

**GLEBE YOUTH SERVICE**

**ANNUAL REPORT**

**2016 – 2017**





**Glebe Youth Service**

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Saturday 7:30pm -11:30pm

***Visit us on Facebook:***

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

## **Farewelling Hilary Chesworth**

### **Glebe Youth Service Management Committee Treasurer**

Our Honourable Treasurer, Hilary Chesworth, has been on the GYS Management Committee for the past twelve years. Sadly, she is now moving on. She is much respected and has been a highly skilled and stable hand on our financial tiller. Hilary is a role model of integrity and good governance as well as a wonderful supportive mentor to the GYS Coordinator and to Christina Yeomans our financial administrator.

Hilary has helped GYS navigate through tough times and move us into a strong financial position with rigorous financial management processes and reporting mechanisms. She has developed numerous policies, contributed to countless grant applications and shouldered the burden of taking Management Committee minutes (in short hand) on numerous occasions. On top of this she has been wonderful at recruiting new talent to the GYS Management Committee.

Having supported the organisation for such a long time, Hilary Chesworth will always be a much loved and appreciated part of the GYS family. She will be sadly missed but goes with our deepest gratitude and very best wishes. Thank you from all the staff and Management Committee.





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## ABOUT US

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

### Our Purpose

To develop in young people a sense of dignity and personal responsibility so they may achieve their goals and contribute positively to their community.

### Our Objectives

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

### Our Approach

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

### In Practice

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

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

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

Despite the challenges faced by many in the Glebe community, Glebe is characterised by a rich and vibrant social fabric. We see on a daily basis the strength, humour, loyalty, creativity and resilience that exists in the people and the community has a whole. We are privileged to work alongside such people and participate in the many and varied activities that contribute to Glebe's unique character.





## GLEBE YOUTH SERVICE STRATEGIC PLAN OVERVIEW REPORT

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

During 2017 GYS staff and the Management Committee have come together to review our practice and programs to re-evaluate how we work to achieve the best outcomes for our young people, while meeting the requirements of our funding bodies.

Our new strategy is not fundamentally different, and the final plan is still developing and will be reviewed as we move forward. We have sharpened our focus on our key stakeholders – the young people in our community.

**Our Vision** - Young people in Glebe achieve their potential

**Our Purpose** - We support and advocate for young people and their families

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

### OUR BIG GOALS

Young people are:

***Healthy, safe, skilled and confident***

- ✓ Young people take positive action to support their own well-being.
- ✓ Community and services are available and accessible for young people.
- ✓ Young people have access to more safe places.
- ✓ Young people know when they need help and where to go.
- ✓ Young people have the life-skills and confidence to make healthy choices.

***Connected to opportunities***

- ✓ More young people complete Year 12.
- ✓ Young people have access to employment opportunities.
- ✓ Families support young people to take opportunities.

***Connected to communities***

- ✓ Young people feel a part of and want to contribute to their community.
- ✓ Young people have positive and diverse relationships with people, places and spaces in the community.

## KEY ACTIVITIES FOR 2018 -2020

- Enhance our focus on outcomes through a review of programs and measures of success;
- Deliver a positive FaCS TEI funding reform outcome for Glebe and GYS;
- Informed by research and feedback, review and develop our policy and practice framework;
- Develop a strong and coherent brand and associated marketing and communications strategy, including a clearly articulated 'value proposition';
- Develop a fundraising strategy that identifies alternative feasible income sources;
- Develop and implement a plan for undertaking community consultation in order to understand how GYS can better service young people in Glebe;
- Ensure GYS develops towards being a service hub in Glebe;
- Consolidate and develop partnerships to deliver better service outcomes.

## COMMENTS FROM OUR SUPPORTERS

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‘The Glebe Youth Service has been providing vital support services and programs for local young people, particularly those that are at-risk or from disadvantaged backgrounds, for over 30 years. They have been particularly successful in running programs that fill the gap for at risk Aboriginal young people in our community who sometimes struggle to transition to independent adulthood’.

**Jamie Parker MP**  
**Member for Balmain**

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‘We are aware of the value the program delivers to the Glebe community and of the important role GYS plays in the lives of vulnerable young people living in Glebe’.

**Ally de Pree**  
**Glebe Community Development Project**

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‘We consider our partnership with the Glebe Youth Service to be of central significance when considering the through care of the children of Glebe’.

**Kate Brennan**  
**Glebe Treehouse**

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‘We are aware of the value GYS Programs deliver to the Glebe community and of the important role GYS plays in the lives of vulnerable people living in Glebe’.

**Vicki Pogulis**  
**Principal – Glebe Public School**

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‘GYS is a precious part of the network of services collaboratively working to care for an support at risk children and their families around Glebe’.

**Darcy Vaughan**  
**Glebe Assistance Partnership Program Director**  
**St Johns Anglican Church Glebe**

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‘Leichhardt Local Area Command is aware of the value that GYS delivers to the Glebe community and of the important role they play in the lives of vulnerable people living in Glebe’.

**D J Spooner**  
**Commander**  
**Leichhardt Local Area Command – NSW Police Force**

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'I've worked with Glebe Youth Service as long as I have been the Federal Member for Sydney and as the Federal representative I've seen a lot of changes in Glebe. Many of these improvements are due to the Glebe Youth Service. While the Service's main objective is to support young people, they know to do this they needed to develop strong working relationships with government agencies, community groups and the Glebe community as a whole. They have done this and continue to do so and we see the benefits of this for our young people. Keiran and the staff and volunteers, along with the board members must be thanked and congratulated for their tireless work and dedication in continuing to provide an immensely valuable, life changing and at times life-saving service to the young people of Glebe and to the Glebe community.'

**Hon. Tanya Plibersek MP**  
**Member for Sydney, NSW**

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*Thank you all :)*



## SERVICE IMPACT OVERVIEW

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In the 2016-2017 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 and case studies give specific details, the following is a brief snap-shot:

### Skilled & Confident

- ✓ **76 high school students** received help with their education by attending our **Homework Club** at Balmain High School.
- ✓ **50 year 10 students** have **qualifications in Barista and Safe Food Handling** and learned **complementary job skills** such as marketing, team work, cash handling, WHS and customer service.
- ✓ **6 young people** have skills and knowledge in the hair, beauty and makeup industry after attending a 6 week training course at the **Australasian Beauty College**.
- ✓ **8 Parents** shared their knowledge and learnt about food, nutrition and healthy cooking at our **Foodmate Workshops**.
- ✓ **12 teens** learnt circus skills and improved their fitness through our **Circus** program.

### Safe, Healthy - Connected to Opportunity

- ✓ **10 teenage males** attended our boys only life skills program – ‘**Boyzone**’.
- ✓ **38 young women** attended our girls only life skills program – ‘**Girlzone**’.
- ✓ **89 9-13 year old's connected with GYS** and learnt new skills at the **Middle Ground Program**.
- ✓ **6 teens** learnt to surf, read a beach and survive in the water.
- ✓ **33 young women** worked on their health and fitness through our **Girls Who Box** program.
- ✓ **43 young people** played improved their fitness and connected with youth workers and were offered support to get their first job at our **Hoops** program.

### Safe, Healthy - Connected Community

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

### Case Management & Advice, Referral & Support

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

## COMPLEX CASE WORK: Some Case Studies

By Emma Agostino, Senior Youth Worker, Glebe Youth Service

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

### CASE STUDY #1:

A community member contacts GYS coordinator Keiran Kevans, asking for support of their nephew who has recently been charged with an offense. The family is in crisis as the young person is at risk of homelessness due to the incident that has occurred. The community member has known Keiran for many years and explains the trust they have in Keiran to support them in this matter. Keiran gathers relevant information and refers the matter to the GYS caseworker. The GYS caseworker gets to work on coordinating the relevant services involved, mainly the local police and young person's high school. All information is relayed to the young person and their family as it is received. Over the course of 3 months, across multiple phone conversations, text messages and face to face meetings, the caseworker assists the young person with the initial crisis through to developing a case plan according to the young person's needs and goals. During this time, the young person has returned to the family home, resolved their court matter, participated in family mediation and addressed urgent health matters. The role of the GYS caseworker moving forward is to refer the young person to the relevant services that will assist the young person to achieve their goal of completing school, address their mental health issues and feel better connected to the community around them.

GYS has cemented itself in the Glebe community as a place of trust and support and this is evident in the number of referrals we get direct from the community itself.

### CASE STUDY #2:

A local TAFE student calls Glebe Youth Service on a Friday afternoon; they are recently homeless for the first time and not sure what to do. GYS caseworker directs the young person to an online resource called 'Youthpoint'. The caseworker spends time talking to the young person, checking their safety, enquiring about how they're feeling. Over the phone, they go through a plan of who to call when they're feeling low, who to call when they're looking for accommodation and where to go if they need a feed over the weekend. Before the young person hangs up, the caseworker reminds the young person to be kind to themselves, be patient and use all the resources available to them. The following week, the young person arrives at GYS asking to meet the caseworker they spoke to. They ask for assistance in finding stable accommodation. GYS supports the young person to purchase warm clothes and food then refers the young person to Launchpad, a specialist youth homelessness service who can assist in securing longer term accommodation and case management support.

Due to the close proximity to Sydney CBD, Universities and TAFE, it's not uncommon for GYS to manage these types of cases. The knowledge and sensitivity of GYS youth workers support a young person when they feel like there's nowhere else to turn. In a short phone call a young person

transforms from feeling alone and unsupported to walking away with a plan and actions to take to help themselves manage their own crisis.

### **CASE STUDY #3:**

A young teenage woman begins to attend the weekly Hoops program and not long after, is a participant at other GYS programs held through-out the school term. Hoops is a partnership program coordinated by youth workers from GYS, City of Sydney and Charity Bounce. It becomes apparent to staff working with the young woman that she has significant skill and passion for basketball. During Hoops, the youth workers establish a number of needs and goals that the young person (YP) would like to achieve. The young woman expresses her long-term goal of pursuing a career in basketball. She also shares her medium-term goal of completing high school and establishing her financial independence. The young woman asks for assistance in achieving these goals. The youth workers delegate tasks between themselves to assist the YP. GYS was able to assist the YP with applying for brokerage to purchase new sporting equipment as well as assist the YP to attend basketball competitions through-out the year. Charity Bounce specialises in working with young job seekers and was therefore able to assist the YP to complete their first resume during their attendance at another GYS program. With the assistance of her local youth workers, she is now a member of a local basketball team competing in regional competitions. She is in the process of applying for scholarships to local sporting high schools and is actively looking for casual employment. The youth workers continue to support the young woman in an informal casework role, delegating tasks according to the skills and capacity of the service that they belong to.

This case study represents the value of service collaboration through youth programs – it leads to more opportunities for individualised casework support that produce significant outcomes in a short space of time.

## 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.

- AIME
- Balmain & Glebe PCYC
- Broadway Mirvac
- Charles Sturt University
- City of Sydney
- Connecting Up
- F45 Glebe
- Family and Community Services NSW
- First Church of Christ, Scientist
- Foodbank
- Gilbert +Tobin Lawyers
- Glebe Area Tenants Group - Kerry Bartholomew & Maree White
- Glebe Chamber of Commerce
- Glebe Community Development Project
- Glebe Public School
- Glebe Treehouse
- Hands Off Glebe
- Hon Member for Sydney, Tanya Plibersek
- Housing NSW
- Jobs Australia
- Middle Ground, City of Sydney
- Member for Balmain, Mr Jamie Parker MP
- NSW Land and Housing Corporation (LAHC)
- NSW Police Force – Leichhardt Local Area Command
- OzHarvest
- Peppernell Consulting
- Phillip Anderson
- Reconnect Inner City
- Save The Children Australia
- Streetsmart
- Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools
- The Glebe Community Opshop
- The Glebe Society
- University of NSW
- University of Sydney
- University of Technology, Sydney
- Weave Youth and Community Services
- Western Sydney University
- Youth Action

## GYS MANAGEMENT COMMITTEE CHAIR REPORT

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

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

2017 has been another busy year which has seen Glebe Youth Service (GYS) continue to play an important role in the life of the Glebe community. Located centrally in the Glebe social housing estate, and offering a focal point for the local community, GYS provides a range of activities to support our vision and achieve our goals. GYS has worked in Glebe for almost 40 years and has a track record of partnership, persistence and community connection.

As well as our “core” work of weekly programs for young people, and After Dark activities on Friday and Saturday, GYS works closely with other local organisations – e.g. Glebe United, Forest Lodge and Glebe Group (FLAG), Coalition of Glebe Groups (COGG), Glebe Collective Impact, City of Sydney, Glebe Community Development Project, Neighbourhood Advisory Board and Police community initiatives – to help to work towards a “whole of community” approach to important local issues.

Our small core team, working with our casual staff and volunteers, our partner organisations, and with the support of our principal funders FaCS and CoS and our network of supporters, have achieved significant results this year, as set out in the rest of this Annual Report.

On behalf of the Management Committee I would like to acknowledge their hard work and dedication, and their efforts to improve the lives of the young people who we support. We acknowledge the support from government – local, state and federal – not only with our core funding, but the personal assistance and encouragement from state and federal MPs, and local councilors.

In 2017 the GYS Management Committee has developed our governance and management structure with the formation of a number of subcommittees, further policy development and a strategic review.

My sincere thanks go to my volunteer colleagues on the Committee – Emily D’Ath (resigned August 2017 to move to Canberra), Emily Whitehouse, Julian Laurens, Mitra Gusheh, Lindsay Ash, Patrick Cunningham, Victoria Matthews, and Deputy Chair Anna Powell, who is stepping down this year in advance of family relocation to Melbourne.

In particular I must give a special mention to our long-standing Treasurer Hilary Chesworth who leaves the Management Committee after 12 years of sterling service, the last 10 as Treasurer. The Management Committee have been able to confidently rely on Hilary not only for her financial and governance skills, but the practical experience she brings from her many years with GYS and in the community legal sector.

Looking ahead we welcome the challenges and opportunities of the FaCS TEI reforms, developing our After Dark program with City of Sydney, and broadening our horizon and ambitions in terms of funding and services.

The Management Committee is grateful to all those who have helped in the work of Glebe Youth Service this year. We thank you for your efforts to improve the lives of the young people we serve, their families, and the Glebe community.

**Greg Dwyer**

**Chair, Glebe Youth Service Management Committee**

## GYS COORDINATOR REPORT

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Firstly, I would like 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 Family and Community Services.

As I reflect and write, and rewrite, I realise just how challenging it is to condense a year's work into a few pages. There are so many people and partners to acknowledge, achievements to celebrate and challenges to share. It is simply not possible to cover everything, so this year I am going to focus on four key areas: our work; our people; our partners; and our community.

### *Our Work*

We are very proud of what we have achieved this year. We have delivered a wide range of programs to many children, teenagers and families and played a leadership role in a number of community and sector initiatives. Our work is focused on supporting people to be healthy, connected, safe, confident and skilled. We do this in a number of ways: soft-entry & engagement focused activities; targeted skill and knowledge groups; and targeted individual support including case management, advice, referral and advocacy. Our 35 years of experience demonstrate that building trust, developing rapport and creating a sense of safety underpin our practice and are central to our success and. For this reason, our service model can be simply understood in terms of three key activity areas: group programs; individual support; and collaboration.

Our work is often only effective because of the work of our partner agencies and these stakeholders are recognised as crucial to our success. We continue to participate and lead a number of partnerships and community development projects, building momentum around increased collaborative practice, service coordination and collective impact. We are excited to be working with FaCS in the co-design and local planning of the new Targeted Early Intervention Program (TEIP). In the coming year will be looking to sharpen the focus of each of our activity areas to ensure maximum social impact in our community.

### *Our People*

We have amazing skilled, passionate, committed and caring people on our governance team. Our chairperson Greg Dwyer has been outstanding in providing stable, supportive and inclusive leadership. Our secretary, Victoria Matthews works tirelessly to document our meetings and regularly volunteers her time to cook exciting and healthy meals for the community and is also our freelancing web designer. I want to thank Anna Powell, our Deputy Chairperson, who has kick-started the development of a new strategic plan, the completion of which will be driven by the skilled and knowledgeable Mitra Gusheh. I also want to thank and acknowledge Emily Whitehouse on policy development; Patrick Cunningham, fundraising and research; Julian Laurens publishing; Emily D'Ath on our communications strategy, and Lindsay Ash who has been working hard behind the scenes writing grants and funding submissions.

Our staff team deserve recognition. Amy O'Neill won NSW Youth Worker of the year in 2016 for her work in the community and with at-risk young women. Amy is currently on maternity leave and her

position is being admirably filled by Emma Agostino. Habil Mawardi is going great guns working with at-risk teenagers. Michael Coleman was the After Dark Program Manager we were looking for and he has cemented himself into the organisation with his passion, performance, hard work and commitment. My long-standing colleague Christina Yeomans manages our finances with a sharp attention to detail. Jeff, Candace, Christine, Matt and Michael Carr are our stalwarts at After Dark with decades of experience between them. Katie Lay has taken the reigns of the Homework program and is doing a fabulous job. To our staff, thank you. Your commitment, skills and knowledge are essential to our success.

### *Our Partners*

Partnerships and collaboration are crucial to our effectiveness and while we explore some of our key partners in greater detail in a later section, I do want to briefly acknowledge a few people and organisations. Glebe is very fortunate to have two incredibly committed, caring and collaboration orientated NSW Police Youth Liaison Officers in John Brettle and Renee Fortuna. Their work in delivering programs and providing community leadership is outstanding. Meriani Cooke from City of Sydney is staunchly committed to Glebe and young people. Her work as a youth worker and advocate should be widely recognised and appreciated. Isabel and Kate from Treehouse are both stellar stalwarts of the Glebe community - so too, Ally and Ange from the Glebe Community Development Project. Vic at Centipede is wonderful as is Vicki Pogulis at Glebe Public School - sadly for Glebe, Vicki is retiring. Her work with GYS and personal support will be missed, and we wish her the very best. We recognise and are appreciative of the continued support of our local, state and Federal elected representatives. Councillor Jess Scully from City of Sydney, Jamie Parker the member for Balmain and the Hon Tanya Plibersek member for Sydney, their support in championing our work is valued.

### *Our Community*

Glebe is a wonderful place. Glebe is a place where resilience, strength and community spirit co-exist with wealth and a high concentration of social disadvantage. For some in Glebe things are pretty good. For others the opposite could be said. These factors present opportunities and challenges. It is important we take a strengths based approach to our work but at the same time have the hard conversations about domestic and family violence, family breakdown, poverty, addiction, food insecurity, child neglect, education and employment. We must recognise and challenge the role of systemic barriers in our institutions; we must continue to find ways to support and work with Aboriginal and Torres Strait Islander peoples, recognising the impacts of genocidal colonisation and ongoing social and systemic racism. GYS is well situated historically and geographically to remain a key community service hub working with the Glebe community. We know the year ahead will be challenging and we will need your support.

**Keiran Kevans**

**Coordinator, Glebe Youth Service**



## EVENT CASE STUDY: NAIDOC Week Corroboree Night

By Glebe Youth Service

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

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

This year Corroboree night saw over 200 attendees, a large and diverse crowd, brought together through wide advertising of the event via the City of Sydney website and a flyer drop.



The evening commenced with a smoking ceremony and acknowledgement of country by Uncle Graham. This was followed by an interactive performance of traditional Aboriginal dance by Uncle Terry. The entertainment for the night was wrapped up with a musical performance from a series of

young indigenous MCs who use Hip Hop as a modern form of cultural expression. This gave Corroboree Night a particular youth focus distinct from other NAIDOC Week events in Glebe.

On the night After Dark staff also provided healthy and culturally appropriate food, such as Kangaroo stew and Johnny Cakes.

The diverse attendance on the night helped to build a stronger and more connected Glebe community, with a greater appreciation of Aboriginal culture. The event also assisted in the development of a sense of identity and belonging for our local Indigenous young people.

The After Dark program looks forward to working with the Glebe NAIDOC Committee for many more years to come, providing a safe, accessible and inclusive environment to celebrate the oldest living culture in the world.



## AN OVERVIEW OF PARTNERSHIPS AND COLLABORATION

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By Kerian Kevans, Coordinator, Glebe Youth Service

The nature of our work demands close collaboration with a wide range of organisations. Children and families have many community and social connections. To work effectively and deliver positive outcomes it is crucial that GYS also develops and maintains a wide network of partners and collaborators. GYS is proud of our ability to work in and develop effective service delivery partnerships. Over the past year many of our long-standing partnerships have been strengthened and we have been able to develop a few new ones. What follows below is just a brief mention of our partners and the work we have undertaken together.

### *City of Sydney*

One of our long-standing partners, the focus of which has centred on the delivery of gender targeted programming for at-risk local teens. We also work together on events such as White Ribbon Day and the children's Christmas party. We are pleased to see the Middle Ground initiative that was driven by GYS, Treehouse and Centipede continue over the past year. This partnership program has been instrumental in improving access to services for children aged 9-13 year. We would like to thank Mereani and Jono for their work.

### *Sydney Secondary College*

Being the destination high school for so many local young people it is important that work closely with our local high school campuses at Balmain, Leichhardt and Blackwattle. The Pathways Education project based at GYS has been the long standing 'flagship' of our work with Sydney Secondary College (SSC). In the past few years we have been increasing our presence at the Balmain and Leichhardt campuses, running programs in those schools and working with teaching staff to identify at risk young people for some of our off-campus programming. Our on-campus programming in the past year has included a bicycle safety and maintenance program, homework help, hair beauty and makeup training, and the barista program.

### *Enactus*

Their work on our barista and pop-up program has been wonderful. They developed a one-day workshop on marketing and customer service skills that is age appropriate for year 9 and 10 students. This program has become a regular feature and we are looking to continue this program in the coming year.

### *Police*

Glebe is very fortunate to have two outstanding youth liaison officers in John Brettle and Renee Fortuna. The support and leadership in the Glebe community is to be commended. Girls who Box has been a great partnership and is really delivering great results.

### *Save the Children Australia*

The Save the Children Mobile Youth Van has been a long-standing feature at Friday nights After Dark Program. Unfortunately, they have had a shift in priorities and will no longer be a weekly feature at After Dark. They have however agreed to come four times a year. It is great that the mobile youth van provides an opportunity for young people to access technology and digital skills.

*University of Technology, Sydney*

UTS have a program that recruits, trains and pays university students to tutor high school students from disadvantaged backgrounds. For us this means two wonderful tutors, Adam and Aditti, have been coming to our homework program and tutoring high school students and supporting their learning. We will continue to explore ways to expand and deepen our partnership with UTS in the coming year.

*Local Collaborations*

These are essential to our work in Glebe. I just want to highlight and thanks the following groups and organisations:

- Glebe Community Development Project
- Centipede
- Glebe Public School
- Glebe Treehouse
- Glebe Area Tenants Group
- Mirvac
- Neighbourhood Advisory Board
- Coalition of Glebe Groups
- Glebe Society
- Glebe Collective Impact





## INDIVIDUAL PROGRAM REPORTS

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### Girls Who Box Program

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By Emma Agostino, Senior Youth Worker, Glebe Youth Service

The Girls Who box program is a Monday morning boxing program held at Glebe-Leichardt PCYC, run in partnership with the Leichhardt Local Area Command (NSW Police). The class size can be anywhere between 5 – 10 girls and age range between 11 – 17 years of age.

Every Monday morning at 6am, Senior Youth Worker Emma and Youth Liaison Officer Renee meet at Glebe Police Station. The first 45 mins of the morning is spent collecting the girls from their homes, listening to music, talking of the week that's been.

By 7am, the group has arrived at Glebe PCYC and are met by volunteer trainers, Cody and Taylor. Both are university students who offer their knowledge and skills every Monday to train and mentor the young participants of the program.



The morning's session runs for a total of 40 mins and is a mix of cardio and boxing drills. The session is not met without protests and frustrations yet the girls complete the work out with guidance and assistance from staff and volunteers.

The session is followed by a cooked breakfast prepared by the girls under the guidance of staff. Breakfast is a time to debrief, reflect on the week that's been, talk about challenges ahead or things to look forward to. It's then time to hit the showers and jump into the van for the girls to be dropped at their respective schools by Emma and Renee.

The Girls Who Box program goes far beyond teaching boxing skills to its young participants. It's a space to engage with mentors and support networks, be a part of a unique community, connect with friends and encourage school attendance. It's a place of security and predictability, of motivation and goal setting, where young people can voice their concerns and hopes for the future and receive support when it's needed.





## Circus Program

By Catherine Daniel, Vertical Circus

For 7 weeks 13 young people from the City of Sydney area who attend Sydney Secondary College at either the Leichhardt or Balmain Campus have been very active and engaged in the Climb High project.

Climb High is run by Vertical Circus in partnership with the Glebe Youth Service hosted at Umbilico Space for Movement, Rosebery and funded by the City of Sydney. Climb High is a social circus program. Social Circus uses circus as a tool to create positive change in young people's lives.

Artists and trainers, Catherine Daniel and Caitlin Cook have been teaching the youth physical and performance skills to boost their confidence, communication and leadership skills. Central to Climb High is accessibility to such a program to young people who usually would not have access to after school performing arts activities.



After two months of weekly workshops participants performed alongside other students and professionals in Umbilico's inaugural show aptly named "Debut". "Debut" was a raging success. The audience were very entertained by all the acts. The energy of the youth was bouncing off the walls. Climb High students showcased their newly learnt trapeze, aerial silk and hoop skills as well as their performance prowess and mini-tramp, tumbling and skipping skills.

Maris, one of the students, is an old hand at the technical aspects of the theatre engaging in audio engineering and lighting courses. Climb High is one of her first performances where she will have the opportunity to shine on the stage.

"I learnt things that I thought I couldn't possibly do. When I saw people do the tricks on the trapeze and hoop I thought I couldn't do any of that stuff, but I then learnt those very tricks I thought impossible." says Maris in year 7

"It gave me opportunities to test my physical boundaries and then further enhance them. I felt at many times that I had to rely not just on my strength but my will power to continue. Once you've forced yourself through excruciating exercises, then you find them about as easy as breathing. This allowed me to tune my body into a fine tool for the acts which I performed this Saturday." say Jhett in year 9

Climb High was also all about team work and a sharing of ideas. As Cecil in year 9 says "It was a really friendly space, we were all allowed to share ideas and communicate together."

## **Girlzone Program**

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By Emma Agostino, Senior Youth Worker, Glebe Youth Service

Girlzone is a partnership between Glebe Youth Service (GYS) and City of Sydney (CoS) and has been running in Glebe for the past 10 years. The program is designed to be a safe space for girls aged 12 – 16 to speak with their local youth workers and engage in activities designed to support them as they travel through high school and adolescence.

Over the past year there have been a number of changes to the program. This year, upon the wishes of the young people, the program was run from the Franklin Street Community space. The girls express that they enjoy the exclusivity and comforts that the newly built space provide. Each terms programs have been designed according to the strengths, needs and goals of the young people involved. This past year, Girlzone has been a space to have fun with friends, resolve conflict, explore safe relationships, learn about sexual health, set goals, acknowledge strengths and take the first steps towards employment.

Most recently in term 3, the girls showed an interest in gaining casual employment. Through-out the term, the group worked on creating resumes, discussing places of work, dream jobs, what opportunities employment can provide and spent time approaching local businesses about positions available. The process was a nerve wracking one, certainly not without its benefits. Three girls who participated in Girlzone this year now have casual jobs in the local area.

Girlzone continues to be a strength-based, youth-led, collaborative program that supports young women in the community to achieve their goals, build their confidence and enjoy their adolescence in a safe and supportive environment. It provide a soft-entry point into case management and other targeted educational and employment opportunities.





## Glebe Pathways Project Program

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

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

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

This collaborative project aims to reconnect local predominantly Aboriginal marginalized 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 9.30am - 1pm for 7 young people aged 14-17 years of age. The program recognizes the need to establish a structured and stable approach in which learners receive consistent and shared messages from adults about learning and working together.



The Project was initiated at a time when there were regular reports from the police and community members (and subsequent lobbying to Government) in relation to the spate of juvenile crime in Glebe. Police reported that the alleged offending profile at the time was young people who were not attending school. Since the Pathways Project commenced, rates for robbery and stealing from motor vehicle have dropped by 60% and 70% respectively.

Personnel funded by the Department of Education and Communities include: a full-time teacher; a part-time (0.5) teacher; and a full-time student learning support officer.

The program now runs as a two-way partnership between GYS and Sydney Secondary College. The school is most appreciative of GYS allowing SSC to access a suitable space at Glebe Youth Service as well as providing the support of GYS personnel. This allows for ongoing support of students outside of school hours and increases connectedness to the community.

One of the key goals of the program is to provide individualized and integrated support to each young person that enables them to develop the habits, skills and knowledge for more sure-footed pathways to further learning, training and employment.



Since its inception the program has enabled close to 50 young people to reengage with school education with the majority of the student's going on to achieve the equivalent of the HSC, or go onto TAFE or employment. This has profoundly positive implications for their future employment and education options. GYS is proud to work in partnership with the Department of Education and Sydney Secondary College to deliver this innovative program.

In 2016 we had 7 young people go through the program and expect another 7 to complete the program in 2017.



## Hoops Program

By Habil Mawardi, Youth Worker, Glebe Youth Service

Glebe Youth Service is dedicated to promoting the health and wellbeing of young people in Glebe and the Hoops program is very much focused on getting kids physically active in a safe and supported environment. 'Hoops' is delivered in partnership with City of Sydney and Charity Bounce and occurs every Wednesday at the Peter Forsyth Auditorium. This program has been a huge hit with the local young people with excellent attendance numbers. Overall, 84 young people have accessed the program.



By providing a safe space for local young people Hoops has delivered a number of positive outcomes. In the first instance we have seen regular and consistent attendance which highlights the programs ability to engage local at-risk teens. It creates a safe place for young people to have conversations with youth workers about their goals and challenges. For many these conversations have focused on completing school and exploring pathways to employment. One of the fantastic results from this program is that a number of young people have created resumes and started trying to land their first job.

With the support of City of Sydney and Charity Bounce this program has been a huge success in providing a safe space for young people, increasing engagement with staff and other services, and improving physical well-being and motor skills. 'Hoops' highlight the important role that soft-entry,



recreation-focused programs can play in improving the lives of our young people by connecting them to youth workers in a safe and supportive environment.

Having conversations with the young people to explore what they wanted from us as youth workers was a key part in maintaining a strong relationship with GYS and the young people. In this sense engagement and outcomes have very much been driven by young people. We are looking forward to what the future of this program will be able to achieve.



## Surfing Program

By Glebe Youth Service

GYS understands the importance of engaging young people in healthy activities as a way they can grow into healthy adults. In partnership with Let's Go Surfing Maroubra, GYS took six young people on a three week learn to surf program. The young people not only enjoyed themselves, they also developed their balance and coordination, built their confidence and learned valuable social and life skills.





## Barista and Pop-Up Stall Program

By Glebe Youth Service

The Barista and Pop-Up Stall is a program run in partnership with Glebe Youth Service, Enactus USYD, and Sydney Secondary College Campus' Balmain and Leichhardt. The program is delivered over four full days, aiming to provide young people with job skills and experience that will enable them to build confidence and improve their employment opportunities. In term one this year, we had nineteen students from Balmain and Leichhardt High Schools' sign up to participate in the program, and in term 2 we had eleven students.



The students spend the first two days learning about safe-food handling and coffee making. They are guided on how to use an industrial coffee machine and then how to subsequently produce copious amounts of coffee. From this training, each student receives a Barista and Safe-food Handling Certificate, which highlights their practical achievement as well as providing opportunities to break into the hospitality industry.

During the morning of day three, the students go to Sydney University. Enactus, a student club from the university, hold an interactive workshop on small business skills where they are taught information on marketing, customer service and other business skills. Enactus also challenges their teamwork skills in which they build giant paddle-pop towers. During the afternoon the students hang out at Glebe Youth Service, where they make, cook, and eat delicious waffles.

Enactus set up a pop-up stall at Sydney University on the final day, where the students make and sell coffee and waffles throughout the day. It provided a great opportunity for the students to put all their learnt skills from the program to the test. The stall is a great success with the students working together to make many delicious coffees and waffles.

By participating in this Barista and Pop-Up Stall program, the students gain many important skills in small business management, and coffee and food making, that they will undoubtedly carry with them for many years to come. As well as the skills learnt and developed, friendships are formed between students, and there is an overall enjoyment of the program. It is clear that this program highlights many benefits to young people, and Glebe Youth Service hopes to continue running this program in the future





## Middle Ground Program

By Emma Agostino, Senior Youth Worker, Glebe Youth Service

Middle Ground is a community driven program that runs three days a week after school for children aged between 9-12 years old. The program is designed to provide its participants with opportunities to connect with local services and youth workers in preparation for their transition to high school and adolescence.



Glebe Youth Service hosts the Middle Ground program every Wednesday, each term having a different focus. This past year, GYS has been host to self-defence classes, t-shirt print design, cooking and various sporting activity.

By accessing GYS every week, children are able to share their strengths, wants, worries and needs with their local youth workers. As a result, GYS has stepped up as an advocate for these children, taking a leading role in coordinating primary schools, high schools, local youth services and support services to take collective action to improve future outcomes for these children.

Hosting Middle Ground has also resulted in GYS including a school holiday outing for 9-12 year old's every school holidays this past year. The Middle Ground school holiday outing always has a high number of participants and also provides an opportunity for new faces to access the service.

Middle Ground at GYS has meant youth workers have been able to link children to other services in their local area as well as liaise with support networks that already exist. While the program is vital to supporting these children in their journey to adolescence, it is also simply a safe space where kids can be kids, the value of which will be felt throughout the remainder of their lives.





## Family Food Assistance Program

By Eloise Woods, Master of Social Work student, Glebe Youth Service

The Family Food Assistance Program (FFAP) aims to improve the capacity of parents/carers to provide healthy life choices to their families by maximising their access to nutritious food.

Thanks to the rescued food sourced from our partners OzHarvet, FoodBank, and SecondBite, Glebe Youth Service has been providing a bag full of fresh produce and food staples to 16 local families each Thursday.

Before we redistribute food to families, the produce is diligently sorted and packed into bags with the help of our dedicated volunteers and students. We would not have seen such success without this team, so we are truly grateful for their commitment. In particular we would like to thanks Kylie Adams and Selina Kwarteng.

Food assistance directly impacts on the health and wellbeing of children, young people and their families by the provision of fruit and vegetables. This program provides opportunities for families to develop trust and rapport with youth workers, get advice and referrals, and to feel more connected to Glebe Youth Service and the community at large. Crucially it also provides GYS staff with first hand feedback from our community. On top of all this, FFAP addresses Australia's devastating food waste epidemic and ever-growing issue of food insecurity.

The future of our FFAP relies on community involvement and partnership with volunteers. We are always on the lookout for new volunteer recruits, so please get in touch if you're interested in joining our Food Assistance Team!



## Drop-In and Family and Community Drop-In Program

By Eloise Woods, Master of Social Work Student, Glebe Youth Service

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



For many families living in the Glebe Housing Estate living conditions may be cramped, and lack the space required to socialise and mix with their friends and the wider community. We recognise the tension between being simply a youth-focused space and the need to work with parents and engage the wider community. Our 'Drop In' afternoons provide opportunities to do both. While many people keep coming back to our Drop In, we see a steady flow of new children, young people and families accessing this service.



Every Thursday specifically is designated 'Family and Community Drop-In'. On this afternoon Glebe Youth Service opens our doors to families and the wider community.



Glebe Youth Service is dedicated to promoting the wellbeing of youth and their families. As well as offering programs and activities for young people we also get the opportunity to build relationships with the wider community bonds.

The aim of our community drop in is to build strong intergenerational connections and to promote community cohesion and harmony. It is a chance to catch up with people over a nutritious meal and cuppa.

Building a closer relationship and a stronger connection with a diversity of people and age groups helps promote our work, but importantly also enables us to gain a greater understanding of the situation and circumstances faced by many families.

In 2016/17 we had over 200 individuals come through our family drop in. We served over 100 meals and got to meet many new and wonderful people living Glebe.

A huge thank you to the community at large for your understanding and ongoing support of GYS, and we truly hope to stay connected!

## Teen Time Program

By Habil Mawardi, Youth Worker, Glebe Youth Service

Teen Time was initiated after feedback from our community of young people indicating they wanted an exclusive free-time space for teenagers only. We delivered and gave them renewed ownership of the space and youth service. The program aims at increased engagement with the young people and giving them access to a safe space. The program has been a big success so far, with 48 individual teens attending over the past 6 months. Teen Time is a drop-in that is led by myself (Habil) and supported by Michael Coleman, Keiran Kevans and University and TAFE students on work placements.



The drop in has been a success in terms of the young people accessing the service and engaging with the workers. In addition, we were able to hold cooking classes and create a regular platform where young people they can voice their opinion on what are some positives and negatives about the service and also bring in new ideas.

With the support of Josh Collier from Charity Bounce we were able to assist some of the young people in making resumes and talking about future casual employment while finishing high school. This program has been a great success at creating a safe and supportive place where local teens can interact, get to know workers and learn new skills.



## After Dark Program

By Michael Coleman, After Dark Manager, Glebe Youth Service

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

After Dark catered to a total of 6861 attendees in the 2016/17 financial year, with an overall average of 143 attendees per week. In conjunction with partner organisations, we delivered a total of 118 skills workshops, and a further 120 structured physical activities. After Dark also hosted major events for NAIDOC Week, Christmas, Halloween and White Ribbon day.



After Dark continued to work in partnership with a range of key organisations, including the City of Sydney, Save the Children's Mobile Youth Van and WEAVE's Street Beat program, these partnerships are essential to the success of program. After Dark also had several external organisations come to deliver a combination of workshops, activities and food at the program – these organisations included Basketball NSW, Totem Skate, Charity Bounce and Maronites on Mission. The contribution of these organisations to the program is greatly appreciated.



Internally the wonderful After Dark staff ran our first teen only Block Party which was a major success, engaging local teens who had felt a loss of ownership over the program post it moving to an all of community event. We have also reinstated Community Feed nights with the help of GYS Management Committee member Victoria Mathews; these have been embraced by the community who had requested more variety in the food served at After Dark. In addition, we have also been running a mix of Oztag, 3 on 3 basketball and Xbox competitions most weeks at the program. This year has also seen the establishment of the After Dark Advisory Committee, which I am looking forward to working with to inform the development of the program moving forward.

As After Dark moves towards the end of our current funding agreement with the City of Sydney, we have been undertaking extensive community consultations to demonstrate that the program is achieving the stated aims in the funding agreement with the City of Sydney. The results have been overwhelmingly positive, with 92% of survey respondents believing that After Dark helps them feel they are part of the community, and 85% stating that the program creates opportunities to improve their physical health. In addition, the survey results showed attendees of the program had increased skills, knowledge and confidence due their attendance of the After Dark program.

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. Another key strength of the program is the exceptional staff: their knowledge and experience of working with the local community is one of the main factors in the program's success. I would like to thank the Glebe community and all the GYS staff for making me feel welcome and supported in my new role.







## Homework Help Program

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

Homework Club is an afterschool program that is run weekly at Balmain Secondary School. The program provides a space for students to get tutoring and support to complete their homework, as well as a chance to hang out and engage with youth workers and eat some healthy and nutritious food. Students establish and achieve personal and educational goals, develop self-esteem, and develop respectful relationships. Over the past year, GYS has partnered with UTS who have provided skilled university students to tutor students with their homework. Homework Club also offers the opportunity for young people who may not otherwise access youth services to connect with youth workers and find out more about services outside of their school.



We have had a fantastic year. Katie Lay a former social work placement student is now leading the program and under her innovative ideas and sound management the program has gone from strength to strength.



34 individual students have accessed homework club over the course of this year, with an average of six to eight young people attending each week. All come with keen and positive attitude towards their learning. It has been great to see the young people really benefiting from this positive and supportive learning environment, as they all strive to get their homework and assignments completed. The partnership with UTS has delivered fantastic results. Our two core tutors, Adam and Aditi bring a great skill set of hard academic skills but also an excellent ability to engage young people in their learning.



As well as providing homework assistance, the program is a lot of fun for participants. The students have been able to bond and build friendships with each other over food and games, which creates a really welcoming and relaxed atmosphere. The opportunity to build rapport with students and to support their learning has been very rewarding for GYS youth workers and UTS tutors, and has made it a very enjoyable place for all involved.

## THE GLEBE YOUTH SERVICE TEAM

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

### Management Committee

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|                               |                                                 |
|-------------------------------|-------------------------------------------------|
| Greg Dwyer – Chair            | Emily Whitehouse                                |
| Anna Powell – Deputy Chair    | Julian Laurens                                  |
| Hilary Chesworth – Treasurer  | Mitra Gusheh                                    |
| Victoria Matthews – Secretary | Patrick Cunningham                              |
| Lindsay Ash                   | Ray Dehon (ex officio – City of Sydney Council) |
| Emily D’Ath                   | Emily White                                     |

### GYS Staff

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#### Coordinator

Keiran Kevans

#### Program Manager

Michael Coleman (After Dark)

#### Senior Youth and Family Early Intervention Worker

Amy O’Neill (on Maternity Leave)

Emma Agostino

#### Administrator

Christina Yeomans

### CASUAL STAFF

|               |                  |                  |
|---------------|------------------|------------------|
| Michael Carr  | Jeffrey Hockey   | Adam Burke       |
| Jane Doutney  | Christina Gorman | Matthew Paterson |
| Candace Dower | Jonathan Graham  |                  |
| Habil Mawardi | Kathryn Lay      |                  |

**VOLUNTEERS**

Julia Readett

Joanne Lee

Kylie Adams

Victoria Matthews

Selina Kwarteng

**STUDENT PLACEMENTS**

Joonha Lee

Ben Wong

Eloise Woods

Anthony McCabe

Lauren Jaech



## FINANCIAL REPORT 2016 – 2017

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

**STATEMENT BY MEMBERS OF THE COMMITTEE**

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 11:

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2017 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glebe Youth Service Inc. will be able to pay its debts as and when they fall due.

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

Chairman:

<< SIGN HERE

Treasurer:

<< SIGN HERE

Dated this <sup>14th</sup> day of <sup>October</sup> ~~September~~ 2017

**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 2017, as set out on pages 1 to 12. 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.

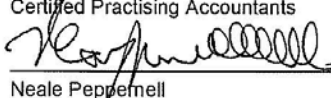
**Audit Opinion**

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 2017 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 2017 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** 18 **day of** September 2017

*October*



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

**BALANCE SHEET**  
**AS AT 30 JUNE 2017**

|                                  | Note | 2017<br>\$     | 2016<br>\$     |
|----------------------------------|------|----------------|----------------|
| <b>ASSETS</b>                    |      |                |                |
| <b>CURRENT ASSETS</b>            |      |                |                |
| Cash and cash equivalents        | 3    | 121,969        | 108,161        |
| Trade and other receivables      | 4    | 2,905          | 2,615          |
| Accrued Income                   |      | 325            | -              |
| <b>TOTAL CURRENT ASSETS</b>      |      | <u>125,199</u> | <u>110,776</u> |
| <b>NON-CURRENT ASSETS</b>        |      |                |                |
| Property, plant and equipment    | 5    | 1,532          | -              |
| <b>TOTAL NON-CURRENT ASSETS</b>  |      | <u>1,532</u>   | <u>-</u>       |
| <b>TOTAL ASSETS</b>              |      | <u>126,731</u> | <u>110,776</u> |
| <b>LIABILITIES</b>               |      |                |                |
| <b>CURRENT LIABILITIES</b>       |      |                |                |
| Trade and Other Payables         | 6    | 15,339         | 16,753         |
| Employee benefits                | 7    | 54,769         | 31,021         |
| Superannuation Payable           |      | 5,554          | 2,245          |
| Grants in Advance                |      | 1,169          | 10,169         |
| <b>TOTAL CURRENT LIABILITIES</b> |      | <u>76,831</u>  | <u>60,188</u>  |
| <b>TOTAL LIABILITIES</b>         |      | <u>76,831</u>  | <u>60,188</u>  |
| <b>NET ASSETS</b>                |      | <u>49,900</u>  | <u>50,588</u>  |
| <b>MEMBERS' FUNDS</b>            |      |                |                |
| Retained earnings                | 8    | 49,900         | 50,588         |
| <b>TOTAL MEMBERS' FUNDS</b>      |      | <u>49,900</u>  | <u>50,588</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 2017**

|                        | 2017           | 2016           |
|------------------------|----------------|----------------|
|                        | \$             | \$             |
| <b>INCOME</b>          |                |                |
| <b>Grants Received</b> |                |                |
| FACS Core Grant        | 269,311        | 264,548        |
| SACS ERO               | 13,339         | 10,502         |
| City of Sydney Grant   | 209,650        | 210,395        |
| The Becher Foundation  | -              | (458)          |
| Project Funds          | 13,950         | 4,588          |
| Donations              | <u>10,812</u>  | <u>7,168</u>   |
|                        | <u>517,062</u> | <u>496,743</u> |
| <b>OTHER INCOME</b>    |                |                |
| Fundraising            | 2,369          | 1,008          |
| Sundry Income          | 756            | 1,957          |
| Interest Received      | <u>2,759</u>   | <u>3,401</u>   |
|                        | <u>5,884</u>   | <u>6,366</u>   |
|                        | <u>522,946</u> | <u>503,109</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 2017**

|                                        | 2017<br>\$ | 2016<br>\$ |
|----------------------------------------|------------|------------|
| <b>EXPENSES</b>                        |            |            |
| Auditor's Remuneration                 | 4,400      | 4,291      |
| Bank Charges                           | 51         | 31         |
| Computer Expenses                      | 409        | 1,087      |
| Depreciation                           | 919        | -          |
| Electricity                            | 7,753      | 9,774      |
| Low value assets immediate write off   | 2,918      | 182        |
| Equipment Rental                       | 2,760      | 1,850      |
| Insurance                              | 3,459      | 3,501      |
| Postage & Couriers                     | 430        | 722        |
| Reference Materials & Subscriptions    | 2,539      | 2,163      |
| Repairs, Maintenance & Cleaning        | 19,982     | 14,039     |
| Stationery & Office Supplies           | 2,237      | 3,016      |
| Telephone, Fax & Internet              | 5,229      | 5,013      |
| IT Support                             | 3,638      | 2,041      |
| <b>Personnel Costs</b>                 |            |            |
| Wages - Core                           | 239,540    | 265,749    |
| Wages - Casual                         | 104,285    | 85,938     |
| Provision - Annual leave               | 3,251      | (4,344)    |
| Superannuation                         | 31,533     | 31,776     |
| Workers Compensation Insurance         | 4,853      | 8,354      |
| Staff Training & Welfare               | 6,741      | 10,193     |
| Staff Recruitment                      | 695        | -          |
| Long Service Leave provision           | 12,960     | 4,106      |
| Leave loading                          | 2,486      | 4,304      |
| GYS Parenting Leave                    | 9,069      | -          |
|                                        | 415,413    | 406,076    |
| Security                               | 2,202      | -          |
| Sundry Expenses                        | -          | 52         |
| <b>Program Costs</b>                   |            |            |
| Groceries                              | 26,825     | 17,740     |
| Program Travel                         | 3,501      | 1,433      |
| General & Special Program Costs        | 18,670     | 16,995     |
| Casework Expenses                      | 299        | 558        |
|                                        | 49,295     | 36,726     |
|                                        | 523,634    | 490,564    |
| <b>(Loss) Profit before income tax</b> | (688)      | 12,545     |

The accompanying notes form part of these financial statements.

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