

**GLEBE YOUTH SERVICE**  
**ANNUAL REPORT 2013 - 2014**





### About Us

#### 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 where Young People are supported by trained and professional staff.

### In Practice

GYS is funded by the Department of Community Services and the City of Sydney. Other contributions come 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, a Department of Housing area that covers most of the bottom half of Glebe. These young people face a range of issues including poverty, family dysfunction, alcohol and other drug use, chronic school refusal and poor literacy leading to unemployment.

The majority of young people who use the service are Aboriginal, frequently experiencing disadvantages such as poor health, over-representation within the legal system and other factors of social disadvantage.



## Tested with Tempests – Saved by a Community

At this time last year GYS was gearing up for two looming challenges - the renewal of our two main sources of funding with City of Sydney Council and Family and Community Services.

### **GYS lockout**

What came completely by surprise was the Christmas present of forced closure due to fire safety concerns of our building at 84 Glebe Point Rd.

I acknowledged in last year's report how the GYS doors open each day to challenges and with the closure of the building the Community of Glebe again rallied to the call. A truly grass level campaign arose which sought to constructively work with Housing NSW to continue operations of the service, while also planning for long term operations. The City of Sydney, Housing NSW and FACS assisted in maintaining the core operations of service while out of the building.

The decision of the Minister to undertake remedial works allowing a return was met with jubilation and appreciation in the community.

### **FACS funding renewal**

Further success was to follow with the two year renewal to June 2016 of the FACS funding. It does hold challenges in the

delivery of specific contracted targeted outcomes. During this period FACS will also be undertaking to realign its delivery models and GYS will need to show that we are up to the task delivering successful outcomes.

### **City of Sydney Funding renewal**

Working with the City of Sydney to achieve the renewal of the 'After Dark' program for 3 years to the end of 2017 has also been a remarkable milestone. Of particular significance was the input of treasurer, Hilary Chesworth, who effectively led the argument for increased funding due to changes in the award, penalty rates and increased costs associated with the food program. This funding will secure our desire to maintain the planned full service in this program and it's delivery to the community. We thank Ray Dehon, Tye McMahon, Chantelle Pickett and Deputy Lord Mayor Robyn Kemmis for their support in this process.

### **Committee Membership**

We are deeply appreciative of individuals giving their time and expertise to fulfil the mission of GYS. During the year we bade a reluctant farewell to Annie Atkinson, Odessa Saukuru and Klara Major. We shall miss Annie's local knowledge, Odessa's vibrant enthusiasm & Klara's eloquent approach and editorial expertise. Klara gave valuable assistance in areas of funding applications and formal submissions with cheerful willingness to put her hand up at all opportunities.

We have welcomed in Julian Laurens and Garner Clancy. Both have contributed strongly to the committee process.

The committee is seeking to continue the roll out and monitoring of governance, policies, procedures and strategic planning. In this regard we are looking at conducting the first stage of a needs analysis of greater Glebe to better respond to the changing needs of the community.

### **Thank you**

It has been a year of baptism of fire for new staff Amy O'Neill and Luke Chesworth who tackled unexpected challenges in acting coordinator roles with enthusiasm and commitment.

***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.***

In particular we express our thanks to the core staff - Coordinator Keiran Kevans, Youth Workers Amy O'Neill & Luke Chesworth, and Administrator Christina Yeomans, who balance the workloads of not only front line service but the requirements of effective and efficient administration. To the dedicated students on placements and the army of volunteers your efforts are greatly appreciated. We again thank the Save the Children Australia staff - Dr Gareth Jenkins, and Juliet Grimm, Outreach Support worker, for their collaboration with GYS.

We are most 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 FACS staff in particular Kerri Scott and Cherri Margetts for their support and guidance

### **Lease of 84 Glebe Point Rd**

While we have returned to our home of 15 years and we have secured funding for the medium term we continue to operate under possibility of removal as we do not have a long term lease of the building. GYS remains on a month to month lease as was signed in 2001. The management committee is eager to pursue long term occupancy in collaboration with all stakeholders and work with the landlord, Housing NSW, to demonstrate the positive economic return to the community of the service at 84 Glebe Point Rd.

*Patrick Cunningham*

*Chair*



### ***2013-14: surviving and thriving***

It was a big year for GYS. A 2-year funding contract with Family and Community Services, the addition to the staff team of Luke Chesworth, a strong build-up of young people attending our programs, and a renewed grant from the City of Sydney for the After Dark Program.

But of course the really big headline of the year was the 'lock-out'. This event will go down as a defining moment in the organisation's history.

In late October 2013, I received a phone call from a staff member of the NSW Land and Housing Corporation. I was told that the building was unsafe and that they would be coming to change the locks in 3 hours. Staffs were devastated. Our supporters alarmed! There were immediately concerns over the future of the service.

This was so disheartening - we had worked hard on restoring and improving the building through successive infrastructure grants. Included in the upgrade were; polishing and sanding the aging floor, skylights; air-conditioning, repairs to the roofing structure; cooling fans and most recently the installation of a commercial kitchen. Being given only three hours notice to vacate the building was an incredible blow to the service. While staff struggled to successfully relocate and maintain services offsite, the community went to overdrive.

The campaign to restore GYS to the building was nothing short of amazing. So many people and organisations were quick to mobilise and take decisive action. It was a

great affirmation of the value people place on GYS and if proof was in fact needed, the support GYS received made it abundantly clear that the community wants GYS in Glebe for the long term.

I would like to extend my thanks to the many of you that took action and contributed toward the *Save Glebe Youth Service* campaign. I can tell you what a great joy it was to return to the building earlier in the year. While service was considerable disrupted we have worked hard to rebuild connections with our community, and we are ending 2014 on a strong note.

Unfortunately the fight to keep GYS at 84 Glebe Point Rd may not yet be over. I ask that you, our supporters remain ready again to heed the call to action if and when required. The building is at the epicentre of the Housing estate and ideally situated to meet the needs of the Glebe estate community. If ever a building should remain in community hands it is right here.

In what has been an incredible difficult year I want acknowledge and thank my colleagues, Amy O'Neill, Luke Chesworth and Christina Yeomans for their loyalty, commitment and quality hard work. We have a large team of casual of staff who are critical to keep the service running. I would like to acknowledge them and the vital role they play.

Like many small organisations we rely heavily on a committed volunteer governance team. I would like to formally thank GYS Management Committee. In

particular I thank our Chairperson Patrick Cunningham and our Treasurer, Hilary Chesworth. I also thank Greg Dwyer for his supportive supervision work and staff champions, Pia Birac and Kate Russell.

I also want give a quick shout to Mirvac Broadway, and in particular Marina Ross who is the Youth and Community Coordinator. Her work on behalf of Mirvac provides a tremendous support to GYS and the wider community. We are lucky to have such an engaged corporate partner, and we are grateful for their support.

As we look ahead we know the Not-for-Profit non-government landscape is changing and challenging. This is especially so for smaller organisations like GYS.

There is only one way we can survive and thrive in this environment. That is by working as a cohesive and well-functioning team of staff, management committee, volunteers and students. More than ever we need all hands on deck to address a range of important challenges. We have the governance and staff team to do this and we have the support of the wider community. It is with this knowledge and our commitment to the Glebe community that we look forward to the coming years.

*Keiran Kevans*

*GYS Coordinator*



Glebe Youth Service staff and young people were shocked on the morning of Thursday 27 November to find the locks had been changed at 84 Glebe Point Road.

Just the previous afternoon, coordinator Keiran Kevans was informed by the NSW Land and Housing Corporation (LAHC), that a negative fire safety report had led to an indefinite closure of the building.

It was alleged that the building – owned by Housing NSW and used daily by many people in the community for the last 20 years or so – lacked the necessary two-hour fire safety rating.

GYS staff and board acted quickly to reach out to supporters and to set up meetings with the LAHC. On Wednesday 11 December, members of the GYS Management Committee met with representatives of the LAHC and Housing NSW to discuss the Fire Safety Assessment report on the premises. Despite the initial decision to close the building, LAHC assured the Management Committee that they were investigating all options to enable GYS to return to its premises. We believe this reversal was due to the public response.

While waiting for the decision, GYS accepted the offer by HNSW to use a two-storey terrace next to the old fire station in Mitchell Street. However, the GYS Management Committee never wavered from the firmly held belief that the best location for GYS to fully deliver its broad range of services to the children and young people of Glebe was at 84 Glebe Point Rd - its home for the last 15 years.

With the support of the wider community, GYS continued in difficult circumstances to provide its regular programs from different locations in the Glebe area. Special thanks go to its magnificent staff, especially Acting Coordinator Amy O'Neill and Youth Worker Luke Chesworth on maintaining activities and services to the young people of Glebe during this incredibly difficult and stressful period.

Friend and supporters of GYS rallied together to lobby for the Services reinstatement at 84 Glebe Point Road. The Glebe community turned out in large numbers on Saturday 14 December outside Glebe Public School, for a rally to Save Glebe Youth Service. After hearing from community members, MPs and representatives from City of Sydney and Leichhardt Councils, the rally resolved to call upon Pru Goward, Minister for Family & Community Services, as a matter of urgency to return Glebe Youth Service to 84 Glebe Point Road.

After much hard work, continuous negotiation and community lobbying and support, Glebe Youth Service was finally allowed back into its home in March 2014 after repairs were made to the interior of the building and it's fire hazard procedures.

Glebe Youth Service is endlessly thankful for the support it received from the community during this time. We believe we offer a unique place based service to young people in the Glebe community and are honoured to continue the provision of this service after 28 years of going strong.



### **GYS Partnerships 2013-2014**

Being a small organisation in a diverse community with diverse needs can be challenging. GYS is only able to provide the diverse range of services that it does by working in partnership. We would like to highlight and recognise some of our key partnerships over the past year.

#### **City of Sydney Youth – City Spaces Team**

We have worked closely with the new City Spaces area West Team to deliver programs with a specific focus. The programs include specifically targeted at Young Men and at Young women. We have also, with Centipede, delivered a Tweenies program focused on building relationships with children who are going through, or about to go through, a primary school - high school transition.

#### **Save Children Australia (SCA)**

SCA's ongoing support of the Glebe Pathways program by provision of an outreach support worker has been a critical factor in the program's success. Our thanks to the SCA team, for the positive and professional approach to working collaboratively.

#### **Oasis Youth support – Internet Van**

What a great site the Oasis internet van is parked at the Peter Forsyth Auditorium every Friday night! This van provides internet access and media access to many young peoples and families who do not have this luxury at home. Kristie Clifton – Thank you!

#### **Glebe Tree House [formerly Schools as Community Centre (SACC)]**

The SACC is a very important partner for GYS. In the past year we partners with SACC and Barnardos to deliver a parent engagement program and a Triple P parenting program. Special thanks to Kate Brennan for her work on the project and her support of GYS issues.

#### **Barnardos**

This is the first year we have partnered with Barnardos and we hope not the last. While we had some difficulty getting the Triple program off the ground, when we did it was a great success with eight parents attending over an eight week period. This was a new partner for GYS and we hope that our delivery of a parenting program is just the beginning, thanks Joe Bostock and Sharon Mazza

#### **Centipede**

The 'tweenies' program has grown from strength to strength and this has been largely due to the commitment of the Centipede team. We look forward to working together in the coming year.

#### **Glebe Community Development Project (GCDP)**

This project provides a central forum and point of connection for all Glebe organisations. The GCDP generously provided office space to GYS during the 'lock-out'. It is very disappointing to hear that Housing NSW will no longer be providing funding to program. The project

plays a vital role in creating a cohesive and well connected community.

**Sydney Secondary College (SSC)**

The Pathways program has gone from strength to strength and would like to acknowledge the hard work of staff from SSC. We look forward to finding ways can work closely to support the work of our local public High Schools.

**I have been associated with Glebe Youth Service for the past 20 years and appreciate the vital role the organisation plays in providing a safe and friendly space not only for young people but parents and children. Glebe Youth Service is a central hub for community activity and I love the way they are so inclusive of all in the community.**

**Shane Brown  
CEO  
WEAVE YOUTH  
AND COMMUNITY  
SERVICES**



*Case Study – Partnerships*

Prior to the start of the Girlzone program in its current form Glebe Youth Service was receiving an influx of young girls, under the age of 12 who were deemed 'at-risk' by staff. Between Glebe Youth Services partner program City of Sydney and the case worker from Glebe, ten young girls were selected for an early intervention program that was created to engage these girls and address a number of issues ranging from self-esteem and communication skills to bullying.

All ten girls have successfully engaged with the program and are keen to continue working with GYS staff next year, with two spots free for possible referrals in. Each girl has formed strong positive worker/client relationships with female staff and, over time, have started to mature and self-direct how they would like the program to run.

This highlights the importance of creating soft entry points into programs that the challenging risk issues can be properly addressed. It is anticipated that many of these girls will remain connected to GYS throughout the adolescence, receiving support and learning skills along the way.

Glebe Youth Service Inc. is funded by Family and Community Services (FACS) NSW through the Early Intervention Placement Prevention program (EIPP). 2013-14 was the third and final year of the transition phase, which now focuses funding on services for young people aged 12 – 17 years and their families.

The programs aim to reduce the likelihood of young people entering or remaining in child protection and out-of-home care systems by providing support to address issues with short-term early intervention to prevent problems escalating.

Under this model, the Youth Services team design programs that provide: Information, advice and referral for non-chronic and non-entrenched situations in the areas such as health, education, relationships, justice issues, and employment; Assessment, case planning, casework and counselling as well as an entry and referral point to other services.

GYS has provided skills development workshops to grow social and life skills, personal goals, connection to family and education, and wider community. They have included support groups; financial management; food preparation, health and nutrition, personal development, drug and alcohol education, sexual health, managing emotions, art, screen printing. Just to name a few. Support for parents of teenagers providing structured parenting programs

In the past year GYS has continued to be a vital part of this community – even over the months when we were unable to operate from our building. We provided safe, welcoming spaces for young people to play and work after school and in the holidays; we ran Girlzone, Boyzone and Tweenies programs, and a number of skills, health, arts and sports programs. Our qualified

staff were there for young people when they needed help with a range of issues such as safety, housing, family violence, court support, education, and employment.

There have been challenges adjusting to the new system. We are grateful for the support provided by FACS staff. Our Community Program Officers, Di Rochford, Kerri Scott and Cheri Margetts have all been tremendously supportive and helpful. Their advice and feedback at regular meeting with GYS staff and management have been invaluable. This has helped us work through some of the very difficult demands associated with the transition to the new EIPP funding model.

The requirement to align GYS activities with the EIPP model has seen a gradual shift towards increasing the amount of structured programming, a move which is not always greeted with enthusiasm by young people, whose primary need is often for a safe space to socialise. Our staff and volunteers are to be commended on their ability to attract a young person into these programs, which has often enough led to an increase in their workload. We could not have delivered programs such as Parenting Program and Girls/Boys without the valued partnerships with organisations such as Glebe Schools as Community Centre (GSACC), Barnardos and City of Sydney. We also acknowledge the Empathy program run by CatholicCare, Youth Block Health Service, Save Children Australian and Sydney Secondary College Staff

The closure of our building for three months reduced our ability to provide skills groups, but we are pleased to report that after an initial drop in attendance following the repair works, our young people have come back and keen to take up opportunities in the many and varied

programs we are planning for the coming year.

FACS has extended the EIPP program in its present form for two years. GYS has been working closely with FACS staff to design and implement a new service delivery plan that will both see a diverse range of new programs but also ensure we do our best to meet our service target levels. We are pleased to work closely with our Community Programs Officer. This helps us ensure we can balance the requirements of our funding with servicing the needs of our community. Crucially, by working closely with FACS staff we are able to improve and strengthen our; governance, policies and procedures, our practice and ultimately, our social impact.



### *Case Study - Anna's\* Story*

Anna had returned to mainstream education and, through open dialogue during a group program, expressed a need of having one on one case work to obtain their goal of gaining a higher education.

After engaging with the case worker for three months, the young person has achieved part of their goal. They have also obtained independent living which they maintain through part time work.

Glebe Youth Service's made it possible for this person to achieve their goals in two important ways. One was through a group program which established trust and rapport between both the case worker and the young person, enabling strength in the client to self-refer into case work. The more intense case work provided the young person with psychosocial support and advice that allowed the client to be referred to supported accommodation, while at the same time creating open dialogue between the young person and their school and creating an environment for support within their education.

During the exit interview the client spoke about their new found confidence in living independently. From being able to self-manage school work and their social life to finding pride in the ability to cook a meal for a full house at the youth refuge.

\*Not her real name

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** uses GYS's model of engaging with young people to build trust and rapport as a pathway to casework services. Feedback from After Dark attendees reflects the success of this approach, as responses to the satisfaction survey show: activities, staff, and food are the main themes that emerge. Young people and their families access After Dark to socialise with their peers and engage in positive activities with them, and have a healthy meal. In doing this, they are also building strong community support networks and enhancing their resilience.

2013-2014 was a year of significant challenge and growth for the After Dark program. In spite of the disruptions brought about by the Glebe Youth Service building closure, attendance at After Dark continued to grow by almost 25% over the previous year. Changes to the activities provided at After Dark, improvements to the resources, and a focus on recording participation saw the participation continue to contribute to the energy and diversity of the program.



Staff training was moved to the beginning of the year, and functioned to energise the After Dark team for the year ahead while also sharing important policy information. This event was an important part of the greater strategy to improve the policies, procedures, and practices that has continued throughout the year. This strategy has resulted in increasing professionalism in the way we operate After Dark, which has been noticed and commented on by the funding body (City of Sydney), other services, and service users.

The dedication and hard work of the After Dark casual team has been a major component in the success of the program. The image and professionalism of the team have led to increased interest from the local community, and a steady stream of enquiries about both paid and volunteer work opportunities that ensure that After Dark is well staffed with skilled and enthusiastic personnel.

Program Statistics – Snapshot	
2013-2014	2012-2013
Total Clients served/ total meals served: 4692	Total Clients served/ total meals served: 3779
Monthly Average: 391	Monthly Average: 314.9
Weekly Average: 93.8	Weekly Average: 78.5
Nightly Average: 50	Nightly Average: 39.3
Total program participants: 8549	Total program participants: 1639
Male: 4489	Male: 960
Female: 4060	Female: 679

Recognition for After Dark continues, with myself and the program recently being awarded "Outstanding Service Working with Aboriginal Young People" at the NSW Youth Work Awards. City of Sydney, who provide funding to operate After Dark, recognise the achievements of Glebe Youth Service and the value that After Dark provides to the Glebe Community, and signs are promising for the future funding of the program.

Finally, I recently celebrated my first anniversary in the role of After Dark Program Manager / Generalist Youth Worker. I am pleased to report that my enthusiasm and commitment continue to be rewarded with the success of After Dark. I have seen several major initiatives come to fruition over the past year and, I look forward to more in the future.



***Luke Chesworth – After Dark Program Manager and Youth Worker.***

“Leichhardt LAC is appreciative of your assistance in bringing the police and aboriginal community together for PACC meetings to discuss and resolve local issues.”

**Winston PISANI**

**DUTY OFFICER**

**LEICHHARDT LAC**

**New South Wales Police Force**

This financial year was a very productive one for Glebe Pathways. In the first half of the year significant emphasis was placed on supporting the year 10 students and their impending transitions from Glebe Pathways. This involved visits from the Blackwattle Bay Careers Advisor as well as visits to the senior campus; a tour of Ultimo TAFE and meeting with the campus support staff; student information sessions with Australian Business Apprenticeships; as well as resume writing and interviews skills practice. Consequently of four students that transitioned from Glebe Pathways, two students continued on to year 11 at Blackwattle Bay, one student went in to part time work and the fourth was job seeking.

Student interest is at the heart of learning at Glebe Pathways. Consequently student internships and work experience as well as short TAFE courses were also a priority. Throughout the year, four students successfully completed internships, with two of these students completing two placements; and two other students completed short TAFE courses in Construction. In addition to this formal training and experience a motorbike restoration project began with one student who was interested in mechanics. The project is run once a week and is facilitated by a Save the Children volunteer Chris McGrath and run from and supported by the Glebe Leichhardt PCYC.

Student referrals to local support services have also increased this year with all the students having first hand contact with at least one health, education, legal or employment service. This has included referrals to WEAVE, local dentist and doctors, Whitelion and TAFE. We have also had a variety of services deliver outreach programs come to the classroom including health sessions from Youth Block.

To further enhance the importance of student support provided by the Save the Children staff

member a case management model for Glebe Pathways students was implemented. This has meant that the Save the Children case manager was able to implement new processes and tools to better support current students and has also allowed more effective support for past students. This has been a highly successful aspect of the new changes and for one past student this additional support resulted in her undertaking work experience with the Save the Children Mentoring Program in Bankstown. Another great initiative on behalf of the Save the Children case manager has been the quarterly alumni dinners which have seen present students, past students and staff from all partner organisations come together for a celebratory dinner in a local restaurant at the end of each term.

The year however was not without its challenges. The sudden closure of the Glebe Youth Service (GYS) in December 2013 was a difficult time for Glebe Pathways staff and students. With four new students entering the program around this time, the temporary spaces, whilst generously made available, were difficult places to teach and also to learn. Our return to GYS and to our beloved classroom has brought back the routine and safety that staff and students all appreciate from the space at GYS.

**Juliet Grimm | Team Leader – Youth Development | [Save the Children Australia](#)**



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 2013-2014, GYS provided 9485 meals to young people and their families, a weekly average of 152 meals. The majority are provided at After Dark and Drop In activities, with some available at other structured activities throughout the week. To provide this program, GYS accesses the valuable support of partner organisations including Foodbank, SecondBite, OzHarvest, Harris Farm Markets, and Glenmore Meats. Each supplies healthy food to GYS at reduced cost, or for free.

In pursuing our goals of fostering healthy eating and food security, GYS staff completed 'Fresh NED' training through SecondBite. This equipped staff with more knowledge about food hygiene and security, nutrition, and running food programs. GYS incorporated this knowledge into the ongoing meal plan, and now complies with nutritional guidelines for food distribution programs.

The food program has gradually replaced less healthy options. Fresh fruit is the primary snack available at GYS activities, white bread is now offered alongside healthier options, and water or juice are usually the only drinks provided. Meals also incorporate a larger proportion of fresh vegetables, some of which are finely grated and added to the meal to increase volume and nutritional content.

While there is occasionally some resistance to these changes, the response is generally positive and young people are usually open to trying the healthier option. They have also noted and commented on the improvements of the quality of food offered at GYS, one saying "Youthie is lifting their game". Client feedback has led to popular meals becoming regular inclusions.

Clients are always presented with options, with many meals involving young people assembling their own plate of food. This provides an opportunity for program staff and volunteers to engage in conversations with them around healthy eating. This is extended through skills groups focussed on healthy eating, and planned training in nutrition and safe food handling.

In 2013-2014 the GYS kitchen was renovated and now includes stainless steel benches, large sinks, and new commercial grade fridge, freezer, stove, and dishwasher. Coinciding with this, GYS updated the food service equipment, so that meals are now provided on crockery plates and bowls with steel cutlery, and reusable cups. This might seem a small change from previous disposable kitchenware, but it has saved money and provides a more welcoming environment.

The food program continues to steadily improve; with new sources of food and clients become more accustomed to healthy options. GYS shares evaluations with our providers and recently received feedback from the Secondbite 'Fresh NED' program that GYS was ahead of most similar organisations in terms of providing healthy options. This places us in a strong position to be a leader in the provision of food programs into the future.

**Luke Chesworth After Dark Program Manager and Youth Worker.**





“ The GYS was established many years ago, partly in response to the need for the youth from the Glebe Estate to have something positive to focus on and enjoy. This aim has been more than satisfied.

The Glebe Youth Service has gone on to become an essential part of our community, both business and residential.

The After Dark Program has provided an outlet for the youth of Glebe not available from any other organisation.”

**Gay Kalnins**

Secretary  
Glebe Chamber of Commerce



Jamie Parker sharing a meal with the kids at GYS

“As a local, independent organisation GYS is in a unique position to support our community. The caring, hardworking staff prove that a small group of dedicated people can make a big difference. GYS continues to go from strength to strength and I commend the staff, board and supporters for their commitment to Glebe and our wider community.”

**Jamie Parker, MLA**

*Local member of parliament*

The Glebe Youth Service is a primary community support agency in Glebe. The Glebe Tree House (SaCC) works with them in our capacity of supporting families with children primary aged and under, when there is a meeting between youth and families with young children. The two main collaborations have been the Triple P parent support program and the After Dark program. I admire the flexibility of the service and workers who are always looking to the needs of the community as the primary driver in designing and developing programs.

**Kate Brennan Facilitator**

**Glebe Tree House**

**Schools as Community Centre**



It has been Save the Children Australia's great pleasure to once again work closely with Glebe Youth Service throughout 2013/14 period.

Glebe Youth Service has been a pivotal partner for us over the last four years in our work supporting the health and education of some of Sydney's most vulnerable young people.

This year has seen the two organisations work closely on the Glebe Pathways Project, an innovative and successful education program changing the lives of young people by reengaging them with education.

It continues to be an honour for Save the Children Australia to work with Glebe Youth Service and support their deep place-based programming and the high reputation and trust with local people that develops as a result.

***Dr Gareth Jenkins***  
***Coordinator, Youth Engagement***  
***Save The Children***



**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 2014, 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.

**Independence**

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 2014 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 2014 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: Peppemell Consulting  
Certified Practising Accountants

Name of Director:

  
Neale Peppemell

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

Dated this 6 November day of October 2014

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 2014 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 <sup>26<sup>th</sup></sup> day of October 2014

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

BALANCE SHEET  
AS AT 30 JUNE 2014

	Note	2014 \$	2013 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		80,371	76,054
Trade and other receivables		3,017	2,970
Prepayments		499	-
<b>TOTAL CURRENT ASSETS</b>		<u>83,887</u>	<u>79,024</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment		119	1,436
<b>TOTAL NON-CURRENT ASSETS</b>		<u>119</u>	<u>1,436</u>
<b>TOTAL ASSETS</b>		<u>84,006</u>	<u>80,460</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables		15,652	17,588
Employee benefits		31,402	24,039
Superannuation Payable		2,903	2,210
Grants in Advance		1,528	10,785
Accrued Expenses		5,616	3,064
<b>TOTAL CURRENT LIABILITIES</b>		<u>57,101</u>	<u>57,686</u>
<b>TOTAL LIABILITIES</b>		<u>57,101</u>	<u>57,686</u>
<b>NET ASSETS</b>		<u>26,905</u>	<u>22,774</u>
<b>MEMBERS' FUNDS</b>			
Retained earnings		26,905	22,774
<b>TOTAL MEMBERS' FUNDS</b>		<u>26,905</u>	<u>22,774</u>



**MANAGEMENT COMMITTEE**

Patrick Cunningham – Chair  
Roelof Smilde – Vice Chair  
Hilary Chesworth – Hon. Treasurer  
Pia Birac  
Klara Major  
Tahira Dosani  
Greg Dwyer  
Marina Ross  
Kate Russell  
Garner Clancey  
Julian Laurens

**COORDINATOR**

Keiran Kevans

**PROGRAM MANAGER (AFTER  
DARK)/GENERALIST YOUTH  
WORKER**

Luke Chesworth (Current Manager)  
Sara Lamedo (Moved on)

**GENERALIST YOUTH WORKER**

Amy O'Neill

**OUTREACH SUPPORT WORKER**

Juliet Grimm

**ADMINISTRATOR**

Christina Yeomans

**CASUAL STAFF**

Simon Belanger  
Isabella Border  
Wendy Buchanan  
Michael Carr  
Candace Dower  
Christine Gorman  
Juliet Grimm  
Jeff Hockey  
Pagan Kael  
Travis Lane  
Kylie Martin  
Isaac Naylor

Naomi Nicholson-Black  
Matthew Paterson  
Sarinah Paterson  
Sandra Uboh  
Maxwell White

**VOLUNTEERS**

Kirilly Woods  
David Weiler  
Neha Vedre  
Stephanie Storch  
Tony Kim  
Bianca Marie Kostic London  
Elizabeth Erin Haynes,  
Ashleigh Patricia Coope,  
Evelyn Hoi Wan Chan,  
Clare Kirton  
Daniel Walters

**STUDENTS**

Ciara Cunningham  
Kristen Masterson  
Amy Lin  
Mele Semi  
Ricardo Valencia

We would like to formally acknowledge the following individuals and organisations for their work, support and partnership with Glebe Youth Service Inc. We couldn't do it without you!

- **City of Sydney** – Lord Mayor Clover Moore and Deputy Lord Mayor Robyn Kemmis. Ray Dehon, Chantelle Pickett, Mereani, Tye McMahon, Dominic Grenot, John Maynard, John Tsioulos, Aliza Denenberg,
- **Community Services NSW** – Kerri Scott, Di Rochford, Grahame Roth, Skevi Panani
- **Housing NSW**
- **NSW Land and Housing Corporation** – Mark Byrne, Murray Joseph
- **University of Sydney Faculty** – Margot Rawsthorne, Suzy Velkou
- **Jamie Parker MP** – Member for Balmain
- **Save Children Australia** – Gareth Jenkins, Juliet Grimm
- **Sydney Secondary College**
- **Weave**
- **Youth Block**
- **OzHarvest**
- **Foodbank**
- **Connecting Up**
- **Jobs Australia**
- **Streetsmart**
- **Glebe School Community Centre**
- **Broadway Mirvac** – M
- **NSW Police Service**
- **Glebe Area Tenants Group**- Kerry Bartholomew & Maree White
- **The Glebe Society**
- **Glebe Chamber of Commerce**
- **Oasis Youth Support Network**
- **Gross Technologies** – Matt Gross
- **John Ficher** – IT Support
- **Youth Action** – Eamon Waterford, Sophie Trower
- **Peppernell Consulting**
- **YFoundation Inc**
- **Errol Sullivan**