

# **2037**

**GLEBE YOUTH SERVICE**

**Annual Report 2019 - 2020**



**2037**  
GLEBE YOUTH SERVICE



**Glebe Youth Service**

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Opening Hours:

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After Dark: Friday 6:30pm – 10:30pm

Saturday 6:30pm -10:30pm



<https://www.facebook.com/Glebe-Youth-Service-Inc-154207308008260/>



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**2037**  
GLEBE YOUTH SERVICE



## Foreword

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### Glebe Youth Service

The Glebe Youth Service (GYS) has been at the heart of the Glebe community for 31 years, centrally located just a stone's throw away from the Glebe social housing estate. It has been my absolute pleasure to witness first-hand the invaluable work of GYS over the past nine years that I have been the local Member of Parliament.

This year, amidst a global pandemic, the value of community-led organisations like GYS has come into sharp focus.

In 2020, the passionate and committed team of staff, volunteers, and the governance committee has gone above and beyond to keep our community healthy, safe and connected throughout the COVID19 pandemic. GYS delivered a massive food relief effort to local residents in need during the peak of the crisis and made sure our most vulnerable community members were supported through lockdown.

Outside their targeted COVID response, GYS also delivers a number of effective and impactful community programs including their After Dark, Drop-in and School Holiday programs. In addition, GYS provides tailored individual support programs through case management, advocacy, and referral. GYS also plays a key role in coordinating multiagency responses to local issues and aspirations including NAIDOC week and local interagency meetings.

Our community is lucky to have the Glebe Youth Service supporting us through dark and challenging times. I am so grateful to the amazing team that has worked continuously this year to make our community a better place to live.

Yours sincerely,

**Jamie Parker MP**  
**Member for Balmain, NSW Parliament**

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**JAMIE PARKER MP**  
Member for Balmain







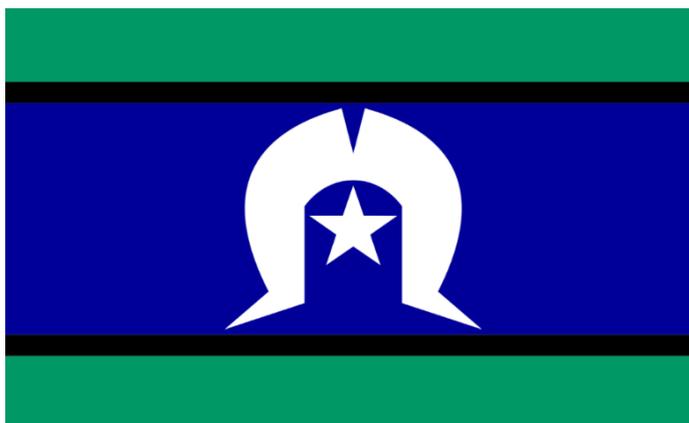
## About Us

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

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

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





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

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

Glebe - A place where people of all backgrounds, ages and economic 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 imperative we stay positive, persevere and collaborate with our partners to best work with our community.

### **Our Pathways to Change**

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

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

For this we strive to support:

- (i) 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.
- (ii) the availability of relevant and accessible safe spaces and services for young people to support them being healthy, safe, skilled and confident.

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

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

Three outcomes contribute to that connection: 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 critical, and families must have their basic needs met; have the literacy, skills and knowledge to support young people; view opportunities as valuable, and be motivated to support young people.

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

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

#### We deliver

- **Group Programs** that build connections, skills, health, confidence, and safety.
- **Individual Support** - we provide advice, referrals, advocacy, family capacity building, and case coordination.
- **Community Events** that celebrate, connect, enable and empower our community.
- **We partner and collaborate with** a wide range of organisations to support community development and increase the diversity and capacity of options in our community.



Communities  
& Justice





## Comments from our friends and partners

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19 October 2020

Glebe Youth Service Board

To Whom It May Concern,

I am writing to you to express my gratitude for the work of Glebe Youth Service (GYS) and all it brings to the Glebe community. Glebe Assistance Partnership Program (GAPP) works with families in the Glebe area. We have partnered with GYS and referred families and young people to their service over many years.

With the onset of COVID-19 and resulting changes to the Glebe community, GYS has been instrumental in facilitating a collaborative response from a wide range of local and government organisations. From the early weeks of this response it was identified that food security was critical for vulnerable and at risk people in Glebe. GYS has quickly and efficiently devised a program which led this food relief effort for the Glebe community.

I personally delivered some of this food to one of the first confirmed cases of COVID-19 in Glebe, and have spoken with many people who benefited from this program. It's value was not only in ensuring people have access to regular healthy food, but also in maintaining connection to community and some of the supports available to them.

GYS is a leader in the network of services collaboratively working to care for and support at risk children and their families around Glebe. Personally it has been very important for me to have the collegial relationship with Keiran and Michael and the rest of the GYS team who are always encouraging and supportive. On this basis GAPP would like to express our wholehearted thanks to the GYS organisation for all they have done this year in particular and all they mean to the Glebe community in general. Please contact me if you would like to discuss any of these matters further.

Warm Regards,

Darcy Vaughan  
Director, Glebe Assistance Partnership Program  
St Johns Anglican Church Glebe  
[darcy@glebechurch.org.au](mailto:darcy@glebechurch.org.au)



During the Covid-19 pandemic, Glebe Youth Service has been an important and supportive partner to the Glebe TreeHouse. They have demonstrated leadership in connecting local services and community together during a time of significant disconnection and disruption to service delivery.

When food and essential items were disappearing from store shelves, GYS were prompt in responding to the impact this was having on the most vulnerable members of the community. In a short space of time and through a strong partnership approach, GYS created a food delivery service that reached up to 100 households a week, supporting not only local families and youth but isolated older people too.

The Glebe TreeHouse considers our partnership with the Glebe Youth Service to be of central significance to the work we do to support families in Glebe.

Thanks!

**Isabel Mockler, Acting Facilitator**  
**Glebe TreeHouse, Schools as Community Centre**

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Glebe Public school has had a long-standing partnership with Glebe Youth Service. The service provides vital support and programs not only to our school, but also to the Glebe community at large. Whether it be the After Dark program, group activities and advice that focuses on healthy eating and nutrition, tailored support for families, or after school homework support for students, they provide a vital service to the amazing community of Glebe and we thank them.

**Bryce Walker, Principal**  
**Glebe Public School**

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The National Centre of Indigenous Excellence's 'Talking About Tobacco Use' Program (TATU) has worked with Glebe Youth Centre for a number of years to deliver tobacco cessation/prevention messaging to their young leaders. The rise of vaping amongst Under 18s will lead to further work with Glebe Youth Centre as we expand our education program. We are supportive of GYS as we have seen firsthand the way it is able to connect community members with important services and education opportunities such as TATU.

**Steven Davis**  
**Manager, Talking About Tobacco Use Program**  
**National Centre of Indigenous Excellence**

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It is an absolute honour for the Serendib Social Group to be working with Glebe Youth Service on such a meaningful and impactful partnership.

GYS are a pillar of support in their local community and their work and delivery has positively impacted so many youths and their families.

The Serendib Social Group believes in serving social change, one meal at a time, but this is only possible through the distribution of our meals through partners who have deeply entrenched relationships with their community.

We are honoured to know that our food relief program has facilitated a deeper engagement and connection for GYS to the Glebe community.

As we plan our service delivery for next year and beyond and a deeper partnership, we are excited for the possibilities this will bring for so many of the incredible youth at Glebe.

With over 5,000 meals being cooked by us with our heart and passion and being delivered by GYS with the same desire for impact, what a huge result in such a short time.

**Shaun Christie-David**

**COLOMBO**  
**SOCIAL** *Cooking  
Bar and Kitchen*

159 Enmore Rd, Sydney  
[www.colombosocial.com.au](http://www.colombosocial.com.au)

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During our Glebe NAIDOC, Glebe Youth Service's After Dark program has been a key participant in supporting our events during the course of the NAIDOC week. We value the After Dark program as it has supported our Glebe community youth and young people to feel safe and participate in culturally significant events such as NAIDOC week.

**Larissa Minniecon**  
**Convenor, Glebe NAIDOC Committee**

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When starting our Lead with Culture Program the GYS helped us engage with new clients that are/were a part of the After Dark Program and welcomed us by supporting a then new program. GYS provided a safe space to conduct Cultural activities and get to know young people in the inner-city area.

**Peta-Joy Williams**  
**Lead with Culture Mentor, Kari Foundation**



Mission Australia, and their residential site Common Ground (for people formerly long term homeless, social and affordable housing tenants) in Sydney was first introduced to Glebe Youth Service at the beginning of Covid-19 through the Forest Lodge and Glebe Coordination Group (FLAG). From then on, I am very proud to say that we have collaborated on a myriad of projects, working groups, and assisted the community to the core. This includes:

- Cross sectoral partnerships, bringing together Colombo Social and City of Sydney to enable over 36,000 meals being distributed throughout our community, and supporting Mission Australia to win a \$50,000 grant to continue the project.
- Contributed 100s of KGs of incredible fresh produce from Harris Farm which we were able to distribute to hundreds of community members.
- Brought us together with other local partners like GAPP, Glebe Community Development and USYD, UTS, CoAsit, Police, DCJ, City of Sydney, Brown Nurses, Glebe TreeHouse, local residents, etc. so that we could establish a local Food Security Working Group and further develop Glebe Workers group and therefore bringing our community together, building up all of our resilience.

Keiran and the GYS team have constantly brought their best foot forward to empower the Glebe community organisations, government and businesses. We all benefit immensely from their incredible work and I'm incredibly honoured to have crossed paths with them.

**Kyle Wiebe, Community Development Officer (Common Ground & Ivanhoe)  
Mission Australia**

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Working with GYS has been an incredible experience for Tranby, enabling our team to connect with young people in our local community and create impactful projects of collaboration. It is a true pleasure to share ideas and collaborate with the GYS team to bring projects to life in our community. In my short time growing this partnership, I have found all the GYS staff to be strong community leaders. It has been a wonderful opportunity to watch their team rise to many challenges and always lead with laughter, compassion, and motivation to ensure our young Glebe community members feel supported, safe and listened to. I look forward to collaborating in many small and large ways with the GYS team in the future.

**Jacinta Bailey, Research and Community Projects Manager  
Tranby National Indigenous Adult Education & Training**

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Centipede values our ongoing relationship with Glebe Youth Service and the support they have provided us with this year, in particular with the food insecurity faced by the children and families due to COVID-19. Glebe Youth Service provided our children and families with fresh food hampers each week which alleviated stress and brightened the days of families and children. We look forward to our partnership starting back up providing middle years programs for children this term.

**Victoria Brown, Glebe Centipede Coordinator**

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## Service Impact Snapshot 2019-2020

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In the 2019-2020 financial year GYS delivered a wide range of programs and services aimed at improving the lives and wellbeing of young people and their families. While the program narrative reports give specific details, the following is a brief snap-shot:



### Healthy, safe, skilled and confident

- **45 young people and families received tailored individual support.**
- **12 young men attended our boys' program** to learn important life skills.
- **17 children aged 9-13 years old attended Middle Ground** afterschool activities to learn life skills, establish safe relationships, and connect with youth and social workers.
- **9 young women attended our girls' program** to learn life skills.
- **Over 70 young people 'dropped in' to our Teen Time youth drop-in centre** – connecting with youth workers, eating a healthy meal, and engaging in a wide range of skill building and social connection activities.
- **Over 7000 meals** were served across all GYS programs.
- **70 families received fresh fruit and vegetables** with an average of 300 kilos going to families each week.
- **78 skill-building activities were delivered at After Dark.**



### Connected to Opportunities

- **11 young people participated in our Aboriginal Youth Advisory Committee (AYAC)**, developing leadership skills and empowering their voice.
- **165 occasions of advice, referral or advocacy.**
- **20 young people were supported to be 'job ready'** – completing resumes, getting a bank account, obtaining a Tax File Number and accessing training courses such as white card, traffic control, and first aid.
- **8 young people painted a community mural at Tranby College.**



### Connected to Community

- **5,467 attendances at the After Dark program** strengthening and building community, connections, safety, and trust.
- **45 children, young people and community members attended our youth led community OZTAG day.**
- **Around 200 people attended our Christmas Party** at the Peter Forsyth Auditorium.
- **Over 500 people attended the Glebe NAIDOC Community Day**, an event supported by GYS.
- **Over 40 members of the local Aboriginal community attended our 'Feed and a Yarn' event.**



### During COVID-19 (ongoing)

- **350+ support phone calls** were made to local young people and families during the height of the COVID-19 lock-down.
- **6,000 pre-cooked meals were delivered to local households** – addressing food security and supporting people to stay at home and stay safe – massive thanks to food partner **Colombo Social**.
- **1,599 parcels of fresh fruit and vegetables** were delivered to the local community – reaching 430 people (children, young people, and adults).
- **35 young people received 1-1 support and mentoring.**
- **COVID-19 Health Information and updates were delivered to over 50 local households.**
- **GYS played a key role in leading local multiagency responses to COVID-19, including:**
  - Convening and supporting local agency COVID-19 coordination meetings.
  - Supporting, with other agencies the creation and delivery of postcards with 'where to get help' information to the entire Glebe social housing population.
  - Participating in weekly street walks to connect with the community and combat social isolation and mental health.



## Acknowledgements

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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.

- 12 Taps Glebe
- Phillip Anderson
- Artisan Markets Glebe
- Audio Technica Australia
- Aunty Wendy Buchanan
- Aunty Kathryn Dodd-Farrawell
- Aunty Barbara McGrady
- Australian Council of Social Services (ACOSS)
- Balmain and Glebe PCYC
- The Benevolent Society
- Broadway Mirvac
- Charity Bounce
- City of Sydney
- City Tattersalls Club
- Clubs NSW
- Family and Community Services NSW
- First Church of Christ, Scientist
- Foodbank
- Megan Fletcher, Community Development Advocate, Forest Lodge and Glebe Groups (FLAG) Convenor 2020
- Gift of Bread
- Glebe Community Development Project – Cate Massola
- Glebe Public School
- The Glebe Society
- Glebe TreeHouse – Kate Brennan & Isabel Mockler
- Mitra Gusheh, UTS
- Hands Off Glebe – Denis and Hannah
- Harris Farm
- Heaps Decent
- Housing NSW
- Jobs Australia
- Low Key Source
- Manny Music
- Middle Ground, City of Sydney
- Lord Mayor of Sydney, Ms Clover Moore
- National Centre for Indigenous Excellence (NCIE)
- National Indigenous Australia Agency (NIAA)
- NSW Council of Social Services (NCOSS)
- NSW Land and Housing Corporation (LAHC)
- NSW Police Force – Leichhardt Local Area Command
- Newington College
- OzHarvest
- Member for Balmain, Mr Jamie Parker MP
- Peppernell Consulting
- Rowena Pierags, UTS
- Hon Member for Sydney, Ms Tanya Plibersek
- Reconnect Inner City (Mission Australia)
- Save The Children Australia
- Loic Savrimoutou



- Deputy Lord Mayor of Sydney, Ms Jess Scully
- Second Bite
- Staves Brewery
- Store DJ
- Sydney Def Jam
- Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools
- Technical Audio Group Pty Ltd Australia
- Claire Trojkovic, Mission Australia
- The University of NSW
- The University of Sydney
- The University of Technology, Sydney
- Weave Youth and Community Services
- Western Sydney University
- Kyle Wiebe, Mission Australia
- Youth Action

## Special Mentions

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Some people and organisations go above and beyond to support GYS and the Glebe community. We think those deserve a special mention. The following is not an exhaustive list.

### *Justine Saltmarsh & Matt De Jesus: Broadway Shopping Centre, Mirvac Retail*

Broadway has been a long-term supporter of GYS and has assisted the organisation in so many ways – from printing our annual report each year, to providing vouchers for young people. This year, Justine and the team at Broadway have gone above and beyond – stepping up to completely **refurbish our public toilets**. This is a massive infrastructure project and we cannot thank them enough. Feedback from the community has been so positive and we are absolutely delighted and so grateful to Justine, Matt and the Mirvac team for undertaking this project to support the Glebe community.

### *Peter Teutenberg & Steve Drissell from Staves Brewery*

Peter has been a tireless fundraiser for the GYS studio project. He has teamed up with long-time GYS supporter Steve Drissell, from Staves Brewery. Together they have managed to raise enough funds to buy the equipment needed to completely recreate our **music studio**. Peter and Steve both deserve a massive thank you.

### *Victoria Matthews*

Victoria is another local legend who gives so much of her time, skills and passion to the Glebe community. Victoria has been in the GYS Management Committee as **Secretary** for 6 years. In addition, she crochets the most wonderful and beautiful earrings that she sells to raise funds for GYS. But that's not all – Victoria is an excellent cook and regularly cooks up a glorious and delicious meal for as many as 60 people who attend our After Dark program. Victoria Matthew is a kind, generous and passionate local who is a stalwart supporter of GYS and she deserves a very special mention.



*Kasper Ewenson*

Kasper is a local to Glebe and a medical student at USYD who ‘dropped into GYS one day on a whim’. He wanted to help local young people and has been **volunteering** at GYS for the past 18 months. He has helped year 12 students prepare for the HSC, helped with Teen Time, mural painting and catering. Kasper is always positive and calm and willing to help where it is needed. He is great with local young people and we feel privileged that he chooses to volunteer so much time at GYS.

*Aunty Kathryn Dodd Farrarwell*

Aunty Kath is a genuine local hero who does so much for the Glebe community. We would like to acknowledge her support of GYS and help in guiding GYS staff. We also want to send her a massive thank you for creating an amazing and beautiful **mural** at Glebe Youth Service.

*Darcy Vaughan, St Johns Church*

Darcy has been a real **champion** for Glebe. We understand Darcy is moving on to new adventures further south in Victoria soon. We want to thank Darcy for all his work in the Glebe community and wish him the very best in the future.

*Bilquis Ghani & Dianne Moy from UTS*

The UTS team have long been working in Glebe for the common good. They really stepped up during COVID-19, creating a website to support the local community and providing other support in a wide and diverse number of ways. It is great to see a University that is so invested in social justice and proactively working to support good outcomes in their own local communities. Bilquis and Dianne have been a source of **support and guidance** for GYS staff and we thank them with all our heart for their contribution to the Glebe community.

*Eloise Woods*

Eloise started at GYS on a social work student placement. It was clear from the get-go that she was a multitalented powerhouse. We managed to retain Eloise as a paid staff member for a few years. However, this year she took up a role at Juvenile Justice. Eloise championed our food relief work and was very popular with young people, colleagues and our partners organisations. She put her heart and soul into GYS and the Glebe community. She remains connected to GYS, working on the After Dark team. We wanted to take this opportunity to thank and acknowledge Eloise for her tremendous contribution to the Glebe community.

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## GYS Management Committee Chair Report

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In 2018/19, we focused on developing a strategic plan in order to help us to focus our efforts and achieve our vision and purpose - to help young people in Glebe reach their full potential. It meant that this year, we had a solid foundation on which to respond to the events unfolding around us.

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

Our values played a vital role in helping us to respond effectively and appropriately. **Positivity** helped us focus on what we could control - bringing compassion, dedication and professionalism to our response and services.

**Perseverance** helped us continue to adapt in the face of new challenges, and come up with new ways of engaging with young people and their families in Glebe, despite not being able to deliver our usual face to face programs. Our staff stepped up to this challenge and continued to stay connected and support young people and their families wherever and however possible, while keeping the community safe with the development and implementation of a robust COVID-19 Safety Plan.

**Partnerships** are the cornerstone of many of our activities at GYS. This was emphasised during the lockdown in Sydney, where GYS played a key role in coordinating local responses to COVID-19 by convening and chairing fortnightly video meetings with other agencies to implement collaborative approaches to support the community.

In partnership with Harris Farm, OzHarvest, SecondBite, Colombo Social, Gift of Bread and Newington College, GYS also became the Food Relief Distribution Hub for Glebe, ensuring that those in need could access healthy food.

Finally, we wouldn't have the impact we have without the amazing support and engagement of our **Community**. One example of this is the creation of the incredible mural in our 'Teen Space', thanks to Aunty Kathryn Farrowell, a local artist and elder, who involved many community members and young people in the creative process.

### **Celebrating our staff**

Our staff has needed to make difficult decisions during very uncertain times. This brings to mind a quote by Jada Whyman which features on our new mural; 'It's okay to be scared. Being scared means you're about to do something really, really brave'. I couldn't agree more with her sentiments.

There has never been a shortage of courage and commitment amongst our staff but, even still, their response to our challenging circumstances has been nothing less than exemplary.

Special thanks must go to their leader, Keiran Kevans. Keiran has dedicated his career to supporting young people and creating opportunities for them to reach their potential. He is central to all of the success at GYS, demonstrating a commitment to social justice that is truly inspiring, for staff and young people alike.



### **Our supporters**

GYS is fortunate to receive ongoing support from a wide range of businesses, other organisations and individuals across Glebe. We couldn't do what we do without their help.

In particular, I'd like to thank Staves who have continued to raise funds which went towards our new music studio, and Victoria Matthews who has invested considerable time and energy making and selling jewellery, with all proceeds going to GYS.

Our toilets have been in need of some attention for a long time and, this year, with the help of our corporate supporters Mirvac and Broadway Shopping Centre, they have been completely renovated. Thank you, Mirvac (in particular, Justine Saltmarsh), for your continued support.

Finally, I am extremely grateful for the continued support and dedication of our Management Committee. They bring a range of skills and perspectives to the table that enable us to reach our full potential.

### **Looking forward**

With the easing of restrictions, we are now exploring a gradual reintroduction of our services. While there is still a great deal of uncertainty in the months and years ahead, I am confident that we have the values, networks, and framework that will enable us to continue playing our vital role in the community.

Whatever unfolds in 2021 I look forward to sharing the journey with you.

**Emily Whitehouse**

**Chair, Glebe Youth Service Management Committee**

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## GYS Coordinators Report

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Dear friends

Firstly, I would like to pay my respect to the traditional custodians of this land, the Eora People of the Gadigal Nation. I pay my respect to their Elders and all Aboriginal people in Australia. I acknowledge and thank our funders, City of Sydney and NSW Department of Communities & Justice.

To say this year has been a challenge would be a massive understatement. The COVID-19 pandemic has upended society and impacted all of us in myriad ways. It has had a profound impact on GYS and the way we work in the community and it has shone a harsh spotlight on the social justice and inequality fault lines that pre-existed before the pandemic. The impacts of COVID-19 have been experienced disproportionately, and this has certainly been the case in Glebe's social housing community. One thing that has been crystal clear through this time is the vital role Glebe Youth Service plays in supporting the Glebe community.

### *Responding to COVID-19*

When COVID-19 hit Sydney in March our dedicated staff unanimously made the decision to develop COVID-19 safe protocols and pivot to an outreach service delivery model. We wanted to ensure people in our community were supported through the crisis and that they had the resources and information they needed to survive and navigate this unprecedented event.

Initially we focused on providing food relief, phone support and public health information. Within only a few weeks, GYS had transformed into a massive food relief operation, with hundreds of kilos of food going out of our centre every week. As the pandemic unfolded, we trialled online youth groups, met clients one to one outside, and increasingly collaborated with local organisations and government stakeholders to ensure local multiagency response were coordinated and effective.

We held regular online meetings to plan responses and understand community needs as they emerged and evolved through the various phases of the pandemic. Our staff, students, volunteers and partner organisation have worked tirelessly through the pandemic and you can see the scale of our work in the service impact section of this report.

### *Seizing the opportunity: infrastructure improvements*

Recognising the opportunity presented by the forced COVID-19 closure of our centre, we set out to make some key infrastructure improvements. With the generous support of Broadway Shopping Centre Mirvac, we have installed **brand new toilets** – this is such a great outcome which would not have been possible without the support of the Broadway team. In addition, we now have a beautiful mural room, thanks to Aunty Kathryn and an amazing new music studio. We have partnered with **Share the Dignity** to install a 'Pink Box' in the women's toilet and we have applied for grants to make further building improvements next year.



### *The GYS Management Committee (GYS MC)*

We have an outstanding governance team well-led by our chairperson, Emily Whitehouse. The importance of an engaged skilled and diverse governance team cannot be overstated. Our effectiveness and sustainability are underpinned and overseen by a Management Committee and it has been such a privilege to work with a diverse wonderful group of people who are so engaged and give their skills, time and passion to support GYS and the Glebe community. I do want to thank and acknowledge Lindsay Ash. Lindsay has been on the GYS MC for the past few years and is a grant writer 'extraordinaire'. Lindsay has written numerous successful funding submissions enabling us to increase and diversify what we can offer our community. Lindsay is stepping down this year but will stay involved in a voluntary grant writing capacity. We love you Lindsay...thank you!!

### *Our Staff Team*

It is people that make GYS a success and it is such a privilege and honour to work with so many great people. Our core staff team - Christina Yeomans, Eloise Woods, Michael Coleman, Amy O'Neill, Habil Mawardi, Aiyana Tranter and Jeff Hockey have been absolutely fantastic. It is such a privilege and honour to work with a team that is so hardworking, committed and passionate. I would also like to thank and acknowledge the work of our wider staff team, our volunteers and our wonderful student interns – too many names to mention but suffice to say so many people have worked so hard this year.

### **Looking forward**

2020 has been tough but we are excited about the year ahead – hopefully COVID-19 numbers stay low and we can get back to more direct and in-person and centre-based community work. We have a number of programs and projects that we hope to roll out in the year ahead:

#### *Targeted Early Intervention (TEI): Department of Communities and Justice Funding*

The Department of Communities and Justice (DCJ) provides funding for GYS through their Targeted Early Intervention Program. This is a flexible funding program that enables a range of individual support options, group programs and community development activities. TEI is focused on delivering positive outcomes for vulnerable members of the community and has been several years in the making. GYS embraces TEI and will deliver a wide range of programs and services that support social connection, safety education, employment, and health and wellbeing in the year ahead. Special thanks to Cecily Currie-Nguyen, Michelle Erofeyeff, and Thi Tran from DCJ for their support and help in transitioning GYS to the new program.

#### *After Dark: City of Sydney Funding*

After Dark is a popular and well-loved program. After months of operating on an outreach model, we are soon to return to a COVID Safe centre-based program. We are currently working closely with the City of Sydney to ensure funding for future years. We want to take this opportunity to thank the Lord Mayor Clover Moore, Aliza Denenberg, and all the councillors from City of Sydney for their support.



*Youth Leaders: Youth Opportunities Program (DCJ) Funding*

Our Youth Leaders project aims to build on the success of our Aboriginal Youth Advisory Committee and work closely with a group of local young people to build their leadership skills, confidence and connect them with mentors, elders and other learning opportunities. COVID-19 restrictions led to the decision to pause this project, as it was heavily focused on face-to-face work. With restrictions continuing to ease and COVID-19 numbers and community transmission low, we are aiming to relaunch this project in the coming months.

*Community Engagement: National Indigenous Australian Agency Funding*

We are aiming to roll out a series of community engagement events focused on connecting with the wider Aboriginal and Torres Strait Islander community in Glebe. This work will focus on creative ways to safely bring members of the Aboriginal community together for yarns and to explore ideas and possibilities in the Glebe community.

*'Hip-Hop Gambling Stop: Office of Responsible Gaming Funding*

Our innovative gambling education and harm minimisation project is funded by the Office of Responsible Gaming. We had to pause in 2020 due to COVID-19, but aim to start early in the new year. This project will tackle the risks of gambling by creating Hip Hop tracks with young people that have youth friendly messages about the risks of gambling. Stay tuned - we hope to commence 'Hip Hop' Gambling Stop in Term 1, 2021.

*Food Relief and COVID-19 Resilience: City of Sydney Funding*

The City of Sydney has been a leader in government responses to Covid-19. One of their initiatives was to make available COVID-19 resilience grants to address the impacts of COVID-19 in our communities. GYS successfully applied for a grant to address food insecurity and coordinate local agency responses to COVID-19. This project will continue into early 2021, and GYS will be applying for further funding through City of Sydney's second round of COVID-19 Community grants in the coming months.

*NAIDOC Week: NSW Aboriginal Affairs Funding*

Due to COVID-19, NAIDOC was moved to November and we are excited to have secured a grant from Aboriginal Affairs NSW to create a community art project involving local young people. This art project was designed to be healing in bringing people to connect and create a beautiful mural that will be displayed at GYS.

*NSW Health-GYS Partnership: Funded by DCJ*

We are very excited to be launching a new project in partnership with Youth Block Health Service with the support of DCJ. This project will launch in 2021 and will involve working closely with NSW Health to create and support health access and health literacy for local young people and GYS staff. It will build worker and community knowledge of health services and see an increased presence of youth health workers at GYS and in Glebe.

Glebe Youth Service is in a strong position as we look forward to another year. We have grown and diversified our income; we have developed new partnerships and deepened our connections within



the local community. We have been affirmed by the value of work throughout this difficult pandemic. We thank you for being a part of the GYS family and I hope you will join us for more adventures in the year ahead.

**Keiran Kevans**

**Coordinator, Glebe Youth Service**





## Individual Program Reports

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### Aboriginal Youth Advisory Council Leaders Program

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Local young people, with the support of our Youth Worker, Aiyana Tranter, delivered two community initiatives this year. The first, a beautiful mural that was painted at Tranby College, and the second, a community Oztag and BBQ event at Wentworth Park. Throughout the year young people held regular meetings with Aiyana, learning leadership skills and growing their confidence in a forum where they had the opportunity to talk about the things that matter to them. We will be relaunching this program soon and building on the success of the program



#### ***Oztag & BBQ Day***

The Oztag event was attended by around 50 people of all ages and was supported by Glebe Police and the wider Glebe Community. It was really lovely to see the community come together and enjoy a BBQ in Wentworth Park – a big thanks to our future leaders and Aiyana Tranter for putting on such a wonderful day.

#### ***Tranby Mural***

The Tranby mural was led by local young person Michael Mondo. We received great support from Jacinta Bailey at Tranby and lots of local young people got involved and helped with the painting. It was really good to strengthen our connection with Tranby and for local young people to learn about what Tranby college does. These kind of community programs build life-long transferable skills such as team work, communication, logistics planning and community development and networking.



## After Dark Program

By Michael Coleman, After Dark Program Manager, Glebe Youth Service

After Dark is a weekend evening program delivered by Glebe Youth Service and funded by the City of Sydney. It has been operating continuously for over 15 years and is universally loved by many in the Glebe community. It aims to provide a safe place where young people can access youth workers, a healthy meal, learn skills and connect with their community. It operates on a Friday and Saturday evening and is staffed by a diverse and skilled team, including people from the local community.

Thanks to ongoing funding from the City of Sydney, After Dark catered for a total of 5,467 attendees in the 2019/20 financial year. The program delivered 78 skills workshops and a further 63 structured physical activities for a total of 1,841 participants and delivered major events for NAIDOC Week, Halloween and Christmas. The program also provided 279 occasions of formal advice to young people and made 87 referrals, with 79% of those referred engaging with the referral agency.

While After Dark's attendance and occasions of advice, support and referral have increased compared to last year, our activity numbers are slightly down. This is due to After Dark moving away from centre-based operations in mid-March due to the COVID-19 pandemic. The speed of the program's response to the outbreak of Coronavirus in Sydney highlights the agility of small community-based services, who can use their connection to the community to quickly assess changing needs and respond accordingly. In the period from the middle of March till the end of the financial year, After Dark delivered over 2,700 meals and relevant COVID-19 health information to 32 families in Glebe, while also assisting GYS' Food Circle program to deliver over 250 boxes of fresh fruit and vegetables.



After Dark has continued to work in partnership with a range of key organisations and businesses, including Colombo Social, WEAVE's Street Beat program, Leichhardt Police Area Command, Access Group Solutions, Charity Bounce, Glebe Tree House, and Mirvac. After Dark has also hosted a number of external organisations who delivered workshops and activities at the program – these organisations include Sydney Def Jam, NCIE's TATU program, Youth Block, Redfern Legal Centre, KARI Foundation and Tribal Warrior Aboriginal Corporation. These partners and external organisations add tremendous value to the program.

The main credit for the program's success must go to the After Dark team - Candace Dower, Michael Carr, Jeff Hockey, Habil Mawardi, Eloise Woods, Matt Paterson, Eli Roberts, Koorine Welsh, Sally Joas, Ray-Dean Bowden and Aiyana Tranter – who all 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 for the entire Glebe community.

## **Boyzone**

By Habil Mawardi, Youth Worker

Boyzone is our program which focuses on engaging with young at-risk males in the local Glebe area. It aims to provide support in goal setting, life skills, and encouraging physical and social well-being through positive mentoring.



Our 2019-2020 focus for Boyzone was educating the boys on the importance of living a healthy lifestyle. We talked to the attendees about how our physical health is linked to our mental health, and through boxing and cardio sessions made connections to allow for positive mentoring. These conversations led to incidental counselling which opened up avenues to do case work with a couple of the young men attending. The focus is providing a safe space where young men feel supported.

Staff changes saw us shifting our focus to a more intimate drop-in program for the boys, ensuring they still had a safe place with people to support them. Prior to COVID-19 an average of 4 boys would come to the sessions each week, where we covered sexual health, healthy lifestyle including cooking sessions, mental health, and guidance on being job ready.

As the pandemic hit, to ensure the safety of the community we were forced to close, but ensured we worked from home to keep connections with the boys in the group. I made sure I spoke with them to keep them not only engaged with a social worker but seeing what other help they might need. This led to helping some with access to technology to stay connected, emergency food deliveries, and checking that their home situation was safe.

I really look forward to starting Boyzone again this year. It has been a challenge to engage young at-risk males from the Glebe area without the face-to-face aspect. This program is so important to ensure they reach their full potential.



## **Food Circle Program**

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By Jennifer Norton

Glebe Youth Service's program Food Circle is a food relief program funded by The Star's Good Neighbour Plan. Food Circle aims to improve access to nutritious food and fresh produce for local families and young people who are experiencing food insecurity. The program involves the weekly provision of food bags to local families who have at least one person under 18-years old living with them, and to local young people under 24-years old living independently. As well as meeting the immediate needs of families, Food Circle has created a space for local young people and families to interact and develop relationships with GYS youth and family workers from whom they can seek advice, support and referrals, and, in some cases, provide a pathway to more intensive support. Food Circle has also created opportunities for the community to connect socially during weekly pick-ups and volunteering.

### **2019 – 2020: Before COVID-19**

From July 2019 to March 2020, Food Circle provided around 300kg of fresh fruit and vegetables and other staples to an average of 29 families each week. Approximately 70 families engaged with the program, including 25 new families. During this period, 18 families received additional support through Food Circle, including case coordination, support with Housing applications and Housing transfers, references for employment, financial assistance, and specific psychosocial support. Most of the additional support provided was around advocacy with Housing transfers and Housing maintenance issues. Another 12 families received supported referrals to other services, including dental services, counselling, parenting courses, employment and education pathways, and intensive case management. Many of the families and young people were also engaged with other GYS programs or were referred to GYS programs, namely Middle Ground, Boyzone and Girlzone.

We also saw Food Circle become integrated into the Glebe social services space with strengthened partnerships with other Glebe community services such as TreeHouse, Glebe Centipede, Glebe Assistance Partnership Program (GAPP), Mission Australia's Common Ground, and Anglicare. These partnerships provide an important link to parenting support, intensive family support and child protection, and promote a sense of community connection.

### **2020: During the COVID-19 lockdown**

At the start of Sydney's COVID-19 lockdown, GYS quickly pivoted and focused its service delivery to the food relief and outreach spaces. Food Circle was the starting point for an up-scaled food relief response by GYS, with Food Circle becoming integrated into the COVID-19 Food Relief program. The program ran three days a week, with staff and community volunteers delivering food bags to an average of 50 households per week.



The COVID-19 Food Relief program has been a great success, with Food Circle members stating that the program was a *“life saver for me and my family”*, particularly when families and young people were financially impacted by the pandemic. The community also reported feeling less isolated during lockdown and more connected to their community. The delivery of the food bags with staff engaging and ‘checking in’ with families on a weekly basis was significant in achieving these outcomes. One community member stated, *“Staff check up and ask how we are going and actually follow up on things talked about the week before and actually care about my wellbeing”*.

The up-scaled food relief response we provided would not have been possible without the generous tri-weekly donations of fresh produce from Harris Farm; and without GYS staff and community volunteers putting themselves on the frontlines during the peak of the COVID-19 pandemic to ensure local families and young people had continuing access to nutritious food and fresh produce.

### **Thank you to our supporters**

The Food Circle program would not be possible without the support of our generous community volunteers, our volunteer drivers, and university/TAFE placement students. GYS’s food relief response during the COVID-19 lockdown saw a significant increase in community volunteering, with 19 volunteers giving their time to help with packing and deliveries; and we give our thanks for their generosity and passion for community aid. We are also grateful for the ongoing donations from SecondBite, Gift of Bread, Harris Farm, OzHarvest, and Newington College.



## The year ahead

With the end of the COVID-19 lockdown and ongoing easing of COVID-19 restrictions, our pre-COVID-19 Food Circle will be back in operation – but with a renewed focus on COVID-19 recovery. From 01/06/2020 to 31/05/2021, Food Circle will be funded by the City of Sydney's Glebe COVID-19 Community Resilience grant. The funding will resource an up-scaled food relief program to address ongoing issues related to food security, and new issues related to food security the COVID-19 pandemic brought and continues to bring to us.

## Middle Ground

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By Habil Mawardi, Youth Worker

Middle Ground came about due to staff at GYS seeing a need in the community for a program focusing on the high number of pre-teens coming out of Glebe primary school. We saw a gap in support for that transition period between primary and high school, being a crucial time of transition in a young person's life. The youth of Glebe was showing a high number of disengagements with education, and GYS wanted to focus on this group to ensure stability and direction during this time of transition.

2019 - 2020 has seen great success in engaging at-risk young people to access Middle Ground and forge long term connections with the young people in the area. Vital partnerships were made with Glebe Primary School, Centipede, and the City of Sydney, meaning we were able to select 15 at risk young people to access the program. The focus was on not only providing a safe space and access to supportive youth workers, but allowing for connections to services, a space to teach important life skills, and the promotion of a healthy lifestyle.

Middle Ground ran for three days a week, Monday-Wednesday, with a different activity on each day. Monday was for swimming, Tuesday was for personal fitness, and Wednesday was a drop in at GYS. Swimming was a fantastic way to start the week off with something light and fun, and also a great way for the workers to get to know the young people that are participating in the program.

On Tuesdays we were lucky to have Dorian, a qualified personal trainer running the sessions who was amazing with the participants. Dorian introduced games and fun ways to encourage teamwork, while educating the children on physical health, mental health, and eating health foods. His engagement strategies were incredible to see and made the workers able to join in and begin to create a rapport with the children.

Wednesday drop-in at GYS was a great chance for structured activities, such as cooking workshops where the children learned to make pizzas, pancakes, and breakfast muffins. Other activities were basketball tournaments and really fun dance workshops.

With these amazing activities we were able to successfully engage the young people by starting to get to know them. We could then start to ask what they might need from us in terms of support or access.

I look forward to continuing to help run this program. The potential is limitless, and it is a great way for primary aged children to know the youth service. Connecting with these children before they turn 12 means we can create long term relationships, ensuring they know they have our support and a safe place to go, no matter what changes in their lives.



## Pathways

By Sally Newman and Les Palgan (teachers), and Gaibriella Larsson-Cain (SLSO)

The Glebe Pathways Project began operating at Glebe Youth Service (GYS) in October 2009 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.

It is an offsite classroom for Sydney Secondary College at Glebe Youth Service. 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 SSC Balmain Campus teaching and support staff, GYS personnel 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.

The program operates five days per week from 9am - 2pm for 7 young students aged 14-16 years who identify with the Glebe or wider College 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 that 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 funding by the Department of Education (DoE) supports: a full-time teacher; a part-time (0.4) teacher; and a full-time School Learning Support Officer (SLSO).

Students attending Glebe Pathways are increasingly engaged and motivated by the various programs and activities on offer. In 2020, four students enrolled 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 participated in work experience and learning opportunities which includes guidance in their career planning, support from careers advisors, as well as support from the wellbeing teams from across the College.

Future goals for the Glebe Pathways program include:

- Continued improvement in student attendance and engagement in 2021.
- Continued use of the 8 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 work experience to prepare students for post-school options.
- Increased engagement with community mentors and elders.

## **Teen Time**

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By Habil Mawardi, Youth Worker

Teen Time is a youth 'drop-in' program that runs each Monday afternoon, targeted towards 12-18 old's that live, work or play in the Glebe area. The program was created in response to young people expressing the wish for a safe space for them to access. The drop-in structure of this program allows for a relaxed atmosphere where young people can have their voices heard by our youth workers. The group helps inform and shape how GYS can deliver better programs that cater to the needs for the young people in Glebe.

The first half of the year the youth service provided a hip-hop skill workshop that collaborated with Heaps Decent and P Smurf. The workshops aimed to up-skill the young people and consisted of making beats on an AKAI MPC TOUCH with Heaps Decent, and writing creative lyrics on issues that are important to them with P Smurf.

Teen Time also delivered a job ready program which aimed to equip young people with necessary documentation and skills to enable them to get their first job. This includes resumes, tax file numbers, a driver's license, and bank accounts. We then look at next steps, for example, where to look for work, and connect young people to local employment opportunities. These workshops were also a great way to create a pathway into individual support in the form of case work, advice, referral, and advocacy.



When COVID-19 hit Sydney, Teen Time was forced to close for a few months. This was a real blow to local young people as well as staff as our main priority is to assist and support the young people of Glebe to reach their full potential.

As a GYS staff member who is also a community member, and a Team Leader on the After Dark program which moved to an outreach model, I was still able to communicate and support young people. The necessity to reopen Teen Time was a crucial message coming from local young people and was echoed throughout the community. It highlighted just how important providing a safe place was to our local community.

As it became safe to re-open, risk assessments and COVID-19 safety plans were put in place and Teen Time re-opened. We are back to providing a safe space for young people to access while also connecting them to other services. We are so happy to be back and assisting the community of Glebe in taking a step forward into reaching their full potential.

## Miscellaneous Project Reports

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### Music Studio

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We are delighted to let you know that our Music Studio has been reborn! Our previous studio had some great moments and produced some memorable music, but sadly the equipment had become



faulty and obsolete. Seizing the opportunity created by the COVID-19 lock-down and the work of some GYS fundraising partners we set-out to reboot the GYS music studio.



This project was only made possible by some dedicated and relentless fundraising from GYS champions **Peter Tuetenberg** and his friend **Steve Drissell** from **Staves Brewery**. They raised close to \$8,000 for the studio - thanks guys we couldn't have done it without you. Amazing result! GYS's Michael Coleman also deserves a special mention. Michael drove the project and was able to leverage his passion for music and his music industry connections to develop a number of industry partners who have all supported this project. These businesses include:

- **Technical Audio Group PTY LTD Australia**
- **Audio Technica Australia**
- **Mannys Music**
- **Store DJ**
- **Low Key Source**
- **Sydney Def Jam**

**GYS would like to thank and acknowledge these businesses for their support in making our new studio a reality.**



Music is such a great way to engage young people. It provides an opportunity to be creative, build their confidence, and tell their unique stories. It brings joy and connects people to each other and the wider community. The studio will create opportunities for local youth to learn technical skills and develop a wide range of 'soft-skills' that can be applied in any setting.

We can't wait till we start making music with the local community. We hope you will share our music studio journey in the years ahead!

## **New Toilets at GYS**

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For many years we felt that our public toilets really needed a face lift. We had applied for a grant to undertake this project, but sadly were unsuccessful.

Thankfully this is when **Broadway Shopping Centre** stepped in (see the photos below!) to assist us. Led by Justine Saltmarsh, Centre Manager, Mirvac Retail, they offered to help to deliver this project. Broadway has been a huge supporter of GYS and the Glebe community.

The scale of this project is huge, and we are so thankful of their generosity and willingness to support the Glebe community. We cannot thank them enough. Centre Manager Justine Saltmarsh said of the project:

***"We are really excited and proud to be delivering a much-needed refurbishment of the GYS bathrooms for the local community. We recognise the invaluable service GYS provides for the local community and we wanted to support this great work in a real and tangible way. The bathrooms were in real need of a makeover and with the support of our contractor partners we're looking forward to delivering these new facilities..."***

## **Share the Dignity**

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GYS has partnered with **Share the Dignity**, a charity focused on making a real difference to women doing it tough. We are proud to have a 'Pink Box Dignity Vending Machine' onsite.

The Pink Box is a vending machine that dispenses free packs of tampons and pads to anyone who needs them. It is restocked and supplied by generous Share the Dignity volunteers.

We think this is a great addition to our organisation. All women should have the right to access sanitary products no matter what their personal circumstances.

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## Mural Room

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GYS has a long, proud, and strong connection to the local Aboriginal community. We understand that we walk on Aboriginal land and that this entire continent Always Was and Always Will be Aboriginal Land. It is important to GYS that we continue to respect, honour and build our cultural connection to the local community and we are very privileged to have had **Aunty Kathryn Dodd-Farrawell** come in to help support this.

Aunty Kathryn worked with local children, young people and family members to create an amazing and wonderful artwork in our Teen Space. The mural honours local and national Aboriginal and Torres Strait Islander people and is a beacon of love, hope, resilience, respect and recognition. This room will be a special place for many years to come.







## The Glebe Youth Service Team

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

### MANAGEMENT COMMITTEE

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<ul style="list-style-type: none"><li>● Emily Whitehouse <b>Chairperson</b></li><li>● Michael Carroll <b>Treasurer</b></li><li>● Victoria Matthews <b>Secretary</b></li><li>● Julian Laurens <b>Deputy Chairperson</b></li></ul>	<ul style="list-style-type: none"><li>● Lindsay Ash</li><li>● Judy Vergison</li><li>● Dr Elizabeth Hindmarsh</li><li>● Jen Bailey</li><li>● Justine Saltmarsh - ex-officio (Mirvac)</li></ul>
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### GYS STAFF

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<ul style="list-style-type: none"><li>● <b>CEO / Coordinator</b> Keiran Kevans</li><li>● <b>Program Manager</b> Michael Coleman</li><li>● <b>Senior Youth and Family Early Intervention Worker</b> Amy O'Neill (parenting leave in 2019-2020)</li><li>● <b>Youth and Community Engagement</b> Aiyana Tranter</li></ul>	<ul style="list-style-type: none"><li>● <b>Youth and Family Early Intervention Worker</b> Eloise Woods</li><li>● <b>Youth Support / Early Intervention Worker</b> Habil Mawardi</li><li>● <b>Family Support and Food Relief Coordinator</b> Jennifer Norton</li><li>● <b>Centre Administrator</b> Christina Yeomans</li></ul>
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### SENIOR AFTER DARK STAFF

<ul style="list-style-type: none"><li>• Michael Carr</li><li>• Candace Dower</li><li>• Habil Mawardi</li></ul>	<ul style="list-style-type: none"><li>• Jeffrey Hockey</li><li>• Christine Gorman</li><li>• Eloise Woods</li></ul>
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### CASUAL STAFF

<ul style="list-style-type: none"><li>• Matthew Paterson</li><li>• Eli Roberts</li><li>• Ray Dean</li><li>• Jamie Cahill</li></ul>	<ul style="list-style-type: none"><li>• Kasumi Higewake</li><li>• Sally Joas</li><li>• Koorine Welsh</li><li>• Sarah Baskin</li></ul>
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### STUDENT INTERNSHIP

<ul style="list-style-type: none"><li>• Beatix Budai, Western Sydney University (WSU)</li><li>• Bridie Hilferty-Warren, WSU</li><li>• Leticia Kurowski, WSU</li><li>• Sayed Musavi, WSU</li><li>• Jamie Cahill, TAFE NSW</li></ul>	<ul style="list-style-type: none"><li>• Michael Sales, UNSW</li><li>• Molly Hodson, UNSW</li><li>• Jennifer Norton, UNSW</li><li>• Jenna Wood, Michigan State University</li><li>• Prashanti Chetri, WSU</li></ul>
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## VOLUNTEERS

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>● Georgia Waites</li><li>● Mihindo Sanjoy Yapandara</li><li>● Katie Rugasa</li><li>● Greg Day</li><li>● David Jones</li><li>● Anishma Regmi</li><li>● Leo Sullivan</li><li>● Daniel McBride</li><li>● Dick Grenlaw</li><li>● Jayme Makepeace</li><li>● Kate Wall</li><li>● Edwin Ho</li><li>● Pakjira Auboiron</li><li>● Melissa King</li><li>● Berivan</li><li>● Kelly McGrady</li><li>● Kylie Adams</li><li>● Kasumi Higewake</li><li>● Setyadi Wbisono</li><li>● Noel Bhattacharji</li></ul> | <ul style="list-style-type: none"><li>● Jake Sloane</li><li>● India Allen</li><li>● Michael Bartimote</li><li>● Isabella Bes</li><li>● Jonathon Brunner</li><li>● Jack Hartin</li><li>● Maddison Hompot</li><li>● Evie Hood</li><li>● Evan Jenkins</li><li>● Olivia King Arnov</li><li>● Lynette Milton</li><li>● Nikhil Patil</li><li>● Victoria Matthews</li><li>● Selina Kwarteng</li><li>● Rebecca Goldstein</li><li>● Louisa Pauthenet</li><li>● Phillipa Penning</li><li>● Emma O’Sullivan</li><li>● Kasper Ewenson</li><li>● Jada Whyman</li></ul> |
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## Financial Report 2019 - 2020

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### GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

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

#### Report on the audit of the financial report

##### Audit Opinion

We have audited the accompanying financial report, being a special purpose financial report, of GLEBE YOUTH SERVICE INC. (the association), which comprises the balance sheet as at 30 June 2020, the income statement, and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee. 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 its members.

In our opinion, the accompanying financial report of the association for the year ended 30 June 2020 is prepared, in all material respects, in accordance with the Associations Incorporation Act 2009.

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 2020 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 of the financial statements.

##### Basis of opinion

We have conducted our audit 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. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial report section of our report.

We are independent of the association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### Emphasis of matter - basis of accounting

We draw attention to note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in 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 it was prepared. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the association and should not be distributed to or used by parties other than the association. Our opinion is not modified in respect



**GLEBE YOUTH SERVICE INC.**

**ABN: 34 929 502 199**

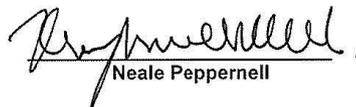
**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ASSOCIATION, GLEBE YOUTH SERVICE INC.**

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

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

**Name of Firm:** Peppernell Consulting

**Name of Director:**

  
Neale Peppernell

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

**Dated:** 6/11/20

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

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

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

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



GLEBE YOUTH SERVICE INC.  
ABN: 34 929 502 199  
BALANCE SHEET  
FOR THE YEAR ENDED 30 JUNE 2020

	<i>Note</i>	<b>2020</b> \$	<b>2019</b> \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	294,358	208,379
Trade and other receivables	4	3,403	3,029
<b>TOTAL CURRENT ASSETS</b>		<u>297,761</u>	<u>211,408</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	-	717
<b>TOTAL NON-CURRENT ASSETS</b>		<u>-</u>	<u>717</u>
<b>TOTAL ASSETS</b>		<u>297,761</u>	<u>212,124</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	5,343	15,520
Provisions	7	59,678	56,781
Other current liabilities	8	122,640	92,476
<b>TOTAL CURRENT LIABILITIES</b>		<u>187,661</u>	<u>164,778</u>
<b>TOTAL LIABILITIES</b>		<u>187,661</u>	<u>164,778</u>
<b>NET ASSETS</b>		<u>110,100</u>	<u>47,346</u>
<b>MEMBERS' FUNDS</b>			
Retained earnings		110,100	47,346
<b>TOTAL MEMBERS' FUNDS</b>		<u>110,100</u>	<u>47,346</u>

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



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

2020  
\$

**01 - DEPARTMENT OF FAMILY & COMMUNITY SERVICES**

**INCOME**

SACS ERO	20,916
Dept of Communities & Justice	289,595
Interest	277
Total Income	310,788

**EXPENDITURE**

Wages - Core	172,996
Wages - Casual	32,418
Annual Leave Provision	354
Superannuation	21,289
Workers' Compensation	4,042
Leave Loading	3,169
Long Service Leave Provision	7,364
GYS Parenting Leave	4,637
Recruitment	415
Administration Program	52,480
	11,598

Total Expenses 310,762

Project Surplus/ (Deficit) 26

**02 - CITY OF SYDNEY**

**INCOME**

City of Sydney	235,384
Total Income	235,384

**EXPENDITURE**

Wages - Core	148,121
Wages - Casual	25,512
Annual Leave Provision	(4,348)
Superannuation	14,755
Leave Loading	2,060
Long Service Leave Provision	7,877
Administration Program	30,430
	10,977

Total Expenses 235,384

Project Surplus/(Deficit) 0

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



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020
	\$
<b><u>04- GYS</u></b>	
<b><u>INCOME</u></b>	
Donations	14,067
Interest Income	2,108
Sundry Income	1,056
Total Income	<u>17,231</u>
<b><u>EXPENDITURE</u></b>	
Wages - Core	3,761
Wages – Casual	215
Administration	650
Bank Charges	49
Total Expenses	<u>4,675</u>
Project Surplus/(Deficit)	<u><u>12,556</u></u>
<b><u>40 - NAIDOC WEEKS</u></b>	
<b><u>INCOME</u></b>	
Project Funds	1,577
Total Income	<u>1,577</u>
<b><u>EXPENDITURE</u></b>	
Wages – Casual	1,440
Superannuation	137
Total Expenses	<u>1,577</u>
Project Surplus/(Deficit)	<u><u>0</u></u>
<b><u>47 – GOV PARENTAL LEAVE</u></b>	
<b><u>INCOME</u></b>	
Centrelink	13,331
<b><u>EXPENDITURE</u></b>	
Parental Leave – Gov	13,331
Total Expenses	<u>13,331</u>
Project Surplus/(Deficit)	<u><u>0</u></u>

The accompanying notes do not form part of these financial statements and have not been audited.  
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GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199  
**INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$
<b><u>50 - GLEBE COLLECTIVE IMPACT</u></b>	
<b><u>INCOME</u></b>	
Glebe Collective Impact Leader	4,508
Total Income	<u>4,508</u>
<b><u>EXPENDITURE</u></b>	
Glebe Leadership Expense	4,508
Total Expenses	<u>4,508</u>
Project Surplus/(Deficit)	<u><u>0</u></u>
<b><u>51 - FOOD CIRCLE – STAR CITY</u></b>	
<b><u>INCOME</u></b>	
Star City	20,264
Sundry Income	2,666
Total Income	<u>22,930</u>
<b><u>EXPENDITURE</u></b>	
Wages - Casual	14,555
Superannuation	1,808
Administration	1,180
Program	5,336
Total Expenses	<u>22,879</u>
Project Surplus/(Deficit)	<u><u>51</u></u>
<b><u>54 - COMBANK GRANT</u></b>	
<b><u>INCOME</u></b>	
Commonwealth Bank Grant	315
Total Income	<u>314</u>
<b><u>EXPENDITURE</u></b>	
Workers Compensation	145
Insurance	170
Total Expenses	<u>315</u>
Project Surplus/(Deficit)	<u><u>0</u></u>

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



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020
	\$
<b><u>55 - FEE FOR SERVICE</u></b>	
<b><u>INCOME</u></b>	
Dept of Communities & Justice	35,397
Total Income	35,397
<b><u>EXPENDITURE</u></b>	
Wages - Core	27,888
Annual Leave Provision	1,950
Superannuation	2,632
Leave Loading	88
Workers Compensation	500
Administration Program	1899
	440
Total Expenses	35,397
Project Surplus/(Deficit)	0
<b><u>56 – RSL CLUB</u></b>	
<b><u>INCOME</u></b>	
FACS	295
Total Income	294
<b><u>EXPENDITURE</u></b>	
Wages - Core	108
Workers Compensation	87
Insurance	100
Total Expenses	295
Project Surplus/(Deficit)	0
<b><u>57 - YOTS</u></b>	
<b><u>INCOME</u></b>	
YOTS	33
Total Income	33
<b><u>EXPENDITURE</u></b>	
Workers Compensation	33
Total Expenses	33
Project Surplus/(Deficit)	0

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



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$
<b><u>59 - IT PROJECT</u></b>	
<b><u>INCOME</u></b>	
Community Building Partnership	3,521
Total Income	<u>3,521</u>
<b><u>EXPENDITURE</u></b>	
Repairs/Maintenance	2,662
Furniture	859
Total Expenses	<u>3,521</u>
Project Surplus/(Deficit)	<u><u>0</u></u>
<b><u>60 - YOUTH OPPORTUNITIES</u></b>	
<b><u>INCOME</u></b>	
Youth Oportunities	16,919
Total Income	<u>16,918</u>
<b><u>EXPENDITURE</u></b>	
Wages - Core	3,715
Wages – Casual	6,048
Superannuation	789
Workers Compensation	286
Insurance	300
Administration	829
Program	2,291
AYAC No 2 Youth Leaders	610
Facilitator Expenses – Mentor	1,940
Total Expenses	<u>16,808</u>
Project Surplus/(Deficit)	<u><u>111</u></u>

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

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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020
	\$
<u>61 - NIAA</u>	
<b>INCOME</b>	
Project Funds	-23,653
Glebe Connected IES	30,000
Interest	157
	<hr/>
Total Income	6,504
<b>EXPENDITURE</b>	
Wages - Core	3,470
Wages - Casual	543
Superannuation	263
Workers Compensation	107
Administration	1,520
Program	501
AYAC No 2 Youth Leaders	100
	<hr/>
Total Expenses	6,504
	<hr/>
Project Surplus/(Deficit)	0
	<hr/> <hr/>
<u>62 - CLUB NSW 2019</u>	
<b>INCOME</b>	
Club NSW	10,000
	<hr/>
Total Income	10,000
<b>EXPENDITURE</b>	
Wages - Core	1,982
Wages - Casual	6,637
Superannuation	572
Program Travel	800
	<hr/>
Total Expenses	9,991
	<hr/>
Project Surplus/(Deficit)	9
	<hr/> <hr/>

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



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

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020
	\$
<b><u>63 – PROJECT MANAGEMENT FEE</u></b>	
<b>INCOME</b>	
Project Management Fee	17,283
Total Income	<u>17,283</u>
<b>EXPENDITURE</b>	
Wages - Core	8,420
Wages – Casual	7,858
Superannuation	1,005
Total Expenses	<u>17,283</u>
Project Surplus/(Deficit)	<u><u>0</u></u>
<b><u>64 – ABORIGINAL YOUTH LEADER NO. 2</u></b>	
<b>INCOME</b>	
Dept of Communities & Justice	-36,838
Youth Opportunities/Aboriginal	40,168
Total Income	<u>3,330</u>
<b>EXPENDITURE</b>	
Wages – Casual	3,048
Superannuation	282
Total Expenses	<u>3,330</u>
Project Surplus/(Deficit)	<u><u>0</u></u>

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



GLEBE YOUTH SERVICE INC.  
A.B.N. 34 929 502 199  
INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$
<b><u>67 – GLEBE FOOD RELIEF</u></b>	
<b><u>INCOME</u></b>	
Donations	2,856
Total Income	2,856
<b><u>EXPENDITURE</u></b>	
Wages - Core	932
Wages – Casual	130
Administration	1,626
Program Travel	168
Total Expenses	2,856
Project Surplus/(Deficit)	0
<b><u>68 – SUPPORTING AT RISK YOUTH</u></b>	
<b><u>INCOME</u></b>	
Donations	26
Total Income	26
<b><u>EXPENDITURE</u></b>	
Bank fees	26
Total Expenses	26
Project Surplus/(Deficit)	0
<b><u>73 – ATO CASHFLOW BOOST</u></b>	
<b><u>INCOME</u></b>	
ATO Cashflow Boost	50,000
Total Income	50,000
Project Surplus/(Deficit)	50,000

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