

**Glebe
Youth
Service**

Respect goes both ways

Glebe is home Gadigal lands

Hear our voices

2037

**2023 –2024
Annual Report**

Warning: Aboriginal and Torres Strait Islander readers are advised that this report – with the permission of the family – contains the name 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.



In Loving Memory

Kirawhan was, and always will be, the heart of our service. Led by culture and experience, she brought richness and confidence to our team. She walked with determination in every step. She knew what she wanted for the future of our community and worked hard every day to create new and better pathways for the young people of Glebe.

Her work was more than the projects that she led. She worked with patience to change a broken system. She knew when to stand tall and when to walk around the barriers that would otherwise hold her back. She helped us to do the same. Her work will always live on at the youthie, as she was, and always will be, a part of us and helped us be better as a team.

More than a colleague, she was a friend. Kirawhan lit up the space with her eyes and her smile. The world felt lighter and stronger with her in it. We miss her terribly. Her work will always live on.





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Kirawhan

In her own words

I am a Gomeroi woman, and my family are originally from a small town in northern NSW called Moree. I was born in Sydney and moved back and forth between Moree and Glebe throughout my childhood. I am one of 9 children; I have four sisters and four brothers and Glebe is home to me and my four children.

I have a long history of living in this community, with my contribution starting when I was in year four. I attended Glebe Public School and one year all children were asked to create a painting that described what NAIDOC meant to them. I created an artwork that showed dreams of removing dark clouds to empower diverse people to come together in positivity. Many years later I was given the opportunity to recreate the same art piece as part of a collaborative community project that is now showcased as a mural in the Peter Forsyth Auditorium, and that we are all very proud of. The work holds the true meaning of how we love and call Glebe home.

In a similar way my professional work weaves my history into my current work. I have developed the Bungawarra program based on my experience of living in Glebe and my identity as a strong Gomeroi woman. My work is also informed by community consultation. I was involved in an Indigenous-led consultation with the Glebe Youth Service where a report was created from the voices of the Glebe community. The consultation highlighted the need for an Aboriginal Identified worker to deliver culturally appropriate programs for First Nations young people.

I've always been passionate about working alongside community members to identify and accommodate their needs. The Glebe Youth Service has offered me the opportunity to do so in a professional setting and is a strong partner to me. I piloted my approach through the project Waruwi-Burra, and have used the learnings to further develop my work.

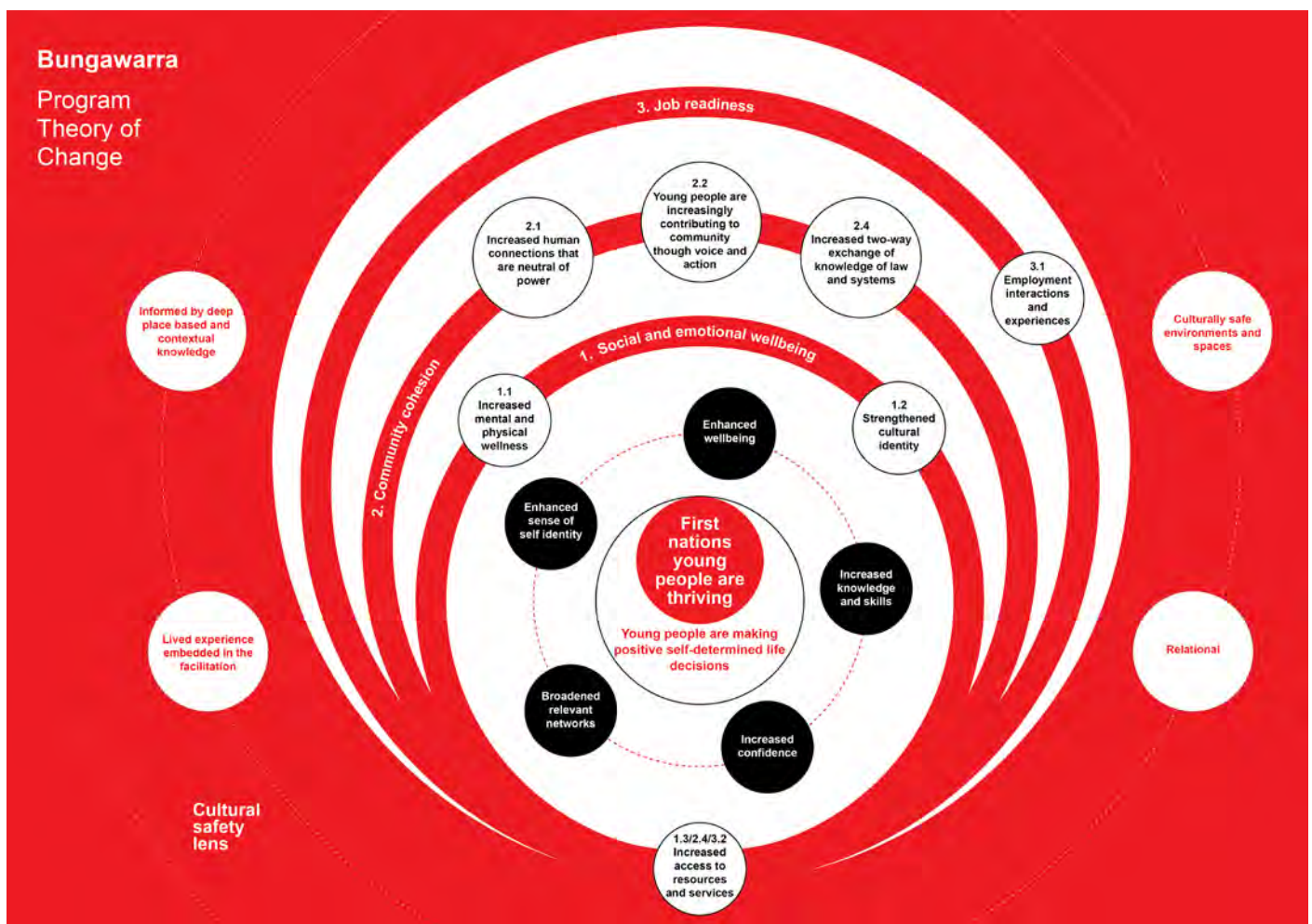
Alongside my work, I have held leadership positions in the community. In 2022 I co-facilitated the Glebe NAIDOC Committee and in 2023 I co-coordinated the Glebe NAIDOC Community Day, which is one of the most significant events throughout the NAIDOC Week. I have also been the chairperson for Glebe Youth Service's Aboriginal Advisory Group since 2023.

My goal is to deliver culturally appropriate programs that are relevant to the youth of the community and to equip them with the capability and knowledge in order for them to thrive.

Bungawarra

On behalf of Kirawhan Fernando, First Nations Practitioner

Bungawarra is a First Nations led program developed by Kirawhan Fernando for young people in Glebe. By applying a cultural lens to program offerings, Bungawarra supports local Indigenous Australian youth to thrive through building their socioemotional wellbeing, community cohesion and job readiness alongside growing their cultural capacity.



A skilled artist herself, Kirawhan embedded the creative arts into the heart of the program. She used dance, music and art to support young people to develop the ability to work through their emotions constructively. Diverse and unique experiences were also essential elements of Bungawarra. The program took participants on regular outings, where they engaged in cultural practices.

Providing opportunities for vulnerable young people to access resources, workshops and experiences they would otherwise not be able to engage in was important to Kirawhan. Indeed, 84% of the participants reported that they would not have had these experiences outside of the Bungawarra program.

In Term 1 2024, Bungawarra partnered with Centennial Parklands's Deadly Ed program to deliver a play-based cultural learning experience far from the everyday classroom. Offering a hands-on approach to learning, the Aboriginal young people participated in cultural activities including boomerang throwing, hut building, and cultural ways of living from the land. Over 4 sessions, the program had 32 instances of engagement where immersive cultural opportunities delivered outcomes that will make a positive impact on the lives of participants for many years.

In Term 2 2024, Bungawarra ran 6 sessions on Thursday afternoons, with 83 attendances. Integrating its cultural offerings with goal-focused activities in order to develop the young people's leadership and employability skills. Aboriginal youth participated in activities like vision-boarding and event planning, which both supported skills development and enabled them to help shape the program. 4 internal referrals were made to the Glebe Youth Service Social Work Team to support young people in gaining identity documentation to support their employability.

An essential element of the program was holding a special Bungawarra Community Day during the school holidays as an end-of-term celebration and a safe space to acknowledge the youth's participation. Community events like this are significant gatherings for the Elders, families, young people and community. Integrating acknowledgement and recognition of the young people into such events was important to Kirawhan. The event enabled families and community to come together to connect, and to see their young people be recognised and rewarded as strong Aboriginal people.

During the April 2024 school holidays, the Bungawarra youth were invited to take a leadership role in the delivery of the Bungawarra Community Day. The young people shared their experiences around what it was like to connect with Aboriginal culture and be a part of the storytelling through the Centennial Parklands's Deadly Ed program. A collective art-making activity led by local Indigenous Australian artist, Will Caldwell, was incorporated into the day, empowering participants



The Community Day would not have been possible without the support and sponsorship of our partners. A special thank you to Sammy from Geedup Co., Mereani Cooke and April Harrison from City of Sydney, Matt Granter from Access Group Solutions (Broadway Shopping Centre's Security team), Broadway Shopping Centre, UNDERGROUND, Bytropic Nutrition, Sydney Luxury Hire, music artists DIBZ 37, Nooky, Mistah Cee, and Tyrone Munro.



to work collaboratively and accomplish something tangible and positive together. The work supported building bridges across difference in a unique cultural way.

A definitive highlight of the Bungawarra program was the July 2024 Bungawarra Community Day. Delivered in partnership with Geedup Co., Raffles, Geedup clothing, luxury car experiences, henna tattooing and hair braiding, the day was an elevated and exciting experience for the community and a worthy celebration for the 15 young people who completed the life skills element of the Bungawarra program. Kirawhan's highlight of the day "was witnessing the smile on Auntie Kathy's face who is an elder of our community and I'm sure that was a once in a lifetime experience for her to be in the passenger seat of a Lamborghini".

A Message From Our Chair

I wish to thank the GYS Management Committee for all their work in the last 12 months. At the 2023 AGM we had a core group of Robbie Girdler – Vice-Chair, Hilary Chesworth – Treasurer, Ben Fisher – Secretary, Lindsay Charles – Building Repairs and Maintenance and Elizabeth (Libby) Hindmarsh – Chair. We are very pleased to have been joined by Blair Carey, Lisa Aitken, Mary-Frances Murphy and to have Kathryn Dodd Farrawell (Aunty Kath) as the GYS Ambassador and Justine Saltmarsh from Broadway who handed over to Justine Saunders from Broadway in July 2024. 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 starting 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, Kirawhan Fernando, Christina Yeomans and the casual staff for your contributions to GYS. Jessica Nakakawa-Canales has been 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 all very saddened at the passing of Kirawhan and her brother Dunka and we send our kind regards to their family and friends and to the whole community who are mourning their loss.

The Aboriginal Advisory Committee has been established to contribute input for the MC and staff. The members are Aunty Kathy (GYS Ambassador), Aunty Wendy, Uncle Colin and Larissa Minniecon. The group has continued to meet and we thank them for their ideas and input. GYS has also worked with the Glebe NIADOC Week Committee.

GYS is fortunate to receive ongoing support from a wide range of businesses, other organisations, and individuals across Glebe. Thank you to: our core funders, the Department of Communities and Justice and the City of Sydney. Also from Mirvac, in particular Justine Saltmarsh; 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.

We have received ongoing funding from the City of Sydney for the next three years which enables After Dark to continue. The Food Circle has been established to provide bags of food to families once a week and we also received some funding for this service for the next two years from the City of Sydney. We are looking at other ways of supporting families who are associated with GYS. We also thank Nigel Hancock from Pingala for working with us on a small pilot project to put a small solar system on 6-8 roofs in social housing. We hope this will be completed by the end of 2024 and lead to other solar projects.

Funding for place-based services like GYS is an ongoing issue and this year we have started a funding drive to find more people who are willing to become allies and supporters of GYS. This is an ongoing process and the Funding Sub-committee is spear heading this process. There is also a need to advocate to governments to make our needs and outcomes known. The Advocacy Sub-committee has been working finding new ways to do this and join with other services to seek adequate funding.

The MC look forward to working with Mitra Gusheh, the staff and the wider GYS family to deliver positive outcomes for young people and the Glebe community in the coming 12 months.

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

A Message From Our CEO

The work of social change is always difficult. As a small place-based organisation, we achieve outcomes that are disproportionate to our limited resources through the partnerships that we have in place. This includes our partnership with our community, who bring tremendous strength to the table despite the vulnerabilities that they experience; our partnerships with other services, who are our allies and offer counterpart resources, skills and knowledge; and our internal partnerships across our small team – as we too complement each other in a way that makes our collective contribution bigger than what we each individually offer.

Losing a team member has shaken this balance and distraught us all beyond what words can describe. The loss has been painful personally and professionally and it will take time as the magnitude of its impact ripples through all that we are and all that we do. Kirawhan was a central thread to the fabric of our organisation and community. She is missed greatly.

As a team, we are finding our pathway forward by leaning into the fact that there was a critical alignment between her vision and the Glebe Youth Service strategy. Her aspiration for our community gives us strength as we continue to progress our shared work.

And despite the pain of our recent loss this year, we have had a lot of progress that we are proud of.

We have worked hard as a team to address programmatic gaps.

Pathways to employment feature as a pillar in both the Bungawarra and the Glebe Youth Service Theories of Change. We brought strategic focus to this area by developing the Connect:Ed program. After much planning, we have launched the first pilot of this initiative. The program offers young people at risk of disengaging with the education system the opportunity to undertake subjects in a Certificate II in Community Service and then put into practice their learning through a paid internship. Early success indicators are encouraging and will hopefully result in us using this model to create pathways to other work areas.

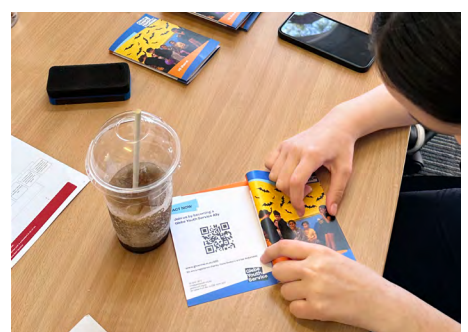


This year, we also recommenced our Food Circle program. Food security is a growing concern for the community. More households are experiencing increased levels of need. Hearing from our community, the youth service redirected its resources to ensure households had access to healthy and nutritious meals. We were able to develop a robust program through the support of our community and partners who came together to help us co-design the initiative. The program began last October, delivering groceries to twenty households weekly. Today this number has grown to over 70. With recent funding received from the City of Sydney, we will continue expanding and improving the program, remaining responsive to community needs.

The Glebe Connections – our local newspaper created by the community, for the community – launched this year. Again, a self-funded initiative, we partnered with the University of Technology Sydney to create our local paper. Each issue shares positive stories of strength across our community and offers a space where the broader network of services can share the programs and events that are coming up. The resounding positive feedback we have received speaks to our ability to listen to community needs and develop collaborative and responsive programmatic solutions.

Programs aside, we are also considering the reciprocal role that our organisation can take up. We have consciously supported community groups and local networks. Examples of our efforts include supporting the running of FLAG meetings, assisting PUNS with funding applications, and housing smaller community groups within our service offering as part of the Sydney Streets program. We have also contributed to the sector by running capacity-building sessions for community engagement practitioners through Inner Sydney Voice and hosting six site visits for international delegates.

To do this work we need to ensure that the core of our service is always improving. This year we have introduced a new data management system that will allow us to capture the impact of our work. We have also worked to upgrade our facilities, with the most significant change being the renovation of the classroom and the upgrade of our kitchen facilities.



All of this is in addition to the business-as-usual programming that has been in place from year to year – and the impacts of which fill the pages of this annual report.

We can only do all of this with sufficient resources – which is an increasing challenge for place-based organisations such as ours. On this, we continue to advocate for change, both for the Glebe Youth Service and for the sector as a whole. The current approach is just not sustainable. Like many other place-based services, the Glebe Youth Service is caught in the hamster wheel of fundraising. With no core funding, we survive by complementing our City of Sydney After Dark funding and DCJ TEI funding with pieced-together grants and fundraising. This year, we launched our 100 Allies fundraising campaign – asking 100 people to give \$100 per month to sustain youth programming. We also submitted over 40 applications for sponsorship and funding, which resulted in five successful sponsorship requests (to the value of \$1,325.00) and six successful grants (to the value of \$511,773.00 – including the above-mentioned City of Sydney grant). Aside from questioning the long-term sustainability of this approach in an increasingly competitive market, we also need to consider whether the administrative burden of fundraising for short-term programs is a worthy investment of time and effort.

We will continue this endeavour despite the pain and struggles. The youth service has stood tall for over 35 years and will continue to strive for better societal outcomes and impact.

Along this path, many have supported us – to whom we are grateful. Significantly, we would like to thank our local community, who continue to trust us to do the work that we do and who help us every day. A big thank you to all our partners and allies who are featured in our Acknowledgement page – we simply can't achieve what we do without you. And a big thank you to our team, outgoing staff, student placements and volunteers, without whose efforts the programs could not run.

Mitra Gusheh
Chief Executive Officer



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
- Allan Teale
- Anglicare and GAPP
- Artisan Markets Glebe
- Aunty Barbara McGrady
- Aunty Kathryn Dodd-Farrawell
- Aunty Kylie White
- Aunty Sharon Minniecon
- Aunty Wendy Buchanan
- Australian Council of Social Services (ACOSS)
- Balmain and Glebe PCYC
- Birchtree Centre of Excellence in Trauma, Addiction and Eating Disorders – Rachel Moss
- Bodega Studios – Tom Elliot
- Bright Sparque
- Broadway Sydney, Mirvac – Justine Saltmarsh and Justine Saunders
- Bytropic Nutrition
- Cancer Council
- Centipede at Glebe Public School
- Centre for Social Justice and Inclusion
- City of Sydney
- City of Sydney, Safe City Team
- Clubs NSW
- CoGG
- Common Ground (Mission Australia)
- Community Legal Education Programme, Sydney University Law Society
- Councillor Emelda Davis
- Councillor Linda Scott
- Councillor Philippa Scott, Labor
- Councillor Shauna Jarrett
- Councillor Sylvie Ellsmore
- Councillor Yvonne Weldon
- Counterpoint Community Services – Grant Nair
- Dan Stapleton
- Dennis Golding
- Department of Communities and Justice NSW
- Detour House
- DIBZ 37
- Fams NSW
- First Church of Christ, Scientist
- First Nations Response
- Foodbank NSW & ACT
- Forest Lodge and Glebe (FLAG) Network
- GAPP
- Geedup Co.
- Girl's Refuge
- Glebe Kebab House
- 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
- KARI Foundation
- Launchpad Youth Community
- Lawan Catering
- Lilly Pilly Counselling – Karen Doherty
- Living Hope Community Church, Camperdown
- Lord Mayor of Sydney, Ms Clover Moore
- Lou's Place
- Mariam's Henna and Facepainting
- Megan Fletcher, Community Development Advocate
- Member for Balmain, Ms Kobi Shetty
- Milk Crate Theatre

- Minister Jihad Dib
- Mistah Cee
- Nakama Arts – Chris Hamersmith
- Newington College, Prescott House
- Nooky
- 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
- Pete Slattery
- Peter Teutenberg
- 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
- St George Foundation
- Staves Brewery
- Sydney Luxury Hire
- Sydney Secondary College – Balmain, Leichhardt and Blackwattle Bay High Schools
- 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
- Together2 (Rozelle Neighbourhood Centre)
- Tom Psomostrogos
- Tramsheds
- Tranby National Indigenous Adult Education & Training
- Tribal Warrior
- Tyson Pedro
- Twenty10
- Uncle Barry Trindall
- Uncle Cole Watego
- Uncle Ken Canning
- Uncle Les De Jong
- UNDRGROUND
- University of Sydney Union
- University of Technology Sydney
- Velocity Empowerment and Alan Lau
- WAYS Youth & Family - Peter Bulfin
- We Are Warriors
- Welcome Merchant
- Wesley Mission – Glen Powell
- Youth Action
- Youthblock, NSW Health
- Youth Justice NSW
- Yung Brother (Isaac Bamblett)
- Zurich Bank

About Us

Glebe Youth Service (GYS) has operated in Glebe for the past 35 years. We are an independent not-for-profit charity that is situated in the heart of Glebe social housing estate. To enable our work, we receive core funding from the Department of Communities & Justice NSW (DCJ), and the City of Sydney Council. This resourcing is complemented with an array of project-based grants, donations and sponsorships. The primary focus of our work is children and young people. In order to achieve the outcomes that we strive for, we work holistically with families and the wider community

Our Values

Equity

We recognise that not everyone is afforded the same opportunities in life. We work to address the imbalance of opportunities available to our community, striving for equity and fairness.

Care

Care underpins our connection to our community and our colleagues. We respect human dignity and respond with compassion. We actively listen, acknowledge people and are welcoming.

Respect

We value difference and recognise the strength in people. We appreciate what others bring to the table and strive for better outcomes informed by diverse ways of being, seeing and doing.

Professionalism

We care about our work and strive for good practice, informed by evidence. We are considerate of our actions at work, respecting boundaries and people.

Our Vision

A thriving Glebe Community

Our vision is for a thriving Glebe community. A place where people of all backgrounds, ages and economic status have opportunities to fully participate in a civic life. A place 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

At GYS we believe that young people, at their full potential, are central to a thriving Glebe community. Young people make up a significant portion of our community. They contribute to Glebe today and they are the future of Glebe.

Glebe Youth Service has a proud history of working with young people in Glebe. We have a particular strength in engaging Aboriginal young people and other marginalised groups that do not regularly or easily access services. Our ability to hold trusting relationships, underpinned by our valuing of cultural connections, has allowed us to achieve significant outcomes for young people and their families – and positions us to continue doing so into the future.

In order to achieve our purpose we need to see young people who are:

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

The roadmap for achieving our vision and purpose has been developed through extensive staff, management and stakeholder consultation and by consulting evidence based practice literature. These goals can be considered as foundation stones of positive and healthy adolescent development. We work to support young people to have the skills, health, knowledge, connections and opportunities to thrive. There is significant evidence to support the primacy of these elements in youth development. Two examples can be found in the NSW Human Service Framework and in Youth Action's Youth Development in NSW Paper .

We believe that if we can focus our resources on creating and strengthening these factors in young people's lives then we are fostering the personal attributes and qualities that will enable young people to reach their potential. These pathways to change are detailed in the sections that follow.



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 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.



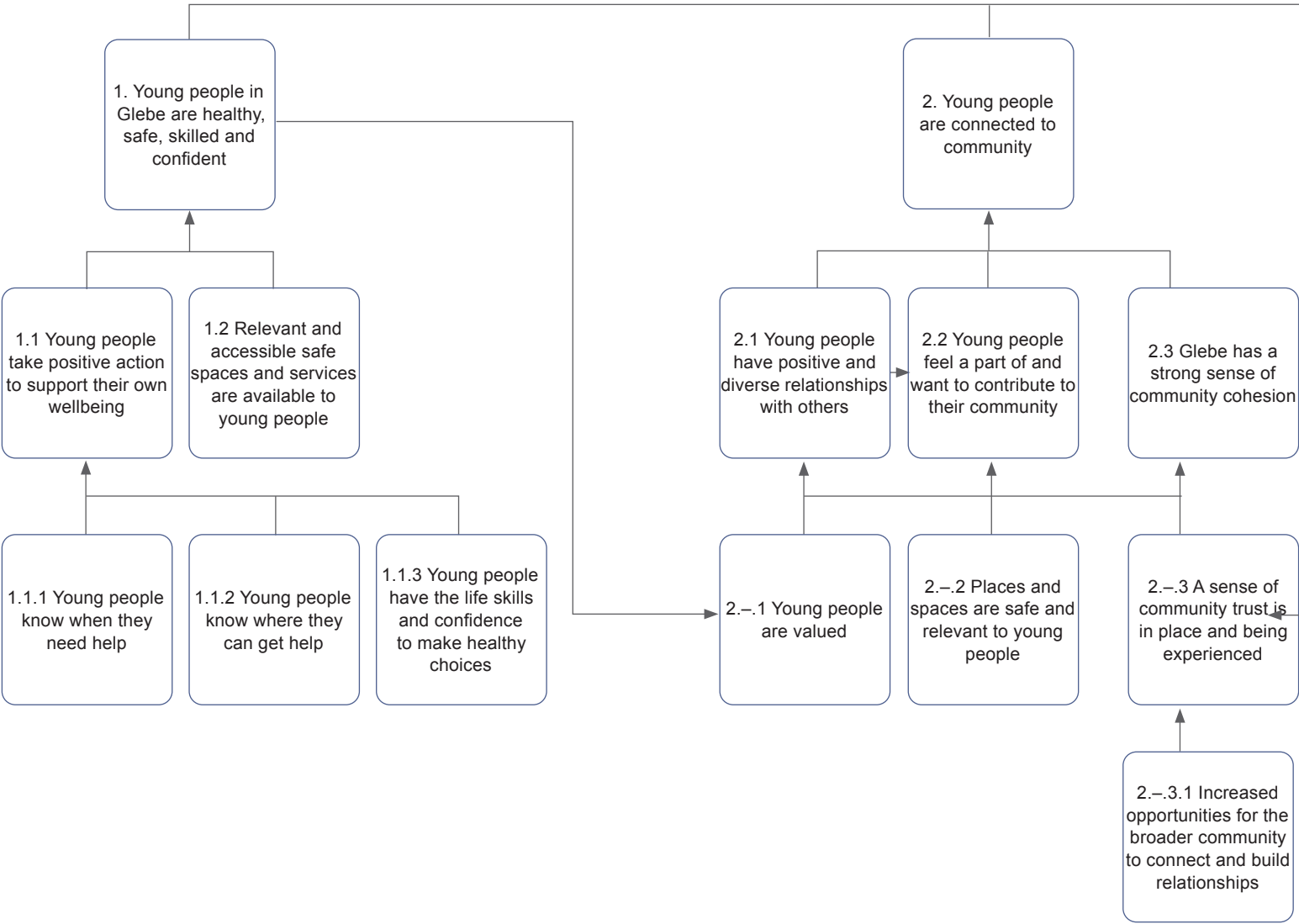
Our Theory of Change

Funding

THRIVING COMMUNITY

Accountability Ceiling

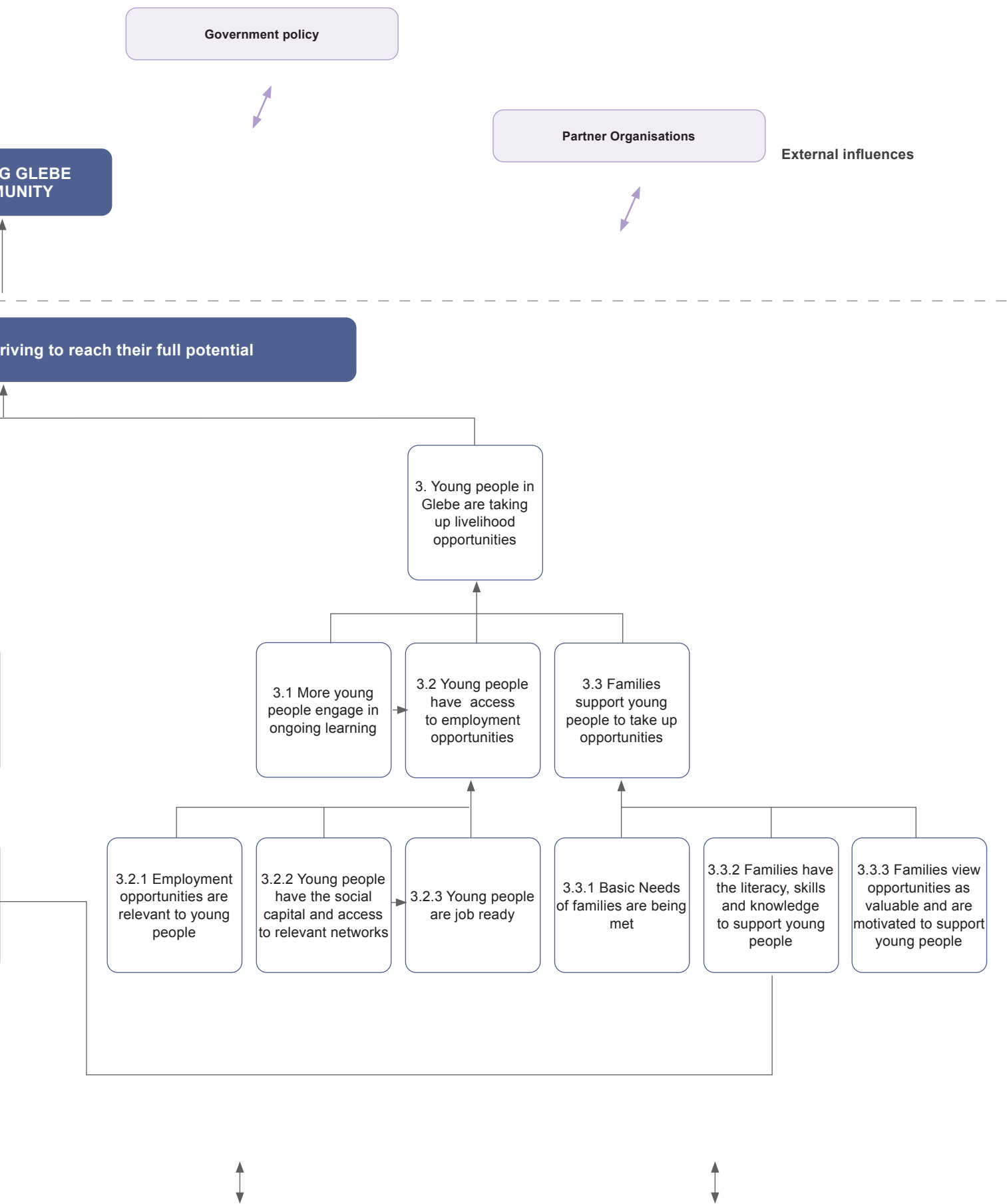
All young people in Glebe are strong



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 Space

	Middle Ground	Teen Time/ Girl Zone/ Boy Zone	After Dark	Bungawarra	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 2023-2024 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:

Healthy, safe, skilled and confident

Over **75** young people and their families experiencing high levels of vulnerability received targeted individual support.

274 attendances over **20** sessions at our Teentime drop-in program – connecting with youth workers, eating a healthy meal, and engaging in a wide range of skill building and social connection activities.

13 young people consistently engaged in After Dark's Tackling Tobacco art workshops, reporting a significant increase in their knowledge about the harms of vaping.

7 young women had sustained engagement with our Girlzone program, connecting with youth and social workers and engaging in health promotion activities, including service visits to partner organisations.

174 attendances over **19** sessions at our Boyzone program, delivering a range of activities focusing on relationships, health, self-development, employability and positive wellbeing for at-risk young men.

Over **2,248** food hampers distributed through our Food Circle program, resulting in **1,530** instances of delivery to households experiencing vulnerability.

Over **7,000** meals served across all GYS programs.

Connected to Opportunities

Over **350** occasions of formal advice, support or advocacy.

150 referrals made to external services, including health services, drug and alcohol services, legal support, housing support, and mental health support.

15 young Indigenous Australian people completed the life skills element of the Bungawarra program.

The Aboriginal youth of Bungawarra participated in various cultural activities including boomerang throwing, hut building, and cultural ways of living from the land, with **84%** of participants reporting that they would not have had these experiences outside of the Bungawarra program.

Through the Girlzone program, **7** young women designed and produced their own jumpers that reflected who they are and their values, thanks to the partnership with We Are Warriors, an Indigenous Australian social enterprise founded by Nooky and Roman Jody.

Approximately **40** young people supported to be 'job ready', including completing resumes, obtaining essential ID documents, obtaining a Tax File Number, and accessing trade training courses.

Connected to Community

12 community volunteers, led by local community advocate and chef Tania Thompson, cooked and served over **50** meals at our elegant Mother's Day Community Dinner.

From May 2024 we transitioned from monthly community BBQs to **weekly** community BBQs, partnering with City of Sydney to deliver Teentime X Community BBQs to facilitate young people's participation in the community and fostered intergenerational relationships.

Over **1,300** attendances at Teentime X Community BBQs, our partnership program with City of Sydney.

Over **3,200** attendances at our After Dark program.

Program Reports

After Dark

By Jessica Nakakawa Canales, Head of Programs

After Dark is a weekend evening program delivered by Glebe Youth Service and funded by the City of Sydney that aims to provide a safe place where young people can access youth workers to seek advice, support and referrals, have 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.

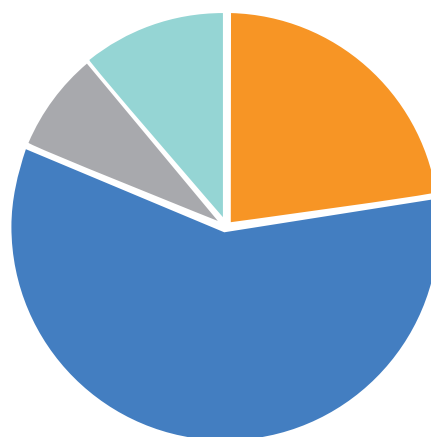
The After Dark program had a slight decrease in attendance of 12% in comparison to the previous financial year (3741 vs 3290 instances of attendance respectively). During the 2023–2024 period, 84 occurrences of After Dark events were implemented. The age and gender breakdown of those attending are shown in the accompanying graphs.

Across the implemented sessions, our team of youth and social workers provided approximately 250 occasions of formal advice and support and made 70 referrals to targeted supports, including case management, health services, legal support, housing support, and employment support. Of these, 76% of the clients engaged with the service to which they were referred. This outcome clearly demonstrates the importance of After Dark as a soft entry program that creates pathways into targeted individual support.

To support engagement, ongoing activities that cater to the different interests amongst young people and community members were held. This included arts workshop led by First Nations artists, and members of our team, Kirawhan Fernando and Michael Carr; cooking workshops with Loic; weaving workshops with Aunty Karleen; lyric writing and beat making with Nakama Arts and Heaps Decent; basketball skills workshops by Charity Bounce; and legal education sessions facilitated by the Community Legal Education Program at the University of Sydney.

We want to offer a special thanks to Aunty Kath Dodd Farrawell for her facilitation of the Tackling Tobacco art activity that occurred during After Dark. A special thanks also to Will Caldwell, who also

Attendance by Age



Key:

Under 12

12 to 18

19 to 24

Over 24

Under 12: 741

12 to 18: 1931

18 to 24: 257

Over 24: 361

With thanks to our
funding partner:



contributed to the Tackling Tobacco project, Isaac Bamblett for running the Didgeridoo workshops and Aunty Karleen for bringing weaving practices to After Dark. The involvement of First Nations leaders adds richness to our programs and offers many of our young people the opportunity to engage with mentors and reconnect with culture.

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.

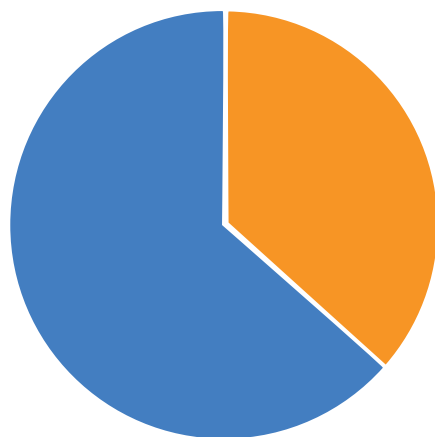
Key features

Tackling Tobacco

During After Dark, the Tackling Tobacco harm minimisation program was facilitated. This consisted of five two-hour art workshops to codesign smoke-free signage to raise awareness about the adverse effects of smoking and vaping and to offer behavioural and pharmacological supports for quit attempts. This program was facilitated by a respected Aboriginal Aunty and Indigenous artist, Aunty Kath Dodd Farrawell, with the support of William Caldwell (an Indigenous artist and member of our community), Jennifer Norton (GYS trained member in the Tackling Tobacco program), and Lorenz (a music tutor at Nakama Arts who helped create rhymes that expressed the adverse effects of smoking and vaping). This resulted in the creation of four paintings which expressed the effects on the brain, lungs, kidneys, and heart.

Around 28% of the attendees from the After Dark program engaged in the codesign art workshop (24 out of 84) and 13 of them engaged regularly (in at least 3 of the 5 workshops). Participants registered an increased level of awareness as well as a significant increase in knowledge about quit support services. Pre and post surveys showed a slight increase in knowledge about the harms of smoking and a significant increase in the knowledge about the harms of vaping. This is attributed mainly to the participants' pre-existing knowledge about

Attendance by Gender



Key:

Female

Male

Female: 1204

Male: 2086

**With thanks to our
funding partner:**





tobacco compared to their limited knowledge about vaping's harmful effects. Although there were conversations about cutting down on their smoking/vaping, no ongoing smoking and vaping reduction has been achieved as yet.

Studio 37 by Nakama Arts and the Program's Success Story

Nakama Arts is a not-for-profit organisation that has been consistently providing music tutoring to the young people attending After Dark from 6:30-10:00pm every Friday. They focus on lyric writing, rapping, and music production. A young person, living as part of the social housing community, began to attend After Dark program. As an only child, they felt that After Dark provided a safe space where they could connect with peers and the broader community. Changing life circumstances sent the young person on a downward spiral. At this point they

With thanks to our partner:





connected with the After Dark music program and the GYS youth workers, who provided scaffolded support to help address the barriers they were facing.

The young person was mentored by Namaka Arts producers. Through a new found passion, they began investing more time at the youth service to develop their skills. They gained confidence and saw their strength leading to an employment pathway. They have stated to program staff that they feel that music has saved their life. Many years on, they now have secured employment as a music mentor to other young people.

Other highlights

Jennifer Norton attended Skid Road Radio where she talked about our After Dark program and the Mother's Day event.

Thanks to...

After Dark gives massive thanks to its partners, the City of Sydney, Glebe Treehouse, Pizze Baby, Oz Harvest, Nakama Arts, University

of Technology Sydney, Jumbunna, University of Sydney Community Legal Education Program (CLEP), Broadway Shopping Centre (Mirvac), Glebe Police, Wesley Mission, Green Plot, Oz Harvest, Living Hope, Rec Link, and community members. These partnerships allow us to deliver a safe and engaging program to our community.

Of course, After Dark's success is not possible without its amazing team of staff and volunteers, who go above and beyond in making After Dark a safe space for the community. Thanks to all our amazing community and partner organisation's volunteers who add immeasurable value and support to After Dark. Also, we would like to acknowledge and give thanks to After Dark's amazing GYS team – Amy O'Neill, Habil Mawardi, Kirawhan Fernando, Jennifer Norton, Michael Carr, Eloise Woods, Candace Dower, Jeff Hockey, Waylon McLennan, Tamara Brennan, Koorine Welsh, Harry Whitting, and Simon Takio.

Moving into 2025

Being in the After Dark Manager position for 3 months now and after doing a consultation with team members, partners, and the young people in the community, Jessica Nakakawa Canales is working with the After Dark team to strengthen the program. A collective effort has resulted in identifying the four objectives of the program:



This strategic visioning and program redesign took a pause due to the recent losses experienced by our team and community but are set to resume in mid-November. Part of the work ahead will focus on the continued strengthening of current partnerships and establishing relations with new partners that can work alongside us to achieve shared goals.

Food Circle

By Jennifer Norton, Youth & Community Engagement Practitioner

Food Circle is Glebe Youth Service's community driven food relief program, that aims to enhance the health and wellbeing of local families and vulnerable community members experiencing food insecurity. The program achieves this by improving access to nutritious food and fresh produce and building community capacity for healthier living.

Food Circle has also become an important space for social connection, with its aim to provide social support and build community cohesion through volunteerism, collaboration and partnerships. Unfortunately, in 2022 Food Circle was unsuccessful in securing funding, resulting in the program ceasing operations. However, observing and hearing from the community that food insecurity was significantly rising, we pivoted and reestablished Food Circle in late 2023.

Coming back as an unfunded program, Food Circle began its program resourcing by building strong partnerships with community. Our 'Community Connectors' supported us to identify and target local households most in need. We also established partnerships with Foodbank, OzHarvest, Living Hope Community Church, and Coles for food resourcing. Utilising a strong team of volunteers, every Thursday the Glebe Youth Service Hall would turn into a well-oiled machine of diverse individuals packing food hampers to be delivered to households. In its first two months of re-operation, Food Circle distributed 400 hampers to 278 households, providing 1,112 instances of support. With this as a strong foundation, Glebe Youth Service was well positioned to scale up its food relief offerings and increase the program's chances of securing funding.

In 2024, Food Circle strengthened its partnership with First Nations Response, a grassroots Aboriginal womens-led food relief organisation. Through this partnership, our food supply has increased dramatically, allowing us to expand the program, accept more referrals, and support more families and community members experiencing food insecurity. In 2024 up to August, Food Circle distributed 1,848 hampers to 1,252 households, providing 5,008 instances of support.

All this whilst being an unfunded program! Thanks to this significant foundation and amazing collaborative work, Glebe Youth Service was successful in securing funding from City of Sydney in mid-2024. The Food Circle team has been hard at work, planning and implementing a scaled-up food relief program, made possible with this funding. The

**With thanks to
our partners:**

FIRST NATIONS RESPONSE 



Living Hope
church_camperdown





expansion will include the Food Circle Hub and Market, which will be launching late this year. We are also in the works planning monthly community dinners.

Massive thank you to...

Food Circle would not be possible without the support of our generous community volunteers and partnerships! Thank you to our community connectors Ley Baker, Megan Fletcher, Tania Thompson; our partner organisations First Nations Response, Living Hope Community Church, Glebe Treehouse, AddiRoad Community Centre, Newington College's Prescott House, University of Sydney, University of Technology Sydney, UTS SOUL, Pyrmont Cares, and Coles Broadway; and food rescue organisations Foodbank NSW & ACT, and OzHarvest. Food Circle would not be able to operate without you!

Teentime x City of Sydney BBQs

By Jennifer Norton, Youth & Community Engagement Practitioner

Teentime is a 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 themselves and to seek further targeted support.

From July 2023 up to April 2024, Teentime ran 20 sessions at Glebe Youth Service, having 274 attendances. With a primary focus on educational support and the creative arts, Teentime partnered with community tutors to provide homework support. Studio 37: Open Studio ran alongside this, with facilitators from Nakama Arts running music workshops to upskill young people in lyric writing and beat making. During this period, Teentime partnered with City of Sydney to deliver monthly community BBQs at the Peter Forsyth Auditorium, running 10 sessions that aimed to encourage young people to develop wider social connections within the community.

With thanks to
our partner:



Communities
& Justice



Observing the success of the monthly Community BBQs in facilitating young people's participation in the community and the development of intergenerational relationships, City of Sydney's decision to change the monthly Community BBQs to weekly Community BBQs was timely. Henceforth from May 2024 onwards, we have partnered with City of Sydney to deliver Teentime as part of the weekly Community BBQs!

Teentime continues to have its original aims, with this partnership program enabling Teentime to respond to both the young people's needs for more diverse activities at diverse locations; as well as the wider community's needs for more programs and events that facilitate social connection and community cohesion.



Girlzone

By Jennifer Norton, Youth & Community Engagement Practitioner

Girlzone is a weekly gender-specific, targeted early-intervention program for local young women aged 12-18 years old, previously facilitated by GYS social worker Amy O'Neill in partnership with City of Sydney. A strengths-based and collaborative program, Girlzone aims to support participants to build their resiliency and confidence through activities that focus on aspects like insight, humour, relationships, health, independence, and creativity. This focus has proven successful in creating an open and supportive environment that facilitates strong, long-term engagement between its staff and Girlzone participants. Accordingly, Girlzone acts as a soft-entry point to case management and other targeted supports.

From August 2023 to April 2024, Girlzone ran 23 sessions during the school term, having 137 attendances. A youth-led program, participants provided consistent feedback about wanting to go on more outings and excursions. Hence, Girlzone delivered positive and fun activities in surrounding community venues including at partner services, focusing on various aspects of health and skills development. This enabled the young women to broaden their support network and form relationships with other services. Such visits to other local social services resulted in 6 successful external referrals. Having Glebe Youth Service staff take and introduce the young women to other services was identified by participants as an important aspect to the successful referral, as the young women became aware that these services were known to and were partners of Glebe Youth Service.

A highlight of the program was Girlzone's partnership with We Are Warriors, an Indigenous Australian social enterprise founded by Nooky and Roman Jody. Over 3 sessions, the young women designed and produce their own jumpers that reflected who they were and their values.

Observing the high engagement of Indigenous Australian young women in the Girlzone program, alongside an increasing emerging need for Aboriginal-specific cultural support, Girlzone partnered with Kirawhan Fernando's Bungawarra program from May 2024.

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our funding partner:



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& Justice



Boyzone

By Habil Mawardi, Early Intervention Program Manager

Boyzone is a weekly gender-specific, targeted early-intervention program for local young men aged 12-18 years old. The program aims to support young men to identify and achieve their personal goals and develop life skills, supporting the healthy development of their physical and socioemotional well-being through positive male mentorship. Boyzone also acts as a soft-entry point into individual and targeted supports.

Boyzone was able to provide an elevated program offering thanks to its diverse partnerships, including with Mission Australia Reconnect, Nakama Arts, Youthblock NSW and Reclink. A collaborative program, it aimed to broaden the young men's support network and foster relationships with other services. These partnerships also gave heightened resourcing to Boyzone, broadening its reach and enabling the program to deliver a range of activities focusing on relationships, health, self-development, employability and positive wellbeing.

From August 2023 to April 2024, Boyzone ran 19 sessions during the school terms, having 174 attendances. Focusing on healthy relationships, wellbeing and personal development, Travis Grogan from Mission Australia Reconnect delivered a series of workshops resulting in discussions where the young male participants demonstrated good insight into their relationships with their families, partners and themselves, and how certain behaviours lead to certain perceptions of such relationships. Through this outreach partnership, Mission Australia Reconnect was also able to provide the young men with individual support and case management.

The partnership with Nakama Arts brought along Lorenz Pritchard who has always been an amazing supporter of the Glebe Youth Service. Through his music workshops, Lorenz delivered creative ways to engage the young men by using music as a tool of expression. Josh Tildesley from Reclink introduced recreational opportunities for the participants, fostering physical health, self-regulation skills and social inclusion by using sports like basketball and fitness circuits as an engagement tool to discuss a holistic healthy lifestyle.

Boyzone has played an integral role in providing a safe space for four young people who were intimidated to go into the youth service. One of the four young people were referred by DCJ, with the goal of developing their self-esteem and confidence. These are the young people that would be overlooked and fall through the cracks

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of the system. Fortunately, with the team working together we were able to engage and quite successfully give them the access to the supports they needed. Previously afraid to walk alone, the young man referred by DCJ now has no issue walking around Glebe by himself, his self-esteem and confidence having improved drastically. This was mentioned by his carer and the DCJ worker, attributing these improvements to the hard work of our program.

Girlzone/Boyzone X Bungawarra

By Jennifer Norton, Youth & Community Engagement Practitioner

From Term 2 2024, Girlzone/Boyzone and Kirawhan Fernando's Bungawarra partnered to deliver a weekly program on Tuesday afternoons for local young people aged 12-18 years old, providing a safe and fun environment where young people could enjoy their adolescence whilst developing life skills and engaging in cultural activities. A collaborative social service program, Girlzone/Boyzone X Bungawarra partnered with City of Sydney, Youthblock NSW, Mission Australia, and The Girls' Refuge, aiming to increase young people's knowledge of local services available to them. Girlzone/Boyzone X Bungawarra also aimed to engage non-Indigenous and Indigenous Australian youth aged 12-18 years old in cross-cultural knowledge exchange through Aboriginal cultural workshops.

In Term 2 2024, Girlzone/Boyzone X Bungawarra ran 7 sessions, having 164 attendances. Aiming to support young people to form healthy relationships with other local social services, participants were taken on outings to Headspace Camperdown, Shopfront Youth Legal Service, and Mission Australia Reconnect. Each other week, the participants engaged in Aboriginal cultural workshops. The highlight of the program was having Nyumbar Education deliver a Yidaki workshop for the male participants, and a weaving workshop for the female participants.

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our funding partners:**



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Middle Ground

By Habil Mawardi, Early Intervention Program Manager

A targeted, early-intervention program, Middle Ground aims to engage children aged 9-12 years old who attend Glebe Public School and are most at risk of disengagement from education, social services, and the community. The program supports its participants in their final primary school years to enable a successful transition to high school. This is done by facilitating a safe and supportive environment for young people, providing access to skilled youth and social workers and providing group activities that help develop the skills required for young people to reach their full potential.

Middle Ground plays a vital role in connecting young people to external supports to address circumstances that may be making school engagement challenging. We take a holistic approach, working alongside families to reach a common goal. In Term 4 of 2023, individual support was provided to 6 young people to have a successful transition into Year 7, including assistance with enrolment and transition plans.



2024 saw Middle Ground grow as we strengthened our partnership with the Glebe Public School, elevating our reach and our ability to work more effectively with the young people. Leveraging our new partnership with the University of Technology Sydney's School of Sport Exercise and Rehabilitation, Middle Ground ran for an additional day and facilitated a fitness program as part of the Term 1 and 2 schooling curriculum in Glebe Public School. 10 sessions of a fitness program were run, having 618 attendances, and resulting in better connections made with the young people and teachers. The program created opportunities for 150 young people to improve their health and wellbeing and connect with supportive organisations. This presence also allowed the Middle Ground team to identify students in need of support and respond to families, resulting in 3 successful referrals into the structured program days.

Middle Ground continued to run its original program offering of a structured targeted program with a small group of children at Glebe Youth Service. From August 2023 to June 2024, Middle Ground ran 31 sessions, having 228 attendances. Middle Ground activities were designed around the abilities and interests of its participants, considering their developmental needs and challenges, whilst providing opportunities to develop skills and capabilities to support transition such as resiliency, social cohesion and positive communication. Our continuing partnerships with Nakama Arts, Reclink, and Milk Crate Theatre allow us to increase activity offerings whilst incorporating the expertise of our partners to ensure inclusive practice and engaging activities.

The highlight of Middle Ground was witnessing the process of the participants creating a song with Nakama Arts. Creating a sense of ownership over the program, participants were given the opportunity to express themselves and improve their confidence by performing the song on the microphone. With the whole Middle Ground cohort involved, the song 'Roll Call' was produced.

This is the best I've seen Middle Ground run; the stronger partnerships have really given the opportunity for our service to deliver this program more effectively. With the hard work of Amy O'Neil our relationship between the schools has strengthened – especially with the primary school. We have had the opportunity to extend the scope of young people and families who need access to support.

With thanks to
our partners:



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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 program offerings at diverse locations in and outside of Glebe.



The School Holidays Program provide meaningful engagement 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 we can.

In the 2023-2024 financial year, GYS has run 20 sessions of the School Holiday Program. Some highlights include:

- Youthie Sports Day
- Aboriginal Blue Mountains Walkabout Tour
- Tribal Warrior Cruise
- Bungawarra Community Days
- Art Mural Days
- Community Days

Glebe Youth Service aims to continue providing access to quality holiday programs for the young people in the Glebe community.

Community Events: Mother's Day Community Dinner

By Jennifer Norton, Youth & Community Engagement Practitioner

Glebe Youth Service's programs Food Circle and After Dark partnered to provide an elevated program offering for Mother's Day. On Friday 10th May during After Dark's Teens Only Night, the young people participated in DIY gift-making for their mothers and carers. Thanks to Broadway Shopping Centre, we were also able to provide the young people with vouchers to purchase gifts for their mothers and carers. It was important for the Glebe Youth Service to provide opportunities for the young people to choose and purchase gifts for their mothers and carers to go with their DIY gifts, as we have seen an emerging trend over the years of the young people wanting to but being unable to afford to purchase Mother's Day gifts.

After Dark on Saturday 11th May was a special one. Hosting a Mother's Day Community Dinner, a group of community members, guided by Tania Thompson, came together during the day to cook up a feast for the night. Tania, a local community advocate and resident of Bridge Housing, is also a trained chef and a key partner for our Food Circle program. Cooking up an array of dishes (including dessert!), over 50 meals were served to the community in an elegant sit-down style dinner. The feedback from the mothers and women of the community was amazing, truly feeling a sense of appreciation as mothers and carers of the community. Twelve volunteers from the community along with GYS staff members, and Broadway Shopping Centre, made this beautiful weekend possible.



GYS social worker, Jennifer Norton, was invited to speak on Radio Skid Row's Anything Goes with Lima and Jamal, to talk about the Mother's Day Weekend, where she discussed the importance of holding special community events like this that show appreciation for the women of the community, who are the foundation of Glebe.

With thanks to
our funding partners:



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 2023 a young woman engaged with Glebe Youth Service's Girlzone Program, after hearing about the organisation from her school counsellor.

This young person comes from a large family where there had been historic mandated interventions due to the young person being placed at risk of harm. Multiple factors contributed to this, including chronic low primary school attendance rates during a period of parental drug abuse. As such, the family has expressed wariness when it comes to engaging with additional support services.

School disengagement had continued into high school, and over time the young person had increasingly expressed to program leads their own desire to move to an alternative education setting. The young person expressed that being in a large school environment contributed to them feeling overwhelmed and overlooked when it came to needing additional educational support.

Through consultation with the family and advocacy within the education system, including school meetings and a tour of an alternative setting, the young person was able to successfully transition to a new school that had shorter hours and smaller classes. They are now thriving, engaged with educational support and looking to complete year 10 within a more intensive 6-month period.

**With thanks to
our funding partner:**



**Communities
& Justice**

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**
Robbie Girdler
- **Treasurer**
Hilary Chesworth
- **Secretary**
Ben Fisher
- **Ordinary Members:**
Blair Carey
Lindsay Charles
Lisa Aitken
Mary-Frances Murphy
- **Ex-officio – Mirvac:**
Justine Saunders
Justine Saltmarsh (to June)
- **Ambassador**
Kathryn Dodd Farrawell

Glebe Youth Service Team

- Mitra Gusheh – CEO
- AJ Willis – After Dark Team
- Amy O'Neill – Head of Social Work
- Candace Dower – After Dark Team
- Christina Yeomans – Finance Administrator
- Eloise Woods – After Dark Team Leaders
- Habil Mawardi – Early Intervention Program Manager
- Harry Whitting – After Dark Team
- Jackson Siskovic – After Dark Team
- Jennifer Norton – Youth and Community Engagement Practitioner
- Jeffrey Hockey – Youth Worker and Court Support Practitioner
- Jessica Nakakawa-Canales – Head of Programs
- Kirawhan Fernando – First Nations Practitioner
- Korrine Welsh – After Dark Team
- Mac Cooper – After Dark Team
- Michael Carr – After Dark Team
- Nick Hattingh – After Dark Team Leaders
- Sally Joas – After Dark Team
- Simon Takio – Head of Programs (to April 2024)
- Tamara Brennan – After Dark Team
- Waylon Mclennan – After Dark Team

Student Placements

- Sarah Rodgers
- Emma Daly

Volunteers

- Ley Baker
- Wayne Bellman
- Dallas Close
- Morgan Henderson
- Mai Kanhukamwe
- June Lee
- Victoria Mathews
- Romany Maunder
- Terri O'Connell
- Kelly Panchyshyn
- Max Spencer-Tighe
- Dan Stapleton

Financial Report

GLEBE YOUTH SERVICE INC.
ABN: 34 929 502 199
COMMITTEE'S REPORT
FOR THE YEAR ENDED 30 JUNE 2024

The financial report of GLEBE YOUTH SERVICE INC. for the financial year ended 30 June 2024.

Committee members

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

Elizabeth Hindmarsh (President)

Robbie Girdler (Deputy)

Hilary Chesworth (Treasurer)

Ben Fisher (Secretary)

Lindsay Charles

Blair Carey (Elected 19/09/2023)

Mary Francis Murphy (Elected 19/09/2023)

Lisa Aitken (Elected 21/11/2023)

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 areas.

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

Operating result

The profit of the association for the financial year after providing for income tax amounted to \$43,071.

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

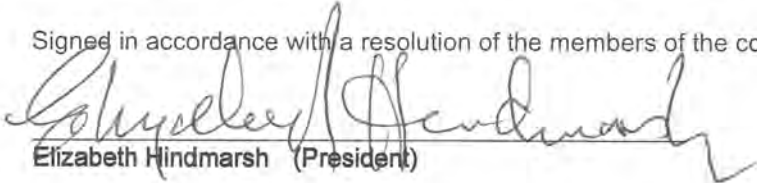
No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of GLEBE YOUTH SERVICE INC..

GLEBE YOUTH SERVICE INC.
ABN: 34 929 502 199
COMMITTEE'S REPORT
FOR THE YEAR ENDED 30 JUNE 2024

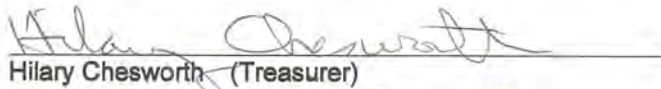
Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2024 has been received and can be found on page 5 of the financial report.

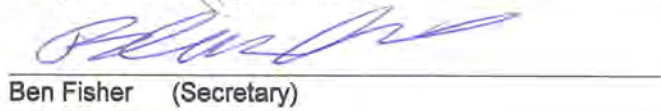
Signed in accordance with a resolution of the members of the committee:


Elizabeth Hindmarsh (President)

Dated 19.11.24


Hilary Chesworth (Treasurer)

Dated 19.11.24


Ben Fisher (Secretary)

Dated 19.11.24

GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2024

	<i>Note</i>	2024 \$	2023 \$
CURRENT ASSETS			
<i>Cash and cash equivalents</i>	3	379,630	377,354
Trade and other receivables	4	24,980	354
TOTAL CURRENT ASSETS		404,610	377,708
NON-CURRENT ASSETS			
Property, plant and equipment	5	6,668	651
TOTAL NON-CURRENT ASSETS		6,668	651
TOTAL ASSETS		411,278	378,360
CURRENT LIABILITIES			
Trade and other payables	6	19,869	15,485
PROVISION FOR EMPLOYEE ENTITLEMENTS			
Provision for Long Service Leave		71,924	73,543
Provision for Annual Leave		20,403	22,333
		92,327	95,876
Other current liabilities	7	159,397	170,385
TOTAL CURRENT LIABILITIES		271,593	281,746
TOTAL LIABILITIES		271,593	281,746
NET ASSETS		139,685	96,614
MEMBERS' FUNDS			
Retained earnings		139,685	96,614
TOTAL MEMBERS' FUNDS		139,685	96,614

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Peppernell Consulting.

GLEBE YOUTH SERVICE INC.
ABN: 34 929 502 199
APPROPRIATION STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	<i>2024</i>	<i>2023</i>
	\$	\$
Net profit (loss)	43,071	(54,505)
Retained earnings at the beginning of the financial year	96,614	151,119
RETAINED EARNINGS AT THE END OF THE FINANCIAL YEAR	<u>139,685</u>	<u>96,614</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Peppernell Consulting.

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 2024, 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.

Peppernell Consulting


Neale Peppernell (FCPA)

1st Floor, 185 Great North Road, FIVE DOCK NSW 2046

GLEBE YOUTH SERVICE INC.
ABN: 34 929 502 199
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
INCOME		
Bennelong Foundation	-	2,146
Club NSW	-	7,500
Community Engagement	-	4,595
Donations	28,868	54,269
Glebe Connected IES	-	1,500
Grant - Cwlth Gov Non-Recurrent	10,000	-
Grant Foundation	48,494	-
Grant Local Gov - Non Recurrent	75,037	-
Grant Local Government - Recurrent	274,082	-
Grant Other	8,905	-
Grants Receivable	24,980	-
	470,366	70,010
GRANTS RECEIVED		
SACS ERO	-	4,522
City of Sydney Grant	-	371,531
Community Building Partnership # 53	-	2,209
Dept of Communities & Justice	-	403,606
	-	781,867
INTEREST RECEIVED		
Other Corporations	2,425	1,999
	2,425	1,999
NSW Government	476,813	5,350
RSL Club	-	4,500
St George Foundation Trust	-	8,887
Star City	-	7,119
Sundry Income	16,551	-
Tranby	-	2,200
Work Cover Reimbursement	23,779	-
Youth Opportunities	-	1,830
	517,143	29,886
TOTAL INCOME	989,934	883,763
EXPENSES		
Auditor's Remuneration	6,500	5,800
Bank Charges	300	439
Cleaning	7,738	5,525
Computer Expenses	13,413	5,834
Consultancy Fees	31,251	83,449
Depreciation	424	651
Electricity	6,633	6,055
Equipment Rental	2,530	2,760
Equipments < \$30,000	29,446	789
Fundraising Fee	223	-
Insurance	9,237	7,106
IT Support	5,436	9,812
Meeting Expenses	1,041	-
	114,172	128,220

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Peppernell Consulting.

GLEBE YOUTH SERVICE INC.
ABN: 34 929 502 199
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
PERSONNEL COSTS		
Leave loading	7,781	11,512
Long Service Leave provision	3,646	10,413
Provision - Annual leave	(1,930)	(32,498)
Staff Recruitment	430	395
Staff Training & Welfare	4,813	14,428
Superannuation	66,846	61,799
Wages - Casual	49,443	68,869
Wages - Core	556,821	537,365
Workers Compensation Insurance	22,710	9,940
	710,560	682,222
Postage & Couriers	732	370
Printing & Stationery	4,649	5,473
	5,381	5,843
PROGRAM COSTS		
Casework Expenses	1,088	5,099
Fundraising Costs	-	77
General & Special Program Costs	64,026	69,746
Groceries	15,789	22,225
Materials	2,856	607
Program Travel	2,360	1,132
	86,119	98,886
Reference Materials & Subscriptions	4,489	6,330
Repairs, Maintenance & Cleaning	19,331	7,585
Security	832	1,104
Sundry expenses	119	1,390
Telephone, Fax & Internet	5,861	6,688
	30,631	23,097
TOTAL EXPENSES	946,863	938,268
NET PROFIT (LOSS)	43,071	(54,505)

GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

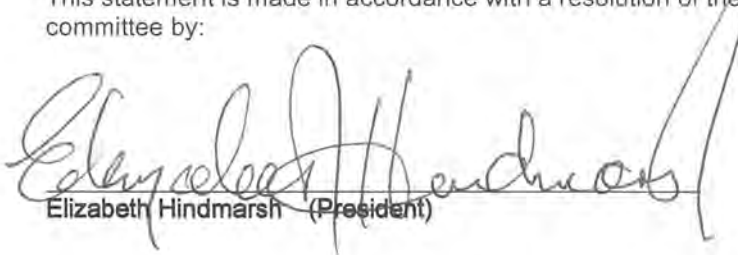
STATEMENT BY MEMBERS OF COMMITTEE

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.

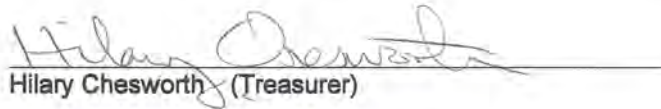
In the opinion of the committee the financial report:

1. Presents fairly the financial position of GLEBE YOUTH SERVICE INC. as at 30 June 2024 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.

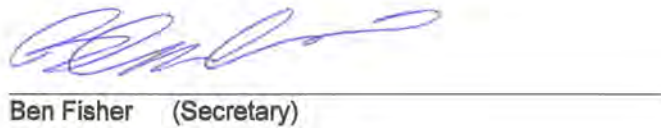
This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Elizabeth Hindmarsh (President)



Hilary Chesworth (Treasurer)



Ben Fisher (Secretary)

Dated 19.11.24.

GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

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

Report on the audit of the financial report

Audit 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 2024, the income statement, and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee. We have conducted an independent audit review of the financial report in order to express an opinion on them to the members of Glebe Youth Service Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of its members.

In our opinion, the accompanying financial report of the association for the year ended 30 June 2024 is prepared, in all material respects, in accordance with the Associations Incorporation Act 2009.

In our opinion, the financial report presents a true and fair view of the financial position of Glebe Youth Service Inc as at 30 June 2024 and the results of its operations and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 of the financial statements.

Basis of opinion

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

We believe that the audit 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 report or on the financial report to which it relates to any person 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.

GLEBE YOUTH SERVICE INC.

ABN: 34 929 502 199

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

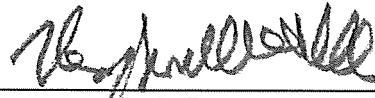
Auditor's responsibilities for the audit of the financial report

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 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:

Peppernell Consulting

Name of Director:



Neale Peppernell (FCPA)

Address:

1st Floor, 185 Great North Road, Five Dock NSW 2046

Dated: 20/11/2024

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.

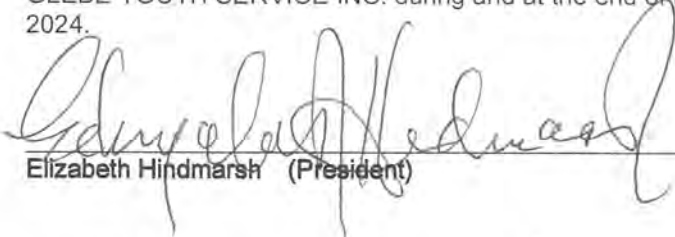
ABN: 34 929 502 199

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 2024.



Elizabeth Hindmarsh (President)



Hilary Chesworth (Treasurer)



Ben Fisher (Secretary)

Dated 19.11.24

