



2018-
2019

Glebe Youth Service Annual Report





Glebe Youth Service

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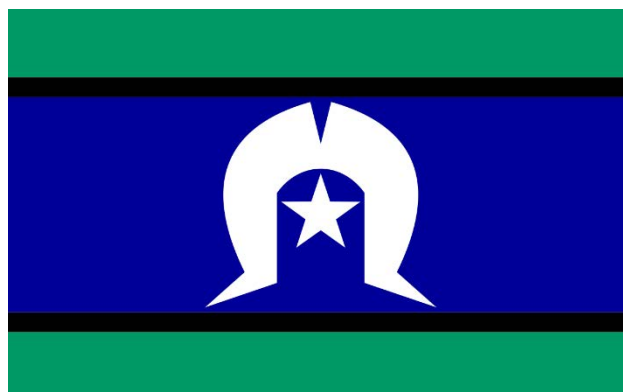
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ACKNOWLEDGEMENT OF COUNTRY

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 People from many Aboriginal 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 discrimination, continues to impact the lives of people in our community.

The sovereignty of this land was never ceded. It always was and always will be Aboriginal Land.



ABOUT US

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 the Glebe social housing estate. We are funded by the NSW Department of Communities & Justice (formerly NSW Family & Community Services), and the City of Sydney Council. We also receive small grants, donations, and sponsorship from a wide variety of sources. 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 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 Values - Positivity, Partnerships, Perseverance, and Community

Our work can be challenging, so it is important that we stay positive, persevere, and collaborate with others to ensure the best results for our community.

Our Pathways to Change

There are three overarching themes we focus on to support young people to reach their full potential:

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

To deliver these outcomes we support:

An increasing number of young people taking positive action to support their wellbeing, by knowing when they need support; where they can get support; and having the life skills and confidence to make positive life choices.

The availability of relevant and accessible safe spaces and services to support young people's health, safety, skill-building, and confidence.

2. Young people are connected to community

Connection to community can foster a sense of safety and motivate young people to aspire to reach their potential and contribute to the world. Feeling connected to your community is all the more important when other relationships in a young person's life may be challenging or fractured.

There are three key aims that we support in order to support connection to community: i) positive and diverse relationships with others; ii) young people need to feel part of and want to contribute to their community; iii) a strong sense of community cohesion must be in place.

3. Young people in Glebe are taking up livelihood opportunities

In order for young people in Glebe to take up livelihood opportunities, more young people:

- Need to stay in school longer and engage positively with learning and education;
- Have access to employment opportunities and be job ready.

Furthermore, families need support to 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 are foundation stones of positive and healthy adolescent development.

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

We deliver:

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

Individual Support: we provide advice, referral, advocacy, family capacity building, case management, 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

This year we delivered a range of programs and services that improved the lives of young people and their families. The following is a brief snapshot of our impact:

Healthy, safe, skilled, and confident

- ❖ **31 young men attended our boys' program** to learn about health, fitness, and how to get job ready.
- ❖ **35 kids aged 9 – 13 years accessed Middle Ground** to engage in pro-social afterschool activities.
- ❖ **19 young women attended our girls' program** to learn life skills such as managing emotions, cooking, and how to access health services.
- ❖ **Over 60 young people attended our Teentime drop-in** to connect with youth workers, get a healthy meal, and engage in a wide range of skill building activities.
- ❖ **368 young people were engaged through our 'Streetwalk' outreach** program throughout the City of Sydney LGA.
- ❖ **Over 6000 meals** were served across all GYS programs.
- ❖ **24 young people received intensive case management support** to achieve their goals.
- ❖ **15 families received intensive case management, and/or case coordination support.**
- ❖ **1067 boxes of fruit and vegetables were distributed to 66 families** through our Food Circle Program – with around 300kg of fruit and veg distributed to an average of 28 families each week.

Connected to Opportunities

- ❖ **35 young people received support to get Job Ready.**
- ❖ **40 school students** received help with their education at our Balmain Campus Homework Club.
- ❖ **5 young people attended Pathways to complete year 9 or 10.**
- ❖ **12 young people learnt skills in Hip Hop and music production skills.**
- ❖ **11 young people participated in our Aboriginal Youth Advisory Committee (AYAC),** developing leadership skills, and empowering their voice.
- ❖ **238 occasions of advice, support, referral, or advocacy.**

Connected Community

- ❖ **345 individuals came to our After Dark program with over 3900 attendances,** strengthening and building community connections, safety, and trust.
- ❖ **35+ people attended Lord Mayors Public Housing forums** on 2 occasions – an event hosted by GYS.
- ❖ **Over 40 children, teens and families attended our 'Kids vs Cops' touch footy BBQ day.**
- ❖ **Over 60 people attended a public meeting at GYS** to discuss the proposed Blackwattle Bay redevelopment.
- ❖ **30 people from Black Lives Matter** utilised our community space to host a community action event.
- ❖ **Around 200 people attended our Christmas Party** at the Peter Forsyth Auditorium.
- ❖ **500+ people attended the Glebe NAIDOC community day,** an event supported by GYS.

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 us in a wide range of ways. We extend our gratitude and thanks to the following people, businesses, and organisations for their generous support.

- | | |
|---|--|
| <ul style="list-style-type: none"> • Aunty Wendy Buchanan • Aunty Barbara McGrady • Aunty Kath Farrawell • Balmain & Glebe PCYC • Broadway Mirvac • Charity Bounce • City of Sydney • Connecting Up • Enactus UNSW • 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) – Mitra Gusheh • Glebe Public School • Glebe Treehouse – Kate Brennan • Hands Off Glebe • Harris Farm • Heaps Decent • Housing NSW • Mr Jamie Parker MP, Member for Balmain • National Indigenous Australia Agency (NIAA) | <ul style="list-style-type: none"> • Jobs Australia • National Centre for Indigenous Excellence (NCIE) • Newington College • NSW Land and Housing Corporation (LAHC) • NSW Police Force – Leichhardt Local Area Command • OzHarvest • Peppernell Consulting • Peter Teutenberg • Phillip Anderson • Reconnect Inner City (Mission Australia) • Save The Children Australia • Second Bite • Staves Brewery • Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools • Ms 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 • Western Sydney University • Youth Action |
|---|--|

Thank You

GYS MANAGEMENT COMMITTEE CHAIR REPORT 2019

During 2018/2019, we took the time to define our vision, purpose, and theory of change. As a result, I believe GYS is set up to be as successful as ever at helping young people in Glebe reach their full potential. However, to see such impact, we need to successfully diversify our revenue base, and this year, we saw significant progress towards that effort.

Developing our strategy

The roadmap for achieving our vision and purpose was developed through broad staff, management and stakeholder consultation. The result is a strategic plan focusing on building the capacity, confidence, participation, safety and influence of young people in Glebe.

Focusing on our values

Our values have played an important role in helping us to achieve success this year. **Positivity** has helped us focus on the assets we have - dedicated, passionate and skilled staff. **Perseverance** has helped us successfully bring in new income through grants.

The issues that impact young people in Glebe are complex, and to truly support them it is vital that we work with other organisations through mutually beneficial **partnerships**, and continue to nurture positive relationships with members of our **community**.

Diversifying our revenue base

Our primary revenue sources continue to be the City of Sydney and the NSW Department of Communities & Justice (formerly Department of Family & Community Services); however, this year, we have also received funding from the NSW Government to establish an Aboriginal Youth Advisory Committee, as well as funding from the Prime Minister & Cabinet for Indigenous Engagement. Although we have had a successful year for grant applications, increasing the level of unspecified funds that come through donations and fundraising will be a priority, and we will be exploring ways we can support this goal in the coming year.

Thanking our valued supporters

GYS depends on the support of many people; most significantly, our volunteers, who provide the energy, passion, skills and enthusiasm that drives GYS's success. They are supported and lead by a strong staff and Coordinator. GYS is also indebted to its many supporters and donors who place their support and trust in GYS to build up young people in Glebe.

Finally, I am thankful for our board. We have had a year of fairly significant change of members and I thank each of them for their continued support and dedication. I would like to extend a special welcome to Jen, Libby, Judy and Breanna who have recently joined.

I'm excited for 2020 and look forward to sharing the journey with you.

Emily Whitehouse
Chair, Glebe Youth Service Management Committee

GYS COORDINATOR REPORT 2019

2019 is an auspicious year for GYS as it marks our 30th birthday!

A wonderful milestone and indicative of the important and ongoing role Glebe Youth Service plays in this unique and wonderful community. I have had the privilege of working here for 13 years, and have seen firsthand the central and transformative role GYS has in the lives of children, young people, and families. Key to our effectiveness is the deep and diverse connections that have been steadily developed over 30 years of continuous operations. We are embedded in our community, located in the centre of the Glebe social housing estate. Our work is supported and enabled by our core funders; NSW Communities & Justice (formerly FACS) and the City of Sydney Council. We extend our thanks to them for their support and commitment to an ongoing and long-term partnership.

This year saw FACS introduce the 'Targeted Early Intervention' (TEI) reforms, a program that has been co-designed with community sector organisations, including GYS. It is a welcome policy reform and we are encouraged by the flexible nature of TEI and its focus on delivering outcomes for those who need support the most. We will continue to work on implementing TEI in a way that ensures the best outcomes for the Glebe community.

City of Sydney provides funding for our award winning After Dark program. We also collaborate with City of Sydney on a wide range of projects that includes Glebe Connected, Middle Ground, Boyzone, Girlzone, Safe City, Glebe United, NAIDOC week, and many other community events and projects. Our partnership with City of Sydney is vital and will continue to be a key focus in the coming year.

We have secured several small grants this year, enabling a range of new projects and infrastructure improvements. Our Aboriginal Youth Advisory Council (AYAC) funded by the NSW Youth Opportunities program is empowering and amplifying the voice of local youth. Star City generously supports our Food Circle program to distribute 300kg of fruit and vegetables to local families each week. Clubs NSW and the Commonwealth Bank have provided support for our work with at-risk teens. In the coming year we will ramp up our fundraising efforts to ensure we can keep doing our important work in the Glebe community - watch this space!

The success of any NGO is underpinned by the quality and effectiveness of its governance team. At GYS there is a great group of skilled and dedicated individuals who work diligently behind the scenes to support our staff and to steward the organisation through compliance obligations and ensuring strategic direction. We farewell Greg Dwyer this year, one of our long-serving Management Committee (MC) members. Greg joined the MC in 2013 and was chairperson from 2015 until 2019. Greg's work driving strategy, governance processes and reshaping our organisational culture has been transformative. From a personal perspective, I am indebted to Greg as I have been the beneficiary of his guidance and mentorship. I would like to thank and acknowledge Greg for his outstanding contribution to GYS, myself, and the Glebe community.

Emily Whitehouse stepped into the role of Chairperson this year and her skill, experience, and passion have ensured continued effective and stable governance. Other MC team members deserve recognition too: our Honourable Treasurer, Michael Carroll, for his financial management acuity; Lindsay Ash, our effective grant writer, and Victoria Matthews, who as our long-serving secretary

plays a critical role supporting the organisation's administration. Finally, the irreplaceable Julian Laurens, who designs and publishes our annual report every year – thanks to each of you for your crucial and important work.

Our core staff team of Habil, Eloise, Jeff, Amy, and Christina all bring great commitment, skills, and positivity to their work. We also have an army of part-time staff, students and volunteers (too many to mention), but all play a vital role in our operation. Program Manager Michael Coleman deserves a special mention. Michael took on the role of acting Coordinator while I was on long service leave this year and it was very comforting knowing the organisation was in safe hands while I was away. Michael's passion for social justice is an inspiration to those around him. He has forged deep links with the Glebe community and is truly a stalwart of our organisation.

The year ahead won't be without challenges, there always is in this kind of work. But I can safely say that we are well-placed to meet those challenges. We are in a good financial position and have a solid network of supporters, partners, and collaborators. Our staff and governance team are passionate and committed. Our deep and long-standing 30-year-old roots anchor us in our community and support the many branches of our work. Our position is one of both privilege and responsibility and we take this seriously as we continue to strive to do our best work with, and for, the Glebe community.

Keiran Kevans
Coordinator, Glebe Youth Service



NAIDOC Community Day

By Michael Coleman

Glebe Youth Service (GYS) has a proud history of hosting and supporting NAIDOC Week events as part of the Glebe Communities NAIDOC Week celebrations. These events recognise Indigenous People as the custodians of the land, and acknowledges their unique and ongoing contribution to the community. It is a celebration of their vibrant and resilient culture, and honours the significant community of Aboriginal people living in Glebe today. This year GYS partnered with the Glebe Tree House and the Glebe NAIDOC Committee to deliver a whole of community event at Glebe Primary School.

Community Day was attended by over 500 people, responding to promotion through a wide variety of mediums. The event commenced with a smoking ceremony and an Acknowledgement of Country. This was followed by performances of traditional Aboriginal dance and song by local community members, and the entertainment was wrapped up with powerful contemporary music performances by Rebeca Hatch and Kobie Dee. There were an abundance of market stalls, food and art/craft and sports activities to keep everyone entertained.



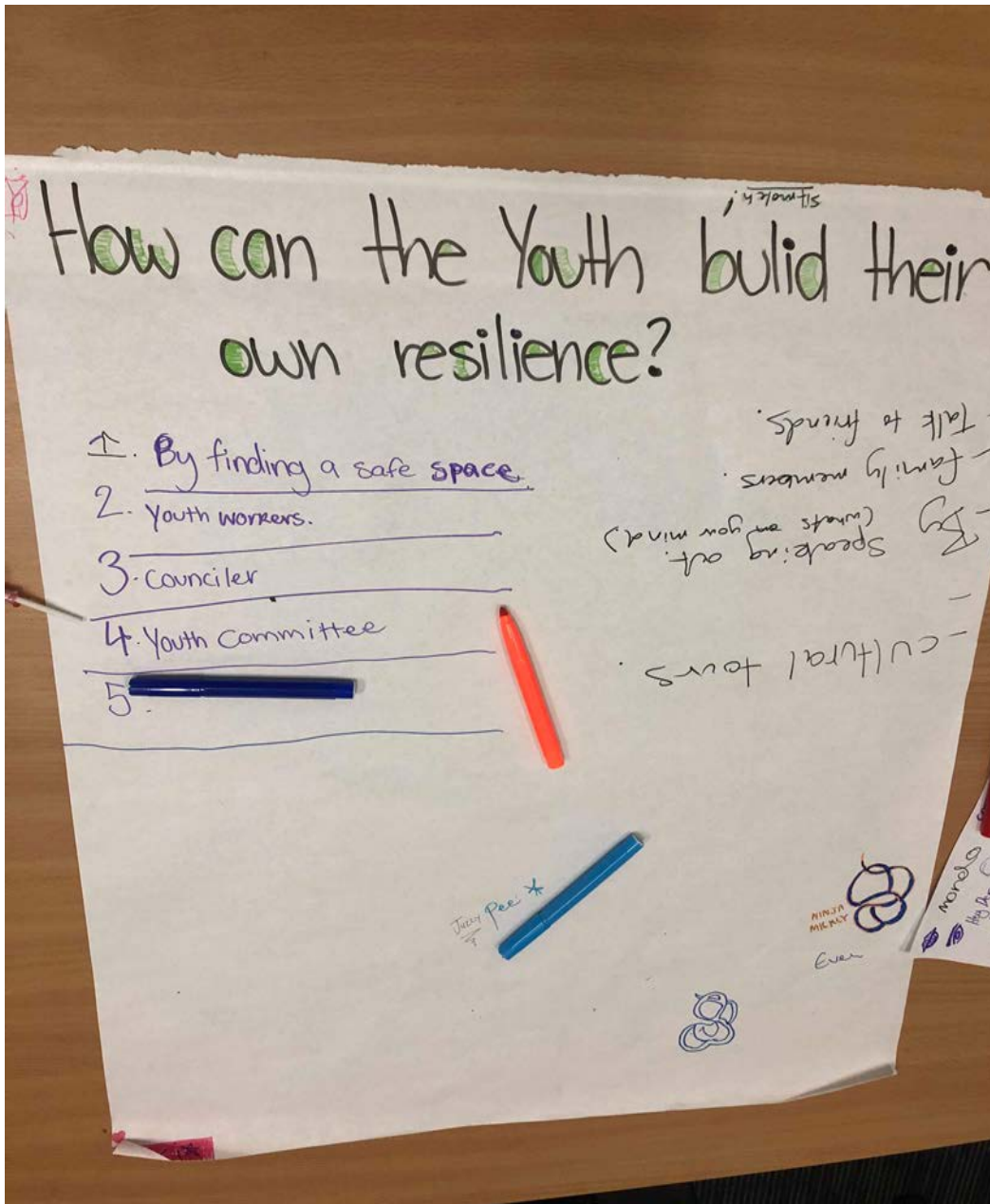
The diverse attendance helped build a stronger, more connected Glebe community, with a greater appreciation of Aboriginal culture. The event also assisted in the development of a sense of identity and belonging for our local Indigenous young people. GYS looks forward to working with the Glebe NAIDOC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



INDIVIDUAL PROGRAM & PROJECT REPORTS

Aboriginal Youth Advisory Council Project

This year GYS was proud to launch our Aboriginal Youth Advisory Council (AYAC). This project has been enabled by a grant from the NSW Youth Opportunities program. To lead this project, GYS is delighted to have recruited Aiyana Tranter. She has engaged a core group of around 10 young people who meet regularly to learn about leadership and explore the issues that are most important to them.



The team is working toward delivering some youth lead events in December, including a mural at Tranby college, and an Oztag competition. This important initiative creates a forum where young people can share ideas with the GYS and wider community, and contribute to the design and

delivery of local projects. They also have opportunities to connect with role models and community leaders and learn about what qualities and attributes are needed to be a good leader.

While the project is still running, we have been delighted to see young people engage with the AYAC and contribute to their community. Some of the key ideas to emerge include: more school holiday activities; increased support for employment pathways; and more opportunities for young people to be employed in their community. GYS is taking the feedback on board and looking for ways to integrate it in the year ahead.

After Dark Program

By Michael Coleman, Glebe Youth Service

The After Dark program is an initiative of GYS, funded by the City of Sydney. It operates on Fridays from 6:30pm to 10:30pm at the Peter Forsyth Auditorium, and on Saturdays from 6:30pm to 10:30pm at

GYS has delivered After Dark for over 10 years. It aims to provide a safe place for young people and community members to learn skills, improve their health, connect with youth and social workers and to build a stronger, safer, more connected Glebe community. It is funded by City of Sydney Council. This year we had **3906 attendances** at the program, with an average of 81 people each week. The program delivered 86 workshops and 116 structured physical activities to 2734 participants. It also hosted major events in NAIDOC Week, Halloween, and Christmas, as well as collaborating with multiple community and business stakeholders to build social and community capital.

This year After Dark focused on providing a high-quality program that caters to the needs of local young people: supporting their wellbeing, confidence, safety, and community connection. Occasions of advice, support, and referral have increased significantly this year, with staff providing formal advice on 238 occasions. In addition, 65 referrals were made to specialised youth support services. Two thirds of these referrals resulted in the young person engaging with the referral agency to get specialised support.

After Dark continued to work in partnership with a range of organisations and businesses including: WEAVE's Street Beat program; Leichhardt Police Area Command; Access Group Solutions (Broadway security); Charity Bounce; Glebe Tree House; and Mirvac. These partnerships are essential to the success of the program, and have supported the program to return to the Peter Forsyth Auditorium once a month since March 2019.

After Dark has also had various external organisations come to deliver workshops and activities at the program. These organisations have included: Sydney Def Jam; Headspace Ashfield; NCIE's TATU program; Youth Block; Redfern Legal Centre; KARI Foundation; Tribal Warrior Aboriginal Corporation; Enactus UNSW; Souths Cares; and the Lifestyle Program. The value these organisations add to the program cannot be overstated.



Credit for the program's success must of course go to the After Dark team: Candace Dower, Michael Carr, Jeff Hockey, Habil Mawardi, Eloise Woods, Matt Paterson, Eli Roberts, Koorine Welsh, Sarah Baskin, Kasumi Higewak and Sally Joas – all of whom go above and beyond the call of duty week in week out for the young people of Glebe. Their dedication, professionalism, and enthusiasm are a constant source of motivation not just for me, but the entire Glebe community.

Due to the hard work of After Dark staff, our partners, and our supporters, the program continues to perform well in relation to the outcomes for the program stipulated by the funder, City of Sydney. Over 88% of people who were surveyed reported that attending the program made them feel more connected to the Glebe community, and over 78% agreed that After Dark had given them the opportunity to improve their physical health. In relation to food served at the program, 78% of respondents reported that After Dark had given them access to healthy meals.

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.

Boy Zone Program

By Habil Mawardi, Glebe Youth Service

Boy Zone aims to engage at-risk males aged 12 to 18 years in the Glebe area and provide them with an opportunity to build their confidence, and improve their physical, psychological and social wellbeing. It focuses on supporting the development of personal aspiration and goal setting. It is

delivered in a safe space each week on Thursday afternoons. It is run in partnership with City of Sydney Council, and uses sport and physical activities to positively engage local young men.

Once engaged, participants are offered tailored individual support in a wide range of areas including: sexual health; respectful relationships; job readiness; and building skills and knowledge to empower healthy personal life choices. This year Boy Zone focused on exercise and nutrition education, CrossFit sessions, and boxing classes. Eleanor Boden from City of Sydney, a certified personal trainer, delivered the program with a focus on how to train safely and with the correct physical form.



Boy Zone supported participants to develop job-ready skills through workshops, including resume and cover letter writing, getting a tax file number and bank account, and how to use the internet to search for work. Through these workshops 10 local young men are now job-ready and equipped to get their first job.

30 young people accessed Boy Zone this year with 148 contacts. Four young people have been transitioned into intensive one-on-one support to address challenging and complex situations. Boy Zone is a long-standing program that will continue in the year ahead aiming to keep providing at risk local young men with a healthy, safe, supportive environment so they can reach their potential.

Food Circle Program

By Eloise Woods, Glebe Youth Service

Food Circle is a family food assistance program run by Glebe Youth Service that aims to increase local family's access to nutritious food. Food Circle has been a great success this year. We provide around 300kg of fresh fruit, vegetables, and other staples to an average of 28 families (92 children) each week. Over 2019, 66 families have engaged in the program, including 42 new families. Food Circle plays a small but important role addressing Australia's food insecurity and affordability epidemic and strives to develop the capacity of families to support children and young people as they grow.



As well as meeting immediate needs of families, Food Circle has created a space where families can interact with Youth and Family Workers, connect socially, gain emotional support, and develop skills and confidence. Food Circle acts as a gateway to more intensive supports. In 2019, 16 families received additional support (e.g. case coordination, support with Housing transfers, references for employment, and grief counselling). Another 11 families received formal referrals to other services (e.g. victims counselling, dental, speech pathology, parenting courses, employment services, and intensive case management).

This year Food Circle has become more integrated with other GYS services. Many of the children and young people from Food Circle families are attending programs such as Middle Ground, Boyzone and Girlzone, and several are receiving formal case management. We have also seen strengthened partnerships with other community services in Glebe such as Treehouse and Centipede. These

partnerships provide an important link to parenting support and promote a sense of community connection.

This program would not be possible without the support of our fabulous community volunteers, our drivers, and placement students. We are also grateful for the ongoing donations from SecondBite, Gift of Bread, Harris Farm, OzHarvest, Newington College, and funding from The Star.

Girl Zone Program

By Eloise Woods, Glebe Youth Service

Girlzone is a youth led, needs-based program that supports young women in developing skills and confidence in a safe environment. The program runs during school terms on Tuesday afternoons, in partnership with City of Sydney. It's been another fantastic year for this targeted early intervention program that is run exclusively for young women (aged 12 – 16 years). Girlzone continues to act as a soft-entry point for more intensive support such as case-management.



This year the program was shared by Amy O'Neill, Eloise Woods, and Aiyana Tranter, alongside Mereani from the City of Sydney. We saw a wave of new young women transition into Girlzone. A consistent core group developed, resulting in regular attendance and engagement throughout the year. Over 23 sessions we had a total of 118 contacts with young people averaging around 5 young women each afternoon. We saw several young women who had disengaged with Girlzone return on some weeks, which created opportunities for role modelling and young leadership skills to develop.

In response to needs expressed by young women, we delivered a variety of activities largely based around health and wellbeing. Throughout the year the young women engaged in Emotion Regulation workshops facilitated by a partner organization Reconnect. We paid a visit to YouthBlock Health Service, practiced synchronized swimming at Ian Thorpe Pool, bounced at Skyzone, developed cooking skills, learnt about good gut health, tried out virtual reality at Cirque Electric games world, and even designed and created our own Girlzone merchandise hoodies!

As well as getting active and developing important life skills through structured activities, seven Girlzone members received additional support from Glebe Youth Service. A number have engaged in case management and four have received successful referrals to other youth specific organisations. These outcomes demonstrate the effectiveness of programs like Girlzone as soft-entry points to more intensive support.

In a group consultation, Girlzone members expressed their desire to engage in more art and cooking next year. We will incorporate these themes into next year's program plan and continue to run Girlzone at a range of venues to increase young women's knowledge of safe spaces and services.

Glebe Pathways Program

By Aoife McDonnell and Les Palgan (teachers), and Gaibriella Larsson-Cain (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 and 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.

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 supported by GYS personnel and SSC Balmain Campus and College executive staff.

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.



In 2019 five students at Glebe Pathways have worked through the curriculum via a streamlined project-based learning curriculum accessing the Key Learning Areas – English, Mathematics, Science, HSIE, PDHPE; and three electives including Aboriginal Studies, Work Education and Visual Art. They are also provided with targeted literacy and numeracy lessons. Students have been able to participate in work experience and learning opportunities through Sydney Opera House and the Museum of Contemporary Art, and have been supported in their career planning with support from careers advisors and the wellbeing teams from across the College.

Future goals for the Glebe Pathways program include:

- Continued improvement in student attendance and engagement in 2020.
- Continue to use the *Eight Ways of Aboriginal Learning framework* in curriculum delivery and Personal Interest Projects.
- Continued use of Department of Education 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.

Homework Club Program

By Eloise Woods, Glebe Youth Service



Homework Club is an afterschool program that has been developed to assist young people attending Sydney Secondary College, Balmain Campus. The program supports young people to complete homework and assignments in a safe, supportive, and friendly environment. Homework Club provides an opportunity for young people to interact with youth workers and learn about the services that are available to them outside of school. This year, Glebe Youth Service continued to partner with University of Technology Sydney (UTS) to deliver Homework Club. UTS provided tutors to support homework completion, goal setting, and students' overall engagement with learning. As well as enhancing students' ability to reach their academic goals, the partnership with UTS helps strengthen the relationship between GYS and UTS and encourages students to consider tertiary education.

Homework Club in 2019 hit a record high attendance. We had a total of 342 contacts over 3 terms. Almost 40 students accessed the program over the course of three terms with up to 22 students attending each week. Increased participation can be contributed to the referrals from the Sydney Secondary Welfare Team who have become more involved in the program.

This year, young people were given the opportunity after finishing their homework, to engage in activities that aim to increase knowledge about various topics such as health and education pathways. Young people were also supported to develop additional skills including resume writing.

This aspect of Homework Club strengthens young peoples' ability to take up livelihood opportunities in the future.

This year we also saw two year 10 students volunteer at Homework Club as part of their Duke of Edinburgh. This has increased opportunities for young people to develop positive and diverse relationships with others and is enhancing the skills and job readiness of the volunteers.

Homework Club has been incredibly rewarding for young people, volunteers and staff alike!

Middle Ground Program

By Keiran Kevans, Glebe Youth Service

Middle Ground provides 9-13-year old children with an opportunity to engage with after-school activities. This enables them to build their confidence, learn skills, and connect with youth and social workers in a safe and supportive environment. The program is led by the City of Sydney and supported by Glebe Youth Service and Glebe Centipede. Activities are diverse and this year have included arts, crafts, sport, music, excursions, and social skill building.



The program also creates opportunities for children to grow their support network by connecting with youth, education, and social workers. This increases their support options to support their present and future wellbeing. This year over 35 children attended the Middle Ground program and it gives GYS great pleasure to see the happy faces of Middle Ground attendees flood into the building

on a Wednesday afternoon. The program is well supported by partner organisations and we are seeking to build on and improve the program in the coming year.

Street Walk Project

By Davey Driels

In December 2018, until March 2019, Glebe Youth Service (GYS) partnered with Youth Off the Streets (YOTS) to deliver outreach youth services in the City of Sydney (CoS) Local Government Area (LGA). This report summarises this project.

Background

The project's background is tied to consultation between the CoS and local youth services and police representatives following the Summer of 2017. This was in response to reports from workers at the Take Kare Safe Spaces of an increase in unaccompanied youth in the CBD area at night. It established that there was a need for better youth agency presence in the CBD and surrounding areas at key times to support at risk young people, and to engage with them through a harm minimisation framework. YOTS and GYS have been able to establish a partnership encouraged by staff from the Safe City team at CoS. We further endeavoured to apply for a community grant through CoS community grants program to conduct assertive outreach services over the summer of 2018/19. We were successful in applying for these funds, allowing us to work closely with YOTS staff to design a program, train staff and implement this project.

Aims

Street Walk is a project designed primarily to identify young people at risk at night across key areas of the CoS LGA and assist them in making positive decisions. Our belief is that young people have a right to access the city and surrounds at night, however we want to support their safety and wellbeing. By creating positive relationships with people and organisations in our community we can ensure their risk of harm is reduced. Additionally, the project sought to provide improved information and reporting related to youth homelessness and risks to young people in the city at night. Nothing in a community happens in isolation, by working in partnership with local government, police and youth agencies we are able to truly support our community to meet its potential.

Goals

1. To assist GYS in fostering positive working relationships with people and organisations within the community.
2. To offer support to vulnerable youth within our community and uphold their rights.
3. To provide better information on youth homeless and risks to youth to the CoS.
4. To foster a safer, more connected community.

Program Description

The Street Walk project took place over nine weekends and comprised 18 individual outreach sessions. The outreach sessions were conducted on a routine basis by four qualified youth workers operating in pairs between the hours of 21:00pm-02:00am on Friday and Saturday nights. An

engagement oriented, harm minimisation approach was taken to all encounters with program participants. Data was collected in the form of participant registries, activity summaries, referral registries and case studies. Ten GYS employees participated across the duration of the program and were able to provide unique insight towards the programs running.

Results

Summary Data & Observations

- 1191 young people were observed.
- 61% were male, 38% female and four young people identified as transgender.
- The most common locations where young people were observed; Chinatown & CBD South, CBD and Harbour, Newtown, Surry Hills and Glebe.
- The most common locations young people originated from were the Inner West and CoS localities.
- The average age of the young people observed (where able to be estimated/provided) was 17.74.
- 368 young people were engaged in conversation by workers (31%).
- 379 were observed to be intoxicated or on drugs.
- 14 young people were supported into safer environments (e.g. transported home, away from anti-social behaviour, to relevant medical attention etc.).
- 21 young people were provided with food or blankets.

Evidenced Types of Support Provided

- Material aid in the form of food, blankets, opal cards and transport.
- Advice/information structured around harm minimisation tenets and initial risk assessments conducted by workers.
- Referral support to appropriate services specific to young person's individual needs across the health, education, family violence and housing services
- Follow up support (e.g. check ins, food support, referral coordination, continuation of care arrangements, etc.).

Outcomes

Overall, the Street Walk project was broadly successful in achieving its outlined goals.

1. Through partnering with YOTS for the formulation and operation of Street Walk we have been able to foster a strong collaborative relationship with another local non-government organisation. Additionally, the program demonstrated the usefulness of positive collaborative relationships between agencies operating within community. Police, youth workers, paramedics, and community members all participated in this project, either formally or informally for the better outcomes of young people.
2. Data collected by YOTS and GYS has shown both the diversity and extent of support provided by staff to vulnerable young people, as well as their ability to uphold young people's rights. Both formal findings relating to the number of young people supported and types of evidenced support as well as informal data seen in the form of case notes support this.

3. Street Walk was broadly successful in reporting upon the demographical trends of young people in the CBD at night as well as breaking down the numbers and locations of groups encountered. This information is crucial for further policy development aimed at decreasing risks to youth homelessness and creating safer spaces within our city.
4. Of particular note, workers from GYS were able to demonstrate effectiveness in identifying and engaging with known GYS participants and Glebe community members, promoting local programs and services specific to young people and contributing the further development of community connections. This type of practice is critical for the development of a connected and safer community for young people to access.

Teen Time Program

By Habil Mawardi, Glebe Youth Service

Teen Time runs each and every Monday afternoon between 3 and 6pm. It is a drop-in program for young people aged 12-18 years that live, work, or play in the Glebe area. The program was developed in response to feedback from young people who requested a safe space to access that was not too structured. This creates an environment that enables 'soft entry' engagement, where youth worker and young people can have conversations about how GYS can best meet their needs. This year over 60 young people attended the program with 524 contacts between youth workers and attendees.

Getting 'job-ready', and Hip Hop / Music production workshops have been a key focus this year. Over 20 young people were supported to complete resumes and learn how to write a cover letter. Many applied for their tax file number, and set up their first bank account.



For our Hip Hop and music production workshops we partnered with Heaps Decent and P Smurf, and Headspace Camperdown. Through the skills and talents of local young people and the support of our partners Teentime was able to produce two Hip Hop tracks that are now available on Sound Cloud!

With an average of 15 teens attending every week, Teen Time is an accessible and safe place to engage local young people. It plays a vital role in creating opportunities to get to know young people, their needs, and how GYS can best work with them. It allows youth workers the time and space to create rapport. It is 'soft entry' in action and is integral to our service philosophy.

“We are just teens” Photo-voice Project – Kasumi Higewake

In 2018 GYS was fortunate to have social work student Kasumi Higewake undertake a photo-voice project with local young people. You can view the finished project online.

The main purpose of Kasumi's project was to use photography to raise awareness of a specific community of young people in Glebe, NSW. Kasumi writes: 'I've noticed that in a lot of existing literature, Aboriginal and Torres Strait Islander people are often portrayed as "the other". The literature tends towards historical or cultural differences, which are often portrayed negatively and can sometimes be tokenistic. I therefore wanted to work on a project in collaboration with young Aboriginal and Torres Strait Islander youths in Glebe that focused on their ages and similarities rather than their cultural differences. Focusing on age and youthful experiences felt appropriate, as all of us would have gone through that complex experience of being a teenager in one way or the other. By celebrating what makes them youthful, I wanted to emphasize the similar experiences of being young, regardless of cultural differences.'

The result was a collaborative partnership with the Glebe Youth Service on a photo-voice book of images taken by the participants in Kasumi's project. Photo-voice is a social work research method and advocacy tool that empowers participants and increases awareness of the community that is involved. The book was published with support by the University of Sydney and also exhibited as a photography exhibition. The artwork for the book was based on the colours of the Aboriginal flag.

Kasumi's dual project aims was firstly to focus on similarities that unites us with our communities rather than differences, by shifting the power from being overly focused on cultural differences to acknowledging the similar experiences of youth and rites of passage between us and those from Aboriginal and Torres Strait Islander backgrounds. However, this is not about ignoring aspects of cultural identity, rather it is about enhancing understandings. Secondly, Kasumi aimed to give young people a platform to raise their voices because young people are not given sufficient opportunities. Other goals also emerged during the project, including creating opportunities for participants to engage with photography, and enabling them to use it as a tool for rapport building with peers and youth workers.

For Kasumi, 'Working with these young people has been really rewarding because they taught me so much about specific community. The generational and covert racism that still underlies in our societies negatively impacts the experiences for the young people I got to work with. These negative experiences such as bullying or substance misuse is detrimental for anyone's health and wellbeing, therefore I strongly wanted to debunk myths people might have by celebrating and presenting our similarities of youth and what unites us as a community. Beyond producing the art book to create a

platform for young people to be heard, working in partnership with these youths has opened opportunities to share stories. It was rewarding to see that providing photography and an opportunity to play with cameras was a small act that could encourage the youths to attend the drop-ins more regularly.'

Kasumi's photo-voice book *We are just teens*, is available on the [International House Website](#).





THE GLEBE YOUTH SERVICE TEAM

GYS has a wide range of wonderful people who make everything we do possible.

Management Committee

<ul style="list-style-type: none"> • Greg Dwyer – Chair June 1, 2018 – May 8, 2019. • Emily Whitehouse – Deputy Chair June 1, 2018, and chair from May 8, 2019. • 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 and Acting Coordinator (Sept 2018-Jan 2019) 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 Support / 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 • Habil Mawardi 	<ul style="list-style-type: none"> • Jeffrey Hockey • Christine Gorman • Eloise Woods
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STREET WALK COORDINATOR

- David Driels

ABORIGINAL YOUTH AND COMMUNITY ENGAGEMENT

- Aiyana Tranter

CASUAL STAFF

<ul style="list-style-type: none"> • Matthew Paterson • Katie Lay • Eli Roberts • David Driels 	<ul style="list-style-type: none"> • Jono Graham • Kasumi Higewake • Sally Joas • Daniel Martin
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VOLUNTEERS

<ul style="list-style-type: none"> • Pakjira Auboiron • Melissa King • Berivan • Kelly McGrady • Kylie Adams • Kasumi Higewake • Ray-Dean Boden • Jodie Bergsma 	<ul style="list-style-type: none"> • Victoria Matthews • Selina Kwarteng • Rebecca Goldstein • Louisa Pauthenet • Phillipa Penning • Emma O’Sullivan • Sally Joas
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STUDENT PLACEMENTS

<ul style="list-style-type: none"> • Daniel Martens • Emily Bradley 	<ul style="list-style-type: none"> • Mimi Tang • Stephanie Trac
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FINANCIAL REPORT 2018 – 2019

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 2019, 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

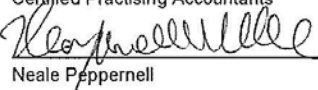
In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

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 2019 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 2019 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 29 day of October 2019

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

BALANCE SHEET
AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	208,379	141,598
Trade and other receivables	4	3,028	3,720
TOTAL CURRENT ASSETS		<u>211,407</u>	<u>145,318</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	717	2,098
TOTAL NON-CURRENT ASSETS		<u>717</u>	<u>2,098</u>
TOTAL ASSETS		<u>212,124</u>	<u>147,416</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	6	15,520	16,684
Employee benefits	7	56,781	55,707
Superannuation Payable		4,345	5,413
Unspent Grants Carried Forward		78,132	33,000
Grants in Advance		10,000	-
TOTAL CURRENT LIABILITIES		<u>164,778</u>	<u>110,804</u>
TOTAL LIABILITIES		<u>164,778</u>	<u>110,804</u>
NET ASSETS		<u>47,346</u>	<u>36,612</u>
MEMBERS' FUNDS			
Retained earnings	8	47,346	36,612
TOTAL MEMBERS' FUNDS		<u>47,346</u>	<u>36,612</u>

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 2019

	2019 \$	2018 \$
INCOME		
Grants Received		
FACS Core Grant	309,638	275,672
SACS ERO	19,385	16,265
City of Sydney Grant	226,962	217,796
Our Neighbour Grant	-	16,129
Project Funds	4,781	-
Community Building Partnership # 53	19,741	829
Donations	10,354	14,364
	<u>590,861</u>	<u>541,055</u>
OTHER INCOME		
Glebe Collective Impact Leader	26,500	12,000
Sundry Income	2,612	249
Interest Received	3,616	2,567
Star City	19,736	9,500
Second Bite	-	2,500
Chuffed	-	6,495
SaCC	-	9,397
Grants Brought Forward	-	1,174
ACT - Stronger Comm Pro	11,800	-
Centrelink	-	8,369
YOTS	13,125	-
Youth Opportunities	4,154	-
Commonwealth Bank Grant	3,227	-
	<u>84,770</u>	<u>52,251</u>
	<u>675,631</u>	<u>593,306</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 2019

	2019 \$	2018 \$
EXPENSES		
Auditor's Remuneration	4,600	4,400
Bank Charges	118	45
Cleaning	12,676	12,145
Computer Expenses	-	194
Depreciation	1,381	1,583
Electricity	8,880	8,770
Low value assets immediate write off	16,871	10,446
Equipment Rental	2,760	2,760
Insurance	4,781	3,972
Postage & Couriers	504	996
Reference Materials & Subscriptions	2,584	2,194
Repairs, Maintenance & Cleaning	6,942	17,407
Stationery & Office Supplies	3,310	2,442
Telephone, Fax & Internet	6,089	5,534
IT Support	19,512	4,088
Strategic Planning	-	3,500
Security	670	639
Sundry expenses	3,896	-
Personnel Costs		
Wages - Core	345,394	331,637
Wages - Casual	76,922	59,583
Provision - Annual leave	2,363	4,775
Superannuation	40,933	36,040
Workers Compensation Insurance	9,763	6,634
Staff Training & Welfare	5,270	6,695
Long Service Leave provision	20,316	5,231
Leave loading	3,516	3,468
GYS Parenting Leave	-	8,369
	504,477	462,432
Program Costs		
Groceries	19,729	18,305
Program Travel	6,979	4,242
General & Special Program Costs	12,919	11,549
Casework Expenses	789	1,059
	40,416	35,155

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 2019

	2019 \$	2018 \$
Other Expenses		
Bus Fundraising	-	6,495
Glebe Leadership	24,000	12,000
SaCC Conference	-	9,397
Youth Opp Participant	430	-
	<u>24,430</u>	<u>27,892</u>
	<u>664,897</u>	<u>606,594</u>
Profit (Loss) before income tax	<u>10,734</u>	<u>(13,288)</u>

The accompanying notes form part of these financial statements.

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GLEBE YOUTH SERVICE INC

