

**GLEBE YOUTH SERVICE**

**ANNUAL REPORT**

**2014 – 2015**





**Glebe Youth Service**

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**Opening Hours:**

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After Dark:

Saturday 7:30pm -11:30pm

*Visit us on Facebook:*

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



## Table of Contents

ABOUT US.....	1
SERVICE IMPACT OVERVIEW .....	3
ACKNOWLEDGEMENTS.....	4
CHAIR REPORT.....	5
COORDINATORS REPORT .....	7
VOLUNTEERS REPORT .....	9
PROGRAM PARTNERSHIP REPORTS .....	10
Weave – Totem Skating .....	10
Treehouse .....	11
Mobile Youth Van @ After Dark .....	11
Australasian Beauty College partnership.....	12
GAP (Girls at the Peter Forsyth Auditorium) .....	14
Pathways Project.....	16
FURTHER KEY GYS PROGRAMS AND SERVICES REPORTS .....	17
Food Program .....	17
Drop In .....	18
After Dark.....	18
Homework Help .....	20
Outreach .....	20
FAMILY AND COMMUNITY SERVICES (FACS) EARLY INTERVENTION PLACEMENT PREVENTION REPORT (EIPP).....	22
THE GLEBE YOUTH SERVICE TEAM.....	23
Management Committee.....	23
GYS Staff.....	23
FINANCIAL REPORT 2014/2015.....	25



## 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 Mission

To develop in young people a sense of dignity and personal responsibility to 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 NGO 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, sickness, suffering distress, misfortune, disability or helplessness.

### 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 Family and Community Services (FACS) and the City of Sydney. Further contributions are received from small grants and fundraising for specific programs. Glebe Youth Service runs a range of programs for young people aged 12 to 24 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 exhibiting considerable resilience, face a wide range of issues, including poverty, family violence, early school leaving, alcohol and drug use, poor literacy, limited or no access to

technology such as the internet, limited role models and, at times a lack of self-belief, safe relationships and a lack aspiration bought on by a lack of support and opportunities. 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 vibrant, rich and resilient social fabric. We see on a daily basis great strength, humour, loyalty, creativity and adaptability. We are privileged to work alongside the people in our community and participate in the processes which give Glebe its unique character. We see in our young people a desire to be heard as citizens, to lend their voice to social issues both locally and in wider society. We are encouraged that they actively seek to contribute to how GYS operates and provides the programs and services they need.

Our young people have a diverse and wonderful range of hopes, dreams and aspirations, not only for themselves but for their community and Australia as a nation. There is a great belief in social justice among young and old, rich and poor. A fair go is only the beginning.

Yes, we operate in a community where, for many, there are high levels of disadvantage, but the data only tells part of the story. We recognise and we celebrate the many wonderful positive characteristics of the Glebe community and the people who live here. In our practice we seek to build on these strengths, seeing them as tremendous and rich tapestries that are the individual and collective community assets that contribute in a positive way to Glebe, GYS and the work we do.



## SERVICE IMPACT OVERVIEW

During 2014 – 2015, Glebe Youth Service demonstrated the following key outcomes. A more in-depth discussion of GYS programs follows in this report:

### Structured Skills Groups

- 483 young people attended programs where they learnt new skills.
- 52 Parents with children under 12 learnt new skills.

### Case Management – High Complex Needs

- We provided 25 families with intensive case management service to address complex interrelated issues such; mental health, homelessness, substance abuse domestic violence, low school attendance, trauma grief and loss.

### Advice and Referral

- We helped people by providing them with advice, support and the right information on over 1600 occasions.

### After Dark – Program has delivered

- 285 activities that assist people to improve; physical health, social wellbeing, confidence, community connections and teach them new skills, to 6491 people.

### Healthy Nutritious Meals Served

- 10,700 – noting for many of our young people this would most likely have been the most nutritious meal that day.

As well as this hard data on the scale of our impact, GYS provides and promotes the following at every program;

- *A Safe Place free from physical and emotional violence.*
- *Positive help seeking behaviour.*
- *Positive relationships with adults*
- *Positive peer relationships.*
- *Healthy eating*
- *Exercise, sport and recreation.*
- *Alternatives to crime and antisocial behaviour.*
- *Opportunities for self-expression and healing through creative art.*
- *Healthy emotional management.*
- *Positive sexual health and personal hygiene.*
- *Safe relationships that are consistent, affirming and encourage young people to set and achieve their own personal goals.*

## ACKNOWLEDGEMENTS

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GYS does not operate in a vacuum. We survive and thrive in partnerships, collaborations and with the support of many individuals, organisations and companies. Without this support we could not operate. Our deepest gratitude and appreciations goes to the following;

- Family and Community Services NSW
- City of Sydney
- Housing NSW
- NSW Land and Housing Corporation
- University of Sydney
- Member for Balmain, Mr Jamie Parker MP
- Save The Children Australia
- Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools
- Weave Youth and Community Services
- OzHarvest
- Foodbank
- Connecting Up
- Jobs Australia
- Streetsmart
- Glebe School Community Centre
- Broadway Mirvac
- Charles Sturt University
- Glebe Area Tenants Group
- Glebe Justice Centre
- Glebe Community Development Project
- NSW Police Service – Leichhardt Local Area Command
- Glebe Area Tenants Group- Kerry Bartholomew & Maree White
- The Glebe Society
- Federal Member for Sydney, Tanya Plibersek
- Glebe Public School
- Glebe Chamber of Commerce
- Grose Technologies – Matt Grose
- University of NSW
- University of Technology
- University of Western Sydney
- John Ficher – IT Support
- Youth Action
- Peppernell Consulting
- YFoundations
- Mick Malloy – IT Support
- Gilbert +Tobin
- Peggy Cuthbert
- Peppernell Consulting
- Melon Media

## CHAIR REPORT

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### **A year of settling in**

The past year has seen a relative calm from concerns of immediate funding but it has been no less hectic for staff and volunteers implementing the new EIPP contract and reaching out with delivering services to the greater Glebe community.

### **Family and Community Services (FACS)**

FACS, which provides some 58% of GYS funding, is in the process of major changes to its operating model. The one FACS Transition process is in current operation aiming to be completed by January 2016. Under this process FACS must by July 2016 save some \$70 million each year, \$50 million of which is to be achieved through staff reductions. With sector reforms, including NDIS, FACS are anticipating many of their frontline staff will move into roles with service delivery partners and as a consequence there will also be less demand for services that support them. In the short term it is anticipated that current funding arrangements will likely be rolled over till 30th June 2017. While GYS has certainty in this term it is not without repercussions to GYS. The funding model requires an increased number of occasions of service without a commensurate increase in the contract grant. This places added pressure on staff and volunteers. GYS frontline staff are to be congratulated on exceeding these increased targets. The ongoing reform process will offer a collaborative approach between local stakeholders and FACS and we welcome this opportunity to prove GYS's continued viability and purpose.

### **City of Sydney Funding**

The "After Dark" programs on Friday and Saturday nights, funded by the City of Sydney through to the end of 2017, has continued to increase in overall attendance leading to engagement of services and advice and referral with over 10,700 meals provided in the 12 months from July 2014. Our partnerships conducted with the Save the Children Mobile Youth Van and WEAVE has increased the engagement of 7-13 year olds. Again we thank Ray Dehon, Chantell Pickett, Tye McMahon and deputy Lord Mayor Robyn Kemmis for their active and committed support to a program that exemplifies community inclusiveness.

### **Management Committee**

A major focus this year has been directed to reviewing and developing the next strategic plan for GYS to carry it forward past the next funding cycle and into a secure presence as a Glebe community service provider. The process has benefited strongly from the expertise and contribution of Garner Clancey, Julian Laurens and Anna Powell. GYS is progressing with an analysis of greater Glebe, client needs and existing practises while seeking appraisals from all stakeholders. Our aim will be to place GYS in a strong position to address contemporary challenges and emerging opportunities.

As a voluntary body we are appreciative of individuals giving their time and expertise to fulfil the mission of GYS. We bid a reluctant farewell to and thank Tahira Dosani, Kate Russell and Pia Birac for their generous and valuable contributions. We have welcomed in Adam Lyons, Anna Powell and Victoria Matthews.

**Vale***Frank Wise - March 2015*

Frank was a local identity of Glebe and a good friend of GYS coming for meals and then volunteering to wash up, clean benches and slip away. His death at a relatively young age highlights the ongoing disparity of health outcomes in Australia for Aboriginal people and reinforces the will of the community to give assistance.

*Elizabeth Rooney – May 2015*

We mourn the loss of Lizzie, our local community artist, who not only had some 8 years association with art groups at GYS but also with the wider Glebe community. In 2012 Lizzie completed the mural backdrop at the Peter Forsyth auditorium while also working with kids from GYS and the Glebe primary school to complete art boards for the auditorium in 2013. Lizzie had only recently completed, with Aunty Kathy Farrawel, a mural on Elsie Walk next to the Glebe School.

**Thank you**

We again extend our gratitude to all the permanent and casual staff, students, volunteers and service partners who enable GYS to make services available to the young people of Glebe.

We express in particular our appreciation to core staff – Coordinator - Keiran Kevans, Youth Workers - Amy O'Neill & Luke Chesworth, Part-Time Administrator - Christina Yeomans, who balance the workloads of not only front line service but the requirements of effective and efficient administration.

We have been truly fortunate to have dedicated students on placements and an army of volunteers whose efforts are crucial to service delivery. We thank in particular Dr Gareth Jenkins, Save the Children, Kate Brennan Glebe Treehouse, Kim Payne, Centipede, Shane Browne, WEAVE, for their partnership with GYS.

We continue to be grateful to the City of Sydney Staff and City Councillors, in particular Lord Mayor Clover Moore, Deputy Lord Mayor Robyn Kemmis and Ray Dehon. We are also appreciative of the support of local members Jamie Parker (NSW) and Tania Plibersek (Federal) and their staff.

We thank all FACS staff for their encouragement and guidance and in particular Cheri Margetts, and Kerri Scott, wishing Kerri well in her new position with Housing NSW. We are most indebted to Mark Byrne and his staff at Land and Housing Corporation in installing the fire sprinkler system and upgrading and remediating the building infrastructure.

**Patrick Cunningham**  
**Chair, Glebe Youth Service Management Committee**

## COORDINATORS REPORT

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It has been a good year at Glebe Youth Service. We have supported over 400 young people to learn new skills, and get help them to achieve their personal goals and overcome difficulties associated with social and economic disadvantage. We have helped over 50 parents and families by providing advice, support, a safe place and healthy food. We have strengthened long standing partnerships and worked hard to develop new and exciting collaborative projects.

We have achieved all this with a small core team of three people, who have been well supported by our committed casual team. I would like to acknowledge my colleagues, Amy, Luke and Christina for their amazing commitment to GYS and the Glebe community. They continue to demonstrate an incredible work ethic, skill an ability to adapt, and have creative solutions on a daily basis. Our core team is well supported by a number of long-term, committed and multi-skilled casual staff, whose efforts are essential to our work.

GYS continues and in fact grows as an integral part of the Glebe community. It is clear that we, and the building we operate from, are a crucial part of Glebe's social fabric. We are a focal point for the community, providing a much needed safe place for many children, young people and families as well as an essential meeting place for various individuals, groups, and organisations. This was never more evident than when a tragic event occurred in our community.

The passing of Elizabeth Rooney, a long term staff member and community artist, was the cause of deep sadness in the Glebe community. Her tireless commitment to the kids and young people of Glebe for over a decade is testament to her compassionate and caring nature. Her numerous works of art and public murals throughout GYS and Glebe remain as beautiful lasting legacies. At the time of her passing GYS became the focal point for a community struggling with grief and despair. It is sometimes the case that in the worst of times we see the best in people. The tremendous solidarity and connectedness of the Glebe community was abundant at this time. While we struggled with our overwhelming individual and collective sadness we were reminded and grateful for our wonderful and connected community, and the crucial role of community 'spaces', where people can come together. Liz will be forever missed and never forgotten.

The GYS building, thanks to our partnership with the NSW Land and Housing Corporation (NSWLHC), has been upgraded. We now have full fire safety compliance measures installed, along with a number of other improvements. We recognise the considerable effort and resources that has been invested in the building and appreciate NSWLHC for recognising the value and importance of our work with residents from the Glebe Estate. We also thank our primary funder, Family and Community Services NSW, for their ongoing support of GYS and the Glebe community. City of Sydney is also a key partner and this year they granted us three years of funding for the After Dark program and to provide case work services. The ongoing support of our local and state government partners is essential and we appreciate and recognise their efforts in supporting the Glebe community.

GYS is indebted to our volunteer management committee, many of whom have served loyally for the past decade. Hilary, Roelof and Patrick have shown incredible commitment to GYS over this time, supporting staff, ensuring organisational compliance, financial viability and a sound policy

framework. Our long standing members have been well supported by Greg, Pia, Garner, Julian, Marina and Anna. Each person brings with them unique and valuable skills, enthusiasm and commitment. Working with the management committee has been a real pleasure over the past year. There has been a solid focus on GYS's strategic future planning that bodes well for the coming years.

While there are always going to be challenges for organisations like GYS, it is safe to say we are going from strength to strength. We have a wonderful team of staff, volunteers, partners, collaborators and government supporters. This places us in a strong position in for the coming year. GYS remains an integral part of Glebe. We can meet the challenge of surviving in a dynamic and shifting landscape. We are indeed fit for the future and it is an exciting time as both opportunities and potential adversity work together to steel our resolve and sharpen our focus on what matters most. We are committed to supporting and assisting young people and their families to overcome difficulties, reach their potential and become contributing and participating member of their community and wider society.

**Keiran Kevans**  
**Coordinator, Glebe Youth Service**

## VOLUNTEERS REPORT

Volunteers make a valuable contribution to a range of areas within Glebe Youth Service. Volunteers generally approach Glebe Youth Service after finding out about our activities, seeing our programs in action, or accessing our Facebook page and website. All volunteers that work with young people undergo mandatory checks, policy induction, and regular supervision by GYS staff.

The number of volunteers working on Glebe Youth Service programs changes frequently based on the service's needs and volunteers' availability at the time. At the time of writing this report GYS has a number of volunteers working in a range of capacities that significantly add to what we are able to achieve as an organisation. Three different examples that highlight this contribution are:

Dan attends After Dark most Friday nights to assist with sport activities. His energy and enthusiasm helps to bring people into activities, and he has been instrumental in engaging the groups of older attendees who play basketball at After Dark.

Zoe assists with Homework Help. Her expertise and input has helped us to make big improvements to the program that is now flourishing at SSC Balmain.

Victoria has become a big part of our food program through her input into menu planning, bringing fresh ideas to how we offer food across all of our programs, and by contributing her time weekly to help us prepare food.

I'd like to extend our deepest appreciation to these and all of our volunteers, and invite anyone else who would like to contribute their skills and time to contact us through the 'getting involved' function on our website.

### Volunteer Profile\*

"Ellie contacted GYS via the 'getting involved' function on our website in September 2014 looking for volunteering opportunities. She was completing her final year of Science at Uni, and was keen to get involved in her local community. After getting through her exams, Ellie got involved with GYS by joining staff at the Community Yarn Up event in February. Since then, Ellie has become an important part of both of our Homework Help programs (Mondays at GYS, and Wednesdays at Balmain High School). Ellie has attended every day of these programs in term 1, 2015. Her commitment has been a huge support in rolling out these new programs, and she has stuck with the programs when some days have had not participants at all, and some have had two of us helping out 10 students with their homework. Ellie has developed great rapport with the students at Homework Help, and has not been fazed by challenging behavior. It's champions like Ellie who help us to do so much, and I'm very glad to have her involved in our programs."

\* Prepared by Luke Chesworth, After Dark Program Manager and Youth Worker, Glebe Youth Service

**Luke Chesworth**

**After Dark Program Manager and Youth Worker, Glebe Youth Service**



## PROGRAM PARTNERSHIP REPORTS

### Weave – Totem Skating

By Nigel Cameron

Weave's partnership with the Glebe Youth Services has provided the Youth of Redfern, Glebe and surrounding areas with the opportunity to take part in age specific activities that cover a broad range of social and environmental issues. These educational outreach and prevention programs provide hope, structure, guidance, mentoring, social and life skills, alternative experiences and positive opportunities to disadvantaged, vulnerable and socially excluded children. These young people may otherwise not have access to opportunities that can develop a child's life and leadership skills, which can in turn lead to a more positive future.

Weave's programing for Friday's After Dark continues to support the growth of the Glebe community and its surrounding suburbs. This is done through the facilitation of weekly programs set up to engage participants aged 7-14. Weave is providing fun, educational activities to the youth in Glebe and attends planning workshops with relative partners to create the best program the community. At Weave we believe in building a strong, connected community that values its members and this is evident through a holistic approach taken in the work we do in the community. Weave provide dual support at After Dark by the programing of activities and the picking up and dropping off of participants. Some activities have included Skateboard safety classes, design workshops and ongoing touch football tournaments.





## Treehouse

By Kate Brennan

As the primary Early Years support program in the area, the Glebe TreeHouse works closely with the Glebe Youth Service across a number of projects each year. The services work with a holistic approach that acknowledges children become youth, that youth are part of families and that a through-care approach is one which best serves the needs of the complex Glebe community.



As part of this partnership and in response to emerging community needs, a key collaboration takes place each week at the After Dark Program on Friday nights - where a TreeHouse Community Development worker, Aunty Patsy provides age appropriate activities for the under 12s.

In its second year this component of the After Dark program focuses on the needs of this age cohort, focusing on soft entry engagement such as art and crafts, while developing positive relationships and referral opportunities. The service engages with an average of 5 children (0-5 years), 15 children (5-12 years) and 5 adults and carers each week. Event promotion and service referrals are a focus of the TreeHouse program. Funding remains a continuing challenge. Our thanks go to the GYS team for their continued vision and responsive approach to the Glebe Community.

## Mobile Youth Van @ After Dark

By Juliet Grimm, Team Leader – Youth Development, Save the Children Australia

Contributing to the skill development of young people in Glebe, the M.Y.Van focused on a broad range of health promotion topics including: discrimination, leadership, child protection, stress and stress reduction techniques, goal setting, self-esteem and body image, cyber bullying and cyber safety, safe relationships and emotional literacy. These topics were discussed through a combination of creative digital media technology activities and short videos viewed from the M.Y.Van. Over the course of the year the young people produced a Glebe Music CD, and individual digital books that were printed and bound.

In addition to activities utilising digital media, speech writing and public speaking have also been a highlight this year with each session beginning with the young people writing their speeches on the theme of the week. The young people look forward to this activity each week and have shown great progress in building confidence.

This year we also made sure to mark significant cultural and health promotion events including: Child Protection week, NAIDOC and National Aboriginal and Torres Strait Islander Children's Day.

Save the Children has really enjoyed the new partnerships present at Glebe After Dark and are extremely proud to have been nominated in the NSW Best Partnerships category at the upcoming Youth Action awards.



### **Australasian Beauty College partnership**

By Amy O'Neill, Senior Youth and Family Early Intervention Worker, Glebe Youth Service

During term two, Glebe Youth Service ran a life-skills program which was developed in partnership with The Australasian College, Broadway and is facilitated by their own staff within their organisation. The program aimed to both provide an opportunity to engage new youth aged 12-15 years who were enrolled at the Balmain and Leichhardt high school campuses and to provide a platform for youth to explore themes of self-esteem, body image and wellbeing.

Many attendees commented on how much they enjoyed the program, met new people and learnt new skills. Due to its ongoing success, the program is again running in term four and Glebe Youth Service is looking at ways to continue this into the future as a way to develop resilience within young people.





## **GAP (Girls at the Peter Forsyth Auditorium)**

By Amy O'Neill, Senior Youth and Family Early Intervention Worker, Glebe Youth Service

GAP, or Girls at the Peter Forsyth Auditorium is a targeted early intervention program which is designed to respond directly to a group of disadvantaged young women who have been identified, by service providers and community members, as being at heightened risk.

They face a range of issues varying from bullying to disengagement from school, drug and alcohol use and anti-social behaviour in the Glebe Community.

This program is an intensive 10 week program that is a closed group and the majority of young woman who attend identify as being from an Indigenous or Culturally and Linguistically Diverse background.



GAP is a partnership program between the City of Sydney and Glebe Youth Service, which is responding to issues with activities and lessons on resilience building, social skills, anger management and relationship development. The program brings in community partner organisations from NSW Health, NSW Police and other not-for-profits. To date this program has partnered with Youthblock, Reconnect Inner City and Glebe Police.

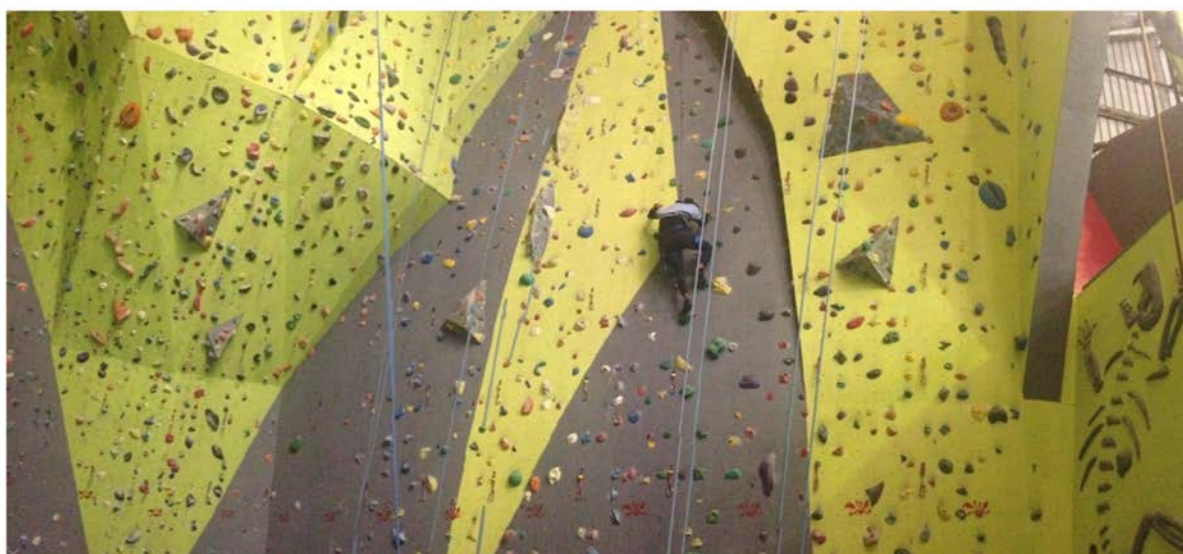
**What works in the GAP program?**

- ✓ tailoring service delivery to the needs and preferences of the targeted group
- ✓ embedding culture competence within the program including consultations with parents, carers and kinship networks
- ✓ flexibility in program delivery
- ✓ partnering with local health and intervention services
- ✓ excursions to community health services
- ✓ having the support of the local community

**Service outputs of the GAP program**

- Sexual health promotion for youth
- Services tailored for the needs of attendees
- timely information
- early identification and referrals
- adequate resourcing and support

The future of the GAP program will look at transitioning out the current group into another, more age appropriate program, while transitioning in a new group of attendees.



## Pathways Project

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

- Glebe Youth Service
- Sydney Secondary College
- Faculty of Education and Social Work, University of Sydney
- Big Picture Education Australia
- Save the Children
- City of Sydney

This collaboration attempts to address a key question affecting many local communities: Who is responsible for coordinating a strategy aimed at supporting young people and their families who are not attending school?

The Project aims to reconnect local predominantly Indigenous 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 10am -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 a spate of juvenile crime in Glebe. Police reported that the alleged offending profile at the time was young people who were not attending school. The main offences being committed were robbery and steal from motor vehicle. Since the Pathways Project commenced rates for robbery and steal 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 teacher's aide. The program now runs as a two-way partnership between GYS and Sydney Secondary College. There was a recognised shift in priorities for other partners and the fact that the program had stabilised to the point where it could run successfully with two primary partner organisations.

One of the key goals of the program is to provide individualised 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. Working on a project of personal interest is the centre piece of the learning program.

Since its inception the program has enabled almost 40 young people to reengage with High School education supporting them to achieve the equivalent of the year 10 School Certificate. 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 program. In 2014, 7 young people went through the program and GYS expects a further 7 to complete the program in 2015.

## FURTHER KEY GYS PROGRAMS AND SERVICES REPORTS

### Food Program

By Luke Chesworth, After Dark Program Manager and Youth Worker, Glebe Youth Service

The food program at Glebe Youth Service focuses on providing healthy, nourishing meals at each of our activities and events. Glebe Youth Service also offers skills groups to assist young people and their families to develop their skills and prepare their own healthy, nourishing meals.

In 2014-2015, Glebe Youth Service provided 10,700 meals to young people and their families, an increase of more than 1200 over the previous year. Our food program continues to align with our healthy eating focus with support of suppliers providing fresh, wholesome food for lower or no cost.

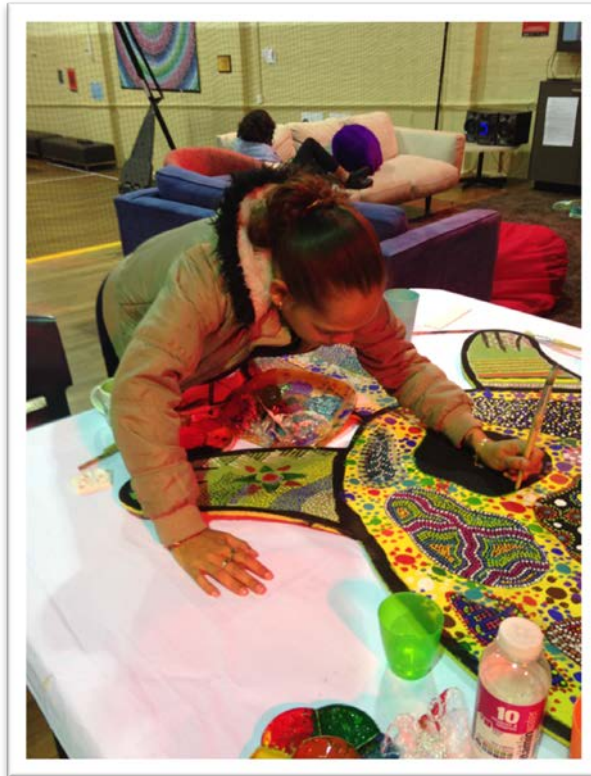
Secondbite provided additional support and training to GYS in developing food programs that align with this focus. This has boosted the capacity of GYS to provide a greater range of food options at our events. The improvements to the range and quality of food provided have been noted by young people, one of whom commented that "Youthie were lifting their game". Other organisations also gave great feedback at the July After Dark partners forum about the enhancements to the food program.





## Drop In

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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 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. In the past year we provided Drop in services on approximately 3000 occasions. While many people keep coming back to our Drop In we are steadily seeing new teens and families access the service.

## After Dark

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By Luke Chesworth, After Dark Program Manager and Youth Worker, 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 continued to grow and attract new attendees throughout 2014-2015. The program completed the final year of the previous grant agreement in a position of strength, following a period of consistent development and achievement of program outcomes. Glebe Youth Service was





able to work closely with City of Sydney to develop the model for the new grant agreement, which is now in place and runs for three years to 2018. This was one of the major achievements of After Dark this year.

The After Dark program achieved recognition in the NSW Youth Work Awards, being awarded for 'Outstanding Service Working with Aboriginal Young People'. The After Dark

program was also recognised by police in the Community Safety Precinct Committee and Police Aboriginal Consultative Committee as playing a key role in enhancing community safety and reducing rates of crime amongst young people.

The six months to December saw the implementation of strategies aimed at lifting the profile of After Dark. These bore significant fruit through the sustained increase in attendance. The cohorts of attendees within the target age range also broadened, indicating that efforts to promote After Dark young people in the Glebe community had been successful. Along with the attendance attributable to these events, the increase in attendance continued across all After Dark activities.

Staff training was conducted again at the beginning of the year, and was an opportunity to introduce the new grant agreement along with some of the key changes that came with it. These changes meant that the broader community accessing After Dark were now recognised as an important part of the program in the grant agreement. There would also be more collaboration with other agencies coming to After Dark, and there would be a deliberate focus on structured activities on both Friday and Saturday nights. As well as this, streamlined reporting requirements meant that the Program Manager would now have the capacity to provide structured supervision to After Dark staff.



Partner organisations played a key role in the success of After Dark, increasing in the beginning of 2015 with the return of the Save the Children Mobile Youth Van to a weekly schedule of activities, and the involvement of WEAVE offering programs specifically aimed at engaging 7-13 year olds. Glebe Tree House continued to facilitate activities to engage parents and young children, which led

to opportunities for this group to receive information about local services they could also access. The Streetbeat bus, another service provided by WEAVE, continued to visit After Dark on Fridays and Saturdays to help make sure young people had a safe way home. The StreetConnect bus provided by OASIS was unfortunately left without funding and had to wind up, but GYS would like to thank OASIS for making the bus available to After Dark beyond the end of their program until it was passed to a new owner.

The end of 2014-2015 sees After Dark in very positive territory, engaging a wide variety of people in programs, and receiving a lot of community support. The changes associated with the new grant agreement have now been implemented, allowing us to consolidate and further strengthen our team, our partnerships, and our program.

## Homework Help

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By Luke Chesworth, After Dark Program Manager and Youth Worker, Glebe Youth Service

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.

Glebe Youth Service received feedback from both parents and young people about the need for homework assistance, particularly among young people moving from primary to secondary schools. In response to this, GYS engaged students and volunteers, and piloted two homework help centres at the beginning of 2015. The first group, promoted to regular service users and their families, was offered at GYS on a day where there were no other activities. This trial received some initial interest but did not generate sustained engagement and was discontinued. The second Homework Help group commenced at Sydney Secondary College, Balmain Campus, and has slowly engaged a group of regular attendees on Wednesday afternoons. This program has continued, and has strengthened the existing relationship between GYS and the school.

## Outreach

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In a bid to reach more young people and those who do not currently access our services, Glebe Youth Service has begun a pilot program that is designed to take staff out of the building and into venues to provide Outreach services to engage vulnerable and at risk young people.

Glebe Youth Service promotes and teaches safety, harm minimisation, good decision making and resilience amongst the young people who are met during Outreach. While still in the early days of the project, we have seen an increase in the number of referrals made to our own programs, as well as to other services.



At our first Outreach the youth worker went to a school and encountered a young woman who was quiet and did not want to chat about herself with staff. Staff bought her a meal and she let us know that she was experiencing bullying at school and within her community. Over a period of several weeks, this young person formed a trusting relationship with Outreach staff and began implementing techniques within her own life in an effort to manage the bullying. The young person also accepted a referral into counselling and is now engaging with multiple programs within Glebe Youth Service.

#### Case study \*

*Young person Cindi (not her real name) is a teenage Indigenous woman who has been coming to GYS for a number of years. Recently she has attended to share with staff the news of her pregnancy and to gain support in finding stable accommodation to support her.*

*Early into this story Cindi was honest with staff about her current illicit drug use and ongoing domestic violence issues. The case worker spoke about early engagement with programs to support a change, if a change was wanted. Cindi agreed to attend hospital appointments on a regular basis and we talked about her being referred to Barnardos.*

*Two days later Cindi came back to GYS, this time at an afternoon program which was run in partnership with Barnardos Family Support Services. She let staff know that she had not missed a hospital appointment and found staff at the hospital very supportive. She wanted to progress the support in receiving accommodation. Cindi and her GYS case worker spoke again about Barnardos and asked the attending Barnados staff member to join the conversation. Within minutes a successful referral was made.*

*The following week Cindi presented at an Outreach program and confirmed with the youth worker that she had had her dating scan, had attended her first hospital appointment and had also cut back significantly on her drug use. Cindi was observed as being happy with her decisions and excited about her pregnancy.*

*Due to the intervention of Glebe Youth Service, Cindi is engaging with a mandated service and actively seeking assistance.*

\* This case study was prepared by Amy O'Neill, Senior Youth and Family Early Intervention Worker, Glebe Youth Service

## **FAMILY AND COMMUNITY SERVICES (FACS) EARLY INTERVENTION PLACEMENT PREVENTION REPORT (EIPP)**

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GYS receives funding from Family and Community Services NSW. This funding allows for engagement activities such as food, drop in and events. It also specially provides for the provision, provide advice, run skills groups and provide case management and client focused case work. This work forms the basis of our core business.

### **Advice**

GYS makes helpful advice available at all of our programs and each and every week day. We maintain an extensive up-to-date list of service providers that can assist with a range of situations. For example people may require legal services; housing support; income, emergency relief, family planning, drug and alcohol support services just to mention a few. In the past year advice was made available on over 1600 occasions to over 400 individuals.

### **Skills Groups**

Skill focused groups and/or training for young people include health and nutrition, personal development, drug and alcohol education, art and screen printing; which help them to build social and life skills, achieve personal goals, enhance connection to family, education and wider community. Some of the skills groups delivered in the past year include; creative arts, multimedia and technology, healthy eating and nutrition, culture, personal and psychosocial development, job ready skills. In the past year 483 young people attended GYS skills groups and 52 parents with children under 12

### **Case Work**

The provision for case work services is primarily undertaken by our Senior Youth and Family Early Intervention worker, Amy O'Neill. Other staff assist with managing the case load in supporting roles when required. Case management is often most useful when it comes to addressing complex issues, such as family breakdown, homelessness, mental health, and substance misuse and abuse. It is rare that a young person experiences a single issue. More commonly young people experience a range of interrelated issues that can be difficult to overcome. Case management takes a holistic approach, looking at how all factors in a young person's or families circumstances and maps the various stakeholders involved. A step by step approach is undertaken, with actions from both the client the case worker and all contributing towards addressing single or multiple issues. Case work can be demanding both emotionally and in terms of the time it can take to sustainably improve a client's position. Furthermore, it can be challenging to maintain client participation and engagement in the process. Over the past year we have provided intensive case work services to 25 families.

## 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 thank each and every one of our people for their efforts.

### Management Committee

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Patrick Cunningham – Chair	Marina Ross
Greg Dwyer – Vice Chair	Julian Laurens
Hilary Chesworth – Hon. Treasurer	Roelef Smilde
Garner Clancey	Anna Powell
Pia Birac	Ray Dehon (ex officio – City of Sydney Council)

### GYS Staff

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#### Coordinator

Keiran Kevans

#### Program Manager

Luke Chesworth

#### Senior Youth and Family Early Intervention Worker

Amy O'Neill

#### Administrator

Christina Yeomans

#### CASUAL STAFF

Wendy Buchanan	Christine Gorman	Naomi Nicholson-Black
Michael Carr	Yuval Herschco	Matthew Paterson
Benedict Compton	Jeff Hockey	Kim Payne
Candace Dower	Travis Lane	Sandra Uboh
Sharna Garton	Kylie Martin	Maxwell White



**VOLUNTEERS**

Dan Katz

Zoe Miller

Anita Vandyke

Darcy Madison

**STUDENT PLACEMENTS**

Robert Bruns

Chandler Mitchel

Kristen Masterson

Ricardo Valencia

Kalera Rabuatoka

Jamie Lee Micallef

Nicole Stephens

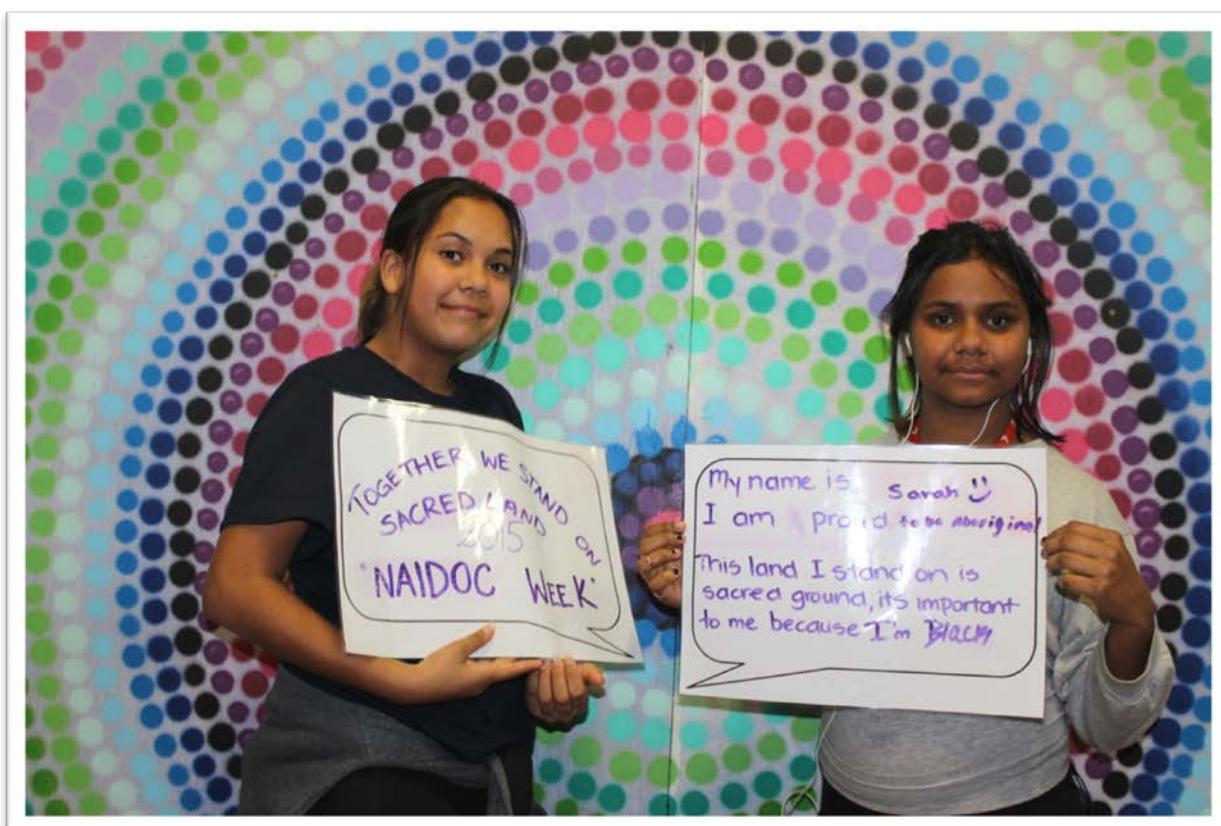
Maya Green

Lauren Cunneen

David McCann

Ciara Cunningham

Joshua Nimmo Mestre



**FINANCIAL REPORT 2014/2015**

**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 2015, as set out on pages 1 to 13. The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are consistent with the financial reporting requirements of the Associations Incorporation Act 2009 and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on them to the members of Glebe Youth Service Inc.. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

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

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

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

**Independent**

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

**Audit Opinion**

In our opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 of the financial statements, the financial position of Glebe Youth Service Inc. as at 30 June 2015 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 2015 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:** <sup>23rd</sup> 1st Floor, 185 Great North Road, Five Dock N.S.W. 2046

**Dated this** <sup>23rd</sup> ~~16th~~ day of October 2015

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

**STATEMENT BY MEMBERS OF THE COMMITTEE**

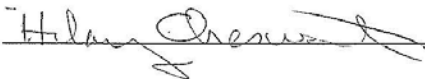
The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

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

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2015 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glebe Youth Service Inc. will be able to pay its debts as and when they fall due.

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

President: 

Treasurer: 

Dated this day of 20 October 2015



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

**BALANCE SHEET  
AS AT 30 JUNE 2015**

	Note	2015 \$	2014 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	109,385	80,371
Trade and other receivables	4	1,142	3,017
Prepayments		-	499
<b>TOTAL CURRENT ASSETS</b>		<b>110,527</b>	<b>83,887</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	-	119
<b>TOTAL NON-CURRENT ASSETS</b>		<b>-</b>	<b>119</b>
<b>TOTAL ASSETS</b>		<b>110,527</b>	<b>84,006</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	6	17,878	15,652
Employee benefits	7	31,259	31,402
Superannuation Payable		3,441	2,903
Grants in Advance		12,972	1,528
Accrued Expenses		6,934	5,616
<b>TOTAL CURRENT LIABILITIES</b>		<b>72,484</b>	<b>57,101</b>
<b>TOTAL LIABILITIES</b>		<b>72,484</b>	<b>57,101</b>
<b>NET ASSETS</b>		<b>38,043</b>	<b>26,905</b>
<b>MEMBERS' FUNDS</b>			
Retained earnings	8	38,043	26,905
<b>TOTAL MEMBERS' FUNDS</b>		<b>38,043</b>	<b>26,905</b>

The accompanying notes form part of these financial statements.

Page 5

**GLEBE YOUTH SERVICE INC.**  
**A.B.N. 34 929 502 199**  
**PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2015**

	2015 \$	2014 \$
<b>INCOME</b>		
<b>Grants Received</b>		
FACS - Interpreter	1,864	-
FACS Core Grant	258,096	250,522
SACS ERO	6,296	5,194
City of Sydney Grant	189,303	168,597
Our Neighbour Grant	-	8,030
The Becher Foundation	458	-
Community Building Partnership	-	31,654
Project Funds	3,229	686
Donations	4,542	1,595
	<u>463,788</u>	<u>466,178</u>
Grants Unspent - City of Sydney	(7,471)	-
	<u>456,317</u>	<u>466,178</u>
<b>OTHER INCOME</b>		
Fundraising	2,440	-
Sundry Income	803	2,440
Interest Received	2,965	2,833
	<u>6,208</u>	<u>5,273</u>
	<u>462,525</u>	<u>471,451</u>

The accompanying notes form part of these financial statements.

Page 16

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

**PROFIT AND LOSS STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2015**

	2015 \$	2014 \$
<b>EXPENSES</b>		
Auditor's Remuneration	4,100	3,800
Bank Charges	197	274
Computer Expenses	531	-
Depreciation	120	1,317
Electricity	5,433	6,280
Low value assets immediate write off	6,306	1,415
Equipment Rental	2,700	2,700
Insurance	3,298	3,258
Postage & Couriers	474	544
Reference Materials & Subscriptions	2,856	2,309
Repairs, Maintenance & Cleaning	10,194	53,093
Stationery & Office Supplies	3,270	2,490
Telephone, Fax & Internet	5,967	7,486
IT Support	990	2,067
<b>Personnel Costs</b>		
Wages - Core	189,030	186,068
Wages - Casual	74,919	65,760
Fringe Benefits	53,669	47,536
Provision - Annual leave	2,401	(5,226)
Superannuation	28,889	25,908
Workers Compensation Insurance	6,255	6,906
Staff Training & Welfare	6,738	4,996
Long Service Leave provision	2,233	12,589
Leave loading	2,889	3,673
	<u>367,023</u>	<u>348,210</u>
Sundry Expenses	449	-
<b>Program Costs</b>		
Vacation Care Costs	1,659	2,304
Groceries	17,118	18,328
Program Travel	2,513	2,431
General & Special Program Costs	14,508	8,569
Materials	1,612	258
Casework Expenses	69	187
	<u>37,479</u>	<u>32,077</u>
	<u>451,387</u>	<u>467,320</u>
<b>Profit before income tax</b>	<u>11,138</u>	<u>4,131</u>

The accompanying notes form part of these financial statements.

Page 17





