



Warning: Aboriginal and Torres Strait Islander readers are advised that this report may contain the names and images of those that have passed.

Glebe Youth Service acknowledges the Gadigal people of the Eora Nation whose Land we work on.

We acknowledge the Aboriginal and Torres Strait Islander nations as the First Peoples of Australia.

We also acknowledge the many Aboriginal and Torres Strait Islander Peoples from many Indigenous Nations and pay respect to their resilience; their culture; and their Elders past, present and emerging.

We understand that the impacts of colonisation including genocide; legislated racism; dispossession; the Stolen Generations; and ongoing institutional racism, continues to impact the lives of Aboriginal and Torres Strait Islander peoples.

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



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A Message From Our Chair

I wish to thank the GYS Management Committee (MC) for all their work in the last 12 months. At the 2024 AGM GYS elected Blair Carey and Lisa Aitken – Vice-Chairs, Hilary Chesworth – Treasurer, Ben Fisher – Secretary, Lindsay Charles – Building Repairs and Maintenance, Robbie Girdler, Glen Powell and Elizabeth (Libby) Hindmarsh – Chair. We are very pleased to have Kathryn Dodd Farrawell (Aunty Kath) as the GYS Ambassador and MC member. We also have a representative from Broadway (non-voting) -Justine Saunders. Mary-Francis Murphy resigned, and we thank her for her contribution to the MC.

The GYS Management Committee meets once a month using Teams and has held several Saturday Planning Sessions which have been very profitable as face-to-face meetings.

A special thanks goes to our CEO Mitra Gusheh who started working for GYS in September 2023 and to all the staff for the work they have done during this year. Thank you to Amy O'Neill, Habil Mawardi, Jeff Hockey, Jennifer Norton, Jessica Nakakawa-Canales, Christina Yeomans and the casual staff for your contributions to GYS. Jessica Nakakawa-Canales was appointed as Head of Programs, taking responsibility for a broad range of initiatives including After Dark. We also thank the people who have provided donations and volunteer support to GYS. We are very please with the work of the Food Circle, and our thanks go to the staff and volunteers who help with this every week.

We also wish to thank Pingala and particularly to Jasper Webster for overseeing the pilot solar project and installing solar on ten roofs of Homes NSW in Glebe.

GYS has decided to move to become an Aboriginal Community Controlled Organisation (ACCO). The work of GYS will continue and we are working to appoint a First Nations CEO, a MC that has a majority First Nations members and to make some changes to the GYS Constitution to support these changes. This is an exciting move for GYS and I will be stepping down as Chair to enable this process.



GYS has also worked again with the Glebe NIADOC Week Committee. There was a wonderful celebration at Glebe Primary school on Friday 4th July and a GYS NAIDOC Sports Day in the school holidays.

GYS is fortunate to receive ongoing support from a wide range of businesses, other organisations, and individuals across Glebe.

Thank you to: our significant funders, the Department of Communities and Justice and the City of Sydney. Also from Mirvac, in particular Justine Saunders; our service delivery partners; the University of Sydney and the University of Technology; Pyrmont Ultimo Glebe (PUG) Mens Shed and our other donors and supporters for your continued support.

We also wish to thank our parliamentary representatives - the Hon Tanya Plibersek, Ms Kobi Shetty and the City of Sydney Lord Mayor Clover Moore and the Counsellors for their help and support.

It has been a special privilege to be the Chair of the GYS MC and I am looking forward to seeing GYS transition to an ACCO and continue the service to the community that it has been delivering for about 35 years.

Elizabeth (Libby) Hindmarsh
Chair, Glebe Youth Service Management Committee



Images top to bottom: 1. GYS Chair Libby at sustainability project workshop. 2. Collaborative project with diverse community organisations across Pyrmont, Ultimo, Haymarket and Glebe. 3. Staff planning day.

A Message From Our CEO

This year has been one of reflection, courage, and change.

After 35 years of serving the Glebe community, Glebe Youth Service (GYS) is embarking on its most significant transformation yet – our transition to become an Aboriginal Community Controlled Organisation (ACCO). This shift honours the truth that more than 70% of the young people and families we serve are Aboriginal. It also reflects a deep belief that self-determination must sit at the centre of our work if we are to achieve lasting change.

Throughout our history, GYS has worked to create spaces where young people can be safe, connected, and supported to thrive. As we move toward becoming an ACCO, that purpose remains unchanged – but how we live it will deepen. We are embedding culture at the heart of our organisation, ensuring that Aboriginal knowledge, governance, and ways of working guide our path forward.

To undertake this authentically, GYS has committed to a series of structural changes. I have committed to stepping down as CEO to make space for Aboriginal leadership and to support the transition process in partnership with our Management Committee and community.

The appointment of an identified CEO will bring strong First Nations leadership, deep cultural knowledge, and the opportunity to apply Aboriginal ways of knowing and being to strengthen services for the whole community. This shift in leadership marks a powerful and long-awaited step toward self-determination — one that will ensure GYS remains both a culturally strong organisation and a place of welcome for all.

This transition will only strengthen the foundation we have created together. This past year is demonstrative of the strength of this organisation. Across every program, we've seen the power of community leadership and partnership in action. Our After Dark program continued to create safe spaces for young people to gather, connect, and build relationships. The program has increased its reach and now offers more meaningful engagement through an improved structure. Teentime, BoyZone, and GirlZone have provided consistent, caring environments for learning, belonging, and



self-expression. Our Food Circle program has grown substantially – delivering over 14,000 instances of food and household support to local families – made possible through extraordinary volunteer and partner collaboration. ConnectED addressed pathways to employment by offering safe learning opportunities linked to paid internships, and our locally produced newspaper, Glebe Connections, has flipped the narrative to tell stories of strength.

We have also expanded our First Nations youth programs, led by community voices and informed by culture. These initiatives have offered young people opportunities to connect with identity, strengthen leadership skills, and celebrate cultural pride. Our First Nations Boys Program, launched this year, stands as a model for how culture can be a source of healing, learning, and empowerment.

Beyond direct service delivery, GYS has strengthened its role as a connector and advocate. We have supported grassroots community groups, partnered with local schools and universities, and continued to create leadership pathways for young people. Our partnerships with the City of Sydney, DCJ, and countless local organisations have allowed us to innovate and grow, while staying grounded in community needs.

None of this would be possible without the dedication of our staff, volunteers, Management Committee, and community partners. I am continually inspired by their creativity, compassion, and resilience. To every young person who walked through our doors, every partner who stood beside us, and every supporter who believed in our vision — thank you.

As we look ahead, I do so with immense gratitude and optimism. GYS has always been more than a service — it is a community movement grounded in care, culture, and justice. Together, we are creating a future where young people are strong, connected, and proud — and where the Glebe community continues to lead the way in what shared, place-based strength truly looks like.

Mitra Gusheh
Chief Executive Officer



Images top to bottom: 1. Visiting Minister Dib to advocate for sustainable funding models. 2. MBA students on exchange from China visiting the service to learn about GYS. 3. After Dark planning day.

Acknowledgements

The work of GYS is only possible through the generosity and support of the wider community. We have a great number of people and organisations who support GYS in a number of ways. We would like to extend our sincerest gratitude to the following people, businesses and organisations for their generous support.

- Aboriginal Affairs NSW
- Aboriginal Employment Strategy (AES)
- Access Group Solutions – Matt Granter
- Addison Road Community Organisation
- Anglicare and GAPP
- Artisan Markets Glebe
- Aunty Anne White
- Aunty Barbara McGrady
- Aunty Kathryn Dodd-Farrawell
- Aunty Kylie White
- Aunty Sharon Minniecon
- Aunty Wendy Buchanan
- Australian Catholic University (ACU)
- Australian Council of Social Services (ACOSS)
- Balmain and Glebe PCYC
- Bright Sparqe
- Bodega Studios – Tom Elliot
- Broadway Sydney, Mirvac – Justine Saltmarsh and Justine Saunders
- Centipede at Glebe Public School
- Centre for Social Justice and Inclusion
- City of Sydney
- Clubs NSW
- CoGG
- Common Ground (Mission Australia)
- Common Purpose
- Community Legal Education Programme, Sydney University Law Society
- Counterpoint Community Services – Grant Nair
- Department of Communities and Justice NSW
- Detour House
- DIBZ 37
- Fams NSW
- First Nations Response
- Foodbank NSW & ACT
- Forest Lodge and Glebe (FLAG) Network
- Friends of Pyrmont
- GAPP
- Geedup Co.
- Girl's Refuge
- Glebe NAIDOC Committee
- Glebe Public School
- Glebe Treehouse – Helen Michael
- Hands Off Glebe
- Harris Community Centre
- Heaps Decent
- Homes NSW
- Hon Member for Sydney, Ms Tanya Plibersek
- Inner Sydney Voice
- Jobs Australia
- Jumbunna
- Launchpad Youth Community
- Living Hope Community Church, Camperdown
- Lord Mayor of Sydney, Ms Clover Moore
- Lou's Place
- Louise Mackrill
- Mariam's Henna and Facepainting
- Megan Fletcher, Community Development Advocate
- Member for Balmain, Ms Kobi Shetty
- Milk Crate Theatre
- Minister Jihad Dib
- Na Joomelah
- Narelle Dickson
- Nakama Arts

-
- Newington College, Prescott House
 - NSW Council of Social Services (NCOSS)
 - NSW Health Sydney Local Health District
 - NSW Police Force – Inner West Area Command
 - NSW Police Force – Leichhardt Local Area Command
 - NSW Office of Responsible Gambling
 - NSW Office of the Children’s Guardian
 - Nyumbar Education
 - Oh My Days
 - OzHarvest
 - Paul Ramsay Foundation (PRF)
 - PCYC
 - Pedavoli Architects
 - Peppernell Consulting
 - Pingala
 - Pizze Baby
 - Pyrmont Cares
 - Pyrmont Ultimo Network of Services (PUNS)
 - Pyrmont, Ultimo and Glebe Men’s Shed
 - Radio Skid Row
 - Reclink Australia – Josh Tildesley
 - Reconnect Inner City (Mission Australia)
 - Roman Jody
 - Scarr Tree
 - Scratches Records – Lorenz Pritchard
 - Secondbite
 - Share The Dignity
 - Souths Cares
 - Sydney Secondary College – Balmain, Leichhardt and
 - Blackwattle Bay High Schools
 - Sydney University
 - Tania Thompson, Community, Housing and Aged Advocate
 - Technical Audio Group Pty Ltd Australia
 - The Glebe Society
 - The Photo Studio
 - The Reconnect Project
 - The University of Notre Dame
 - The University of NSW
 - The University of Sydney
 - Tom Psomostrogos
 - Tramsheds
 - Tranby National Indigenous Adult Education & Training
 - Tribal Warrior
 - Twenty10
 - Uncle Barry Trindall
 - Uncle Cole Watego
 - Uncle Ken Canning
 - Uncle Les De Jong
 - University of New South Wales
 - University of Sydney Union
 - University of Technology Sydney
 - Velocity Empowerment and Alan Lau
 - WAYS Youth & Family
 - We Are Warriors
 - Welcome Merchant
 - Wesley Mission – Glen Powell
 - Youth Action
 - Youthblock, NSW Health
 - Youth Justice NSW
 - Yung Brother (Isaac Bamblett)

About Us

Glebe Youth Service (GYS) has been part of the Glebe community for over 35 years. We are a place-based, independent not-for-profit organisation situated in the heart of the Glebe social housing estate. Our purpose has always been to work alongside young people, families, and community to create opportunities for growth, belonging, and self-determination.

We are now taking the next step in our journey by transitioning to become an **Aboriginal Community Controlled Organisation (ACCO)**. This decision reflects the reality that more than 70% of the young people and families we support identify as Aboriginal. It also reflects our belief that self-determination, cultural safety, and First Nations leadership are essential to building a thriving Glebe community.

This transition is about embedding culture at the heart of how we work — ensuring Aboriginal voices guide our governance, shape our programs, and lead our decision-making. While we will continue to welcome and serve all members of our community, becoming an ACCO strengthens our foundation by ensuring that leadership, knowledge, and cultural connection are central to everything we do.

GYS receives project and service-based funding from the NSW Department of Communities and Justice and the City of Sydney Council. This resourcing is complemented by an array of project-based grants, donations, and sponsorships. Together, these enable us to deliver programs that support young people to be healthy, confident, connected, and equipped for life.

Our Values

Equity

We recognise that not everyone begins with the same opportunities. Guided by the principles of justice and community control, we work to remove barriers and restore balance — striving for fairness, inclusion, and opportunity for all.

Care

Care is central to how we connect. We approach our work with compassion and integrity, listening deeply, responding respectfully, and holding relationships with accountability and empathy.

Respect

We honour the diverse identities, cultures, and experiences that make up our community. We recognise the strength and resilience of First Nations peoples and learn from cultural ways of knowing, being, and doing.

Professionalism

We are committed to high standards of practice, accountability, and transparency. Our professionalism is guided not only by evidence but by cultural wisdom, community voice, and respect for Country.

Our Vision

A thriving Glebe Community

Our vision is for a Glebe where young people are strong in culture, confident in identity, and connected to community. A place where people of all backgrounds, ages, and experiences are thriving, can participate fully in civic life — and where diversity and social justice are valued and actioned through a wide range of community offerings.



Our Purpose

All young people in Glebe are striving to reach their full potential.

We believe that young people, at their full potential, are central to a thriving and culturally strong Glebe community. They are not only the future of Glebe — they are its heart today.

GYS has a proud history of working with young people, particularly Aboriginal young people and others who face barriers to opportunity. Our ability to build trust — grounded in respect for culture, community, and connection — has allowed us to achieve meaningful outcomes for young people and their families.

To achieve our purpose, we focus on supporting young people who are:

- **Healthy safe, skilled and confident**
- **Connected to community**
- **Taking up livelihood opportunities**

Our roadmap for achieving this has been developed through community consultation, staff collaboration, and evidence-based practice. These goals reflect the foundations of healthy adolescent development and are strengthened by cultural principles that centre belonging, kinship, and collective responsibility.

When young people are connected to culture, supported by family, and valued by community, they thrive. Our programs and partnerships are designed to make this possible — creating pathways where every young person can reach their full potential, on their own terms and in their own way.



Image: Artwork made as part of a Cancer Council funded anti-smoking project.

Our Pathways to Change

At GYS we believe that three preconditions contribute to young people in Glebe achieving their full potential:

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

For young people in Glebe to be healthy, safe, skilled and confident, we need the simultaneous achievement of two outcomes. Firstly we need to see an increasing number of young people taking positive action to support their own wellbeing. Achieving change here relied on: young people knowing when they need help; young people knowing where they can get help; and young people having the life skills and confidence to make healthy choices.

The second outcome that supports young people in Glebe being healthy, safe, skilled and confident, is the availability of relevant and accessible safe spaces and services to young people.



2. Young people are connected to community

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

Three outcomes contribute to young people being connected to community: Young people need to have positive and diverse relationships with others; young people need to feel part of and want to contribute to their community; and a strong sense of community cohesion must be in place in Glebe.

These three outcomes are themselves reliant on yet another three factors that need to be in place simultaneously: Young people need to be valued; places and spaces need to be safe and relevant to young people; and through increased opportunities for the broader community to connect and build relationships, a sense of community trust needs to be in place and be experienced.



3. Young people in Glebe are taking up livelihood opportunities

In order for young people in Glebe to be taking up livelihood opportunities, more young people need to stay engaged in ongoing learning. Young people also need access to employment opportunities. This second factor can be achieved if employment opportunities being offered are relevant to young people; if young people have the social capital and access to relevant networks; and if young people are job ready.

A third factor – family support – is also a critical consideration that influences young people in Glebe being able to take up livelihood opportunities. In order for families to be able to support young people to take up opportunities, three outcomes need to be simultaneously realised: Families need to have their basic needs met; families need to have the literacy, skills and knowledge to support young people; and families need to view opportunities as valuable and be motivated to support young people.

Image: Students visiting UTS





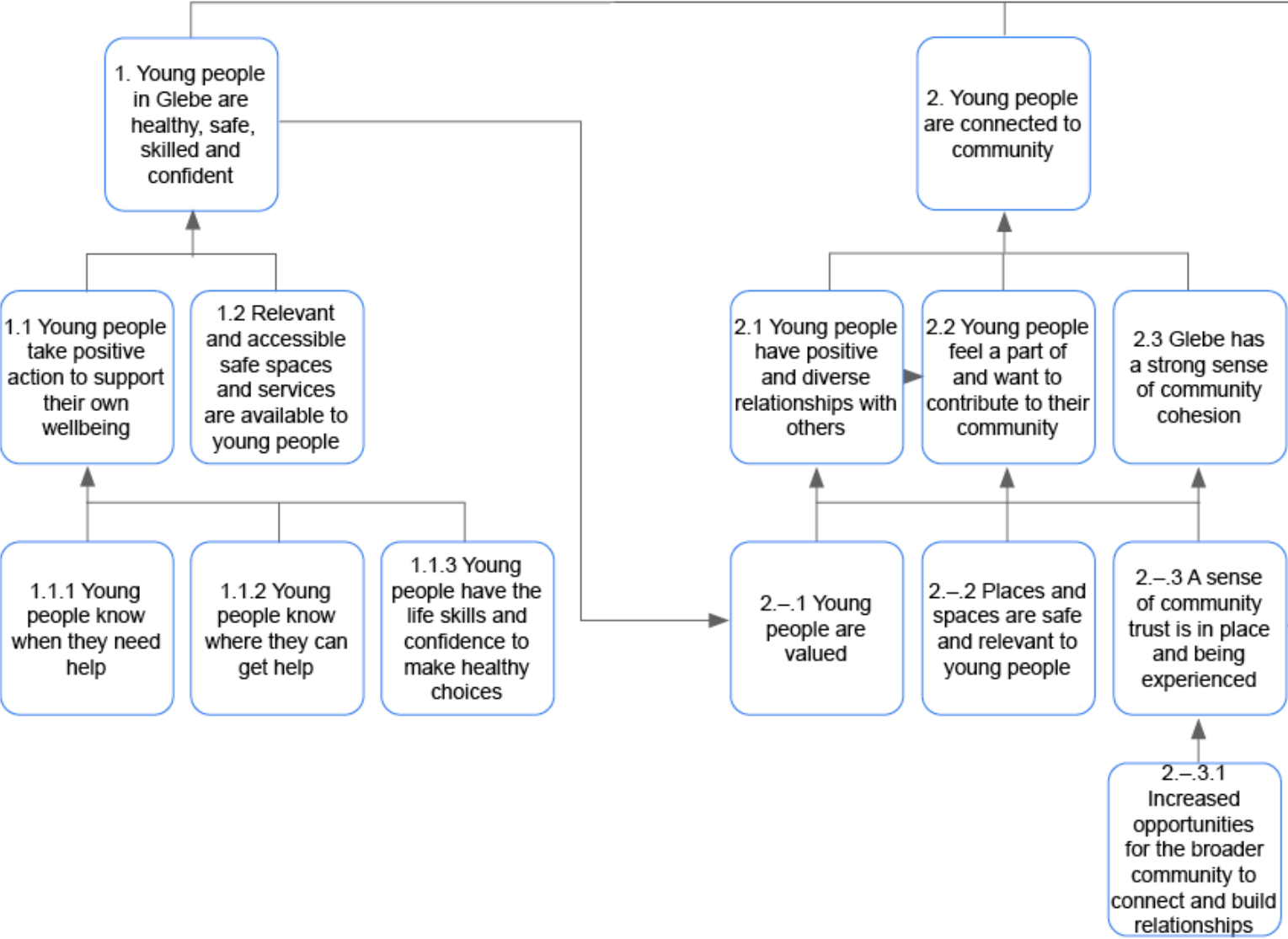
Our Theory of Change

Accountability Ceiling

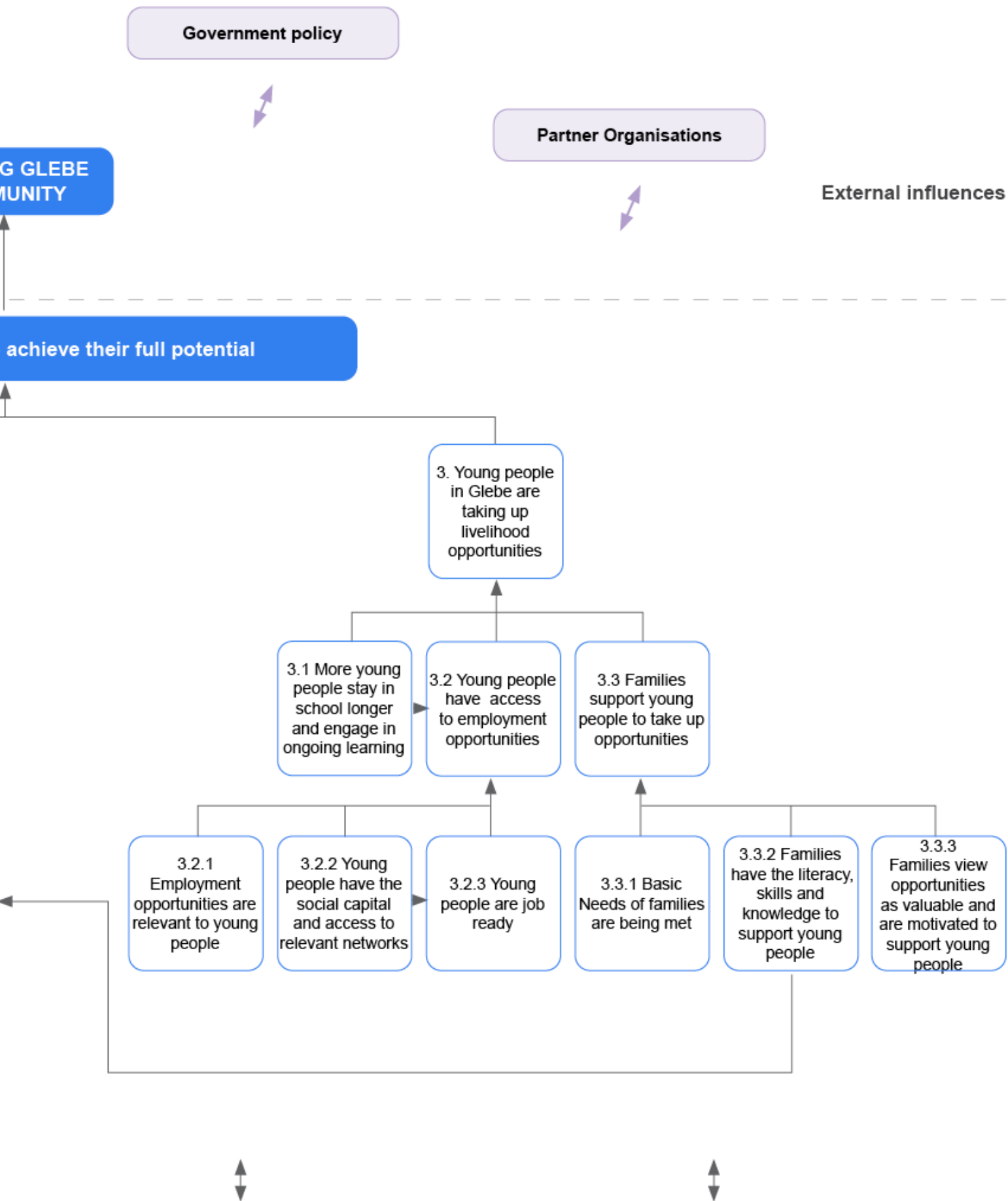
Funding

THRIVING COMMUNITY

All young people in Glebe



Glebe Youth Service recognises
We value cultural connection and ensure that respect and re
Through trusting relationships, we su



that we work on Aboriginal land.
Recognition informs our practice and is embedded in all we do.
Support young people and their families

Our Contribution to this Place

	Middle Ground	Teen Time/ Girl Zone/ Boy Zone	After Dark	First Nation Program	Food Circle	Community + Special Events	Individual Support	Connect:ED
1. Young people in Glebe are healthy, safe, skilled and confident		●				●		
1.1 Young people take positive action to support their own wellbeing		●			●	●		
1.1.1 Young people know when they need help		●				●		
1.1.2 Young people know where they can get help	●	●		●		●		
1.1.3 Young people have the life skills and confidence to make healthy choices		●		●	●	●		
1.2 Relevant and accessible safe spaces and services are available to young people	●	●	●	●	●			
2. Young people are connected to community			●		●			
2.1 Young people have positive and diverse relationships with others		●		●	●	●		
2.2 Young people feel a part of and want to contribute to their community		●	●		●			
2.3 Glebe has a strong sense of community cohesion		●	●	●	●			
2.-.1 Young people are valued		●			●			
2.-.2 Places and spaces are safe and relevant to young people		●		●	●	●		
2.-.3 A sense of community trust is in place and being experienced					●			
2.-.3.1 Increased opportunities for the broader community to connect + build relationships			●	●	●			
3. Young people in Glebe are taking up livelihood opportunities								
3.1 More young people stay in school longer and engage in ongoing learning	●							●
3.2 Young people have access to employment opportunities								●
3.2.1 Employment opportunities are relevant to young people				●				●
3.2.2 Young people have the social capital and access to relevant networks								●
3.2.3 Young people are job ready								●
3.3 Families support young people to take up opportunities								
3.3.1 Basic Needs of families are being met	●		●	●	●	●		
3.3.2 Families have the literacy, skills and knowledge to support young people		●		●		●		
3.3.3 Families view opportunities as valuable and are motivated to support young people		●						

Snapshot

In the 2024-2025 financial year GYS delivered a wide range of programs and services aimed at improving the lives and wellbeing of young people and their families. While the program narrative reports give specific details, the following is a brief snapshot:

- Over **60** young people and their families experiencing high levels of vulnerability received targeted individual support.
- **3,363** attendances at our After Dark program connected with youth workers, seeking advice, support and referrals, learning skills, eating a healthy meal, and connecting with their community.
- **170** occasions of support and referrals at our After Dark and Teentime programs, addressing health, drug and alcohol use, mental health, housing, family violence, education and employment.
- **2,419** attendances over **42** sessions at our Teentime drop-in program, including Glebe Community BBQs – enabled connections with youth workers, access to healthy meals, and engagements in a wide range of skill building and social connection activities.
- **241** attendances over **17** sessions at our First Nations Boys Program since its launch in June 2025, a holistic program supporting local young men through cultural mentorship.
- **78** attendances over **17** sessions at Girl Zone in 2025, connecting young people with youth and social workers and engaging in empowerment activities, including self-defence and service visits to partner organisations.
- **175** attendances over **18** sessions at Boy Zone in 2025, delivering a range of activities focusing on connection, belonging, social support, emotional regulation and physical development.
- **2** local OzTag teams formed as a result of advocacy at the Boy Zone program.
- **31** young people taken to Jamberoo Action Park as part of the School Holidays Program.
- **5** young people became qualified peer mental health first aiders, by completing the Teen Mental Health First Aid course during the School Holidays Program.
- **6** young people completed the GYSxWAYS Statement of Attainment in Community Services, and 4 young people completed a paid internship at Glebe Youth Service.
- Approx. **3,461** food hampers distributed through our Food Circle program, resulting in an estimated **14,842** instances of support to individuals experiencing vulnerability.
- **445** instances of volunteering support, including **279** community member participation at Food Circle.

Program Reports

After Dark

By Jessica Nakakawa Canales, Head of Programs

After Dark is a weekend evening program delivered by the Glebe Youth Service and funded by the City of Sydney. The program aims to provide a safe place where **young people** and **the broader community** can access youth workers to seek advice, support and referrals, have fun, enjoy a healthy meal, learn skills and connect with their community. This program has been operating continuously for over 20 years on Friday and Saturday evenings, with Friday nights being 'Teens Only' and Saturday nights welcoming all community members.

What was the difference this year

Following consultation with team members, partners, and the young people in the community, last year, a collective effort resulted in identifying the four objectives of the program:



To achieve these objectives, different activity focus areas were identified: Sports, arts, Aboriginal Cultural practices, well-being skill development, and employment readiness. This refined focus resulted in activities like basketball and ping-pong competitions, smoothie making and healthy dessert nights, arts and crafts such as bracelet making, and painting, as well as the purchase of a PS5. To support employment readiness and wellbeing, young people were offered

Funding partner:



resume writing support, and themed trivia nights that focused on topics such as rights at work, risks of alcohol consumption and harm minimisation practices.

To make this happen, we ensured diversity of skills amongst staff, rostering on sports-focused, art and alternate activity focused, and social work skilled staff on every shift. In line with our intentions around supporting self-determination and investing in First Nations leadership, every After Dark event had the presence of a First Nations staff member and offered an Aboriginal Cultural related activity. The improved structure provided clarity of role and ensured participants had a variety of activities to engage in.

Community dinners and fun themed nights were a big feature of 2025. Such events included movie nights, mother's and carer's day, Halloween Party and Day of the Dead Party, Are You Ok Day?, NAIDOC, and our End of Year Dinner Party.

In 2025 we increased our investment in obtaining community feedback. The need to improve food options came up repeatedly in our conversations with young people. Participating youth wanted other food options such as KFC and pizza. This led us to incorporate new menu options such as Asian stir fry, lasagna, Nepalese curry, and so on. We continued our partnership with Jumbunna (UTS) who sponsored food options loved by our community – enabling us to arrange for special treats from Clem's and Parliament on King.

Following requests from the community, we initiated a driving home program, where the City of Sydney vehicle was used to drive kids home after Friday night sessions. Uptake of this offering has been low. We continued the service into winter to assess the uptake as the weather shifted - but have not observed an uplift. We will be reassessing our investment in this space in the year to come.

Attendance

Attendance across the 2024–2025 financial year showed a strong and consistent recovery, reversing the decline experienced in the previous period and demonstrating renewed community engagement with the After Dark program.

66

**occasions of
advice and
support**



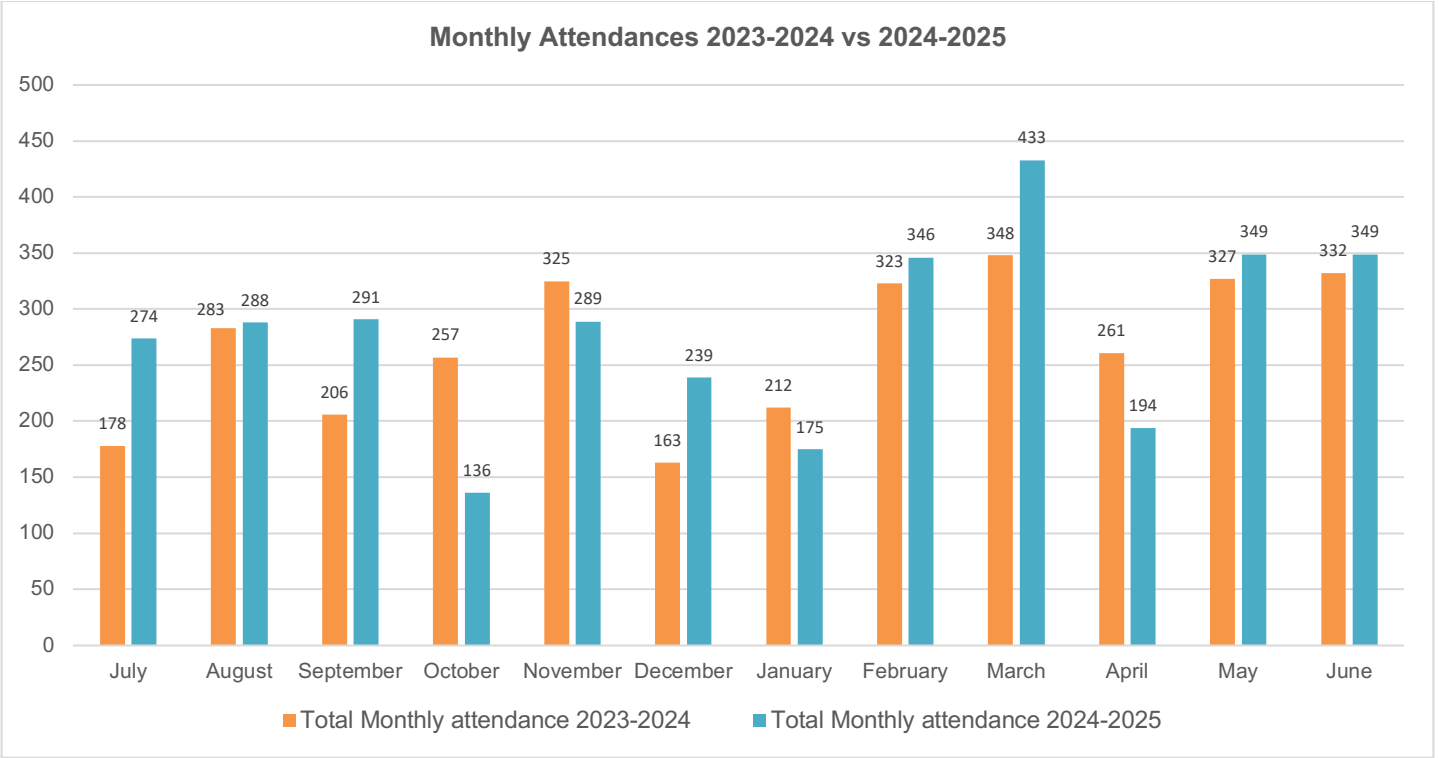


Image: End of Year 2024 Party at Glebe Youth Service

A month-by-month comparison shows substantial growth in average attendance, particularly in months linked to major community events and targeted engagement efforts. The highest monthly average was recorded in March 2025, with 48.1 participants per session, coinciding with memorial events that held deep cultural and emotional significance for the community. Conversely, the lowest average occurred in October 2024, one month after the loss of two much-loved community members—reflecting a period of collective grief and disruption.

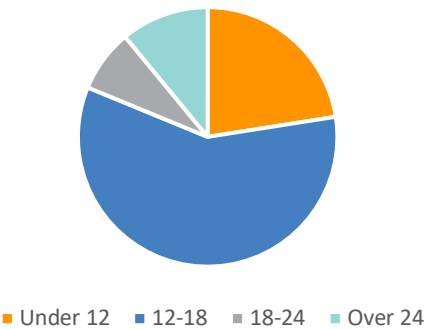
Community-driven events significantly boosted turnout. The Halloween and Day of the Dead celebration in November 2024 reached a peak of 151 attendees—more than double the previous year’s record of 76 participants for the same event. Similarly, the six-month memorial in March 2025 drew 130 attendees, underscoring the community’s strong connection to After Dark as a space for collective healing and solidarity.

Another noteworthy development is that no After Dark sessions in 2024–2025 recorded zero attendance, unlike the previous year which had four such instances. This consistency reflects the success of program improvements and trust-building efforts done by the GYS and After Dark teams.



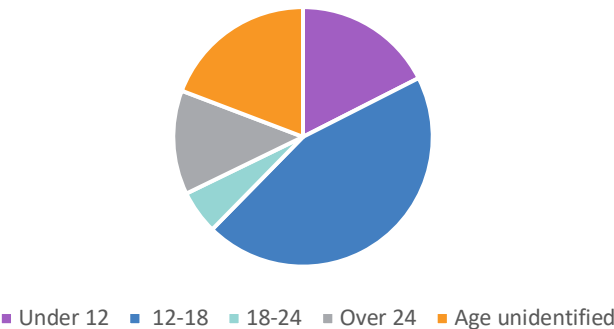
HIGHEST ATTENDANCE 2023-2024			HIGHEST ATTENDANCE 2024-2025		
Date	Total	Notes	Date	Total	Notes
Friday, 3 November 2023	76	N/A	Friday, 1 November 2024	151	Halloween/Day Death
Saturday, 3 February 2024	60	N/A	Saturday, 1 March 2025	130	K and D 6m memorial
Saturday, 11 May 2024	55	N/A	Saturday, 10 May 2025	90	Mothers' & Carers' Day
Saturday, 16 March 2024	54	N/A	Saturday, 3 May 2025	62	Regular night
Saturday, 26 August 2023	53	N/A	Saturday, 17 May 2025	61	Regular night
Saturday, 29 June 2024	52	N/A	Saturday, 31 May 2025	61	Community Conversation

2023-2024 Attendance by Age



Under 12 = 741
 12 to 18 = 1931
 18 to 24 = 257
 Over 24 = 361

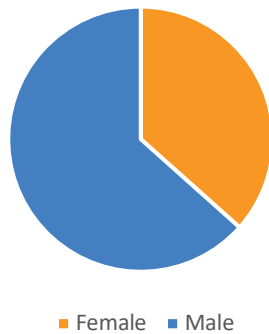
2024-2025 Attendance by Age



Under 12 = 1176
 12 to 18 = 3010
 18 to 24 = 366
 Over 24 = 872
 Age unidentified =1290

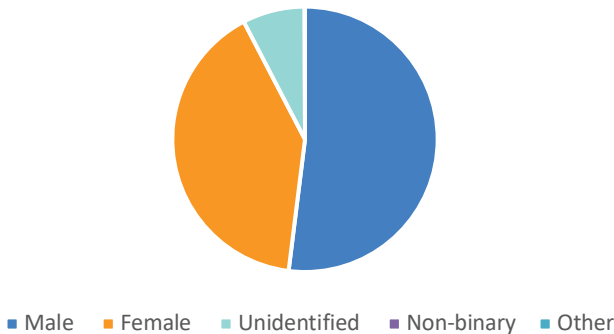
Across the last financial year, the After Dark program was most frequented by young men. By comparison to last financial year, female attendees increased in numbers, improving the balance. This shift in numbers has resulted from the increase in the variety of activities that we are offering during After Dark.

2023-2024 Attendance by Age



Female = 1204
Male = 2086

2024-2025 Attendance by Age



Female = 2401
Male = 3090
Unidentified = 452
Non-binary = 1
Other = 1

Thanks to...

The After Dark program was made possible thanks also to the 17 paid staff members and 47 volunteers who contributed to the running and implementation of this program, and the 11 partner organisations that supported us.

We want to offer special thanks to all the GYS team that supported After Dark during this financial year: Amy O'Neill, Candace Dower, Eloise Woods, Habil Mawardi, Harry Whitting, Jeff Hockey, Jennifer Norton, Josh Tildesley, Koorine Welsh, Michael Carr, Mitra Gusheh, Nariah Welsh, Tamara Brennan, Tanu Nona, Thomas McGurgan, and Waylon McLennan. Without their commitment to the young people in our community and their support to create this space, nothing would have been possible.

Special thanks also goes to Aunty Kath Dodd-Farrawell for her facilitation of the “Glebe I dream of” art activity.

We are grateful to the placement students that supported our programs this year: Ana Sofia Gonzales, Eli Hsia, Isha Belbase, Justa Chan, Nikrita Rimal, Owen Shaw, Shriya Bartaula, Shyamli Gupta, Supriya Uprety, and Tapashya Chapagain. Lastly but never least important, thanks to our amazing volunteers such as Bill Fernandez Wilson, Tania Thompson, and Loic Savrimoutou who have cooked and baked for major events and regular After Dark nights, also to Sidharth Joly (Sid) who has been volunteering almost every weekend!

After Dark gives massive thanks to its partners, the Broadway Shopping Centre (Mirvac), City of Sydney, Domino’s Pizza Glebe, First Nations Response, Glebe Police, Glebe Treehouse, Green Plot, Jumbunna, Living Hope Church, Na Joomelah, Nakama Arts, Oz Harvest, Pizze Baby, Tribal Warrior, University of Sydney Community Legal Education Program (CLEP), University of Technology Sydney, and community members. These partnerships allow us to deliver a safe and engaging program for our community.

Boy Zone

By Habil Mawardi, Early Intervention Program Manager

Boy Zone is a weekly gender-specific, goal-focused program designed to engage local at-risk males aged 12–18 in identifying and achieving personal goals while building their physical, social, and emotional well-being through positive male mentorship. This year, the program strengthened its impact through new partnerships with Katie Papadakis and Mitch Emery (Glebe PCYC) and Lachlan Allen (City of Sydney), providing young men with safe, supportive, and positive relationships with trusted adults and local services.

In 2024–2025, Boy Zone delivered 18 sessions, engaging 20 boys and achieving 175 total attendances. Our focus was to re-engage and reconnect local young men in Glebe, giving them access to safe adults, supportive spaces, and positive opportunities. Facilitators Habil, Lachlan, Katie, and Mitch played a key role in rebuilding trust and consistency, helping participants develop a sense of belonging and direction.

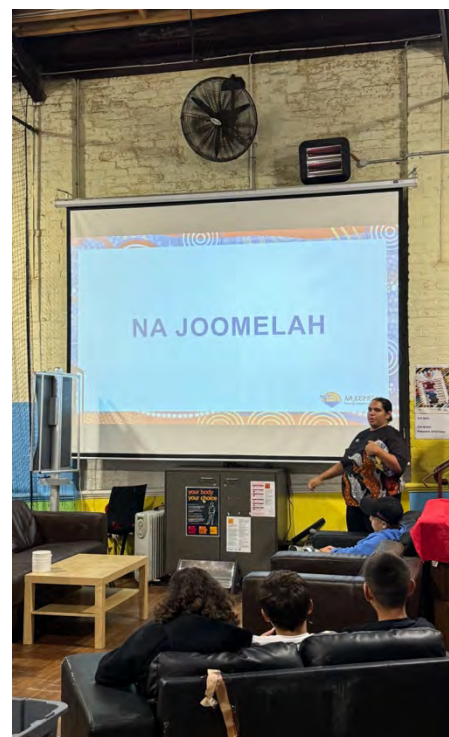


Image: Capacity building at After Dark

Funding Partner:



**Communities
& Justice**



One of the standout moments this year came from the young people's request to form an Oztag team. The facilitators set a collective goal of fundraising and organising the team registration as an award for the boys committing to attend Boy Zone for two full terms. The young men stayed committed and met that challenge!

Thanks to the incredible support from Glebe PCYC, not one but two Oztag teams were funded and launched. This initiative has had a remarkably positive impact on the young males of Glebe strengthening their connection to community and positive role models.

Another major success for Boy Zone this year has been the re-engagement of young males involved in anti-social behaviour and serious crime. By providing a supportive environment based on connection, trust, and shared goals, Boy Zone continues to create meaningful change in the lives of young men in Glebe helping them channel their energy into positive pathways.

ConnectED

Ran as a pilot in term 4 of 2024, ConnecED aimed to provide access to relevant education and pathways to employment for young people at risk of disengaging with school. Working closely with local high schools, the program offered young people the opportunity to undertake 4 subjects of the Certificate II in Community Service. Participants were released from school for one day per week for four weeks to undertake the training at the Glebe Youth Service. Upon completion of the program, participants could apply for paid internship, to take place at the Glebe Youth Service.

13 young people enrolled into the course, 8 young people began the four learning modules, 6 young people attended all four learning modules, 6 young people attended 4 clinical experience opportunities, 4 young people successfully applied for a paid internship and undertook ten days of work at GYS.



First Nations Boy's Program

By Harry Whitting, Youth & Community Engagement Practitioner

The First Nations Boy's Program is a targeted early intervention program for local young males. It is led by two First Nations staff, who aim to provide a culturally safe space for young First Nations males, but open to young people of all nationalities and backgrounds. The program aims to provide positive mentorship, develop physical, emotional, and spiritual health through cultural knowledge and exchange. It is a holistic program that utilises cultural values such as patience, humility, respect, and being grounded. These values are used to build positive and healthy ways of thinking, being, and doing.

This program began in June 2025, mid-way through term 2. It responded to emerging needs and frequent requests for this program from Glebe's local young men – and continues to run on a weekly Thursday afternoon. The program quickly had consistent attendance from a group of local young males and has since grown. The program has run 17 sessions, with an attendance total of 241. The attendance includes a wide range of ages from 12-19.

Term 2, 2025 focused on building attendance, relationships, and rapport as a brand-new initiative. The program aimed to create a safe space for young males to feel comfortable to share about stress factors in their life, mental health challenges or general difficult experiences.

Term 3 had a focus on a healthy lifestyle; mentally and physically. The program would always include some physical activity, as well as emotional check-ins and brief discussions.

Overall, the program's initial stages have been exciting and promising. Term 4 2025 will include some cultural activities on top of continuing physical and emotional health development. The opportunities are vast, with discussions also beginning regarding partnerships with local services and organisations to continue to improve and grow the group.

Funding Partner:



**Communities
& Justice**



Food Circle

By Jennifer Norton, Youth & Community Engagement Practitioner

Food Circle is Glebe Youth Service's community-led food relief program, that aims to enhance the health and wellbeing of local families and vulnerable community members experiencing food insecurity.

Food Circle achieves this by improving access to nutritious food and fresh produce and building community capacity for healthier living. The program has also become an important space for social connection and holistic support, with its aim to provide social support and build community cohesion through volunteerism, collaboration and partnerships.

In response to rising food insecurity across Glebe and the surrounding City of Sydney area, Food Circle relaunched in late 2023 without dedicated funding. Initially setup as a targeted delivery-based program, Food Circle quickly becoming a vital support structure for vulnerable households. In mid-2024, GYS was successful in receiving funding from the City of Sydney, which has allowed for program expansion, capacity building, and infrastructure improvements.

With the funding of City of Sydney, Food Circle now takes a systems-based approach that combines direct food relief with long-term capacity-building and support, operating as a hybrid service model with deliveries and food markets. Program components include:

- A weekly on-site Food Market launched in December 2024. Every Thursday at 1:00pm-3:00pm, community come into the centre and pack their own food hamper with the assistance of volunteers, offering community the dignity of choice. With afternoon tea and service outreach provided, The Market supports community building as it enables community to connect with each other as well as with other services.
- Continued weekly food deliveries to homes that have access requirements. Examples of homes receiving delivery include community members experiencing illness or near end-of-life, those with limited access to reach the service and those facing crisis.

Program Partner:

FIRST NATIONS RESPONSE 



Funding partner:





- Access to referrals and support services from partners, including GYS social workers. Food Circle also launched its monthly Service Hub in July 2025. On the first Thursday of every month, community can access on-site support from government services such as Services Australia, Services NSW, Revenue NSW, Law Enforcement Conduct Commission, Energy & Water Ombudsman NSW, Disability Gateway, Carer Gateway, and Redfern Legal Centre.
- Improved connection to large scale community dinners.

Between July 2024 and June 2025, Food Circle achieved:

- **2,463** instances of food delivery to vulnerable homes
- **998** instances of food support offered through the Food Circle Market
- An estimated **14,842** individuals reached
- Approx. **26,300 kg** of food redistributed
- An estimated **\$314,520** in food value delivered to the community
- **49** delivery days recorded across the year
- **25** Food Circle Market days open to the community
- **445** instances of volunteering support the program. From these, **279** were local community members experiencing vulnerabilities.

Girl Zone

By Amy O'Neill, Head of Social Work

Girl Zone is a weekly gender-specific, targeted early-intervention program for local young women aged 12-18 years old, facilitated by GYS social worker Amy O'Neill in partnership with City of Sydney. A strengths-based and collaborative program, Girl Zone aims to support participants to build their resiliency and confidence through activities that focus on aspects like living skills, health, service tours and good food. This focus has proven successful in creating an open and supportive environment that facilitates strong, long-term engagement between its staff and Girl Zone participants.

Thanks to...

Food Circle's success is underpinned by strong partnerships with our diverse volunteers and partner organisations.

With one to two staff being available to work on the program on any one day, Food Circle is only made possible with the contribution of our strong group of volunteers!

Massive thank you to our partners First Nations Response, Living Hope Community Church, Glebe Treehouse, Pyrmont Cares, AddiRoad Community Centre, UTS SOUL, University of Technology Sydney, Newington College's Prescott House, Foodbank NSW & ACT, OzHarvest, Coles Broadway, Services Australia.

Food Circle would not be able to operate without you!

Funding Partner:



Communities
& Justice





Accordingly, Girl Zone acts as a soft-entry point to case management and other targeted supports.

Girl Zone returned in 2025 and ran 17 group sessions from February, having 78 attendances. A youth-led program, participants provided consistent feedback about wanting to go on more outings and excursions while building up their resilience in safely managing unhealthy relationships and taking care of self. For this reason, Girl Zone placed a strong emphasis on empowerment and personal safety, introducing self-defence training in partnership with Velocity Empowerment. These sessions equipped participants with practical skills to build confidence, awareness and resilience-aligning with the programs goal of fostering self-efficacy and safety in community settings.

In term 2, the focus shifted to re-establishing community connections with mental health services. Participants attended services tours and interactive workshops hosted by Youthblock, Safe Haven and Headspace Camperdown, designed to increase awareness of local mental health supports and reduce barriers to help-seeking.

To maintain engagement and balance the intensity of skills-based learning, the program also incorporated social and recreational activities, including go-karting and group dinners. These experiences strengthen group cohesion and provided informal opportunities for mentoring and peer connection.

The program continued to operate in collaboration with Mission Australia and the City of Sydney, both of whom remain key partners in supporting youth wellbeing and inclusion.

Looking ahead to the 2025-2026 year, the program is excited to form a new partnership with Glebe PCYC, further expanding opportunities for young people to access positive, safe, and skill building experiences within their local community.



Glebe Connections

Glebe Youth Services works with the community, organisations and surrounding institutions to maximise the collective positive social impact. Over the last few years, we have been working with UTS's Centre for Social Justice and Inclusion (CSJI) on research and action projects. Recently completed is the '*Community Voice: a Suburb Level Theory of Change*' (2023) project which developed an understanding of community needs across Glebe, Haymarket, Pyrmont and Ultimo. Using Appreciative Inquiry as an asset-based method for elevating community voice and uncovering strengths, the project worked to capture community at its best – identifying factors for success and potential gaps that may exist. In this, participants noted community connections as a priority.

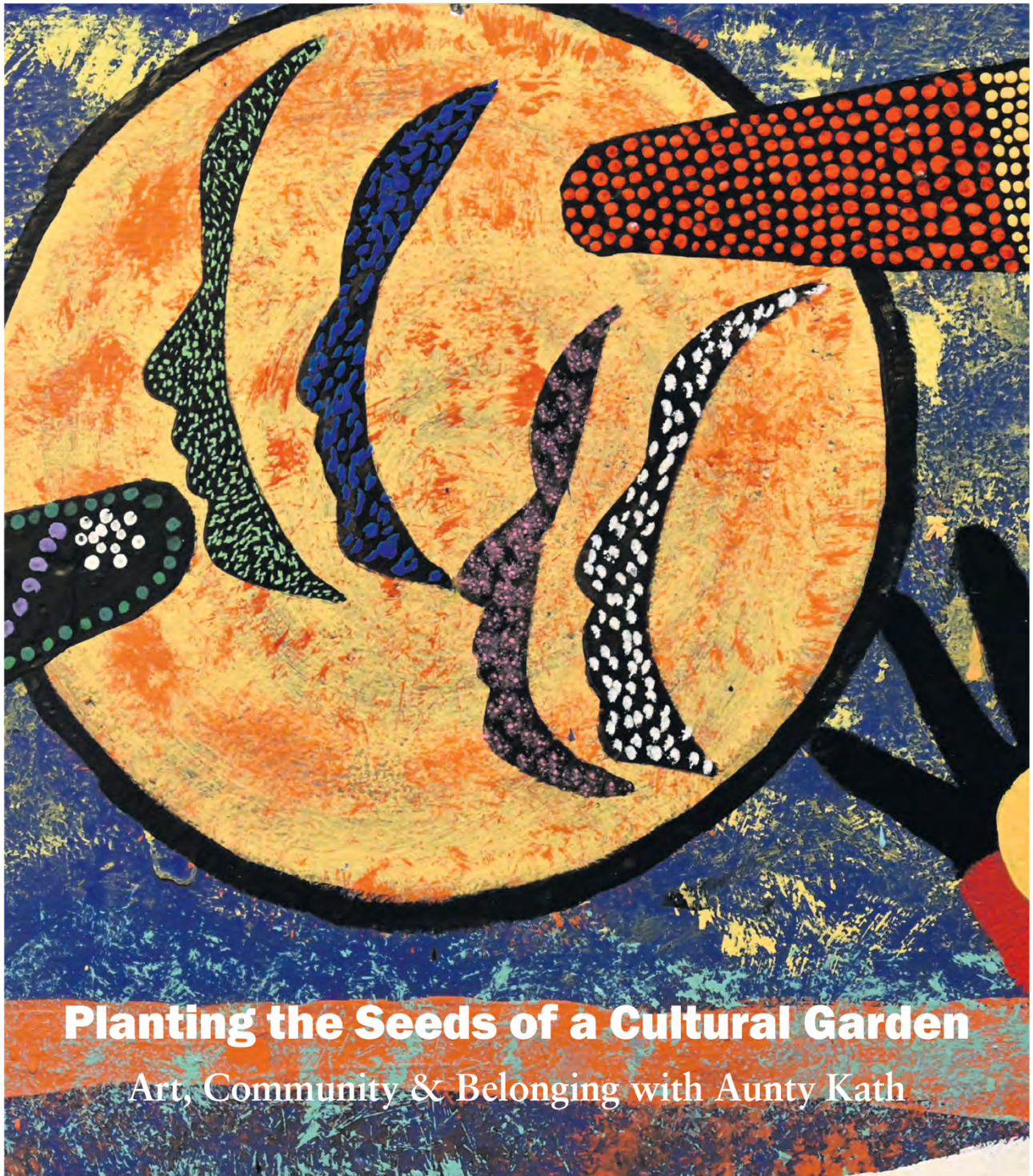
During the community conversations that took place, data showed that a key concern for the community was access to information about the local area and modes of communication within the community. Residents noted that it was not just access to services and spaces that they valued, but information about the places where they lived needed to be communicated effectively. Responding to this, a co-design workshop was organised, centred on ways in which we can enable greater access to information, thereby fostering a stronger connection to the community.

And so – Glebe Connections was born! – A newspaper made by community, for community. In partnership with the UTS Centre for Social Justice and Inclusion and UTS journalism students, we produced four issues of the newspaper. The publication allowed us to tell stories of strength from our community – including feature articles on Aunty Kath and her community centred art practice and Aunty Barb and her distinguished career as a sports photographer. We also shared extraordinary stories of ordinary Glebe community members and shared information of local events and services.

Using volunteers, 3,000 copies of each issue was delivered to homes and businesses across Glebe and surrounding areas.



GLEBE connections



Planting the Seeds of a Cultural Garden

Art, Community & Belonging with Aunty Kath

MeJane: Australia's First Women's Liberation
Newspaper, 50 Years On

'It Starts Within': Growing, Creating & Giving Back



Individual support

By Amy O'Neill, Head of Social Work

Thanks to funding from the Department of Communities and Justice, Glebe Youth Service is able to provide comprehensive targeted earlier intervention via three case workers. Our staff provide a professional, experienced role for young people and families to access advice on many varied issues, receive support or engage in extensive case management.

Case management has provided unbiased, expert guidance and assistance to an increasing number of clients; developing a trusting relationship with individuals and working with a variety of agencies in providing these services.

Young people commonly confront issues like domestic violence, sexual assault, drug and alcohol abuse, mental health, school disengagement, legal problems and risk of homelessness.

A case example

In early-2025, a young woman began attending one of Glebe Youth Service's programs after being encouraged by a staff member to join. Initially, she engaged well in the weekly group sessions, participating in therapeutic activities and discussions centred on personal safety and respectful relationships. Over time, she developed trust with staff and peers, becoming more comfortable sharing her experiences.

During one of the sessions, the young person disclosed to a program worker that she had recently experienced a sexual assault while attending a local sporting game. The disclosure was made in a calm but emotional manner, and staff responded with immediate empathy, safety planning for the group by pausing so the young person and the staff member could safely step away. The young person expressed feelings of confusion and fear, noting she had not yet told her family or sought professional help.

Recognising the need for ongoing, individualised support, staff offered to transition her from group participation into casework support. This allowed for a more consistent and private space to address her emotional wellbeing, explore safety strategies, and connect her with appropriate specialist services. Through gentle engagement and collaboration, the young person agreed to a warm referral to a counselling service that specialised in sexual assault and

Funding Partner:



**Communities
& Justice**

trauma recovery. Staff supported the referral process by attending an initial joint appointment, ensuring the young person felt comfortable and informed about her choices.

Since then, the young person has continued to attend counselling sessions and remains connected with GYS programs on her own terms. The case highlights the importance of early identification, trauma-informed response, and supported referral pathways within youth programs. It also demonstrates how safe, consistent relationships with youth workers can provide a crucial bridge to specialised therapeutic care following experiences of sexual violence.

Middle Ground

By Habil Mawardi, Early Intervention Program Manager

Middle Ground is a collaborative program developed by the City of Sydney, Glebe Youth Service (GYS), and Centipede to support children aged 9–12 years in Glebe who are navigating the transition from primary to secondary school. This critical stage often brings reduced structure and support, particularly for those experiencing vulnerabilities, which can increase the risk of disengagement from education. Middle Ground was created to strengthen resilience, promote wellbeing, and ensure a smoother transition for young people within this age group.

In 2024–2025, Middle Ground delivered over 30 sessions, engaging 22 identified young people and achieving a total of 563 attendances, including more than 40 unidentified participants who accessed the program informally.

The year was structured around four phases of activities. In Term 1, Middle Ground partnered with UTS Exercise Physiology students, who designed tailored exercise programs to promote healthy lifestyles. The partnership was highly successful, leading to Glebe Public School inviting Habil and Amy to join the school community during class and lunchtime sessions inserting Middle Ground more deeply into the school environment and strengthening student relationships.

Funding partner:





In Term 2, the focus shifted to a smaller group of 10 participants who were referred to the program as those with the most potential of benefiting from a transition program. Participants engaged in eight sessions dedicated to resilience, teamwork, and decision-making. Complementary hip-hop workshops were also offered by Nakama Arts. During this phase, Jeff Hockey provided valuable family outreach, checking in with parents and carers to offer additional support with needs such as food access, high school applications, and behaviour management.

Term 3 focused on exposure and opportunity, with service visits to organisations including Headspace, Youth Block, The Settlement, PCYC, and UTS Jumbunna, helping young people build confidence and awareness of local support networks.

Looking ahead to Term 4, the program aims to strengthen mentorship by connecting young role models from Blackwattle Bay with Middle Ground participants. These interactions will encourage leadership, positive peer influence, and ongoing engagement, ensuring Middle Ground continues to nurture growth, connection, and resilience among Glebe's young people.

Middleground X Leichhardt

By Amy O'Neill, Head of Social Work

From Term 1 2025, The *MiddleGround x Leichhardt* program began to provide a structured, supportive space for year 7 and 8 students, focusing on empowerment, wellbeing, and community connection. Delivered collaboratively by Glebe Youth Service, Mission Australia, and Glebe PCYC, the program offered positive, skills building experiences for young people navigating early adolescence.

In 2025, the program saw 18 participants over 9 sessions, maintaining strong engagement across the school term.

Each week built upon the previous, with the first session focusing on healthy relationships and setting boundaries. Subsequent sessions focused on domestic and family violence, coercive control, bullying and how to maintain your mental health during periods of stress.

Each lesson was tailored to the students developmental stage and lived experiences while staff integrated aspects of art and creativity to maintain a strong balance between education and recreation.

A highlight from our time at the school would be when the lesson had concluded, recess had begun and each young person decided that they wanted to remain in the group to further discuss the topic of the day (Respectful Communication Techniques).



School Holidays Program

By Jennifer Norton, Youth & Community Engagement Practitioner

Glebe Youth Service's School Holidays Program is developed in consultation with local young people. Thanks to funding from NSW Government's Youth Opportunities Program, we have been able to more heavily include the young people as emerging leaders to plan, implement and deliver an increased number of school holiday offerings at diverse locations in and outside of Glebe.

The School Holidays Program provides meaningful engagement and upskilling opportunities for young people while school is on break, and they provide much needed respite for those who provide the care within the home. This is a big driver for why we continue to strive to provide the most we can, on as many days as we can.

In 2025, the program increased its skill-building offerings by partnering with Nakama Arts to deliver its 4-day Art of Rap Workshops. In this series of workshops, young people aged 12 to 18 years old learn the basics of music production using Ableton and Logic software, produce their own beat and write their own song. On the 4th and final day of the workshop, young people visit Koori Radio in Redfern to record their own song in a professional studio.

In the 2024-2025 financial year, GYS ran 36 sessions of the School Holidays Program. Some of the highlights were:

- Taking 31 young people to Jamberoo Action Park, double the usual amount of participants, incidence-free.
- 5 young people completed the Teen Mental Health First Aid course, becoming qualified peer mental health first aiders.
- 5 young people engaged in rowing with the Glebe Rowing Club.
- 8 young people completed a surfing lesson at Manly Beach.
- Strong First Nations representation and leadership across NAIDOC activities.
- High participation in cultural, creative, and physical-based sessions.
- Successful partnerships with local services, including Nakama Arts, Koori Radio, Nyumbar Education, Tribal Warrior, NCIE, Newtown Neighbourhood Centre, local Aboriginal Elders, and City of Sydney.



The School Holidays Program successfully delivered a high-quality, inclusive and culturally grounded holiday experience. Strong participation and overwhelmingly positive feedback evidence the program achieving its goals of community engagement, cultural celebration, and youth development.



Teen Time

By Jennifer Norton, Youth & Community Engagement Practitioner

Teentime is Glebe Youth Service's drop-in style program that runs on Wednesday afternoons during the school term for young people aged 12 to 18 years old who live, work, or play in the Glebe area. From goal-focused activities to creative workshops, Teentime aims to deliver a good balance for young people to express themselves creatively whilst providing opportunities for upskilling and seeking further targeted support. As a collaborative social service program, Teentime is delivered in partnership with City of Sydney and Mission Australia Reconnect.

From August to December 2024, Teentime coupled with City of Sydney's Community BBQs and became a joint weekly offering for all ages at the Peter Forsyth Auditorium to address emerging community needs. From 2025, the program changed its format once again. Using Teentime as a platform to alternate locations and focuses – from teens only weeks to all ages weeks – Glebe Youth Service was able to answer the community's call for more youth-specific programs whilst continuing to deliver meaningful community building opportunities. Teentime at Glebe Youth Service and Community BBQs at the Peter Forsyth Auditorium are now offered on alternate weeks.

Teentime's focus for 2025 was to continue providing a safe and relevant space for local young people, increase young people's confidence in engaging with staff of partner organisations, expand their support networks, and celebrate diversity through cultural activities and celebrations. Key events were Eid al-Fitr, World Day for Cultural Diversity for Dialogue and Development, National LGBTQIA+ Domestic Violence Awareness Day, Mabo Day, and Eid ul-Adha.

Another key focus was increasing young people's knowledge around their rights, and improving relationships and understanding between young people and the local police. This was addressed by having fortnightly attendance of Glebe-Leichhardt PCYC officers, education sessions at Teentime by Glebe Police's YLO (Youth Liaison Officer), and warm introductions to Glebe Police's DVLO (Domestic Violence Liaison Officer) and GLLO (Gay/Lesbian / LGBTQIA+ Liaison Officer) at Teentime's themed day for LGBTQIA+ Domestic Violence Awareness Day.



Images top to bottom: 1. Plants purchased from IndigiGrow for Mabo Day. 2. Lollie bags for Eid, with donated lollies from Redfern Convenience Store.

Partners:



Communities
& Justice

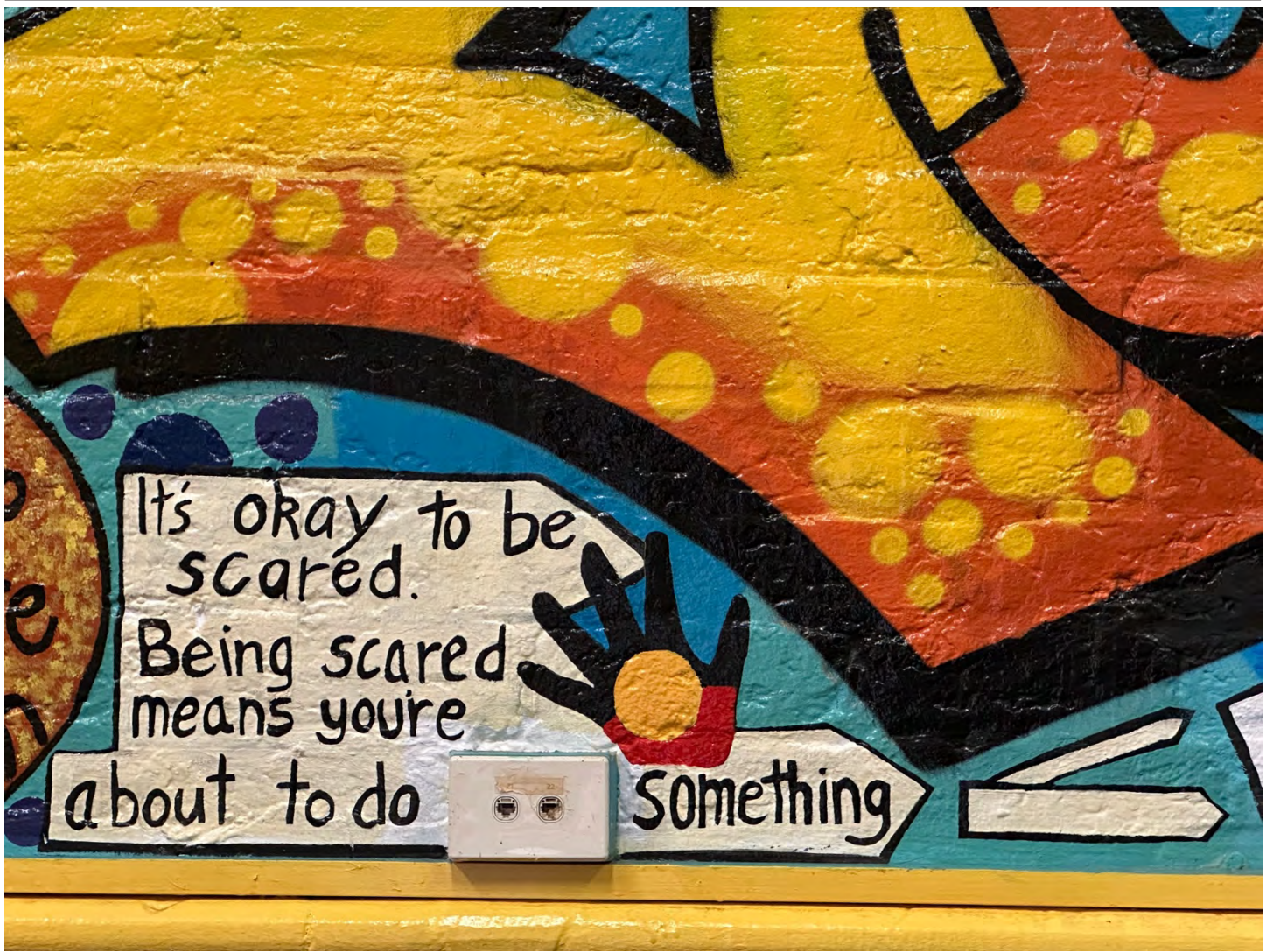




Left image: Eid dessert table for Eid al-Fitr. Right image: Glebe Youth Service youth worker, Habil Mawardi, in traditional Islamic dress for Teen Time's Eid celebration.

From July 2024 to June 2025, Teentime ran 42 sessions, having 2,419 attendances. Across the sessions, our team of youth and social workers provided 104 occasions of support and referrals, including case management, wellbeing and mental health, health services, justice and legal support, family violence, housing and employment. This outcome clearly demonstrates the importance of Teentime as a safe soft-entry program that creates pathways for young people into targeted individual support.

A highlight was Teentime's themed days for Eid al-Fitr and Eid ul-Adha, with themed lolly bags donated from Redfern Convenience Store and GYS's very own Habil Mawardi in traditional Islamic dress to exchange cultural knowledge and strengthen social cohesion.



Our Team

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

Management Committee

- **Chairperson**
Elizabeth Hindmarsh
- **Deputy Chairperson**
Blair Carey
- **Deputy Chairperson**
Lisa Aitken
- **Treasurer**
Hilary Chesworth
- **Secretary**
Ben Fisher
- **Ordinary Members:**
Kathryn Dodd Farrawell
Robbie Girdler
Lindsay Charles
- **Ex-officio – Mirvac:**
Justine Saunders
- **Ambassador**
Kathryn Dodd Farrawell

Glebe Youth Service Team

- Mitra Gusheh – CEO
- Amy O'Neill – Head of Social Work
- Candace Dower – After Dark Team Leader
- Christina Yeomans – Financial Administrator
- Eloise Woods – After Dark Team
- Habil Mawardi – Early Intervention Program Manager
- Harry Whitting – Youth and Community Engagement Practitioner
- Jennifer Norton – Youth and Community Engagement Practitioner
- Jeffrey Hockey – Youth Worker
- Jessica Nakakawa-Canales – Head of Programs
- Josh Tildesley – Youth and Community Worker
- Korrine Welsh – After Dark Team
- Michael Carr – After Dark Team Leader
- Nariah Welsh – After Dark Team
- Tamara Brennan – After Dark Team
- Tanu Nona – Youth and Community Worker
- Thomas McGurgan – Youth and Community Worker
- Tshintia Morris – Community Engagement Worker
- Waylon McLennan – After Dark Team

Student Placements

- Ana Sofia Gonzales
- Eli Hsia
- Isha Belbase
- Justa Chan
- Nikrita Rimal
- Owen Shaw
- Shriya Bartaula
- Shyamli Gupta
- Supriya Uprety
- Tapashya Chapagain

Volunteers

- Aabidah Nashabe
- Aimee Suthaharan
- Aunty Karleen Green
- Aunty Kathrine Dodd-Farrawell
- Ben Rabuatoka
- Bill Fernandez Wilson
- The Community Legal Education Project USYD team
- Dallas Close
- Damien Manyard (DayMo)
- Dan Blacket
- Dan Stapleton
- Dikshya Neupane
- Emma Daly
- Fabrizio Ceruti
- Grace Rabuatoka
- Inez Tanoi
- June Lee
- Justa Chan
- Kenneth Vaz
- Kelly Panchyshyn
- Ley Baker
- Loic Savrimoutou
- Max Spencer-Tighe
- Michael Reagan
- Morgan Henderson
- Robert Vine
- Romany Maunder
- Roz Lynch
- Sabina Rasaili
- Sidharth Joly
- Tim Morandini
- Tania Thompson
- Tina Zamanos
- Trisna Sarkar
- UTS Jumbunna students and team
- UTS SOUL students
- Wayne Bellman

Financial Report

GLEBE YOUTH SERVICE INC
ABN: 34 929 502 199
COMMITTEE'S REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Your committee members submit the financial report of Glebe Youth Service Inc for the financial year ended 30 June 2025.

Committee members

The names of the committee members throughout the year and at the date of this report are:

Elizabeth Hindmarsh (Chair)
Blair Carey (Deputy Chair)
Lisa Aitkin (Deputy Chair)
Hilary Chesworth (Treasurer)
Ben Fisher (Secretary)
Robbie Girdler
Lindsay Charles
Kathryn Farrawell
Mary-Francis Murphy (resigned 15/10/24)
Glen Powell (Elected 10/12/2024)

Principal activities

The Principal activity of the association during the financial year was:

The provision of services for disadvantaged, vulnerable young people and families from Glebe and surrounding area.

No significant change in the nature of these activities occurred during the year.

Operating result

The loss of the association for the financial year after providing for income tax amounted to \$(1,249).

Significant changes in state of affairs

There have been no significant changes in the state of affairs of the association during the year.

Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.

Environmental issues

The association's operations are not regulated by any significant environmental regulations under a law of the commonwealth or of a state or territory of Australia.

Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of Glebe Youth Service Inc.

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2025 has been received and can be found on page 3 of the financial report.

GLEBE YOUTH SERVICE INC

ABN: 34 929 502 199

COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2025 has been received and can be found on page 5 of the financial report.

Signed in accordance with a resolution of the members of the committee:



Elizabeth Hindmarsh (Chair)

Dated 20 October 2025



Hilary Chesworth (Treasurer)

Dated 20 October 2025



Ben Fisher (Secretary)

Dated 19 October 2025

GLEBE YOUTH SERVICE INC

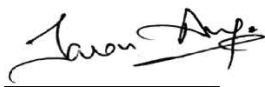
ABN: 34 929 502 199

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE
CORPORATIONS ACT 2001 TO THE MEMBERS OF GLEBE YOUTH SERVICE INC**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Lo Surdo Braithwaite Pty Ltd



Taran Singh (CA)

75 Lyons Road, Drummoyne, NSW 2047

Dated: 21 October 2025

GLEBE YOUTH SERVICE INC
ABN: 34 929 502 199
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
INCOME		
Donations	69,704	28,868
Fundraising	3,076	-
Grant - Cwlth Gov Non-Recurrent	3,000	10,000
Grant Foundation	2,308	48,494
Grant Local Gov - Non Recurrent	60,299	75,037
Grant Local Government - Recurrent	423,073	274,082
Grant Other	36,148	8,905
Grants Receivable	-	24,980
Grants Refunded	(30,241)	-
Interest Received	2,687	2,425
NSW Government - Non Recurrent	42,760	-
NSW Government - Recurrent	380,637	476,813
Sundry Income	17,658	16,551
Work Cover Reimbursement	-	23,779
	1,011,109	989,935
EXPENSES		
Auditor's Remuneration	6,750	6,500
Bank Charges	1,981	300
Cleaning	22,291	7,738
Computer Expenses	-	13,413
Consultancy Fees	15,570	31,251
Depreciation	10,210	424
Electricity	8,367	6,633
Equipment Rental	2,760	2,530
Equipments < \$20,000	37,980	29,446
Fundraising Fee	609	223
Insurance	12,479	9,237
IT Support	5,404	5,436
Meeting Expenses	656	1,041
Personnel Costs	762,336	710,560
Postage & Couriers	1,875	732
Printing & Stationery	2,252	4,648
Program Costs	95,943	86,119
Reference Materials & Subscriptions	8,097	4,489
Repairs, Maintenance & Cleaning	9,556	19,330
Security	918	832
Sundry expenses	554	119
Telephone, Fax & Internet	5,770	5,861
	1,012,358	946,863
NET PROFIT (LOSS)	(1,249)	43,071
Retained earnings at the beginning of the financial year	139,685	96,614
RETAINED EARNINGS AT THE END OF THE FINANCIAL YEAR	138,436	139,685

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Lo Surdo Braithwaite Pty Ltd.

GLEBE YOUTH SERVICE INC

ABN: 34 929 502 199

BALANCE SHEET

AS AT 30 JUNE 2025

	<i>Note</i>	<i>2025</i> \$	<i>2024</i> \$
CURRENT ASSETS			
<i>Cash and cash equivalents</i>	3	343,308	379,630
Trade and other receivables	4	-	24,980
TOTAL CURRENT ASSETS		343,308	404,610
NON-CURRENT ASSETS			
Property, plant and equipment	5	4,249	6,668
TOTAL NON-CURRENT ASSETS		4,249	6,668
TOTAL ASSETS		347,558	411,278
CURRENT LIABILITIES			
Trade and other payables	6	16,634	19,869
Provision for Long Service Leave		72,354	71,924
Provision for Annual Leave		33,999	20,403
Other current liabilities	7	86,135	159,397
TOTAL CURRENT LIABILITIES		209,122	271,593
TOTAL LIABILITIES		209,122	271,593
NET ASSETS		138,436	139,685
MEMBERS' FUNDS			
Retained earnings		138,436	139,685
TOTAL MEMBERS' FUNDS		138,436	139,685

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Lo Surdo Braithwaite Pty Ltd.

GLEBE YOUTH SERVICE INC
ABN: 34 929 502 199
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
RETAINED EARNINGS		
<i>Opening retained earnings</i>	139,685	96,614
Net profit (loss)	(1,249)	43,071
	<u>138,436</u>	<u>139,685</u>
 TOTAL EQUITY		
Balance as at 01 July 2024	139,685	96,614
Profit	(1,249)	43,071
	<u>138,436</u>	<u>139,685</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Lo Surdo Braithwaite Pty Ltd.

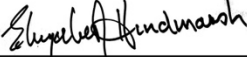
GLEBE YOUTH SERVICE INC
ABN: 34 929 502 199
STATEMENT BY MEMBERS OF COMMITTEE

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

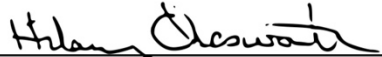
In the opinion of the committee the financial report:

1. Presents fairly the financial position of Glebe Youth Service Inc as at 30 June 2025 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:



Elizabeth Hindmarsh (Chair)



Hilary Chesworth (Treasurer)



Ben Fisher (Secretary)

Dated 20/10/25

GLEBE YOUTH SERVICE INC

ABN: 34 929 502 199

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

Report on the audit of the financial report

Opinion

We have reviewed 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 2025, the income statement, and notes to the financial statements, including material accounting policy information, and the statement by members of the committee.

In our opinion, the accompanying financial report of the association for the year ended 30 June 2025 is prepared, in all material respects, in accordance with the Associations Incorporation Act 2009.

Basis of opinion

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

Our responsibilities under those standards are further described in the auditor's responsibilities for the audit/review of the financial report section of my report.

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

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

Emphasis of matter - basis of accounting

We draw attention to note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in fulfilling the requirements under the Associations Incorporation Act 2009. We disclaim any assumption of responsibility for any reliance on this audit review report or on the financial report to which it relates to any other than the members, or for any purpose other than that it was prepared. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the association and should not be distributed to or used by parties other than the association. Our opinion is not modified in respect of this matter.

Responsibility of management and those charged with governance

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

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

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

GLEBE YOUTH SERVICE INC

ABN: 34 929 502 199

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

Auditor's responsibilities for the audit of the financial report

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

Name of Firm: **Lo Surdo Braithwaite**

Name of Partner: 
Taran Singh (CA)

Address: **75 Lyons Road, Drummoyne, NSW 2047**

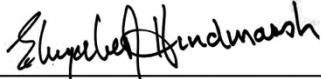
Dated: **21 October 2025**

GLEBE YOUTH SERVICE INC
ABN: 34 929 502 199
CERTIFICATE BY MEMBERS OF COMMITTEE

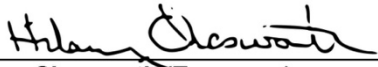
Annual statements give true and fair view of the financial position of incorporated association.

We, being the members of the Committee of the Glebe Youth Service Inc, certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of Glebe Youth Service Inc during and at the end of the financial year of the association ending on 30 June 2025.



Elizabeth Hindmarsh (Chair)



Hilary Chesworth (Treasurer)



Ben Fisher (Secretary)

Dated 20/10/25

