



2017-
2018

Glebe Youth Service Annual Report



**Glebe Youth Service**

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ABOUT US

Glebe Youth Service recognises that we work on Aboriginal land and we pay our respects to the Gadigal people of the Eora nation who are the traditional owners of this land. We extend this respect to all Aboriginal peoples. We recognise and celebrate the fact that Aboriginal people are the longest continuing human culture in history.

Our Purpose

To develop in young people a sense of dignity and personal responsibility, so that they are healthy, safe, skilled, confident and connected to community so they may reach their full potential and contribute positively to their community.

Our Objectives

- a) To provide community services to young people to create opportunities for them to fully participate in community life and reach their full potential;
- b) To assist individuals and groups of young people to access appropriate resources effectively and take action to meet their needs;
- c) To encourage young people to be involved in planning and developing all activities of GYS;
- d) To inform, educate and resource the local community about young people and their issues and concerns with a view to building community support for, and participation in, initiatives to improve the quality of life for young people;
- e) To develop formal and informal networks with Government and non - government agencies in the metropolitan area for the purpose of developing and implementing strategies in the local community to assist young people;
- f) To support and work with a range of organisations, workers and decision-makers to assist in the coordination of services to young

Our Approach

To provide a safe and responsive environment in which young people are supported by trained and professional staff.

In Practice

GYS is funded by NSW Department of Family and Community Services (FaCS) and the City of Sydney (CoS). Further contributions are received from small grants, fundraising and donations. Glebe Youth Service delivers a range of programs and services for young people aged 12 to 24 years who live, work or play in the Glebe area.

The primary target group for our programs are the young people living on the Glebe Estate, an area of public, social and Aboriginal housing which has approximately 2000 residents, many of whom lack the opportunities and advantages of other Australian communities. The young people from the Glebe estate, while resilient, face a wide range of issues. These can include: poverty; family and domestic violence; early school leaving; alcohol and drug use; poor literacy; limited or no access to

technology; limited role models; a lack of self-belief; and limited access to safety, support and opportunity. The majority of young people who use the service are Aboriginal and frequently experience complex and interrelated social challenges.

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



GLEBE YOUTH SERVICE STRATEGY 2019-2021

Our Values: Positivity Partnerships Perseverance Community

During 2017 and 2018 the staff and Management Committee have been working to develop the next 3-year stage of the GYS Strategic Plan – our Theory of Change. Led by Management Committee member Mitra Gusheh, we started the process with an “Appreciative Inquiry” where the GYS team worked together to uncover what it takes to have GYS operating at its best.

Achieving our best was seen to be important because the team believed that this would lead to:

- Improved wellbeing of young people
- Healthy families, and
- Thriving communities

The team identified a number of preconditions to allow us to be the best we can:

- Strong community, professional connections and networks.
- Capable and committed program staff.
- Robust GYS systems and management.
- Strong programs
- GYS as an advocate – to give voice to the communities that we aim to serve.

The conversation we had was framed around the things we are particularly good at, our wishes for the future or potential areas for enhancement, and what we needed to achieve them. Over the following 12 months or so staff and management met to discuss and workshop these ideas, with the initial help of an outside facilitator, Roger Westwood. The process has helped us to understand how our existing programs already contribute to positive outcomes for the Glebe community, to have a clear focus on how we can do better, and to think clearly about the resources and processes we need to deliver those outcomes. We also understand that this is an ongoing process, to be evaluated, refined and developed as we put our strategy into action in our day to day operations.

You will be able to find our detailed Strategy on our website but here are the key elements:

Our Vision - A thriving Glebe Community

Glebe - A place where people of all backgrounds, ages and economic status have opportunities to fully participate in a 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 Pathways to Change

At GYS we believe that three preconditions contribute to young people in Glebe achieving their full potential:

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

For this we need two outcomes:

- 1) To see an increasing number of young people taking positive action to support their own wellbeing, by knowing when they need help; where they can get help; and having the life skills and confidence to make healthy choices.
- 2) The availability of relevant and accessible safe spaces and services to 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. And 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: Young people need to have positive and diverse relationships with others; young people need to feel part of and want to contribute to their community; and a strong sense of community cohesion must be in place in Glebe.

3. Young people in Glebe are taking up livelihood opportunities

In order 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 (b) have access to relevant employment opportunities, and have social capital, access to networks, and be job ready, and (c) family support is also critical, and families must have their basic needs met; have the literacy, skills and knowledge to support young people; and 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.

Our Theory of Change

How we achieve these three key elements of our Pathway to Change, working with funders, partners and supporters, is set out in more detail in our Strategy document, which also maps the contribution of our programs – Girlzone, Boyzone, Teentime, Food Circle, Middle Ground, Homework Club, Pathways, After Dark, and very importantly, individual support. And there is of course more detail about those programs elsewhere in this Report.

COMMENTS FROM OUR SUPPORTERS

“The Glebe Youth Service (GYS) fulfils an invaluable role in the community and I witness every day the profound impact the service has on young people and the wider community. GYS have established themselves as a true leader through the diversity of programs and support that it provides. Congratulations on another successful year and I look forward to working with GYS over the coming year”.

Jamie Parker MP
Member for Balmain

“The services provided by Glebe Youth Services have continued to support the students and families of Glebe Public School. As a school community, we look forward to the continued strengthening of this partnership”.

Bryce Walker
R/Principal – Glebe Public School

“Centipede appreciates the hard work and dedication of all the staff at Glebe Youth Service. We have collaborated with them with Tweenies and Middle Ground and value the safe space, support and engaging programs offered by GYS to the children and young people in Glebe”.

Victoria Brown
Coordinator, Glebe Centipede

“Glebe Youth Service is a hugely important part of the Glebe community. The Centre for Social Justice and Inclusion at the University of Technology Sydney is involved with the Glebe Youth Service in a number of ways. We partner together to deliver a homework club for local high school students, and we work alongside GYS in a new collective impact initiative, Glebe Connected. As a local and a parent I know the work of the Centre intimately also know the great regard and respect that the service is held within our community”.

Verity Firth
Executive Director Social Justice
Centre for Social Justice and Inclusion

Thank you :)

SERVICE IMPACT OVERVIEW

In the 2017-2018 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 and case studies give specific details, the following is a brief snap-shot:

Skilled & Confident

- ✓ **95 high school students** received help with their education by attending our **Homework Club** at Balmain High School.
- ✓ **8 parents** shared their knowledge and learnt about food, nutrition and healthy cooking at our **Foodmate Workshops**.
- ✓ **12 teens** learnt circus skills and improved their fitness through our **Circus** program.

Safe, Healthy - Connected to Opportunity

- ✓ **10 teenage males** attended our boys only life skills program – '**Boyzone**'.
- ✓ **38 young women** attended our girls only life skills program – '**Girlzone**'.
- ✓ **33 young women** worked on their health and fitness through our **Girls Who Box** program.
- ✓ **43 young people** played improved their fitness and connected with youth workers and were offered support to get their first job at our **Hoops** program.

Safe, Healthy - Connected Community

- ✓ **142 people of all ages came to our Community Drop In** connecting with our staff and enjoying a healthy nutritious meal.
- ✓ **6,800 attendances at After Dark** strengthening and building community harmony, intergenerational connections, safety and trust.
- ✓ **6,000 nutritious meals served at After Dark**.

Case Management & Advice, Referral & Support

- ✓ **75 young people and families received case management services** and support to achieve goals or overcome challenges.
- ✓ **65 Young people received referrals to GYS programs and external organisations**.

COMPLEX CASE WORK: Some Case Studies

Alongside coordinating targeted skills groups for youth in the local area, GYS plays a vital role in supporting young people who require case management support. There are multiple reasons that young people require support, with issues that are multi-faceted and of varying complexity. The case studies below demonstrate typical scenarios where GYS have provided case management support.

CASE STUDY #1: After Dark Program – by Jeff Hockey

Sam* [name changed] was referred to GYS by Bidura Children's Court in Glebe at 14 years; he had several matters before the court, was disengaged from his education and was homeless after care arrangements with extended family when his parents went into custody broke down.

Sam was invited down to the After Dark program on Friday nights, as part of his case plan. Sam enjoyed coming to the program, he could get a feed, have a chat and ask for advice, and attending After Dark also helped Sam feel like he was a part of a community. He would arrive with news of the good and the bad that had happened to him during the week, as he had no one else to tell.

GYS assisted Sam with court support, educational opportunities and housing options and after several false starts he completed his School Certificate and got accommodation with a local refuge. All the while, through his periods of addiction, homelessness and loneliness - Sam regularly came to After Dark for that consistent support and encouragement that staff would give him.

Sam has now grown up and is working in construction and has just commenced a crane driver's course at TAFE. All the way through his journey he still kept in contact with After Dark staff for the reassurance that he needed to keep believing he has the ability to complete his TAFE course and continue on his positive life trajectory. While the journey is not over with this young man, he is certainly heading in the right direction, due his perseverance and the ongoing support of the After Dark team.

CASE STUDY #2: by Emma Agostino - Senior Youth and Family Worker

A 15 year old boy who has attended Glebe Youth Service for over 5 years is temporarily barred from the service after displaying violent behaviour. In line with GYS policy, the young person ("YP") is required to attend a re-entry meeting before being allowed to return to youth programs. Individual case management is still available to the young person during this time. The YP repeatedly declined attending a re-entry meeting so the barring stayed in place for a number of months. The YP however, continued to show up at GYS programs asking to attend with his friends. Due to concerns for the wellbeing of the YP, staff persisted in offering support to the YP outside of youth programs through individual case management.

One day, the YP attended the youth service with a friend who is currently receiving case management support from a GYS caseworker. The YP asks if the caseworker can help refer them to a youth refuge. The caseworker completes an initial assessment with the YP and arranges a follow up appointment with him to complete referral forms and talk further about ongoing case management.

Over the course of two weeks, the YP and caseworker complete referrals to youth refuges and also commence case management, creating a case plan together. The YP completes a re-entry meeting and is welcomed back to GYS programs.

Over the course of the next 3 months GYS continues to support the YP through weekly case management. GYS supported the YP and his family manage legal issues, attend multiple court dates, police interviews and appointments with solicitors. GYS encouraged school attendance by providing brokerage for school uniforms, supplies and transport expenses. GYS also liaised with the school welfare team and Principal on a regular basis. The YP was also supported in referrals to a youth refuge, mental health service, sexual health service and a learn-to-drive program. The GYS caseworker attended appointments with the YP when other forms of support were not available. The YP continues to attend GYS programs while still accessing case management support through a youth homelessness service to which they were referred by GYS.

This case study exemplifies the pivotal role GYS plays in facilitating change in a young person's life. It's not uncommon to meet a young person with hopes and dreams to make positive change in their life but I challenge you to find a YP who achieves this without constant support and guidance from their family and community. For many of the YP we serve, their support networks are narrow and they are given far less opportunities and faced with far greater challenges than most people their age. The role of GYS is to provide these young people with the support and guidance they need and deserve, so they too have every opportunity to succeed in their hopes and dreams.

CASE STUDY #3: Complex client – by Amy O'Neill

YP, who is 16, had been placed in the care of the Minister at a young age as a result of a childhood history of chronic neglect and isolation, exposure to drug and alcohol abuse, and domestic violence. He had been homeless since the age of 13, couch-surfing across Sydney or sleeping in parks and suffered from depression and anxiety.

When Glebe Youth Service received YP as a referral from the Adolescent Interagency Meeting (FaCS) about his chronic homelessness and lack of engagement with school, it became obvious during intake that many other issues were affecting him, including outstanding fines and the lack of a support network. Without community supports, he was highly vulnerable and at risk of criminal offending.

Given YP's vulnerability and isolation, a Glebe Youth Service case manager was assigned to provide ongoing weekly casework and support to assist Marley in reaching his expressed goals. Within 6 months of regular support by the case manager, Glebe Youth Services (GYS) had provided a strengths-based approach, advocating for YP with State Debt Recovery to oversee his Work and Development Order for outstanding fines, accessing Housing NSW for temporary crisis accommodation and providing referrals to other useful services already known to the GYS.

Each referral was carefully selected through consultation with YP, empowering him to self-determine his own future. It is important to recognise that YPy's own priorities are addressed and acted upon in his case plan, ensuring his voice is heard and raising the chance of a successful exit from Glebe Youth Services support.

YP has since gained part-time employment and stable accommodation with a community housing provider. Two weeks after exiting Glebe Youth Services support, YP dropped by the organisation to express his thanks for helping him navigate his way through the complex bureaucracy to find stability again.

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 a number of ways. We would like to extend our sincerest gratitude to the following people, businesses and organisations for their generous support.

<ul style="list-style-type: none"> • AIME • Auntie Barbara McGrady • Auntie Kath Farrawell • Australian Centre for Photography • Balmain & Glebe PCYC • Broadway Mirvac • Charles Sturt University • Charity Bounce • City of Sydney • Connecting Up • Enactus UNSW • F45 Glebe • Family and Community Services NSW • First Church of Christ, Scientist • Foodbank • Gift of Bread • Gilbert +Tobin Lawyers • Glebe Area Tenants Group - Kerry Bartholomew & Maree White • Glebe Chamber of Commerce • Glebe Community Development Project • Glebe Connected (CAN) • Glebe Public School • Glebe Treehouse • Hands Off Glebe • Harris Farm • Heaps Decent • Housing NSW • Mr Jamie Parker MP Member for Balmain 	<ul style="list-style-type: none"> • Jobs Australia • Maronites on Mission • My Brazilian Jiu Jujitsu • NCIE • Newton Collage • NSW Land and Housing Corporation (LAHC) • NSW Police Force – Leichhardt Local Area Command • OzHarvest • Peppernell Consulting • Phillip Anderson • Raphaela Rosella • Reconnect Inner City (Mission Australia) • Save The Children Australia • Second Bite • Streetsmart • SYD DEF JAM • Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools • Tanya Plibersek, Hon Member for Sydney, • The Glebe Community Op-shop • The Glebe Society • University of NSW • University of Sydney • University of Technology, Sydney • Weave Youth and Community Services • Wesley Collage USYD • Western Sydney University • Youth Action
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GYS MANAGEMENT COMMITTEE CHAIR REPORT 2018

Glebe Youth Service - *Assisting and Supporting Young People since 1988*

This year marked two important milestones for GYS - 30 years of service for our community in Glebe, and as Keiran Kevans reflects in his Coordinator's report, over 10 years working at GYS. As well, in December 2018 it will be 5 years since the 3-month "lock-out" from 84 Glebe Point Road after an adverse fire safety report, which galvanized community support for GYS, leading to a return to the building where it had operated since 1995 – the "Youthie" as it is known to many of the community.

These historical reminders are important because they reflect the continuity and resilience of GYS as we focus on this year's achievements and look forward to ongoing challenges.

The major work of the Management Committee this past year, which has also drawn in and relied on the GYS staff, has been the further development of the GYS strategic plan. Much time, effort and thought has been given over to this under the very capable leadership of Mitra Gusheh. There is a separate report on our Strategic Plan, but the key work has been to review our vision and purpose, and to think long and hard about the outcomes that GYS can achieve to implement our "theory of change" – to work towards a thriving Glebe community where all our young people reach their full potential. This has helped sharpen our focus on the best use of resources and skills of our people, and our discussions with funders and partners.

Our vision is that young people in Glebe achieve their potential. Our purpose is to support and advocate for those young people and their families and our values are positivity, partnerships, perseverance and community.

GYS continues to work closely with our major funders – NSW Family and Community Services (FaCS) and City of Sydney (CoS). This year FaCS funding was confirmed for the three financial years from July 2017 to June 2020, during which time GYS is working closely with FaCS on program outcomes and future funding arrangements under the new Targeted Early Intervention (TEI) initiative. The CoS After Dark funding was renewed in December 2017 for 3 years to December 2020. Over that period GYS and CoS will work together to refine and develop the program outcomes, and input from the Glebe community. GYS is grateful for this critical financial support from our state and local government partners.

We are also very grateful for financial support from The Star, the Commonwealth Bank, Clubs NSW, and City of Sydney (Community Grant summer outreach) as well as individual donors via our Give Now page.

Our local Federal and State members Tanya Plibersek and Jamie Parker and their staff have continued their strong advocacy for GYS and we are grateful for their assistance, support and advice.

The outstanding work of GYS this year is set out in the program and activities reports in the rest of this Annual Report. On behalf of the Management Committee I thank our core staff, and all of the part-time, casual staff, students and volunteers without whom GYS could not deliver outcomes for our young people and community. Our Coordinator Keiran Kevans has taken a well-earned break on long service leave in the latter part of 2018, and will return to GYS early in 2019. Youth Worker and

After Dark Program Manager Michael Coleman is acting as Coordinator during Keiran's absence and we thank him for stepping up, and for his efforts throughout the year. We welcomed back Senior Youth and Family Early Intervention Worker Amy O'Neill who returned from maternity leave, and we said goodbye with thanks for her great work during Amy's absence to Emma Agostino. Michael and Amy have been joined by Habil Mawardi - recognised as Rookie of the Year in the 2018 City of Sydney Betty Makin Youth Awards, and Eloise Woods, who has shown her fundraising as well as youth work skills. And, our long standing GYS Administrator Christina Yeomans ensures the smooth running of the GYS back office.

GYS has continued to work with a range of organisations and groups in the wider Glebe community including Glebe United, Glebe Connected (formerly Glebe Collective Impact) Forest Lodge and Glebe Group (FLAG), Coalition of Glebe Groups (COGG), Glebe Community Development Project (University of Sydney), City of Sydney, University of Technology, Centipede, Glebe Treehouse, Glebe Area Tenants Group, Mirvac Broadway, Neighbourhood Advisory Board, and the NSW Police

Last, but in no way least, my thanks to my volunteer colleagues on the Committee – Deputy Chair Emily Whitehouse, who has overseen the review of our policies and governance, Michael Carroll who stepped into the role of Treasurer in 2018, Mitra Gusheh who has driven our strategic planning process, Lindsay Ash, who has guided our funding and grant applications, Victoria Matthews who as Secretary has looked after the administration of the Management Committee and Patrick Cunningham and Julian Laurens for their continued support.

The Management Committee thanks all those who have worked with and supported Glebe Youth Service this year to improve the lives of the young people we serve, their families, and the Glebe community.

Greg Dwyer

Chair, Glebe Youth Service Management Committee

GYS COORDINATOR REPORT 2018

As I sit to write this piece for the annual report, I'm in a particularly reflective frame of mind. In a few days I'll be taking long service leave after 11 years at GYS. During this time I have been privileged to witness the strength, resilience, humour and many positive aspects of hundreds if not thousands of young people and their families. I have seen their highs, their lows, their hopes, their dreams and unfortunately their heartbreaks too. One thing that is consistent and stands out – the centrality and importance of GYS to the lives of so many children, teens and families.

One of the most rewarding aspects of my work is when a former 'GYS young person' drops in for a visit. Invariably they speak positively of GYS, and how the 'youthie' was such an important part of their life. Sadly I also hear, on an almost daily basis, at first hand the impact of poverty, racism, insecure housing, homelessness, family and domestic violence, drugs and alcohol. I am also acutely aware of the difficulty these kids often face when trying to succeed in school or get that first job. In an ideal world organisations like GYS wouldn't be needed, but unfortunately, the reality is very different. For many local people the barriers to social and economic participation are substantial and require innovative whole-of-community responses to overcome. This is why GYS and our work is so important.

The need for at-risk and vulnerable people to have a safe place and trusted relationships is clear. It is crucial young people are given opportunities to build their confidence, learn life skills and access tailored support so they can identify and achieve their goals and overcome adversity. Connecting people to education, training and employment is also an important part of our work. These support elements provided in a timely and appropriate way can and do break the cycle of disadvantage. Our 2018 -2020 strategic plan – a key achievement this year - maps out a number of key principles and service delivery goals. It is pleasing that our internal research and consultation processes have delivered a plan that aligns with the best practice literature published by FaCS, Youth Action and the Australian Research Alliance for Children and Youth (ARACY). We are proud of our plan. It will be a valuable tool, affirming the things we do that work, and helping us navigate important decisions as to how best direct our resources for the greatest impact. We are indebted to Mitra Gusheh and the UTS Centre for Social Impact for their pro bono work on our plan, providing high level technical skills and resources from their organisation.

Over the past year we have continued to successfully deliver on our core business. Our case work numbers have been exceptionally high and many young people have achieved personal goals and triumphed over difficult circumstances. Hundreds of young people and families have accessed our skills development programs. Our 'After Dark' program continues to keep young people safe at peak risk times and provides an invaluable way to connect with at-risk teens and provide them with advice and referrals. Our Food Circle program has grown from strength to strength and can proudly claim to have put tons of healthy food in the homes of local families. Our teen-focused programs continue to engage at risk teens and provide opportunities for them to develop into healthy adults. GYS has continued to play a wide ranging role in the Glebe and wider community. We have utilised our organisational capability to auspice a number of community projects and contributed to sector policy development through our involvement with City of Sydney, FaCS NSW and Youth Action. GYS

is well networked into a wide range of youth and community inter-agencies and involved in a number of collaborative ventures and direct service partnerships. We are particularly excited about 'Glebe Connected', Glebe's very own collective impact initiative. There are bound to be interesting developments with this project in the coming year. Watch this space!

We have strengthened our relationships with City of Sydney and FaCS NSW, working together on a number of different initiatives. We are delighted to have successfully negotiated a three-year funding agreement with each. I would like to thank the City of Sydney councillors, in particular Jess Scully, I also extend thanks to Sage Saegenschnitter and Christine McBride from the social policy team. From FaCS our many thanks to Anita Sharma and Mark D'Astoli – their support and guidance around the new TEI funding program has been invaluable. Finally, a quick thank you to Jamie Parker, Member for Balmain and Tanya Plibersek, Member for Sydney - their ongoing support is very much appreciated.

I am fortunate to work with a wonderful and dedicated staff team. Michael Coleman, Emma Agostino, Amy O'Neill, Habil Mawardi, Katie Lay, Jeff Hockey and Eloise Woods; all of these people have excelled in their work. I am privileged to work with such a skilled, creative, committed and passionate group of individuals. We also have a wonderful team of After Dark staff, many having worked for GYS for more than five years, a testimony to their commitment to the Glebe community. Thanks MUST go to the GYS Management Committee - too many to mention individually, but a quick acknowledgement of our Chair, Greg Dwyer and vice-chair, Emily Whitehouse, who are both role models of organisational stewardship and good governance. There are many others on the committee, too many to name, but they each take on often thankless tasks for no recognition. These people are essential cogs in our machine and I extend my thanks to them for their work over the past year.

It is a privilege to work in the Glebe community at Glebe Youth Service, and while I am very much looking forward to an extended holiday, I am also excited at the prospect of returning. GYS has worked hard over the past few years to strengthen our organisational culture and sharpen the focus of our work. We have invested time in developing our connections and relationships with key partners and stakeholders. While there is always more to do, I believe these efforts are really starting to pay dividends. Our future will always have challenges but is also full of possibilities. I hope you will join as we embark on another exciting year.

Keiran Kevans

Coordinator, Glebe Youth Service

EVENT CASE STUDY: NAIDOC Week Corroboree Night July 2018

By Glebe Youth Service

The GYS After Dark program has a proud history of hosting Corroboree Nights, as part of the Glebe Community NAIDOC Week celebrations. These events recognise Indigenous peoples as the original custodians of the land, acknowledge their unique and ongoing contribution to the community and celebrate their vibrant and resilient culture. Glebe Youth Service (GYS) has worked collaboratively with the Glebe NAIDOC Committee to plan and deliver Corroboree Night at the After Dark program for close to a decade now.

After Dark, as GYS's flagship program, is the obvious GYS program to host our contribution to Glebe's NAIDOC Week celebrations. We at GYS feel honoured to partner with the Glebe NAIDOC Committee for this important celebration of our first nations people and culture, particularly as Glebe has a large Indigenous population.

This year Corroboree night saw over 200 attendees, a large and diverse crowd, brought together through wide advertising of the event via the City of Sydney website and a flyer drop. The evening commenced with a smoking ceremony and acknowledgement of country by Uncle Graham. This was followed by a performance of traditional Aboriginal dance by the Buuja Buuja Butterfly Dancers. The entertainment for the night was wrapped up with a powerful poetry performance of Lorna Munro. On the night After Dark staff also provided healthy and culturally appropriate food, such as Kangaroo stew and Johnny Cakes.



The diverse attendance on the night helped to build a stronger and more connected Glebe community, with a greater appreciation of Aboriginal culture. The event also assisted in the development of a sense of identity and belonging for our local Indigenous young people. The After Dark program looks forward to working with the Glebe NAIDOC Committee for many more years to come, providing a safe, accessible and inclusive environment to celebrate the oldest living culture in the world.

AN OVERVIEW OF PARTNERSHIPS AND COLLABORATION

By Keiran Kevans, Coordinator, Glebe Youth Service

Working in partnership is commonplace and considered best practice in the community sector. Perhaps for small organisations like GYS it becomes all the more important – it underpins our capacity, gives a small service a bigger “footprint” than we might otherwise have, and allows us to provide more resources and better outcomes for our community and young people.

We believe partnerships and collaboration are integral to our operations model, so much so that we have embedded ‘partnerships’ as one of our four core values.

Following is just a brief overview of our partners and the work we have done together since last year. There is more detail in the individual program reports.

Family and Community Services

FaCS are our major funder, enabling much of our core work. As well as liaising with our Commissioning and Planning Officer Anita Sharma in relation to program delivery, we have worked closely with Anita and her colleagues in relation to the development of the new Targeted Early Intervention (TEI) initiative and have been very grateful for their insights into how TEI will influence our work in coming years.

City of Sydney

As a long standing partner and one of our two principal funders, our collaboration with City of Sydney is critical to our operations. Our *After Dark* program on Friday and Saturday nights has become a core activity for many families in the Glebe community.

Middle Ground – GYS has supported this program by providing a venue and staff, working with colleagues from City of Sydney, *Treehouse* and *Centipede*. *Boyzone and Girlzone* – perhaps our longest running partnership programs, delivering targeted skill and confidence building activities to local young men and women.

Glebe Connected (formerly Glebe Collective Impact Project) – GYS is a foundation member and auspice agency for this exciting project that brings a number of key organisations together to develop an agreed strategy to address issues such as: transition to high school (“cradle to career”), ageing, and social housing.

City of Sydney Youth Interagency – GYS has had the privilege of sitting on the executive committee that has had a role in determining the agenda of these important quarterly meetings.

Sydney Secondary Colleague (SSC)

Being the destination high schools for many Glebe teens, SSC is a crucial organisational partner. Our Pathways project is a ground breaking education program which has operated at GYS since 2009 as a campus of Balmain High School. We also work closely with SSC staff when it comes to welfare and well-being issues. Our home work program has been operating at Balmain High School for many

years. We believe SSC is a fundamental and strategic partner for us and we will strive to work more closely with them in the coming years.

NSW Police

Glebe is fortunate to have some wonderful community minded police officers. In particular we would like to mention Youth Liaison Officers, Senior Constables John Brettle and Renee Fortuna, and Detective Inspector Gavin Beck, Detective Inspector Stephen Whaley and Constable Amy Teasdale for their work in supporting GYS.

University of Technology (UTS)

UTS has been a strong supporter of GYS via its Shopfront and other student participation initiatives, assisting with homework programs, data collection and branding. 2018 saw the launch of the UTS Centre for Social Justice and Inclusion¹ that is now the gateway by which organisations like GYS may engage with the university's resources and expertise to maximise social impact.

Save the Children Australia – our young people look forward to their involvement and contribution to After Dark.

Local Collaborations

As has been the case for many years, local collaboration continues to be essential to our work in Glebe. I just want to highlight and thank the following groups and organisations:

- Glebe Community Development Project
- Centipede
- Glebe Public School
- Glebe Treehouse
- Glebe Area Tenants Group
- Mirvac
- Neighbourhood Advisory Board
- Coalition of Glebe Groups
- Glebe Society
- Glebe CAN
- Glebe-Leichhardt PCYC
- Weave

¹ <https://www.uts.edu.au/partners-and-community/initiatives/social-justice-uts/welcome>

INDIVIDUAL PROGRAM REPORTS

Girls Who Box Program

From 2016 until April 2018, Glebe Youth Service partnered with Leichhardt Police Area Command (PAC) and Glebe-Leichhardt PCYC to deliver the Girls Who Box (GWB) program to girls aged 11 - 15yrs residing in Glebe and neighbouring suburbs.

Over this past year, the program was run every Monday morning between 7am and 8:30am at Glebe-Leichhardt PCYC. Glebe Youth Service youth worker Emma, together with Glebe Police Youth Liaison Officer (YLO) Renee and Aboriginal Community Liaison Officer (ACLO) Trent, collect the girls from their homes in time for a 7am start in the boxing studio. Generally, there were anywhere between 4 - 8 girls at any one session.

Training sessions were directed by experienced boxers Renee (YLO) and Trent (ACLO) and supported by GYS Youth Worker Emma. Sessions ran for 30 - 45 mins. Flexibility was allowed due to the complex circumstances of the young participants. The typical boxing session is a mix of cardio, strength and technique training. The young women also learnt the correct way to use equipment within the studio.



Following from the boxing session was a warm shower and nutritionally conscious breakfast. This was a time for the young people to speak with staff about highs and lows of the weeks gone by and still to come. Young people often spoke about challenges they were facing and would receive advice, psychosocial support and referrals to relevant services from staff.

By 8:15am the van was full and ready to drop the girls at their respective schools. This was an essential part of the program as majority of the young women who attended GWB are identified as being at risk of

disengaging from school early, many of whom already had poor attendance.

The early Monday morning GWB routine aimed to break the cycle of school refusal and provide a safe and nurturing environment for its participants to receive the support they deserve.

Due to the involvement of Leichhardt PAC, the GWB program carries a number of corporate sponsors including Arup Sydney, Salesforce and Carnival Cruise Line. Throughout the year, these companies welcomed members of GWB to attend their workplaces and learn about various career paths and experience what it's like behind the scenes.

Girls Who Box continues to be made available to the young women of Glebe. Glebe Youth Service decided to discontinue involvement in the program as it reached a stage of being strongly resourced and supported by multiple agencies. Glebe Youth Service identified a need to divert resources to other currently under resourced areas that are in line with GYS' strategic plan and created in consultation with young people and their community.



GWB played an integral role in maintaining and growing the relationship between GYS, Leichhardt PAC and Glebe-Leichhardt PCYC. We continue to work closely together to support the young people in our community and look forward to further opportunities of partnership and collaboration in the future.



Girl Zone Program

By Emma Agostino, Senior Youth Worker, Glebe Youth Service

Girl Zone is a long standing partnership between Glebe Youth Service (GYS) and City of Sydney (CoS). The program has been available to young women (12-16 yrs.) in Glebe for the better part of the last decade. The program is run every Tuesday afternoon during the school term, in various locations across Glebe and surrounding suburbs. Program planning is youth led, needs based and outcomes driven.

Girl Zone also plays a key role as a soft entry point into case management for many of its young participants.

Over this past year the program has addressed the following:

- Resume writing
- Job seeking
- Sexual health
- Self talk
- Self confidence
- Team building

The group has also participated in various community projects including:

- In Your Dreams outreach program - 6 week photography project facilitated by Australian Centre for Photography. The project was supported by special guest photographer, Raphaela Rosella, community leader and photographer Aunty Barbara McGrady as well as local artist and community leader Aunty Kathy Farrawell.
- NAIDOC week 2018 - Art project facilitated by local artist and community leader, Aunty Kathy Farrawell.

This past year we also continued our collaboration with Mission Australia Reconnect who facilitated workshops on team building, self-talk and self-confidence. Reconnect will return to Girl Zone later in 2018 to deliver the 6 week RAGE (Renegotiation Anger and Guilty Emotions) workshops.

To ensure participants have access to a number of safe and relevant spaces, this year Girl Zone was run across various locations within and around Glebe including: Glebe Youth Service, Peter Forsyth Auditorium, Franklin Street Community Space, Jubilee Park, ACP Gallery Darlinghurst, Harbourside Darling Harbour and Entertainment Quarter Moore Park.

Perhaps one of the greatest achievements of the program this past year are the outcomes that have occurred outside of the program. Of the 10+ young people who consistently accessed Girl Zone, GYS staff provided advice, referral, advocacy or case management support to at least three quarters of the participants and their families. This work would not have been possible without a foundation of trust. Youth programs like Girl Zone provide the opportunity for this trust to be built. Without it, the critical supports required for these young people would not be accessed.



Glebe Pathways Project Program

By Alexandra Morrison and Lisa Stodart (teachers) and Gabriella Larson-Caine (SLSO).

The Glebe Pathways Project began operating at Glebe Youth Service (GYS) in October 2009. It is a community-based collaboration between:

- Sydney Secondary College
- Glebe Youth Service and
- City of Sydney

This collaborative project aims to reconnect local, predominantly Aboriginal, marginalised young people with a successful learning pathway that may lead back to formal schooling, a traineeship or apprenticeship, employment, or university. The program operates five days per week from 9am - 2pm for 7 young students aged 14-16 years who identify with the Glebe community.



Glebe Pathways is committed to developing and delivering programs supporting the diverse learning and behavioural needs of each student. Our goal is to support all students to engage with school and the community and to ensure they have the capacity to achieve their personal goals, and lead successful, rewarding lives as 21st century citizens.

The program recognises the need to establish a structured and stable approach in which learners receive consistent and shared messages from adults about learning and working together.

Personnel funded by the Department of Education (DoE) include: a full-time teacher; a part-time (0.4) teacher; and a full-time School Learning Support Officer (SLSO). The program runs as a two-way partnership between GYS and Sydney Secondary College. The class operates in Glebe Youth Service and is significantly supported by GYS personnel and SSC Balmain Campus executive staff. Outside agencies involved in the program in 2018 include Reconnect (Department of Social Services), NCIE (The National centre of Indigenous Excellence), Aboriginal Employment Strategy (AES), TAFE NSW, Ted Noffs Foundation, Glebe Police and Glebe PCYC.

Fortnightly PIPS (Progress in Pathways Students) meeting are held from 2-3pm in the Glebe Pathways classroom. A weekly agenda is recorded on SSC Balmain systems and follow-up items reported on. Various stakeholders have attended meetings in 2018 and have contributed valuable knowledge and access to programs and funding. A weekly update from Glebe Pathways is emailed to stakeholders each week reporting on student attendance, weekly activities and photographs. As a result of collaboration and communication between stakeholders, students are provided with ongoing support and services that enables them to attend school in a safe and supportive environment conducive to learning. Ongoing support of students outside of school hours in programs and consultations increases connectedness to the community.



One of the key goals of the program is to provide Personalised Learning and Support Plans and Personalised Transition Plans to each young person that enables them to develop the skills and knowledge to further learning, personal goals and a career and/or further education pathway.

Students attending Glebe Pathways are increasingly engaged and motivated by the various programs and activities on offer. Students access Key Learning Areas – English, Mathematics, Science, HSIE, PDHPE; and three electives including Aboriginal Studies, Work Education and Food Technology.

In 2018 five students at Glebe Pathways attended TAFE Taster courses in areas of Hair and Beauty; Make-Up; Construction; and Barista training. Students enjoyed the theory and practical components of their selected course/s and learned valuable practical skills. These courses led to students' interest in pursuing an apprenticeship, school-based traineeship and employment in these areas.

Future goals for the Glebe Pathways program include:

- Improved student attendance and engagement in 2019.
- Ensuring the sustainability of the program through enhanced relationships with the community and stakeholders.
- Establishment of new resources allowing staff to incorporate more learning opportunities and individual student Personal Interest Projects.
- Embedding the Eight Ways of Aboriginal Learning framework into curriculums and Personal Interest Projects.
- The development of policies and systems to ensure a safe and supportive learning environment.
- Continued participation in TAFE taster courses, and work experience to prepare students for post-school options.



Hoops Program

By Habil Mawardi, Youth Worker, Glebe Youth Service

Glebe Youth Service is dedicated to promoting the health and wellbeing of young people in Glebe and the Hoops program is very much focused on getting participants to increase their physical fitness, giving employment opportunities, increasing their engagement with services and providing a safe space for local young people to access.

Hoops is supported by City of Sydney (CoS) and Charity Bounce (CB) and we use structured training and basketball activities as a tool of engagement. This method has proved effective as shown by the regular attendance of program participants throughout the course of the Hoops program.

Due to the partnership with CoS and CB, which increased worker to participant ratios, the workers were able to establish good rapport and successfully engage with the young people who attended. This meant youth workers were able to provide adequate advice and support to the young people when they needed assistance in regards to employment opportunities, educational options or life issues.

This program has shown how important it is for young people to have access to a safe and supportive space, which helps them achieve their full potential.



Middle Ground Program

By Amy O'Neill, Senior Youth Worker, Glebe Youth Service

Middle Ground is a youth program developed in partnership between the City of Sydney, Centipede, Glebe Youth Services (GYS) and Treehouse. It was created in response to an identified need within the community amongst children aged 9-12 years, who were facing the transition period between primary school to high school and also were showing possible warning signs of disengagement from existing youth support services.



Because Middle Ground is not a placed-based service, it is able to use a variety of different spaces and organisations to engage the young children who attend the program. Middle Ground accesses GYS every Wednesday during school term, providing the opportunity for GYS youth workers to build strong relationships with participants and address any possible complex needs while linking the children up with identified support within the community services sector.

Reflecting the need within the community, this term has seen strong interest in the program from parents and young people. With 17 children enrolled, each child has consistently stayed engaged for the length of the program, participating in lyric writing, healthy cooking lessons, ball games and an end of term family sit down meal which saw many parents walk through the door of our organisation for the first time.

End of term evaluations showed that each child felt that Wednesdays at GYS were the activity they liked best about Middle Ground, a sentiment that Glebe Youth Service wishes to encourage. Each child went on to express their desire for Middle Ground to continue and they each provided additional ideas on how the program could develop in the future. Ideas included dance lessons and free play within the GYS building.



Middle Ground remains a relevant program that provides access to a variety of safe spaces designed to support children in the community to build their confidence, navigate the education system and enjoy their childhood in a fun and supportive environment.

Food Circle Program

By Glebe Youth Service

Food Circle is Glebe Youth Service's family food assistance program that sees local families receive a bag of fresh produce and other staples every Thursday. Families are given the option to volunteer their time packing groceries each week and spend time interacting with GYS youth & family workers when they come to collect their bags.

Food Circle has replaced our Family Food Assistance Program (FAAP). Like FAAP, Food Circle aims to improve the capacity of parents/carers to provide healthy choices to their families by maximising their access to nutritious food. Beyond this, the program provides opportunities for families to develop trust and rapport with GYS youth and family workers, get advice, referrals, and feel more connected to their community.

In 2018, The Star approved two grants to support Food Circle. Since receiving these grants, we have employed a youth and family worker as our Program Coordinator. We have also secured several new partnerships including Newington College, Gift of Bread and Harris Farm who donate food weekly. And, we now have generous volunteer drivers, an enthusiastic nutrition volunteer who creates recipe for families, and a reliable, fun team of community members who help pack grocery bags.

Thanks to these partnerships we have significantly extended the reach of the program. This year we have had over 10 new families join Food Circle meaning we now distribute around 200kg of fresh, nutritious food per week to 26 families, totalling over 50 children.

Fresh fruit and vegetables are now getting onto dinner plates of kids and families that may not otherwise be able to afford to eat healthy. This outcome convinces us Food Circle is positively impacting the lives of local children and families by helping them meet their basic needs. What's more, we believe the sense of community cohesion, trust and rapport that is being developed through the program is vital to addressing deeper social and personal challenges and is critical to achieving a thriving Glebe community.



Drop-In and Family and Community Drop-In Program

By Glebe Youth Service

Our Youth and Community Drop In space provides a safe meeting place for children, young and families to come and get a meal, support, advice and information. This is a flagship GYS program and has been a feature of the organisation for almost 30 years.

For many families living in the Glebe Housing Estate living conditions may be cramped, and lack the space required to socialise and mix with their friends and the wider community. We recognise the tension between being simply a youth-focused space and the need to work with parents and engage the wider community. Our 'Drop In' afternoons provide opportunities to do both. While many

people keep coming back to our Drop In, we see a steady flow of new children, young people and families accessing this service.

Every Thursday specifically is designated 'Family and Community Drop-In'. On this afternoon Glebe Youth Service opens our doors to families and the wider community. Glebe Youth Service is dedicated to promoting the wellbeing of youth and their families. As well as offering programs and activities for young people we also get the opportunity to build relationships with the wider community bonds.

The aim of our community drop in is to build strong intergenerational connections and to promote community cohesion and harmony. It is a chance to catch up with people over a nutritious meal and cuppa. Building a closer relationship and a stronger connection with a diversity of people and age groups helps promote our work, but importantly also enables us to gain a greater understanding of the situation and circumstances faced by many families. A huge thank you to the community at large for your understanding and ongoing support of GYS, and we truly hope to stay connected!

Boy Zone Program

By Habil Mawardi, Youth Worker, Glebe Youth Service

The Boy Zone Program is targeted towards at risk young males in the local Glebe area. The program aims to build rapport and engagement with them, providing goal-orientated support, whilst promoting their physical and social well-being through positive mentoring, skill based activities and educational workshops. The program uses sport and recreational activities as a tool for engagement and which allows program staff to have conversations about important life skills such as sex education, respectful and healthy relationships, nutrition and other positive lifestyle choices.

This year the program partnered over 3 terms with F45 in Glebe with young people attending weekly sessions which focused on group exercise. Participants did a variety of cross-fit exercises that taught them how to utilise gym equipment, correct methods and forms of exercise, whilst increasing their fitness. This was achieved with the help of three F45 fitness instructors who were able to build rapport with the young men in a safe, positive environment. Community members were also involved with the program, providing further positive links between the young men and the community.

After workshops, participants and youth workers would go for dinner together, allowing informal conversations to take place around issues that the young men were dealing with. Such engagement has provided a pathway to case management for several young people who participated in the program, allowing them to receive individual support. The objectives of the program were for the young men to achieve the short term fitness goals they set for themselves and increase their engagement with GYS and other youth services.



Teen Time Program

By Habil Mawardi, Youth Worker, Glebe Youth Service

Teen Time was created in the second half of 2017 after the young people advocated for a program tailored to their needs which they could access after school. The program has now been in operation for almost a year and has successfully engaged young people, 12 to 18 years old, who reside in the Glebe area. The objectives of Teen Time are to provide access to a safe space for young people, where they can develop skills, engage with GYS staff and provide a platform for young people to voice their opinion on GYS.

This year Teen time engaged several external service providers to deliver workshops at the program, including the University Of Sydney, Charity Bounce, Heaps Decent and a Sydney based Hip Hop artist P Smurf. These workshops assisted program attendees to develop computer-based production techniques, photography skills and resume writing. GYS staff delivered harm minimisation, employability, health and cooking workshops.

The program was also utilised as a space where young people could voice their opinions on how GYS could better engage with them. These conversations informed program planning decisions for not just Teen Time, but also other GYS programs – including After Dark, Boyzone and Girlzone. Changes that arose from these consultations included more variety in the food served at GYS programs, and programming with a greater focus on employability skills.



Through attending the program and participating in the workshops run at Teen Time, young people in Glebe have increased health, skills and confidence. It has been amazing to be able to have the opportunity to create and deliver Teen Time - a program that was started by the young people and remains focused on the young people. I look forward to engaging new faces and be part of the growth of this program moving forward.



After Dark Program

By Glebe Youth Service

The After Dark program is an initiative of GYS, 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, with the City of Sydney's continued support, catered to a total of 7209 attendees in the 2017/18 financial year, with an overall average of 153 attendees per week. The program delivered a total of 91 skills workshops and a further 113 structured physical activities for a total of 4108 participants, while also hosting major events for NAIDOC Week and Christmas.

GYS continued to deliver After Dark by working with a range of key organisations, including the Save the Children's Mobile Youth Van and WEAVE's Street Beat program, and these partnerships are

essential to the success of program. An important part of the After Dark program are the workshops, activities and food delivered by external organisations including basketball NSW, Charity Bounce, Souths Cares, Sydney Def Jam and Maronites on Mission. Their contributions are greatly appreciated.

The last financial year has also seen significant growth in the engagement of the 12-18 year old cohort, increasing from 31% to 53% of total program attendance. We attribute this increase to running activities targeted at this cohort, including monthly teen only nights which have given them renewed ownership over the program. A major element of the teen only night this financial year has been the After Dark Block Parties, which have seen a who's who of the Sydney Hip Hop scene perform at the program – including Nooky, CHASM, Diola and P Smurf.

While the second half of this financial year has brought some increased challenges for After Dark, with an increase of risk taking behaviours by some pre-teens and teens in the Glebe area, these issues have actually helped strength relationships between key stakeholders in the community and sharpen the focus of the community on the needs of young people in Glebe. The other positive to come out of these recent challenges is that it has re-enforced my long held belief that the After Dark staff are amazing youth workers. They have handled the challenges that the first half of 2018 has thrown at them and with utter professionalism and they should be publicly acknowledged for their resilience and dedication.



After Dark continues to track well in relation to the outcomes stipulated in the funding agreement with the City of Sydney, with over 85% of respondents surveyed in May this year reporting that attending program made them feel more connected to the Glebe community and over 77% agreeing that After Dark had given them the opportunity to increase their physical health. While in relation to food served at the program, 71.43% of respondents report that After Dark had given them access to healthy meals and 57.14% either agreed or strongly agreed that the program had helped them understand the importance of healthy eating.

The survey also generated some great quotes with one young person telling us that “the only time I eat fruit is at the Audo”, while another said “everyone looks after each other” and my personal favourite was “I feel good when I’m here” - I think this is something that occasionally gets lost in the increasingly outcomes focused field of youth services, giving young people a chance to just be kids and feel good about who they are is and always will be a major focus of the work we do at After Dark.



It is truly a privilege to manage a program that is so well supported by the community. This support can be seen week in and week out through the level of attendance at the program which has become a mainstay on the social calendar for the Glebe community. I look forward to continuing to serve the Glebe community through my work at GYS, as I believe the most effective solutions to community problems come from the bottom up and that small community based services are best positioned to drive those solutions.

Homework Help Program

Homework Help has been developed to assist young people attending high school to complete their homework and assignments in a supportive and friendly environment. Homework Help also offers the opportunity for young people who may not otherwise access youth services to connect with youth workers and find out more about services outside of their school.

Homework Club is a homework help program that has been developed to assist young people attending High School with homework, assignments and general queries in a safe, supportive and friendly environment. Homework Club also provides an opportunity for young people to access youth services and gain a deeper understanding of the services that are available to them outside of school.

For the third in year in a row, Glebe Youth Service has continued to partner with UTS who have provided University students to tutor attendees of Homework Club with their homework and assignments. The GYS partnership with UTS is twofold:

1. Students have access to skilled university-level tutors to help improve on and reach academic and personal goals, skills and confidence and
2. Helps to increase opportunities to connect and build relationships with the broader Sydney community, particularly the University of Technology.

Additionally, Homework Club creates an opportunity for young people to build positive and trusting relationships with youth workers, connecting young people who may not otherwise access them to a youth service. By doing so, participants know where they can receive help and feel comfortable to do so.



This past year we have had wonderful attendance at Homework Club. Over 37 students have accessed the program over the course of the year with an average of 12-15 students attending each week. This is a large increase from last year's average and it is wonderful to see Homework Club's weekly attendance grow by almost 200%. Increased participation directly reflects the positive and supportive learning environment that continues to help students achieve academic learning goals and homework completion. Over the past year, Homework Club has had six tutors who have provided the students with homework assistance as well as general academic skills that are applicable to a wide range of subjects. The positive relationship between UTS tutors and the young people has also increased engagement with learning and school, helping young people stay in school longer.

The relaxed, friendly and helpful atmosphere has helped to develop friendships between students, bonding over food and team games. The program has been incredibly rewarding for GYS youth workers as well as UTS tutors. Overall, the program has been a fun and positive experience for students, tutors and youth workers alike.

THE GLEBE YOUTH SERVICE TEAM

GYS has a wonderful volunteer Management Committee, dedicated staff, volunteers and a significant number of students, each of whom has contributed to the organisation and the Glebe community over the past year. Each person has a role to play in delivering outcomes and having a positive impact on the Glebe and wider community. We would like to thank and acknowledge each person who was worked with us in the past year.

Management Committee

<ul style="list-style-type: none"> • Greg Dwyer – Chair • Emily Whitehouse – Deputy Chair • Michael Carroll – Treasurer • Victoria Matthews – Secretary 	<ul style="list-style-type: none"> • Julian Laurens • Lindsay Ash • Mitra Gusheh • Patrick Cunningham
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GYS Staff

<ul style="list-style-type: none"> • Coordinator Keiran Kevans • Program Manager Michael Coleman • Senior Youth and Family Early Intervention Worker Amy O'Neill 	<ul style="list-style-type: none"> • Youth and Family Early Intervention Worker Eloise Woods • Youth Early Intervention Worker Habil Mawardi • Centre Administrator Christina Yeomans
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SENIOR AFTER DARK STAFF

<ul style="list-style-type: none"> • Michael Carr • Candace Dower 	<ul style="list-style-type: none"> • Jeffrey Hockey • Christine Gorman
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CASUAL STAFF

<ul style="list-style-type: none"> • Matthew Paterson • Katie Lay • Pia Turco • Eli Roberts 	<ul style="list-style-type: none"> • Jono Graham • Ruby Axen • Adam Burke • Jane Doutney
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VOLUNTEERS

<ul style="list-style-type: none">• Kylie Adams• Kasumi Higewak• Bianca Fyvie• Victoria Matthews• Selina Kwarteng	<ul style="list-style-type: none">• Rebecca Goldstein• Louisa Pauthenet• Kylie Adams• Jodie Bergsma
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STUDENT PLACEMENTS

<ul style="list-style-type: none">• Daniel Martens• Demi Mastro• Sarah Baskin• Kirstin Zhao• Emily Bradley• Silvia Werner	<ul style="list-style-type: none">• Lauren Jaech• Ben Wong• Joonha Lee• Anthony McCabe• Tari Markowski
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FINANCIAL REPORT 2017 – 2018

**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 2 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 12:

1. **Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2018 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:

Greg Dwyer (Chairman)

Treasurer:

Michael Carroll

Dated this 5 day of November 2018

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

Scope

We have audited the financial report, being a special purpose financial report, of Glebe Youth Service Inc. for the year ended 30 June 2018, as set out on pages 1 to 13. The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are consistent with the financial reporting requirements of the Associations Incorporation Act 2009 and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on them to the members of Glebe Youth Service Inc.. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the requirements under the Associations Incorporation Act 2009. We disclaim any assumption of responsibility for any reliance on this audit report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with our understanding of the Association's financial position, and performance as represented by the results of its operations and cash flows. These policies do not require the application of all Australian Accounting Standards and other mandatory professional reporting requirements in Australia.

The audit opinion expressed in this report has been formed on the above basis.

Independent

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

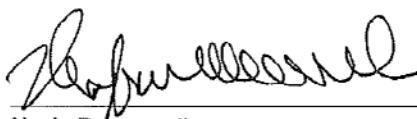
Audit Opinion

In our opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 of the financial statements, the financial position of Glebe Youth Service Inc. as at 30 June 2018 and the results of its operations and its cash flows for the year then ended.

In our opinion, the financial report presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2018 and the results of its operations and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

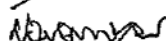
Name of Firm: Peppernell Consulting
Certified Practising Accountants

Name of Director:


Neale Peppernell

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

Dated this 5 **day of** October 2018



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GLEBE YOUTH SERVICE INC.

A.B.N. 34 929 502 199

BALANCE SHEET
AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	141,598	121,969
Trade and other receivables	4	3,720	2,905
Accrued Income		-	325
TOTAL CURRENT ASSETS		145,318	125,199
NON-CURRENT ASSETS			
Property, plant and equipment	5	2,098	1,532
TOTAL NON-CURRENT ASSETS		2,098	1,532
TOTAL ASSETS		147,416	126,731
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	6	16,684	15,338
Employee benefits	7	55,707	54,769
Superannuation Payable		5,413	5,555
Unspent Grants Carried Forward		33,000	-
Grants in Advance		-	1,169
TOTAL CURRENT LIABILITIES		110,804	76,831
TOTAL LIABILITIES		110,804	76,831
NET ASSETS		36,612	49,900
MEMBERS' FUNDS			
Retained earnings	8	36,612	49,900
TOTAL MEMBERS' FUNDS		36,612	49,900

The accompanying notes form part of these financial statements.

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

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30 JUNE 2018

	2018 \$	2017 \$
INCOME		
Grants Received		
FACS Core Grant	275,672	269,311
SACS ERO	16,265	13,339
City of Sydney Grant	217,796	209,650
Our Neighbour Grant	16,129	-
Project Funds	-	13,950
Donations	14,364	10,812
	<u>540,226</u>	<u>517,062</u>
OTHER INCOME		
Glebe Collective Impact Leader	12,000	2,369
Sundry Income	249	756
Interest Received	2,567	2,759
Star City	9,500	-
Seconds Bite	2,500	-
Chuffed	6,495	-
SaCC	9,397	-
Grants Brought Forward	2,003	-
Centrelink	8,369	-
	<u>53,080</u>	<u>5,884</u>
	<u>593,306</u>	<u>522,946</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 2018

	2018 \$	2017 \$
EXPENSES		
Auditor's Remuneration	4,400	4,400
Bank Charges	45	51
Cleaning	12,145	-
Computer Expenses	194	409
Depreciation	1,583	919
Electricity	8,770	7,753
Low value assets immediate write off	10,446	2,918
Equipment Rental	2,760	2,760
Insurance	3,972	3,459
Postage & Couriers	996	430
Reference Materials & Subscriptions	2,194	2,539
Repairs, Maintenance & Cleaning	17,407	19,982
Stationery & Office Supplies	2,442	2,237
Telephone, Fax & Internet	5,534	5,229
IT Support	4,088	3,638
Strategic Planning	3,500	-
Security	639	2,202
	<u>81,115</u>	<u>58,926</u>
Personnel Costs		
Wages - Core	331,637	239,540
Wages - Casual	59,583	104,285
Provision - Annual leave	4,775	3,251
Superannuation	36,040	31,533
Workers Compensation Insurance	6,634	4,853
Staff Training & Welfare	6,695	6,741
Staff Recruitment	-	695
Long Service Leave provision	5,231	12,960
Leave loading	3,468	2,486
GYS Parenting Leave	8,369	9,069
	<u>462,432</u>	<u>415,413</u>
Program Costs		
Groceries	18,305	26,825
Program Travel	4,242	3,501
General & Special Program Costs	11,549	18,670
Casework Expenses	1,059	299
	<u>35,155</u>	<u>49,295</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 2018

	2018 \$	2017 \$
Other Expenses		
Bus Fundraising	6,495	-
Glebe Leadership	12,000	-
SaCC Conference	9,397	-
	<u>27,892</u>	<u>-</u>
	606,594	523,634
Loss before income tax	<u>(13,288)</u>	<u>(688)</u>

The accompanying notes form part of these financial statements.

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GLEBE YOUTH SERVICE INC

