

2004



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04

HIGHLIGHTS



36,000+ members active in sporting, arts, life-skill and general recreation activities

1.25M+ visits to our Clubs to participate in Club activities

660 young people, at the attention of the judicial system, referred to PCYC, bringing to 1,951 the number involved in targeted programs since 2001.

65 Juvenile Crime 'Hot Spots' targeted

3,417 Police Operation actions undertaken, with over 71,364 people involved with Police community policing programs

\$20M capital program underway, over three years, to improve Clubs

1.8M+ invested in a new Club at Liverpool in partnership with Liverpool Council and NSW State Government

WELCOME

GIVING YOUNG PEOPLE EVERY CHANCE (AND SOME A SECOND CHANCE)

To most young people and families involved in their local Club, PCYC is simply about getting active in life. Active in gymnastics, dance, boxing, indoor soccer, Rock Eisteddfod, mini-bikes, baton twirling, judo, photography – or another of the many other sports, cultural and recreation activities within PCYC.

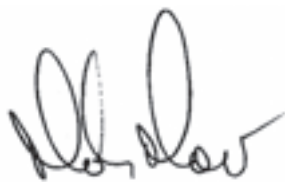
To a number of young people and families, PCYC is also about getting a second chance in life: a chance to turn life around, to get out of involvement in crime or anti-social behaviour.

Not many organisations – around the world – combine mainstream youth development activities with juvenile crime prevention and reduction programs. Not many sporting and cultural organisations – around the world – successfully build participation by ‘at risk’ young people into their ‘normal’ activities and events. Not many youth organisations – around the world – have an explicit commitment to helping young people energetically enjoy life, and to become responsible citizens.

It is this integration of values and mission goals that makes PCYC so unique and so successful.

2004 saw the number of PCYC members grow and the number PCYC Police Officers directly involved in targeted youth work expand. The year was characterised by significant growth in community support for PCYC’s work. The year also saw important PCYC initiatives to improve the stewardship of its resources and the quality of PCYC facilities.

This report provides insight into the ongoing importance of PCYC and into a number of achievements and initiatives throughout 2004. We commend the report to you. We take the opportunity to thank all the volunteers, civilian staff, Police Officers, supporters and young people who make PCYC’s work possible, and so distinctive.



NICHOLAS MOORE
CHAIRMAN OF THE BOARD



SUPT DAVID SHORROCKS
PCYC COMMANDER



CHRIS GARDINER
CHIEF EXECUTIVE OFFICER



“ 2004 SAW THE NUMBER OF PCYC MEMBERS GROW AND THE NUMBER OF PCYC POLICE OFFICERS DIRECTLY INVOLVED IN TARGETED YOUTH WORK EXPAND. THE YEAR WAS CHARACTERISED BY SIGNIFICANT GROWTH IN COMMUNITY SUPPORT FOR PCYC'S WORK. ”

MISSION

A black and white photograph of two young girls with curly hair, smiling and looking at each other. They are sitting in front of a bookshelf filled with books. The girl on the left is wearing a striped shirt, and the girl on the right is wearing a dark shirt. The girl on the right is holding a book titled 'What's the Deal with the... and the...'. The word 'MISSION' is written in large red letters at the top left of the image.

PCYC is a statewide partnership between young people, the community and NSW Police, working to assist young people develop the qualities of responsible citizens and leaders, and to avoid becoming offenders or victims of crime.

PCYC has 57 Clubs throughout rural, regional and metropolitan NSW supported by over 120 Police Officers, 350 staff and 1,500 volunteers.

NSW Police provide Police staff in every Club. Other costs for running youth activities are met through generous community support.



PCYC achieves its Mission through sports, arts, life-skills and recreation activities and through targeted crime prevention and reduction programs.

ACHIEVEMENTS –

NEW AND IMPROVED FACILITIES, ESTABLISHING PROGRAMS TO FURTHER DEVELOP YOUNG PEOPLE; DEVELOPING ARTS PROGRAMS TO FURTHERING SPORTS AND FOSTERING PARTICIPATION – THE ACHIEVEMENTS AND INITIATIVES OF PCYC IN 2004 SHOW WHY PCYC CONTINUES TO BE THE STATE'S MOST DYNAMIC ORGANISATION FOR YOUNG PEOPLE.

PCYC LIVERPOOL OPENING

A new Club opens in Miller

On Saturday February 21, 2004, the NSW Police Minister, the Hon John Watkins MP and the Hon George Pacuillo, Mayor of Liverpool, opened PCYC's newest Club at Miller, in Sydney's south-west.

The Club is situated in an area of high social disadvantage and where there is a severe lack of services for young people. In the planning stages, PCYC and Liverpool City Council undertook research into the needs of young people in the area, who said they were looking for a broad range of activities, including arts programs such as dance and music, as well as modern recreation activities.

The new facility has been built near existing sports complexes in the area and now fills a big gap for local young people by offering a range of sport, recreation and entertainment activities.

The Club houses a drop-in area, with pool tables, Playstations, arcade games and air hockey, as well as a café and Internet room. A large room has the capacity to hold up to 500 people and is used for karate, wrestling and dance classes. This area also has a specially designed sound system where dance parties can be held. There are also a number of smaller areas for clinics, counselling services and the needs of local young people.

A key aspect in the design of the Club was the level of consultation that was undertaken with local young people, through workshops, surveys and a "vox-pop" video project.

"It has been 38 years since community fundraising began to open a PCYC in this area, and I am so pleased with the Club. It is everything and more than we wished for," said Flora Reid, a local resident and PCYC Life Governor.

While there are a wide range of activities already in the Club, a music performance, mixing and recording studio may be added to the Club in 2005.



- INITIATIVES



YOUTH LEADERSHIP

State Youth Forum - Youth Development

The inaugural State Youth Forum completed their obligations as elected delegates during 2004.

The Youth Forum was developed for a number of reasons:

- As a strategy to formally involve young people in the decision making of the organisation at the highest levels;
- To provide leadership training and a development pathway for young people showing leadership skills or potential; and
- To reward young people who have made significant contributions to their PCYC.

New members are selected to the State Youth Forum every two years and they remain involved with the Forum for the next 18 months. Young people are selected according to their level of involvement in and commitment to their local PCYC and demonstrated leadership skills or commitment to the development of leadership skills. To assist this development, training is provided to help forum members lead activities at their local Clubs.

Members of the 2003/2004 State Youth Forum participated in the following:

- Youth Development Camp in September 2003
- State Consultations in November 2003
- State Conference in May 2004
- Youth Development Camp in November 2004

The experience was overwhelmingly positive, both for adults involved in PCYC as well as for the Youth Forum members themselves. When asked about the most important thing they learnt, comments from Youth Forum members included:

"Not to be afraid to say what you want, because if you don't you'll never know what could of been achieved,"
Veronique, Coffs Harbour.

"Our thoughts and voices are to be heard and what we think is also important and it changes things," Logan,
Mount Druitt.

"Being able to express my opinion without feeling silly and I'm a bit more confident around strangers,"
Kristy, Blacktown.



"I thought the most important thing was that the Youth Forum got to put their point across to the Club Presidents and Police, and then we learnt what they thought of those issues," Sianne, Lake Illawarra.

"That young people do have the power to make decisions," Samantha, Wellington.

Future Plans

Future plans for the State Youth Forum include the appointment of two Youth Advisors to the PCYC Board, elected from outgoing members of the Youth Forum. The Youth Advisors to the Board will remain connected to the current State Youth Forum by attending each activity as mentors.

Future State Youth Forum members will have the opportunity to complete two TAFE modules during their time as delegates - *Develop and Implement Community Programs* and *Plan and Conduct Group Activities*. Successful completion of this training will result in a TAFE NSW transcript listing module completion that can be recognised in further studies. Youth Forum members will also be supported to devise and implement a project locally.

State Youth Forum members will continue to be supported to attend the PCYC State Conference held annually to ensure young people are contributing to the decision making process and to provide them with training and development opportunities.

FUNDING ACKNOWLEDGEMENT

The 2003/2004 State Youth Forum was funded through a donation by the Sydney Motorways as part of their annual Drive for Charity.





YOUNG ACHIEVEMENT AUSTRALIA

Business skills development

A group of young people attending the Peninsula Alternative Learning Centre at PCYC Umina Beach have experienced wild success through their participation in the prestigious Young Achievement Australia (YAA) Business Skills Program.

The Peninsula Learning Centre caters for young people who have become disengaged from school and provides them with an alternative, flexible and more personal space to continue their education.

The students, led by Nick Urie, Learning Centre Coordinator, and S/C Renae Jackson, PCYC Police Youth Programmer, formed the company 'It's 4 Ya' and set about designing, producing and selling 'Possum Homes' as an environmentally friendly solution to nuisance possums. The idea came from the chaos caused by possums that had set up house in the roof of the PCYC.

It was important to members of It's 4 Ya to create a product that would not only fill a community need, but would also increase environmental and conservation awareness of possums amongst the general public. The resulting possum boxes provide an excellent place for possums to live and remain in their local area, without them becoming a problem for people.



It's 4 Ya were one of the youngest groups participating in the YAA program in 2004, yet this didn't stop them from experiencing all the stages of a concentrated business cycle. This included selling shares to raise capital, establishing an organisational structure, researching and producing the product, preparing a business plan and annual report and finally liquidating the company and paying dividends to shareholders.

The organisers of YAA were so impressed by It's 4 Ya that they recommended them as a story idea for the ABC TV Stateline program, and after many days filming at PCYC Umina Beach, a feature story went to air in mid-November.

It's 4 Ya were also nominated as finalists in five out of 11 categories at the YAA State Award Function held in November and were delighted to win two awards – Best Product and Best Manufacturing Process.

A local bridal wear business, East Gosford Bridal Collections, helped to ensure a special night for the members of It's 4 Ya by loaning the boys suits to wear at no charge and giving the girls a formal dress each for the occasion.

Winning the two State Awards made It's 4 Ya eligible to contest the YAA National Awards held in Sydney on November 23rd 2004. Again, the local community chipped in by covering the cost of the \$120 a head ticket price to allow the students and their mentors to attend the event. Their generosity was rewarded when It's 4 Ya were presented with the National Community Value Award, which was awarded to the student company who had produced the most valuable community product.

PCYC would particularly like to thank YAA for choosing us as a recipient of Department of State and Regional Development Funding which enabled our participation in the program this year.



2004 BLUE HEELER AWARDS

Congratulations!

Every year, the PCYC Annual Blue Heeler Awards are announced, recognising excellence and achievement by individuals and Clubs throughout all of NSW.

Announced at Newcastle's City Hall, the night was a combined celebration attended by Police, staff and volunteers of PCYC. Representatives from throughout the state attended the evening, enjoying the awards ceremony, entertainment and food, and meeting other members of the PCYC community.

From volunteers to Police, staff and young people, we congratulate all the winners on your phenomenal dedication, work and successes in 2004.

An outline of each of the Awards follows:

2004 BLUE HEELER AWARDS



CLUB OF THE YEAR AWARD PCYC GLEBE/LEICHHARDT

PCYC Glebe/Leichhardt has over 1300 members, with approximately 60% under 18. The 2004 membership saw a jump of over 500% from the previous year, and saw a large increase in the number of volunteers

involved at the Club. In 2004, the Club began operating seven days a week and has established a number of activities and services including a boxing gym, basketball, futsal, a weights gym, gymbaroo, tae kwon do, chaw kwon do, karate, self defence, yoga and pilates. The Club managed 30 Priority One (P1) young people, five of these young people being considered High Risk Offenders. The Club Police Youth Programmers also managed 4 Priority Two (P2) 'Hotspots', while also establishing programs such as 'On the Move' and 'C.O.O.L.', the latter winning an Australian Crime Prevention Award. PCYC Glebe/Leichhardt has received recognition by the local community for its work developing strong community relationships and increasing profits by \$19,000.



CLUB ACHIEVEMENT AWARD PCYC SOUTH SYDNEY

In 2004, PCYC South Sydney transformed and excelled, with the Club achieving an increase in members, volunteers and programs offered.

- Club income increased by over 50% .
- Venue use at the Club has increased with more regular and one off venue users.
- Membership figures increased.
- There were 77 new volunteers at the Club in 2004.

New programs were implemented with a focus on supervised programs and personal development programs in the areas of sport and arts. Such programs include swimming, cricket, digital photography, little athletics and the highly successful 'You can be a leader' program.

Throughout 2004, PCYC South Sydney developed and re-established strong community partnerships with South Sydney Youth Services, NSW Department of Sport and Recreation, Local Area Command and City of Sydney Council.



GREG PENN AWARD FOR PROGRAM EXCELLENCE PCYC MAITLAND – GIRLFRIEND

The Girlfriend Program is a PCYC Maitland initiative, aimed at helping teenage girls who have been identified by Police as needing positive direction in their lives. The

girls attend PCYC each week, for 10-12 weeks, and participate in different workshops aimed at improving their motivation and self-esteem. The workshops include presentations by the local health services, drug and alcohol councillors, TAFE, Centrelink and JPET. There is also a presentation entitled 'Life Stories,' that is presented by a young male and female, in conjunction with Mission Australia, who have experienced homelessness and now share their stories with other youth at risk. The girls also learn about being healthy, organised and stress free and beauty therapy, massage and nutrition are key elements in the course to encourage a positive outer image. The program was able to run thanks to a community help grant from Maitland NRMA.



**VOLUNTEER OF THE YEAR –
FEMALE**
**RUTH MITCHELL – PCYC
NEWCASTLE**

Ruth has been associated with PCYC Newcastle as a volunteer since the early 1990's and has been a committee member since 2000. In

2004, Ruth was elected Vice President of the Club. Ruth has been the Duke of Edinburgh Co-ordinator for 15 years and has supervised many camps, excursions and awards ceremonies for the young people involved, including 60 Priority One (P1) young people. Over the last four years, Ruth has also worked with P1 young people as a volunteer and has managed her own victims of crime program to the point of securing \$5000 in funding from the NRMA to assist 30 young people for the program. Ruth has also acted as President of the Club and works as a volunteer in the administration office one night per week. She is a tremendous asset to the Club and her enormous contributions are greatly appreciated by local young people and community.



**VOLUNTEER OF THE YEAR –
MALE**
**SCOTT WOODEN – PCYC UMINA
BEACH**

Scott has been a member of PCYC Umina Beach since 1999, and has been an excellent role model for other young people and a tireless

worker and advocate for the Club. Scott is committed to Club activities and actively encourages young people to join the Club and participate in activities.

He is a positive role model who is extremely successful at engaging young people at risk in positive experiences and developing new activities at the Club. These have included drop in and youth entertainment nights. Scott takes on a range of jobs at PCYC Umina Beach including supporting the Police programmers in their initiatives, maintaining the gardens and environment around the Club, assists with boxing training and at the administration desk and organises and supervises the regular dance parties. He is also a youth delegate and Vice President of the Club Advisory committee.



**YOUNG PERSON OF THE YEAR –
FEMALE**
ERIN KEEN – PCYC DUBBO

Erin has been a member of PCYC Dubbo for 10 years and is an active volunteer at the Club. She assists in the operation of the canteen and weekly housie, and was recently

awarded a Youth Award for Young Achievement. Erin is a talented Baton twirler, and is part of PCYC Dubbo's team. This year, she was selected to travel to North America to represent Australia in the World Baton twirling Championships. She also assists in training the younger baton twirlers at the Club.



**YOUNG PERSON OF THE YEAR –
MALE**
**RICHARD TALISAYON – PCYC -
PARRAMATTA**

Richard has been training at PCYC Parramatta in taekwondo for four years, and is currently a red belt 3 TIP. Richard has been an inspiration

to all members of the Club with his achievements and dedication. He has been a state champion a number of times, a student of merit for the Club and won the Betty Cuthbert Award in 2004. Richard's dedication has made him a great taekwondo student and young member of PCYC Parramatta. He has volunteered his time to do demonstrations at local events and helps whenever he is required. Richard is always willing to help people achieve their goals, just as he has done.

BEST PRACTICE AWARDS



VOLUNTEER INDUCTION PROGRAM – PCYC LAKE ILLAWARRA

PCYC Lake Illawarra has created a comprehensive Volunteer Induction Package over the past two years. This package has enabled the Club to establish

a detailed information resource for all volunteers. The induction package delivers various types of information to PCYC including; working with children checks, authority to access criminal history, PCYC code of conduct, volunteer skill register, member use acknowledgement, member use protection policy and a volunteer questionnaire. With PCYC Lake Illawarra attracting over 40,000 attendances a year, the Club wanted to manage their large number of skilled volunteers to supervise and coordinate activities. The skill register included in this pack, has enabled volunteers to be matched to appropriate Club activities. The induction package covers all essential PCYC documentation regarding volunteers, and could be used by other PCYCs to collect critical information with only minor alterations. The package has become the basis of volunteer induction at PCYC Lake Illawarra and will continue to develop in the future.



DUKE OF EDINBURGH SCHEME – PCYC NEWCASTLE

During 2004, PCYC Newcastle volunteer, and this year's female Volunteer of the Year, Ruth Mitchell, worked with 40 young people undertaking the Duke of Edinburgh scheme. The scheme

offers three separate levels of attainment; Bronze, Silver and Gold. To date, Ruth has successfully developed 14 Bronze awards (10 P1 offenders), 14 Silver (4 P1's) and two Gold awardees. The program is a partnership between the Police, PCYC and two funding bodies – the NRMA and the Department of Sport and Recreation. This program allows the P1's to start with Police Programs and continue with the co-ordinator, Ruth, all the way to the Gold award.



TRAFFIC OFFENDER PROGRAM (TOPS) – PCYC SUTHERLAND

This program commenced at the Club in 1998, under the auspice of Sutherland Probation and Parole, and was taken over by PCYC Sutherland in 2000. Initially the program took referrals from all over Sydney and

some country areas and was offered free of charge. However, due to the growth and subsequent waiting list to join the program, it is now offered only to people referred by Sutherland Court, and at a cost of \$110, which includes membership to the Club. The success of this program is linked to good partnerships including Sutherland and Miranda LAC Volunteers in Policing. Other volunteers in the roster are ex program participants and community members. All speakers are from Community organisations, and regular meetings with the Sutherland Court ensure that the program is meeting its goals. In 2004 a "How to start a TOP" PowerPoint was developed by PCYC Sutherland to train other PCYC Police who want to start the program. South Sydney and St George PCYCs have begun the program with promising results. The TOP is an ongoing achievement for PCYC Sutherland and new ways to improve the delivery and community partnerships are constantly being initiated.



RECONNECT – PCYC BIDWILL/MT DRUITT

PCYCs Bidwill and Mt Druitt implemented the Reconnect program as a partnership between Mt Druitt LAC and the PCYCs. Reconnect focuses on young people from Aboriginal and

Pacific Island backgrounds, with the emphasis being crime prevention through cultural intervention. The program runs two days a week, for 10 weeks and includes topics such as anger management, cultural awareness, resuscitation, football clinics, drug and alcohol awareness and a three-day camp. Reconnect has been running for the past two years, thanks largely to the assistance of the Premier's Department through Community Solutions. Reconnect was also recognised with an Australian Institute of criminology (Crime Prevention) award, as discussed on pages 36-37.

LIFE MEMBER AWARDS

STEPHEN OFFEN	NEWCASTLE
DAVID BROWN	NEWCASTLE
ROSS PARISELLA	ALBURY
LEON KING	PENRITH
JEANNIE HAMID	CAMPBELLTOWN

LIFE GOVERNOR AWARDS (CLUB)

DEYANNE SHORT	NEWCASTLE
JOHN KING	NEWCASTLE
GEORGE BOURKE	LAKE ILLAWARRA
JIMMY DRINKWATER	LAKE ILLAWARRA
PETER JACOBSON	ARMIDALE
GREG KITCHENER	PENRITH
DENISE LACEY	GOULBURN
JULIANNE JOHNSON	CAMPBELLTOWN
OLIVE STEVENSON	MAITLAND
ROBYN SWALWELL	DUBBO
GARY LEE	KEMPSEY

LIFE GOVERNOR AWARDS (STATE)

DORA SIMM	NEWCASTLE
LES NEAL	HORNSBY

DEDICATED SERVICE AWARDS

WARWICK CREBERT	SINGLETON
MICHAEL FRANZE	BROKEN HILL
DAPHNE MOTH	MAITLAND
LEONIE RIEMOULDI	MAITLAND
RON HOLLEY	PENRITH
ROB SWARBRICK	PENRITH

JASON EDWARDS	PARRAMATTA
SUE TROATH	PARRAMATTA
JOHN TZANIS	PENRITH
DAVID HEUSTON	SINGLETON
DIANE KNAPTON	BIDWILL
SUSAN HARRIS	GOULBURN
ALLAN WRIGHT	NEWCASTLE
GRAHAM HABGOOD	NEWCASTLE
ANGIE GORDON	NEWCASTLE
ROSLYN MCDONALD	NEWCASTLE
SU TIA	FAIRFIELD/CABRAMATTA
GRAEME MACPHERSON	BALMAIN/GLEBE
RAY KNAPTON	BIDWILL
GLENN BECKHAUS	PENRITH
DAVID BOUCHER	HORNSBY
ANDREW BOTTING	HORNSBY
JOANNE LORD	HORNSBY
MARK WHITTLE	HORNSBY
BRETT CASH	HORNSBY
HILLY WESTRA	ALBURY
GRAHAM PORTER	ALBURY
DAWN KLINSBORN	ALBURY
KELLY DINES	KEMPSEY
ARTHUR MCKEAN	KEMPSEY
ALISON MCKEAN	KEMPSEY
STANLEY DINES	KEMPSEY
RUTH WAITE	KEMPSEY
JANINE KING	KEMPSEY
SHANNON BENNETT	KEMPSEY



INAUGURAL OPEN DAY

Developing participation and inter-Club competition

On Sunday 5th December, 2004, PCYC held its inaugural Sports and Cultural Day at PCYC Sutherland. The day was a great opportunity for members, staff and volunteers from all Clubs to come together and enjoy a day of inter-Club competitions and displays.

A wide range of PCYC activities were underway throughout the day. The PCYC boxing titles were held, with a number of Clubs represented in various weight categories. The standard was extremely high, and showcased why PCYC boxers continue to be extremely competitive in state-wide competitions. The boxer of the tournament was PCYC Sutherland's Peter Aquilina.

Outside, one of PCYC's more recent additions to the sporting calendar, skate-boarding was being battled out. The crowd was treated to a brilliant display from young people ranging in age from eight to 16 years. With approximately 50 competitors in the two age division categories, the popularity of skate-boarding within young PCYC members is huge. The winners on the day were Steven Stipanovic from PCYC Sutherland in the Under 13s competition and Luke Nash from PCYC Umina in the Under 17s battle.

Indoors, the PCYC Wrestling Club Challenge was underway. The overall Club winner was PCYC Penrith, who won three of the four weight categories on the day thanks to James Russell, Harken Err and Autar Deshi. One point behind them in the Club point score for the day was Lake Illawarra, who had a winner in the 48kg section with Blake Barden.

The day concluded with the Under 16s Indoor Oz-Tag competition where PCYC Maitland beat PCYC Sutherland in the final 4-0.

As the day was such a great success, plans are now underway for a bigger Open Day in 2005. A huge thanks to everyone who was involved in organising the day, particularly the staff, members and volunteers of PCYC Sutherland.





MAD SAILOR PROGRAM

'Making A Difference'

In late 2004, Kogarah Bay Sailing Club in Blakehurst was the scene for a great show of support for the young people of Sutherland when Premier Bob Carr presented a cheque for \$11,000 to S/C Lloyd Williams, Youth Liaison Officer of the Sutherland Local Area Command and co-founder, alongside PCYC, of the MAD (Make A Difference) Sailing Program.

The program, launched in February 2004, has been integrated by PCYC Sutherland into their young offender and Youth in Sport programs to ensure that the young people who are most likely to benefit from this program are included. PCYC Sutherland provide Police staff, buses, administration and even drive the rescue boat.

Premier Bob Carr first discovered the MAD Program when Miranda MP Barry Collier asked the Premier's Department for \$10,000 to pay for the boats, four Elliot 5.9 vessels that S/C Williams had fully restored.

Mr Carr was impressed, saying that he wished he had learnt to sail himself. "The skills they learn here will be something they can use for the rest of their life," he said.

"The MAD Program is giving troubled young people access to a program that will enhance their self esteem, improve their decision making and deter them from engaging in antisocial behaviour," Mr Carr said.

S/C Williams added, "We ran a program with Menai High School and it went well. They went out sailing and one was a skipper, one a team leader and the other three in the crew. They learnt that sailing is a lot like life. If they don't work together as a team, then they're not going to get anywhere."

PCYC would like to acknowledge the extremely generous donation of \$50,000 to the MAD Program from Mr Lawrence Freedman of the Freedman Foundation, for purchase of a new rescue vessel and storage trailers for the Elliot 5.9s.



YOUTH IN ART

Digital Photography Program

In 2004, a number of Clubs were awarded CDSE (Community Development Support Expenditure) Funding Grants to develop a Youth in the Arts Photography program. The photography program aims to develop skills and interest in digital photography among young people, in particular young offenders and young people at risk, at a number of PCYCs in NSW.

Youth in Arts is a 10 week intervention program that runs three times a year for 10 weeks. The program has been introduced into nine Clubs – Woolloomooloo, South Sydney, Shoalhaven, Belmore, Fairfield/Cabramatta, Blacktown, Mount Druitt/Bidwill, Newcastle and Penrith PCYCs.

The program has been designed so that each participant will develop their knowledge and expertise in all areas of photography including purchasing equipment, taking photos, editing and developing. The art that is produced will be exhibited in early 2005 in local Club exhibitions as well as a State presentation.

It is envisaged that in 2005, "Youth in Arts" work will be displayed on the PCYC website and in promotional material.



CIVILIAN MANAGER ROLLOUT

Government grants \$3.26 million in funding

In June 2004, The Hon. John Watkins MP, Minister for Police, announced \$3.26 million in funding to PCYC to appoint civilian Club Managers. Mr Watkins said the funding would enable civilians to be employed to take over the administration and management of the state's 57 PCYCs. "This funding injection will release 100 Police Officers from time-consuming bookwork and administration duties – so they can invest all their time and effort in helping young people," Mr Watkins said.

A \$1.03 million trial of civilian managers commenced in December 2003. Results have shown that Police at PCYCs with civilian managers:

- Referred 40% more young people to crime prevention programs;
- Achieved a six-fold increase in the time spent by Police delivering education programs; and
- Quadrupled the time Police spent at local youth hot spots from one to four hours a week.

"PCYCs provide a vital service to communities and young people across NSW," Mr Watkins said. "Now – after the successful trial – we're freeing Police who work in PCYCs to put more young people at risk of criminal or anti-social influence back on the right path. Contact with hard-working, dedicated Police really works for these kids. That's why we don't want these officers to spend all their time on bookwork or administration."



PCYC BATHURST ROCKS

Rock Eisteddfod Success

PCYC Bathurst has carried on PCYC Rock Eisteddfod Challenge tradition, this year making its fourth successive Grand Final. With a cast and crew of around 120 members, PCYC Bathurst performed the story of Charlie Chan in front of a packed Sydney Entertainment Centre at the Open Grand Final in September. The cast and crew made the Grand Final after an outstanding heat performance, which saw them collect an amazing seven awards, including recognitions for Excellence in Stage Use, Soundtrack and Visual Enhancement.

As a testimony to the members of the PCYC team, they also received the Spirit of the Rock Eisteddfod Challenge Award, for the team displaying the best sportsmanship and attitude during the long day of rehearsals and preparations.

Over 25,000 students around Australia participate in the Rock Eisteddfod each year. The Rock Eisteddfod Challenge promotes a healthy and happy lifestyle, without the use and abuse of drugs or alcohol increasing their self-esteem and confidence.

Most entries in the Rock Eisteddfod Challenge are from high schools, so PCYC Bathurst's entry is unique. The group is made up of students from seven different local high schools, ranging from years 7-12. The PCYC Bathurst group is extremely dedicated, with rehearsals twice a week beginning in February, and with many of them involved in other facets of the production such as costume making, choreography, and painting and constructing props. Apart from the young people's input, a lot of time and effort is also put in by members of the committee, PCYC staff and the families of the young people involved. A huge thanks goes to Ben Hope, who put together the majority of the choreography, designed costumes and sets, chose music and even helped book the buses to the grand final.





SPORTS 2004

PCYC offers a range of sporting activities across the state, ranging from traditional PCYC sports such as wrestling and gymnastics, to newer sports such as Futsal and skateboarding. 2004 saw competitions in sports such as rugby league, rugby union, netball, power lifting, Oz-tag, boxing, basketball and many more. This year, we review two of the movement's foundation sports and look at how they appeal to young people today.

JUDO

Judo first began in the Police Boys Clubs in 1952 at the Burwood, South Sydney and City of Sydney Clubs. In these early days there were approximately 150 members participating in judo between the ages of 11 and 30.

According to Ernie Chambers, a former senior instructor and examiner of judo, who has also worked as both a Police Officer and a civilian in PCYC, by 1984, all 52 PCYC's held judo classes and the registration level was up to 3000 pupils. PCYC had the most number of registered members in the NSW Judo Association, and had the highest level of representation in state competitions. In addition to this, PCYC had winners in most state championship categories, as well as a number of National title winners.

In 2004, judo was held at 10 Clubs - Albury, Blacktown, Griffith, Hornsby, Lake Macquarie, Lismore, Maitland, Penrith, North Sydney and Sutherland, and six PCYC Judo tournaments were held, including the annual PCYC Championships in August.

Currently, six of the Clubs who conduct judo classes (Penrith, Blacktown, Sutherland, North Sydney, Maitland and Hornsby) compete regularly in the inter-Club competitions.



Today an average judo tournament attracts a minimum of 40 competitors, with ages ranging from seven to 20. An open category is also added at selected tournaments which allows anyone over the age of 24 to enter.

Judo enables participants to learn about Japanese culture while increasing their general fitness, well being, self discipline, respect for self and others, knowledge of martial arts and improving their communication skills. It is also a lot of fun to learn. Judo is an individual sport, so all achievements are on an individual basis.

In 2004, PCYC judo members and officials participated in the Australian National Judo Titles. Two PCYC referees are now internationally recognised and have been in charge at National Championships and overseas events.

A big step for judo in PCYC was the formation of a judo sub-committee, enabling parents, coaches and officials to work together to conduct tournaments, training and development and plan for the future of judo.

With the sub-committee in place, there are a lot of expectations for judo in 2005 and beyond. This includes getting more PCYC judo members to participate in the inter-Club competitions to ensure that the sport has a future in the movement. There are also plans to improve the standard of the competitors and develop the way in which tournaments and clinics are conducted.



BOXING



Boxing is another sport with a long tradition in PCYC, with its history dating back to when the first Club was opened in 1937. During the 1940s – 50s, boxing was one of the most popular sports for young boys, and local and state competitions drew large crowds of up to 500 boxers. Competitions were open to boxers from the age of seven, and were held once a month. PCYC would also host their own titles that were open to all local boxers.

PCYC was very competitive in the boxing arena, with many of our boxers winning local, state and national titles. Throughout the years, PCYC has been the training ground for many of Australia's top international boxers. These include:

- Roger Richens. He went on to compete in the Oceanic, Commonwealth and Olympic Games
- Syd Prior. Learnt how to box at the PCYC Belmore and went on to compete at the Olympics
- Tony Madigan. Trained at PCYC and went on to fight Muhammad Ali when he was an amateur
- Jeff Fenech. Triple world title boxing champion, and one of Australia's best known boxers.

Over the years, the number of young boys participating in boxing has decreased, due largely to a negative media focus and an increase in the number of alternative sports. Recently, the Australian Boxing Association made some amendments to the sport's regulations to improve its safety. The minimum age of a boxer has increased to 14 years, with bouts more tightly controlled by referees who now undergo extensive training. Boxers must also wear additional protective gear and if injuries occur the bout must end.

There is also a greater focus on the positive aspects of boxing. Police at PCYC who work with young boxers have witnessed positive changes in their self-esteem, diligence and determination as well as developments in skill, technique and fitness.

In late 2004, PCYC developed a boxing committee to revive PCYC boxing. The committee aims to re-develop a PCYC boxing infrastructure, professionalise the tournaments and invest in the young people involved in the sport. Developing a good practice for management of boxing tournaments, incorporating safety and venue management to minimise health and safety risks, is also a major goal.

Throughout 2005, PCYC Boxing aim to run an accreditation course to increase the number of judges and referees within PCYC, and re-introduce PCYC interstate competitions. The committee is working hard to put PCYC back on the map as a leading boxing organisation in NSW that uses the positive aspects of the sport in working with young people.



MISSION FOCUS

Working with young people ‘at risk’ is the very core of PCYC’s mission. Young people at risk of entering, or becoming a victim of the criminal justice system, and guiding them towards a different path through arts, sports, recreation and education is at the heart of PCYC’s work.

YOUTH IN SPORT

The Youth in Sport program aims to give young people at risk of coming into contact with the criminal justice system a chance, through sport and recreation opportunities, to develop the self-esteem and skills that will keep them out of the justice system.

Since 1997 PCYC has joined with NSW Department of Tourism, Sport and Recreation to deliver the ‘Youth in Sport’ initiative throughout NSW.

In 2004/2005 the NSW Department of Tourism, Sport and Recreation allocated the following funding to the Youth in Sport program:

- \$249,974 to fund 31 projects in PCYCs across NSW;
- \$25,000 for training of PCYC Police Youth Programmers;
- \$15,000 for state level administration of the program; and
- \$10,000 to support individual young offenders into sport and recreation activities.

PCYC projects funded through the 2004/2005 Youth in Sport initiative:

CLUB	PROGRAM	FUNDING
Armidale	Hands Up	\$8,358
Burwood	Kids on the Ball 2	\$4,200
Cessnock	Rev it up	\$10,000
Coffs Harbour	Surf Rescue Challenge	\$10,000
Cowra	Breakaway	\$9,330
Dubbo	Girls in Control	\$8,598
Glebe	ScandaLESS	\$4,234
Griffith	Koori Sportz Plus	\$8,391
Kempsey	Surf Control	\$10,000
Lake Illawarra	SNAPKIC	\$5,780
Lake Macquarie	Healthy Mind and Body	\$7,430
Lake Macquarie	Pacific Dreams	\$9,000
Lismore	Byron Breakers	\$10,000
Liverpool	GROW	\$9,880
Maitland	Headin’ North	\$7,462
Marrickville	Ladies at Leisure	\$8,260
Moree	Winter Indoors	\$3,350
Muswellbrook / Singleton	Kart Mania	\$19,000
Muswellbrook	Footy is Fun	\$10,000
Newcastle	Break-a-way NRG Extreme Youth Challenge	\$8,310
Penrith	Lifestyle Choices	\$8,960
Port Macquarie	Surf Control	\$10,000
Shoalhaven	YEP	\$10,000
Singleton	Jackaroo / Jillaroo	\$8,920
South Sydney	I Can be a Leader	\$3,500
South Sydney	Youth Sway	\$5,720
Sutherland	Have a go	\$7,420
Twin Towns	Breakaway	\$6,113
Umina	Survivor	\$6,558
Wollongong / Bulli	Downhill	\$11,200

YOUTH IN SPORT SPOTLIGHT

PCYC Cessnock 'Rev It Up' Program

'Rev it Up' engages young people who have been involved in motor vehicle theft and other related motor vehicle crimes. It commences with an abseiling session to promote team building and confidence, followed by a mechanical course through TAFE which provides participants with a basic understanding of motor vehicle mechanics. During the program participants have the opportunity to try go-carting as one way of showing that it is possible to engage in risk taking activities in a socially acceptable environment.

The program also includes a managing offender behaviour workshop coordinated by the Department of Juvenile Justice, a session on road rules, dangerous driving, alcohol and drug abuse and a first aid course. The program culminates in a two day camp at Point Wolstoncroft Sport and Recreation Centre which serves both as a reward for participants who complete an entire program and a graduation ceremony with invited guests.



PCYC Dubbo 'Girls in Control' Program

'Girls in Control' was especially designed for the needs of young women who are known offenders, truants or those who have demonstrated behavioural problems. Participants are referred to the program from the Departments of Community Services, Juvenile Justice, Education, or through local Police. The program is run over a 12 week period and focuses on the development of healthy lifestyle patterns. Sessions include topics such as basic living skills, parenting skills, domestic violence, protective behaviours, personal hygiene, resume writing and drug and alcohol counselling. The program also involved a physical component with all participants provided a membership to the PCYC Dubbo including free fitness classes. The program is a partnership between PCYC Dubbo and local agencies such as the East Dubbo Access Centre, the Gordon Centre, the Western College, local Police, Dubbo City Council, Macquarie Area Health, Dubbo Local Court, the NSW Department of Education and Training, and the NSW Department of Tourism, Sport and Recreation.



YOUTH IN SPORT SPECIALIST POLICE TRAINING

Each year through the Youth in Sport program PCYC Police Youth Programmers attend a week long training program. The purpose of the training is to improve the quality of Youth in Sport programs implemented by PCYC Police in local communities through a tailored training program of networking and information sharing opportunities.

In 2004 the Youth in Sport Training program was held at the NSW Police College, Goulburn. The agenda focused on topics such as how to identify and develop appropriate programs for young people at risk of offending, how to use sport as a vehicle for personal growth, opportunities to reconnect young people with education through the TAFE outreach system, how to encourage healthy lifestyles and how to identify and engage other agencies in the community who can add value to a program.







PCYC MEMBERS

PCYC Lake Illawarra - Sianne

In recent years a resurgence of membership, activity and participation at PCYC Lake Illawarra has made it one of our most successful Clubs. This growth has been due to many factors but perhaps the most important has been the achievement of a successful "cultural mix" of volunteers, staff and young people. Progressive, supportive, open, warm, inviting, fun and friendly are some of the words used to describe the "feeling" at Lake Illawarra.

A vital part of the success has been the recognition and development of young people as leaders. In 2004, the PCYC Board moved that all Clubs must now have at least two elected young people, age 16 to 25, on the Club Advisory Committee, a first step in ensuring the needs and aspirations of young people are met at a local level.

At Lake Illawarra, one of the youth delegates is Sianne Bennett, who first became involved with PCYC as a 14 year old in early 2002.

"I used to come down here with friends and stuff, and then I became a volunteer – supervising activities, organising stuff like Friday night games nights" (now a regular part of the Club activities program.)

Another area volunteers can participate in are the Sunday disco's. "The Disco Group meet at Shelley's once a week; they do all the work to promote & organise the nights. They seem to really enjoy it and its just great for the Club to have their support - and the kids that come have such a good time".

Sianne was also involved in setting up the Youth Committee, where young people who were interested could join in and help make decisions. "The last committee failed due to lack of interest. It used to be good, but only 3 kids ended up coming. It was open to anyone under 24, but it can be pretty hard in this area to get kids involved and keep them interested and active in that sort of thing. I believe the ideal number is about 5 to 7, any more and everyone argues and you cant get anything happening".

For Sianne, her leadership and involvement in the Club led to her nomination and involvement as one of the inaugural Youth Delegates in 2003/2004. Selected from around NSW, Youth Delegates were instrumental in helping PCYC shape and develop youth participation policies that have now been recognised and ratified by the Board. Another outcome of this process was a decision to have two youth advisor positions added to the PCYC Board, giving young people direct input at the highest level.

As year-12 examinations loom, Sianne has reduced her weekly involvement at the Club, as well as other commitments to Rep softball, Rep baseball, soccer, school touch footy and Futsal. On the future of Lake Illawarra, she thinks PCYC should continue to do what it does well – getting young people involved in sports, dance, helping them meet new people and making new friends, and having a good time.

"You feel like you're contributing to your community, and its good when you see kids from somewhere disadvantaged come to the Club, and after a while their attitude and self esteem improves heaps. All because people in the Club are friendly, fun, and are people that they can trust and talk to, and the kids are having heaps of fun while they are down here."

And after the HSC? "Once it's all over, I'd like to go to Uni and study Sports Management, play heaps of Futsal and maybe get a job managing a PCYC - that'd be so good".



PCYC MEMBERS

PCYC Newcastle - Simon

Simon first became involved with Newcastle PCYC in 2003 after receiving a formal caution from local Police for a minor offence. Soon after the incident, he was contacted by S/C Peter Pala, our Newcastle PCYC's Police Youth Programmer, who invited Simon to join the "Break-away NRG Extreme Youth In Sport Challenge" Program.

"Our Breakaway Program empowers young offenders and other youth 'at risk' of coming into contact with the Juvenile Justice system, and helps them break away from a cycle of crime and anti-social behaviour."

Participants are referred to Breakaway by the local Police Youth Liaison Officer, who collaborates with the NSW Department of Education and their Home School Liaison Officers to identify young people who appear "at risk".

In Simon's Breakaway group, eight young people came together over a 12 week period at the Club in sessions facilitated by a number of specialists.

These included representatives from:

- NSW Department of Juvenile Justice – Crime Prevention Strategies
- Life Education & Hunter Region Recovery Service - Alcohol & Drug Education
- Career Information Resource Centre – Job/Training Pathways
- NSW Attorney Generals Department - Anger Management/Positive Communication/Relationships
- Australian First Aid Professionals – First Aid Course
- NSW Dept of Tourism, Sport & Recreation – Outdoor Adventure Camps

Sessions included ten-pin bowling, beach touch, indoor wall climbing, go-karting, ice skating, boxing, indoor cricket, volleyball, soccer, quad bike riding and sand surfing.

At the end of the programme, each young person, with their family and friends, attend an awards presentation to receive a Certificate of Achievement.

A key component of Breakaway is the opportunity to complete the Duke of Edinburgh Award. In participating in the Breakaway Program and completing other "self directed" tasks, Simon successfully achieved the Bronze level and he has since gone on to complete both the Silver & Gold levels.

Simon's community service component was completed with PCYC and Legacy. His main sports interest is golf – this was inspired by his father, a pro-golfer and past professional soccer player. Simon has also played softball and baseball at State level, and plays baseball for Newcastle. He is also a wrestling "fanatic".

As a young boy, Simon was also encouraged to develop and express his artistic talents with his mum. "We'd just sit out the back every week together and draw".

Simon has been on the Club Committee at PCYC Newcastle for the last year, although he has recently had to focus his time back to his performance at school, where he does advanced English, Ancient History, visual art, and music. In visual art, he came top of the year in 2004.

At PCYC, Simon was nominated by his Club to become a Youth Delegate, and is involved in the development of a Youth Participation process at State level.

TARGETED PROGRAMMING: THE PENN SYSTEM

Real results in reducing juvenile crime

Police Officers working within PCYC tackle juvenile crime through what is known as “Targeted Programming”. The work of the Officers in 2004 was again instrumental in preventing and reducing youth crime.

Targeted Programming consists of three program areas:

1. Case Management of individual young offenders referred to PCYC Officers by a Police Local Area Command or local Magistrate, identified as Priority One work, or P1s;
2. High visibility policing in juvenile crime of anti-social behaviour locations or ‘hot-spots’, referred to as Priority Two work, or P2s;
3. Community Policing projects such as involvement in driver education or school visitation.

Targeted Programming is supported by a software planning and evaluation program developed within PCYC, and now known as the PENN system, in honour of one of the key architects of targeted programming, S/Sgt Greg Penn (see story page 35).

All 57 Clubs throughout NSW received Young Offender and Youth Crime ‘Hotspot’ referrals from Police Local Area Commands and the Crime Management Units throughout the year.

At the end of the 2004, PCYC Police had received 1951 young offender (Priority One) referrals since launching Targeted Programming in July 2001, of which 433 were Aboriginal & Torres Strait Islander (ATSI) young people.

By the end of 2004, there were 575 Priority One young people being currently case managed by PCYC Police.





The Priority One results as at December 2004 were extremely positive with young offenders reducing their offending behaviour collectively by a staggering 68.9% over a nine month period.

In regards to Priority Two referrals and Youth Crime 'Hotspots', PCYC have received a total 336 referrals since July 2001, with 207 current Priority Two Referrals being targeted by PCYC Police in 2004.

There were a total of 24 807 'other' young people involved in community policing conducted by PCYC Police.

PCYC's work in crime prevention was recognised in 2004, through the Australian Violence and Crime Prevention Award Scheme.

During 2004, the PCYC Board funded a review of the PENN system to determine its validity and reliability. The evaluation focused on 861 referrals between 2001 and 2003, which were compared with a control group of all other young offenders not referred to PCYC Targeted Programming (92, 237 young offenders).

Some specific findings of the evaluation were:

- 8% of Targeted Programming participants reduced incidents by five or more in the three months immediately after referral;
- 29% of Targeted Programming participants reduced incidents by two or more.

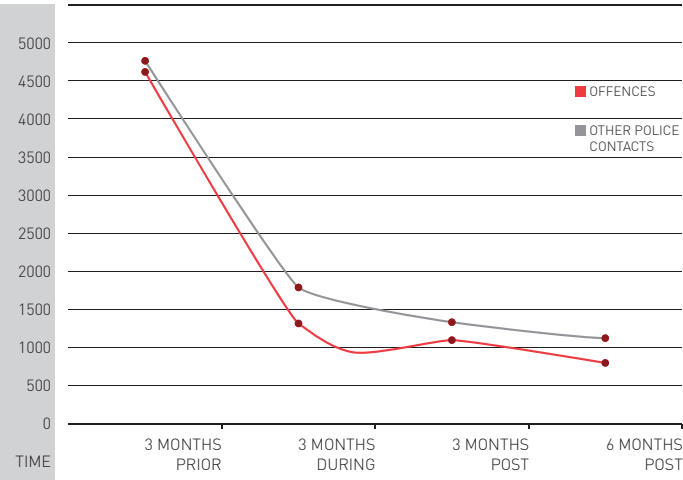
Another interesting finding of the evaluation was that 9.9% of the non-PCYC group were Aboriginal or Torres Strait Islander (ATSI) young people, while ATSI young people made up 34.2% of the PENN referrals studied. This shows that PCYC Targeted Programming has been particularly beneficial to many ATSI young people.

Other findings of the evaluation were:

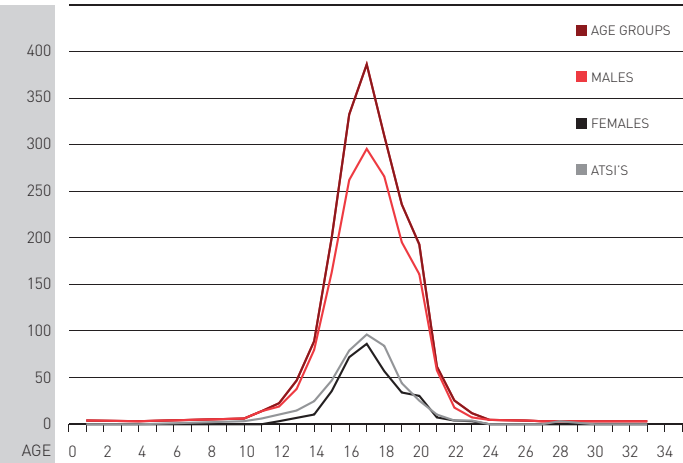
- That offence rates amongst those involved in the program drop significantly as reported;
- That PCYC manages some of the State’s more difficult young offenders; and
- The next stage in the evaluation of Targeted Programming could be a focus on long term behavioural change by persistence with young offenders.

PCYC looks forward to the further development of PENN in 2005 and congratulates the many dedicated Police Officers and their civilian colleagues in PCYC who, on a daily basis work with young people in their local community. The work they undertake is extremely important and challenging; their reward is the satisfaction of knowing they have a real impact, and they are positively changing the direction of the lives of young people.

1 REDUCTION IN OFFENCES & OTHER POLICE CONTACTS



2 NUMBER OF P1 REFERRALS TO PCYC, BY AGE



SNR SERGEANT GREG PENN

In April 2004, PCYC lost one of its most respected Police Officers, when Snr Sgt Greg Penn lost his long battle with cancer. With the movement for about 10 years, Snr Sgt Penn began as the Inner Metro Zone Commander, served as Zone Commander for the Southern region and was acting State Co-ordinator when illness struck.

Despite his battle with cancer, Snr Sgt Penn dedicated himself to the progression of Police computer systems such as PASS (Programs And Services System).



The success of Targeted Programming and the PENN system were recognised by the Federal Government in the 2003 National Crime and Violence Prevention Awards.

After his passing, Snr Sgt Penn was honoured by the NSW Police for his work in the areas of computer software design and youth crime prevention, by being awarded a Commissioner's Commendation. The commendation recognised his outstanding commitment and dedication to duty throughout his career, particularly the vital role he played in the design and implementation of computer systems that have enabled enormous benefits to operational Police and the community. His wife Joanne gratefully accepted this award in his honour.

PCYC State Coordinator, Insp Paul Macmillan, said Snr Sgt Penn's commitment in this most important area of policing merited acknowledgement at the highest level. "His work has brought tangible benefits to the community and the NSW Police and is an example for others to follow in the best traditions of policing," Insp Macmillan said.

"Greg was extremely popular with a great sense of humour and warm personality. He will be enormously missed by his many friends in PCYC and the NSW Police."

Sadly, Snr Sgt Penn leaves behind his wife Joanne, and two school aged daughters, Lauren and Alexandra.

PCYC hosted a benefit night for the Penn family at the Illawarra Master Builders Club which featured a performance by the NSW Police Swing Band, with funds raised going towards his family.



AIC AWARDS

Annual Australian Institute of Criminology (Crime Prevention) Awards

Each year, the heads of Australian governments and the members of the Australian and New Zealand Crime Prevention Ministerial Forum, come together as a joint Commonwealth, State and Territory initiative to sponsor the Australian Crime and Violence Prevention Awards.

The awards are intended to:

- Reward the most outstanding projects for the prevention or reduction of violence in Australia
- Encourage public initiatives
- Assist governments in identifying and developing practical projects which will reduce the level of violence in communities.

Programs awarded may address specific groups such as women, youth, children or the family, or a specific problem like violence in the media, violence in sport or alcohol consumption. The 2004 Awards were announced by Senator the Hon. Christopher Ellison, Minister for Justice and Customs and Senator for Western Australia on Wednesday, 24th November 2004.

PCYC won a number of awards in 2003, and in 2004 PCYC won the following three awards.



C.O.O.L. (Combined Outreach Ongoing Living) Program

PCYC Glebe/Leichhardt conducts the one-week C.O.O.L. Program, five days per week during school hours for the school term. The program consists of an educational session followed by a recreation/sport session. The educational session covers: crime prevention, life skills, budgeting, employment (including visits to Centrelink and TAFE), resumes, career and job information, drug and alcohol awareness and healthy lifestyles. The sport and recreation sessions include sport clinics with local rugby, soccer, football and netball Clubs. Upon successful completion of this program, participants consequently become members of PCYC Glebe/Leichhardt, and are able to use all Club facilities, and continue their involvement in different sport and recreational activities.

Reconnect Program

The Reconnect Program is conducted by Bidwill and Mount Druitt PCYCs. The program originated due to gang activity in the Mt Druitt area, as a partnership between Mt Druitt LAC and the PCYC, and works with young people from Aboriginal and Pacific Islander background who have recently come into contact with Police. The emphasis of Reconnect is crime prevention through cultural intervention. The program is conducted two days a week, for eight weeks and includes cultural awareness, resuscitation training, anger management, theatre, victims of crime workshops and drug and alcohol awareness. The program has run over the past two years thanks to the assistance of the Premier's Department.

Jackaroo/Jillaroo Program

The Jackaroo/Jillaroo Program is an initiative of PCYC Singleton. The program is run over a period of six weeks, part of which is residential. Included in the program is drug and alcohol education, crime prevention workshops, life skills development, driver awareness education and self-esteem work. Participants are also provided with information in relation to TAFE courses available for rural employment. The program reduces juvenile crime by encouraging young people to become involved in other activities and maintain a relationship with PCYC Police Youth Programmers. The program promotes community values and expectations while highlighting alternative paths for the future. This program is funded by the NSW Department of Sport and Recreation.



THEN + NOW

PCYC IS AN ORGANISATION WITH A STRONG HISTORY THAT IS CONTINUALLY ADAPTING TO MEET THE NEEDS OF YOUNG PEOPLE IN THEIR LOCAL COMMUNITIES. IT'S A HISTORY OF CHANGE AND DELIVERING BETTER LIVES FOR YOUNG PEOPLE. HERE IS AN INSIGHT INTO THE HISTORY AND FUTURE OF MUSIC AT PCYC.

TREVOR RIPPINGALE

The story of PCYC is the story of diversity, and a story as diverse as the many young people who have participated and grown through their involvement at a local Club. Achieving change at the individual level is what activities and programs in a successful Club set out to achieve. Change for the better, change that builds personality, self-esteem, skills, camaraderie and resilience – and an ability to deal with the more difficult moments that life throws at us.

For many young people, music has been an inspiration and a major part of their involvement in PCYC. It has left behind a rich legacy of achievements and pride for the thousands of young people who participated in musical activities over more than four decades.

One participant, a student of the inner-west of Sydney in the 1940's was Trevor Rippingale, who first attended PCYC Burwood - then the Burwood Police Citizens Boys Club - in 1946 at age 11.

"I was first attracted to the Club because of the organised music there – that, and my friends went there".

At the time, music was the core of the Burwood Club, and in fact, most of the Clubs throughout NSW. The Club also provided a wide range of cultural activities, which

included a substantial library and reading room, a number of choirs, a marching band, an orchestra, a dance band, and ballroom dancing classes.

"Boys were given instruments and taught to play, or sing. Instruments included strings, brass, woodwind and percussion. These were free of charge, and they were encouraged to compete with other Clubs at Annual Eisteddfods, for much-sought-after medals and badges. I still have mine" Trevor said.

At PCYC Burwood, and in many Clubs, tuition was provided by members of the NSW Police Band & Choir, as well as by local civilian volunteers. At Burwood, these included "new" Australians from the Burwood Migrant Hostel.

"These men were very popular with the boys – they often provided fatherly counselling and guidance, and to my memory, they gave of themselves well beyond the basic instructional terms of reference: a wonderful "gift" to a generation of boys".

"In the area of sports, there were a number of kids training at Burwood; we had a few serious ones, some professionals, in boxing, wrestling, and weights, but most were in the bands, or the choirs."





MUSICAL MAESTRO

In 1946, Trevor joined the Drum & Flute Marching Band playing a Bb school flute, subsequently becoming 'Flute Sergeant' of the band. Sgt. Edwards was the band trainer, and boys received instruments and uniforms on loan, until they left the band.

Two years later, Trevor began clarinet instruction under Sgt. Reg Bowers, with an instrument on-loan from the Club and played in the marching band, orchestra, and dance band.

Shortly after, he began saxophone instruction under Mr Franze Vorreter, a volunteer instructor from the Burwood Migrant Hostel.

Like Trevor, many other young people "graduated" from PCYC, and went on to have very successful music careers.

"I'm aware of some well known musicians who received their first training at Burwood and other Police Boys' Clubs. Multi reed players Ray Swinfield and Ray Warleigh from Burwood are now first rank musicians in London. They moved there in the 1950's and work internationally with many different groups. Both are internationally recognised musicians, playing flutes, clarinets and saxophones".

"Ray Swinfield has recorded with many orchestras including his own jazz groups, and on soundtracks for the movies including "The Pink Panther", "Chicago" and "De-lovely". Also Sydney band leader, trombonist, pianist and arranger John Ferguson was with the Leichhardt Police Boys Club Band. I'm sure there are many more"

Trevor remains active in music in many areas. Since 1990, he has been a freelance professional musician and tutors at several Sydney schools, including Sydney College for the Arts. He is active in the dance band circuit, and has played with most leading Australian dance band, jazz and dance ensembles, including Thomas Tyco, James Morrison, Bob Gibson, Errol Buddle, Jim Davidson, Harry

Doyle, Graeme Bell, Ray Price, Bob Barnard, Don Burrows, George Golla and Ed Gaston, as well as leading his own groups.

Currently he is the first tenor sax/clarinet with Phillip Sanchez's "Mell-o-tones Dance Orchestra" which has recorded for the ABC, plays the Sydney Opera House's "New Years Eve Celebration", and leads the "New Wolverine Jazz Orchestra". Trevor has lead this award winning Orchestra on tour throughout Australia, completed six tours of the USA and one UK tour. They have been nominated in the finals of the Australian Entertainment Industry's annual "Mo Awards" four times (1998, 1999, 2000, and 2003) and are the only group to win a US award for musical excellence – The Goldkette Award 2000. They also featured in the annual conventions of the "The International Society of Jazz Record Collectors" (Chicago 1996) and "The American Federation of Jazz Festival Directors" (Iowa USA 1996).

Trevor has played theatre pit and completed studio work for albums, commercials, movie and television sound tracks, and the "Swing into Spring Concert 2003" with the Sydney Symphony Orchestra.

In addition, Trevor leads "Benny's Boys Sextet", prominent at jazz festivals, jazz and licensed clubs and private functions around Australia. They launched two CDs, one of which won through to the final four in the Australian National "Bell" Jazz CD Awards, 2003.



OTHER GROUPS AND ACHIEVEMENTS;

- Lead alto sax & clarinet in John Charles' "Savoy Quintet" (two CDs)
- Baritone sax & clarinet in Errol Buddles "Kings of Swing Big Band"
- Lead sax/clarinet in "The Hot Gossip Jazz Band- Australia's Jazz Ambassadors" (completed five tours of Europe, a Mediterranean Jazz cruise and three CDs)
- Lead sax/clarinet in "The Storyville Jazztet" (completed five tours of Thailand and two CDs)

Trevor maintains an active weekly schedule by leading after school marching band rehearsals Wednesdays and Fridays. On Saturdays he attends orchestra and choir rehearsals, dance band instructions (under Vincent Loponsinski) and Saturday night dance band.



MUSIC TODAY

PCYC is developing a new music initiative with PCYC Battle of the Bands, to foster a state-wide live music competition for young bands and performers. PCYC Battle of the Bands will give young people the opportunity to develop their talents, in the areas of musical ability, presentation and composition of original music.

PCYC is developing plans to conduct an annual state-wide live music competition for young people. This competition will,

- Provide live entertainment
- Give emerging bands an opportunity to perform live
- Enable access to audio engineering, lighting and production and other related technical skills

The PCYC Battle of the Bands will be a substantial and recognised competition, and a tremendous opportunity for young bands to get a taste of the music industry. The competition is being planned for three tiers – a Club competition, progression to a zone final, and ultimately a State Final at the end of the year.

PCYC has a huge opportunity to offer its members something different, and this first step in recognising the importance of music in youth development is the starting point.



SUPPORTERS

FROM INDIVIDUALS BUYING A RAFFLE TICKET, TO ASSISTANCE FROM GOVERNMENT AGENCIES, THE SUPPORT FOR OUR WORK SHOWN THROUGH ANY DONATION, BIG OR SMALL, MEANS MORE RESOURCES FOR OUR WORK WITH YOUNG PEOPLE – THANK YOU!

PAYROLL DEDUCTION COMPANIES

Bright Print

Bright Print is part of a larger communications conglomerate, Bright Print Group, that has built a strong base in Sydney for 40 years. Bill Bright, a retired owner of Bright Print started lending his support at PCYC Cabramatta Club almost 30 years ago. This support continues today with the company's active participation in our payroll deduction scheme. For five years, Sgt Peter Gerrie of the PCYC Community Awareness Unit (CAU) has maintained this relationship with staff and management with outstanding success. This payroll deduction scheme is one of the oldest schemes in Australia and PCYC relies heavily on the generous staff donations.

Further support from Bright Print has enabled the Annual Report 2004 to be produced. By donating the pre-press and offering significant value in quality print and production, Bright Print continues to develop a strong working relationship with PCYC.

We would like to thank this year's payroll supporters, payroll managers and payroll staff from companies such as Bright Print for their continued support and assistance to help our work with young people.

GRANTS AND SPONSORS

Newcastle Permanent Building Society - Help in the Hunter

PCYCs Newcastle, Lake Macquarie and Umina Beach received a funding boost from the recent establishment of the Newcastle Permanent Charitable Foundation.

The Foundation, launched officially by Premier Bob Carr in August 2004, is a major charitable initiative of the Newcastle Permanent Building Society. Newcastle Permanent will provide the Foundation with seed funding of \$20 million over the next five years, and these funds will be used to provide up to \$1 million each year for distribution as grants to community organisations.

PCYC was one of only five organisations to benefit from the initial distribution of funding from the Foundation. PCYCs Lake Macquarie, Newcastle and Umina Beach will share in over \$30,000 in funding to support their work with young offenders and young people at risk in the Central Coast and Hunter regions.



BUSINESS SUPPORTERS

2BS B'Rock Radio Station	Chesterfields	Harvey Norman Superstore Broadway	Pacific Seafood	Sports Power Goulburn
26N Radio	Children's Funtime Promotions	Harvey Norman Wellington	Paddy McGuire's Pub	Sports Power Gunnedah
4Wheel Tours R Us	City of Sydney Council	Hays Hardware	Parkes Cellars	Sports Power Salamander Bay
Abseiling Adventures	City Tattersalls Club	Highland Glass	Parkes Chemist	Sportsman's Warehouse
Access Security Bankstown	Cliff Wright Motors	Highway Performance Bikes	Parkes Handisteel	Spotlight Bathurst
Alexandria Park Community School	Club House Hotel	Hillsong Church & Hillsong Emerge	Parkes Leagues Club	St George Bank Bankstown
All Glass & Glazing	Col Fletcher Ford	Hornsby & District Chamber of Commerce and Industry	Parkes Mensland	St George Foundation
Allen's First Aid	Computers on the Bay	Hudson's Penrith	Parkes Mines	Struddy's Sports Moree
Allphones Hornsby (Greg Dy)	Country Energy	Hunter Valley Rubber	Parkes Village Meats	Supacenta Pty Ltd
Ambulance Service of NSW	Craig Baumann – Mayor of Port Stephens	IGA Supermarket Greenwood Plaza	Pedemonts Removals	Surcus – Sydney Uni Juggling Club
Annandale Printing	Crazy Jim's Mitre 10	Jack Morton Worldwide	Peter O'Brien Pest Control	Swan Security
Anne Jones & Associates	Creaghe Lisle Solicitors	Jason Byrne	Pizza Hut Parkes	Target Wellington
Antoinette Abou Rizk	Cusack Butchers	JB HiFi Bankstown	Port Stephens West Ward Councillors	Taylor Home Décor
Apps Automotive	D & J Rural Wellington	JJ Richards & Sons	Prime Television – Wagga	The Armidale Express
Arcadia University	Dairy Farmers	John Craig	Probation and Parole Service – Newtown and City office	The Armidale Independent
Armidale Ex-Services Club	Damms Discount Store	John Deere	Radio 2AD & FM 100.3	The Flower Shop
Armidale Wholesale Fruit Market	Danson's Kitchens	John Winning and Winnings Appliances	Radio 2PK	The Hornsby Advocate
Armidale/Dumaresq Council	David and Tracy Waters	Judy Hopwood MP	Radio 2WG/FM93	The Meating Place
Armstrong Legal Solicitors	David Walker Electrician	Keirles Pharmacy	Reading Cinemas	The One Stop Rescue Shop
Ascham School (Fiona Junior School)	Dawson's Dolphin Cruises	Kennard's Hire Goulburn	Red Barron Motorcycles	The Reject Shop Bathurst
Australian Navy	Department of Juvenile Justice	KFC Gunnedah	Red Lea Chickens	The Rimbolin Restaurant
Bakers Delight Bathurst	Department of Tourism, Sport & Recreation	Kimbells Bakery	Redfern Aboriginal Corporation	The Warehouse Mt Druitt
Bakers Delight Shellharbour	Disability Services Australia	Kirkwood's Produce	Repco Wellington	The Warehouse Parkes
Bankstown City Credit Union	Durham on George Takeaway	Kirribilli Ex Services Club	Retravision Singleton	The Warehouse Warwick Farm
Bathurst Traffic Service	Elaine Smaller and Southern Steel	Kitch & Sons Wellington	Riley's Restaurant	The Warehouse Wellington
Bayview Seafoods	Fantasy Donuts Marketplace	Korean Society Campsie	Riverina Australian Football Club	TLC Pet Grooming Parlour
Belmore Bowling Club	First Church of Christ Scientists	Life Fitness Australia Pty Ltd	RJA Holdings Pty Ltd	Trunk's Gourmet Meats
Betta Electrical Singleton	Food Works	Lithgow Valley Water	Robertson Spring Water	Unedit First Aid Supplies
Big W Parkes	Foxy Advertising	LJ Hooker Wellington	Robyn Read	Valley Dingo Hire
BigAir Broadband Internet Service Providers	Frank Dutton Mechanical	Loftus Pies	Rooty Hill RSL	Valley Signworks
Blowes Menswear Dubbo	Frank Spice	Lowes Dubbo	Roy Lees & Sons	Video Ezy Gunnedah
Blue Circle Southern	Fresenius Medical Care	Macquarie Fertilizers	Royal Hotel Singleton	Video Ezy Shellharbour
Blue Ribbon Meats	Fresh Start Bakeries Warwick Farm	McDonald's Moree	RTA	Video Ezy Wellington
Blue Water Stainless	G & J Blackshaw	McDonalds Gunnedah	Samoan Central	Violence Prevention Award Trust
Bluescope Steel	Gap Communications	McDonalds Salamander Bay	Schefenacker Lighting	VISTA – Victims of Crime Assistance line
Bob Baldwin – Member for Patterson	Garden Court Motel	Michael Leather	Sergeants Pies	Volunteering Illawarra
Bonnyrigg Plaza	Gavin Cowen Property Brokers	Microsoft	Shellharbour City Council	Wagga RSL Club
Brain Injury Association of NSW	Geissler Motors	Midcoast Water	Shellharbour Workers Club	Wagga Wagga City Council
Broderick Motors	Geoff Nichols Engine Reconditioners	Mike's Auto Spares	Sign Craftsman	Wagga Wagga Marketplace
Brosman Golf	GG Spot Saddlery	Mission Australia	Silva Games	Waitara Rotary
Brumby's Armidale	Gloria Chocolates	Moree Plains Shire Council	Singleton 4WD	Wayne Teagle
Bryant's Butchers	GMC	Moree Services Club	Singleton Auto Electrical	Wellington Golf Club
Bunning's Artarmon	GMC Wellington	Mr Darrell Gibson	Singleton Motorcycles	Wellington Newsagency
Bunning's Nelson Bay	Goninan and Co	Mrs Beetson's Butchery	Singleton Radiator Services	Wellington Pet Barn
Bunning's Warehouse Minchinbury	Gonski Foundation	MTC Work Solutions Belmore	Singleton Shoe Repairs	Wellington Pet Shop
Bunning's Warehouse Wagga Wagga	Good Guys Blacktown	Murrumbidgee Dairy Products	Sisters of Charity	Wellington Subway
Burkes Transport	Good Guys Prospect	Myers Dubbo	Smith's Smash Repairs	Wesley Uniting Employment
Bushes Meats	Goron Rugby Union Football Club	National Hire Windang	Soldiers Point Bowling Club	Western Clutch Service
Business Requisites	Goulburn Locksmithing	Nelson Bay RSL	Soul Pattison Chemist	Westfield Liverpool
Buttercup Bakery	Goulburn Mulwaree Council	Neville Trainer	South Bathurst Butchers	Westfield Mt Druitt
Café de Flowers	Goulburn Wool Scour	North Sydney Anzac Memorial Club	South City Shopping Centre	Wilcox Butchers
Caledonian Hotel Singleton	Goulburn Workers Club	North Sydney Gymnastics Club	South Moree Butchery	Wilson Discount Bikes
Caliburn Partnership	Grand Hotel	NRMA Community Grants and NRMA Technical Unit	South Sydney Rotary Club	Wilson's Plumbing
Campsie LAC	Grange Securities	Nyman Gibson Stewart Lawyers	South Sydney Youth Services	Windang Bowling Club
Campsie RSL	Gwydir Computers	Onsite Computers	Southern Area Health	Wingham Beef Exports
Carina Computers	Harris Bus Lines	Outtera Pty Ltd	Southern Ford	Wollongong City Employment and Training
Central West Optics	Harvey Norman Blacktown	OzHarvest	Southern Highlands Foods	Woolloomooloo Bay Hotel
			Southern Meats	Woolworth's Parkes
			Spargo's Wellington	Yellow Pages – Sensis
			Sports Power Dubbo	

ORGANISATION +

PCYC HAS AGAIN MET ALL ITS CRUCIAL ORGANISATIONAL GOALS IN 2004 AND ACHIEVED SIGNIFICANT PROGRESS TOWARDS GOALS SET FOR THE PERIOD 2004-2006. THIS YEAR'S REPORT OUTLINES ACTIVITIES AND OUTCOMES AGAINST THE KEY PRIORITIES IDENTIFIED AS IN THE LAST YEAR'S ANNUAL REPORT.

COMMITMENT + DYNAMISM

PCYC's area of expertise – juvenile crime reduction

As part of the current three year mission and strategy direction, a primary area of PCYC expertise – juvenile crime prevention and reduction – was subjected to external review. An independent researcher undertook a review of data for crime reduction and compared the outcomes of 'targeted programming' approach of officers within the PYC&CSG (Police Youth Club & Community Support Group) with general criminal offence data.

The outcomes confirmed that not only were PYC&CSG (Police Youth Club & Community Support Group) Officers working with the toughest young offenders, they were achieving, as their reports had suggested, significant reduction in offences by the group under their care. The report also provided insight for PCYC into the possible further development of the Targeted Programming approach to tackle long-term behaviour change in some of the more challenging young offenders. The Commander of PYC&CSG established a working party to consider the reports implications, with proposed Programming changes to be finalised and implemented in 2005.

PCYC's infrastructure

2004 saw a significant review of both facilities and organisational infrastructure, including:

- significant expenditure in development of the new Club at Kempsey, with construction completed during the year, and ongoing planning for a new Club at Bourke;
- ongoing planning for major upgrade of facilities at Maitland, Dubbo, Tweed Heads, and continued exploration of development options for total rebuilding of the Burwood, Hornsby and Parramatta Clubs;
- a review of major building and maintenance needs in all Clubs and the allocation of Advancement Fund resources to begin a program to address these needs, with this program expected to lower PCYC's insurance costs in 2005;

- the implementation of risk and safety planning and activity reviews, and the continued review and gradual roll-out of organisational policies to promote child protection, including the introduction of state wide web and email control and monitoring to ensure the safety of young users of computers in our Clubs;
- continued work to create a PCYC intranet that will allow the easy communication of policies to Clubs and the provision of reports against a set of agreed performance indicators;
- adoption and implementation of a revised policy clarifying the structure and role of Club advisory committees, focusing in particular in involving local community members in advice about the needs of local young people, in attracting and developing volunteers, in the work of fundraising, and in advocacy for their local Club.

Marketing & Fundraising

A trial of a telemarketing raffle in 2003 proved so successful that PCYC has adopted this tool as a core element of its marketing and fundraising program. An additional \$400,000 (approximate net result) was raised for the movement, with net income for 2005 projected to increase to \$600,000. The raffle provides a very cost effective means of bringing PCYC's work to the attention of the community and reflects strong and ongoing community support, as does continued growth in payroll deduction donations by individuals in response to presentations by Police Officers working in the PCYC Community Awareness Unit.

FINANCE





Introduction of Club Managers

Following the acceptance of recommendations from the trial of civilian managers in Clubs in 2003, the NSW Minister for Police, the Hon John Watkins MP, announced in June 2004 the Government's decision to provide funding for Managers across PCYC's Clubs. This important resource injection by the State Government will free over 100 Police Officers from management tasks to focus on work with 'at risk' young people. The \$3 million funding decision reflects the strong interest of the State Government in juvenile crime prevention and its support for the leadership PCYC provides in this work across the State.

Staff Development

As part of the change program to introduce new managers into PCYC and free Police Officers for work with young people, specialist management training was provided, in partnership with the NSW Institute of Administration, for Police Zone Commanders and Zone Sergeants. The training covered assessment of financial and organisational performance and human resource management skills.

The annual investment in programming training provided by the NSW Department of Sport and Recreation again provided a week's intensive work-shops for Police Officers working directly in sporting activities involving 'at risk' young people.

Youth Leadership Development

The inaugural State Youth Forum completed its two-year term in 2004. The work of this talented and committed group of young people included a set of recommendations for a permanent youth leadership program and ongoing involvement of young people in the decision making of PCYC. The outgoing Youth Forum members completed their term with participation in discussions about strategic direction at the annual State Conference and in a training camp that provided them with coaching and safety skills. The recommendations of the Youth Forum will be taken into the planning of the next stage of youth leadership program development in 2005.

Financial Resources

Improved management of State Office costs was the primary goal of the State Office management team in 2004. The operating deficit for State Office was reduced significantly and a better-than-budget outcome was achieved. A target has been set for 2005 that would see State Office 'break even', which would see the approximate \$2 million dollar operating deficit in 2002 eliminated over the subsequent three years. Tight control of operating costs and a more effective contribution to costs from Clubs (with this contribution more than covered by additional fundraising income provided to Clubs by State Office), account for the success in lowering the deficit.

The new incoming Club Managers have been and will be provided with Club financial targets in 2005 and 2006 designed to build sustainability into Club operation over the next two years. Whilst Clubs just fell short of budget as a group in 2004, it is expected that budget performance will improve in 2005 as changed management frameworks are consolidated.

The major impact on the overall finances of PCYC was continued capital expenditure from the PCYC Advancement Fund to address Club upgrade needs and to complete the building of the Kempsey Club. Total expenditure on the Kempsey project amounted to \$1.7 million. Major Club upgrade expenditure included \$200,000 for the Mt Druitt/Bidwill Club and \$89,000 for the St George Club.

Excluding Advancement Fund expenditure, and depreciation, PCYC was over \$500,000 cash positive and just under budget for the year.

Board Appointments

Seven Members of the PCYC Board are appointed by the Minister for Police. The two-year term of the appointed Members was completed in mid 2004 and new appointments for a further two-year were announced by the Minister. Mr Nicholas Moore was again appointed as Chairman. PCYC acknowledges the contribution of outgoing Board Members Mr Warren Mundine, Ms Melinda-Gainsford Taylor, Supt Frank Hansen APM, and Deputy Commissioner Andrew Scipione. New Board Members appointed were Ms Cheryl Battaerd, Mr Malcolm Cochrane, Ms Arlene Tansey and Assistant Commissioner Mark Goodwin. The resignation from the Board of a long-serving elected Member, Mr Graeme Hapgood, led to the appointment of Ms Diane Scobie to fill the vacancy for the remainder of Mr Hapgood's term.

The terms of the current appointed members and the current elected members are completed in mid 2006.

Key Priorities for 2005

Consistent with the goals set for 2004-2006 as part of the 2003-2004 planning process, priorities for 2005 include:

- Identification and recognition of best practice Police programs within PCYC
- Finalisation and implementation of changes to the Police Targeted Programming approach
- Introduction of development programs for volunteers and staff, especially in regard to safety issues
- Completion and consolidation of the introduction of Managers for Clubs
- Ongoing Club upgrade work and planning
- Implementation of a revised youth leadership program
- Establishment of the PCYC intranet and monthly reporting against performance indicators
- Promotion of new sporting initiatives and inter-Club events
- Continued cost control, improved Club budget performance and increased fundraising to support Clubs to meet increased activity and operation costs





PROFIT AND LOSS

INCOME & EXPENDITURE STATEMENT AS AT 31 DECEMBER 2004

	NOTES	2003 \$000's	2004 \$000's
Income			
Fundraising and Donations (includes Housie operations)	1	6757	10458
Fees and Sale of Goods		4809	5165
Government Grants	2	1539	3937
Other Income	3	5682	1799
TOTAL INCOME		18787	21359
Expenditure			
Fundraising Expenses (includes Housie operations)	4	3177	6029
Activity and Trading Expenses		2149	2155
Clubs Staff, Office and Administration	5	6009	9277
State Office Staff, Office and Administration		3068	2878
Depreciation		3822	3458
Vehicles Repairs / Maintenance	6	3853	2074
Other Expenses		59	334
TOTAL EXPENSES		22137	26205
SURPLUS / (DEFICIT)		(3350)	(4846)

BALANCE SHEET SUMMARY

Current Assets	23829	21874
Non Current Assets	56347	55088
Total Assets	80176	76962
Current Liabilities	3870	5452
Non Current Liabilities	146	196
Total Liabilities	4016	5648
Members Equity	76160	71314

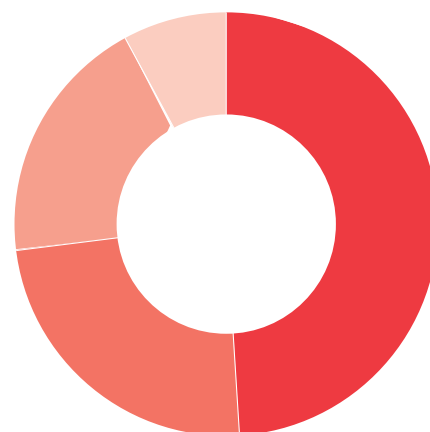
NOTES

1. 2004 INCLUDES FIRST YEAR FOR TELEMARKETING CAMPAIGN
2. STATE GOVERNMENT FUNDING FOR CLUBS RESOURCING INITIATIVES - CIVILIAN MANAGERS
3. SURPLUS FROM SALE OF ASSETS IN 2003
4. 2004 COSTS ASSOCIATED WITH TELEMARKETING, RESEARCH AND EDUCATION CAMPAIGN
5. MAIN COST IN 2004 ASSOCIATED WITH CLUBS RESOURCING INITIATIVES INTRODUCED IN 2003
6. 2003 MAIN COSTS RELATE TO CLUB UPGRADE/ REFURBISHMENT PROGRAM

PCYC AT A GLANCE

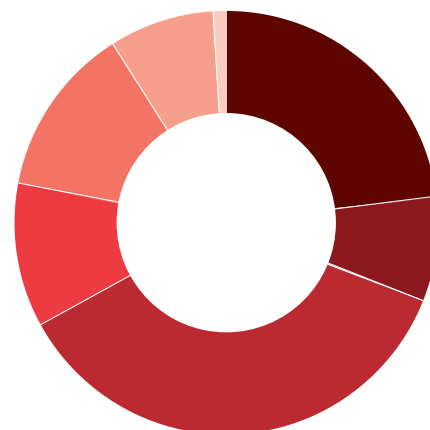
2004 INCOME – SOURCES OF REVENUE

- Fundraising and Donations 49%
- Fees and Sale of Goods 24%
- Government Grants 19%
- Other Income 8%



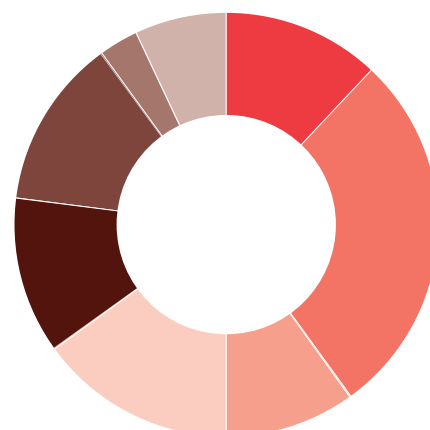
2004 EXPENDITURE

- Fundraising expenses 23%
- Activity and Trading 8%
- Clubs Staff, Office and Administration 36%
- State Office Staff, Office and Administration 11%
- Depreciation 13%
- Vehicles and Repairs / Maintenance 8%
- Other Expenses 1%



2004 MEMBERSHIP BREAKDOWN

Age	Male	Female
Under 10	12%	12%
10-17 Years	28%	13%
18-25 Years	10%	3%
Over 25	15%	8%
Totals	65%	35%



BOARD OF DIRECTORS

NICHOLAS MOORE (CHAIRMAN)

Nicholas is head of Macquarie Bank's Investment Banking Group. He is particularly involved in the development of the Group's infrastructure division which is one of the world's largest financial advisors and owners of major infrastructure assets including roads, airports, power stations, schools, hospitals and transmission assets.

ALLAN BACKHOUSE

A PCYC Board Member for 9 years, Allan has over 22 years association with PCYC. He has been involved with PCYC Dubbo as a volunteer and Life Governor, and has been President since 1993.

MARK COYNE

Mark is Operations Manager for Workers compensation insurer, Suncorp. He is a former Australian and Queensland Rugby League Player and played over 200 games for St George Dragons. He was appointed to the PCYC Board in March 2003.

MALCOLM COCHRANE

Malcolm is the Aboriginal Liaison Officer for the Public Service Association, a position he has held since January, 2001. Prior to that Malcolm was a Police Officer with the NSW Police Service for approximately 18 years. Malcolm played rugby league with Manly Warringah for some ten years representing both city and country and was appointed to the PCYC Board in June 2004.

CHERYL BATTARD

Cheryl is the State Co-ordinator of the Federal Government's new Active After-school Communities program. Over the past fifteen years, Cheryl has held board and council positions with university, state, national and international sporting organisations. She was the long term executive director of the Illawarra Academy of Sport and currently is a member of the NSW Tourism, Sport and Recreation Advisory Council.

GLENN STEWART

Glenn is currently the President of PCYC South Sydney, and has worked as a volunteer maintaining the Club's computer resources. An IT Analyst, Glenn is serving his ninth year as an elected PCYC Director.

IAN (IKE) ELLIS, APM

Ike is a former NSW Police Region Commander Georges River. He is currently Director of Safety and Security at the Department of Education and Training.

MARK GOODWIN

Assistant Commissioner Mark Goodwin is the current Commander of Inner Metropolitan Region. He has a lengthy career involving 17 years as a detective, Commander of Special Services Group, Operations Support Command which incorporates Crime Management Faculty, PYC & CSG and Local Area Commander of both Bankstown and Redfern.

DIANE SCOBIE

Diane has been involved with the Committee at Port Stephen's PCYC since moving to the area in 2002. She is Vice President of the Advisory Committee. Diane has worked in the secondary education arena for more than three decades with more than ten years as a secondary high school principal.

ARLENE TANSEY

Arlene is Head of Manufacturing at ANZ Bank, Institutional Financial Services. Arlene has worked in the finance industry in various roles including Corporate Finance, Project Finance and Institutional Banking.

ERROL WHITELEY

Errol is a Senior Financial Planner with National Australia Bank, now serving his fifth year as an elected PCYC Director. With PCYC Blacktown since 1973, he has held positions including instructor, Club Council member, Vice President and is currently President.

CEO + COMMANDER

CHRIS GARDINER (CHIEF EXECUTIVE OFFICER)

Chris was appointed to lead PCYC in September in 2002. He has held senior leadership roles in non-government organisations in community development, aged care, hospital and community health services. Chris has qualifications in political science and professional ethics.

SUPT DAVID SHORROCKS (PCYC COMMANDER)

Superintendent Shorrocks is the Commander PYC & CSG which encompasses PCYC, Blue Light unit and the Police Band. Prior to taking up this position in July 2002, he was a Task Force Commander in Organised Crime and Major Drug investigations. He is involved in the sport of netball at a national and international level.

CONTACT US

STATE OFFICE

1a Cleary Avenue, Belmore NSW 2192

Postal Address: PO Box 316, Belmore NSW 2192

Phone: (02) 9740 4777

Fax: (02) 9740 3055

Email: info@pcycnsw.org.au

Web: www.pcycnsw.org.au

STATE OFFICE + EXECUTIVE

PCYC COMPANY STATE OFFICE

Chris Gardiner	Chief Executive Officer
Kiran Narsey	General Manager – Finance & Administration
Gordon Allen	General Manager – Clubs
Julie Vaughan	General Manager – Clubs
Cathy Kempe	Program Manager
Jonathan Simnett	Facilities Manager
Hock Ong	Internal Auditor
Anne Wachmer	Human Resources Manager
Rachel Collins	Human Resources Manager
Reg Woodleigh	Development Manager
Cathryn Baker	Corporate Development Manager
Carole Steele	Company Secretary & Administration Manager
David Scullion	IT Manager
Samantha Connor	Manager – Sports & Arts
Yvette Audet	Policy & Planning Manager
Gina McGrath	Marketing Officer
Sue Nakad	Accountant
Jenny Hyland	Payroll Officer
Linda Helbers	Payroll Officer
Rachel Povey	Executive Assistant to CEO
Debbie Stevens	Development Assistant
Andreja Grant	Reception & Administrative Support
Lisa English	Reception & Administrative Support

PCYC COMMAND STATE OFFICE

Supt David Shorrocks	Commander, Police Youth Clubs & Community Support Groups
Inspector Paul Macmillan	State Coordinator
Rose Yazbek	Specialist Area Manager
Sgt Peter Gerrie	Leader - Community Awareness Unit (CAU)
Sen. Sgt Peter Borg	Ancillary Zone Commander
Sgt Paul Hardy	Research & Education Officer
S/C Bobby Fitton	Systems Coordinator
S/C Leigh Davy	CAU Officer
S/C Magdi Tadros	CAU Officer
Nagaveni Badethalav	Roster Officer
Lidia Grasso	Accounts & Miscellaneous Clerk (Police)

ZONE COMMANDERS

Sen. Sgt Ed Beazley	Hunter Zone
Sen. Sgt John Chaplin	Western Zone
Sen. Sgt David Cook	Riverina Zone
Sen. Sgt Rob Stark	Inner Metro Zone
Sen. Sgt Kerry Pratt	Metro West Zone
Sen. Sgt Samantha Grenside	Southern Zone
Sen. Sgt Tony Jordon	Northern Zone
Acting Sen. Sgt Wayne Taylor	Relief Western Zone
Acting Sen. Sgt Michael Ward	Relief Southern Zone

PCYC CLUBS

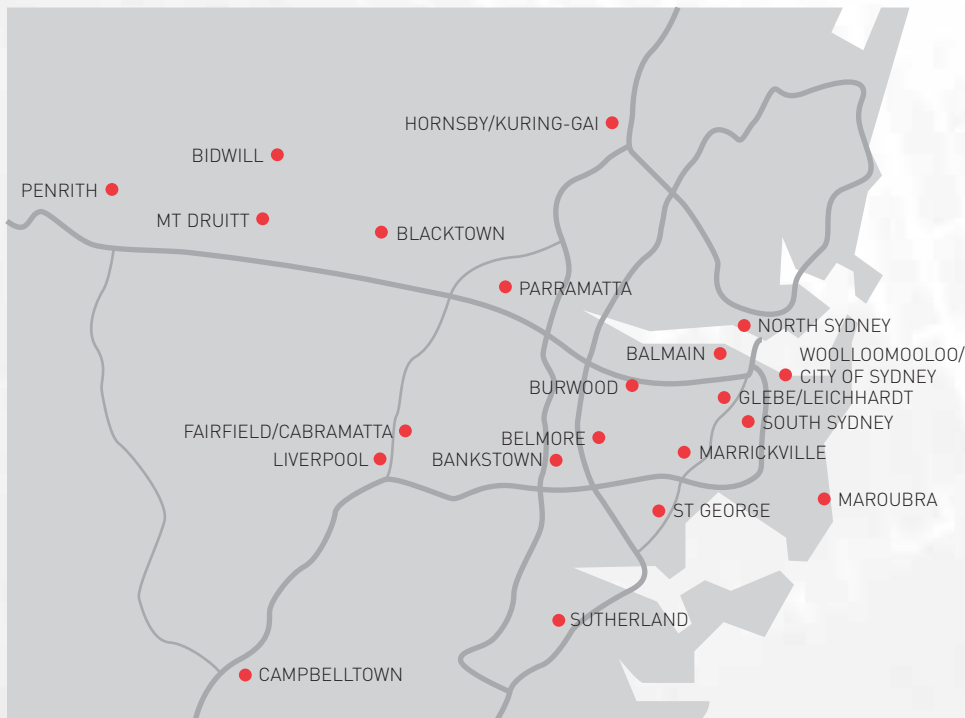
METROPOLITAN

Balmain	9810 2234
Bankstown	9796 1287
Belmore	9759 4934
Bidwill	9628 2133
Blacktown	9622 3470
Burwood	9744 0136
Campbelltown	9603 8229
Fairfield/Cabramatta	9727 8908
Glebe/Leichhardt	9660 2557
Hornsby/Ku-ring-gai	9477 2310
Liverpool	9608 6999
Maroubra	9314 2536
Marrickville	9559 7833
Mt Druitt	9628 2628
North Sydney	9955 2944
Parramatta	9635 8242
Penrith	4732 1755
St George	9567 0408
South Sydney	9319 4240
Sutherland	9521 5690
Woolloomooloo/ City of Sydney	9360 5835

REGIONAL

Albury	6021 7437
Armidale	6772 1023
Bathurst	6331 2191
Broken Hill	(08) 8087 3723
Bulli	42843878
Cessnock	4991 1407
Coffs Harbour	6651 9961
Cowra	6341 2035
Dubbo	6882 3273
Goulburn	4822 2133
Griffith	6964 2004
Gunnedah	6742 1586
Kempsey	6562 8399
Lake Illawarra	4296 4448
Lake Macquarie	4948 6622
Lismore	6621 6276
Lithgow	6351 2510
Maitland	4934 7122
Moree	6752 3741
Mudgee	6372 1367
Muswellbrook	6541 1434
Newcastle	4961 4493
Orange	6362 1914
Parkes	6862 3825
Port Macquarie	6584 3712
Port Stephens	4981 3099
Shoalhaven	4421 8588
Singleton	6572 1653
Tamworth	6766 5009
Taree	6551 0292
Twin Towns	(07) 5599 1714
Umina Beach	4344 7851
Wagga Wagga	6921 5873
Wellington	6845 2590
Wollongong	4229 4418
Young	6382 5392

METROPOLITAN (SYDNEY)



REGIONAL



ACKNOWLEDGMENTS

PRODUCED BY

Police & Community Youth Clubs
NSW Ltd ABN 89 401 152 271

PHOTOGRAPHY

Our thanks go to the young people and all participants in the photography and production of this report.

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MAJOR PARTNER

NSW POLICE

MAJOR SUPPORTERS

NSW DEPARTMENT OF TOURISM, SPORT & RECREATION

MACQUARIE BANK

