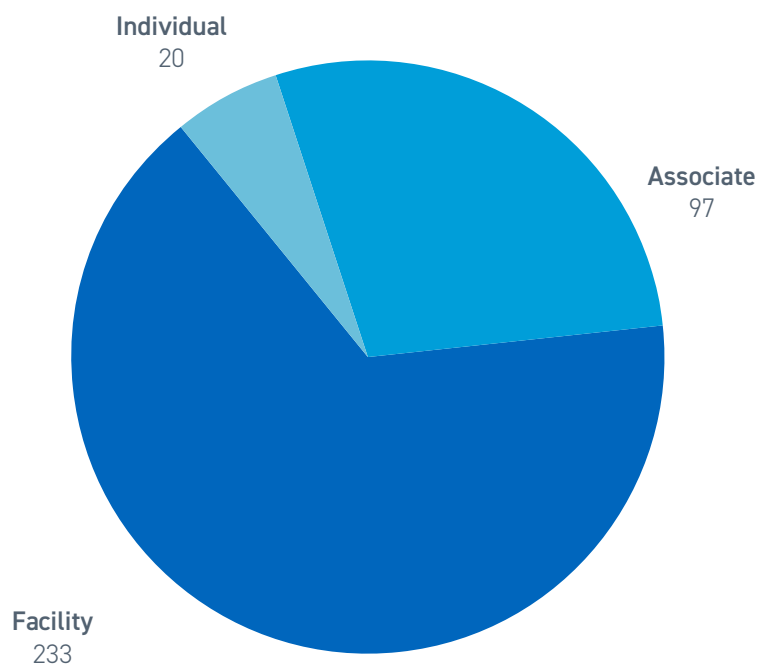
It is expected this important industry resource will be published and distributed in December 2022



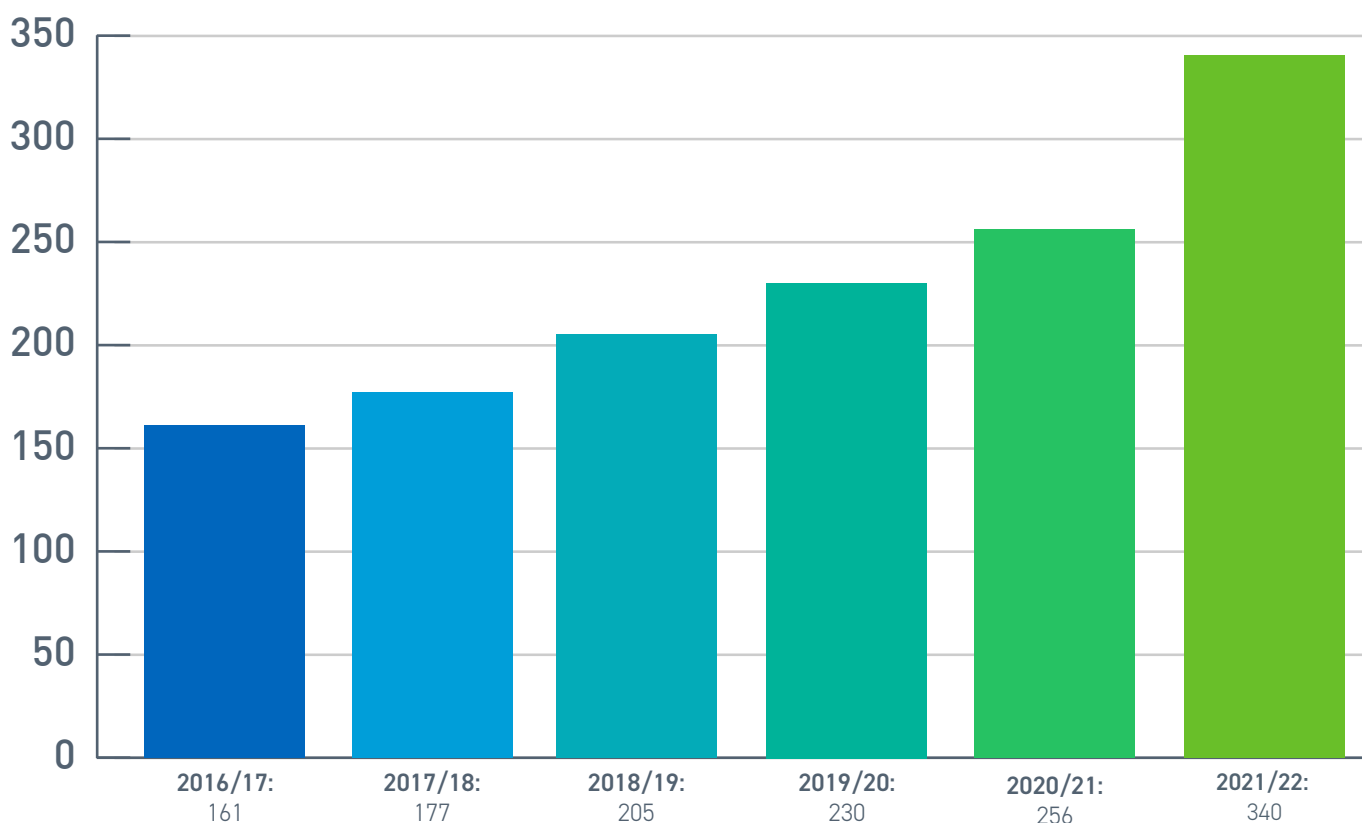
# ARV Members

ARV is incredibly grateful for all of our members throughout 2021-22 who remained engaged and involved with ARV activities. Every facility, organisation and individual has helped ARV to continue towards it's mission of working together for a better industry. ARV looks forward to creating more opportunities in 2022/23 and bringing together industry experts to share knowledge, network and educate our industry as well as providing an exciting calendar of industry events and activities.

## ARV 2021/22 Member Breakdown



## Membership Growth since 2016





## Life Members

1986 Dr. John Gregson	2010 Jill Mazzini	2016 Paul Stafford
1988 Len Willmer	2011 Judy Muir	2017 Tony Tranter
1993 Peter Mulligan	2011 Andrew Whittaker	2017 Karen Franceschini
1993 Ted Tullberg	2012 Kate Nicholls	2018 Dr Nigel Taylor
2003 Peter Meaney	2013 Meredith King	2018 Nic Hall
2009 Jean Kemp	2013 Jenni Maclean	2019 Carol Crofts
2009 Sarie Lowdon	2015 Greg Goulet	2021 Mark Collins
2010 Genevieve Lehmann	2016 Jillian Cooper	

## Facility Members

Aquahub Croydon	Brunswick Baths	Eric Du
Aqualink Box Hill	Camberwell Grammar School	Euroa Swimming Pool
Aqualink Nunawading	Cardinia Life	Faith Leech Aquatic Centre
Aquanation	Carlton Baths	Fawcner Leisure Centre
AquaPulse	Carnegie Swim Centre	Federation University
Aquarena Aquatic and Leisure Centre	Casey ARC	Fitzroy Swimming Pool
Aquastyle Swim School	Casey RACE (YMCA)	Foster Outdoor Pool
Aquazone Warrnambool	Casey Stadium	Geelong Golf Club
Ascot Vale Leisure Centre	Casterton Swimming Pool	Gippsland Aquatic and Recreation Centre
Ashburton Pool & Recreation Cent	Castlemaine Fitness	Glen Eira Sports and Aquatic Cen
Avenel Swimming Pool	Castlemaine Outdoor Pool	Glenorchy War Memorial Pool
Bacchus Marsh Leisure Centre	Caulfield Recreation Centre	Greg H2O Pro Pty Ltd
Bairnsdale Aquatic and Recreatio	Chiltern Swimming Pool	Gumbuya World
Barooga Aquatic and Recreation Centre	Civic Reserve Recreation Centre	Gummy Shark Swim School
Bass Coast Aquatic Centre	Clayton Aquatic and Community Centre	Gurri Wanyarra Wellbeing Centre
Bayfit	Cobram Outdoor Pool	Harcourt Outdoor Pool
Beechworth Swimming Pool	Cobram Sports Stadium	Harold Holt Swim Centre
Belgrave Outdoor Pool	Coburg Leisure Centre	Hastings Community Hub
Bellarine Aquatic and Leisure	Collingwood Leisure Centre	Hawthorn Aquatic and Leisure Centre
Bellbird Park Stadium	Crib Point Pool	Healesville Outdoor Pool
Bendigo Aquatic Centre	Dandenong Oasis	Heathcote Swimming Pool
Benella Aquatic Centre	Darebin Sports centre	Heathers Swim School
Berrydale Swim School	Dareton Swimming Pool	Hepburn Springs Bathhouse and Pavillion
Berwick Leisure Centre	Deakin University Burwood	Heywood Swimming Pool
Bluesalt Swim School Benthleigh	Deakin University Waurm Ponds	Horsham Aquatic Centre
Bluewater Fitness Centre	Diamond Valley Sports & Fitness	Ivanhoe Aquatic Centre
Boroondara Sports Complex	Doveton Pool	Jim Corbett
Brennan Park Swimming Pool	Drouin Outdoor Pool	John Summers
Brett Diprose	Eagle Stadium	Jubilee Aquatic Centre
Bright River Pool / Porepunkah River Pool	East Keilor Leisure Centre	Justin Tamsett
Bright Sports Centre	Eltham Leisure Centre	Kardina Aquatic Centre
Broadmeadows Aquatic and Leisure Centre	Eltham Swimming School	Kensington Community Recreation Centre
Bruce Laverty	Endeavour Hills Leisure Centre	Kew Recreation Centre YMCA

## Facility Members - Continued

KiddieSwim Marriott Waters	Monbulk Aquatic Centre	South Gippsland Splash
KiddieSwim Mt Martha	Mount Beauty Swimming Pool	Splash Aqua Park & Leisure Centre
Kilsyth Centenary Pool	Myrtleford Pool	Splashdown
Kingswim Bayside	Nagambie Swimming Pool	Spring Park Golf Course
Kingswim Caroline Spings	Nathalia Outdoor Pool	Springers Leisure Centre
Kingswim Chirnside Park	Nathalia Sports & Community Centre	St.Albans Leisure Centre
Kingswim Clyde North	Neerim South Pool	State Sports Centres Trust
Kingswim Derrimut	Newstead Outdoor Pool	Stawell Sports and Aquatic Centre
Kingswim Dingley	Nhill Aquatic Centre	Strathmerton Outdoor Pool
Kingswim Frankston	Noble Park Aquatic Centre	Sunbury Aquatic & Leisure Centre
Kingswim Langwarrin	North Melbourne Community Centre	Sunshine Leisure Centre
Kingswim Mernda	Northcote Aquatic & Recreation Centre	Swan Hill Leisure Centre
Kingswim Mornington	Numurkah Aquatic & Fitness Centre	Swan Hill Outdoor Pool
Kingswim Narre Warren	Numurkah Outdoor Pool	Swim and Survival Academy
Kingswim St Kilda East	Nunawading Swimming Club	Swimmers
Kingswim Wantirna	Oak Park Sports & Aquatic Centre	Swimright Sandringham
Knox Leisureworks	Oakleigh Aquatic Centre	Swimworld Glen Waverley
Kurumburra Outdoor Pool	Olinda Community Pool	Swimz Bendigo
La Trobe Sport	Olympic Leisure	Tangambalanga Swimming Pool
Lakes Aquadome	Pascoe Vale Outdoor Pool	The Baths Lifestyle Club
Lara Swimming Pool	Paul Sadler Swimland	Thomastown Recreation Aquatic Centre
Leisure City Epping	Pelican Park Recreation Centre	Thorpdale Outdoor Pool
Leisurelink	Peninsula Aquatic Recreation Centre	Torquay Sands
Leonie Shaw	Peter Krenz Leisure Centre	Trafalgar Outdoor Pool
Lilydale Outdoor Pool	Phillip Island Leisure Centre	URBNSURF
Lorne Seabaths and Wellness Centre	Pines Forest Pool	Violet Town Swimming Pool
Luke Beattie	Plenty Valley Health and Wellness Studio	Wade Mackrell
Macarthur Pool	Poowong Outdoor Pool	Wangaratta Indoor Sports & Aquatic Centre
Macleod Recreation Centre	Portland Aquatic and Leisure Centre	Warragul Leisure Centre
Maldern Outdoor Pool	Prahran Aquatic Centre	Warren Green
Manningham Stadiums	Queens Park Swimming Pool	Watermarc
Marcus Lightfoot	RACV Club City Fitness Centre	Waterworld Geelong
Maribyrnong Aquatic Centre	RACV Club Torquay Resort	Wentworth Swimming Pool
Marong Swimming Pool	Rawson Pool	Werribee Outdoor Pool
Melton Waves Leisure Centre	RecWest Braybrook	Whittlesea Swim Centre
Merino Swimming Pool	RecWest Footscray	Windy Hill Fitness Centre
Michael Ryle	Reservoir Leisure Centre	Wodonga Sports & Leisure Centre
Mildura Waves Aquatic & Leisure	Richmond Recreation Centre	World Wide Swim School
Mill Park Aquatic And Recreation Centre	Robinvale Leisure Centre	Yackandandah Swimming Pool
Mirboo North Outdoor Pool	Rutherglen Swimming Pool	Yarra Centre
Monash Aquatic and Recreation Centre	Salt Water Swim School Point Cook	Yarrambat Golf Course
Monash Golf	Seville Water Play Park	Yarrowonga Pool and Splash Park
Monash Sport Doug Ellis	Somerville Recreation Centre	Yawa Aquatic Centre



@Leisure Planners	City of Yarra	Otium Planning Group
ActiveXchange	Clublinks	Para Mobility
Aflex Technology	Commercial Aquatics Australia	Perfect Gym
Aligned Leisure	East Gippsland Shire	PLAE Global
Australian Swimming Coaches & Teachers	Flowtec Leak Detection Services	Pooltronics
AUSTSWIM	Fluidra Australia	Pro Am
AutoCoach	Functional Blends	ProMinent
Banyule City Council	Gannawarra Shire Council	Recreation Aotearoa
Bass Coast Shire	Hume City Council	Roejen Services
Belgravia Foundation	Jonas Leisure	Safety Skills Training DMCC
Belgravia Leisure	Jump Swim Schools	Shire of Campaspe
BK Kids	LaTrobe City Council	Smart Connection Consultancy
Bluefit	Life Fitness	South East Leisure
Bluegum	Life Saving Victoria	Southern Grampians Shire Council
Brimbank City Council	Macedon Ranges Shire Council	Spasa Australia/SPLASH
Cardinia Shire Council	Manningham City Council	Sports Accounting Australia
Ceramic Solutions	Matrix Fitness	Sunbather Pty Ltd
Child Safeguard	Metra Australia	Surf Coast Shire
Chisholm Institute	Metz Speciality Materials	Swimming Victoria
City of Ballarat	Mitchell Shire Council (Leisure	Swimplex Aquatics
City of Boroondara	Moonee Valley City Council	Technogym
City of Casey	Moreland City Council	University of South Australia
City of Greater Bendigo	Mornington Peninsula Shire	UPR Plumbing
City of Greater Dandenong	Mount Alexander Shire Council	Wellington Shire Council
City of Greater Geelong	Murrindindi Shire Council	Western Leisure Services
City of Greater Shepparton	Myrtha Pools	Wyndham City Council
City of Kingston	MyZone	Xplor Fitness and Wellness
City of Melbourne	Nillumbik Shire Council	Yarra Ranges Shire Council
City of Melton	Northern Grampians Shire	YMCA South Australia
City of Monash (Active Monash)	NovoFit	YMCA Victoria
City of Sydney Council	Nutrition Australia	Zoggs Australia
City of Whittlesea		



# ARV Life Member 2021

ARV's Board of Directors annually acknowledges the contribution of influential individuals towards Aquatics & Recreation Victoria. In 2021/22 the ARV current life members formally inducted the recipient of 2020/21 Aquatics & Recreation Victoria Life Membership to Mark Collins.

Mark Collins has worked in the leisure industry for the past 17 years and has worked in a number of different positions in leisure facility management and consulting. Mark is currently employed with Belgravia Leisure as CEO of Belgravia Kids. He has had responsibilities for a number of sports and aquatic facilities, including the Glen Eira Sports and Aquatic Centre (GESAC,) one of the premier leisure facilities in Australia which Mark oversaw the establishment and the eventual opening of the facility in 2012.

Throughout his career, Mark has been passionate about best practise, customer experience, staff development and improving the standards within the leisure industry. He also previously chaired the Board of the Australian Leisure Facilities Association (ALFA) and is a sessional sports management lecturer with the University of Canberra. Mark's extensive experience is complemented with an MBA, a degree in Sports Management and Prince 2 Project Management certification. Outside of work, Mark is married with two children and is a passionate Hawthorn supporter in the AFL.

Welcome Mark.



## ARV Life Member Lunch

ARV welcomed ARV Life Members to a lunch at Half Moon Brighton on 3<sup>rd</sup> April 2022. This was an opportunity to get together and catch up and discuss ARV activities and Industry issues.

ARV was excited to have 12 life members and ARV Board representatives attend the inaugural luncheon.

The Life Member cohort were excited to have the newest life member, Mark Collins, attend who was formally inducted into the group.

ARV looks forward to the 2023 Luncheon to share memories, stories and discuss issues and opportunities within the Victorian industry.





# 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 has welcomed Xplor Recreation, Autocoach, Fluidra and Nutrition Australia as ARV sponsors this year.

## PLATINUM SPONSOR



## GOLD SPONSORS



## SILVER SPONSORS



## SPONSORS AND SUPPORTERS



# ARV Industry Awards

The ARV Industry Gala Awards presented by Perfect Gym were held on Friday, 28 January 2022.

The night was one to remember - the industry was finally reunited for a night of joy, laughs and celebration of the hard work throughout 2020 and 2021. Our theme for the evening was Circus: Come one, Come all!

ARV would like to extend a huge thanks to Platinum Sponsor Perfect Gym for their continued support to bring the event to fruition.

Our Gold Sponsors Roejen Services and UPR Plumbing returned to also support the event through sponsoring multiple awards. We also thank the wider group of sponsors for their support of the evening.

The event hosted by Clint Stanaway was held at the Melbourne Convention and Exhibition Centre which provided exceptional service, and catered a wonderful dinner within a fabulous environment.

We also enjoyed music thanks to Unlimited Cover Band and a range of circus performers and magicians to bring the Circus theme to life.

Most of all, we thank the 405 attendees from our industry for showing up to celebrate ARV's pinnacle event in a COVID-safe way. Without all of the industry members who attended, we could not have had so much fun.

Congratulations to the 2021 Winners

## Individual Award Sponsors:





# 2021 Winners

**Customer Service Award** *presented by Master Pool Builders Association Australia*  
Rhianon Galea – Aquapulse – Western Leisure Services

**Membership Sales Award** *presented by Myzone*  
Olivia Carter – Active Monash

**Duty Manager Award** *presented by Bluefit*  
Alexie Barlow – Aquapulse, Western Leisure Services

**Most Valuable Employee Award** *presented by Commercial Aquatics Australia*  
Lisa Ridgewell – Echuca War Memorial Aquatic Centre

**Pool Lifeguard Award** *presented by Life Saving Victoria*  
Marcus Colla – Aquapulse, Western Leisure Services

**Swim Teacher Award** *presented by Austswim*  
Di Henriksen – Camberwell Grammar School

**Swim Teacher for Infants, Babies and Preschool Award** *presented by Autocoach*  
Robyn Gosbell – Yarra Leisure

**Swim Teacher for People with a Disability** *presented by Belgravia Foundation*  
Louise Tilley – Knox Leisureworks – Belgravia Leisure

**Course Presenter Award** *presented by Aquatics and Recreation Victoria*  
Claudia Stewart – Glen Eira Sports and Aquatic Centre

**Swim School Award** *presented by Perfect Gym*  
Sunshine Leisure Centre

**Watch Around Water Award** *presented by Life Saving Victoria*  
AquaPulse – Western Leisure Services

**Emerging Leader Award** *presented by Otium*  
Emma Lowe, Belgravia Leisure

**Outstanding Contribution to the Industry** *presented by the Beaurepaire Family*  
Martin Sheppard – Smart Connections Consultancy

**Innovative Program Award** *presented by Aligned Leisure*  
Virtual Y – the Y

**Marketing and Communications Award** *presented by Gradient*  
Brimbank Leisure Centres Digital Transformation – Brimbank Leisure

**Sustainability Award** *presented by Sunbather*  
Brimbank Leisure Centres

**Group Exercise Instructor Award** *presented by Novofit*  
Yaleika Ariza – Active Monash

**Personal Trainer Award** *presented Life Fitness*  
Pru Drago – Peninsula Leisure

**Health Club of the Year Award** *presented by Technogym*  
Peninsula Leisure

**Community Impact Award** *presented by the Y*  
Keenager's Table Tennis – Yarra Centre

**Facility Management of the Year - Seasonal** *presented by UPR Plumbing*  
Colignan Swimming Pool – Aligned Leisure

**Facility Management of the Year - Small** *presented by UPR Plumbing*  
Lakes Entrance Aquadome

**Facility Management of the Year - Medium** *presented by Roejen Services*  
Mildura Waves Aquatic and Leisure Centre – Aligned Leisure

**Facility Management of the Year - Large** *presented by Roejen Services*  
Highly Commended – Monash Sport – Monash University  
Winner – Glen Eira Sports and Aquatic Centre



# EMERGENT

In February 2022, ARV announced the launch of its inaugural leadership program, EMERGENT, a dynamic professional development program for aquatics, recreation & leisure professionals designed to grow the next generation of industry leaders.

The driving force behind this program was to develop leaders from across the sector who have the passion and drive to contribute to the growth and success of the sector across Victoria, establishing a reputation for excellence nationally.

The goals of EMERGENT include:

- Developing collective leadership within the sector
- Building the future of the Aquatics and Recreation industry
- Providing a practical learning and development opportunity for industry leaders
- Providing candidates with the tools and frameworks they need to be more impactful and influential leaders
- Enhancing personal and team effectiveness
- Connecting current and emerging leaders with industry mentors with proven leadership experience and impact within the sector to encourage knowledge sharing and foster succession planning
- Enhancing networking opportunities across the sector

A key aspect of EMERGENT involved pairing participants with senior industry leaders from outside of their own organisation. This enabled the sharing of knowledge, experience and wisdom, access to a different perspective and the development of new professional relationships and networks.

Comprising 4 leadership workshops, 3 ARV Masterclasses, ongoing private mentoring sessions and access to a leadership motivational profile, EMERGENT explored the concepts of self-awareness, awareness of others, leadership purpose, communication, navigating ambiguity, storytelling, courage, grit and mindset.

ARV congratulates all participants and mentors for their selection and involvement in the program.

"ARV is excited to provide the opportunity for emerging leaders to develop new leadership skills, behaviours and mindsets to navigate complex leadership and industry challenges and shape the future of our industry. ARV is excited to work with aspiring leaders who are committed to driving organisational success and positively impacting the Victorian Aquatic & Recreation industry."

- Kathy Parton, ARV CEO

## EMERGENT Participants

- Hayley Burke, Western Leisure Services
- Jake Thrum, Belgravia Health and Leisure
- Jack Marshall, Maroondah City Council
- Billy Sunjo, Aligned Leisure
- Tarryn Clancy, Yarra City Council
- Ashley Myers, Whitehorse City Council
- Bianca North, Belgravia Leisure/Keilor East Leisure Centre
- Sarah Mall, Peninsula Leisure
- Ian Carroll, Peninsula Leisure
- Claire Littlejohn, Active Monash - Monash Aquatic & Recreation Centre
- Scott Ryding, Novofit
- Peta Hardiman, City of Greater Geelong
- Sara Mazzaglia, Peninsula Leisure (PARC)
- Sana Nicolas, YMCA Victoria
- Hannah Petropoulos, Mill Park Leisure/Belgravia Leisure
- Mandy Walker, Active Monash
- Rebecca Dale, Ballarat Aquatic and Lifestyle Centre (City of Ballarat)
- Amanda Chong Gum, Hume City Council - Splash Aqua Park and Leisure Centre
- Sarah Ryan, Coburg Leisure Centre
- Jerome Parot, ARV
- Emma Lowe, Belgravia Leisure
- Stephane Tabardin, Belgravia Leisure
- Tayla Pallas, Belgravia Leisure

## EMERGENT Mentors

- Shannon Mounsey, PARC
- Martin Sheppard, Smart Connections Consultancy
- Nathan O'Neill, Belgravia Leisure
- Mark Patterson, City of Ballarat
- Lucia Brennan, Banyule
- Ryan Mifsud, Belgravia Leisure
- Linda Freake, YMCA Victoria
- Emily Hadaway, Yarra City Council
- Ben Tudhope, Aligned Leisure
- Paige Kristalyn, Aligned Leisure
- Lisa Newman-Morris, Peninsula Leisure
- Callum Hazell, Belgravia Leisure/Ascot Vale Leisure Centre
- Janine Bates, Hume City Council - Broadmeadows Aquatic and Leisure Centre
- John Clark, South East Leisure
- Adam Dale, Novofit
- Jeff Walkley, Belgravia Leisure
- Dion Luxmoore, Maroondah City Council
- Cindy Smith, YMCA
- Anita Williams, Whitehorse City Council
- Amanda Locke, City of Greater Geelong
- John Tower, Victoria Uni
- Drew Hildebrandt, Brimbank City Council
- Melissa Delibasic, Western Leisure Services







# 2022 ARV Regional Conference

The 2022 ARV Regional Conference presented by Perfect Gym was held in May 2022 at GMHBA Stadium, Geelong.

ARV thanks all attendees, presenters and sponsors for your role in ensuring the event was such a success.

We are extraordinarily grateful to our sponsors for making this event possible, in particular, Matt Inglis and the Perfect Gym team, our Platinum Sponsors.

Our gold sponsors, Roejen Services Pty and UPR Plumbing Services Pty. Ltd. again supported ARV, as they have for many years. We also thank our silver sponsors Xplor and Myzone® for their contributions throughout the event.

On Wednesday, we toured a range of local Aquatic, Recreation and Sporting sites including Leisurelink (City of Greater Geelong), Adventure Park Geelong and Geelong Cats. All three tours showcased excellent facilities and were welcoming and generous with their time and knowledge.

On Thursday and Friday, the conference was treated to an array of informative, innovative and inspiring presentations responding to the conference theme: Recover, Revive and Rebuild.

Our presenters shared their industry experiences, knowledge and thoughts regarding:

- The Social Value of Aquatic and Recreation Facilities
- Future proofing our industry with Technology: Lessons Learnt, Recovery Strategies for Health Clubs and Gyms
- Trade Speed Dating
- Maximising Multipurpose Outcomes within Regional Infrastructure
- "If I Knew Then What I Know Now" Industry Learnings
- The Road to Inclusion, Promoting Equity, Access and Inclusion into Leisure Centres
- Getting community back to aquatic facilities, navigating the pandemic from a community
- The New Normal - Operating Structures After a World Pandemic Panel
- Applying a CHANGE OUR GAME Lens to your Organisation
- Future-proofing our Industry: Bouncing back from COVID-19
- S.T.A.R Program - Swim Teacher Active Recruitment
- How to Create a Mentally Healthy Workplace that Helps Employees Thrive
- Child Safeguarding For Our Industry
- Cross Multicultural and Indigenous Training
- How Data and Tech has Empowered a Paradigm Shift by Evidencing the Health Savings Impact of our Industry – One Location and Member at a Time
- Urbnsurf Learnings
- "Get Involved" Small Communities, Big Success. How Regional Cities Thrived, Grew, and Embraced the Landscape

Our traders in the Trade Expo provided delegates with many options for suppliers and services, and we look forward to hearing of future projects that have come out of this expo.

Our hosts at GMHBA Stadium, Geelong Football Club and the City of Greater Geelong supported us immensely in providing such a successful event.









# ARV Industry Breakfast Seminars

## Go With the Flow

Go with the Flow is a regularly occurring networking and learning opportunity for swim school teachers, coordinators and managers. This year Go with the Flow was delivered as part of our Industry Breakfast Seminars event series.

This event was held on Thursday 26 May 2022 at Caulfield Grammar School.

Presentations:

- S.T.A.R. Program: Swim Teacher Active Recruitment - Leah Andrews, Peninsula Leisure
- Learnings From Swim Schools In A Global Pandemic - Mark Collins, Belgravia Leisure, CEO Of BK Kids
- How To Create A Mentally Healthy Workplace That Helps Employees And Swim Teachers Thrive - Adele Bergin, ARV Psychologist and Mental Health Clinician
- Swim Teacher Recruitment and Retention - Leonie Shaw, Bluefit

Presentations were followed by networking session and site tour of Caulfield Grammar Aquatic Facilities thanks to Aligned Leisure.



*L-R: Leah Andrews, Adele Bergin, Kathy Parton, Mark Collins, Leonie Shaw*

## Health Club Innovations, Rebranding and Upcoming Technology

### 2-Session Series

ARV conducted a dual Health Club Breakfast Series Tuesday 21st June and Wednesday 20th July at Keilor East Leisure Centre. The event was attended by 71 attendees. Keilor East Leisure Centre is a newly built facility, and provided a great opportunity for the industry to visit one of the newest facilities.

On Tuesday 21st June, the theme was Revisit and Rebrand Your Community Gym.

Presentations:

- Global Trends and Digital Innovations - Spencer Noonan - Myzone
- Rebranding and Pivoting to Health within your Community Gym - Ryan Mifsud, Belgravia Leisure and Genesis Health Clubs
- How to Create a Mentally Healthy Workplace that helps Personal Trainers and Gym Instructors Thrive - Adele Bergin, ARV Psychologist
- Providing an Alternative Lens to the Health and Fitness Industry

Presentations were followed by a full facility tour and networking.



*Site tour, Keilor East Leisure Centre*



# ARV Christmas Party

In December 2021, ARV held its annual Victorian Aquatics and Recreation Christmas Party.

75 ARV members were in attendance and celebrated the achievements of ARV and the Industry whilst enjoying the fabulous environment and hospitality at Crown Sky Bar.



## Charity Partnerships

ARV have partnered with Uniting Ringwood for food donation services after several ARV Industry Events. With the wave of COVID-19 impacting several ARV events and activities, excess catering and food services were often a result with delegate numbers decreasing last minute due to COVID-19 outbreaks. To reduce the wastage of fresh food and catering, ARV donated all left-over catering to Uniting Ringwood who distributed the food to the local community members including people enduring homelessness. ARV wish to continue this partnership and initiative into the future by providing fresh catering options to local community members after ARV Industry Events and Services.

# Uniting

# 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 funding 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 & Recreation industry. This enabled the temporary employment of seven EFT across six organisations: ARV, Aligned Leisure, Belgravia Leisure, Bluefit, Clublinks and The Y and supported the industry's bounce back from the impacts of COVID-19.

The work undertaken by ARV and its partner organisations was a direct response to the priority issues/challenges emerging from the pandemic and focused on:

- Recovery from impacts of the COVID-19 pandemic
- Minimising future impacts of COVID-19 on the industry
- Health and wellbeing of the Victorian community

ARV coordinated and managed the delivery of the Working for Victoria initiative and its associated projects through consultation and collaboration with its partner organisations. One of the initiative's greatest successes, a position shared by all involved, was the coming together of the industry and seamless collaboration between organisations. Furthermore, 80% of the temporary staff employed as part of this initiative had their employment extended following the conclusion of their contracts.

In April 2022, ARV launched the outcomes of the Working for Victoria initiative to industry stakeholders at the Danny Frawley Centre.

**Aligned Leisure** focused on driving improved attendances across their Aquatic & Recreation facilities through the implementation of a digital engagement strategy. Analytics reporting was implemented across all Aligned Leisure facilities and resources were created to allow for the ongoing management of Aligned Leisure's online presence, including web pages and social media accounts. A report detailing the insights and outcomes of this work, along with suggested actions, was developed to share with the wider industry.

**ARV** conducted a research project to help quantify the impacts of COVID-19 on council-owned Aquatic & Recreation facilities and their communities. Using data collected from 44 LGAs and 118 facilities, a state-wide COVID-19 Impacts & Recovery Survey Report was developed. This report quantifies the impacts of COVID-19 through the lens of interrupted service delivery, diminished participation, financial hardship and the degradation of the industry's workforce. The problem-solving, innovation and agility displayed by the industry during this period was also highlighted, along with future considerations for the industry's continued recovery. Tailored reports were prepared for each participating LGA including a detailed analysis of each individual facility using benchmarking data from similar facility types and similar council types.

**Belgravia Leisure** designed an Access & Inclusion guide to support increased access to the Aquatics & Recreation industry by under-represented, vulnerable and marginalised communities. This guide supports the Aquatics & Recreation industry to better welcome, support and include less active population groups in healthy activities related to aquatics, recreation, leisure, health and employment across Victoria. The guide also supports organisations, leaders and local champions to implement best practice approaches to better service the needs, preferences and priorities of the community in their local area.

**Bluefit** were responsible for developing a workforce planning strategy to enable increased workforce retention and attraction of new entrants into the industry. Bluefit documented the statistics, key learnings, and practical recruitment strategies from six (6) case studies conducted within their organisation. The outcomes of these case studies were shared with the wider industry to inform the development of future recruitment and engagement plans and to support the strengthening of the industry's workforce.

**Clublinks** were tasked with developing a resource to assist the Aquatics & Recreation industry in understanding what is needed to future proof the industry against the impacts of COVID-19, how to avoid forced closures in the future and how to meet changing consumer needs. This resource outlines best practices for the industry moving forward and will assist all facilities in their ability to have a sustained recovery throughout their reopening.

**YMCA** spearheaded an initiative focused on environmental sustainability and the ways Aquatic & Recreation facilities (including their programs and services) can minimise their carbon footprint and reduce operational costs. A framework was developed to help build the capability of organisations and individuals to drive change. This resource outlines the Aquatic & Recreation industry's relationship with climate change and includes a step-by-step, action-based approach for Centre Managers underpinned by practical examples and further reading.

These industry resources can be accessed and downloaded from ARV's website





# Future-Proofing Breakfast

## *Outcomes of the Working for Victoria Initiative - Industry Breakfast Seminar*

### **"Groundbreaking." "It feels like Christmas" "How can we help you keep this going"**

ARV was pleased to host this important industry event showcasing the outcomes of the Victorian Aquatic and Recreation industry Working for Victoria Initiative.

In June 2021, ARV received funding from the Victorian Government - under the Working for Victoria scheme - to support the employment of seven temporary staff across ARV, Belgravia Leisure, YMCA, Clublinks, Aligned Leisure and Bluefit. Coordinated by ARV, this group worked together to tackle the issues and challenges emerging from the COVID-19 pandemic.

This Industry Breakfast Seminar was held on Tuesday, 5 April. This provided the opportunity for industry members to hear from this group, learn about the work that was undertaken, resources and initiatives that were developed and future considerations for the industry that were identified.

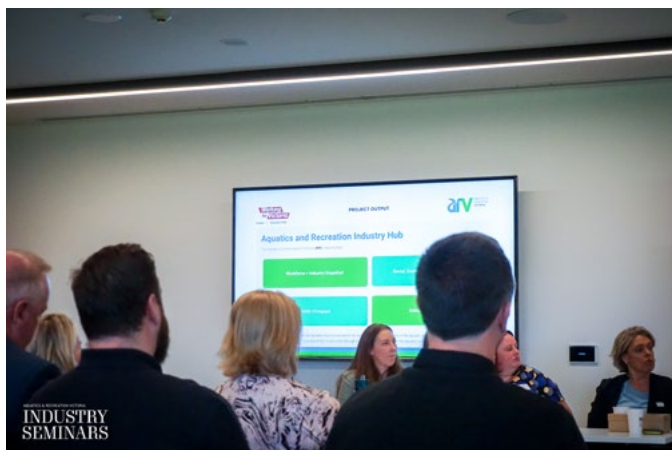
We are very grateful to all attendees for taking the time to be there in person.

Congratulations again to the project participants on their high-quality work.

Congratulations to all industry representatives who worked together collaboratively between June 2021 and January 2022, to deliver these important projects for our industry.

Excitingly, this face-to-face event was the first time all the Working for Victoria Initiative Participants were in the same room as the entire program was conducted virtually.

One main outcome of the event was the strong interest from organisational leaders wanting to support further data collection and analysis. ARV will continue to explore options and ideas on how to best collect, manage and present this data. Industry leaders were incredibly impressed by the work presented and considered it to feel "like christmas."



# 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 as well as enabling contemporary Industry experience, knowledge and information to inform ARV's advocacy.

ARV will continue these important Victorian and National committees into the 2022/2023 year.

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

Throughout 2021/22, these committees have been active either undertaking meetings or working on key ARV Projects and have met online and in person.

Thank you to all who have been involved and assisted with our committees throughout the last 12 months. In particular to our chairs and conveners Janelle Falkingham, Ben Walker, Simon Bryson, Aylie Spence, Paige Buse, Barry Harrison, John Clark, Jessie Piggot, Heather Callahan, Aaron Moore 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 and 2023 as they continue to address key industry issues/trends on behalf of members.

- ARV Facility Management Standing Committee
- ARV Learning and Development Standing Committee
- ARV Swim School Networking Committee
- ARV Operations Networking Committee
- ARV Health Club Networking Committee
- ARV Local Government Managers Networking Committee
- ARV Stadium Networking Committee
- ARV Victorian Aquatics and Recreation Industry Leaders Group
- ARV Local Government Contractors Networking Committee
- ARV Traders and Suppliers Networking Committee





# National Networks

ARV continue to lead and contribute to a range of national industry networks.

## ARNA

In 2021/22 ARV continued to lead and facilitate the Aquatic Recreation Network Australia (ARNA) to ensure continuation of a national network aimed at providing information, networking and 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 comprises representatives from ARV, LIWA, ALFAQ, ARI, Rec South Australia and state representatives from Tasmania and Northern Territory.

Over 2021/2022 ARNA met bimonthly and another COVID impacted 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 on the national stage;



## National Aquatic Industry Committee

The National Aquatic Industry Committee (NAIC) has the goal of strengthening the health, safety and viability of aquatic facility ownership and operations across Australia. ARV is represented by CEO Kathy Parton, and joined by many Victorian representatives.

The role of the committee is to:

- Develop, review and authorise the Guidelines for Safe Pool Operations (GSP0) as well as communicate and advocate the GSP0 as industry standards.
- Facilitate discussion and advocacy for the future direction and support of the aquatic industry nationally
- Develop and maintain the National Aquatic Industry Strategy
- Review and make recommendations to Industry Skills bodies on behalf of the Aquatic Industry

The NAIC achieves its objectives by:

- Enhancing the standing and reputation of the aquatic industry through the establishment and enforcement of universal and minimum standards for safe and sustainable aquatic facility operations
- Improving the understanding of the aquatic industry through coordination, communication and consultation between the aquatic industry and peak bodies
- Maintaining a robust evidence base for managing risk in aquatic facilities through research and evaluation
- Developing frameworks and resources that improve the capabilities of the aquatic industry
- Coordinating and regularly communicating to the aquatic industry

Members include:

- |  |  |
|--|--|
| • RJ Houston - Royal Life Saving Society - Australia (Chair)                         | • Mel Rahtz - YMCA NSW                                 |
| • Kirin Lindop - Swimming Australia  | • Alexandra Ash - YMCA VIC                             |
| • Bradley Low - Australian Council for Swimming and Water Safety Teachers (AUSTSWIM) | • Alek Olszewski - Life Saving Victoria                |
| • Gary Toner - Australian Swim Coaches and Teachers Association (ASCTA)              | • Les Mole - Royal Life Saving Queensland              |
| • Wayne Pollock - Australian Swim Schools Association (ASSA)                         | • Nick Au - Royal Life Saving New South Wales          |
| • Kathy Parton - Aquatics and Recreation (ARV)                                       | • Rebecca Gawne - Royal Life Saving Northern Territory |
| • Stan Wall - Aquatic Recreation Institute (ARI)                                     |  |
| • Steve Good - Leisure Institute of Western Australia Aquatics (LIWA)                |  |
| • Lindsay McGrath - Swimming Pool and Spa Association Australia (SPASA)              |  |
| • Amanda Locke - City of Greater Geelong, VIC  |  |
| • Jake Boerema - City of Norwood, SA   |  |
| • Brad Page - Moreton Bay Regional Council, QLD                                      |  |
| • Matt Howes - Sunshine Coast Council, QLD   |  |
| • Liam O'Brien - Aligned Leisure   |  |
| • Joel Perricone - Bluefit   |  |
| • Liz Van Deventer - Belgravia Leisure   |  |



# 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 risks associated with recreational play and swimming in coastal and inland waterways.

The Victorian Government initiative is delivered by a collective of 20 aquatic agencies working within the aquatics and safety sectors. PISBTW works to promote 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 (listed below) in an effort to continue the strong message of playing it safe by the water.

- Active Moreland
- Apollo Bay Aquatic Centre
- Aqua Energy Leisure Centre
- AQUA Schools
- AQUA SCHOOLS SUNBURY
- Aquahub
- Aqualink Box Hill
- Aqualink Nunawading
- Aquamoves
- Aquanation
- AquaPulse
- Aquarena Aquatic and Leisure Centre
- Aquastyle Swim School
- Ascot Vale Leisure Centre
- Ashburton Pool & Recreation Centre
- Avenel Swimming Pool
- Avoca Outdoor Pool
- Award Swim School
- Bairnsdale Aquatic and Recreation Centre
- Ballarat Aquatic & Lifestyle Centre
- Balmoral Outdoor Pool
- Bass Coast Aquatic Centre
- Bayfit
- Beaufort 50m Pool
- Beaufort Primary School
- Beechworth Swimming Pool
- Belgrave Pool
- Benella Aquatic Centre
- BK's Gym & Swim Noble Park
- Bluewater Leisure Centre
- Boroondara Sports Complex
- Brennan Park Swimming Pool
- Bright Sports Centre
- Broadmeadows Aquatic and Leisure Centre
- Brunswick Baths
- Camberwell Grammar School
- Cardinia Life
- Carlton Baths
- Carnegie Swim Centre
- Casterton Swimming Pool
- Castlemaine Fitness
- Caulfield Recreation Centre
- Caulfield Grammar - St Kilda
- Caulfield Grammar - Wheelers Hill
- Chiltern Swimming Pool
- Coburg Leisure Centre
- Coburg Outdoor Pool
- Coleraine Outdoor Pool
- Collingwood Leisure Center
- Crib Point Pool
- Quantum United
- Dandenong Oasis
- Darebin Sports Centre
- Deb's Swimming Consultancy
- Doveton Pool
- Dunkeld Outdoor Swimming Pool
- Dunolly Outdoor Pool
- East Keilor Leisure Centre
- Eltham Lesiure Centre
- Eltham Swimming School
- Endeavour Hills Leisure Centre
- Euroa Swimming Pool
- Faith Leech Aquatic Centre
- Fawkner Leisure Centre
- Federation University
- Fitzroy Swimming Pool
- Gippsland Aquatic and Recreation Centre
- Glen Eira Sports and Aquatic Centre
- Glenthompson Outdoor Pool
- Great Ocean Road Resort
- Gummy Shark Swim School
- Gurri Wanyarra Wellbeing Centre
- Hamilton Indoor Leisure and Aquatic Centre
- Hamilton Outdoor Swimming Pool
- Handbury Centre for Wellbeing
- Harold Holt Swim Centre
- Hawthorn Aquatic and Leisure Centre
- Healesville Outdoor Pool
- Healthways Aquatic Centre
- Heathcote Swimming Pool
- Heathers Swim School
- Heywood Swimming Pool
- Horsham Aquatic Centre
- Invy Swimmers
- Ivanhoe Aquatic Centre
- Ivanhoe Girls' Aquatics
- Jubilee Aquatic Centre
- Just Swimming - Wesley
- Just Swimming - Nunawading
- Just Swimming - Tintern
- Karadoc Swim Centre
- Keilor East Aquatic Fitness Centre
- Keilor East Leisure Centre
- Kiddieswim Mt Martha
- Kilsyth Centenary Aquatic Centre
- Kingswim Mornington
- Knox Leisureworks
- Korumburra Water Babies
- Lakes Entrance
- Latrobe Leisure Churchill
- Latrobe Leisure Moe
- Newborough
- Leisure City Epping
- Loch Sport Primary School
- Macedon New Gisborne Swim Centre
- Macleod Recreation Centre
- MARC
- Maribyrnong Aquatic Centre
- Marong Swimming Pool
- Maryborough Sports and Leisure Centre
- Melbourne Sports & Aquatic Centr
- Melton Waves Leisure Centre
- Merino Swimming Pool
- Mildura Waves
- Mill Park Leisure
- Monbulk Aquatic Centre
- Mount Beauty Pool
- Myrtleford Pool
- Nagambie Swimming Pool
- Nhill College
- Noble Park Aquatic
- North Melbourne Recreation Centre
- Numurkah Aquatic & Fitness Centre
- Oak Park Sports and Aquatic Centre
- Olympic Leisure
- Paddles Swim School
- Pines Outdoor Pool
- Peninsula Aquatic Recreation Centre
- Pascoe Vale Outdoor Pool
- Pelican Park Recreation Centre
- Penshurst Outdoor Pool
- Peter Krenz Leisure Centre
- Phillip Island Leisure Centre
- Portland Leisure & Aquatic Centre
- Prahran Aquatic Centre
- Preston Fitness Centre
- Queens Park Outdoor Pool
- RACV Club City Fitness Centre
- Regional Swim Clinics
- Reservoir Leisure Centre
- Richmond Recreation Centre
- Robinvale Leisure Centre
- Rutherglen Swimming Pool
- Salt Water Swim School Bentleigh
- Salt Water Swim School Point Cook
- Sloan Swim School
- South Gippsland Splash
- Splash Aqua Park & Leisure Centre
- Splash 'N' Learn to Swim
- Starfish Swim School
- Sunbury Aquatic and Leisure Centre
- Sunshine Leisure Centre
- Swan Hill Leisure Centre
- Swan Hill Swimming Pool
- Swim 4 All
- Swimmers
- Swimright Sandringham
- Swimz Bendigo
- Swim and Survival Academy
- Tangambalanga Swimming Pool
- Terang Swimming Pool
- The Little Swim School
- Thomastown Recreation & Aquatic Centre
- Valleysport
- Violet Town Swimming Pool
- Wangaratta Sports and Aquatic Centre
- Warragul Leisure Centre
- WaterMarc
- Waves Leisure Centre
- Werribee Outdoor Pool
- Wesley College Glen Waverley
- Whittlesea Swim Centre
- Whittlesea Outdoor Pool
- Windy Hill Fitness Centre
- Wodonga Sports & Leisure Centre
- Yackandandah Swimming Pool
- Yarra Recreation Centre
- Yawa Aquatic Centre
- YMCA Leisure Epping
- Aquatics and Recreation Victoria
- Paul Sadler
- RJ Consulting



# Partners in Wellbeing

Following advocacy, ARV received funding from the Department of Jobs, Precincts and Regions to deliver the Partners in Wellbeing program within the Victorian aquatics and recreation industry. This funding enabled the employment of two Mental Health Clinician/Consultants: Melissa Hardy and Adele Bergin, to support the mental health and wellbeing of the industry.

Following Melissa's departure in October 2021, registered psychologist Adele Bergin commenced in February 2022. Adele's services, including one-on-one consultations and support and team workshops, were promoted through multiple channels, including the ARV newsletter, social media, and Adele's regular attendance at ARV committee meetings and events.

To gain a greater understanding of the stressors being faced by the industry and ensure all program initiatives met member needs, the Victorian Aquatics & Recreation Industry Wellbeing & Culture survey was created. Data was collected between April-June 2022. At the same time, three industry wide webinars were run to promote creating mentally healthy workplaces. These webinars related to how to recognise and respond to an employee who is struggling; positive leadership strategies to engage and retain employees; and how to create mentally healthy workplaces that minimise risks to mental health.

Other services provided by Adele included secondary consultations with managers to assist with managing staff with mental health concerns; the creation of resources to assist with pertinent industry issues (e.g., supporting employees return to the office post-COVID); the creation of social media content to build mental health literacy; and presenting at the ARV regional conference and breakfast seminars on the topic of how to create mentally healthy workplaces.

Adele commenced one-on-one consultations with individual members of the industry, prior to the end of the financial year and continues to provide these services.

ARV have received commitment of the Victorian funding until June 2023.



# Digital Communications

Over the course of 2021/22, ARV continued to use digital communication streams regularly and consistently. This included continued use of social media and greater use of mailing lists.

The digital welcome kit for ARV Members 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's LinkedIn page remains ARV's most engaged with platform. The LinkedIn page saw 819 page views between Dec 31, 2021 and Jun 30, 2022, which is 333.3% growth on the 6 months prior. Unique visitors also grew by 298.9%. This strong growth aligns with the increase of face-to-face events and activities that brought the industry together in the first 6-months of 2022.

ARV receives strong engagement from LinkedIn followers, comprised of industry stakeholders both in Victoria and nationwide.

As part of navigating and advocating for the Industry, ARV continued its regular and informative communications to members, the ARV Newsletter was frequently distributed more often than the regular fortnightly schedule. The newsletter consists of ARV events and activities, updates from external stakeholders including Sport and Recreation Victoria, opportunities for industry to access including seminars and funding and promotion of sponsors and new members.

The ARV website has undergone significant growth with the addition of many newly-created resources resulting from the Working for Victoria program. One major development included the addition of Userway plugin, ensuring the ARV website is accessible to all users. Continued work to maintain website accessibility is a key priority in 2022/23.

Into next year, ARV will continue to grow digital communications strategically, with:

- continuous improvement of Social Media activities
- continually searching for opportunities to grow mailing lists
- ensuring the ARV website is a hub of information, support and resources for the Industry.

This will include more resource hubs, redeveloped home page and menu structure to continue to drive traffic, and further use of previously unused functionality to increase member experience and accessibility.

## Social Media Statistics

**ARV Facebook** @aquaticsandrecreation

**2,350** Followers (Up from 2,254 in 2020/21)

**1,432** People reached each month

**ARV Instagram** @aquaticsandrecreationvic

**847** Followers (up from 780 in 2020/21)

**1,412** Average monthly impressions

**ARV LinkedIn** @Aquatics & Recreation Victoria

**811** Followers (up from 556 in 2020/21)

**3,096** Average monthly impressions

**ARV Twitter** @AquaRecVic

**428** Followers (up from 418 in 2020/21)

**1,490** Average Monthly Impressions

**VICSWIM Facebook** @vicswimsummerkidz

**8,584** Followers (Up from 7,487 in 2020)

**VICSWIM Instagram** @vicswimsummerkidz

**947** Followers (up from 811 in 2020/21)

## Digital Showbags

As discussed previously, Digital Showbags were developed as an alternative to traditional showbags at the 2022 Regional Conference.

Accessed via a QR Code on delegate nametags, the Digital Showbag was an innovation created in order to address tight resourcing within the ARV Team. With a small, tight knit team, the sourcing, packing and transport of 200 showbags was going to cost many hours that were needed in other areas of event management. This innovation was able to be managed in a much shorter timeframe, allowing exhibitors to contribute all the way up to Registration on Day 1. This also provided a much more environmentally friendly way of bringing valuable content to conference delegates by removing the need to print, pack and transport physical showbags.

This provided an opportunity for all sponsors and speakers to contribute to the Showbag. Sponsors and Trade exhibitors were invited to include offerings including discount codes, priority access, exclusive offers and unique advertising opportunities. Speakers had the ability to contribute digital handouts to accompany presentations.

It is expected that further iterations of Digital Showbags will only grow and develop as more industry trade stakeholders adapt their offerings.



# VICSWIM Summer Kidz 2022

The 2022 VICSWIM Summer Kidz Program was successfully delivered despite unprecedented challenges never experienced by our community or our industry before. Coinciding with the start of VICSWIM 2022, the Omicron COVID-19 variant hit Victoria late December 2021 and had a major impact on both the VICSWIM workforce and participating families and venues.

The VICSWIM program was established in 1976 and we are incredibly proud that the program remains as relevant and as vital in the Victorian Government's "Victorian Water Safety Strategy" today, as it was two generations ago.

## 2022 challenges

The challenges faced in this year's VICSWIM program mirrored the challenges being experienced by the Victorian aquatics industry and the Victorian community generally.

Over the course of this year's VICSWIM program there were 18,651 total enrolments. Sadly, due to 3,973 cancellations the final total number of program participants was 14,678. The 2022 VICSWIM program experienced 21% of full week registration cancellations throughout the program, primarily driven by four main reasons:

- Swim teacher scarcity
- Venue closures due to high impact of COVID-19 illness
- Children and parents/guardians contracting COVID-19 or being classified as a close contact
- Rapid transmission of Omicron through swim teachers

## Creating Victorian jobs

Not only did VICSWIM 2022 have record number of registrations, an increase of 2510 from 2021, but it also had a record number of employees supporting the program. ARV directly employed over 320 employees including:

- 269 swim teachers and venue support staff
- 21 regional co-ordinators
- 11 lifeguards
- 20 customer service, administration, marketing and program management staff

Thirteen venues also "self-staffed" providing an additional 30+ swim teachers directly to the program.

## New Initiatives

While 2022 was a year of immense challenges, it was also a year of great innovation and program improvement including:

- The introduction of an all-abilities pilot program
- A water polo pilot
- Continued investment in the VICSWIM risk management framework and its practical application
- Broad introduction of e-certificates and the skill tracking this functionality allows
- Continued investment in teacher training resources, handbooks, policies and procedures

ARV thanks the Minister for Community Sport and the Department of Sport and Recreation, for their continued support and funding of the VICSWIM program. Without this financial support it simply would not be possible to deliver VICSWIM in a way that has become so accessible, loved, trusted and relied upon by the Victorian community.

In addition, a special thankyou to our inspiring swim teachers and regional coordinators for delivering another wonderful VICSWIM program and thank you to the Sports Community team who assist in the administration and implementation of this important Victorian program.









# Active Health Days

Aquatics and Recreation Victoria (ARV) recognised that the COVID-19 pandemic affected the aquatic and recreation industry resulting in a decrease of member engagement and community patrons accessing health and wellbeing activities and facilities. The decline of physical activity, participation, health visitations and wellness outcomes became evident across many municipalities and user groups. COVID-19 played a factor in limiting community resources, community access and restricting availability to attend key allied health providers and services to maintain mental and physical health by both aquatic and recreation managers and patrons.

ARV wished to encourage participation in local health activities by bringing health service providers together in aquatic and recreation facilities in a Market Day community event. This environment of collective healthy initiatives increased involvement within Local Government infrastructure and removed barriers to those who had been unable to access these services due to financial or cultural factors whilst improving the health of all participants.

ARV saw the benefit of hosting three Active Health Days across three Local Government areas targeting community members located within lower socioeconomic communities.

In partnership with Department of Health and utilising key health data, ARV determined the three target LGA's would be Hume, Dandenong and LaTrobe. These three locations covered metro and regional locations and are also positioned in the North and East of Melbourne to cover and service a variety of multicultural and diverse municipalities.

The three municipalities listed included cohorts of population groups where barriers exist to accessing health service providers. Affordability, time restraints, family commitments, travel arrangements and language barriers were all factors in health services and aquatic facilities not being utilised by many user groups. Bringing providers together at one time in one community environment eliminated barriers for those who have previously felt pressures of accessing these services.

The two Active Health days in the 2021-2022 were:

- 26 June – Splash Aquatic Centre, Hume City Council 2pm-4pm
- 30 June – Gippsland Recreation Aquatic Centre, La Trobe City Council, YMCA Victoria 10am -1pm

## SPLASH – HUME

- Each Partners/Beyond Blue
- VICSWIM/Play It Safe By The Water
- Diabetes Victoria
- Cancer Council
- Red Cross Blood Bank
- Carers Victoria
- DVP Immunisation Team – COVID SHOTS AND FLU SHOTS
- Smoothie Bike – Blend a Bike
- Soaring Health -Physiotherapist / Spinal Checks
- Heart Kids
- Hand and Neck Masseuse
- LSV CPR demonstrations – become a swim teacher
- Older Adult Programs
- Entertainment including waterslides, inflatables, kayaks, aquaplay, craft activities, facepainting, mascots and characters, magicians, workshops, reptiles, DJ, Essendon Football Club

## MOREWELL- LATROBE

- Each Partners/Beyond Blue
- VICSWIM/Play It Safe By The Water
- Diabetes Victoria
- Cancer Council
- Red Cross Blood Bank
- Carers Victoria
- Gippsland Health – COVID SHOTS AND FLU SHOTS
- Smoothie Bike – Blend a Bike
- Nutrition Aus
- Respiratory Educator/Care Coordinator (Physiotherapist Background)
- Lymphedema Nurse
- Exercise Physiologist
- LaTrobe Health
- Gippsland Regional Integrated Cancer Services
- Gippsland Breast Screen
- Group Exercise: LifeFIT Active Adults, Healthy ageing class, Healthy ageing class

## ALL VENUES

- Free COVID RATs for all
- Free Play It Safe By The Water merchandise for all
- Free kids showbags for all, colouring books/pencils/stressballs
- Free healthy snacks for all
- Complementary access to facility
- Free evolt body metric scanners and gym consultations

LATROBE LEISURE MORWELL		FREE EVENT	
<b>ACTIVE</b>		<b>HEALTH DAY</b>	
			
<b>THURSDAY 30 JUNE</b> 10:00 AM - 1:00 PM			
		<b>MORE INFORMATION</b>	
		<b>LATROBE LEISURE</b>	

**AQUATICS & RECREATION VICTORIA**  
**ABN 82 051 944 564**

**STATEMENT OF PROFIT OR LOSS  
AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2022**

<b>REVENUE</b>	<b>Notes</b>	<b>2022 \$</b>	<b>2021 \$</b>
Enrolment & Associated Fees	2 (a)	650,528	560,486
Grants and Sponsorships	2 (b)	1,063,900	698,600
Membership Subscriptions		114,447	89,525
Royalties		-	12,490
<b>Total Revenue</b>		<b>1,828,875</b>	<b>1,361,101</b>
<b>EXPENDITURE</b>			
Activity Operating Costs	3 (a)	1,043,924	786,217
Depreciation & Amortisation		14,039	14,030
Energy, Rates & Maintenance	3 (b)	19,800	17,544
Insurance		2,164	1,953
Grant Contracting Partners		239,225	-
Marketing		36,526	23,250
Office Costs	3 (c)	47,876	36,191
Other	3 (d)	18,378	13,462
Printing & Photocopying		10,312	9,053
Professional fees	3 (e)	49,100	40,532
Staffing Costs – Office	3 (f)	315,671	252,310
Telecommunications		13,925	11,761
Travel & Accommodation		7,049	4,925
<b>Total Expenditure</b>		<b>1,817,989</b>	<b>1,211,228</b>
<b>Profit/(Loss) Before Income Tax</b>		<b>10,886</b>	<b>149,873</b>
Income Tax Expense		22,081	-
<b>Profit/(Loss) After Income tax</b>		<b>(11,195)</b>	<b>149,873</b>

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



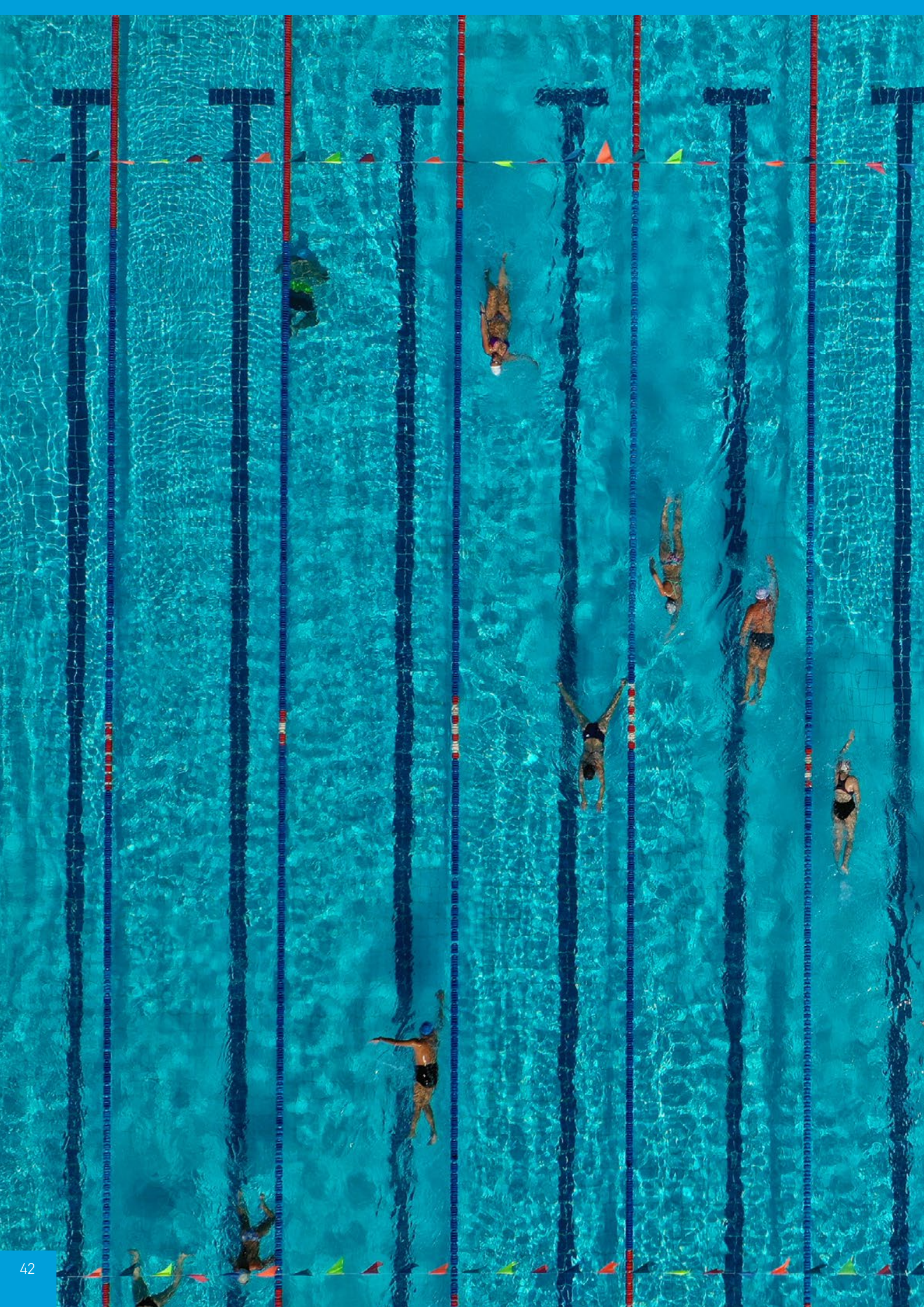
**AQUATICS & RECREATION VICTORIA**  
**ABN 82 051 944 564**

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022**

	Notes	2022 \$	2021 \$
<b>Current Assets</b>			
Cash & Cash Equivalents	4	3,520,270	657,178
Trade & Other Receivables	5	38,929	13,880
Prepayments	6	104,590	179,046
		<u>3,663,789</u>	<u>850,104</u>
<b>Non Current Assets</b>			
Property, Plant & Equipment	7	424,770	435,129
Intangible Assets	8	-	-
		<u>424,770</u>	<u>435,129</u>
<b>Total Assets</b>		<u>4,088,559</u>	<u>1,285,233</u>
<b>Current Liabilities</b>			
Trade & Other Payables	9	63,473	65,855
Deferred Income	10	3,181,732	416,338
Employee Benefits	11	47,581	20,379
Income Tax Payable		22,081	-
		<u>3,314,866</u>	<u>502,573</u>
<b>Non Current Liabilities</b>			
Employee Benefits	11	4,497	2,269
		<u>4,497</u>	<u>2,269</u>
<b>Total Liabilities</b>		<u>3,319,363</u>	<u>504,842</u>
<b>Net Assets</b>		<u>769,195</u>	<u>780,391</u>
<b>Equity</b>			
Accumulated Surplus		769,195	780,391
<b>Total Equity</b>		<u>769,195</u>	<u>780,391</u>

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













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