

# **2037**

**GLEBE YOUTH SERVICE**

**Annual Report 2020 - 2021**



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GLEBE YOUTH SERVICE



**Glebe Youth Service**

ABN: 34 929 502 199

*Street*

84 Glebe Point Road  
Glebe  
Sydney NSW 2037

*Post*

PO Box 270  
Glebe NSW 2037

Tel: +61 2 9552 2873

Fax: +61 2 9660 6534

<https://glebeyouth.org.au/>

Opening Hours:

9:30am - 5:30pm Monday to Friday

After Dark: Friday 6:30pm – 10:30pm

Saturday 6:30pm -10:30pm

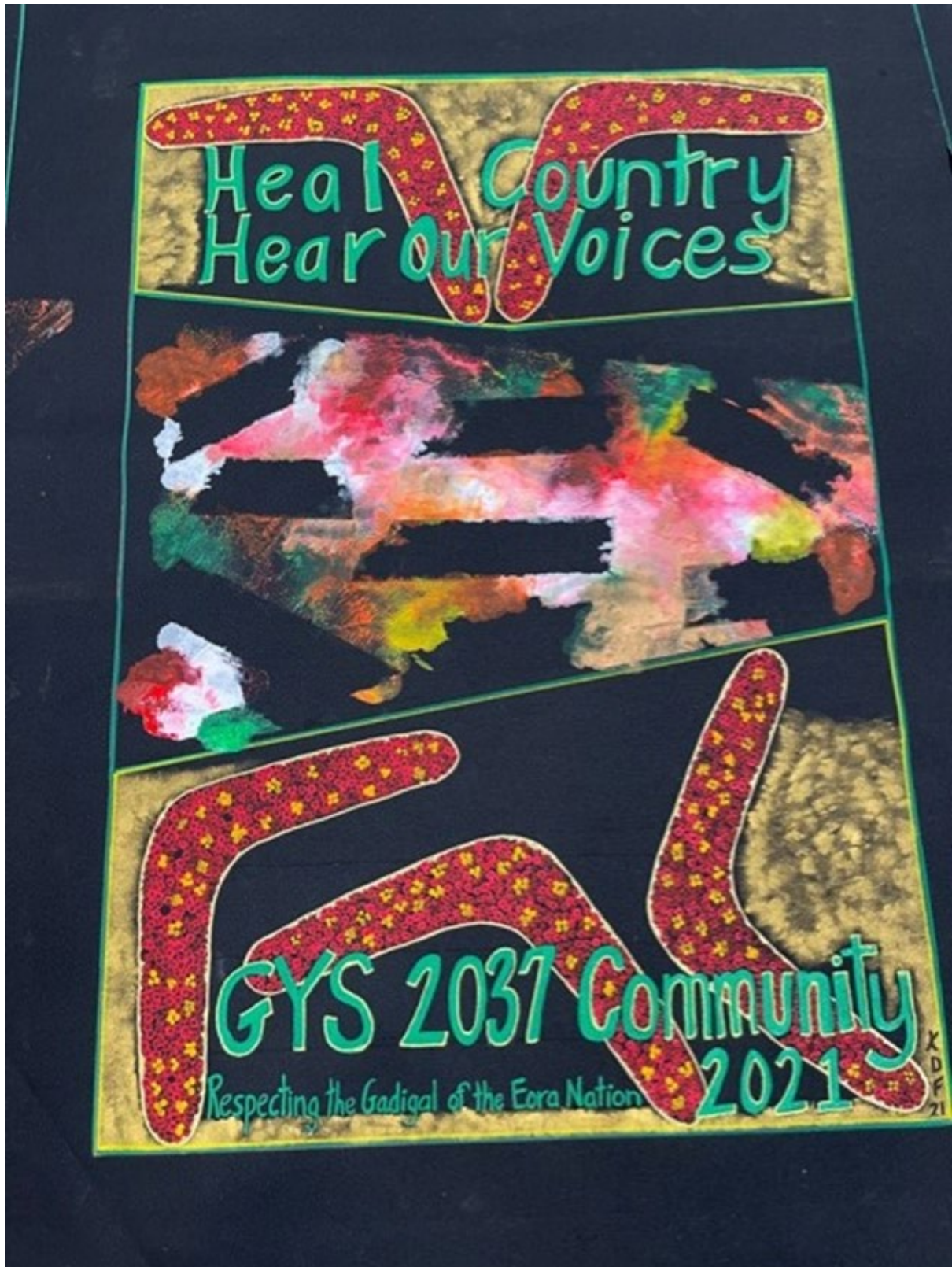


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Artwork by Auntie Kathryn Dodd-Farrawell.

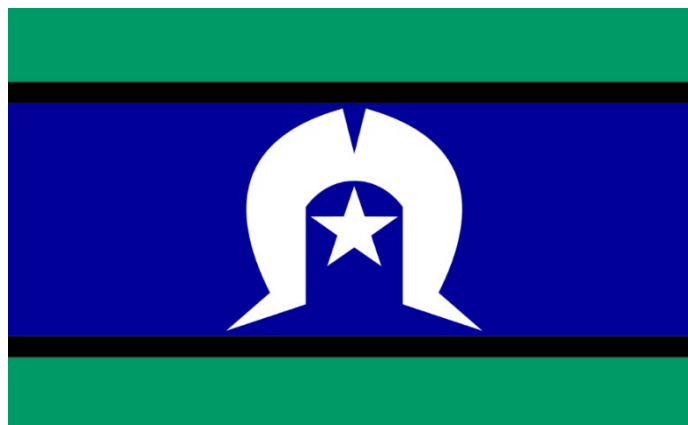


## About Us

*Glebe Youth Service acknowledges that we work on Gadigal Land. We pay our respects to the elders of this land past, present and emerging. We also acknowledge the many Aboriginal and Torres Strait Islander Peoples from many Indigenous Nations and pay respect to their resilience; their culture; and their elders: past, present, and emerging.*

*We understand that the impacts of colonisation including genocide; legislated racism; dispossession; the stolen generations; and ongoing institutional racism, continues to impact the lives of people in our community.*

*The sovereignty of this land was never ceded and it always was, and always will be, Aboriginal Land.*





Glebe Youth Service (GYS) has operated in Glebe for the past 30 years. We are an independent not-for-profit charity that is situated in the heart of Glebe social housing estate. We are funded by the Department of Communities & Justice NSW (DCJ), and the City of Sydney Council. We also receive small grants, donations and sponsorship. The primary focus of our work is children and young people, but we recognise the need to work holistically with families and the wider community.

### **Our Vision - A thriving Glebe Community**

Glebe - A place where people of all backgrounds, ages and economic statuses have opportunities to fully participate in civic life. A place where diversity and social justice are valued and actioned through a wide range of community offerings.

### **Our Purpose - All young people in Glebe reach their full potential**

At GYS we believe that young people, at their full potential, are central to a thriving Glebe community. Young people make up a significant portion of our community. They contribute to Glebe today and they are the future of Glebe.

### **Our Values - Positivity, Partnerships, Perseverance, and Community**

Our work can be challenging, so it is imperative we stay positive, persevere and collaborate with our partners to best work with our community.

### **Our Pathways to Change**

We believe there are three areas that we can contribute to that will support young people to reach their full potential:

#### **1. Young people in Glebe are healthy, safe, skilled and confident**

For this we strive to support:

- an increasing number of young people taking positive action to support their own well-being, by knowing when they need help; where they can get help; and having the life skills and confidence to make healthy choices.
- the availability of relevant and accessible safe spaces and services for young people to support them being healthy, safe, skilled and confident.

#### **2. Young people are connected to community**

A connection to community can foster a sense of safety and motivate young people to aspire to reach their potential and contribute to the world. It can be all the more important when other relationships in a young person's life may have challenges or be fractured.

Three outcomes contribute to that connection:

1. young people need to have positive and diverse relationships with others;
2. young people need to feel part of and want to contribute to their community; and
3. a strong sense of community cohesion must be in place in Glebe.

#### **3. Young people in Glebe are taking up livelihood opportunities**

For young people in Glebe to be taking up livelihood opportunities, more young people:

- a. need to stay in school longer and engage in ongoing learning; and
- b. have access to relevant employment opportunities, social capital, and networks, and be job-ready.



Family support is critical, and families must have their basic needs met; have the literacy, skills and knowledge to support young people; view opportunities as valuable, and be motivated to support young people.

These goals can be considered as foundation stones of positive and healthy adolescent development. We work to support young people to have the skills, health, knowledge, connections and opportunities to thrive.

We believe that if we can focus our resources on creating and strengthening these factors in young people's lives then we are fostering the personal attributes and qualities that will enable them to reach their potential.

## **We Deliver**

**Group Programs** that build connections, skills, health, confidence, and safety.

**Individual Support** - we provide advice, referrals, advocacy, family capacity building, and case coordination.

**Community Events** that celebrate, connect, enable and empower our community.

**We partner and collaborate with** a wide range of organisations to support community development and increase the diversity and capacity of options in our community.



**Communities  
& Justice**











## Service Impact Snapshot 2020-2021

In the 2020-2021 financial year GYS delivered a wide range of programs and services aimed at improving the lives and wellbeing of young people and their families. While the program narrative reports give specific details, the following is a brief snap-shot:



### Healthy, Safe, Skilled and Confident

- 47 young people and families received tailored individual support.
- 12 young men attended our Boyzone program to learn life skills.
- 33 children aged 9-13 years old attended Middle Ground afterschool activities to learn life skills, establish safe relationships, and connect with youth and social workers.
- 7 young women regularly attended our girls' program to learn life skills.
- 45 young people regularly 'dropped in' to Teen Time youth drop-in centre – connecting with youth workers, eating a healthy meal, and engaging in a wide range of skill-building and social connection activities.

Our After Dark program delivered:

- 5,093 healthy and nutritious meals
- 386 occasions of advice and referrals
- 88 structured skill building activities
- 369 boxes of fresh fruit and vegetables.



### Connected to Opportunities

- 12 young people participated in our Aboriginal Youth Leader Program to develop leadership skills.
- 15 young people were supported to be 'job ready'.
- 7 young people attend our Pathways education program.



## Connected to Community

- 1,348 attendances at our After Dark program - strengthening and building community, connections, safety, and trust.
- Over 50 children, young people, and community members attended our *Nothing More, Nothing Less Mural Painting* and BBQ Day at the Peter Forsyth Auditorium. You can view a short film about this mural [HERE](#).
- 35 people attended our *Enjoy Glebe* mural painting day and BBQ. You can view a short film about this event [HERE](#).
- Over 150 people attended our community engagement and community art events led by Aunty Kathryn and Kirawhan Fernando.
- 3,900 meals delivered through the After Dark program during the COVID-19 lockdown periods.





## Acknowledgements

The work of GYS is only possible through the generosity and support of the wider community. We have a great number of people and organisations who support GYS in many different ways. We would like to extend our gratitude to the following people, businesses and organisations for their support.

12 Taps Glebe  
Artisan Markets Glebe  
Audio Technica Australia  
Aunty Wendy Buchanan  
Aunty Kathryn Dodd-Farrawell  
Aunty Barbara McGrady  
Australian Council of Social Services  
Broadway Mirvac  
City of Sydney Council  
City Tattersalls Club  
Clover Moore, Lord Mayor of Sydney  
Clubs NSW  
First Church of Christ, Scientist  
Foodbank  
Gift of Bread  
Glebe Community Development Project - Cate  
Glebe Public School  
Glebe Treehouse, Isabel Mockler  
Hands Off Glebe, Denis and Hannah  
Heaps Decent  
Hon Tanya Plibersek MP, Member for Sydney  
Housing NSW  
Jamie Parker MP, Member for Balmain  
Jess Scully, Deputy Lord Mayor of Sydney  
Jobs Australia  
Low Key Source  
Loic Savrimoutou  
Manny Music  
Massola

Megan Fletcher, Community Development  
Advocate, Forest Lodge and Glebe Groups  
(FLAG) Convenor 2020  
Middle Ground, City of Sydney  
Mission Australia, Claire Trojkovic  
Mission Australia, Kyle Wiebe  
Mitra Gusheh, UTS  
National Centre for Indigenous Excellence  
National Indigenous Australia Agency  
NSW Council of Social Services  
NSW Department of Communities and Justice  
NSW Land and Housing Corporation  
NSW Police Force – Leichhardt Local Area  
Command  
Newington College  
OzHarvest  
Peppernell Consulting  
Reconnect Inner City (Mission Australia)  
Save The Children Australia  
Second Bite  
Staves Brewery  
Store DJ  
Sydney Def Jam  
Sydney Secondary College – Balmain,  
Leichhardt and Blackwattle Bay High Schools  
Technical Audio Group Pty Ltd Australia  
The Glebe Society  
The University of Sydney  
The University of Technology, Sydney  
Weave Youth and Community Services  
Youth Action

\* \* \* \* \*



## **GYS Management Committee Report**

In March 2021, the Management Committee undertook strategic planning and identified focus areas for the year ahead. The priorities identified included staff wellbeing and support, funding, building lease security, developing a new website, and addressing diversity on our Management Committee.

Despite the continued challenges that 2021 brought, there have been many outstanding achievements from our frontline team, our Management Committee, volunteers, and our amazing supporters.

Below are just some examples of the achievements we can be proud of during 2021.

### **Management Committee Membership**

We are delighted that Aunty Kathryn Dodd-Farrawell has joined GYS as a highly respected and valued ambassador. We are thankful to have Aunty Kathryn's voice on our Management Committee, and we're extremely grateful for her local leadership in Glebe.

Ankit Bailwal joined the Management Committee a year ago. It has been extremely inspiring and motivating to hear Ankit's insights around issues impacting young people, especially as Ankit has experienced our programs himself and can bring a unique perspective to our discussions.

It has been a pleasure to have Justine Saltmarsh, Broadway Centre Manager from Mirvac as an ex-officio member of our Management Committee. Justine and the team at Mirvac have provided outstanding support this year and we are honoured to be working with them.

We are very pleased to welcome Robbie Girdler to the Management Committee. He brings with him many valuable skills and in-depth experience, particularly from the finance world.

All of our members bring a range of skills and perspectives to the table and I feel lucky to be working with such a passionate and dedicated group of people.

### **Fundraising**

Our fundraising subcommittee has had an impressive year, with outstanding success selling beautiful jewellery made by Management Committee member Victoria Mathews at the Glebe Artisan Markets.

We were overwhelmed by the amazing support given to our COVID-19 emergency relief appeal. With the generous support of individuals and organisations in Glebe and around Sydney, we were able to provide emotional support, food, internet data, and other household essentials to vulnerable families in Glebe who were in isolation because of COVID-19. A special mention to the team at Zurich, who, thanks to the Z Zurich Foundation, donated crucial funds in September to support our efforts.

### **After Dark Program**

We are extremely thankful for our good friends at the UTS Centre for Social Justice and Inclusion, who earlier this year undertook a comprehensive evaluation of our City of Sydney funded After Dark program. The evaluation explored the contribution of After Dark to Glebe youth and the wider Glebe community; its relevance, effectiveness and impact. The evaluation makes clear the significant contribution and value for money delivered by GYS and the After Dark Program and shines a spotlight on how important it is to the local Aboriginal community.



With the crucial advocacy and support from many friends in the Glebe community, GYS has been able to secure funding for the next two and half years from the City of Sydney, for the After Dark program. A huge thank you to everyone who helped us and provided valuable letters of support.

### **Our Website**

We are immensely proud of our [NEW WEBSITE](#) which went live in August. It was the result of many hours of team effort and showcases our diverse services and programs, and the value that they bring to our community in Glebe.

### **Our Team**

Our team has needed to respond to very challenging circumstances, they have risen to these challenges and have made us proud. Our team is highly talented and committed to helping young people in Glebe reach their potential. Thank you to Keiran and the team for all you have done this year in very difficult circumstances.

### **Looking Forward**

We hope that with the easing of restrictions we will be able to gradually reintroduce our in-person services and that 2022 will provide opportunities for us to refocus our efforts on our core programs. The Management Committee will also be focusing on governance training in the year ahead to ensure that we are continuing to deliver on the mission and vision of GYS for a thriving Glebe community, where young people are reaching their potential.

**Emily Whitehouse**

**Chair, Glebe Youth Service Management Committee**







## Co-ordinators Report

Dear friends,

What a challenging and difficult journey the past year has been. From a service delivery perspective, it has really tested us. Going in and out of lockdown, continuously changing COVID-19 rules and restrictions, and the need to keep our people and community safe, have all taken enormous energy. GYS has always been a place-based, person-to-person service model located in the heart of Glebe which has proven key to our success. It enables ease of access, trust, safety and a consistent connection to our community. COVID-19 has upended the traditional way of doing things and forced us to innovate and develop alternate service models. Despite this, we have still managed some tremendous achievements.

Securing further funding for After Dark is a highlight, along with a new website, running a range of community engagement events, and establishing a number of new programs and strategic partnerships. All the while continuing to provide remote, outreach and centre-based programs and services.

My thanks to the GYS Management Committee, especially our esteemed Chairperson, Emily Whitehouse, whose leadership through this difficult time has been exemplary. Also special thanks to our wonderful staff, especially our core team Michael, Amy, Christina, Habil, Jennifer and Jeff. Finally, heartfelt thanks to community artists Aunty Kathryn and Kirawahn Fernando for their work on the art project and wider community engagement.

### Community Engagement

In partnership with UTS, we delivered a number of community engagements with our National Indigenous Australian Agency (NIAA) funding. This work was led by local community artists, Aunty Kathryn Dodd-Farawewll and Kirawahn Fernando. It was great to see people of all ages coming together to share a meal and talk about the things that were important to them. The events focused on connecting with the wider Aboriginal and Torres Strait Islander community in Glebe. This work explored creative ways to safely bring members of the Aboriginal community together for yarns and to explore ideas and possibilities in the Glebe community.

### Hip-Hop Gambling Stop

Thanks to the Office of Responsible Gambling (ORG) we received funding to provide workshops around the harms of gambling and put this into a song. The result was great and you can listen to the song [HERE](#). The ORG was impressed with the song and they have provided some funding for us to create a film clip to accompany the song.

### Music Studio

Mike Coleman has been an absolute superstar in leading this project, forging and leveraging music industry connections to resource the studio and develop training programs to up-skill young people so they can write and produce their own music right here at GYS.

### Community Murals

It was great to work with the City of Sydney to create the Youth Week *Nothing More Nothing Less Mural* at the Peter Forsyth Auditorium. After the isolation caused by COVID-19 lockdown it was really lovely to bring the community together for this project. We have created another short film of this work and you can view the film [HERE](#).



### **Responding to COVID-19**

Responding to COVID-19 has been a dominant theme over the past 18 months. One of the strengths of GYS is our ability to change our service model quickly and remain connected to the local community. These attributes have been key in us leading local relief efforts throughout the pandemic. A special thanks to our team and all of our volunteers who have enabled us to provide food relief.

### **NSW Health-GYS Partnership: Funded by DCJ**

GYS has been working closely with the Youth Health Service Youth Block to develop a partnership. The aim is to improve health literacy among local young people, facilitate their access to health services and to build the capacity of our staff team. While COVID-19 has disrupted this project to some extent, we have been delighted with some of the outcomes. We now have a Youth Health Worker embedded at GYS, while it is early days this project promises to deliver positive health outcomes for our community.

### **Glebe Society Partnership**

GYS has had a connection to the [Glebe Society](#) over many years, however in the last year we have really strengthened and developed this relationship. A special thanks to Judy Vergison from the GYS Management Committee, Janet Walquist, Glebe Society President and many other volunteers and donors who have generously supported GYS. We are so encouraged by our community that cares, and is prepared to step up and support our organisation. A big thanks to members of the Glebe Society, we look forward to working collaboratively well into the future.

### **Looking Forward to 2022**

The past year has been incredibly challenging and we are really looking forward to 2022 where we can get back to a more consistent face-to-face service model. While the risk of COVID-19 will remain a challenge, we are hoping that we can return to centre-based operations in 2022. Some of the key programs and projects we are looking forward to next year are outlined below.

### **After Dark**

After Dark is a flagship program that provides safe, accessible activities for youth and community members on Friday and Saturday nights. We are pleased the City of Sydney with the support of our independent program evaluation has seen the benefit of this program and provided funding for the next 2 and half years. We will be launching the program in 2022 and it will again no doubt be a highlight for our community.

### **Getting Back to Centre Based Programs**

Re-launching our regular programs is something the team are excited about and we are planning to run our regular suite of groups programs in 2022, including Teen Time, Middle Ground, School Holiday program, Girlzone, and Boyzone. In addition, we are hoping to make a film clip for one of our Hip-Hop songs and explore more whole-of-community events.

### **Community Engagement**

We are aiming to build on the success of our art and community engagement work and run a number of events in 2022. We hope to work with our ambassador Auntie Kathryn Dodd-Farrawell and community artist Kirawhan Fernando to bring the community together and reconnect after COVID-19.



It is a great privilege to work at GYS and be entrusted with an organisation that has been embedded in the social fabric of Glebe for over three decades. GYS is in a strong positive position from a financial, governance and partnerships perspective. We do have some big challenges ahead as we do need to reconnect and re-engage with our community, while learning to operate safely in the new age of COVID-19.

**Keiran Kevans**

**Co-ordinator, Glebe Youth Service**





## Program Highlights

It has been challenging to run programs with the disruption and risks associated with COVID-19. We worked really hard to re-engage the community after the first lock-down and while we can pivot to an outreach and remote service model, it is clear that our community benefits most from in-person and centre-based programs and services. Below are some of this year's program highlights.

### Girlzone

Girlzone is a program that is led by our social worker, Amy O'Neill and aims to engage at-risk local young women. The program is delivered in partnership with [Co.As.It](#) and [Youth Block](#). It provides a safe and fun environment for young women from the Glebe Community to interact with youth workers, gain life skills and increase their self-confidence. A highlight this year has been the regular engagement of Youth Block's Ursula Winterstein. The young women have engaged positively with Ursula and this opens up the possibility of health literacy education and access to health services.

The group has moved to the Old Fire Station, a community building located just across the road from GYS in Glebe. The girls have started to discuss topics that are important or impactful to them, namely around the recent community deaths and the process of grief within the community. Next year we will be running more youth health-focused programs around mental health, suicide awareness and prevention, and family violence/healthy relationships.

### Boyzone

This goal-focused program aims to engage with young males at risk in the local Glebe area to provide them with support in physical and social well-being through positive mentoring. Our youth worker was able to engage a group of young men through boxing, mentoring, goal setting and social support.







Our vision for next year is to re-engage with young men in the local area and give them the tools to reach their potential. It has been challenging to run this program in and out of lockdowns, as consistency of engagement opportunities is key to maintaining interest and motivation and maximising results. We will re-launch the program in 2022 with the aim of running sport, mentoring and job ready activities.

## **Middle Ground**

Middle Ground is a partnership program between Centipede, Co.As.It, and GYS. It runs every Tuesday afternoon and aims to create a space in Glebe where young people aged 9 to twelve years are safe and engaged in their local community while providing access to opportunities to develop their full potential. There was a strong engagement from a large cohort of Glebe Primary School children. The aim of this program is to provide a safe and supportive environment for local children.

## **Teen Time**

Teen Time runs on a Wednesday afternoon and is for at-risk teens aged from twelve to eighteen who live, work and play in the Glebe area. It is primarily based around an accessible drop-in service and was created to provide a safe space for young people to access and have a place of their own. It also provides a platform for young people to voice their opinions on how to improve the service.

It was great to be able to re-engage young people after the lockdown in 2020. One of the key aspects of a successful drop-in centre is being open for consistent and regular times. COVID-19 disrupted this which has resulted in some young people disengaging.

A key highlight of the program this year was running a gambling harm minimisation workshop funded by the Office of Responsible Gaming. Partnering with Australian Hip-Hop artist P.Smurf, young people used what they learnt about gambling harm minimisation to create a song. The song they produced showed maturity and understanding of the key issues. It was a great outcome and our staff were extremely proud of how the young people worked together.

Another highlight was the introduction of two new staff members, Gaia Manini from CoAsIt, and Carol Raboatoka. They are both exceptional youth workers. Excellent staff cohesion has resulted in consistent attendance from young people. One young person said:

*"...the youthie is like my second home. You feed us, care for us, have somewhere for us to go to, and you know when we are sad".*

Glebe Youth Service is a safe space for young people to come to and feel like they are a part of the community.

## **Food Relief**

A key GYS program is *Glebe Food Circle*, a food relief program funded by the City of Sydney which aims to improve access to nutritious food and fresh produce for local families and young people experiencing food insecurity.

## **Sydney's COVID-19 2020 Lockdown**





From July to September 2020, Food Circle continued to deliver food hampers to households as part of its COVID-19 Food Relief program during the first lockdown. The program ran three days a week, with staff and community volunteers delivering to an average of fifty-five households per week. October 2020 saw the easing of COVID-19 restrictions, along with low to no community transmission cases of COVID-19 in Sydney. As such, Glebe Food Circle was downsized and returned to a centre-based, pick-up model with strict COVID-19 safety planning and strategies in place.

### **Post-2020 Lockdown**

From October 2020 to June 2021, Glebe Food Circle provided approximately fifty hampers of fresh fruit and vegetables and other staples to an average of thirty-eight households each week.

Approximately seventy-five families have engaged with the program, including thirty new families.

Although Food Circle's primary purpose is to address food security for local families, it has also created opportunities for families to connect with our workers and make additional requests for support. We received twenty requests for additional support; made eight supported referrals; and GYS provided case management to five families and young people from the program.





### **Interagency Collaboration and Outreach with Food Circle**

In 2021, Glebe Food Circle provided a space for three key local services to do weekly community outreach, facilitating different and comfortable referral avenues for Food Circle families. These were:

**1. Counterpoint Community Services Waterloo**

Counterpoint's senior community and casework manager, Grant Nair, was involved in weekly outreach to address the needs of Food Circle families that GYS does not necessarily have the capacity to address, namely advocacy with the Department of Housing and the Department of Communities and Justice. There have been eight referrals to Grant Nair that Food Circle families have successfully engaged with.

**2. Mission Australia, Glebe and Waterloo**

Mission Australia's community engagement officer, Claire Trojkovic, was involved in fortnightly outreach to encourage community involvement in the Neighbourhood Advisory Board (NAB), and to allow Mission Australia to ascertain the most pertinent issues and challenges facing the community to inform collaborative work. Claire Trojkovic also did some advocacy with the Department of Housing for three families.

**3. Glebe Treehouse**

Treehouse's facilitator, Isabel Mockler, was involved in monthly outreach for engagement, as Glebe Food Circle had seen an increase in families with young children accessing the program.

### **Volunteering with Food Circle**

Glebe Food Circle worked with ten community volunteers in key roles: packing hampers; driving to pick up food from donors; and supporting food parcel distribution.

Students from Key College, an alternative education school run by Youth Off The Streets, began volunteering in May 2021 as part of their Grade 10 social service requirements. We had nine students and three staff volunteers from Key College, which was an enjoyable experience for all parties.

### **Suppliers and Donors**

Glebe Food Circle would not be possible without the support of four key food rescue organisations which supply the majority of our items: Secondbite; OzHarvest; Foodbank; and Gift of Bread.

We were lucky enough to have additional support from three local organisations: Broadway Shopping Centre and The Scots College who both ran food donation drives; and Prescott House at Newington College, who are currently engaged with Glebe Food Circle as a regular donor.

### **After Dark**

After Dark is a weekend evening program delivered by GYS and funded by the City of Sydney. It has been operating continuously for over fifteen years and is universally loved by many in the Glebe community. It aims to provide a safe place where young people can access youth workers, a healthy meal, learn skills, and connect with their community. It operates on a Friday and Saturday evening and is staffed by a diverse and skilled team, including people from the local community.

COVID-19 has been especially challenging for After Dark, but the team, under the leadership of Michael Coleman, managed to pivot and find innovative ways to safely support the community. This



year has involved a mix of outreach and centre-based programming depending on the COVID-19 situation.

From July 2020 to September 2020 the program delivered two thousand nine hundred and seventy two meals and relevant and accurate health information related to COVID-19 to over thirty families. From October until the end of 2020 the program operated both in an outreach format - delivering nine hundred and twenty six meals - and made the return to GYS in late November with one hundred and fifty six young people attending over three weeks.

From January to March 2021 the program had four hundred and fifty four attendees, served four hundred and fifty four meals, delivered thirty two structured activities, and provided sixty four occasions of advice and support. From April to June, the program had two hundred and eighty four attendees, provided fifty four structured activities, and provided one hundred and fifteen occasions of advice and support.

The credit for this outstanding program must go to the program manager, Michael Coleman and his team; Candace Dower, Michael Carr, Jeff Hockey, Habil Mawardi, Eloise Woods, Matt Paterson, Eli Roberts, Koorine Welsh, Sally Joas, Ray-Dean Bowden and Aiyana Tranter.

### **External independent evaluation of the After Dark program**

One of the really pleasing achievements of the program this year is our partnership with the University of Technology (UTS) that enabled a comprehensive external evaluation of the After Dark program. This evaluation found that the program is needed, provides significant positive impacts to the lives of the specific target community of Glebe Youth Services, and is significant positive influence for the wider Glebe community and its surrounds.

The evaluation found After Dark has some critical strengths. For example, it was found the program improves health and wellbeing, youth confidence and agency, social and cultural belonging,

and increased feelings of safety.

- Provides a consistent presence and enjoyable experience for young people. They know the program is 'always there every week' and is 'consistently open' and works in consultation with the community.
- Has deep, historic connections and trust with the community, and local organisations and services.
- Is run by staff and volunteers with lived experience of the program, including from an Aboriginal perspective and are major contributors to their community.
- Has extraordinary commitment by staff and volunteers to the young people and community.
- Contributes significantly to the well-being of young people and their families, mental health and physical health.
- Has cultural relevance and importance.
- Can pivot in a crisis and continue to support the community and young people.

Surveys of program users and other relevant stakeholders through the evaluation process demonstrates high satisfaction with the program. For example:

- 100% of surveyed participants strongly agree or agree the program helps them feel a part of Glebe and safe in Glebe.
- 100% of young participants agree that they know who to ask for help due to the program.



- 95% say the program helps them speak up and share their ideas.
- 89% of young participants agree that the program helps them feel mentally healthier and 83% say they feel physically healthier.
- 83% of staff agree that the program helps reduce youth offending, positively influences youth behaviour and supports increased feelings of safety in the community.

After Dark improves Glebe's youth physical and mental health and wellbeing, confidence, connection to community and culture, and feelings of safety. The program benefits are felt by the larger community and play a critical role in social change providing young people education, long-term employment, safe and stable accommodation, and financial stability.

### **What they're saying about After Dark**

*I love... everything... because I feel welcome and at home.*

**After Dark youth participant, Participant focus group, 2021**

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*They might think that it's not a counselling session, but it is, it's a counselling session for the mum because she knows where her kid is, and she knows her kid is safe. It's a counselling session for the kids to come here and have that place to go and have their outlet and get their frustrations out... you know, just being themselves. It's not how the white fellas say, if you've got problems, we'll send you to the counsellor... you know, it don't work for every kid and it don't work for families, because Aboriginal people shut down, they don't want to talk to white fellas when it comes to that. This is why this is most important.*

**Indigenous community member/past participant, Community yarn 2021**

-----  
*Mistrust, a lack of confidence and 'service hesitancy' run deep - no doubt due to ongoing traumatic impacts of colonisation, stolen generations, child removal and overrepresentation in the justice system, systemic racism, overt and casual racism. After Dark is an antidote to the appalling gap in social, health and economic outcomes for Aboriginal People.*

**After Dark staff member, Staff/volunteer survey 2021**

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*After Dark is that it is a youth-focused event but it's not really just youth, it is still something that touches children and older people, you know, it has a wide reach I suppose. So, while After Dark is a youth-based event, there are so many positive outcomes that come out of it for young families and young children. So that is why we. Have that partnership with After Dark.*

**Community Partner, Key stakeholder interview 2021**

\* \* \* \* \*



## Glebe Youth Service team

GYS has a wonderful volunteer Management Committee, dedicated staff, volunteers and several students. Every one of our team has contributed to the organisation and the Glebe community over the past year. We would like to thank and acknowledge each person who has worked with us in the past year.

### Management Committee

Emily Whitehouse <b>Chairperson</b> Michael Carroll <b>Treasurer</b> Jen Bailey <b>Secretary</b> Julian Laurens <b>Deputy Chairperson</b> Ankit Bailwal	Aunty Kathryn Dodd-Farrawell (GYS ambassador) Dr Elizabeth Hindmarsh Emily Kawalilak Judy Vergison Justine Saltmarsh - ex-officio (Mirvac) Libby Hindmarsh Victoria Mathews
---	--

### GYS STAFF

Keiran Kevans <b>CEO / Coordinator</b> Aiyana Tranter <b>Youth and Community Engagement</b> Amy O'Neill <b>Senior Youth and Family Early Intervention Worker</b> Christina Yeomans <b>Centre Administrator</b> Habil Mawardi <b>Youth Support / Early Intervention Worker</b>	Jeff Hockey <b>Intensive Family Support Worker</b> Jennifer Norton <b>Family Support and Food Relief Coordinator</b> Kirawhan Fernando <b>Community Engagement and Art Projects</b> Michael Coleman <b>After Dark Program Manager</b>
--	--

### SENIOR AFTER DARK STAFF

Candace Dower Eloise Woods Habil Mawardi	Jeffrey Hockey Michael Carr
--	--------------------------------





## CASUAL STAFF

Aiyana Tranter Carol Rabuatoka Eli Roberts Koorine Welsh	Matt Paterson Ray-Dean Bowden Sally Joas
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## VOLUNTEERS

<ul style="list-style-type: none"><li>• Andrew Scott</li><li>• Anishma Regmi</li><li>• Arnav Bhattacharji</li><li>• Carol Rabuatoka</li><li>• David Jones</li><li>• Edwin Ho</li><li>• Hannah Armstrong</li><li>• Jada Whyman</li><li>• Kate Wall</li><li>• Katie Rugasa</li><li>• Kalita Hansen</li><li>• Kasper Ewenson</li></ul>	<ul style="list-style-type: none"><li>• Leo Sullivan</li><li>• Leticia Kurowski</li><li>• Loic Savrimoutou</li><li>• Melissa King</li><li>• Molly Hodson</li><li>• Ornthicha Anderson</li><li>• Pakjira Auboirou</li><li>• Alike Harrison - Key College student</li><li>• Chloe Anderson - Key College student</li><li>• Mattea Schiena - Key College student</li><li>• Raz Pholi - Key College student</li><li>• Skylah Mchab - Key College student</li></ul>
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\* \* \* \* \*



## Financial Report 2020 – 2021

GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

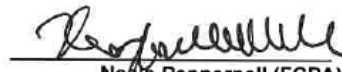
### INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ASSOCIATION, GLEBE YOUTH SERVICE INC.

#### Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

Name of Firm: **Peppernell Consulting**

Name of Director:

  
Neale Peppernell (FCPA)

Address: 1st Floor, 185 Great North Road, Five Dock NSW 2046

Dated: 9 November 2021

#### Responsibility of management and those charged with governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Act 2009, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.




ABN: 34 929 502 199


**CERTIFICATE BY MEMBERS OF COMMITTEE**

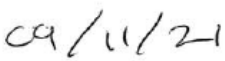
Annual statements give true and fair view of the financial position of incorporated association.

We, being the members of the Committee of the GLEBE YOUTH SERVICE INC., certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of GLEBE YOUTH SERVICE INC. during and at the end of the financial year of the association ending on 30 June 2021.

  
\_\_\_\_\_  
Emily Whitehouse (President)

  
\_\_\_\_\_  
Michael Carroll (Treasurer)

  
Dated



**GLEBE YOUTH SERVICE INC.**  
**ABN: 34 929 502 199**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 30 JUNE 2021**

	<i>Note</i>	<b>2021</b> \$	<b>2020</b> \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	<b>3</b>	460,499	294,358
Trade and other receivables	<b>4</b>	3,881	3,403
<b>TOTAL CURRENT ASSETS</b>		464,381	297,761
<b>NON-CURRENT ASSETS</b>			
Office Furniture		12,527	12,527
Less: Accumulated Depreciation		(12,527)	(12,527)
<b>TOTAL NON-CURRENT ASSETS</b>		-	-
<b>TOTAL ASSETS</b>		464,381	297,761
<b>CURRENT LIABILITIES</b>			
Trade and other payables	<b>5</b>	25,403	5,343
Provisions	<b>6</b>	93,645	59,678
Other current liabilities	<b>7</b>	180,187	122,640
<b>TOTAL CURRENT LIABILITIES</b>		299,235	187,661
<b>TOTAL LIABILITIES</b>		299,235	187,661
<b>NET ASSETS</b>		165,146	110,100
<b>MEMBERS' FUNDS</b>			
Retained earnings		165,146	110,100
<b>TOTAL MEMBERS' FUNDS</b>		165,146	110,100

The accompanying notes form part of these financial statements.  
These statements should be read in conjunction with the attached compilation report of Peppernell Consulting.



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<b>01 - DEPARTMENT OF FAMILY &amp; COMMUNITY SERVICES</b>	
<b><u>INCOME</u></b>	
SACS ERO	27,324
Dept of Communities & Justice	291,622
Interest	146
Total Income	319,092
<b><u>EXPENDITURE</u></b>	
Wages - Core	207,428
Wages – Casual	2,041
Annual Leave Provision	12,538
Superannuation	21,199
Workers' Compensation	4,338
Leave Loading	2,421
Long Service Leave Provision	9,013
Training and Development	3,741
Audit Fees	3,091
Insurance	3,371
Fees/Charges Incurred	25
Repairs/Maintenance	3,768
Security Systems	452
Utilities	3,793
Cleaning	6,393
Equipment	1,300
Equipment Rental	2,760
Telephone – Landlines	965
Telephone – Mobiles	3,494
Internet	496
Postage & Couriers	388
Stationery and office supplies	2,459
Printing & Copying	341
IT Support	3,423
Subscription	102
Memberships	1,558
Software	1,286
Sundry expenses	3,120
Groceries	6,034
Program Travel	813
Program General	4,932
Casework Expenses	1,814
Casework Travel	144
Total Expenses	319,040
Project Surplus/ (Deficit)	52

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>02 - CITY OF SYDNEY</u></b>	
<b><u>INCOME</u></b>	
City of Sydney	231,364
Total Income	<hr/> 231,364
<b><u>EXPENDITURE</u></b>	
Wages - Core	144,352
Wages - Casual	32,625
Annual Leave Provision	4,670
Superannuation	14,966
Workers' Compensation	3,750
Leave Loading	1,508
Long Service Leave Provision	6,406
Training and Development	281
Audit Fees	2,009
Insurance	2,100
Fees/Charges Incurred	5
Repairs/Maintenance	600
Utilities	2,825
Cleaning	5,209
Telephone - Landlines	476
Telephone - Mobiles	286
Internet	100
Stationery and office supplies	317
IT Support	500
Memberships	500
Groceries	3,484
Program General	4,395
Total Expenses	<hr/> 231,364
Project Surplus/(Deficit)	<hr/> <hr/> 0

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>04- GYS</u></b>	
<b><u>INCOME</u></b>	
Donations	12,212
Fundraising	4,881
Interest Income	668
Sundry Income	2,194
	<hr/>
Total Income	19,955
<b><u>EXPENDITURE</u></b>	
Wages - Core	3,000
Repairs/Maintenance	3,018
Equipment	3,322
Furniture	381
IT Support	930
Software	291
Sundry expenses	417
Groceries	27
Program Travel	46
	<hr/>
Total Expenses	11,433
	<hr/>
Project Surplus/(Deficit)	8,522
	<hr/> <hr/>
 <b><u>51 - FOOD CIRCLE</u></b>	
<b><u>INCOME</u></b>	
Sundry Income	1,235
	<hr/>
Total Income	1,235
<b><u>EXPENDITURE</u></b>	
Telephone – Mobiles	55
Groceries	1,181
	<hr/>
Total Expenses	1,235
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<b><u>55 - FEE FOR SERVICE</u></b>	
<b><u>INCOME</u></b>	
Dept of Communities & Justice	11,307
Total Income	<u>11,307</u>
<b><u>EXPENDITURE</u></b>	
Wages - Core	4,536
Superannuation	561
Workers Compensation	220
Insurance	475
Management Fee	5,515
Total Expenses	<u>11,307</u>
Project Surplus/(Deficit)	<u><u>0</u></u>
<b><u>61 - NIAA</u></b>	
<b><u>INCOME</u></b>	
NIAA Glebe Connected IES	23,653
Total Income	<u>23,653</u>
<b><u>EXPENDITURE</u></b>	
Wages - Core	789
Wages – Casual	2,834
Superannuation	161
Groceries	255
Program Travel	34
Program General	19,504
Total Expenses	<u>23,576</u>
Project Surplus/(Deficit)	<u><u>77</u></u>

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>63 – PROJECT MANAGEMENT FEE</u></b>	
<b><u>INCOME</u></b>	
Project Management Fee	11,307
Total Income	<hr/> 11,307
<b><u>EXPENDITURE</u></b>	
Wages - Core	9,906
Wages – Casual	423
Superannuation	707
	<hr/>
Total Expenses	11,307
	<hr/>
Project Surplus/(Deficit)	<hr/> 0

**64 – ABORIGINAL YOUTH LEADER NO. 2**

<b><u>INCOME</u></b>	
Dept of Communities & Justice	36,838
	<hr/>
Total Income	36,838
<b><u>EXPENDITURE</u></b>	
Wages – Core	5,525
Wages – Casual	16,053
Superannuation	1,930
Management Fee	6,192
Groceries	695
Program Travel	219
Program General	3,637
AYAC no 2 Youth Leaders	2,560
	<hr/>
Total Expenses	36,812
	<hr/>
Project Surplus/(Deficit)	<hr/> 26

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>65 – ORG</u></b>	
<b><u>INCOME</u></b>	
ORG	5,531
	<hr/>
Total Income	5,531
<b><u>EXPENDITURE</u></b>	
Wages – Core	2,725
Superannuation	306
Program General	2,500
	<hr/>
Total Expenses	5,531
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>
<b><u>66 – STCO</u></b>	
<b><u>INCOME</u></b>	
STCO - Stronger Comm Pro	9,091
	<hr/>
Total Income	9,091
<b><u>EXPENDITURE</u></b>	
Repairs/Maintenance	9,091
	<hr/>
Total Expenses	9,091
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<b><u>67 – GLEBE FOOD RELIEF</u></b>	
<b><u>INCOME</u></b>	
Donations	3,104
Total Income	3,104
<b><u>EXPENDITURE</u></b>	
Wages – Casual	677
Superannuation	64
Fees/Charges Incurred	84
Groceries	67
Program Travel	39
Total Expenses	931
Project Surplus/(Deficit)	2,173
<b><u>68 – SUPPORTING AT RISK YOUTH</u></b>	
<b><u>INCOME</u></b>	
Donations	7,514
Total Income	7,514
<b><u>EXPENDITURE</u></b>	
Bank fees	186
Total Expenses	186
Project Surplus/(Deficit)	7,328

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>69 – NAIDOC 2020</u></b>	
<b><u>INCOME</u></b>	
City of Sydney	3,000
The University of Sydney	9,074
Interest	4
	<hr/>
Total Income	12,078
<b><u>EXPENDITURE</u></b>	
Management Fee	433
Program General	11,645
	<hr/>
Total Expenses	12,078
	<hr/>
Project Surplus/(Deficit)	0
	<hr/>

<b><u>71 – YOUTH BLOCK/GYS</u></b>	
<b><u>INCOME</u></b>	
Dept of Communities and Justice	14,647
	<hr/>
Total Income	14,647
<b><u>EXPENDITURE</u></b>	
Wages – Core	10,299
Wages – Casual	2,771
Superannuation	1,578
	<hr/>
Total Expenses	14,647
	<hr/>
Project Surplus/(Deficit)	0
	<hr/>

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>72 – GCCR</u></b>	
<b><u>INCOME</u></b>	
City of Sydney	48,200
	<hr/>
Total Income	48,200
<b><u>EXPENDITURE</u></b>	
Wages – Core	108
Wages – Casual	33,648
Superannuation	3,254
Training and Development	465
Equipment	1,518
Telephone – Mobiles	218
Postage & Couriers	399
Stationery and office supplies	38
Sundry expenses	1,344
Groceries	1,737
Program Travel	5,171
Program General	278
	<hr/>
Total Expenses	48,179
	<hr/>
Project Surplus/(Deficit)	21
	<hr/>
<b><u>73 – ATO CASHFLOW BOOST</u></b>	
<b><u>INCOME</u></b>	
ATO Cashflow Boost	50,000
	<hr/>
Total Income	50,000
<b><u>EXPENDITURE</u></b>	
Wages – Core	2,394
Wages – Casual	1,396
Superannuation	423
Training and Development	2,738
Fees/Charges Incurred	6
Repairs/Maintenance	182
Equipment	2,495
Postage & Couriers	7
Sundry expenses	3,025
Groceries	107
Program General	273
	<hr/>
Total Expenses	13,046
	<hr/>
Project Surplus/(Deficit)	36,954
	<hr/>

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 199INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<hr/>	
<b><u>74 – CLUB NSW 2020</u></b>	
<b><u>INCOME</u></b>	
Club NSW	5,189
	<hr/>
Total Income	5,189
<b><u>EXPENDITURE</u></b>	
Wages – Core	4,742
Superannuation	447
	<hr/>
Total Expenses	5,189
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>
<b><u>75 – Fee for Service</u></b>	
<b><u>INCOME</u></b>	
Dept of Communities and Justice	9,172
	<hr/>
Total Income	9,172
<b><u>EXPENDITURE</u></b>	
Wages – Core	8,116
Superannuation	452
Groceries	62
Program Travel	18
Program General	73
Casework Expenses	452
	<hr/>
Total Expenses	9,172
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>
<b><u>76 – AAN2020</u></b>	
<b><u>INCOME</u></b>	
NSW Dept of Education	1,600
	<hr/>
Total Income	1,600
<b><u>EXPENDITURE</u></b>	
Equipment	707
Program General	1,000
	<hr/>
Total Expenses	1,707
	<hr/>
Project Surplus/(Deficit)	(107)
	<hr/> <hr/>

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$
<b><u>77 – TUTORING SUPPORT</u></b>	
<b><u>INCOME</u></b>	
Project Funds	3,892
Total Income	3,892
<b><u>EXPENDITURE</u></b>	
Wages – Core	3,539
Superannuation	353
Total Expenses	3,892
Project Surplus/(Deficit)	0

**78 – FFS 2021**

<b><u>INCOME</u></b>	
Dept of Communities and Justice	16,187
Total Income	16,187
<b><u>EXPENDITURE</u></b>	
Wages – Core	13,432
Annual Leave Provision	1,340
Superannuation	1,154
Groceries	31
Program Travel	7
Program General	196
Casework Expenses	27
Total Expenses	16,187
Project Surplus/(Deficit)	0

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

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

2021  
\$

**79 – GLOBE FOOD CIRCLE – COVID RECO**

**INCOME**

City of Sydney	18,514
----------------	--------

Total Income	18,514
--------------	--------

**EXPENDITURE**

Wages – Casual	14,414
Superannuation	1,459
Training and Development	520
Fees/Charges Incurred	1
Repairs/Maintenance	18
Telephone – Mobiles	82
Postage & Couriers	427
Groceries	935
Program Travel	659

Total Expenses	18,514
----------------	--------

Project Surplus/(Deficit)	0
---------------------------	---

**80 – SSTF-IT support**

**INCOME**

Dept of Communities and Justice	6,357
---------------------------------	-------

Total Income	6,357
--------------	-------

**EXPENDITURE**

IT Support	5,163
Software	519
Sundry expenses	675

Total Expenses	6,357
----------------	-------

Project Surplus/(Deficit)	0
---------------------------	---

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021

2021  
\$

**79 – GLOBE FOOD CIRCLE – COVID RECO**

**INCOME**

City of Sydney	18,514
----------------	--------

Total Income	18,514
--------------	--------

**EXPENDITURE**

Wages – Casual	14,414
----------------	--------

Superannuation	1,459
----------------	-------

Training and Development	520
--------------------------	-----

Fees/Charges Incurred	1
-----------------------	---

Repairs/Maintenance	18
---------------------	----

Telephone – Mobiles	82
---------------------	----

Postage & Couriers	427
--------------------	-----

Groceries	935
-----------	-----

Program Travel	659
----------------	-----

Total Expenses	18,514
----------------	--------

Project Surplus/(Deficit)	0
---------------------------	---

**80 – SSTF-IT support**

**INCOME**

Dept of Communities and Justice	6,357
---------------------------------	-------

Total Income	6,357
--------------	-------

**EXPENDITURE**

IT Support	5,163
------------	-------

Software	519
----------	-----

Sundry expenses	675
-----------------	-----

Total Expenses	6,357
----------------	-------

Project Surplus/(Deficit)	0
---------------------------	---

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



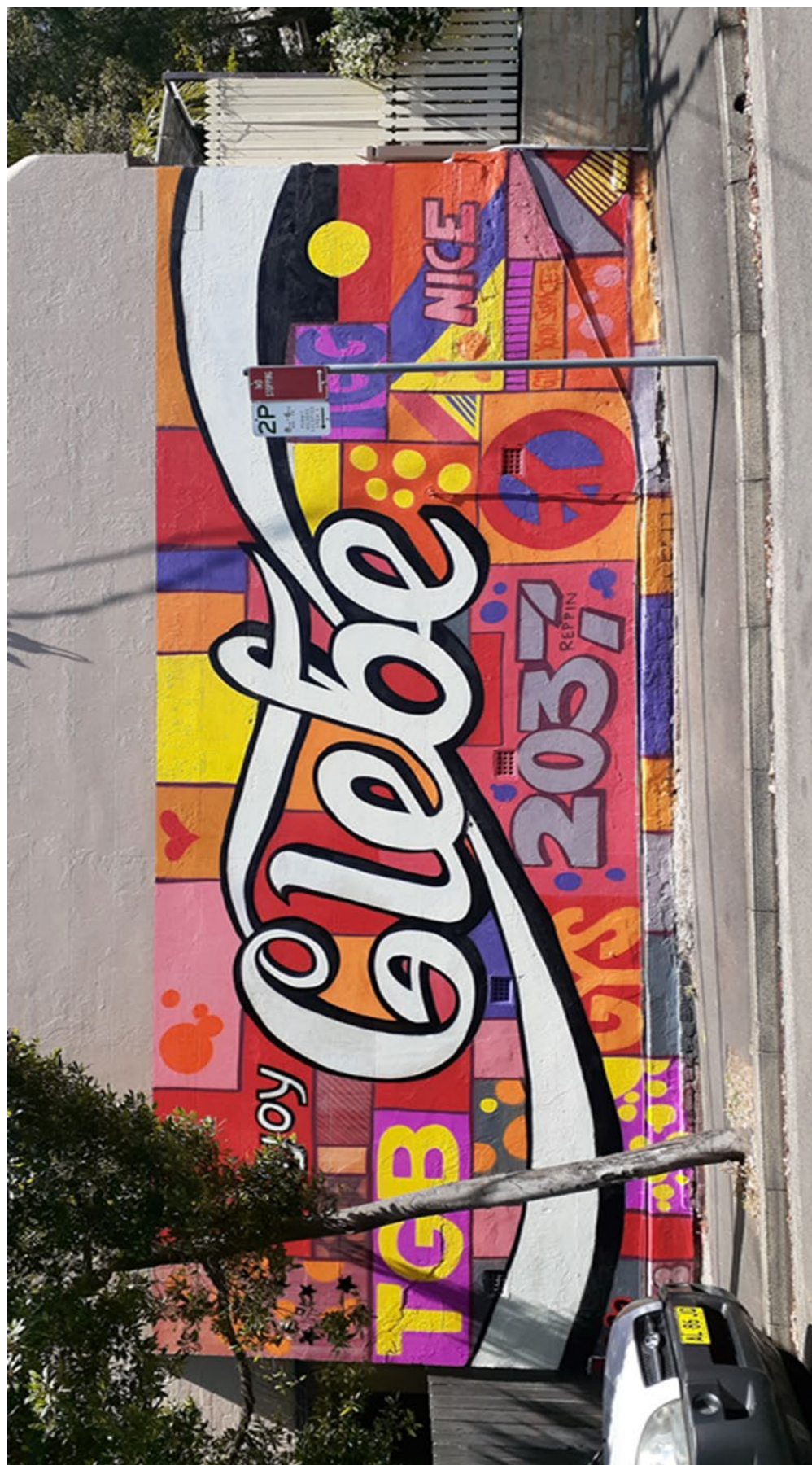
A.B.N. 34 929 502 199

**INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2021**

	2021 \$
<hr/>	
<b><u>81 – MURAL</u></b>	
<b><u>INCOME</u></b>	
City of Sydney	8,384
	<hr/>
Total Income	8,384
<b><u>EXPENDITURE</u></b>	
Wages – Core	199
Wages – Casual	212
Groceries	118
Program Travel	59
Program General	7,797
	<hr/>
Total Expenses	8,384
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>

The accompanying notes do not form part of these financial statements and have not been audited.  
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## **Annual Report 2020 - 2021**

