



GLEBE YOUTH SERVICE INC.

ANNUAL REPORT 2010-2011

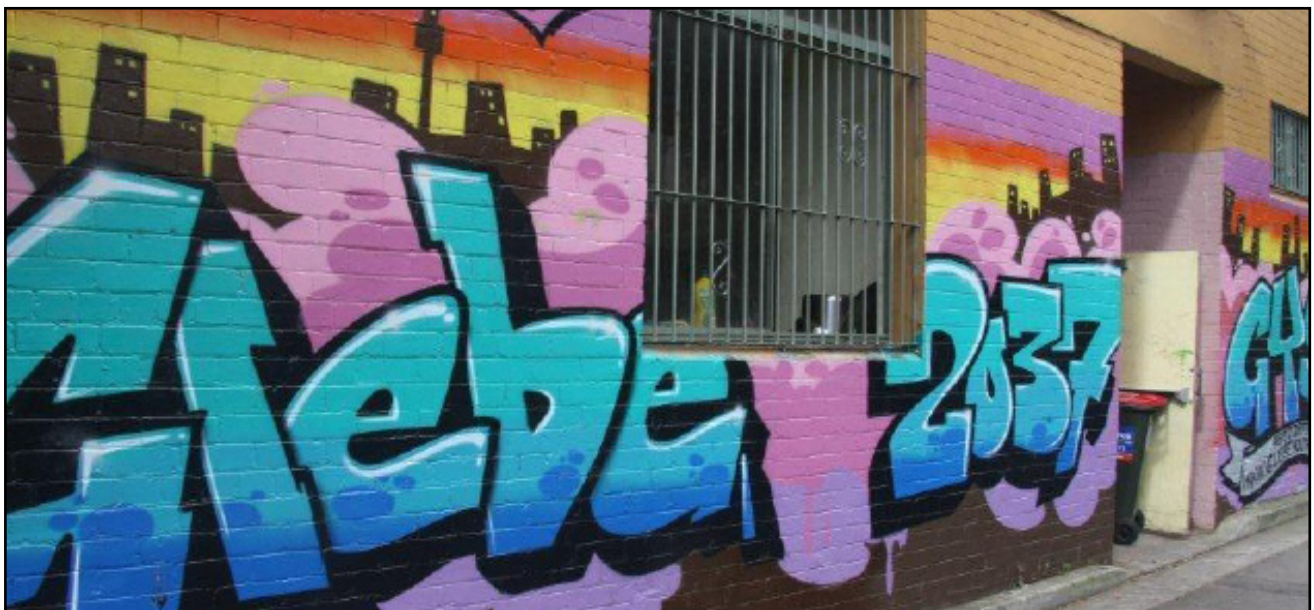
*Assisting and advocating for young people
in the Glebe community since 1988.*



GLEBE YOUTH SERVICE ANNUAL REPORT 2010-11

CREDITS

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Glebe 2037 mural

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Glebe Youth Service Inc. acknowledges the traditional owners of this land, the Gadigal people of the Eora Nation. We pay respect to Elders past and present.

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ABOUT GLEBE YOUTH SERVICE

OUR VISION

To assist and advocate for young people in the Glebe community to achieve their full potential.

OUR PURPOSE

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 activities of the Glebe Youth Service;
- ◆ 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 agencies, non-government organisations and corporate entities for the purpose of developing and implementing strategies in the local community to assist young people;

- ◆ To support and work with a range of organisations, workers and decision makers to assist in the coordination of services to young people at risk of poverty, illness, 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

The Glebe Youth Service is primarily funded by Community Services NSW (formerly DoCS) and the City of Sydney, with a number of other small grants and fundraising received for specific programs.

The GYS runs a range of programs for young people aged 12-24 years old who live, work or play in the Glebe area.

The primary target for our programs are the young, disadvantaged people living within the Glebe Estate, a Housing NSW area that covers most of the lower 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 Indigenous, with the attendant disadvantages of poor health, educational issues, over-representation within the legal system and other factors of social disadvantage.



CHAIRPERSON'S REPORT

Glebe Youth Service Inc. acknowledges the traditional owners of this land, the Gadigal people of the Eora Nation.

Welcome to the Glebe Youth Service (GYS) annual report for 2010-2011.

This, the 23rd year of GYS, has been a very productive year. The year started off with a renovation of the premises at 84 Glebe Point Rd after Lend Lease chose GYS for their organisation of the year to receive a free renovation which involved a complete internal repaint throughout, re-carpet and refit of the offices, new desks and the donation of new computers. A very big thanks to Lend Lease and the army of volunteers that spent a week on the project. This renovation has been long overdue and much needed; this has resulted in a significant morale boost amongst staff and clients. We are now focusing on obtaining funding for essential repairs to the building and for air conditioning of the GYS offices.

Following a review of the Coordinator's position, the Management Committee offered the permanent position to the then Acting Coordinator, Keiran Kevans. Keiran has been in the position since March, and we thank him for his dedication and hard work.

Once again, we must thank our excellent youth workers who have kept all of our GYS programs and services running. The Management Committee and I wish to thank all the staff and single out Senior Youth Worker, Ainsley Warner, who resigned earlier this year after many years with the service. We thank Ainsley and wish her well. Again a big thanks to Christina Yeomans, Administrator, who continues to grow and develop our administrative support and capacity.

A lot of progress has been made in other areas of the service this year due to many years

planning and research. Our strategic plan has gathered much momentum with the engagement of Zakumi Consulting. As a result of extensive consultation, the Management Committee is now considering a draft Strategic Plan. We hope to have the strategic planning process completed within the next few months, leading to the implementation of a realistic business plan.

There are a number of significant changes in store for the service over the next few years as the NSW Department of Family and Community Services (formerly DoCS) enters into new funding arrangements with the sector.

This process has been challenging and time consuming for our service as we attempt to assess what changes need to be made in order to fulfil new funder requirements and establish systems to provide results-based accountability. We look forward to the completion of the process so we can move forward in the planning phase.

We are grateful that our partnership with the City of Sydney has been progressive and supportive. The After Dark program, supported by a grant from the City of Sydney, has been run by a good team and is growing very successfully and developing each year. I wish particularly to thank Helen Xiros and Leah Brown from City of Sydney for their ongoing support, valuable advice and attendance at our monthly Management Committee meetings.

Likewise our partnership with Mirvac (Broadway Shopping Centre) is also growing year by year with the service now working closely with the Centre on a growing number of beneficial projects. We are appreciative of the continuing and growing support from the Mirvac Group and, in particular, Nicole Harries. A big thank you to Nicole for organising the printing of this report.

Once again, our Education Pathways Project has

Assisting and advocating for young people in the Glebe community since 1988.

been successful. We look forward to continuing with the Project after a very positive review of the program by our partners. More about this in our Education Program report.

The GYS Management Committee has also had another busy year. We have seen the resignation of Joe Manix from the committee after many years of service. We wish to thank Joe and wish him well. There have been a few changes to the board this year. My personal and continued thanks to Treasurer, Hilary Chesworth, and to Jeremie Quiohilag who resigned earlier this year; fortunately, Alex Kiel has stepped in as Secretary. My thanks to Vice Chairperson, Chantel Cotterell, and Management Committee members: Rosalind Hecker, Roelof Smilde, Patrick Cunningham and Nicole Harries.

The next 12 months are going to see more significant changes at the service. With the completion of our strategic and business plans as well as the continuing restructure of the Community Services NSW grants program, GYS will need to comply with additional requirements for reporting and accountability. As a result, GYS will require significant extra resources by way of real funding to be able to accommodate these changes. Whilst this will be the biggest challenge for GYS in 2012, we are confident that we can meet these challenges and create new opportunities for the organisation.

*Sven Knutsen
Chairperson
Glebe Youth Service Inc.*



GYS staff outing



Drawing by a young person



TREASURER'S REPORT

The financial reports for the past year show a small surplus at the end of the year of \$1,666, bringing our total Equity to \$27,173. The surplus represents less than 0.4% of the total budget of \$418,000.

The majority of our income came from the NSW Department of Family and Community Services (\$234,611), which provides our core funding, and from City of Sydney (\$151,000) which supports the After Dark program and casework services.

Financial assistance previously received from the Becher Foundation supported the Pathways program, and a \$3,000 grant from StreetSmart Australia continues to help us to provide nutritious meals for Drop In and After Dark.

We received a grant of \$15,000 from Family and Community Services to assist with the transition to their new funding model. Most of this will be spent in 2011-12 on strategic planning and preparation for data collection to comply with new accountability requirements.

We were delighted to receive assistance in-kind from Lend Lease, who provided materials and staff to paint and refurbish our premises; an amazing job was done in just a few days, leaving us with a bright, freshly painted building – we are all still marvelling at the difference.

Maintenance of the premises is an ever present problem, but we are hopeful of obtaining a grant for repairs and improvements, and will continue to seek funding to help us achieve our objectives.

We also gratefully acknowledge donations from Cincotta Pharmacy and The Glebe Society.

It has been a pleasure to work with our Coordinator, Keiran, and Administrator, Christina, who ensure that our limited means are spent in the most efficient way possible. Together with our new youth workers, Rebecca Lampard and Michelle Lee, they make up the dedicated band of permanent staff who manage to work miracles with a small amount of money.

*Hilary Chesworth
Hon. Treasurer
Glebe Youth Service Inc.*



Premises of GYS



STRATEGIC PLANNING SUB-COMMITTEE

Over the last year, the GYS Management Committee has embarked on a process of developing a new strategic and business plan for the organisation. This was seen as a priority area, given the realignment of the Community Services Grants Program (CSGP) and the imperative for results-based accountability.

Although initially it was felt that this could be done 'in-house', given the critical nature of GYS's viability and growth in the current uncertain funding environment, it was decided to allocate funds to employ external consultants, Zakumi Consulting.

The three month planning process is due to start in October 2011 when the consultants will lead the organisation through an analysis of its current status such as its vision, purpose and impact as well as its projected direction in 2012-2016.

Developing improved data collection and reporting management systems remains a priority for GYS as highlighted in the previous annual report of 2009-2010. It is envisaged that the strategic plan will provide the organisation with a more clearly articulated road map on how this can be achieved within the next financial year.

Other areas of focus will be the development of an effective governance strategy and a review of staff management practices and financial performance strategies. The Management Committee has stipulated that the planning document needs to deliver clear linkages between the strategy and the daily operations of the service and, in addition, provide realistic milestones that can be implemented by the Coordinator, the staff team and the Committee.



Young people from GYS

*Rosalind Hecker
Strategic Planning Sub-Committee
Glebe Youth Service Inc.*



COORDINATOR'S REPORT

LOOKING BACK

The previous year has been one of positive achievement, challenge and change. Some of the notable positive outcomes include Lend Lease sponsored renovations, five Pathways students graduating with the Year 10 certificate and the establishment of outreach health services.

Amongst the challenges, the NSW Department of Family and Community Services restructure of the Community Services Grants Program (CSGP) has been notable. We have welcomed new faces to our staff and board, and we have embarked on a pathway toward developing a professional strategic plan and business plan.

Perhaps most inspiring is the number of positive outcomes in terms of our client group. Several clients have moved into independent living, a number gained full time employment, school attendance rates and matriculation levels have improved and youth crime has dropped to record lows in Glebe. Our partnerships have flourished and this has greatly increased the capacity and diversity of the programs we offer.

A MAJOR FACELIFT

GYS had a major face lift this year. We developed corporate partnerships with the large development company, Lend Lease. Negotiations and planning meetings were held in July, August and September. During this process building upgrade priorities were identified, discussed and planned. In September various major works were completed. In addition, equipment donations were made by Lend Lease.

The renovations dramatically improved the look and feel of the interior of our building. Feedback from young people who use the service, community members, staff and partner

organisations has been overwhelmingly positive. Evidence of the impact of the improvements is the reduction in vandalism, in particular graffiti 'tagging', has not occurred in the building since these improvements were completed. It is my belief that the building is again a source of pride, as it has been in the past for young people.

This one off corporate partnership has shown us that we can develop beneficial relationships with the corporate sector, and that we are an organisation that is recognised for the valuable work we do in the community. Tai Lane, the Lend Lease Project Manager, had this to say:

"I was keen to create a community day project that would have a positive impact on a local Indigenous community. The Glebe Youth Service is a non-for-profit organisation dedicated to providing local kids, mostly from an Indigenous background with the skills, support and information they need to move forward in a positive way".

The Lend Lease partnership resulted in much needed improvement to our facilities. These are great outcomes that have demonstrated the benefit of pursuing corporate philanthropy.

STAFFING

In April 2011 we gave a sad farewell to Ainsley Warner. Ainsley worked for four years as a youth worker at GYS and showed great dedication, commitment and innovation to the service. GYS recognises and honours the work and achievement of Ainsley during her four years as an employee. We respect and appreciate that Ainsley's departure was carefully planned with the best interest of GYS and our clients in mind. This allowed for client issues to be addressed and a transition period with the new staff member to occur. This was invaluable to clients and GYS. Farewell Ainsley, best wishes and thank you!

GYS is delighted to have recruited Rebecca Lampard to the role of Program Manager (After Dark)/Generalist Youth Worker. Rebecca has recently worked as a case worker for The Crossing - Intensive Outreach Service. Prior to coming to GYS, she has worked in a variety of other youth work positions. Rebecca is dedicated and hard working, she brings experience, passion and a commitment to quality service delivery and continual improvement.

Michelle Lee was employed by GYS in May 2011 in the role previously filled by Ainsley Warner. Michelle joins GYS after eight years working at The Fact Tree Youth Service in Waterloo. GYS is pleased to have been able to attract a worker of Michelle's quality. Michelle has extensive casework experience and a detailed knowledge of the youth sector. Her ability to assist clients to navigate and successfully interact with government agencies is outstanding.

FUNDING

GYS had two main sources of income for the previous year, Family and Community Services as well as City of Sydney.

Family and Community Services (FaCS)

FaCS (formerly DoCS) has been our primary funding source for a number of years. It was in this financial year the Community Services Grants Program went through the most significant restructure since the program began. While the details of the restructure, also known as the 'CSGP realignment', are too detailed to be seriously discussed in this report, we have tried to summarise the implications of the changes for GYS. Previously funded services have essentially been divided into two streams. One stream, which focuses on services concerned with community strengthening became part of the Community Builders program. The second

stream, which focuses on the provision of services directly to children, young people and their families, formed the basis of the Early Intervention Prevention Program.

GYS has been 'streamed' into the later. Under this model we will be providing services to young people and their families. The types of services that are allowable and that we will be providing are case management, counselling and structured group programs. We will also be able to conduct engagement activities to attract and maintain our client base. The process of agreeing on precise service specification has been long and complex. We expect to complete the process toward the end of the 2011 calendar year. GYS greatly appreciates the supportive and collaborative approach taken by FaCS and, in particular, we would like to thank Graham Roth, our Community Programs Officer (CPO), for his patience and understanding. One of the key concerns for GYS about the restructure is that, after a three year 'phase out period' we will no longer be funded to work with young people over eighteen. That being said we support the restructure and we will adapt to and attempt to provide good service under the new model.

City of Sydney (CoS)

GYS worked closely with Helen Xiros from CoS to submit an application through the CoS Community Services Grants Program. We were successful in obtaining funding for two of the three years requested in the application. This funding will take us through to the end of the 2012 financial year. GYS is currently in discussion with CoS staff and Councillors, exploring what role we can play in a mutually beneficial relationship into the future and to see the fulfilment of the aims outlined in the CoS 2030 Strategic Plan. GYS aims, with the support of CoS staff, to submit a grant application for the continuation of the After Dark program beyond



COORDINATOR'S REPORT

2012. Key to the success of this will be an external evaluation scheduled for late 2011.

THE YEAR AHEAD

GYS is excited about the coming year. The fact we have engaged a consultant to research and create strategic and business plans is costly, but it will inform and direct our focus for the next three to five years. In communicating with current and potential funders, the creation of a strategic plan is viewed very favourably. We have a committed team of full-time staff and an engaged and proactive Management Committee. We enjoy an excellent level of support and respect from our service partners and supporters. If we can all work together in a positive way, the year indeed looks good for the organisation and its clients.

ON A PERSONAL NOTE

As Coordinator I would like to take this opportunity to make a few very special thank yous, Firstly, to GYS staff members Rebecca Lampard and Michelle Lee. They have joined us at a difficult time, but their support, loyalty, skill and work ethic have been amazing. To the GYS volunteer Management Committee, without your time and effort there would be no GYS. To Dr. Gareth Jenkins, not only for his commitment to the Education Pathways Project and the young people of Glebe, but for his personal support to me as Coordinator. Our debriefing sessions and informal peer supervision had been a source of strength, fun, motivation and inspiration. Finally, to the young people and families of Glebe, your humour, resilience, knowledge, skills and good will are wonderful and it is a pleasure and a privilege to work in this community.

*Keiran Kevans
Coordinator
Glebe Youth Service Inc.*



At GYS



GYS PROGRAMS: INDIVIDUAL SUPPORT

Individual support is delivered in the form of advice, advocacy, referral and case management. Travel assistance, phone and Internet access are available for young people to attend appointments, look for work or communicate with other services. Many of our clients become aware and feel confident to request individual support after attending group programs for a period of time. While our group programs are valuable in their right, they do create a 'pathway' to individual support. Experience has shown that our client group take time to develop a trusting relationship and the personal confidence to request support for specific issues.

Advice, referral and advocacy are made freely available to young people upon request. We make use of a comprehensive database of services and organisations that young people may need or want. The aim is to assist young people to solve or address the immediate need in the short term. GYS staff also use this interaction as an opportunity to engage in a discussion about the benefits and suitability of case management to their individual circumstances.

Case management offers young people a more intensive approach to addressing social issues and achieving personal goals. GYS clients are often able to identify and articulate a personal goal. GYS takes a 'client lead' approach which supports the client's goal. Case management strategies are developing to achieve this goal. It is often at this point that level of complex and interrelated issues at the individual, community and societal level becomes clear.

Successful casework outcomes for our client group are common but it is important to acknowledge that the degree of challenge requires an intensive and longer-term approach than conventional case management models.

Currently, GYS has 25 clients engaged in

intensive case management; this entails weekly contact and multiple agency involvement. We have 24 young people engaged at a less time intensive level. This caseload is higher than we would prefer. It is impacting on our ability to devote sufficient time to each client.

Positive casework outcomes include: a client gaining employment, clients completing their Year 10 Certificate or returning to high school or TAFE after disengaging for a period of time. A number of clients have been exited from case work and are living happily and independently.



Young people from GYS



GYS PROGRAMS: DROP IN

The afternoon Drop In program was the first Glebe Youth Service program and continues to be the flagship of all our programs. The program operates from 3pm to 5pm most weekdays, providing a safe space for young people to socialise after school and engage in a number of creative and recreational activities. At every Drop In, there is a nutritious meal served.

A summary of our statistics reveals:

- ◆ Drop In had 4853 attendances;
- ◆ On average, 99 attendances occurred per week, with a fairly even gender breakdown;
- ◆ Over 4000 meals have been provided to young people.

We thank StreetSmart Australia for their recent grant to assist with providing these meals.

There have been many highlights for Drop In this year. We have tried a number of new activities. Some of the activities have included movie making, sound production, cooking, jewelry making, sexual health, physical health, Oztag, Basketball and more.

Due to the benefits of an easy going 'drop in' environment for the purposes of engagement and trust building, this program continues to be, and will remain, an important and flagship component of the organisation.

The service remains committed to providing a recreational space for young people. In a society where youth are often confined to the home there are many healthy outcomes for young people who get out and about. The Drop In program provides a forum where hanging out with those of the same age is a healthy choice.



Young people at GYS



GYS PROGRAMS: AFTER DARK

The After Dark program is an initiative of Glebe Youth Service and funded by the City of Sydney. It operates on a Friday and Saturday night, from 7.30pm to 11.30pm. The After Dark program is held at the Peter Forsyth Auditorium each Friday and at GYS each Saturday.

The program aims to provide a space for young people, aged 12-24-years-old, from the local Glebe area, that is safe, enjoyable and provides structured recreational and education programs. The After Dark program presents a diversity of recreational, creative and lifestyle activities, which aim to provide the young people with choices in regards to how they wish to spend their time at After Dark.

Over the previous year, implemented programs include: cooking, indoor soccer competitions, basketball, touch football, creative activities (painting and drawing), performance by Indigenous artists such as Radical Sun, movie nights, word games and puzzles and table tennis competitions. The staff involved with the After Dark program understand that each young person is unique in regards to their interests, hence the wide range of available activities.

At each and every After Dark a nutritious meal is cooked and served, often with the assistance of the young people. The After Dark staff is made up of a dedicated team of workers from a diversity of professional and personal backgrounds, including social workers, youth workers, artists, parents and local community members. Both Indigenous and non-Indigenous workers are employed to staff the After Dark program, with the majority of staff having worked on the program for several years. Volunteers have also been involved in the program over the previous year, as well as regular visits from the Youth Liaison Officer from the Glebe Police.

In the instance where a young person is experiencing difficulties in their life, experienced staff are available for the young person to express their situation or issue. Where warranted these young people are referred to a caseworker at GYS.

Several significant outcomes have resulted due to the existence of the After Dark program over the previous year. Such outcomes are inclusive of:

- ◆ The After Dark program has had 3380 attendances;
- ◆ Over 3000 healthy meals have been provided to young people;
- ◆ 192 referrals have been made to relevant services and/or the Glebe Youth Service caseworkers;
- ◆ Communications with the Glebe Police has indicated that juvenile crime is at an all time low.

The After Dark program is greatly valued by the young people participating, the dedicated After Dark staff and the core staff at GYS. The program is essential in positively contributing to the lives of the young people who participate in the wider Glebe community.



GYS PROGRAMS: EDUCATION PATHWAYS

OVERVIEW

The 2010-2011 financial year has been a busy one for the Glebe Pathways Project. For the vast majority of this time enrolment has been at capacity (14 students) and that is certainly the case at the time of writing this overview. Once again, this emphasises the continued genuine need for this education program. The fact that 12 of the 14 current students are regular long-term clients of Glebe Youth Service show that the initial aim of the program, to support the education needs of students connected to the Glebe area, continues to be achieved.

The second half of 2010 saw the school further develop its 'Big Picture' curriculum approach, so that students were engaging in a range of projects of personal interest, personal and family histories and projects of cultural engagement. A successful circus-skills program was run during this time and the end of year was marked with a celebratory exhibition of student work.

A major achievement during this time was that all five Year 10 students in 2010 received their School Certificate. This credential puts our graduates in a far stronger position as regards job or further training prospects than they would otherwise be without this qualification. As a result of this study, one student was accepted into a TAFE retail course and another into a NSW Vocational Education and Training accredited floristry course. When the other graduates apply for jobs or training the first question they will be asked is, 'Do you have your Year 10?'. Pathways is proud to say that they can all answer 'Yes', a fact that will continue to open doors for them as they seek to move into other phases of their life.

After the School Certificate exams were over, Pathways went on its first school camp, funded by Save the Children. This 3 day adventure camp was held at Glenworth Valley. This was well-

attended and all students participated in activities which included horse riding, swimming, abseiling, mountain bike riding and quad bike riding. This was a great bonding experience with a camp fire each night, which inspired students to tell stories from their Aboriginal cultural backgrounds. This was a great way to end the year and provided a good basis to progress staff and student relationships in 2011.

In 2011, Save the Children funded an upgrade of the school room facilities and equipment; two iPads, as well as digital SLR stills and video cameras were purchased, a data projector was installed and new furniture bought. GYS generously loaned the school room a new iMac desktop computer and this has been used in tandem with the data projector and iPads to give students in 2011 a 21st century classroom.

This year has seen a month long residency by the Jamaican cultural arts worker, Mervin Jarman, and his iStreet Lab project. Here Pathways' students collaborated with Mervin to create a multimedia editing and production studio in a portable wheelie bin. Pathways' students have also had collaborative sessions with Sydney University's Brain and Mind Institute, a Youth Block Aboriginal Health and Spirituality program, a drama session at the University of Sydney and weekly sports sessions at the National Centre Of Indigenous Excellence.

This year also saw an engagement with live theatre and events. At the Opera House, Pathways saw the Aboriginal Film Festival, with question and answer sessions with Indigenous film directors. Students also participated in the student section of the Festival of Dangerous Ideas, which saw some of their comments videoed and played in the Opera House during the festival. Pathways have attended a performance of the play 'Krakouer!' at the Seymour Centre, 'Silent Disco' at the Griffin

Theatre and 'Bloodland' at the Sydney Theatre Company. Such live events bring our students into new and invigorating environments from which we then develop pre- and post-event curriculum.

EVALUATION OUTCOMES

This year saw the culmination of a major collaboration between the Glebe Pathways Project partners who together produced a comprehensive document which assesses the impact of the project thus far. There were many striking results: parents who said it was the first education program where they felt their child was actually respected; students who said they were treated as an individual for the first time and that this helped them to learn; students gaining School Certificates who had tried unsuccessfully in different settings on numerous occasions; many students gaining confidence: one transitioning from being uncommunicative and withdrawn to ending up getting and keeping a part-time job in the service industry.

As well as anecdotal evidence, Pathways collected a range of quantitative data which showed that to date Pathways has educated 22 students. Students at Pathways significantly improve their school attendance. All students enter the program with a school attendance rate of less than 35% and Pathways' students average attendance is 65%. Students at Pathways incur significantly less suspensions. Collectively, 51 suspensions were incurred by Pathways students prior to entering the program and only 6 suspensions have ever been instituted during the program. This is significant as it shows that even though students attend school at Pathways more frequently, they exhibit less unacceptable behaviour than they did in previous settings.

The full evaluation document can be downloaded at: <http://pathingtheway.blogspot.com/>

As Pathways approaches the end of 2011 we are looking forward to another camp, this time at Milson Island in the Hawkesbury River area. We are in the midst of a 7 week motorcycle engine maintenance course and have Aboriginal art and drama workshops approaching.

This year we have 8 students in Year 10 and all are set to receive their School Certificates. One student has been accepted into Blackwattle Bay High School to complete Year 11 and 12, whilst one is considering the same at Bradfield College. One has been through the military induction process and three have already applied for TAFE courses in areas such as film making, digital media production, child care and hairdressing. The remainder have their eye on studying at Eora College and apprenticeships in carpentry and the automotive industry.

Pathways are working hard with TAFE careers counsellors, and job and apprentice agencies to make the transition from Pathways to future study and work as smooth as possible. To aid this process, Save the Children, in collaboration with GYS, has funded a part-time position to work with the Pathways Outreach Worker to further support student's future training and work needs; a worker will be appointed soon.

*Gareth Jenkins
Outreach Support Worker
Glebe Youth Service Inc.*



GYS PROGRAMS: EDUCATION PATHWAYS

THE FUTURE

The Glebe Pathways Project at Glebe Youth Service, funded for three years by the NSW Department of Education and Training (DET), was started halfway through 2009 and will end at the close of the financial year 2012. Currently, there is no certainty about further funding.

There is a proposal for a more permanent basis for the program. The proposal is being prepared by the DET Sydney region and envisages Pathways as an entity within the Department.

That would give the Project a degree of security greater than it has ever had. Given that Pathways has made great progress in the last twelve months or so, it would be terrific for the teachers, staff and the students to have the work continue on a permanent basis.

*Roelof Smilde
Member, Management Committee
Glebe Youth Service Inc.*



Young person from the GYS



GYS PROGRAMS: HOLIDAY ACTIVITIES

The School Holiday Program at the Glebe Youth Service offers young people entertainment and positive experiences during their school holidays. A range of recreational activities are scheduled to give the young people an opportunity to enjoy themselves and to remain occupied and positively engaged.

Many of the young people would be unable to fund these activities for themselves and could become bored and inactive during this time.

The activities often involve travelling to different places and having new experiences, which is important for broadening their horizons and creating new interests. The activities offered are also an incentive for positive behaviour and a reward for getting through the school term. The young people are able to relax and have fun, which is something they are entitled to.

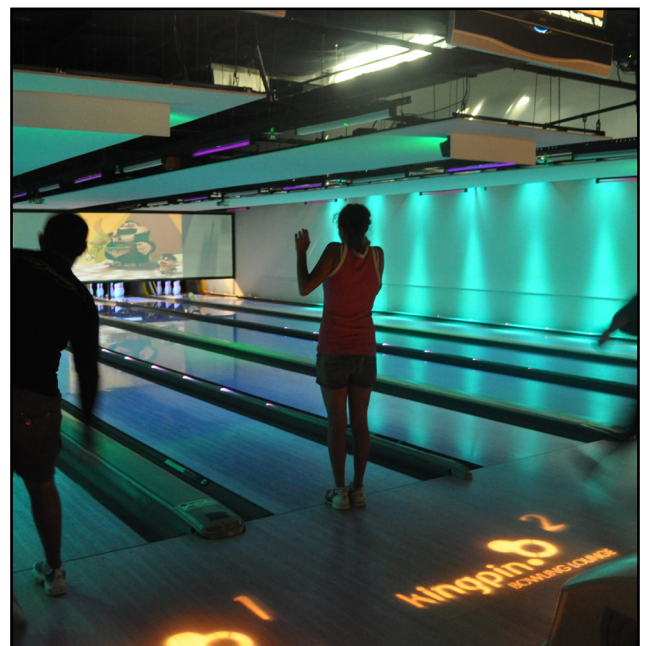
Furthermore, the Holiday Program is a great time for the development of positive relationships between young people and staff, as well as between young people themselves. The extended time spent together, positive experiences and also the challenges, helps create these important relationships and a sense of community.

The Program is not only great for young people, but also is important in giving some of our families a break from the teenagers and a chance to get things done around the house and not have to worry about what to do with the kids.

Some of the highlights from the past year include:
Beach trips & BBQs;
Jambaroo – Australia's biggest theme park;
Luna Park;
Cinema and IMAX;
Guided bush walks in National Parks;
Whale watching;
Interagency sports days; and
Art and Mural Painting.



Guided bush walks



Ten pin bowling



GYS PROGRAMS: GIRL ZONE

Girl Zone at the Glebe Youth Service is a weekly program for girls only. The program provides a comfortable, safe space where young women can meet, socialise and participate in a range of activities and exercises.

The staff facilitating the Girl Zone program are all female and are dedicated to providing an environment that is valuable and safe for the young women who participate.

The program offers a diversity of activities and exercises which attempt to meet the changing needs of females aged between 10-24 years old. During the Girl Zone program, a nutritious, balanced meal is also cooked and enjoyed by the participants, which assists the young men develop skills and healthy eating habits.

The program changes each term, along with the focus of the activities changing to present an experience for the young women that is diverse, relevant, engaging and beneficial. Activities have ranged from developing confidence, learning living skills, connecting with one's creative self and developing one's physical fitness and health.

The young women and staff have thoroughly enjoyed a range of activities and events. For the young women participating, which averaged between 20-25 individuals each week, the Girl Zone program improved their self development, knowledge around health issues, fitness, self confidence, self worth and identity.

Without a doubt the Girl Zone program is a very valuable initiative delivered by GYS.



Young women from GYS



GYS PROGRAMS: YOUNG PARENTS

The Inner West Young Parents Group (YPP) is a multi-agency housing program. Participating agencies include government and NGOs such as Community Services NSW, Housing NSW, SDN Children's Services, RPA Indigenous Health Workers, Glebe School's Community Centre, Elsie's Women's Refuge, Glebe's Young Parents Worker and Glebe Youth Service.

The YPP aims to house Glebe's young parents, with priority given to Indigenous young parents. In addition to housing, the referrals made to the YPP provide an integrated case plan. Once housed, this ensures clients are supported and receive case management assistance.

GYS thanks our previous Youth Worker, Ainsley Warner, for commencing our involvement in this program. We remain a committed partner.



Activities at GYS



COMMUNITY EVENTS AT THE GYS

FILM AND FUN NIGHT

In November 2010, we held the 3rd Annual 'GYS Film and Fun Night'. The night aims to showcase the creativity of local young people who access programs run by Glebe Youth Service. The film night presents an artistic avenue for local young people to express their talents and personal experiences.

The trio of local youths, the Str8 Ballaz, who have been gaining popularity in the local club scene, were the headline act on the night. A quote from an interview sums up the importance of the event and the creative arts in the lives of young people: "Music allows us to express ourselves... what it's like to grow up in Glebe".

One of the most phenomenal successes of GYS is its offering of artistic avenues for young teenagers to express their talents. Since 2008, GYS youths have been partnering with the Short Black Films production to produce a 10 minute short film every year based on their personal experiences. Alongside this partnership is our film and fun night, where young people are given the opportunity to learn about creating and managing a community event.

In its first year, the film night drew 100 people and the community feedback was fantastic. Encouraged by the positive response, GYS expanded the scale of the event in the second year by adding a raffle and lucky door prizes. Our third was another resounding success which showcased the positive artistic achievements and skills of young people who access GYS.

NAIDOC

GYS hosted the NAIDOC week 'Corrobree Night' in July. The event was an initiative of the Glebe NAIDOC committee and was presented

through the hard work of a number of volunteers and service workers.

There was a variety of performances on the night including; Str8 Ballaz, MC Marlene Cummins, Redfern women's and girls' Aboriginal dancers, Torres Strait Cultural Dancers, Didgeridoo Player, Henry, and a DJ set by Vincent Buchanan. Marlene Cummins a multi-talented performer and advocate for Aboriginal culture, past and contemporary, added a level of humour, through song and dance, that was fantastic.

Vincent Buchanan from the Str8 Ballaz, also one of GYS's young people, was the sound technician for the event. GYS staff member Rebecca Lampard took on the role of event coordinator and did a fantastic job of organising performers, sound engineers, lighting technicians, catering and creation of an amazing set design. The event's quality and success was a tribute to the NAIDOC committee and in particular to our own 'Beccy' Lampard for her above and beyond effort.

Approximately 150 people attended the event including regular and new young people, many Indigenous elders from the community, random passers-by, and members of the wider community. It was a fantastic community event that left everyone with very positive feelings.

RECONCILIATION WEEK

The anniversary of Reconciliation Week is significant to Indigenous communities. The knowledge of these dates and their significance is lacking in the wider community. The week is an opportunity, created by the Federal government, to address Reconciliation both nationally and locally.

The event brought together diverse groups of community members and fostered community

Assisting and advocating for young people in the Glebe community since 1988.

development through dialogue, participation, and inclusion. The event included talks by Aboriginal Elders, arts and crafts, displays of traditional tools, and information regarding health, safety, and personal development. The talks focused on educating the community on the significance of Reconciliation Week, Aboriginal and Torres Strait Islander culture and healing.

This event and its components are significant to the Glebe community and were an introduction to Aboriginal and Torres Strait Islander culture for non-Indigenous people through recognition and acknowledgement of the community. Plus, the event furthered understandings of culture, identity, respect and healing among Indigenous members of the community.



Community events



STAFF AT GYS

Current list of members and staff at the GYS:

MANAGEMENT COMMITTEE

Sven Knutsen - Chair
Chantel Cotterell - Vice Chair
Hilary Chesworth - Hon. Treasurer
Alexandra Kiel - Secretary
Helen Xiros - Ex officio member
Roelof Smilde
Rosalind Hecker
Patrick Cunningham
Nicole Harries

COORDINATOR

Keiran Kevans

PROGRAM MANAGER (AFTER DARK)/GENERALIST YOUTH WORKER

Tegan Rowles (until December 2010)
Rebecca Lampard

GENERALIST YOUTH WORKER

Ainsley Warner (until April 2011)
Michelle Lee

OUTREACH SUPPORT WORKER

Gareth Jenkins

ADMINISTRATOR

Christina Yeomans

CASUAL STAFF

David Baird
Stuart James Barber
David Bembrick
Wendy Buchanan
Michael Carr
Daniel Edward Conway
Sophie Cuzzilla
Jacqueline Delmege
Nathan Kachawalla
Oleh Luckyj
Ray Mason

Rebecca Photi
Michelle Sawilejskij
Matthews Sparksman
Jacob Atkin Taylor
Julie Elizabeth Tighe
Fiona Jenny Trick
Anne White
Tom Wilson
Kate Witherdin



Keiran Kevans and Michelle Lee



Rebecca Lampard



VOLUNTEERS AT THE GYS

The Glebe Youth Service greatly values the contributions that volunteers make to the service. As a small not-for-profit organisation, the GYS relies upon the support and services that are provided through volunteer workers from the local and surrounding communities.

The staff at the GYS are extremely grateful to those who give their valuable time to the service, for the presence of volunteers enriches the delivery of services greatly.

There are a range of ways in which volunteers can become involved with the service, with volunteers working on a number of programs implemented through the GYS. Over the previous year there has been numerous volunteers getting involved with the Drop In program, the After Dark program, regular Holiday Programs and community events, such as the GYS Film and Music Night.

Many of the volunteers are from the local Glebe community. The service also receives interest from students at the University of Sydney, with connections being made over the past year with Australian Red Cross volunteers, the University of Sydney and the GYS.

Following an initial induction, the volunteers working at the GYS, are presented with the opportunity to experience:

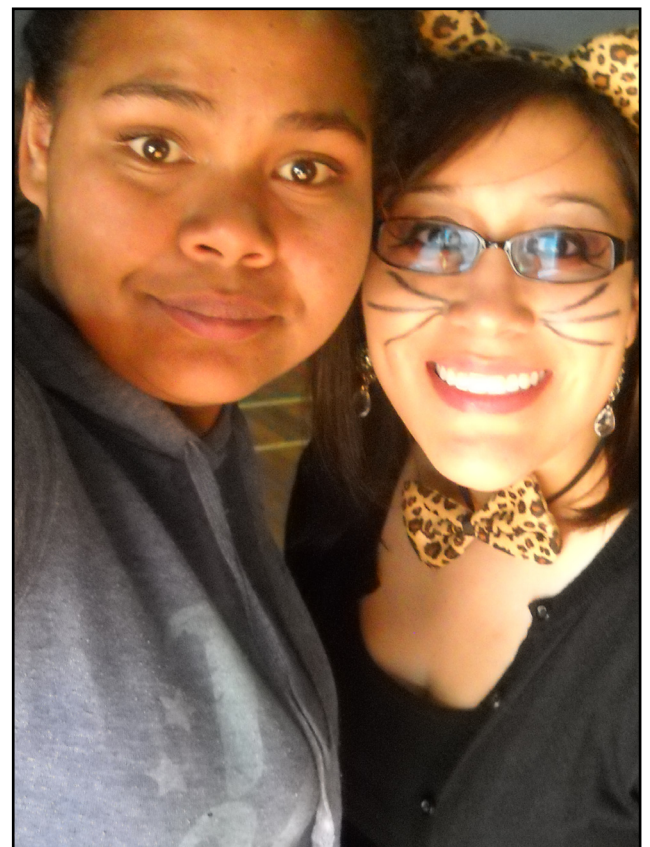
- ◆ Engaging with the young people who use the service during the Drop In program, as well as the After Dark program;
- ◆ Cooking duties. Every afternoon we cook a meal for the young people. Volunteers are encouraged to help with the cooking as well as serving the meals to the young people;

- ◆ Within the Drop In program, activities are often presented to the young people, such as painting and drawing, basketball, table tennis, watching movies, using the internet as well as using the music studio.

If you possess a particular skill, for example music or art-related, the staff at the GYS are very open to hearing any suggestions or discussing any possible activities that could be incorporated into the already existing programs.

The GYS currently has over fifty registered volunteers. We are looking to continue and expand our volunteer program in 2011-2012.

Anyone who is interested in volunteering at the GYS in the coming year can contact Keiran Kevans on keiran@glebeyouth.org.au



Young person and a volunteer at a GYS event



GOVERNANCE AT THE GYS

MANAGEMENT COMMITTEE

In the 2010-2011 financial year, the Management Committee has been committed to developing a strategic plan that will improve service delivery for clients, thus enabling the GYS to further realise its objectives. The Committee is also focussed on fostering current partnerships, whilst exploring new funding sources.

Regarding membership, the Management Committee of the Glebe Youth Service must consist of a minimum of four and a maximum of eleven elected members, including a Chairperson, Vice Chairperson, Secretary and Treasurer. The Management Committee is elected at each AGM. To be eligible for election to the Management Committee, a person must have been a member of the GYS for at least three months immediately prior to their election.

The Management Committee may also choose to appoint a representative of any government agency or other organisation that provides funding to the GYS as an ex officio member.

Meetings with the Management Committee are held monthly. The Coordinator attends these meetings, provides advice and seeks guidance about operational issues affecting the GYS.

As of June 2010, current Management Committee members of the GYS are:

SVEN KNUTSEN

In 1991, Sven joined the GYS Management Committee. He has been Chair for sixteen of the last seventeen years. Sven is the Director of his own IT consultancy company, Meerkat Computer Services. Previously, Sven worked for theatre companies and venues throughout Australia. Sven retired from the Arts in 1995 to pursue an ambition to run his own business full-time. Sven is also the resident percussionist with the

funk punk, blues and jazz band the Exploding Happiness since 1993.

HILARY CHESWORTH

Hilary has been Treasurer for the past three years. She is employed as Administrator at Redfern Legal Centre, and has previously worked in administrative roles in other community organisations. Hilary uses her financial management skills to mentor the GYS Administrator and oversee the preparation of financial reports and the annual audit.

CHANTEL COTTERELL

Chantel has been Vice Chair of GYS since 2010, having been a member since 2009. Currently, Chantel is employed at Redfern Legal Centre, but has previously worked with a range of community organisations and government agencies, many with a youth and legal focus. Beyond work, she is studying Social Work/Law at the University of New South Wales. Chantel is committed to community development, strategic planning and good governance.

ALEXANDRA KIEL

B.Social Work, B.A

Alexandra has worked as a youth and community worker in non-government and government organisations. She has experience in the community, youth work and domestic violence sector. She is currently studying the Juris Doctor program at UTS. She brings skills in community development, liaison, project planning and implementation and event management.

ROELOF SMILDE

Roelof has been extensively involved in community affairs within Glebe and continues to promote cooperative and communal ways of living. He has been an active member of the GYS Management Committee for four years. In late 2003, the GYS started an educational program for young people within Glebe who had left high

school, but still wanted to complete their School Certificate. Roelof has been a coach and mentor since the inception of this program.

ROSALIND HECKER

**Registered Nurse, Registered Midwife,
M.Science (Primary Health Care),
M.Christian Studies**

Rosalind has worked in the area of Indigenous health for over sixteen years, both clinically in central Australia and at policy level as a researcher and health planner at NSW Health, where she also had responsibility for youth health policy development. She brings skills in participatory evaluation, project management and planning and strategic development.

Manager at the City of Sydney. Helen has worked for the City of Sydney for seven and a half years and worked in the community and youth sector for over ten years. As Youth Services Manager, Helen coordinates the delivery of six youth programs across the local government area. Helen brings expertise in management, policy and process in her capacity as an advisor to the Management Committee.

PATRICK CUNNINGHAM

B.A (Hons), Dip. Ed, Dip. Law

Patrick worked in uni finance area for over fifteen years. He currently works as solicitor in Darlington at Peter Murphy & Associates. He has over twenty five years experience with sporting administration. Patrick is currently Treasurer of Sydney University Sport and Fitness, as well as President and Coach at the Syd Uni Boxing Club. In 2010, Patrick was co-coach of the Sydney Uni Women's Rugby.

NICOLE HARRIES

B.Commerce (Marketing), Dip. Business

Nicole has worked in shopping centre marketing for the past five years with continual community involvement at various Centres. Her role is to facilitate a corporate relationship and sponsorships with community groups. She brings skills in marketing and corporate relations to the Management Committee of GYS.

HELEN XIROS

B.A (Social Work)

Helen has been an ex officio member for over three years in her capacity as Youth Services



ACKNOWLEDGEMENTS & THANKS

GYS is proud to receive support and operate in partnership with a diversity of government departments, agencies, non-government organisations and corporate entities. GYS would like to formally acknowledge and thank the following organisations, and where appropriate, people. We thank each organisation and the people who have supported, partnered or collaborated with us. We look forward to maintaining our association and working together in the coming year.

City of Sydney – Helen Xiros, Leah Brown, John Maynard, Nick Hespe, Eva Reistra, Dominic Grenot, Councillors Black, Doutney, McKerney Hoff, Burgmann and our Lord Mayor, Clover Moore
Community Services NSW – Grahame Roth (Community Programs Officer)
NSW Health – Steve Harris (Professional External Supervision for GYS Staff)
Housing NSW
Community Artist Liz Rooney
University of Sydney – Deb Hayes and Dorothy Bottrell
Jamie Parker – Greens MP and Member of Balmain
Aboriginal Community Liaison Officer at Glebe – Nina Parsons
Save The Children Australia – Penny Lee, Colin Stokes and Dr. Gareth Jenkins
NSW Department of Education and Training – Paul Parkes and Doreen Wilson, Caterina Di Girolamo, Jan Wilson, Jeff Hockey, Janelle Scott
Weave – Alex McAlees
Lend Lease – Tai Lane and Shane
Youth Block – Michelle Lampis, Brett Pickard, Jeanette Holloway, Gemma Edgar and Megan Mortimer
OzHarvest
Food Bank
StreetSmart Australia
Glebe School Community Centre – Suzy Velkou
Broadway Mirvac – Nicole Harries and Corrado Ferraccioli
NSW Police Service – Winston Pisani, Julian Griffiths and David Stewart
TAFE Ultimo – Paul Drury, Camilla Couch, Helen McCutcheon and Felicity
Glebe Area Tenants Group – Kerry Bartholomew and Maree White
The Glebe Society
Cincotta Pharmacy
Glebe Chamber of Commerce
Elise's Women's Refuge
OasisYouth Support Network
Light and Sounds Engineers – Rob Baker and Connel Stevens
Aboriginal Medical Service
Glebe Community Development Project – Alison DePree and Lise Lafferty
Short Black Films – Vinnie McManus
Drawing Room Productions – Christian Tancred
Gross Technologies – Matt Gross
Glebe Family Medical
John Ficher – IT Support
Juvenile Justice NSW
Youth Action Policy Association (YAPA) – Sophie Trower and Nick Manning

FINANCIAL REPORT 2010-11

AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GLEBE YOUTH SERVICE INC. A.B.N. 34 929 502 199

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Glebe Youth Service Inc. (the association), which comprises the balance sheet as at 30 June 2011, and the income statement, a summary of significant accounting policies, other explanatory information and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of Glebe Youth Service Inc. is responsible for the preparation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the NSW 1984 and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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



AUDITOR'S REPORT

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF GLEBE YOUTH SERVICE INC.
A.B.N. 34 929 502 199**

Auditors' Opinion

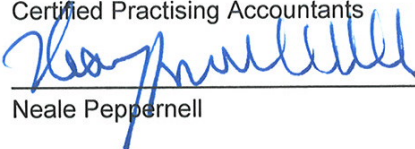
In our opinion, the financial report of Glebe Youth Service Inc. presents fairly, in all material respects the financial position of Glebe Youth Service Inc. as of 30 June 2011 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act NSW 1984.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the NSW 1984. As a result, the financial report may not be suitable for another purpose.

Name of Firm: Peppernell Consulting
Certified Practising Accountants

Name of Director:


Neale Peppernell

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

Dated this day of 16 **November 2011**



COMMITTEE MEMBERS' STATEMENT

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 statements as set out on pages 1 to 10:

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2011 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:

Chairperson: 
Sven Knutsen

Treasurer: 
Hilary Chesworth

Dated this day of November 2011



BALANCE SHEET

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

BALANCE SHEET AS AT 30 JUNE 2011

	Note	2011 \$	2010 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		41,066	76,472
Trade and other receivables	2	40,433	-
TOTAL CURRENT ASSETS		<u>81,499</u>	<u>76,472</u>
NON-CURRENT ASSETS			
Property, plant and equipment	3	3,594	2,320
TOTAL NON-CURRENT ASSETS		<u>3,594</u>	<u>2,320</u>
TOTAL ASSETS		<u>85,093</u>	<u>78,792</u>
LIABILITIES			
CURRENT LIABILITIES			
Other Creditors		2,349	2,533
Amounts Withheld		3,482	3,988
GST suspense account		4,323	7,697
Provision - employee entitlements		9,992	5,821
Hire Purchase Liability		232	837
Accrued Expenses - Other		2,451	3,242
Unspent Grants Carried Forward		2,069	6,816
Grants in Advance		30,943	20,362
Accrued Expenses - Superannuation		2,079	1,989
TOTAL CURRENT LIABILITIES		<u>57,920</u>	<u>53,285</u>
TOTAL LIABILITIES		<u>57,920</u>	<u>53,285</u>
NET ASSETS		<u>27,173</u>	<u>25,507</u>
MEMBERS' FUNDS			
Retained earnings	4	27,173	25,507
TOTAL MEMBERS' FUNDS		<u>27,173</u>	<u>25,507</u>



PROFIT AND LOSS STATEMENT

GLEBE YOUTH SERVICE INC.

A.B.N. 34 929 502 199

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
INCOME		
Grants Received		
D.O.C.S Core Grant	237,812	228,150
City of Sydney Grant	156,958	150,700
The Becher Foundation	6,828	3,684
Project Funds	600	-
St George Foundation Trust	-	1,500
Brumby Comp (Grant Brought Forward)	4,309	-
Grants Brought Forward	-	(5,432)
Other Revenue	5,204	786
Fundraising	-	637
Donations	1,442	1,100
	<u>413,153</u>	<u>381,125</u>
OTHER INCOME		
Interest Received	<u>4,929</u>	<u>4,024</u>
	<u>418,082</u>	<u>385,149</u>



PROFIT AND LOSS STATEMENT

GLEBE YOUTH SERVICE INC.

A.B.N. 34 929 502 199

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
EXPENSES		
Auditor's Remuneration	2,400	2,400
Bank Charges	210	473
Depreciation	1,840	167
Electricity	5,536	5,481
Equipment	4,115	2,022
Hire Purchase Charges	59	36
Insurance	3,228	2,460
Postage & Couriers	624	405
Printing & Photocopying	-	364
Reference Materials & Subscriptions	1,766	1,742
Repairs, Maintenance & Cleaning	9,126	17,313
Stationery & Office Supplies	3,235	2,557
Sundry Expenses	578	393
Telephone, Fax & Internet	9,968	8,973
IT Support	1,233	-
Personnel Costs		
Wages - Core	153,245	171,185
Wages - Casual	99,331	76,248
Fringe Benefits	32,255	34,142
Provision - Employee Entitlements	6,362	(13,521)
Superannuation	23,787	22,467
Workers Compensation Insurance	9,515	8,050
Staff Training & Welfare	3,073	1,406
Staff Recruitment	187	515
	<u>327,755</u>	<u>300,492</u>
Program Costs		
Camps	3,542	1,807
Vacation Care Costs	7,028	5,383
Groceries	28,007	22,103
Individual Work	400	250
General & Special Program Costs	3,729	4,053
Materials	280	3,118
Casework Expenses	137	73
Program Travel	1,620	1,106
	<u>44,743</u>	<u>37,893</u>
	<u>416,416</u>	<u>383,171</u>
Profit before income tax	<u>1,666</u>	<u>1,978</u>



INCOME STATEMENT BY FUNDER

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

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2011

2011
\$

NSW DEPARTMENT OF COMMUNITY SERVICES

INCOME

Core Grant	234,612
Interest Received	1,997
Other Income	689
Grant Brought Forwards	4,000
Total Income	<u>241,298</u>

EXPENDITURE

Wages	169,384
Administration	42,869
Program	29,542
Total Expenses	<u>241,795</u>
Project Surplus/ Deficit	<u>(497)</u>

CITY OF SYDNEY

INCOME

Income	151,000
--------	---------

EXPENDITURE

Wages	134,412
Administration	8,929
Program	7,666

Total Expenses	<u>151,007</u>
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Project Surplus/ Deficit	<u>(7)</u>
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7037

INCOME STATEMENT BY FUNDER

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

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2011

2011
\$

GENERAL

INCOME

Income	11,798
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Total Income	11,798
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EXPENDITURE

Wages	5,900
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Admin	2,975
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Total Expenses	8,875
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Project Surplus/ Deficit	2,923
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THE BECHER FOUNDATION

INCOME

Income	6,828
--------	-------

EXPENDITURE

Wages	3,872
-------	-------

Admin	2,956
-------	-------

Total Expenses	6,828
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Project Surplus/ Deficit	NIL
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NIGHTS OF MENTORING

INCOME

Income	400
--------	-----

Total Income	400
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EXPENDITURE

Program	400
---------	-----

Total Expenses	400
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Project Surplus/ Deficit	NIL
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257