



**GLEBE YOUTH SERVICE INC.
ANNUAL REPORT 2009-2010**

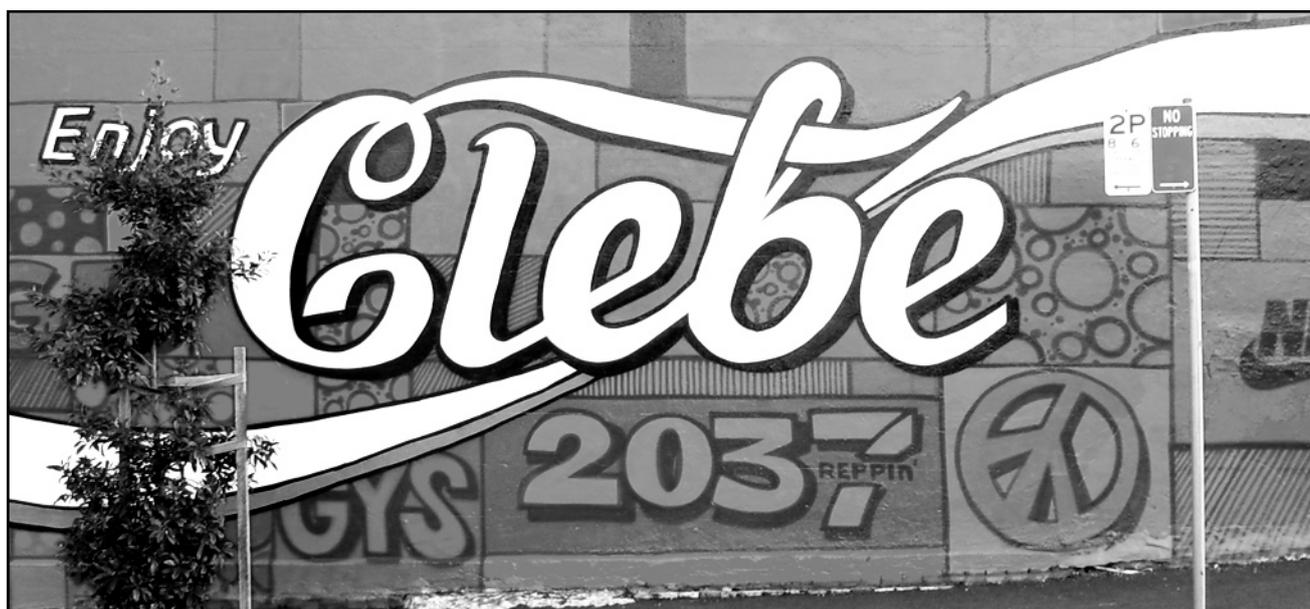
*Assisting and advocating for young people
in the Glebe community since 1988.*



GLEBE YOUTH SERVICE ANNUAL REPORT 2009-10

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Enjoy Glebe mural

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ABOUT GLEBE YOUTH SERVICE

OUR VISION

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

OUR PURPOSE

To develop in young people a sense of dignity and personal responsibility to achieve their goals and contribute positively to their community.

OUR OBJECTIVES

- ◆ To provide community services for young people to reduce the effects of being disadvantaged;
- ◆ To assist individuals and groups of young people to access appropriate resources effectively and take action to meet needs;
- ◆ To encourage youth to participate in planning and developing all activities of the Glebe Youth Service;
- ◆ To inform, educate and resource the local community about young people and their issues and concerns, with a view to build community support for and participation in, initiatives to improve quality of life for young people;
- ◆ To develop formal and informal networks with government agencies, non-government organisations and corporate entities for the purpose of developing and implementing strategies in the local community to assist young people;

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

OUR APPROACH

To provide a safe and responsive environment where young people are supported by trained and professional staff.

IN PRACTICE

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

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

The primary target for our programs are the young, disadvantaged people living within the Glebe Estate, a Housing NSW area that covers most of the lower half of Glebe.

These young people face a range of issues including poverty, family dysfunction, alcohol and other drug use, chronic school refusal and poor literacy leading to unemployment.

The majority of young people who use the service are Indigenous, with the attendant disadvantages of poor health, educational issues, over-representation within the legal system and other factors of social disadvantage.

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Brumby Camp

CHAIRPERSON'S REPORT



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

Welcome to the Glebe Youth Service Inc 2009-2010 annual report.

This, the 22nd year of the GYS, has been a very transitional year. We have seen significant changes starting with the resignation of our Coordinator, Colin Stokes. After six years of dedicated and hardworking service, Colin decided to move on. For the GYS, Colin's six years has been a very healthy tenure. Colin has significantly enhanced existing service relationships and has developed and grown relationships with new community partners, programs and funding bodies significantly over the last six years.

We were very sad to see Colin leave, but sincerely thank him for his dedicated work at the service and within the Glebe community. We wish him the very best with his future endeavours and look forward to his ongoing involvement and support through the community sector organisation he now works alongside.

Upon Colin's resignation, we began a recruitment drive for a new Coordinator. The position attracted a lot of interest from many qualified candidates. We were pleased to engage the services of Leichhardt Councillor, Darcy Byrne, as the new Coordinator. Unfortunately for the GYS, Darcy was only with us briefly before moving on to pursue a full-time career in politics. We look forward to continuing our relationship with Darcy in his new role.

The GYS in-house staff promptly filled in by taking on additional duties, thus ensuring ongoing quality of service to the young people and wider Glebe community. Senior Youth Worker, Keiran Kevans, stepped into the

position of Acting Coordinator with verve and has conducted the service admirably during this period. All other GYS staff stepped up to the plate to keep the doors open, thus minimising the number of closures. This is a truly remarkable achievement, which evidences the high level of teamwork of GYS staff and their commitment to the service.

Locating a permanent, full-time Coordinator has taken longer than initially anticipated. Consequently, this transitional phase has impeded the service's strategic planning and development for 2009-2010, as it has been difficult to make plans without a permanent, full-time Coordinator in place. The Management Committee is working to resolve this situation and we believe we will have a long-term solution in place very soon.

Keiran has managed to keep all of the programs on track and indeed moving forward during this difficult period. The Glebe Pathways Program, sponsored in partnership by the Department of Education and Training, the University of Sydney and Save the Children Australia, has experienced its own unique challenges this past year. Keiran, along with the help of the Management Committee, particularly Roelof Smilde, has been developing groundwork for future directions for the program in consultation with our partners.

The Management Committee has also been active in keeping the organisation running on a day-to-day basis. As a result, the service has continued to move forward, despite staff changes and the service still being down one full-time Youth Worker for the previous four years. In particular, we have been focusing on OH&S development and training, policies and procedures, and reporting methods for the service. As a result, the GYS has made some positive progress in each of these directions.

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Once again, we must thank our excellent workers who have kept all of our GYS programs running. The Management Committee and I wish to thank Senior Youth Workers, Ainsley Warner, and Keiran Kevans for stepping into the Acting Coordinator position under such difficult and challenging circumstances. Thanks to retired Coordinator, Colin Stokes, for his dedication to the service over the last six years. Big thanks go to Christina Yeomans, Financial Administrator, who has continued to grow and develop our administrative support and capacity at the GYS.

The Management Committee also says a big thanks to the casual pool; a group of individuals who bring to the service a great diversity of skills and strengths. Among those who have been involved in maintaining quality service delivery this past year include a team of casual staff members: Alex Keil, Anne White, Jacob Taylor, Kayla Graham, Kate Witherdin, Travis Lane, Ray Mason, Michael Carr, Nathan Katchwalla, Sophie Cuzilla, Stuart Barber, William Byrne, Dan Conway and Stephanie Deuchar. Further thanks are also extended to the many volunteers who contribute their time, energy and various skills to the GYS. The service is greatly appreciative of their support and involvement.

Once again, I would like to thank the GYS Management Committee for yet another remarkable year of solid work and growing commitment to the service. The Management Committee's support has been unwavering during this extended period of transition. The Management Committee's involvement with the day-to-day running of the service is at an all time twenty two year high; an incredible reflection of the dedicated individuals concerned.

My personal and continued thanks to Treasurer, Hilary Chesworth; Secretary, Jeremie Quiohilag; and general Management Committee members: Rosalind Hecker, Roelof Smilde, Patrick

Cunningham and Joe Mannix. Thanks to our new members, Chantel Cotterell and Naomi Hart for their excellent contributions. Thanks to Nicole Harries, Adeline Chin and Corrado Ferraccioli from Broadway Shopping Centre for your involvement and valued input at our monthly meetings. We also extend a thank you to Fran Bickmore from Broadway Shopping Centre, who has also supported the service.

On behalf of the GYS, I would also like to extend a thank you to City of Sydney for their ongoing support and contribution to the GYS. In particular, we appreciate the funding that the GYS has received from City of Sydney for the After Dark program. Helen Xiros and Leah Brown from the City of Sydney deserve a special mention for their support, advice and attendance at our monthly Management Committee meetings.

Special thanks also to the Becher Foundation for their support of the Year 10 program in 2009.

The next twelve months are going to be a very challenging period for the service. With the restructure of Community Services NSW (formerly DoCs), the GYS is going to see additional requirements for reporting and accountability. The GYS will need significant extra resources by way of real funding to be able to accommodate these changes. This will be the biggest challenge for GYS in 2011, however we are confident that we can meet these challenges.

*Sven Knutsen
Chairperson, Glebe Youth Service Inc.*



TREASURER'S REPORT

The financial reports for 2009-2010 have shown, once again, that our staff have an exceptional talent for making a small amount of money go a long way. We end the year with a surplus of \$1,978, bringing our total Equity to \$25,507. The surplus represents 0.5% of the total budget of \$380,000, which shows just how closely the service has monitored its expenditure.

The majority of our income came from Community Services NSW (\$227,985), which provides our core funding, and from the City of Sydney (\$150,000) which supports the After Dark program and casework services.

Financial assistance previously received from the Becher Foundation has been a tremendous assistance in supporting the Glebe Pathways Program, as it came to fruition this year.

Special thanks to Patrick Cunningham, a member of our Management Committee, for organising a fundraiser through Sydney Uni Boxing Club, and to Keiran Kevans for fundraising at the GYS Movie and Fun night held last December.

We also gratefully acknowledge donations from The Glebe Society and the Australia China Cultural Exchange Centre.

The coming year presents new challenges as Community Services NSW sets new criteria for funding youth organisations such as the GYS. The City of Sydney has agreed to fund After Dark for another two years, with a modest increase to cover rising costs.

Our Acting Coordinator, Keiran Kevans, has already completed two applications for funding from different sources, in the hope that we may eventually have enough money to employ the extra Youth Worker that we so desperately need.

Our previous Coordinator, Colin Stokes, committed endless enthusiasm and effort in his six years at the Glebe Youth Service and made many improvements to the service.

Our current staff, Keiran, Ainsley Warner, Tegan Rowles and Christina Yeomans, continue to work collaboratively to produce far more than could be expected with such limited resources.

With these staff, we know that the Glebe Youth Service continues to be in good hands.

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

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At the GYS

COORDINATOR'S REPORT



Throughout the past twelve months, the Glebe Youth Service has experienced its share of highlights and challenges. In particular, we have experienced an increased demand for our programs and services, with group programs being well-attended and demand for case management consistently exceeding supply.

With Australian Bureau of Statistics data predicting a significant growth in the number of 12-24 year olds living in Glebe over the next five years, we anticipate that this demand will remain strong and continue to increase. In a sense, the GYS “punches above its weight” when one considers our modest annual budget and relatively low staff numbers, against the number of clients we serve, programs we operate, and the complexity and number of presenting issues.

The GYS relies heavily on our agency partnerships to realise our objectives and enhance our effectiveness. In order to best assist and advocate for young people within Glebe, it is imperative that we continue to nurture these agency partnerships, and also, explore new possibilities with government agencies, community organisations and corporate sponsors.

FUNDING

The successful partnership between the GYS and the City of Sydney continued in 2009-2010, as evidenced by the GYS securing an additional two years of funding from the Community Service Grants Program. This is a wonderful result and my sincere thanks to Helen Xiros and Illana Kaplin for their guidance and support in managing the grant submission and also our ongoing relationship with the City of Sydney.

However, despite Glebe being acknowledged as a suburb where youth service gaps exist, the City of Sydney has indicated they are unprepared to fund the service beyond July 2012. This leaves

the GYS with only a Coordinator and one Youth Worker, which is not a viable arrangement, considering the increasing demand for our programs and services. A carefully thought out strategic approach to this situation will be one of the many challenges we face in the coming year.

An additional challenge facing the GYS will be the realignment of the CSGP funding program by Community Services NSW. Whether this will introduce more funds into the sector remains to be seen, however one thing is clear, we are almost certainly going to face a narrowing of our service specifications and increased expectations on outcomes and reporting.

Staff will need to learn about new performance-based accountability reporting requirements. We will also need to focus on shorter term case plans and prioritise work with the 12-18 year old age group. Whilst the GYS acknowledges the importance of early intervention programs, we are concerned that this will detrimentally impact on service provision for 18-24 year olds.

Changes at both the state and local government level make it very clear that a focus on strategic planning and funding issues will be crucial in 2010-2011 in order to ensure we continue to realise our purpose to assist young people.

EDUCATION

Another highlight for the year was the re-establishment of an education program based at the GYS. Throughout 2009, a committed group of staff and agency partners undertook a concerted effort to lobby for the necessary funds to provide high school education to those young people living in Glebe who have not successfully engaged with the mainstream system.

Initially a loose alliance between GYS personnel, academic staff from the University of Sydney's

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Faculty of Education and Social Work and Ultimo TAFE Outreach Education, these partnerships became somewhat more formal when funding was sought and successfully obtained for the Glebe Pathways Program.

I wish to extend a special thanks to GYS Management Committee Member, Roelof Smilde; Deb Hayes from the University of Sydney's Faculty of Education and Social Work; Doreen Wilson and Paul Parkes from the NSW Department of Education and Training, and John Maynard from the City of Sydney.

The Glebe Pathways Program commenced teaching in Term 4, 2009. I am pleased to advise that you can read a detailed report about the program in this annual report.

FAREWELL COLIN STOKES

This year saw the departure of Colin Stokes after six years of committed and loyal service. I worked with Colin for three and half of those years and I feel privileged to have been his colleague. Much of what I know about the GYS and the Glebe community I have learnt from Colin. His work on improving the safeness of the GYS environment, both physical and psychological, has been a huge achievement. It has certainly made the job of the new Coordinator easier, with less time devoted to managing challenging and unacceptable behaviour, and more time for administration, partnership management, volunteer management and strategic planning issues.

Colin's work in brokering and establishing the GYS partnership with Save the Children Australia must also certainly be counted as a highlight of 2009-2010. This partnership has resulted in Save the Children Australia funding a Pathways Education Support Worker. This position is based at the GYS and has been a great

addition to the service. As a testament to his good work on this partnership, Colin has been recruited by Save the Children Australia and we wish him the very best in his new role. It is also very pleasing that his work there has allowed the GYS to maintain a connection to Colin.

On behalf of all GYS stakeholders, I would like to formally thank Colin Stokes for his service to the GYS and the broader Glebe Community.

SUMMARY

In 2009-2010, we have seen a growth in demand for the programs and services of the GYS. It has also seen the emergence of some "threats" or challenges to the ongoing viability of the service. The number of active partnerships and/or collaborative programs has increased. This has been a great positive for the service. The GYS is firmly "rooted" in the Glebe community. We enjoy respect and appreciation from our service users and their families and also from the wider community. While demand for services continues to grow so should the diversity of ideas about how we manage, fund and operate the service.

In 2010-2011, it is very important that all stakeholders in the Glebe Youth Service work effectively and proactively together to explore new approaches to providing the services we do.

We have a wonderful Management Committee with a wide variety of professional skills and the necessary commitment to, and passion for, social justice values. We have a small but talented team of staff members, as well as a wonderful team of volunteers, network of service partners and supporters. If all of us can work together in the coming year, it will indeed be a good one.

*Keiran Kevans
Acting Coordinator, Glebe Youth Service Inc.*



GYS PROGRAMS: CASEWORK

THE YEAR IN REVIEW

The demand for casework services has grown steadily over the past twelve months. In the past year, thirty eight young people have sought some type of case management services. Some of these involve short term crisis interventions and/or referral, others medium to long term casework engagement and assistance.

Many clients are referred to other service providers for specialist services and referrals. These include, but are not limited to, health, education, supported housing, independent living, life skills training, counselling, vocational training and legal expertise.

Many young people come to us for a “crisis” intervention. We have been working hard over the past twelve months to move clients beyond crisis intervention toward medium and longer term casework engagement and personal goal setting. This is not always easy, but there have been some remarkable successes.

There is a well-established pathway to case work through our group programs such as Drop In and After Dark. Engagement, trust and rapport-building occurs in these programs. This is a necessary ingredient to a successful caseworker-client relationship with our client group. Trust and engagement are valuable commodities!

The GYS also receives referrals from a variety of other services, government departments and NGOs. External referrals are received from, but not limited to: Juvenile Justice, Community Services NSW, High Schools, Police, Glebe Public School, Centipede (After Hours Care in Glebe), Barnardos, NSW Health and local community and family members.

Although there have been some wonderful success stories over year, the going is tough

and positive outcomes require a consistent and professional approach. Complex issues of social disadvantage that originate from entrenched intergenerational familial and social issues often require long term multiple service solutions. This is an ongoing and complex challenge. Notable and relevant to the GYS is the continuing poor social outcomes for Indigenous Australians. This group accounts for 85% of GYS case clients.

The substantial decrease in youth crime this year is a pleasing and welcome trend. This is a fact that has been verified by the Leichhardt Local Area Command. While Police claim that the decrease in crime is primarily due to pre-hearing bail conditions, such as curfews and suburb and street exclusions, there are also other possible reasons. In particular, one reason, is the hard work that the GYS has been putting into supporting personal growth and development of the service users. The GYS, through a range of programs, have encouraged young people to make healthy and sensible life choices.

THE YEAR AHEAD

The realignment of the Community Services Grants Program, introduced by Community Services NSW, will no doubt have implications around the delivery and reporting of casework services delivered by the GYS. It is unclear, at this stage, what these implications will mean.

One thing we do know is that there will be a strong focus placed on “input” and “outcome” reporting and the pressure to close case files after arbitrary periods of time. It will be imperative, in the coming year, that we direct resources into improving casework data collection and management systems for reporting purposes.

The Australian Bureau of Statistics predicts significant growth in the number of 12-24 year olds living in Glebe in the coming year.

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In Australia the gap between rich and poor continues to grow at an alarming rate. The logical extrapolation of these two facts is that demand for case management and youth services generally, will continue to grow. The challenge for the GYS is to respond, in line with our Constitutional objectives, and find creative solutions to fund and service this growing need.



Young people and staff of the GYS

GYS PROGRAMS: DROP IN



The daily afternoon Drop In program was the first Glebe Youth Service program and continues to be the flagship of all our programs. The program operates from 3pm and 5pm on weekdays, providing a safe space for young people to socialise after school and engage in a number of creative and recreational activities. Everyday there is a nutritious meal served. Attendance has grown steadily throughout 2009-2010. We have consistently averaged in excess of thirty young people attending each Drop In.

Another interesting trend this year has been a rise in the percentage of young women accessing this program. The program attendance in 2010 was approximately 50% male and 50% female. This is no doubt in part due to the excellent work and engagement skills of Ainsley Warner.

Our Drop In program plays an essential role in the building of trust and rapport with our clients. It is also often the first point of contact between GYS staff and new young people.

There have been many highlights for Drop In this year. We are particularly excited at the success of some of our creative programs, which has led to some positive outcomes for our young people.

In Drop In this year we have painted murals, made individual art of all kinds, played cricket, table tennis, pool, basketball and hundreds of games of touch football. We have also discussed issues such as mental and sexual health along with crime and conflict. We have watched movies and made movies, learnt to act and cook and most importantly learnt to socialise with others in a positive way.

Over 100 individuals have come through our Drop In program this year. Whilst some of these only stayed for a brief period, approximately 60 have stayed on to form the core group of the service. These are the same young people

that come to our holiday activities, our Glebe Pathways Program and invite us to help them through the obstacles they encounter.

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



Young person at the GYS



GYS PROGRAMS: AFTER DARK

The After Dark program is an initiative of the Glebe Youth Service and funded by the City of Sydney. Implemented every Friday and Saturday night, from 7.30pm to 11.30pm, the After Dark program is held at the Peter Forsyth Auditorium each Friday and the GYS each Saturday. The program aims to provide a space for young people, aged 12-24 years old, from the local Glebe area, that is safe, enjoyable and provides structured recreational and education programs.

The After Dark program presents a diversity of recreational, creative and lifestyle activities, which aim to provide the young people with choices in regards to how they wish to spend their time at After Dark.

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

At each and every After Dark, a nutritious meal is also cooked and served, often with the assistance of the young people.

The After Dark staff consists of a dedicated team of workers from a diversity of professional and personal backgrounds, including social workers, youth workers, artists, parents and local community members.

Both Indigenous and non-Indigenous workers are employed to staff the After Dark program, with the majority of staff having worked on the program for several years. Volunteers have also been involved in the program over the previous

year, as well as regular visits from the Youth Liaison Officer from the Glebe Police.

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

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

- ◆ The After Dark program has had 2992 attendances;
- ◆ Over 3000 meals have been provided to young people;
- ◆ 217 referrals have been made to relevant services and/or the Glebe Youth Service caseworkers;
- ◆ Communications with the Glebe Police has indicated that youth crime has decreased significantly within the Glebe area over the past year.

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



GYS PROGRAMS: HOLIDAY ACTIVITIES

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

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

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

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

The external activities that have been successful this year include movies, sports competitions, beach and barbeque days, as well as trips to the local pool. Extended Drop In times are also offered during the school holidays, where a meal is provided and activities are organised, such as ping pong competitions and movies.

The Holiday Program will also involve at least one special activity that requires further funds and is something for the young people to look forward to. This year we have taken excited groups of around fifteen young people to Luna Park, Jamberoo, and laser tag.

The Holiday Program continues to be a popular and valuable program, and is important for encouraging the engagement of young people with the GYS.



Young people on an outing

GYS PROGRAMS: CAMPS



BACKGROUND

The Kalandan Foundation, a Public Benevolent Institution, was established by Greg Powell as a means to professionally, strategically and financially operate programs to assist both marginalised youth and wild horses. The name of this program... is called Brumby Camp. Greg has operated the Brumby Camp since 2004 with a community service organisation.

By bringing both horses and young people together Greg believed that a formed partnership and connection between the two could be a gateway for change for young, marginalised youth. In Greg's experience, through the process of developing a meaningful partnership with a horse, people learn to appreciate self, and expand their confidence and ability in other areas of life. Learning about the engagement process with an animal and self through the utilisation of respectful practices, Greg believed that youth would be able to transfer these learnings and skills to engage in a positive way with others. Therefore, it became Greg's vision to assist young people to work through problematic behaviour via a program that promotes kindness, patience, persistence and consistency to assist in a shared transformation of both parties.

The Kalandan Foundation, Brumby Program

THE CAMP

After a long period of negotiation and discussion with Greg Powell from The Kalandan Foundation, the GYS was finally able to take a small group of young men on a Brumby Camp in the 2009-2010 financial year.

Keiran from the GYS and David Baird, a social work student from the University of Sydney, travelled by bus to Kalandan Station, not far

from Bredbo. On board were five young men, a stack of food and heaps of excitement and anticipation for the upcoming camp.

Over a four day period, the young men worked not only their horse, but also their "emotional muscle", as Greg Powell describes the personal growth work sheets and group conversations that are undertaken each morning and night.

It was amazing to see how the young men went from being quite unsure around the horses to having the confidence to go for a lengthy ride through the Snowy Mountains high country.

There are many programs for young people out there, some with a lot of potential. Brumby Camp can, and does, produce excellent outcomes with "high risk" young people within a very short time. Greg Powell is a passionate and engaging master horseman. The young men on the Brumby Camp were enthralled by not only his ability with horses, but also his stories and take on life.

In early 2010, the GYS contributed to a story on *60 Minutes*, which profiled the Brumby Camp program and its focus on building self-esteem in young people from the GYS.

The GYS looks forward to future camps and partnership opportunities with Greg Powell and The Kalandan Foundation.

GYS PROGRAMS: GIRL ZONE



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

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

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

Over the previous year, the Girl Zone program has increased in popularity amongst the young women who are connected to the Glebe Youth Service. The program changes each term, along with the focus of the activities changing to present an experience for the young women that is diverse, relevant, engaging and beneficial. Activities that have been implemented over the previous year have ranged from developing confidence, learning living skills, connecting with one's creative self and developing one's physical fitness and health.

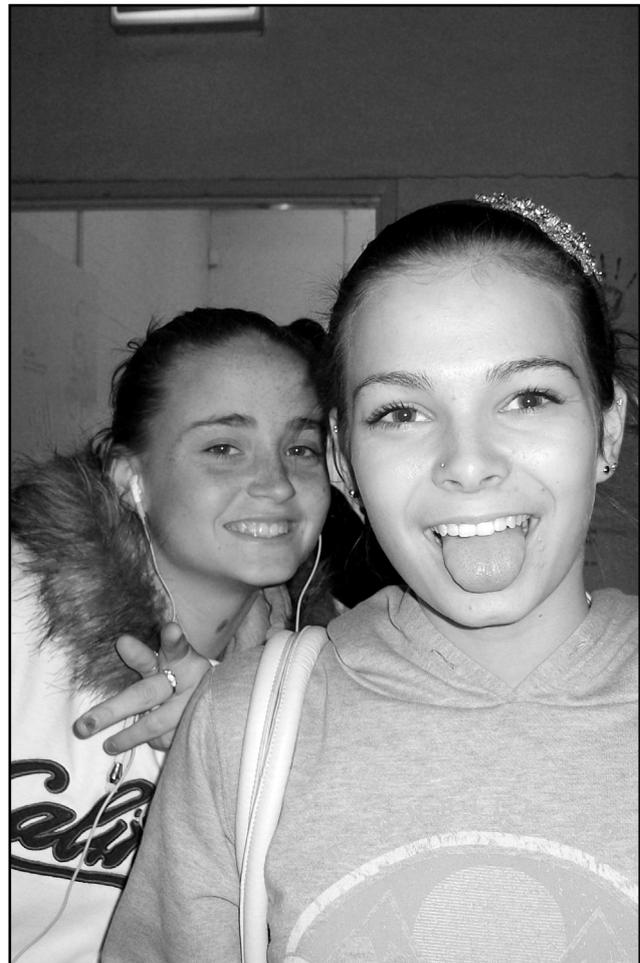
The young women and staff have thoroughly enjoyed a range of activities and events including; hip hop workshops with Heaps Decent, boxing, drama workshops, cooking sessions, a night out to see the Bangarra Dance Theatre group at the Sydney Opera House, trips to movies, creative activities and health-focussed activities such as sexual health check days with the Sydney South West Area Health Service.

For the young women participating, which averaged between 20-25 individuals each week,

the Girl Zone program improved their self development, knowledge around health issues, fitness, self confidence, self worth and identity.

The success of the program has also resulted in positive media coverage. In the early part of the 2009-2010 financial year, Girl Zone was profiled on the national Indigenous current affairs program on SBS, *Living Black*.

Without a doubt the Girl Zone program is a very valuable initiative delivered by the Glebe Youth Service. The contributions of Youth Worker, Ainsley Warner, are invaluable to this program.



Girl Zone



GYS PROGRAMS: YOUNG PARENTS

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

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

The ground work for the program has been laid in 2009-2010 and we look forward to reporting on outcomes in 2010-2011.

It is important to acknowledge Youth Worker, Ainsley Warner, for the hard work she has put into this program. In particular, the GYS would like acknowledge her strength and resilience in working in a complex and challenging multi-agency partnership.

The GYS commends Ainsley for advocating for the those young parents living in Glebe who stand to benefit the most from the program.



Girl Zone



GYS PROGRAMS: EDUCATION PATHWAYS

The Glebe Pathways Program began in Term 4 of 2009 on Monday, 19 October, 2009. It has thus been operational for nearly one year.

The Glebe Pathways Project provides young people aged between 12-16 years old with a student-centred learning environment.

Employing “big picture” principals, the program seeks to instill a love of learning in young people for whom mainstream schooling has ceased to be a productive option.

Here students are guided towards conventional curriculum via the identification and pursuit of their own real world passions. Such passions are ignited inside the classroom and in the community settings where young people interact.

The Glebe Pathways Program is a collaboration between the Glebe Youth Service, Sydney Secondary College, the University of Sydney, Big Picture Australia and Save the Children Australia. The program believes that all young people have the right to a fulfilling education and the program is directed towards this goal.

In the first year of operation, the room in which the learning takes place at the GYS has been painted, resourced with textbooks and computers, as well as decorated, so that it now looks and feels like a productive learning environment.

Core personnel from the Department of Education and Training have remained stable, with Caterina DiGirolamo, Janelle Scott and Jan Flanagan staying with the program. In Term 2, Joe Angert joined the team.

A new position was created and funded by Save the Children Australia and this has brought Gareth Jenkins into the program to offer Outreach support. This new position links the school with the staff at the GYS, supplements

teaching staff when required, provides casework support to students and organises some curricular and extracurricular activities.

Program delivery has gone through a steady evolution as teaching staff adapt aspects of the “big picture” model to the present students and conditions, as well as invent strategies of their own to engage students.

Term 3 has seen the first student exhibition. This was a chance for students to display the work they had been doing in the program and was attended by relevant project stakeholders and the students’ significant others.

Furthermore, Term 3 has seen the introduction of additional structure into the learning environment, with each student mapping out a Learning Plan every two weeks. This involves students being given or nominating a series of tasks in key curriculum areas of maths, science, English, history, geography, visual arts and sport.

Each day, students select a task to concentrate on. In this way, students are required to complete two tasks from each subject area in each two week period. Each day they record the work they have completed in their diary. This system gives both teaching staff and students a tangible record of learning completed and moreover, achieved.

In addition to these plans, each student has participated in an official Learning Plan meeting with Gareth, Caterina, Doreen Wilson (Principal of Sydney Secondary College), Christine Burke (School Counsellor) and a parent or carer in the last two weeks of term to look back over work done and to plan learning in Term 4.

In Term 4, two students are on track to sit the School Certificate. Two further students are on track to finish the program with a Life Skills School Certificate that will allow them entry

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

to a number of TAFE courses where they can continue their education, and build upon the skills they have learnt in this project.

Kathy Farrawell is currently working with students to create art works around the idea of “Unsung Heros”. Such artworks will be submitted for exhibition in *Koori Art Expressions* at the Australian Museum from 2 December onwards.

A circus program will go ahead in the fourth week of Term 4, which is funded by Save the Children Australia. An Indigenous circus performer with experience doing workshops with “at risk” young people will run the program at the GYS. This circus performer will also speak to the young people in the program about the work she has done with Indigenous young people, including those who’s mothers are in jail.

Save the Children Australia has also made funds available for a school camp at the end of Term 4. This will involve educational and adventure activities and will end the year on an enjoyable and enlightening note.



Young people at the GYS

COMMUNITY EVENTS AT THE GYS



CINEMA NIGHT

In December 2009, we held the 2nd Annual GYS Film and Fun Night. The night aims to showcase the creativity of local young people who access programs run by the GYS. The night presents an artistic avenue for local young people to express their talents and personal experiences.

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

We also showed a number of short films. Some of these were made at the Glebe Youth Service with Vinnie MacManus from Short Black Films.

Alongside music and films, the event also involved: games, aerosol art, raffles and an auction. The highlight of these events was the paper plane competitions which saw a plane made by one young person, Jerome, fly a good 30 metres, which was at least 20 metres further than the nearest competitor. All the while there were wild cheers from the onlooking crowd.

The night was organised by a dedicated team of staff, volunteers and service partners. In particular, the GYS would like to thank the volunteers who put in a great deal of time planning the event and also working on the night.

The night was well-attended by young people, families and the wider community. Without a doubt, the night was a great success and we look forward to holding the event again in 2010.

Into its third year, the annual night has attracted attention from Glebe and inner west suburbs.

NAIDOC

The GYS hosted another event called the Corroboree Night, which was held on Saturday, 10 July. Members from the Management Committee pre-cooked a wide range of meals that were served at the event.

There was a variety of performances on the night including a hip hop and break dancing performance that involved audience participation, a well-known Indigenous music group called, The Black Turtles, and a performance from our very own Str8 Ballaz, who impressed onlookers with their new tracks. Vincent Buchanan from the Str8 Ballaz, also one of GYS's young people, was the sound technician for the event.

Approximately 100 people attended the event, including regular and new young people, many Indigenous Elders from the community, random passers-by, two Glebe Police Officers (Aboriginal Community Liaison Officer and Youth Liaison Officer) and the Glebe Youth Service Management Committee. It was a fantastic community event that left everyone with very positive feelings.

RECONCILIATION WEEK

Fetina Lotoaniu, a former Glebe Youth Service client, approached staff about holding an event for Reconciliation Week at the service. We then collaborated on a funding submission for the event, which was successful, through City of Sydney's Quick Response Grants initiative. The event was a huge success, with approximately 120 members of the community attending

The anniversary of Reconciliation Week is significant to Indigenous communities. The knowledge of these dates and their significance is lacking in the wider community. The week is an

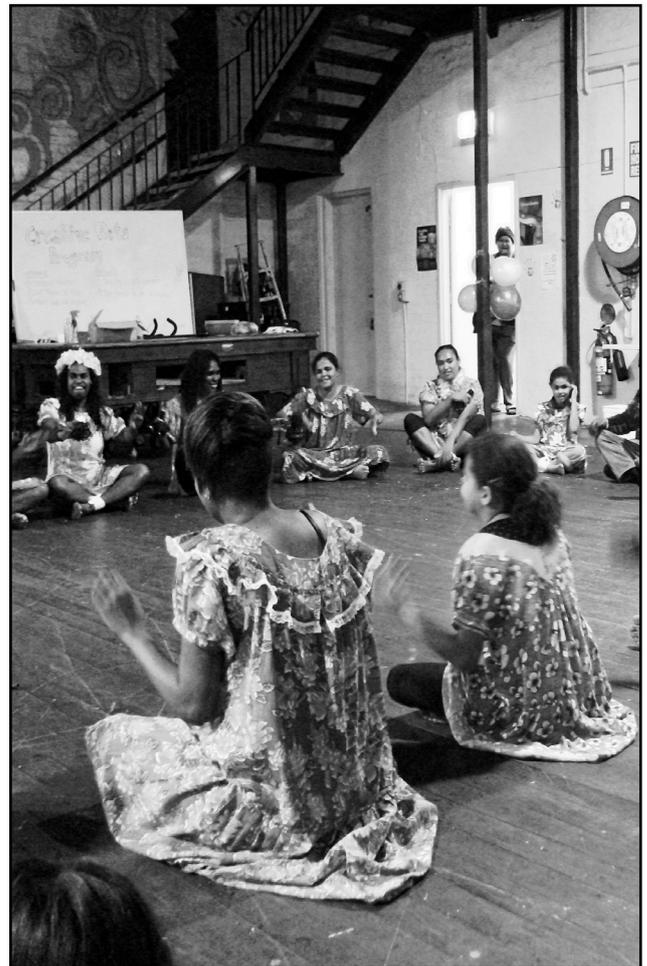
*Assisting and advocating for young people
in the Glebe community since 1988.*

opportunity, created by the Federal government, to address and discuss Reconciliation at both a national and local level.

The event brought together diverse groups of community members and fostered community development through dialogue, participation and inclusion. The event included talks by Indigenous Elders, arts and crafts, displays of traditional tools, as well as information regarding health, safety and personal development. The talks focused on educating the community about the significance of Reconciliation Week, along with Aboriginal and Torres Strait Islander culture and healing practices.

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

We are hoping to run the event again in 2011.



Community events



VOLUNTEERS AT THE GYS

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

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

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

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

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

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

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

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

The GYS currently has over forty registered volunteers. We are looking to continue and expand our volunteer program in 2010-2011.

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



Young person from the GYS



STAFF AT THE GYS

Current list of members and staff at the GYS:

MANAGEMENT COMMITTEE

Sven Knutsen - Chair
Hilary Chesworth - Hon. Treasurer
Jeremie Quiohilag - Secretary
Helen Xiros - Ex officio member
Patrick Cunningham
Rosalind Hecker
Joe Mannix
Roelof Smilde
Naomi Hart
Chantel Cotterell

ACTING COORDINATOR

Keiran Kevans

PROGRAM MANAGER - AFTER DARK

Tegan Rowles

YOUTH WORKER - FEMALE

Ainsley Warner

OUTREACH SUPPORT WORKER

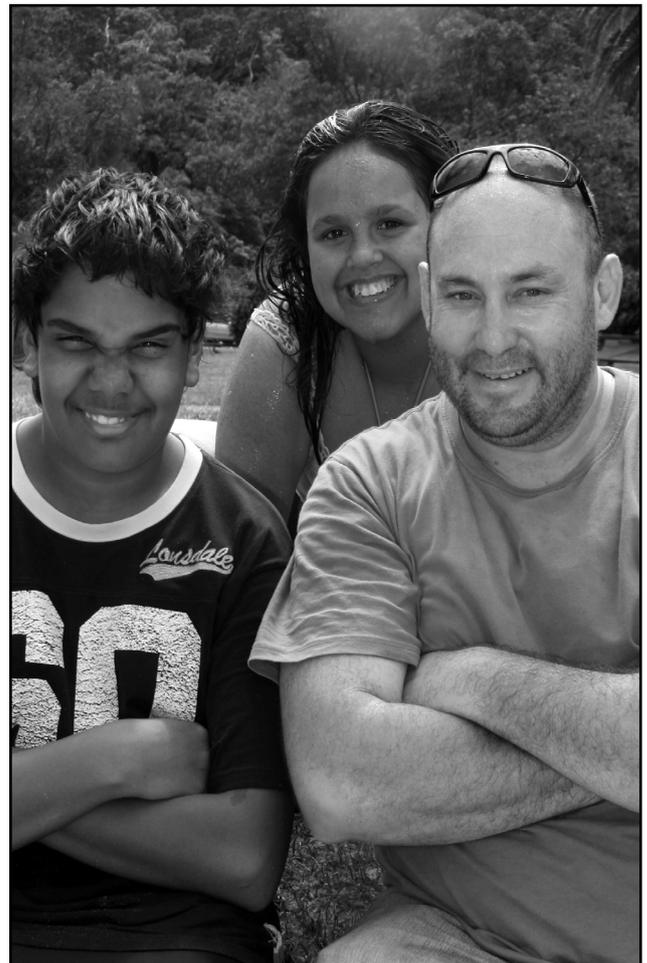
Gareth Jenkins

ADMINISTRATOR

Christina Yoemans

CASUAL STAFF

Alex Keil
Anne White
Jacob Taylor
Kayla Graham
Kate Witherdin
Travis Lane
Ray Mason
Michael Carr
Nathan Katchwalla
Sophie Cuzilla
Stuart Barber
William Byrne
Dan Conway
Stephanie Deuchar



Staff with young people at the GYS



GOVERNANCE AT THE GYS

MANAGEMENT COMMITTEE

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

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

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

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

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

SVEN KNUTSEN

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

Sven is also the resident percussionist with the funk punk, blues and jazz band the Exploding Happiness since 1993.

HILARY CHESWORTH

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

JEREMIE QUIOHILAG

L.L.B, B.Bus (Marketing), Grad. Dip. in Legal Practice

Jeremie has been a member of the Management Committee since August 2006 and Secretary for the last three years. She currently works as a solicitor for Legal Aid NSW and has worked in the public sector and community organisations for the last ten years. Jeremie brings legal, public administration and volunteer management skills to the Management Committee.

JOE MANNIX

Joe Mannix is a long-time resident of Glebe. He has been a committed community activist for decades. Joe has been a supporter of the GYS since it began in the 1980s. He served on the Management Committee for a number of years. Joe Mannix is a popular and iconic figure in Glebe and is well-known for his positive contribution to the Glebe community.

ROELOF SMILDE

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

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

ROSALIND HECKER

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

PATRICK CUNNINGHAM

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

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

NAOMI HART

Naomi Hart is a final year Arts/Law student at the University of Sydney, and has been on the GYS Management Committee for two years. She has volunteered at Redfern Legal Centre, as well as volunteering at an orphanage in Cambodia. She also volunteered on the Obama for Pennsylvania Presidential Campaign. As President of the Sydney University Red Cross Society, she helped recruit student volunteers to serve afternoon meals for young people at the GYS.

CHANTEL COTTERELL

Chantel has been an active member of the GYS Management Committee since early 2010. Whilst Chantel is currently the Network Executive Officer for the Women's Domestic Violence

Court Advocacy Service Network, she has previously worked with community legal centres and youth organisations. Beyond work, she is studying Social Work/Law at the University of New South Wales. Chantel is committed to community development, strategic planning and good governance.

HELEN XIROS

B.A (Social Work)

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



ACKNOWLEDGEMENTS: SERVICE PARTNERS

The GYS is proud to receive support and operate in partnership with a diversity of government departments, agencies, non-government organisations and corporate entities. Being a small NGO, our survival and ability to provide a diversity of effective programs is dependent on being able to operate in partnership and collaboration with other organisations.

The GYS also receives support in the form of donations, support letters and, very importantly, moral support and encouragement.

The GYS would like to formally acknowledge and thank the following organisations who have supported or partnered with us throughout the previous year. We hope that we can continue to work together into 2010-2011 and beyond.

City of Sydney
Community Services NSW
Housing NSW
University of Sydney
Save The Children Australia
Department of Education and Training
Lend Lease
Youth Block
OzHarvest
Glebe School Community Centre
Broadway Shopping Centre, Mirvac
NSW Police Service
TAFE Ultimo
Glebe Area Tenants Group
The Glebe Society
Glebe Chamber of Commerce
Elise's Women's Refuge
Aboriginal Medical Service
Glebe Community Development Project
Short Black Films
Drawing Room Productions
Gross Technologies
Stu Barber – Community Artist
Department of Juvenile Justice
Youth Action Policy Association (YAPA)
The Kalandan Foundation

FINANCIAL REPORT 2009-10

AUDITOR'S REPORT



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

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Glebe Youth Service Inc. (the association), which comprises the balance sheet as at 30 June 2010, and the income statement, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act NSW 1984 and are appropriate to meet the needs of the members. The committee's responsibility also includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

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

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

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting obligations under the Associations Incorporation Act NSW 1984. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.



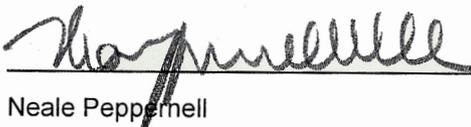
AUDITOR'S REPORT

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

Auditors' Opinion

In our opinion, the financial report of Glebe Youth Service Inc. presents fairly, in all material respects the financial position of Glebe Youth Service Inc. as of 30 June 2010 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act NSW 1984.

Name of Firm: Peppernell Consulting
Chartered Accountants

Name of Director: 
Neale Peppernell

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

Dated this 6th day of October, 2010



COMMITTEE MEMBERS' STATEMENT

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

STATEMENT BY MEMBERS OF THE COMMITTEE

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

In the opinion of the committee the financial statements as set out on pages 1 to 10:

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2010 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glebe Youth Service Inc. will be able to pay its debts as and when they fall due.

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

President:

Treasurer:

Dated this 24th day of September, 2010



INCOME STATEMENT

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

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

Note	2010 \$	2009 \$
INCOME		
Grants Received		
D.O.C.S Core Grant	228,150	228,797
City of Sydney Grant	150,700	154,182
The Becher Foundation	3,684	1,443
Project Funds	-	11,639
Oz Tag	-	1,440
St George Foundation Trust	1,500	-
Grants Brought Forward	(5,432)	(1,553)
Other Revenue	786	26
Fundraising	637	2,256
Donations	1,100	1,207
	<u>381,125</u>	<u>399,437</u>
OTHER INCOME		
Interest Received	<u>4,024</u>	<u>4,677</u>
	<u>385,149</u>	<u>404,114</u>



INCOME STATEMENT

GLEBE YOUTH SERVICE INC.

A.B.N. 34 929 502 199

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

Note	2010 \$	2009 \$
EXPENDITURE		
Auditor's Remuneration	2,400	2,240
Bank Charges	473	430
Depreciation	167	-
Electricity	5,481	3,867
Equipment	2,022	7,794
Hire Purchase Charges	36	-
Insurance	2,460	1,792
Postage & Couriers	405	247
Printing & Photocopying	364	166
Reference Materials & Subscriptions	1,742	1,642
Repairs, Maintenance & Cleaning	17,313	9,086
Stationery & Office Supplies	2,557	1,428
Sundry Expenses	393	845
Telephone, Fax & Internet	8,973	8,258
Personnel Costs		
Wages - Core	171,185	158,509
Wages - Casual	76,248	51,774
Fringe Benefits	34,142	40,429
Provision - Employee Entitlements	(13,521)	11,705
Contractors	-	8,386
Superannuation	22,467	20,853
Workers Compensation Insurance	8,050	5,025
Staff Training & Welfare	1,406	325
Staff Recruitment	515	493
	<u>300,492</u>	<u>297,499</u>
Program Costs		
Year 10 Program	-	336
Fundraising Costs	-	467
Camps	1,807	4,369
Vacation Care Costs	5,383	6,765
Groceries	22,103	15,100
Individual Work	250	-
General & Special Program Costs	4,053	4,376
Materials	3,118	4,709
Casework Expenses	73	214
Program Travel	1,106	-
	<u>37,893</u>	<u>36,336</u>
	<u>383,171</u>	<u>371,630</u>



INCOME STATEMENT

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

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
Profit before income tax		1,978	32,484
Profit for the year		1,978	32,484
Retained earnings (Accumulated losses) at the beginning of the financial year		23,529	(8,955)
Retained earnings at the end of the financial year		25,507	23,529



BALANCE SHEET

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

BALANCE SHEET AS AT 30 JUNE 2010

	Note	2010 \$	2009 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		76,472	83,174
Prepayments		-	2,157
TOTAL CURRENT ASSETS		<u>76,472</u>	<u>85,331</u>
NON-CURRENT ASSETS			
Property, plant and equipment	2	<u>2,320</u>	-
TOTAL NON-CURRENT ASSETS		<u>2,320</u>	-
TOTAL ASSETS		<u>78,792</u>	<u>85,331</u>
LIABILITIES			
CURRENT LIABILITIES			
Other Creditors		2,533	916
Amounts Withheld		3,988	2,458
GST suspense account		7,697	7,414
Hire Purchase Liability		837	-
Employee benefits	3	5,821	21,608
Accrued Expenses - Other		3,242	2,119
Unspent Grants Carried Forward		6,816	2,081
Grants in Advance		20,362	24,046
Accrued Expenses - Superannuation		<u>1,989</u>	<u>1,160</u>
TOTAL CURRENT LIABILITIES		<u>53,285</u>	<u>61,802</u>
TOTAL LIABILITIES		<u>53,285</u>	<u>61,802</u>
NET ASSETS		<u>25,507</u>	<u>23,529</u>
MEMBERS' FUNDS			
Retained earnings	4	<u>25,507</u>	<u>23,529</u>
TOTAL MEMBERS' FUNDS		<u>25,507</u>	<u>23,529</u>



INCOME STATEMENT BY PROJECT

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

PROJECT INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

2010
\$

NSW DEPARTMENT OF COMMUNITY SERVICES

INCOME

Core Grant	227,985
Interest Received	2,351
Grant Carried Forwards	(4,000)
Total Income	<u>226,336</u>

EXPENDITURE

Wages	160,970
Administration	39,718
Program	25,648
Total Expenses	<u>226,336</u>
Project Surplus/ Deficit	<u><u>NIL</u></u>

CITY OF SYDNEY

INCOME

Income	150,000
--------	---------

EXPENDITURE

Wages	137,693
Administration	4,724
Program	8,716
Total Expenses	<u>151,133</u>
Project Surplus/ Deficit	<u><u>(1,133)</u></u>



INCOME STATEMENT BY PROJECT

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

PROJECT INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2010

2010
\$

THE BECHER FOUNDATION

INCOME

Income 3,684

EXPENDITURE

Wages 1,828

Admin 1,856

Total Expenses 3,684

Project Surplus/ Deficit NIL

NIGHTS OF MENTORING

INCOME

Income 1,500

Grant Carried Forwards (1,250)

Total Income 250

EXPENDITURE

Program 250

Total Expenses 250

Project Surplus/ Deficit NIL

