



**GLEBE YOUTH SERVICE INC.**  
**ANNUAL REPORT**  
**2012-2013**

*Supporting and advocating for young people in the  
Glebe community since 1988*



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*Glebe Youth Service Inc. acknowledges the traditional owners of this land, the Gadigal people of the Eora Nation. We pay respect to Elders past and present.*

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### **About Us**

#### **Our Mission**

To develop in Young People a sense of dignity and personal responsibility to achieve their goals and contribute positively to their community

#### **Our Objectives**

- To provide community services for young people to reduce the effects of disadvantage
- To assist individuals and groups of young people to access appropriate resources effectively and take action to meet needs.
- To encourage youth to participate in planning and developing all activities of GYS
- To inform, educate and resource the local community about young people and their issues and concerns with a view to build community support for and participation in, initiatives to improve quality of life for young people.
- To develop formal and informal networks with government/non-government NGO agencies in the metropolitan area for the purpose of developing and implementing strategies in the local community to assist young people who are disadvantaged.
- To support and work with a range of organizations, workers and decision makers to assist in the co-ordination of services to young people at risk of poverty, sickness, suffering distress, misfortune, disability or helplessness.

#### **Our Approach**

To provide a safe and responsive environment where Young People are supported by trained and professional staff.

#### **In Practice**

GYS is funded by the Department of Community Services and the City of Sydney. Other contributions are made through receiving small grants as well as through fundraising for specific programs.

Glebe Youth Service runs a range of programs for young people aged 12 to 24 who live, work or play in the Glebe area.

The primary target group for our programs are the young disadvantaged people living on the Glebe Estate, a Department of Housing area that covers most of the bottom half of Glebe. These young people face a range of issues including poverty, family dysfunction, alcohol and other drug use, chronic school refusal and poor literacy leading to unemployment.

The majority of young people who use the service are Aboriginal, with the attendants frequently experiencing disadvantages such as poor health, over-representation within the legal system and other factors of social disadvantage.

## CHAIRPERSON'S REPORT

Opening the doors each day at Glebe youth service has always been synonymous with opening the doors to challenges - literally, metaphorically and financially. This last year has been no exception.

A unifying constant has been the people of GYS who believe in its vision. The community witnesses the need and hopefully recognises the passion and good work undertaken by GYS staff both permanent and casual, volunteers, students and the management committee.

*Our stated purpose to "develop in young people a sense of dignity and personal responsibility to achieve their goals and contribute to their community" is given meaning each day by work of the service.*

We have been aware for some time of the approaching *funding challenges*. Our two main sources for funding are from City of Sydney and the Family and Community Services. Current funding from both finishes in 2014.

The *funding from City of Sydney* for the 'After Dark' program is until December 2014. The funding has been crucial in initiating the process of engagement with young people and building the bridges of trust to enlighten them of opportunities in education and services. Its success continues to assist the reduction in anti social behaviour and crime in the Glebe area.

We again thank the City of Sydney Staff and City Councillors, in particular

Lord Mayor Clover Moore and Deputy Lord Mayor Robyn Kemmis.



Fun on the court at the 'AfterDark' program

The second source of *funding from Family and Community Services* is under the *Early Intervention and Placement prevention Program* and the current funding runs to June 2014. This program sits well with GYS beliefs in that it recognises increased investment in prevention and early intervention programs that have the capacity to deliver both immediate benefits to children and young people and enhance the long-term wellbeing of families and the community.

In late 2012 it was agreed that GYS should investigate *possible collaboration with other organisations that hold similar values and objectives*. Our hope is to further investigate possible avenues of collaboration and to hold an open forum with members and stakeholders to progress alliances. An example of such collaboration was the application with WEAVE and CatholicCare, albeit unsuccessfully, for

## CHAIRPERSON'S REPORT

funding from the National Crime Prevention Strategy and with Sydney Alliance in *promoting apprenticeships for local youth on the Mirvac Harold Park development.*



Mirvac apprentices Dwayne Buchanan-West and Malcolm Roberts

Unfortunately the Management Committee bade farewell to several members during the year. Chantel Cotterell decided reluctantly to relinquish her role as Chair and Board member. During her time in this position, Chantel began the process of updating existing policies and procedures. She then began rolling out new policies to bring the service up to best practice. Her dynamism and clarity of vision is sorely missed. Also stepping back was Rosalind Heckler who had been active on the committee for seven years and had been a driving force behind the Strategic Planning and evidence based reporting of the

service's work. Tania Mayrhofer also stood down due to work pressures and while on the board for a relatively brief time contributed actively, enthusiastically and was of significant support. Sara Lamedo - Youth Worker and 'After Dark' program coordinator - regrettably left us in October to pursue further academic studies and we wish her well.

We welcomed in new members to the Management Committee, *reinvigorating the service with keenness, new ideas and professional acumen.* New members include Annie Atkinson, Pia Birac, Klara Major, Odessa Saukuru, Tahira Dosani, Greg Dwyer, and Kate Russell. In the role of After Dark program coordinator we welcomed in October 2013 Luke Chesworth.

A new initiative to support and develop stronger relationships with GYS Staff, including casual staff and volunteers, has been the appointment of '*Staff Champions*' Pia Briac and Kate Russell who are meeting with staff once a month.

We welcomed in Marina Ross, Assistant Marketing Manager/Youth & Community Co-ordinator for Mirvac Broadway. Marina has brought cheerfulness, promotional experience and a link to the business community.

The promotion of Sinead Kelly, representative from City of Sydney council to new duties meant the loss of a very diligent, caring member, though we welcome Ray Dehon as the new regional representative for the City of Sydney.

*We again extend our gratitude to all the permanent and casual staff, students, volunteers and service partners who enable GYS to make services available to the young people of Glebe.*

In particular we thank the core staff - Youth Workers Amy O'Neill, Sara Lamedo, and now Luke Chesworth, Administrator Christina Yeomans and Coordinator Keiran Kevans who bear the brunt of not only front line service but also the ever increasingly levels of administrative compliance. We again thank the Save the Children Australia staff - Dr Gareth Jenkins, and Juliet Grimm, Outreach Support worker on the Glebe Pathways project, for their collaboration with GYS.

Our *pressing management challenge* is to work with our funding partners to affirm compliance with their criteria and to secure the continuation of funding for our programs beyond 2014. Thankfully we have a management committee eager to pursue this success in collaboration with all stakeholders.

*Patrick Cunningham*

*Chair*



GYS friends



## TREASURER'S REPORT

The financial reports for the past year show a deficit of \$3,505 at the end of the year reducing our total Equity to \$22,744. The deficit represents 0.75% of the total expenditure of \$464,373.

*The majority of our income came from the Department of Family & Community Services* (\$248,948), which provides our core funding, *and from City of Sydney* (\$162,740) which supports the After Dark program and casework services. Financial assistance previously received from the Becher Foundation has supported the Pathways program, though I must note that the balance of those funds will run out in the coming year.

The past year saw the *implementation of increases in wage rates for the Award governing our sector*, in accordance with an Equal Remuneration Order, which will lead to further annual increases over the next eight years. It is very good to see that people in this industry are finally getting the recognition they deserve; of course we have to hope that our funding will increase at the same rate.

The deficit this year relates mainly to two items of expenditure; one was the decision to commission research into the possibility of collaborating more closely with another organisation with similar aims, bringing the potential for economies of scale and funding for shared projects; the other was an increase in payroll liabilities due to our staff working so hard that they neglected to take their holidays. We face ongoing challenges particularly when it comes to

repairs and maintenance on our premises, but we have budgeted to at least break even in the current year.

*We have been fortunate in our success in obtaining Community Building grants* – and for this I specially thank Jamie Parker, our local State member, for his unfailing support. This year we have at last been able to install air conditioning in our offices to make life much more pleasant for our staff, volunteers and clients. We've also been able to improve the ambience of our large hall by installing skylights and having the floor sanded and polished. We continue to chase after funding opportunities, large and small.

Our *IT system has been much enhanced over the past year resulting in much greater efficiency*, and we have continued to benefit from a number of continuing partnerships including Sydney Alliance, Save The Children, Sydney Secondary College and City of Sydney.

We gratefully acknowledge donations from Sydney University Boxing Club, Grill'd and Broadway Shopping Centre

As always, *our small band of permanent staff show constant dedication under often difficult circumstances*, and this year we have had great results through the skills of volunteers and student placements. Thank you to Keiran, Amy, Sara, and our new staff member Luke for their hard work, and as always, a special thank you to our administrator, Christina, who looks after the day to day finances and always provides the

financial reports that enable me to keep our Management Committee up to date with our situation on a monthly basis.

We look forward to a successful year ahead.

*Hilary Chesworth*

*Hon. Treasurer*



Barbeques and basketball at 'After Dark'

### ***2013 - a year of new challenges and achievements***

The last year has been a challenging but rewarding one, as we have continued to deliver a wide range of effective programs and services to Glebe's young people.

Changes in government policy at the local, state and federal levels, have presented us with significant challenges, as we struggle to mobilise resources and adjust to new goal posts. The competitive tendering process has left small organisations such as GYS at a distinct disadvantage, however, the value and effectiveness of small locally based community service providers remains hard to dispute. Well established relationships and partnership programs with key stakeholders such as City of Sydney, and Save the Children among others, have established a proven track record of delivering positive social outcomes and broader community impact. New partnerships with Sydney Alliance and Mirvac have also delivered very encouraging apprenticeships for our local young people. The youth crime rate in the area has remained low again this year and young people's aspirations appear to be rising, evidenced in part by an increase in requests for support from our suitable education pathways program, and general levels of participation across the variety of programs we offer at GYS.

### ***Upgrades to GYS facilities***

A notable achievement this year has been the several upgrades to the GYS premises. With the support of our local member, the

Hon Jamie Parker MP, we were able to secure funding from the 'Community Building Partnerships Program', for a third time. This has enabled us to install air conditioning for our upstairs staff office and energy saving skylights in the main hall. It has also seen the restoration and polishing of the ageing timber floor. These three improvements have had a dramatic, positive impact on the aesthetic of the building and the feedback from the community, staff, and partners has been overwhelmingly positive. Thanks to another successful grant application to the 'NSW Community Building Partnerships Program', we were also able to purchase a new industrial stove for our kitchen (replacing the 30year old rusting relic!). The new stove will greatly enhance our ability to provide healthy meals and teach you people that essential life skill, cooking! Our next goal is to further upgrade our kitchen so that we might be able to hold recognised hospitality training courses and social enterprises ventures in the future.

### ***Our people – staff, volunteers, and board members***

Our wonderful team of staff deserves recognition. In addition to her case-work responsibilities, our social worker Sara Lamedo was outstanding in her role as 'After Dark' program manager. I would particularly like to commend her success in engaging local police. The fact that local police now attend the program almost every week is a great achievement and has done much to minimise risk, improve the young people's perception of police and

indeed, strengthen the relationship between young people in the community and local police. Sadly for us, Sarah has now finished her time with GYS, and moved on to pursue further graduate study. We are happy though to welcome Luke Chesworth into the role of 'After Dark' program manager.

Amy O'Neill also joined us this year after graduating with a social work degree from University of Sydney. Her work in building positive relationship with the young people of Glebe and the wider community has been highly commendable. She has worked tirelessly on the Early Intervention Placement Prevention (EIPP) transition requirements, something which has been fraught with ongoing challenges as the requirements changed. Our administrator Christina Yeomans, has also been wonderful to work beside, with her outstanding organisational skills and attention to detail.

I would also like to thank our dedicated team of casual staff and volunteers, made up of social work students, parents and local community members and elders.

The board has also welcomed a number of new members over the past year with a diverse set of skills and experience. This has been a tremendous boost for the organisation and opens great possibilities. I would particularly like thank our long serving members Patrick Cunningham (Chair), Hilary Chesworth (Treasurer and Secretary), Roeluf Smilde and Roslaland Hecker, whose combined years of service and dedication deserve our thanks and appreciation.

### ***Acknowledgement of our partners***

GYS is a small organisation with a limited capacity and limited funding. Our ability to provide such a diverse range of engaging programs for local youth depends largely on establishing and maintaining effective partnerships.

- **Family and Community Services (FACS) – our principle funding partner.** I thank Kerri Scott and Graham Roth, for their help with our EIPP program. Thanks must also go to Zoe Benjamin, Chrissie Witherdin and Stuart Malcher. It is great to see government and non-government working so closely on the important matter of child and adolescent wellbeing.
- **City of Sydney** - Our City of Sydney program partnership really blossomed throughout 2012-2013 with staff coming together to partner on a number of programs, including; 'Girl-zone', 'Boy-zone', 'Drop In', School Holiday Activities and 'Tweenies'. Thank you to Chantel Pickett, John Tsioulos and Aliza Denenberg for their support of our partnership programs. Special thanks must also go to Sinead Kelly and the grants team, as well as the newly formed City Spaces teams. We look forward to supporting your implementation of the social aspects of the 'City of Sydney 2030' plan.
- **Save the Children Australia** - SCA has played a vital role supporting the Pathways Education Program since its inception. The advent of the SCA's

## COORDINATOR'S REPORT

Mobile Youth Van has seen our partnership diversify with this mobile 'tech' lab regularly attending 'After Dark'. Dr Gareth Jenkins, Dominique Bigras thank you for your support of GYS.

- **Sydney Secondary College** - SSC was also an important part of the Pathways Education Program this year, thanks to the commitment of staff members Caterina Di Girolamo, Jan Wilson, Candace Dower, Iona Massey, Judy Kelly and Lee Wright.
- **Mirvac, Broadway** - Marina Ross and the team. The donations, sponsorship and input to our management committed have been highly valued and much appreciated. We really hope you can stick with us in the year ahead!

A variety of other organisations and people also deserve our thanks for the support they have given us throughout the year:

- **Youth Block** – Brett Pickard and Megan Mortimer
- **Centipede** – Kim Payne
- **Glebe Schools Community Centre** – Kate Brennan;
- **Glebe Community Development Project** - Ally de Pree-Raghavan
- **Pastor Paul Perini**;
- **Cafe Church**- Stuart Davey
- **Local area police** - Jeremy Addison, Michael O'Toole, Winston Pisani, John Brettle, Dave Stewart and Jim Reganis
- **Oasis Youth Support**: Kristie Clifton.

Finally, we cannot forget the ongoing support and recognition we receive from both the **Lord Mayor Clover Moore** and her **Deputy Lord Mayor Robyn Kemmis** as well

as our local member of parliament the Hon **Jamie Parker, MP**.

### *Looking Ahead*

As we look at the year ahead we could do well by remembering the strengths that exist in our community. While there is entrenched disadvantage that cannot be ignored, we can also not deny the wellspring of strengths in the local community, particularly within the young people and families that we work with. The knowledge, skills, humour, talents and aspirations of the Glebe community are truly inspiring to me. The loyalty and willingness to work together has been wonderful. For GYS to thrive we must work together as a cooperative and productive team. If we can capitalise on our recognition and harness the support of the wider community then the year ahead will indeed be full exciting possibilities.



GYS: a safe place to hang out and connect with friends and GYS youth workers

*Keiran Kevans*

*GYS Coordinator*

### **GYS Partnerships 2012-2013**

GYS has been able to diversify and increase capacity through the establishment of partnerships with other services and organisations. We would like to acknowledge our current partners and highlight the programs and services that we have been able to deliver together on the ground over the past year.

#### **Sydney Secondary College, Department of Education and Communities**

GYS continues to value the close working relationship we have with Sydney Secondary College. This partnership has been established through the delivery of the Pathways education project, which entered into its fourth year in 2013. In an effort to build upon the success of this project, we are currently exploring ways for our youth works to support the education needs of at risk young people at the SSC campuses of Balmain, Leichhardt and Blackwattle. GYS would like to thank all SSC staff, and in particular Judy Kelly the SSC principal, for her support of partnership initiatives between our organisations.

#### **University of Sydney**

GYS is pleased to have been able to accept social work student placements and also MTeach students this year. GYS is also connected to USyd through the USyd/Glebe interagency and we have come to greatly value the synergies that can come out of this relationship. It is important we continue to build on the success of this relationship to date, and we look forward to

exploring innovative and collaborative ideas in the year ahead.

#### **Save Children Australia**

Save Children Australia has continued to be key partner over the past year. This year Juliet Grimm came onboard as the Pathways Outreach Support Worker. Juliet is a delightful daily presence in the GYS office. She brings a wealth of experience and a great skill set to the Pathways program. In a relatively short period of time Juliet has built up a wonderful rapport with Pathways students. Her support and presence of our drop in programs is greatly appreciated, allowing core staff to focus on engaging young people and completing essential administrative tasks. The mobile youth van, managed by the multitasking Dr. Gareth Jenkins, is a regular site at the After Dark Program and is undoubtedly an added drawcard for the young people. GYS is a proud partner of SCA and looks forward to working together well into the future.

#### **City of Sydney**

GYS has multiple concurrent partnerships with City of Sydney. We are delighted with City of Sydney and their willingness to partner with GYS on a variety of projects to deliver programs that further the aims of both organisations and in particular progress the objectives of the 2030 plan. We are excited about the changes introduced through the City spaces teams and we look forward to working with them again in 2014.

### **Oasis Youth Support**

This year we would like to thank Kristie Clifton from Oasis for working with us to see the continued delivery of the Oasis Internet Bus program at After Dark on Friday nights (see report). We thank Kristie and look forward to working together again in 2014.

### **Youth Block NSW Health**

One of the key issues for our young people in achieving their goals can be access to health services. Over the past two years Youth Block has delivered outreach individual and group education health options at Glebe Youth Service. GYS recognises the hard work Youth Block staff in making this partnership a success. In particular we would like to thank, Brett Pickard and Megan Mortimer.

### **Reconnect, Mission Australia**

Special thanks must go to Candice and Clair of Reconnect, who greatly added to GYS programming in 2013. This year we partnered to deliver 'Find a Better Use for Your Bong', a program that aims to assist young people to give up Cannabis. A number of young women engaged with the program, and many have managed to reduce their cannabis use dramatically and some have managed to quit altogether.

### **'Centipede'**

The Tuesday afternoon 'Tweenies' program has been a wonderful addition to our range of programs. Through the cooperation of Centipede staff, in particular their director

Kim Payne, together with the support of City of Sydney youth service staff, the program has become quite a success. Pre-teen aged children from the Glebe area come to the centre on a Tuesday afternoon drop in. This arrangement has proved to be a terrific way for GYS to build rapport and develop trust with kids who may be potential future service users. We will look to continue the program in the coming year.

### **Glebe Schools Community Centre (GSCC)**

The year ahead will see an exciting new partnership between GSCC and GYS, through which we are aiming to employ a specialist Aboriginal facilitator to deliver parenting skills and education to Glebe. We hope to combine our resources, skills and experience and find ways to deliver programs that work on the basis of knowledge sharing. We humbly hope to earn the support and appreciation of the local community in so doing. Special thanks to Kate Brennan of GSCC for her commitment to working in partnership with us on this initiative.



**E**ngaging with clients to produce meaningful outcomes is the fundamental outcome from all our programs and activities. Glebe Youth Service provides a comprehensive Early Intervention and Placement Prevention (EIPP) service for young people aged 12-18. We can divide our assistance services into three key types:

- Crisis intervention
- Case Management
- Advice, referral & advocacy

Our case managers provide for young people and their families to access a safe and supportive centre and friendly staff. We also provide access to phones and internet for the maintenance and enhancement of family and individual wellbeing.

GYS applies the principles of confidentiality, dignity, respect and empowerment. Individual assistance aims to be accessible to all young people within the agency's target group, regardless of background or circumstance.

Over the past year GYS has assisted over 70 individuals and their families through Individual assistance programs. Many self-referrals for casework result from the trusting relationships and shared understanding that develops during group programs such as; 'After Dark', 'Drop-In' and School Holiday Program.

Referrals come to us from several sources including Family and Community and Services, Police Well-Being unit and local high schools. GYS staff strengthen

relationships through regular contact and supportive attendance to external client appointments and referrals. Our experience with the local clients confirms that the development of trust and rapport is important in delivering improved social well-being.

During 2012/2013, GYS experienced a rise in the number of particularly challenging and complex case clients in our mix. Greater numbers of complex cases have come to GYS through the Family and Community Services NSW (FACS) convened interagency; Intensive Complex Case Coordination Panel (ICCCP) and the Adolescent Interagency Meeting (AIM). These collaborations have had a positive impact in strengthening and deepening our relationship with Family and Community Services NSW, but it does also create a greater demand on staff both in terms of time and energy. It is important to acknowledge the skill of our youth/social workers Amy O'Neill and Sara Lamedo and now Luke Chesworth. Their commitment to GYS and the young people has been admirable. Their skills and willingness to do hard work, has been inspiring and truly deserves our respect and gratitude.

As GYS moves toward 2014, we are seeking to build on our established relationships. We will continue to work closely with the "Student Welfare Action Team" (SWAT) from Sydney Secondary College and develop supportive strategies and methods of working with students at these High Schools.



## GYS PROGRAMS: 'DROP IN'

**G**lebe Youth Service's flagship program 'Drop In' continues to draw large numbers of young people from the Glebe Community. The program operates on Monday, Tuesday & Thursday afternoons from 3pm-5pm. Each day GYS provides a nutritious and delicious meal made by our staff, volunteers and students. 'Drop In' provides a safe space for young people to come together, engage with GYS youth workers and socialise with each other. During the past financial year, a total of 2,740 people attended the GYS Drop In program.

The program provides young people with activities that cater to their interests and offers them a venue to meet other young people in a safe and familiar space, while *encouraging access to social workers who run and participate in the program on a daily basis*. This allows for the growth in trust and rapport between young people and support staff. *Case work statistics are an indication of this relationship, with nearly all self referrals arriving during DropIn sessions.*



This past year, Drop In has provided young people with a range of engaging and enriching activities. We have had Wii Sports competitions and basketball elimination rounds. We have played pool and table tennis. We have painted countless

masterpieces on canvas and tapped into the musical talent of our young people.



Young artists at work at 'DropIn'

Last but not least, *we have opened up important conversations about relevant issues* such as bullying, sexual health, education and employment pathways, and ways in which can all support each other. *Facebook* has been a vital tool for GYS to keep the community and young people updated on activities, events and visits. The most popular feature of the GYS Facebook page has proved to be the photos section, where Drop In moments and memories are put on show.

It has been interesting to see an increase in the number of young woman attending the Drop In program over the past year – no doubt partly a reflection of the great work and excellent engagement skills of youth workers Sara Lamedo and Amy O'Neill. *Drop In is seen by many young people as a way to keep in contact with the service and the community. No matter where they might move as they grow, young people continue to come in to say hi and have a catch up.*

GYS is committed to providing an open and safe space for young people to come in and share their stories with us, so that we can walk together through each issue; offer support and advice; take silly photos; and continue to provide a service that encourages strong relationships amongst the youth.

## GYS PROGRAMS: 'AFTER DARK'

**A**fter Dark is an initiative of Glebe Youth Service and funded by the City of Sydney. It operates on Fridays from 6:30 to 10:30pm at the Peter Forsyth Auditorium, and on Saturdays from 7:30 to 11:30pm at GYS. After Dark is a space for young people to enjoy a healthy meal and participate in a variety of sports and activities. This program is both a diversion from youth anti-social behaviour and a refuge from hardships.

After Dark uses GYS's model of engaging with young people to build trust and rapport as a pathway to casework services. As one young person commented, *"We come to After Dark to see the workers, they talk to us"*. Young people and their families access After Dark to socialise with their peers and engage in positive activities with them. Every person who attends is also offered a healthy cooked meal where in many cases they might not have been able to access one.

*2012 to 2013 saw attendance at After Dark grow* to 3779 total participants, continuing the steady increases seen over the past three years. The proportion of female attendees has also increased, reaching 49.9% in the June quarter. Youth participation grew overall through 2013, and Police participation in the After Dark program also grew, with local Police Youth Liaison Officers and Crime Prevention Officer Jeremy Addison regularly interacting with young people by joining in with meals and sporting activities. In May, a 'feeling' survey showed that considerable progress has been made towards building positive relationships between young people and Police in the Glebe area.

*Police also report that the crime rate among young people in the area has remained very low, and have attributed this in large part to the presence of the After Dark Program.*

As part of a research project conducted for GYS in by University of Sydney students, stakeholders were asked to comment on their perceptions of safety in the community, and on any changes they believed had occurred in the area in relation to crime and safety. 67% of respondents felt that safety had improved in the Glebe area since the implementation of After Dark in 2006, and *a high number of respondents believed the After Dark program had assisted in the reduction of crime.*



Popular activities at After Dark continue to include healthy cooking, basketball, football, music, and movies. *Access to mobile internet vans through partnerships with OASIS and Save the Children are both valuable and popular, attracting young people who report not having access to a computer at home.* These resources are most frequently used to communicate with peers, and to jointly engage in playing video games with other participants. This activity enhances interpersonal skills through negotiation around turn-taking and sharing, building friendships, and it also improves the computer literacy of the young people.

## GYS PROGRAMS: 'AFTER DARK'

Young people attending After Dark frequently engage in a variety of case management activities that they access once they are comfortable with GYS staff, and which they seek out when they have an identified need. *Case management can include such supports as completing applications for financial assistance, seeking accommodation, or meeting legal requirements.* Some case management is informal, offered 'on the spot' when a service participant identifies a need to GYS staff, and advice or referral can be provided without the need for a later appointment. This can lead to case management being difficult to quantify, but overall service data from the March 2013 quarter indicates that approximately 492 instances of case work occur throughout the year as a result of young people's participation in After Dark and other activities offered by GYS. This is a significant level of support provided to Young people who would otherwise not have their immediate or long term needs met.

After Dark relies on the valuable contribution of the team leaders, casual staff, students, and volunteers that make up the After Dark team. Staff lead activities, prepare food, and complete the many small tasks that make the program run smoothly. *Most importantly, After Dark staff are at the front line, building relationships with the young people that attend the program, and representing GYS in the community.* The After Dark team have shown commitment and brought a variety of skills to the program, and are a much appreciated part of GYS.

The After Dark team attended a joint training and team building session in November covering workplace health and safety practices. *The joint training session*

*provided a rare opportunity for the whole team to come together, and included an interactive session on responding to critical incidents to enhance the skills of all staff.*

The After Dark team was briefed on the recommendations of the Zakumi evaluation, and how they would influence the future directions of the program. Part of this response was to enhance the quality and nutritional value of the food provided at After Dark, this was echoed by feedback received from After Dark staff, and has been implemented at After Dark with consideration and preparation going in to each meal provided to attendees.

Finally, Sara Lamedo left the position of After Dark Program Manager / Generalist Youth Worker in September 2013, to pursue further graduate study. I am pleased to introduce myself as the new person in this role, having started in October 2013. I bring to my role extensive experience working with young people in education and accommodation, and am excited about learning this new role. I have been very encouraged by the support I have received from all staff, the welcome I have felt from the board members I have already met, and the solid foundation that I have been left to work from by Sara. I look forward to meeting many more people involved in both the After Dark program and the overall Glebe area, and am enthusiastic about my opportunity to be involved in the continuing growth of the After Dark program.

**Luke Chesworth – After Dark Program Manager and Youth Worker.**

### Program Statistics – Snapshot 2012-2013

Total Clients served/ total meals served:  
3779  
Monthly Average: 314.9  
Weekly Average: 78.5  
Nightly Average: 39.3  
Total program participants: 1639  
Male: 960  
Female: 679

**G**irlZone is a weekly girls only program for young women between the ages of 12-18 years. The program is designed to *create a safe and comfortable space where young women can meet up, hang out, chat to youth workers, and participate in a range of activities and exercises.*

The program is run in partnership with City of Sydney. Each organisation provides one female staff member, a reflection of the commitment of both parties to supporting young women in Glebe.

Various activities and workshops are run within GYS and out in the community, providing young women with an opportunity to be involved in programs and projects which are catered to their own needs and interests. Each term, a new program plan is developed in order to present a diverse, relevant and engaging experience for the young women who attend.

The activities are designed to not only be fun and engaging, but also to fulfil a range of beneficial aims, including *cultivating self-confidence and identity, life skills, physical health and fitness, creativity, and healthy relationships.*

Highlights over the past year have included a trip to Tribal Warrior, cupcake design competitions, workshops with Reconnect on sexual health, and a day dedicated to creating a budget, meal plan and shop for a seafood bonanza. On average, about seven young women participate in the recreational and educational activities Girlzone provides each week.



Hanging out at GirlZone

Highlights over the past year have included a trip to Tribal Warrior, cupcake design competitions, workshops with Reconnect on sexual health, and a day dedicated to creating a budget, meal plan and shop for a seafood bonanza. On average, about seven young women participate in the recreational and educational activities Girlzone provides each week.



Mmmm, cupcakes!

During the Girlzone program, a nutritious, balanced meal is also cooked and enjoyed by the young women, which facilitates the development of important life skills and healthy eating habits.

The flexibility of the program allows for *ongoing feedback and consultation with young people*, and the ability for staff to cater to the specific needs of the young women who participate.

The Girlzone program will continue to provide a forum where young women can come together and access advice, support and youth workers in a welcoming environment.



GirlZone gets the thumbs up!





BoyZone program runs every Wednesday afternoon at the Peter Forsyth Auditorium and is for young, 12-24 year old men from the Glebe area. The BoyZone program is set up to offer a space where **young men are able to interact and socialise with each other and with youth workers primarily through sports** such as basketball on the indoor and outdoor courts. We also provide a range of other activities such as touch football, indoor soccer and have even played some closely competitive card games with the young men!

This year, Max has come on board to run BoyZone after successfully completing a student placement at GYS. Max has a focused on encouraging healthy habits, and maintaining a safe space, free from violence. We are really excited to have him on the BoyZone program. Max is aware of the history of positive engagement GYS has had with young men in the community, and aims to preserve this bond by role modelling appropriate and sensitive engagement to the students GYS take on and City of Sydney's representative at the program.

**The BoyZone program functions uniquely, as it attracts different attendees from those we see at other GYS programs and allows for a focus on men's issues in single gender environment.** GYS staff, students and volunteers, and City of Sydney workers have risen to the challenge by developing strong relationships and working with the young people to set goals for the program. Over the

last twelve months, we have been consulting with the young people who access the program with the aim of increasing attendance. This consultation has been a gradual process but it has resulted in some really useful information about how to shape the program for the coming year.

We have seen a change in the core age group of young men accessing BoyZone this year. This group has mainly been coming after school to socialise and play basketball. GYS and City of Sydney workers have been successful in both short and medium term goals of supporting their use of the space, encouraging regular attendance and gaining the trust of the young people through their input into programming. For example, over a card game, young people stated they were happy to use the space for basketball, but would like greater diversity of food. Responding to their input created conversations around what kinds food we can provide and how. In so doing, we have been able to establish a continuity between the BoyZone, Drop In and After Dark programs.

**This dialogue has encouraged the development of a relationship with these young men and their regular attendance has shown that they feel BoyZone is a safe place for them to be.**

In the new year, we look forward to activities like a trip to Bunnings to build skateboards - an activity deliberated on in a group between staff and young people. A long term objective for staff is to continue the positive relationships we have developed. We also aim to introduce skills groups to boyzone in the areas of healthy relationships, and certificate level short courses that open up vocation possibilities.

**With a strongly engaged group of young men, the support of City of Sydney and the great work of John Tsioulos and Max White, the program will build on the success of 2013 and thrive in 2014.**

### Messages from some of our supporters:

"Leichhardt Local Area Command is committed to working in partnership with Glebe Youth Service, to reduce youth crime and build trust and mutual respect with young people in our Community. I believe that this close relationship between the two agencies has been a genuine contributing factor to the continued downward trend of youth related crime in and around Glebe. Having attended the After Dark on a regular basis this year, I have personally witnessed a major change in the attitude of the young people towards Police. I look forward to continue being part of this partnership as I believe that Glebe Youth Service is a valuable asset for the Glebe Community."

*Jeremy Addison,*

*Senior Constable, Crime Prevention  
Officer, Leichhardt Local Area  
Command*



Jamie Parker sharing a meal with the kids at GYS

"I have worked closely with the Glebe Youth Service and have seen first-hand the positive impact that the GYS programs have in the local community, particularly with young people. I've been delighted to help facilitate grant funding for the GYS, and it has been very heartening to see the money put to great use. Keiran and the team are hard-working and dedicated to delivering effective, innovative programs to the community."

*Jamie Parker, MP*

*Member for Balmain*



Shooting some hoops at 'AfterDark'



**G**lebe Community Development Project (Glebe CDP) was established in 2004 and since its inception has worked alongside the Glebe Youth Service and the community to work towards achieving positive social change. Glebe Youth Service is a significant and important community organisation in Glebe. *With young people at the centre of its work, it's also paramount to acknowledge the broader role that the Service and its staff play in Glebe.*

Without the investment of a major NGO in Glebe (Benelvent Society, Smith Family etc) it is the community organisations at the coal face that work in partnership to address community wide issues. The Forest Lodge and Glebe Coordination Group (FLAG) that meets at GYS each month is a coalition of key stakeholders working collaboratively to address local issues affecting the most disadvantaged in Glebe and seizing opportunities to build social cohesion and community capacity. GYS is a founding member of FLAG since 2005 and continues to be an active member, attending monthly meetings, driving solution focused discussions and participating in working groups of FLAG. GYS and its staff attend the annual Networking Events to ensure they stay informed and up to date and that other groups/organisations in this diverse community are informed of GYS.

*The Glebe CDP is an initiative of the University of Sydney, with this brings students and Faculty staff to Glebe in various capacities and roles.* GYS is an active and key member of the Glebe/Usyd Group that bring Faculty staff and local agencies that work with children and young people around education together to pool resources and expertise. A significant outcome of this was the partnership between GYS and the University of Sydney and others to create the very successful and incredibly important Pathways program.

*GYS have taken on the responsibility of educating Social Work, Masters of Teaching and Koori Centre students for their Field Education components, an arrangement benefitting all players:* GYS, young people, the students, the community more broadly and the University. Finally the Coordinator of GYS has each year generously given his time to speak with Social Work students on their tour of Glebe about the role of GYS and being a Youth Worker, this is incredibly well valued by our students and as a University we appreciate the time taken by GYS in their busyness.

There are practical roles that GYS play in Glebe that without many projects, meetings or forums would be challenged. GYS provides a meeting space for the Mitchell St Fete Committee, Glebe/Usyd Group, Food Forums and FLAG, just to name a few. GYS have a flexible finance system that allows partnership projects (Fete and NAIDOC Week) to be shared between organisations financially as well as workloads. *GYS staff are responsive to participating in surveys and focus groups of relevance* and provide letters of support that are genuine and to the benefit of  
Glebe.



Glebe Youth Service is a lead organisation in Glebe that does outstanding work with Young People, however it is paramount to acknowledge that GYS is much broader and plays an integral role in benefitting the whole of the Glebe community and its many organisations and groups.

*Ally de Pree-Raghavan*

*Manager*

*USYD Glebe Community Development Project.*



### **Glebe Pathways Project: Annual Report June 2012 – June 2013**

This year has been a very productive one for the Glebe Pathways project. The basis of the curriculum has continued to be interest-based projects and community engagement. We have been near or at capacity all year and this once again signals the need that is being filled by this program.

Activities in the second half of 2012 have included an airbrushing workshop on site at the Glebe Youth Service, Youthblock healthy lifestyle workshops in their Living Strong series and students engaging with the Life project at NCIE (National Centre Of Indigenous Excellence) which combines sporting and healthy lifestyle activities with young aboriginal mentors. Students and staff also attended a performance of Bangarra's new show 'Terrain' and engaged in mobile digital learning with Save the Children's Mobile Youth Van.

Pathways' students also attended an Indigenous Job Fair and have had a number of follow up visits from job agencies here at GYS. During this time one of our year 10 students was successfully accepted into Year 11 and went through the process of subject selection at Sydney Secondary College's Blackwattle Bay campus. This same student has now

successfully completed year 11 and hopes to continue to finish year 12.

The school year finished on a high note with another visit to our corporate partner Accenture's boardroom for a fantastic lunch with students and staff overlooking the harbour bridge.

2012 ended with the recruitment of a new Outreach Support worker for the project funded by Save the Children. This has seen Juliet Grimm join the Glebe Pathways team.

Glebe Pathways hit the ground running in 2013 with all students taking the opportunity to pursue their interests in a range of sport, music, radio and hospitality training and activities. This included a Community Radio and Music program in collaboration with the Community Restorative Centre (CRC) and local radio station 2SER. Workshops were based around sound recording, script writing, voice presentation, microphone work and using DJ equipment. The program also aligned itself with one of the core principles of the 'Jailbreak' program, which is delivering positive health messages to listeners. Students focused on mental health issues around stress and stress reduction. In addition to practical music workshops students also spent two sessions at the radio station where they were interviewed by 'Jailbreak' Producer Kate Pinnock. We hope that their interviews and song choices can be collated into part of a program for 'Jailbreak'.



There was also an emphasis this year on employment and skills development activities. Several students completed resumes and tax file number applications and submitted these to local businesses. Another significant achievement saw two Pathways students successfully complete TAFE courses. These two students attended 8 week courses, one in an Introduction to Music Industry course and the other a 'Cafe Skills' course. We also saw two other students organise for work-place internships, one with South Sydney Rabbitohs and the other in childcare with Glebe School Community Centre. Placements are set to start in the next financial year.

The year 10 students have also been exploring opportunities for study, training and employment next year. We currently have four students in year 10 so it has been a priority for these students to be aware of their options. Activities to this end have included going to Leichhardt High for the subject information day and subject selection, conversations with the Blackwattle Bay High School careers advisor, students attended a UTS open day and upcoming visits from a representative from Australian Business – Apprenticeships and an excursion and consultation with Ultimo TAFE.

Students have also been on several exciting excursions this term, including a great day out at corporate partner Accenture where students were shown around the impressive building, participated in a computer building workshop and were treated to a jet boat ride on Sydney harbour; attending art exhibitions in Annandale and Surry Hills; and a final highlight was tickets to the State of Origin and personalised jerseys by a Save the Children partner, Velocity.



Survey results conducted by Save the Children throughout the course of a student's enrolment at Pathways, continues to provide evidence that in every measure there has been improvements for Pathways students. The program continues to adapt to the needs, skills and ambitions of each student to provide a positive and supporting learning environment where young people are achieving.

*Dr Gareth Jenkins*  
*Coordinator, Youth Engagement*  
*Save The Children*

**M**itchell Street mural – a collaboration between GYS, Glebe community groups, and artist Ben Compton.



The Mitchell Street Mural

Message from the artist:

The Community Mural on the corner of Mitchell and Glebe St is filled with native flora, fauna and wildlife.

The mural was a great collaboration between Glebe Youth Service (GYS) and other local organisations in Glebe, including Concerned Older Women and City of Sydney. I was contacted by the GYS Coordinator asked if I could facilitate this project and after various meetings with stakeholders I was sure it was going to be a success.

The mural is situated in a park that is frequented by young mothers and their children that use the play equipment there. Before the mural, the wall was painted a rather boring beige and went unnoticed for a long time. *Fortunately some pro-active members of the Glebe community noticed the potential for a mural and undertook the long and involved process of securing funding* and permission for the wall to be painted. Once all the formalities were taken care of, I visited Young People at Glebe Youth Services and discussed what the mural could look like.

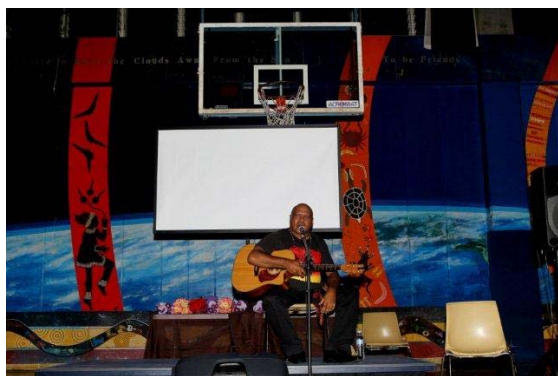
*The young people were interested in the project and were happy that there was a way they could make a positive impact on their community.* Finally, after all the formalities were taken care of, the local Young people and myself were able to paint the mural. The mural was painted during the school holidays, so plenty of young people came down and lent their hand to the painting process. Some exceptional young people were present and ready to paint for the whole three days it took to complete the mural! *The local community enjoyed seeing the creative process unfold over the duration of the project. They especially enjoyed seeing the local young people engage in a positive project that transformed their park.* Special thanks must go to everyone involved behind the scenes that never gave up hope and made this project possible.

*Ben Compton*

*Artist*

## PROJECTS AND EVENTS: *KURRILWAN MURAL*

*Kurrilwan*, a community mural about Reconciliation located inside Peter Forsyth Auditorium was completed in February 2013. GYS acted as the auspice agency for City of Sydney public arts fund, organised the painting of the mural and hosted a wonderful community public launch of the mural, attended by the Deputy Lord Mayor Robyn Kemmis, and our local member of parliament the Hon Jamie Parker, MP. The launch also featured a free community concert with headline act, the legendary Aboriginal musician Archie Roach.



Archie Roach (top) performs at the mural concert launch, and Jamie Parker MP (above) lends his support.

The original design and message of the mural was produced in 1997 for Sorry Day, by a local Glebe woman, Kirawhan Fernando, under the guidance of Kathy Farrawell. The original image and words by Kirawhan Fernando are the focus of the work, the painted boards as a

radiating sun over the earth and the statement *"All races talking and dancing all over the world, to remove the clouds away from the sun. To be friends respecting each other forever"* placed along the top of the mural.

The name *Kurrilwan* is the Kamilaroi word for the home of Baiame the Maker. The name derives from a story from the Moree area, which is Kirawhan's Family Country. The story is about a journey to the home of Baiame the Creator. It is a story of initiation, magic and returning home.

The artist statement describes the tale of Yooneeara of the Gamilaraay tribe who sets out on a journey towards the setting sun to find the home of Baiame himself, and eventually arrives at a place which "is a wonderland lit by a sun which never sank... the air was filled with the singing of birds and the sweet scent of flowers".

*The mural's theme and design reflects a journey of friendship and sharing between the artists and the community.*

**Journey to the mural's creation** – The mural had its genesis in 1997 as a Glebe Primary School art project for Reconciliation Day, and a commission by Leichhardt Council to turn the children's work into a mural, co-ordinated by local community artist Elizabeth Rooney. The mural was originally intended for a wall on a building facing Minogue reserve in Glebe.

The primary image was selected by a panel of local Elders and consisted of a painting and message of reconciliation by school girl Kirawhan Fernando. The mural project was developed but did not proceed to completion at that time.



## PROJECTS AND EVENTS: *KURRILWAN MURAL*

In 2010 the City of Sydney agreed to continue with the project and engaged Elizabeth Rooney as co-ordinating artist under the auspices of Glebe Youth Services. *Glebe Youth Services auspiced the artists and young people and managed the day-to-day creation of the work, which took place primarily in the GYS premises and at Glebe Primary School.*

Following a change in ownership of the building at Minogue Reserve, the interior of the adjacent Peter Forsyth Auditorium (PFA) was identified as the most suitable site.

Elizabeth Rooney painted the mural backdrop at PFA over a number of months in 2011-2012 and the boards created at GYS and Glebe Primary School were installed in January 2013.

*Thank you to all the Aboriginal Artists ;* Kirawhan Fernando and Family, Kane Caldwell, Dunka Caldwell, Cara Caldwell, Alkira Mcgrady, Kyle White and Family, Peter Guivarra, Shirley Weldon, Kathy Farrawell, Graeme Davis King, Elizabeth Rooney, Young People at Glebe Youth Service, Children and Staff Glebe Public School, Centipede After Hours Care.

*The City of Sydney "Public Art Team" was instrumental* in organising and supporting this project and the mural team and Glebe Youth Service Inc. would like to formerly thank Eva Riestra-Rodriguez for the wonderfully supportive role she played in the project.



Young people working at GYS to prepare sections of the mural for launch in the Peter Forsyth Auditorium





### MANAGEMENT COMMITTEE

Patrick Cunningham – Chair

Roelof Smilde – Vice Chair

Hilary Chesworth –Treasurer and  
Secretary

Annie Atkinson

Tania Mayrhofer

Pia Birac

Klara Major

Kate Russell

Tahira Dosani

Odessa Saukuru

Greg Dwyer

### COORDINATOR

Keiran Kevans

### PROGRAM MANAGER (AFTER DARK)/GENERALIST YOUTH WORKER

Sara Lamedo

Luke Chesworth

### GENERALIST YOUTH WORKER

Amy O'Neill

### OUTREACH SUPPORT WORKER

Gareth Jenkins

Juliet Grimm

### ADMINISTRATOR

Christina Yeomans

### CASUAL STAFF

Byron Arellano

Simon Belanger

Isabella Border

Wendy Buchanan

Michael Carr

Benedict Compton

Benjamin Corio

Candace Dower

Juliet Grimm

Jeff Hockey

Nathan Kachwalla

Pagan Kael

Travis Lane

Kylie Martin

Isaac Naylor

Naomi Black

Dorian Nkono

Matt Paterson

Eli Roberts

Georgia Snowball

Collin Stokes

Sami Tsegay



Anne White

Thomas Wilson

Chantel Zappia

Elena Venuti

Nadine Neukirch

Nadine Mansour

Jonathon Wallace

### **VOLUNTEERS**

Andy Christmas

Yolanda Roberts

Leah Ross

Lauren Robaky

Christian Valdes

Olivia Couch

Amaury Lafage

Ashrina Benyameen

Dominic Benedet

Rosalind Breinl

David Deustch

Matt Paterson

Sandra Uboh

Naomi Nicholas

Dimitry Palmer

David Nagro

Dominic Sullivan

Anthony Makris

Tess Nguyen

Amelia Perdriau

GYS is governed by a Management Committee consisting of voluntary members, who are elected for a period of 12 months. Management committee meetings are held monthly. The 2012-2013 members are:

**HILARY CHESWORTH**

Hilary has been a dedicated member of the GYS management committee for many years, GYS Treasurer for the past five years, as well as Secretary in 2013. Hilary also works as the Administrator of Redfern Legal Centre, and has previously worked in administrative roles in other community organisations. Hilary uses her financial management skills to mentor the GYS administrator and oversee the preparation of financial reports and the annual audit.

**PATRICK CUNNINGHAM**

B.A (HONS), Dip Ed, dip Law

Patrick worked in the uni finance area for over fifteen years. He currently works as a solicitor for Blake Lawyers in the city. He has over twenty five years experience with sporting administration. Patrick is currently treasurer of Sydney University Sport & Fitness, as well as President and Coach at Sydney University Boxing Club.

**ROELOF SMILDE**

Roelof Smilde has been extensively involved in community affairs within Glebe and continues to promote cooperative and communal ways of living. He has been an active member of the GYS Management Committee for 10 years. In late 2003, GYS started an educational program for young people within Glebe who had left high school, but still wanted to complete their School Certificate. Roelof has been a coach and mentor since the inception of the program.

**PIA BIRAC**

B Arts / B Laws

Pia joined the Management Committee in 2012. Pia currently works at Women's Legal Services NSW and has previously worked for Wirringa Baiya Aboriginal Women's Legal Centre and Legal Aid NSW as a solicitor. Prior to becoming a solicitor, Pia worked as a Policy and Projects officer at the NSW Youth Service's Peak Body, Youth Action, for three years. Pia's background in youth policy and commitment to improving access to justice for the most disadvantaged members of our community, led her to seek out involvement in GYS. Pia brings skills in community engagement and development, policy writing, law reform and youth services.

**SINEAD KELLY**

Sinead has been working for the City of Sydney for 9 years and has worked across multiple Youth Services. In her role as Youth Team Leader, Sinead focused mainly on supporting and managing external youth funded projects as well as youth policy development. Her background is in psychology and social work.

**KLARA MAJOR**

BA, MLLP

Klara has been a member of the GYS Management committee for the past year. She currently works as the commissioning editor for a large legal publishing company, and previously worked as a solicitor for Redfern Legal Centre. Klara is dedicated to principles of social justice, and fostering young peoples' talents and potential. She is also proud to be a student mentor with the Glebe Schools Community Centre.

**GREG DWYER**

Greg Dwyer joined the GYS Management Committee during 2013. A solicitor by profession, Greg has practiced in NSW and in London, and has also worked extensively in legal education in both Australia and the UK. A resident of Glebe and parent of a 13 year old daughter, he is currently Sector Development Coordinator for CLCNSW, the peak body for the community legal sector in New South Wales.

**KATE RUSSEL**

BIn St, MIntBus

Kate joined the Management Committee in 2013. Kate has worked in Indigenous employment for the past two years and previously with at risk youth in Spain. As a proud Awabakal woman working in the Glebe area who also sits on the Souths Cares (Rabbitohs) Steering Committee, Kate has a personal and professional interest in the local community. She brings skills in business development, community engagement, cultural awareness and education to employment pathways.

**TAHIRA DOSANI**

Tahira Dosani has a background in working with at-risk and street-involved youth in Canada, having previously managed a youth drop-in centre & emergency overnight shelter, and worked in community health, providing outreach and case management. She has 5 years of previous management committee experience, and has been active in a range of community development initiatives in Guelph, Canada. She is currently completing a medical degree at the University of Sydney, and parenting 2 young boys.

**ODESSA SAUKURU**

**ANNIE ATKINSON**

Annie Atkinson joined the GYS management committee in 2013. She is a local resident, having lived on the Glebe estate for last 20years. While raising her son she has been active in local community groups: Glebe basketball volunteer, founding member of Glebe Computer project, and member of Glebe Community Action. She has also partnered with local groups, such as The Glebe Society and cos to win funding grants to beautify the area with community art projects. Annie is committed to youth and community issues.

We would like to formally acknowledge the following individuals and organisations for their work, support and partnership with Glebe Youth Service Inc. We couldn't do it without you!

- **Centipede** - Kim Payne, Linda and the whole team
- **City of Sydney** – Sinead Kelly, Chantel Pickett, Aliza Denenberg, Eva Reistra, Dominic Grenot, John Maynard and many more.
- **Community Artist** Liz Rooney
- **Community Services NSW** – Kerri Scott & Graham Roth
- **Department of Education & Communities** - Judy Kelly, Lee Wright, Jan Wilson, Caterina Di
- **Department of Family and Community Services**
- **Elsie Women's Refuge**
- **Food Bank**
- **Girolamo**, Jeff Hockey
- **Glebe Area Tenants Group**- Kerry Bartholomew & Maree White
- **Glebe Chamber of Commerce**
- **Glebe Community Development Project** – Alison De Pree-Ragavan
- **Glebe School Community Centre** – Kate Brennan
- **The Glebe Society**
- **Gross Technologies** – Matt Gross  
John Fischer – IT Support
- **Handy Man and Painter**, Dean Smith
- **Housing NSW** – Michael Modder & Murray
- **Jamie Parker** – Greens MP and Member of Balmain
- **Mirvac, Broadway** – Marina Ross
- **Mirvac Construction**; CEO Michael Carfi, Tom Catalovski, Glenn House, Paul Iann, David Howard
- **NSW Health** – Steve Harris  
(Professional External Supervision for GYS Staff)  
Joseph
- **Oasis Youth Support Network** - Kristie
- **OzHarvest**
- **Pastor** Paul Pereni
- **Police, Leichhardt area command** – Michael O'Toole, Winston Pisani, Jim Reganis, Jeremy Addison
- **Save The Children Australia** – Dominique
- **Street Smart**
- **Sydney Alliance**
- **TAFE, Ultimo** – Helen McCutcheon and Felicity
- **University of Sydney** – Deb Hayes, Margot Rawsthorne  
Bigras, Dr. Gareth Jenkins and Juliet Grimm
- **Weave** – Shane Brown, Alex McAlees
- **Youth Action (YA)** – Sophie Trower and Eamon Waterford
- **Youth Block** – Michelle Lam, Brett Pickard, Jeanette Holloway, and Megan Mortimer



# **FINANCIAL REPORTS**

**2012 - 2013**

**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199**

**Auditors' Opinion**


In our opinion, the financial report of Glebe Youth Service Inc. presents fairly, in all material respects the financial position of Glebe Youth Service Inc. as of 30 June 2013 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act NSW 2009.

**Basis of Accounting and Restriction on Distribution**

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the Associations Incorporation Act NSW 2009. As a result, the financial report may not be suitable for another purpose.

**Name of Firm:** Peppernell Consulting  
Certified Practising Accountants

**Name of Director:**

  
Neale Peppernell

**Address:** 1st Floor, 185 Great North Road, Five Dock N.S.W. 2046

**Dated this**    day of October 2013

GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199

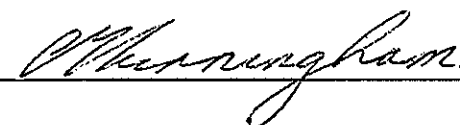
STATEMENT BY MEMBERS OF THE COMMITTEE


The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial statements as set out on pages 1 to 10:

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2013 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glebe Youth Service Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

President: 

Treasurer: 

Dated this 15 day of October 2013



**GLEBE YOUTH SERVICE INC.**  
**A.B.N. 34 929 502 199**

**BALANCE SHEET**  
**AS AT 30 JUNE 2013**

	Note	2013 \$	2012 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	76,054	61,613
Accounts receivable and other debtors	3	2,970	3,304
<b>TOTAL CURRENT ASSETS</b>		<u>79,024</u>	<u>64,917</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	4	1,436	2,975
<b>TOTAL NON-CURRENT ASSETS</b>		<u>1,436</u>	<u>2,975</u>
<b>TOTAL ASSETS</b>		<u>80,460</u>	<u>67,892</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Other Creditors		1,051	2,267
Sundry Creditor-K Kevans		1,495	-
Amounts Withheld		4,986	3,379
GST suspense account		10,056	8,472
Employee benefits	5	24,039	13,656
Superannuation Payable		2,210	3,183
Unspent Grants Carried Forward		-	1,437
Grants in Advance		10,785	7,156
Accrued Expenses		3,064	2,063
<b>TOTAL CURRENT LIABILITIES</b>		<u>57,686</u>	<u>41,613</u>
<b>TOTAL LIABILITIES</b>		<u>57,686</u>	<u>41,613</u>
<b>NET ASSETS</b>		<u>22,774</u>	<u>26,279</u>
<b>MEMBERS' FUNDS</b>			
Retained earnings	6	22,774	26,279
<b>TOTAL MEMBERS' FUNDS</b>		<u>22,774</u>	<u>26,279</u>

**GLEBE YOUTH SERVICE INC.**  
**A.B.N. 34 929 502 199**

**INCOME STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2013**

	Note	2013 \$	2012 \$
<b>INCOME</b>			
<b>Grants Received</b>			
F & C.S Core Grant		247,299	251,467
City of Sydney Grant		168,826	175,610
The Becher Foundation		6,205	6,620
Community Building Partnership		19,682	-
Project Funds		2,133	3,000
Mural Project Fund (Grant Brought Forward)		-	(586)
Other Revenue		3,720	2,168
Oasis Reimbursement		7,259	-
Donations		2,807	864
		<u>457,931</u>	<u>439,143</u>
<b>OTHER INCOME</b>			
Interest Received		<u>2,937</u>	<u>4,177</u>
		<u>460,868</u>	<u>443,320</u>

GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2013

2013  
\$

DEPARTMENT OF FAMILY & COMMUNITY SERVICES

INCOME

Core Grant 248,908

Total Income 248,908

EXPENDITURE

Wages 190,261

Administration 44,313

Program 15,068

Total Expenses 249,642

Project Surplus/ Deficit (734)

CITY OF SYDNEY

INCOME

Income 162,740

EXPENDITURE

Wages 138,441

Administration 18,663

Program 8,408

Total Expenses 165,512

Project Surplus/ Deficit (2,772)

The accompanying notes do not form part of these financial statements and have not been audited.

GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199

PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Grants Received		
F & C.S Core Grant	247,299	251,467
City of Sydney Grant	168,826	175,610
The Becher Foundation	6,205	6,620
Community Building Partnership	19,682	-
Project Funds	2,133	3,000
Mural Project Fund (Grant Brought Forward)	-	(586)
Other Revenue	3,720	2,168
Oasis Reimbursement	7,259	-
Donations	2,807	864
	<u>457,931</u>	<u>439,143</u>
<b>OTHER INCOME</b>		
Interest Received	<u>2,937</u>	<u>4,177</u>
	<u>460,868</u>	<u>443,320</u>

The accompanying notes form part of these financial statements.

**GLEBE YOUTH SERVICE INC.**  
A.B.N. 34 929 502 199

**PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2013**

	2013	2012
	\$	\$
<b>EXPENSES</b>		
Auditor's Remuneration	3,600	2,500
Bank Charges	198	194
Consulting fees	4,000	19,887
Depreciation	1,939	2,895
Electricity	7,160	5,343
Low Value assets immediate write off	3,084	4,195
Hire Purchase Charges	-	23
Insurance	3,731	3,302
Postage & Couriers	318	223
Reference Materials & Subscriptions	1,931	1,877
Repairs, Maintenance & Cleaning	35,076	11,947
Stationery & Office Supplies	2,874	1,107
Sundry Expenses	499	(1)
Telephone, Fax & Internet	8,213	8,427
IT Support	1,900	727
<b>Personnel Costs</b>		
Wages - Core	193,190	148,653
Wages - Casual	81,295	113,397
Fringe Benefits	32,330	43,145
Provision - Employee Entitlements	11,480	5,311
Superannuation	26,144	25,286
Workers Compensation Insurance	10,106	8,840
Staff Training & Welfare	2,698	1,654
Staff Recruitment	-	772
	<u>357,243</u>	<u>347,058</u>
<b>Program Costs</b>		
Vacation Care Costs	2,823	4,329
Groceries	17,959	22,758
General & Special Program Costs	8,820	4,720
Materials	2,765	291
Casework Expenses	240	158
Program Travel	-	2,254
	<u>32,607</u>	<u>34,510</u>
	<u>464,373</u>	<u>444,214</u>
<b>Loss before income tax</b>	<u>(3,505)</u>	<u>(894)</u>

The accompanying notes form part of these financial statements.