



2003

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HIGHLIGHTS

33,000 members active in sporting, arts, life-skill and general recreation activities across 57 clubs

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

504 young people, at the attention of the judicial system, referred to PCYC, bringing to 1,209 the number involved in targeted programs since 2001

61 Juvenile Crime 'Hot Spots' targeted, involving 362 interventions by PCYC Police

7,900+ Police Operation actions undertaken, with over 200,000 people involved with Police community policing programs

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

Opening of a major new Club at Marrickville, in Sydney's inner west, in partnership with Marrickville Council

WELCOME

GIVING YOUNG PEOPLE EVERY CHANCE IN LIFE

Most Australians over the age of 25 are familiar with the PCYC story. The original Police Boys' Clubs were established to help disadvantaged and 'at risk' young boys and teenagers. Club activities and programs were designed to help these boys and young men construct, or reconstruct, positive, responsible lives. The commitment to young lives lived well saw a 'movement' develop in the 40s, 50s and 60s with new Clubs established in communities across the state. The network of community based clubs became known as the Police Citizens Youth Clubs. Today there are 57 Police and Community Youth Clubs (PCYC) across NSW, and there are sister organizations across Australia.

2003 was another important year in the continuing evolution of PCYC. Of course, tens of thousands of young children and teenagers participated in sporting, cultural and community activities at local Clubs. But more importantly, PCYC began a process of Movement renewal to position it for the next decade of service to young people.

The key achievements and decisions in 2003 are outlined in this report, but we note in particular:

1. Recognition for Police Officers working in PCYCs, through a series of national awards, for their youth oriented crime prevention programs (see page 34);
2. A successful stakeholder consultation process that has set strategic direction for the next three years, with the input from a state-wide PCYC Youth Forum one of the most exciting aspects in this process of strategic planning (see page 8);
3. In-principle allocations of funds to assist Clubs with upgrades and redevelopment of approximately \$20 million (see page 49), one of the largest investments in infrastructure for youth in Australia in recent times;
4. The successful implementation of a trial of civilian management support to Clubs (see page 46). This important initiative by the NSW Government is designed to better resource direct work with young people by Police Officers in PCYCs.

The theme to emerge from the Movement consultation process in 2003 was 'Giving young people every chance in life'. We believe 2003 has been crucial to further empowering our Clubs to continue this mission. We commend the report to you, and take the opportunity to thank all the volunteers, supporters, civilian and Police staff, and young people who contributed to another important chapter in PCYC history.



NICHOLAS MOORE
Chairman of the Board



DAVID SHORROCKS
PCYC Commander



CHRIS GARDINER
Chief Executive Officer



“ 2003... PCYC BEGAN A PROCESS
OF MOVEMENT RENEWAL TO POSITION
THE ORGANISATION FOR THE NEXT DECADE
OF SERVICE TO YOUNG PEOPLE ”

MISSION



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.



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

PCYC is a registered charity. NSW Police provide police staff in every Club, while all other costs for running youth activities are met through generous community support.

ACHIEVEMENTS –

MAJOR NEW FACILITIES, INITIATIVES IN YOUTH LEADERSHIP DEVELOPMENT; FROM BUILDING BREAKDANCE AND A REWARDING ROCK EISTEDDFOD TO NEW RELATIONS WITH SCOUTS AND YOUNG ACHIEVEMENT AUSTRALIA — INNOVATION AND ACHIEVEMENT IN 2003 SHOW WHY PCYC IS AUSTRALIA'S MOST DYNAMIC YOUTH ORGANISATION

PCYC MARRICKVILLE OPENING

State-of-the-art sports and recreational facility

On 19 October 2003, the Hon. Dr Andrew Refshauge MP, Deputy Premier and local Member for Marrickville, opened the new PCYC Marrickville, in the Debbie & Abbie Borgia Recreation Centre in the multicultural heart of Sydney's inner west.

Built by Marrickville Council, the new facility and club is a \$5 million state-of-the-art indoor sports and recreation centre, the first of its kind in the area. It was designed as a modern, environmentally sustainable structure, sensitive to the heritage of the site, nearby buildings, the nearby river and surrounding parkland.

It is a multi-use complex that aims to meet the ongoing recreation and social needs of residents in Marrickville and surrounding districts. Spearheaded by Marrickville Council, a process of research and consultation identified a clear need for indoor sports, community meeting and activity spaces, and after-school recreation activities for young people.

The centre itself was named by Marrickville Council after Debbie and Abbie Borgia, community members and sports participants, who died in the Bali bombing.

The centre features three multi-purpose courts for basketball, netball, indoor soccer, volleyball or badminton; a modern café with indoor and outdoor seating; a multi purpose hall for Scouts and Air League activities, martial arts, music groups, dance parties, bands, movies and public meetings.

PCYC TAMWORTH YOUTH CENTRE OPENS

A model for future community partnerships

Following a traditional welcome and dance performance by students from Tamworth High's Ynarrwadjiin (Black Girl White Girl) group, the Minister for Police, the Hon. John Watkins MP, opened the new PCYC Tamworth 'Youth Centre'.

A project of Tamworth City Council and PCYC Tamworth, and part-funded by the Commonwealth Department of Transport & Regional Services, the centre is a state-of-the-art youth space, comprising a dance and stage area, pool tables, and relaxation space. In his speech, the Minister indicated strong support for the work of PCYC, and the young people of Tamworth.

Among the audience were a range of local young people, including students from Tamworth High and Oxley High Schools, Mayor James Treloar and representatives of Tamworth City Council, local businesses, non-government services, and local Police and community representatives.

The centre is already attracting over 60 young people a day, and with the support of Tamworth City Council, who provide two youth workers, the centre presents both an exciting and progressive model for future community partnerships.



H INITIATIVES



S/C BELINDA LAWLER, SAM CONNOR (MANAGER) AND PLAYERS ENJOY THE NEW NETBALL FACILITIES AT PCYC MARRICKVILLE

YOUTH LEADERSHIP

Involving young people in decision making

It is a fundamental right of all people to have a say in things that directly affect them. This right extends to children and young people. The United Nations Convention on the Rights of the Child (Article 12) states that "Children have the right to express their views freely in all matters that affect them and their views must be given due weight."

In 2003 PCYC NSW made a start in developing a systematic approach to involving young people in the decision making processes of our organisation.

38 young people, representing PCYC membership from across NSW, were nominated by their Clubs as inaugural PCYC State Youth Delegates. They participated in a Youth Development Camp at Broken Bay Sport and Recreation Centre in September 2003, and joined PCYC Club Presidents, staff, Police Officers and State Executive to make important decisions concerning the future of the PCYC organisation at a State Consultation held at the NSW Police College, Goulburn in November 2003.

The PCYC Board has accepted recommendations from the Youth Forum to appoint young people to the Forum for 2-year terms and to have the Forum send representatives to meetings of the Board.

State Youth Delegates Stephen Crich from PCYC Burwood and Kristy Murphy from PCYC Blacktown joined State Office staff Chris Gardiner and Cathy Kempe at the Plan Australia 'Children as Partners' Youth Participation Conference held in Melbourne in November 2003.

In their own words...

Finding our voice – Stephen Crich (19), PCYC Burwood

What does it mean to me to be a State Youth Delegate?

Unfortunately I cannot just sum it up in one sentence and say, "It was really good", as it is not that easy to do. Though I can say that it really does mean a lot to me, as it puts me in a position where I can be looked upon as a mentor, where people can ask me for my advice, my opinions, and my thoughts on certain topics or situations that might be troubling them, as they feel more comfortable talking to someone that they can relate to. And it also puts me in the position to be able to analyse needs and set objectives, and also the opportunity to design and implement activities for other young people.

During my time as a State Youth Delegate I have learnt quite a bit, however I didn't actually realise this at the time. It wasn't until I actually went home, back to normal life, that things really started to sink in.

When you do start to have a closer look at all the advice, information and great services available to you, you start to realise how many choices and opportunities you have.

It's only when you look for something that you can do that you realise how much there is for you to do and how much power and responsibility a person of our age and stature can actually have on and in our society when effectively utilised.

Young people aged between 12 and 24 years constitute approximately 17% of the NSW population. That is a large portion of the population who deserve to have a voice. It is here where we have a remarkable opportunity to work as a team and turn the soft voice of today's young people into a booming roar.

If utilised completely, we together as adults and youths, can shape the path of the future, not just that of PCYC but much, much more.

Stephen is pictured at right.



A great experience – Kristy Murphy (18), PCYC Blacktown

All PCYC's from across the state were invited to select one boy and one girl who were dedicated to their Club to represent them as a Youth Delegate – I was lucky enough to be selected.

We went on a camp to Broken Bay and were put into mixed groups of city and country so we could find out all the different perspectives on our own PCYC's. We got to participate in many activities including drama, short film production, adventure challenge, team games and high ropes. These all got us working as a team and we all had a really good time and made lots of new friends.

Not long after camp I received a letter giving one girl and one boy the opportunity to attend the 'Children as Partners' Conference in Melbourne. We were asked to write a short letter saying why we should be the one to attend the Conference. At the Conference I learnt many new things and it was a great experience.

Kristy is pictured below.





YOUNG ACHIEVEMENT AUSTRALIA

New Business Skills program

In 2003 PCYC worked with two student 'companies' as part of the Young Achievement Australia (YAA) Business Skills program. The entry from PCYC Parkes was a student company called 'We Need A Buya'. The second entry were a group of students, all young women from PCYC Burwood, Bankstown and Belmore, who formed 'Empiya Enterprises'.

Through the program, young participants learned the highs and lows of small business management. Supported by PCYC mentors, they experienced all stages of a concentrated business cycle including:

1. Selling shares to raise capital
2. Establishing the company with an organisational structure
3. Electing an executive management team
4. Researching, designing and producing goods or services to fill a profitable market niche in the community
5. Planning and implementing systems in key management areas such as finance, manufacturing, human resources, marketing and then preparing a Business Plan and Annual Report
6. Liquidating and paying dividends to shareholders at the completion of the program



PCYC Bankstown, Belmore, Burwood – Marketing geniuses

PCYC Bankstown, Belmore and Burwood joined forces to enter the YAA Program 2003. The participating students, all Year 10 girls from local high schools, founded a student company 'Empiya Enterprises'.

The students took 'Empiya' to the Annual Virgin Mobile Trade Fair at Sydney's Fox Studios where they displayed and sold lip gloss and body butter in a range of flavours and aromas. Empiya Enterprises competed with more than 50 other student companies from across NSW and won first prize as best student company in the Marketing category.

(The team is pictured below left. Above, on behalf of the team, is Laura Cupples, receiving the prize from Mr Tony Stewart MP, State Member for Bankstown).

All the participating students were highly motivated and hardworking, giving up much of their spare time.

The YAA program, funded by an M5 Tollways grant, proved an excellent hands-on method for teaching practical, real-life business skills to students.

PCYC Parkes – Regional Company of the Year

A YAA group mentored at PCYC Parkes won a string of awards for their product, 'Ken Barbies Mate'. The group, 'We Need A Buya', won awards including Best Retail and Most Innovative Product, together with the prestigious Central West Orana 'Company of the Year' award. The group was made up of Year 10 and 11 students.

'Ken Barbies Mate' is a BBQ tool kit, full of all the essential items for a great BBQ, such as tongs, apron, spatula, cleaner, plastic plates, cups and cutlery – all packaged in a unique polystyrene esky.

Thanks go to Club Manager Aaron Jolliffe, Police Youth Programmer S/C Chris Stafford and the invaluable support of Inland Marketing Corporation and Parkes Shire Council.



2003 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.

This year, the Award itself was modified to a more modern design, cut in a magnificent high-quality glass. Announced in the impressive Dining Room of Goulburn Police Academy, the night was a combined celebration attended by police, staff and volunteers of both PCYC and NSW Blue Light. All PCYC Youth Delegates attended the evening, enjoying the food, entertainment and the Awards ceremony, and joined in the rest of the evening out on the dance-floor with PCYC staff.

From volunteers to Police, staff and young people, we congratulate all the winners on your outstanding commitment, work and achievements in 2003.

An outline of each of the Awards follows...





CLUB ACHIEVEMENT AWARD PCYC BURWOOD – YOUNG ACHIEVER AUSTRALIA (JOINT) PROJECT

In 2003, PCYC Burwood, with PCYC Belmore and Bankstown led an innovative Young Achiever Australia (YAA) initiative, targeting 'at risk' Year 10 girls from a local high school.

For the full story of their achievements, see page 10.

2003 BLUE HEELER AWARDS



YOUNG PERSON OF THE YEAR – FEMALE JAMILA BOUTROS, PCYC BURWOOD

Jamila Boutros (20), a member of PCYC Burwood for 5 years is an active member and volunteer who is involved in training other young members, the management of the gym and weightlifting competitions.

In 2003, Jamila achieved:

- 1st Place in the Bruce Walsh Memorial International, breaking 6 NSW Records
- 1st Place in the Australian National Championships
- Junior Oceania Champion's title in Niue
- 12th Place in the Junior World Championships in Mexico
- Jamila currently holds 2 National records and 12 State records.



VOLUNTEER OF THE YEAR – MALE JOHN STEVENSON, PCYC MAITLAND

John Stevenson has been a volunteer with PCYC since 1988 and is currently President of PCYC Maitland. He is also the President of the PCYC Gymnastics Committee, and his contribution as a volunteer is recognised for his outstanding contributions at both Club and State level. At Club level, he has focused on creating safe, high quality Gymnastics operations. These improvements saw a 200% growth in 'Kindy Gym' participation, 150% growth in recreational participation, and new special needs activities. Occupational health and safety improvements have also been high on his agenda.

At State level, John provides leadership for inter-club gymnastics events, now run with a high level of professionalism.



YOUNG PERSON OF THE YEAR – MALE JAMES LORD, PCYC HORNSBY

James has been a member of PCYC Hornsby PCYC for 8 years. He is an active member and volunteer who has helped the Club promote wrestling. An example of this is his recent work with members of the Indian and Turkish community, where there is great interest in the sport. James also assists with coaching and mentoring junior members of the Club.

In 2003, James achieved:

- 1st Place 63 kilo division Inter-PCYC competition
- 1st Place NSW and Australian School Age Championships
- 1st Place Australia Cup Wrestling Championship and Winner Taranaki Shield (under 21)
- James also joined a 15 week Sports Exchange to the USA, to further his interest and skills in wrestling.



VOLUNTEER OF THE YEAR – FEMALE LYN WATKINS, PCYC LAKE ILLAWARRA

Lyn Watkins is currently President of PCYC Lake Illawarra, where she generously contributes her time to the Club and to the modelling of new partnerships with work for the dole service providers. Lyn's first contribution in this area was to the Club's renovations programs in 1999-2001, saving the Club considerable expense. Over the last two years she has helped the Club innovate in this area, integrating programs into volunteer schemes, police programs, Club maintenance and fundraising. Her tireless efforts to share her expertise and implement plans continued even during a recent period of illness.



CLUB OF THE YEAR AWARD PCYC LAKE ILLAWARRA

PCYC Lake Illawarra has over 1,000 members, with 90% under 18. In 2003, visits reached 40,000 in activities including wrestling, weights, gymnastics, Friday Games Night, school holiday programs and a monthly under-18 Dance Night. The Club managed 11 Priority One (P1) young people, 2 Priority Two (P2) 'Hotspots', while creating the first PCYC Police Scouts troop (page 14), the 'Gone Fishin' program, and launching a Mobile Activity Centre for community 'Hotspots'. The Club encourages youth participation with members of its Youth Committee active on Club Council. There is a structured volunteer program and strong community partnerships. The Club made a profit of \$13,000 before depreciation.



GREG PENN AWARD FOR PROGRAM EXCELLENCE 'BACK ON TRACK PROGRAM', PCYC SUTHERLAND

Back on Track is an initiative of PCYC Sutherland, where the program was introduced to assist Priority One (P1) young people return to school education, start at TAFE, or find employment. In 2003 Gynea TAFE approved funding and a teacher, and each of the 13 participants were assessed on individual levels of numeracy and literacy. Participants were taught a range of vital new skills, such as how to prepare for employment, search for jobs and prepare a resume. They also visited TAFE campuses to evaluate courses. The program was so successful that TAFE will commit further funding in 2004.

LIFE MEMBER AWARDS

WILLIAM (BILL) PEARCE (LISMORE)
ANNE BROWN (NEWCASTLE)

LIFE GOVERNOR AWARDS

COL JOSS (ALBURY)
CHUNG DANG (BANKSTOWN)
BRIAN BAINES (BATHURST)
GERALDINE (FLOSS) McINNES
(BROKEN HILL)
BRIAN GLEESON (HORNSBY)
GARY O'BRIEN (GLEBE/LEICHARDT)
PATRICIA JOHNSTON (LISMORE)
JUDI BRAAT (LITHGOW)
JOHN STEVENSON (MAITLAND)
JAMES (JERRY) DAVID (PARRAMATTA)
JAMES WHIFF (PENRITH)
GERRY HAY (ST GEORGE)

DEDICATED SERVICE AWARDS

PETER RAZENG (ALBURY)
DORIS RAZENG (ALBURY)
TERRY SEINOR (BALMAIN)
MAREE MCMAHON (BANKSTOWN)
FAY GOLSBY (BATHURST)
ANN CLARKE (BROKEN HILL)
TREVOR KENDALL (BROKEN HILL)
BILL KEARNEY (BURWOOD)
SONNY KEARNEY (BURWOOD)
DENNIS MARTIN (COFFS HARBOUR)
TANYA JOSEPHS (DUBBO)
MARK COTTRELL-DORMER (DUBBO)
ROBIN SWALWELL (DUBBO)
JOHN BOWELL (KEMPSEY)
JAMES MOULTON (KEMSPEY)
TREVOR HANNAM (KEMPSEY)
GARY LEE (KEMPSEY)
WENDY-ANN GORSE (KEMSPEY)
EVONNE PHILLIPS (KEMPSEY)
PAUL PHILLIPS (KEMPSEY)
OWEN WELSH (KEMPSEY)
MARK GREIG (LISMORE)
DAVID WALLACE (LISMORE)
PHILLIP SMITH (LISMORE)
STEVEN FIELDS (LISMORE)

JENNY LEACH (LITHGOW)
BRENDA MULHOLLANN (LITHGOW)
KAREN PARKER (MAITLAND)
PETER KIRKWOOD (MAITLAND)
SARAH NORTHCOTE (MAITLAND)
RACHAEL BURROW (MAITLAND)
NAOMI WILE (MAITLAND)
STACEY ROBINSON (MUDGEE)
CRAIG MITCHELL (MUDGEE)
CASSANDRA ROBINSON (MUDGEE)
ELSPETH (ELLIE) KAY (MUDGEE)
RAELENNE HIPWELL (NEWCASTLE)
ROSALIE OSLAND (NEWCASTLE)
JOHN KELLAWAY (NEWCASTLE)
JOHN CHEDID (PARRAMATTA)
KATHLEEN BIRMINGHAM
(PARRAMATTA)
MELISSA WEEKHOUT (PENRITH)
IRENE SAMS (PENRITH)
KIM OLFORD (PENRITH)
KERRY MORRIS (PENRITH)
JOYCE MALONE (PENRITH)
MANA HOHAIA (PENRITH)
HELEN FAWCETT (PENRITH)
SANDRA MURRAY (PENRITH)
PETA MASON (PENRITH)
ROBYN KAIN (PENRITH)
SUSAN FISHER (PENRITH)
CRAIG BROWN (PENRITH)
MATT JOHNSON (SINGLETON)
MARY PORTELLI (SUTHERLAND)
GRAHAM PATTERSON
(SUTHERLAND)

POLICE SCOUTS

Young leadership in action

In August 2003 PCYC announced the formation of the first troop of PCYC Police Scouts at PCYC Lake Illawarra. Police Scouts is an early intervention and crime prevention initiative designed to strengthen links between local youth and police.

In early October the first Scout meeting was held with 15 young boys and girls aged 10 to 14. For most of them, this was their first taste of scouting. In the weeks that followed they met every Wednesday night, to develop their knowledge and insight into what it means to be a PCYC Police Scout. By late November 2003 the PCYC Lake Illawarra Police Scout group was officially launched. The day was attended by the Hon. Bob Carr, NSW Premier (pictured below), senior NSW Police, local politicians, the acting NSW Branch Commissioner for Scouts Australia Mr George Kolsky, and representatives from the local scouting community.

The first off-site activity for the new troop was conducted with another local scout group – 1st Boonerah Point – with a day of water activities on Lake Illawarra. The new troop are now collectively working towards their Scoutcraft Badge; upon completion they will have a basic knowledge of the Australian flag, basic knots and their uses, and how to deal with emergencies.

One young person considered 'at risk' prior to joining the group is currently working on his Culture and Heritage Badge, and being of Aboriginal descent, has chosen a project relating to his local tribe. This young person has become very motivated since joining this program, with improvement in both his school attendance and his grades. For all involved, it has been very inspiring to watch him grow and develop through the program.

Thanks go to all involved in getting this ground-breaking initiative underway, including Sgt David Routledge of Lake Illawarra Local Area Command, Sgt Bob Sobey of the Australian Federal Police, Mr George Kolsky of Scouts Australia, Adelle Ashton, a Volunteer In Policing and Youth Worker at Barnados, Samantha Callaghan (local Special Education Teacher), Cst. Michael Woodgate (Local Area Command Youth Liaison Officer), S/Cs Mark Hedges and Darren Palk (PCYC Police Youth Programmers), who have all given time and energy to the success of this great initiative.





PCYC SUTHERLAND + PCYC BATHURST ROCK THE ROCK CHALLENGE

Rock Eisteddfod 2003

At the NSW Open Grand Final of the Rock Eisteddfod 2003, the premier youth-culture event in Australia, PCYC Sutherland (pictured at right) won 2nd place from among 14 finalists. Included among the finalists were 12 NSW High Schools and PCYC Bathurst (pictured below), who made it through a gruelling round of heats at Castle Hill to appear on the night.

Over 12,000 students around Australia participate in the Rock Eisteddfod Challenge every year. The event promotes alcohol & drug awareness, with the Grand Finals on stage at the Sydney Entertainment Centre. The event is later aired throughout the year on commercial television.

A unique aspect of the PCYC Sutherland entry was that while most young people in Sutherland Shire are required to audition at their local High School to be a part of their school's entry, at PCYC Sutherland, any High School student was able to participate. This included many students who had not made the audition at their local High School, including some with disabilities and special needs.

As a result, the PCYC entry brought together students from over 17 high schools, both within the Sutherland Shire and as far away as Newtown Performing Arts High School. This proved an extra benefit, as students met and made friends with young people from other High Schools, under the leadership of past Eisteddfod 'graduates' such as Kimberley Curtin, the choreographer and her dance & design team.

The Eisteddfod is a wonderful example of the way our clubs, young people and the local community come together with a huge effort – in costuming, set design and construction, lighting, sound, and the travel and time put in by parents, friends, teachers and past participants. On behalf of all of PCYC, congratulations to everyone on a great achievement.





MUSIC PROGRAMS A HIT

River Foundation Guitar Donations

Throughout 2003 PCYC continued a valuable partnership with the River Foundation whose regular donation of guitars supported the expansion of music programs in our Clubs. The Foundation is a charity which sources guitars that are damaged in transit and skillfully restores them.

Music programs are expanding

In many clubs, plans are underway to expand music programs in 2004. At PCYC Parramatta volunteers are teaching young people to play, and they have used the guitars to perform at many local community events. At PCYC Lithgow the Club is developing a designated music room, for use by the Youth Music Committee. The Club also runs after-school activities and provide support to local bands.

On the north coast, PCYC Coffs Harbour are talking to the region's Conservatorium of Music to find a low cost and accessible way for young people to learn an instrument. Other plans include the formation of a PCYC band, assistance to young people to record their own music and regular band nights.

One of the most successful music programs in 2003 was run by PCYC Orange.

PCYC Orange Musician in Residence Program

Through the 'Musician in Residence' program PCYC Orange is providing local young people with an affordable way to learn various instruments without having to buy one or pay for private lessons.

The Club has formed a partnership with the Orange Regional Conservatorium of Music who supply tutors and violins at a reduced rate. Six young people who learnt violin at the PCYC are now playing in various string groups and ensembles with the Conservatorium. Of the 31 young people who have learnt the violin through this program, eight have gone on to the Conservatorium, four of them on scholarships.

In 2003 the program expanded to include piano and guitar. Of eight young people who have been introduced to the piano at the PCYC, many have continued on with private lessons.

TAFE graduates from the Contemporary Music Program volunteer their time to teach guitar. The guitar students ended 2003 in style with a performance of 'Wild Things', at an end of year concert that brought the house down. For 2004, program coordinators are currently looking at adding recorder and contemporary dance to the Club's program.

Supporters and sponsors of the program include volunteer music teachers, Arts Out West, Landers Music Shop, Cadia Valley Operations, Peter Fisher Real Estate and Pizza Hut.





HIP HOP ALIVE IN PCYC

New program on the move

For the uninitiated, Hip-Hop culture is expressed through breakdancing, DJ'ing, MC'ing and graffiti art. With its roots firmly in urban street culture, its popularity and relevance to young people has seen it spread quickly beyond the city borders to regional and remote areas right across Australia. Today, Hip-Hop is an exciting, creative and important outlet for young people to express themselves through activities with plenty of 'street cred'.

Breakdance @ Your PCYC

If you have ever had the opportunity to see breakdancers (also known as BBoys or BGirls) in action, you appreciate the amazing skills and fitness levels involved. Breakdancing is a fast growing activity in PCYC, and is organised mainly by young people themselves.

In 2003 PCYC commenced the Breakdance @ Your PCYC project to help develop and spread the activity throughout our Clubs.

In the first phase of the project PCYC identified 19 breakdancers from Clubs around NSW who are already teaching others or who are interested in becoming breakdance teachers. PCYC then worked with the Queensland University of Technology Creative Industries to develop and deliver an industry accredited training course which was conducted at PCYC Glebe in November 2003.

In the words of breakdancers who attended the course...

"It's a great relief to know that breakdance isn't always considered a joke when viewed through the eyes of the more traditional dance systems"; and

"What a great and enriching experience. From here we can only go forward."

The next phase of the project will involve breakdance workshops, competitions and events as part of Youth Week 2004 and the purchase of equipment to support safe break dancing in our Clubs.

PCYC also plans to work with the dance industry to develop a teaching curriculum for breakdancing.

The Breakdance @ Your PCYC project was funded by the NSW Department of Tourism, Sport and Recreation.

PCYC Parramatta – leading the way

Breakdancing emerged as a popular activity at PCYC Parramatta in 2001. Every Friday night between 30 and 50 young people come to breakdance or to watch breakdancers in action. Breakdance events can attract over 400 young people to the Club.

Interview with BBoy Blinki (Ronnel, 17 years)

How long have you been breakdancing?
4 years.

How did you get started?

Some friends inspired me to start breakdancing. I saw them practising some moves and decided that I wanted to try to learn. We didn't have lessons anywhere, we learnt from each other. We watched music clips and found breaking clips on the internet to learn from.

What do you like about it?

It keeps me fit, it's fun, it takes up most of my spare time and I can do it with my friends.

What have been your career highlights?

I recently won the Dancekool breakdancing competition where I competed against breakers from interstate and overseas. I won a holiday to Japan, which I am thinking about taking later in 2004 so I can enter a breakdancing competition called the Freestyle Session Japan.



MITCH LYE AND DINESH JAY (PERFORMING) BREAKDANCE AT PCYC PARRAMATTA



Why do you practice at the PCYC?

This is where I started with my friends. It has everything we need like enough space, a wooden floor and mats. It is close to home and easy for us to get to.

Where to from here with your breakdancing?

I hope to get more recognised nationally and internationally. I am working towards a career as a breakdancer, maybe in film clips or main events. I want to encourage other people to do it. I like to see people watch us then say they want to learn how to breakdance too.

Interview with S/C Phil Green, PCYC Parramatta

How big is breakdancing at PCYC Parramatta?

It's huge. Large numbers of young people come in on Friday afternoons straight from school and stay until the Club closes at night. Many also come in most days of the week to practice.

What resources do you need to provide?

All they need is a space (wooden floors are best). I provide them with a stereo system and they bring their own CDs. We are also in the process of getting some mats, helmets and protective gear as well, although the breakdancers often bring their own gear with them.

Why do you encourage breakdancing at your PCYC?

Breakdancing encourages young people to compete and battle through dance instead of fighting. It gives them something to do, time to socialize and a space to listen to music and be with their friends. Some of them get income through becoming instructors or doing performances, some have even got sponsors. They also often get to travel and meet new people through their performances.

How long have you been with PCYC?

I've been a Police Officer for 14 years, the last three years with PCYC. I love working with young people. I enjoy seeing them growing up and making positive changes in their lives. It's great when they just drop in to say g'day to tell me how they are going.

GRAFFITI ART

PCYC Muswellbrook Beating Graffiti

Local young people put their artistic talents to good use in April at PCYC Muswellbrook when they designed and painted graffiti art in the Club's music room. Under the guidance of an artist from Wollongong, young people had the opportunity to practice their art in a legitimate setting.

S/C Jason Daniluck, coordinator of the program, led discussions with the young people about the difference between enjoying legal art and the consequences of involving themselves in malicious damage of property.

The young people who participated in the graffiti art workshop came from PCYC Muswellbrook's Night Patrol Street Beat program. Run in partnership with the Hunter Valley Aboriginal Corporation on Friday and Saturday evenings twice a month, young people are picked up from local streets and brought back to the PCYC for games and activities.

The graffiti art workshop was held from 11pm to 4am on a Friday and Saturday night and attracted over 20 young people each night.

Funding for the project was provided through the Crime Prevention Division of the NSW Attorney General's Department under the Beat Graffiti Grants Scheme.

ART IN THE DROP-IN AREA,
PCYC BULLI - WORK
COORDINATED BY LOCAL
ARTIST ADAM CLARKE



THE RITE PROGRAM

PCYC Twin Towns

In partnership with Boystown at Logan, PCYC Twin Towns launched the RITE (Respect Information Training Employment) program at the end of 2003. RITE runs over a 10 week period, during which time PCYC Police work specifically with Priority One (P1) offenders and 'at risk' young people, between the ages of 15 and 22.

The objectives of the program are to:

- reduce offending behaviours;
- link young people to community resources including education and employment options; and
- link young people to mentors and community volunteers to enhance life skills and provide information about alternatives to young people.

A total of 35 young people (some pictured below) were involved in the program over the time it ran. On average, 12 young people attended on any given day. Participants were encouraged to take ownership and feedback as to what should be included.

The program uses skills-based workshops in the morning and activity-based learning in the afternoon.

Some of the topics included:

- goal setting
- group rules
- self esteem
- cooking skills
- budgeting
- writing a Resume
- how to get a job, how to lose a job
- TAFE course information
- drug & alcohol education
- anger management
- crime prevention
- relaxation strategies
- art and music therapy
- arts and craft
- video workshops
- individual counselling, and
- a wide range of sporting activities.

The outcomes of the program were so positive that a second phase will commence in February 2004.

Team discussions by the facilitators observed a number of changes in each of the regular participants.

There was increased confidence in a group setting, and young people built relationships of trust and support between each other and the facilitators. The program also developed increased co-operation in the completion of tasks, increased openness and honesty in discussing personal issues and increased links to community resources.

Since the completion of the program, none of the 8 core participants have re-offended, and 3 have gained employment.

Our thanks for the funding of the program go to CDSE (Community Development and Support) Scheme and the Tweed Heads Bowling Club.



SPORTS 2003

Across NSW PCYC offers a wide range of sports activities, from basketball and boxing to netball or sailing. This year we review two of the 'foundation' sports of the movement, wrestling and gymnastics. The coming year will see new sports competitions for young people get underway in indoor soccer (Futsal), netball, power lifting, mixed touch football and beach volleyball.



WRESTLING

Confidence, poise, strength, determination

In 2003, wrestling at PCYC culminated in the annual Point-Score Tournaments, held throughout PCYC, with 156 entries from PCYC and 58 from independent clubs. Many PCYCs around NSW are active wrestling centres, including Hornsby, Lake Illawarra, Sutherland, Wollongong, Maroubra and Mt Druitt.

Winners in 2003 were:

1st Place (Federation Shield)	PCYC Hornsby
2nd Place	PCYC Lake Illawarra
3rd Place	PCYC Sutherland

Les Neal

When Les Neal (pictured at left) first joined PCYC North Sydney in 1944 at 16 years of age, he remembers the club having just opened three weeks earlier. He had left school the year before and being too young, missed out on going to World War Two. At the time, the North Sydney club was an old motor-garage in a residential working-class area, where after school, boys would travel from as far as Lane Cove to join in the busy afternoon and evening activities. In the wrestling room, this meant an evening with Head Coaches Harold Wilkes and Eddie Scarf.

Living nearby, Les Jones, an Olympic coach and manager joined the Club's wrestling program, as did many other ex-servicemen. Personalities in the sport were thick on the ground – George Barnes of North Sydney became a British Empire champion boxer. George would work out with the boys on the wrestling mat, and then invite them in for some boxing. Jack Stunnel was NSW State Champion for 15 years in a row, from 1950 to 1965. Les's brother Ross Neal was Australia Champion in 1960, while Jimmy Martin, who, like his brother and father held the Australian title, became a policeman. Jimmy was later killed in the line of duty.

LEFT, ABOVE: LES NEAL WRESTLING
WITH GEOFF JAMIESON (COMMONWEALTH
GAMES GOLD MEDALIST) AT PCYC
NORTH SYDNEY IN 1949
LEFT, BELOW: LES PICTURED TODAY





In 1954, Les moved west to raise a family, and moving back into the northern suburbs of Sydney in the late 60s, he was approached to coach wrestling at PCYC Hornsby. In the late 1970s, Les helped head a team of 10 young boys from Hornsby and Sutherland to visit New Zealand and the United States to compete. After being thrashed in Seattle, the team recovered to score some wins in Los Angeles and San Diego. For the boys involved, it was an experience of a lifetime.

Les coached for 26 years, from 1968 to 1994, and is still involved today as President of the PCYC Wrestling Committee. Through all these years PCYC has made a major contribution to the sport of wrestling in Australia. Les recently received an Order of Australia, as well as the 1999 FILA Gold Star and the year 2000 Sports Medal.

Many independent clubs have come and gone – Bondi Lifesavers, Langridges, Davey's Gym, the Highlands Club. Even after the Sydney Olympics, some wrestling clubs opened up around Homebush, but these later folded or moved. Through all this, and through the work and dedication of people such as Les and a team of volunteers, coaches and athletes, many young lives continued to be turned around through involvement in the PCYC wrestling program.

Today at PCYC Hornsby, young people and their parents continue to travel from as far as Penrith, Avalon and Shalvey to join the weekly training sessions.

GYMNASTICS

Fun, fitness, friends

Ever since the first Club was opened in 1937, gymnastics has been a part of PCYC. The first 'basic club', specified at the time by Commissioner Mackay was to contain "a gymnasium, a library and a games room".

In 2003, the gymnastics cycle culminated in the PCYC State Championships at PCYC Maitland in late September.

With 8 clubs and over 100 of the best PCYC gymnasts represented, the event was a great success. The year also saw the Gymnastics Committee introduce new Championship Trophies and Award Ribbons. Active clubs in gymnastics included Campbelltown, Dubbo, Griffith, Lake Macquarie, Lake Illawarra, Moree, Goulburn, Newcastle, Port Stephens, Sutherland, Wollongong, Singleton, Wagga, Albury and Maitland. The gymnastics group also participated in the Sports Spectacular at Homebush Dome, with gymnasts from PCYCs Lake Illawarra, Maitland and Newcastle.

Two clubs involved in the PCYC State Championships, Port Stephens and Singleton, have just re-started in the annual PCYC Competition Circuit, and in 2004 Sutherland and Goulburn should rejoin the full competition.

The Committee's priority for 2004 will be to help more club judges gain broader and higher accreditation, to strengthen the training and judging capabilities inside PCYC.



RIGHT: TOM KOTZUR, CONOR McNAUGHT AND JAMES WHEELER ON THE POMMEL HORSE AT PCYC DUBBO



Gymnastics in PCYC

In PCYC, the main gym sports currently participated in by young people are Kindy Gym, Recreational Gymnastics, Men's & Women's artistic gymnastics and Rhythmic Gymnastics. Other gymnastic sports that could develop in the future, as the right mix of people, skills, and resources become available could include Acrobatics, Trampoline and Circus Skills.

In many PCYCs, Kindy Gym is the first introduction many young people have to gymnastics, including children from 2-5 years of age. Recreational gymnastics is open to participants of all ages and is considered as a pre-requisite for gymnasts wishing to progress into the structure of 'levels gymnastics'. Levels gymnastics involves progressing through skills of increasing difficulties from level 1 to level 10. A gymnast's progress depends on their improvement in the increasingly more difficult skills, strength and flexibility requirements, all of which are best managed and controlled through practice and under accredited coaches and judges.

Artistic gymnastic involves skills on a range of apparatus, all performed on the floor area. Women Artistic Gymnasts compete on 4 apparatus – (bars, beam, floor, vault), while Men Artistic Gymnasts compete on 6 apparatus (vault, floor, high bar, parallel bars, pommel, rings). The apparatus used in Rhythmic Gymnastics on the floor area includes ball, hoop, rope, ribbon and clubs. Rhythmic Gymnastics better suits very flexible gymnasts and requires a very high level of hand-eye coordination.

All gym disciplines develop balance, self-confidence and discipline and provide a basis for a very healthy lifestyle. Whilst not a sport that anyone can just walk into at a high level, it is widely popular and suited for most young people who want to build whole body flexibility, aerobic fitness, strength and dynamic movement.

Gymnastics is an easy sport for young people in a society where child obesity is a growing problem. It is a sport that provides access at all levels of commitment and provides a structured path from recreational to high performance.



DESILEE RICHARDS (KINDY GYM COACH)
AND JOHN STEVENSON (CLUB PRESIDENT)
AT PCYC MAITLAND

RUGBY LEAGUE

Partnership launch with Rugby League players

Not many young people get an opportunity to meet their sporting heroes, but in 2003 an innovative initiative from the the Rugby League Professionals Association (RLPA) saw big name players from all NRL teams becoming more involved in their local PCYC.

On 15 April 2003, the national media launch of the partnership between PCYC and RLPA extended a relationship that has already proven successful in a number of clubs.

The partnership means that players are welcome to use PCYC facilities and pop in to meet young people and find out more about what PCYC does, and what our programs achieve. For young members, it means being around great achievers, and team players who know how to win, and how to lose.

At the launch, young people from across NSW were welcomed to Sydney to meet senior RLPA officials, police, media and the PCYC executive. From PCYC Cowra, six lucky members had an adventure they will long remember, meeting stars such as Roosters Captain Brad Fittler and St George forward Jason Ryles (pictured below). Later, they went on to meet Cronulla Captain Brett Kimmorley and first grade fullback David Peachy. The boys were then invited to a training session with the NSW State of Origin side, and a chance to watch the Sydney game live as Brad Fittler's guests.

PCYC takes this opportunity to thank the members and President of the RLPA, Mr Tony Butterfield and S/C Jim Duignan, PCYC St George, whose initiative on the program will be appreciated by all our clubs and many young people in the years ahead.

Kicking off with Rugby League 7's

Kicking off in early October, the PCYC Rugby League 7's competition got underway with the awarding of the Inaugural Trophy to PCYC Umina after a series of playoffs against PCYC Sutherland.

The 7's competition, a new initiative in 2003 had eight teams of U-15's from clubs around NSW come together in a round-robin playoff.

Designed to build inter-club competition and participation by young people in PCYC activities, the day finished with a raffle prize of 4 tickets to the Rugby League finals, won by a player from North Sydney. In future, the play-offs will be run in the week just before the ARL Finals, so all participants will have a chance to get to the finals on their visit to Sydney.

After the great success of the competition PCYC will now be extending inter-club sporting competitions even further into netball and soccer, the two most popular participant sports for young people in Australia.





DANIEL NICOLS IN ACTION FOR PCYC UMINA

MISSION FOCUS

WORKING WITH YOUNG PEOPLE 'AT RISK' IS THE VERY CORE OF PCYC'S MISSION: YOUNG PEOPLE AT RISK OF BEING A VICTIM OF CRIME OR AT RISK OF ENTERING THE CRIMINAL JUSTICE SYSTEM. STEERING YOUNG LIVES BACK FROM THE EDGE THROUGH SPORTS, ARTS, LEARNING OR RECREATION IS WHAT PCYC DOES BEST

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.

Youth in Sport is an initiative of the NSW Department of Tourism, Sport and Recreation and is delivered by PCYC throughout NSW. First piloted in 1997 in five target areas throughout the state, it expanded to 18 locations in 2003.

This year the NSW Department of Tourism, Sport and Recreation allocated the following funding to the Youth in Sport program:

- \$246,173 to fund 22 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.

In 2003, the Youth in Sport program was awarded a Certificate of Merit by the Australian Institute of Criminology, at the Institute's Annual Awards. The Awards recognise and support programs that are shown to reduce crime and prevent violence.

PCYC projects funded through the 2003/2004 Youth in Sport program include:

CLUB	PROGRAM	FUNDING
Small Projects		
Burwood	Kids on the Ball	\$4,700
Coffs Harbour	Surf Rescue Challenge (YOTG)	\$10,000
Dubbo	Live 4 Life	\$5,954
Kempsey	Surf Control	\$10,000
Lake Illawarra	SNAPKIC	\$6,500
Lake Macquarie	Healthy Mind and Body	\$5,780
Lake Macquarie	Pacific Dreams	\$5,810
Lithgow	Bike About	\$7,950
Muswellbrook	Kart Mania	\$10,000
Newcastle	Break-a-way NRG Extreme Youth Challenge	\$10,000
Penrith	Lifestyle Choices	\$8,060
Port Macquarie	Surf Control	\$10,000
Port Stephens	Kids to the Rescue	\$4,140
Singleton	Jackaroo/Jillaroo	\$10,000
Sutherland	Florida St Outreach Program	\$8,447
Sutherland	PC – Fit for the Future	\$4,550
Tamworth	Jack and Jill	\$9,782
Taree	Sportsbeat	\$10,000
Twin Towns	Breakaway	\$10,000
Wollongong	Youth Off the Streets and On the Go	\$10,000
Large Projects		
Taree	Taree Community Solutions project	\$42,000
Wollongong	Berkeley/Warrawong Community Solutions project	\$42,500



ACCEPTING THE AWARD AT NSW PARLIAMENT HOUSE ARE KERRY TURNER (COMMUNITY PARTICIPATION MANAGER) AND KATHERINE LOPEZ FROM NSW DEPARTMENT OF TOURISM, SPORT AND RECREATION, WITH NSW POLICE MINISTER, THE HON. JOHN WATKINS MP AND CATHY KEMPE (PCYC PROGRAM MANAGER)



ADEN PRICE, S/C STEVE PLUNKETT AND JAMIE HARDY SHOW HOW TO RESTORE A MOTORCYCLE



SHANNAN'S STORY

Getting somewhere in life

In 2003 Shannan graduated from the PCYC Newcastle Youth in Sport program, 'Breakaway', having been referred to the program by a Police Youth Liaison Officer who had become concerned with some of her behaviours that were putting her at risk and at the notice of local Police.

"I was getting fines for jumping the trains and smoking on platforms. When the Police would come and speak to me they'd ask why I wasn't in school, then I'd run from them, try to get away", Shannan said.

"Back then I was only going to school once or twice a week, and when I did go it was only for two or three classes. I thought I had better things to do, I'd go into town, to friends' places or out shopping."

Shannan also ran away from home and was reported to the Police as a missing person. She was initially wary of joining a program coordinated by Police at PCYC Newcastle.

"I had no idea that PCYC had programs that could help someone like me – I thought it was all singing and dancing. I also didn't like the Police very much, I thought they were out to get me," she remembers.

The PCYC Newcastle Breakaway program combines sport and recreation opportunities with learning sessions with topics such as drugs and alcohol, careers, first aid training, domestic violence, crime prevention, education options and changing cycles of behaviour.

"I thought the workshops and lectures would be really boring but I actually learnt heaps", Shannan said. "And we were always rewarded by doing some fun stuff like aqua aerobics, horse riding, gymnastics, wall climbing and go carting. We also went on two trips away."

Since completing Breakaway, Shannan is attending school regularly and is working towards completing her School Certificate. She will consider going on to Year 11 and 12 depending on her employment options.

"One of the Breakaway lecturers said something that really made me think one day. She asked what we wanted to do with our lives and I said I really liked little kids and would love to work in childcare. She explained to me that I have to get some qualifications to do that, which I'd never really thought about. I know what I have to do now to get where I want to be in my life", Shannan explained.

"I think the Police are not too bad now. I see them more as a friend and helper than someone I have to rebel against. I was recently having some problems fighting with my Mum, and I called the Police Youth Liaison Officer to help us work things out. I think it's great that I know some Police and can call on them when I need a bit of help."

S/C Peter Pala (pictured with Shannan) is the Police Youth Programmer at PCYC Newcastle and coordinator of the Breakaway program.

"I am very proud of the work Shannan has done to make some positive changes in her life. It takes a lot of energy and commitment to break negative cycles and we can all learn a lot from her example", he said.

"Sport and recreation are an important part of the Breakaway program. We teach them about the benefits of living a healthy lifestyle and show them a range of sport and recreation opportunities available to them in their local community. Because they enjoy the sport and recreation side of the program, it keeps them coming back each week", Peter explained.

Story used with permission.

PAUL'S STORY

Sport Skills, Life Skills

Nineteen year old Paul met S/C Greg Hunt from PCYC Tamworth when the Police Officer came knocking on his door. Paul had been referred to S/C Hunt (pictured with Paul) by local Police as someone who might benefit from PCYC support and assistance.

"At first I thought here is a Police Officer coming around to harass me", Paul recalls. Paul has an extensive criminal history with charges relating to assault, armed robbery, shoplifting and car theft. "I left school at 14 and from the age of 12 moved between living with my Mum, friends or on my own", he said. "I had too much time on my hands, not enough brains, a bad temper and no success in getting work".

"Getting involved in so much crime has been bad for my future. Everyone sees me as a criminal now and that is how I see myself. It is very hard to get past that."

"When I met Paul last year he was living with his girlfriend and their new baby", he remembers. "He also had an extensive Police record."

"I had a few programs planned for the year that I thought might suit Paul, so I went to his home to introduce myself and see what we might be able to do together."

The first step was to build trust. S/C Hunt always acknowledged Paul around town, treated him with respect and invited him to the PCYC for a game of pool. He was careful to always follow through with an arrangement or a promise and urged him to come to the Club if he ever needed someone to talk to or if he needed assistance. Paul took him up on this offer several times and a friendship formed.

Through the PCYC Tamworth Youth in Sport program, S/C Hunt was able to include Paul in a camp held at Lake Keepit Sport and Recreation Centre where he joined others in trying out the high ropes, went canoeing and swimming and played some ball sports.

"The best part about the camp for me was the chance to talk to Greg and do things with him", Paul states. "He is a straightforward guy – I can tell him anything, things I can't tell anyone else."

Paul also joined other Tamworth Youth in Sport participants on a day of go carting.

"Since then Greg has helped me learn to drive and has let me have tea at the PCYC a few times", Paul says. "I now have someone to talk to when I need advice – legal or otherwise."

"I could see Paul might benefit from having some time away from the pressures of being a new Dad", S/C Hunt recalls. "I wanted to take him away from his usual environment, introduce him to a different peer group, engage him in some activities requiring teamwork, have a chance to speak to him about whatever he wanted to, and not least of all give him the chance to have a bit of fun."

In 2003 Paul completed a 12 week lifeskills program and is looking forward to taking the next positive steps towards a brighter future. Paul has told us that his goals for the immediate future are to stay out of jail, be a better dad to his two children and to get a job.

Story used with permission.



TARGETED PROGRAMMING

Real results in Juvenile Crime Prevention

PCYC's commitment to driving down youth crime across NSW through its Targeted Programming was unrelenting throughout 2003. All 57 Clubs received young offender and youth crime 'hot spot' referrals from the Police Local Area Command's and the Crime Management Units throughout the year.

By the end of the 2003, PCYC Police have received 1,209 young offender (Priority One) referrals since launching Targeted Programming in July 2001. At the end of 2003 there were 435 Priority One young people being currently case managed by PCYC Police. This includes 247 Aboriginal & Torres Strait Islander (ATSI) young people.

PCYC's Targeted Programming work in 2003 was recognised with a Certificate of Merit Award at the 2003 National Crime Prevention Awards, organised by the Australian Institute of Criminology. Targeted Programming is unique as a method of minimising youth crime as it case manages and tracks the progress of individuals and locations, rather than offering a 'one size fits all' programming approach.

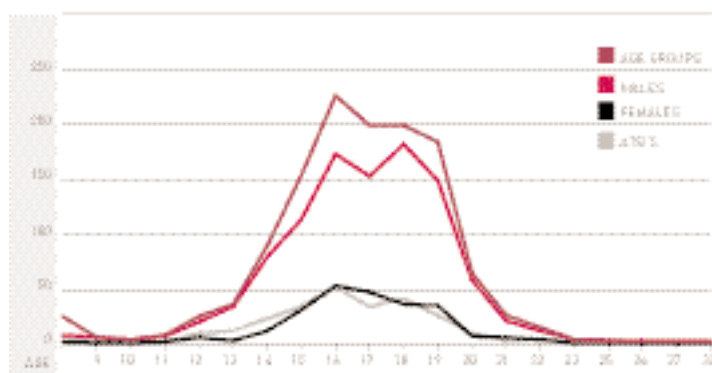
A number of innovative programs have made real, positive changes to many young lives.

A huge part of the success of Targeted Programming has been due to Sen. Sgt Greg Penn, whose visionary leadership, dedication and talents ensure all PCYC Police are able to record and evaluate Priority One and Priority Two (youth crime 'hot spot') programs using the computer program known as PASS (Programs And Services System). The Priority One results as at December 2003 are extremely positive with young offenders reducing their offending behaviour collectively by a staggering 67% over a nine-month period. The outcome is significant in terms of minimizing social and financial harm to the community. PCYC looks forward to receiving the results of an independent evaluation of PASS in 2004.

In December 2003, Sen. Sgt Greg Penn, S/Cs Peter Pala, Mark Hedges, Helen Baker, Phillip Green, Samantha Grenside and Paul Hardy all received an Operational Support Command Citation from Assistant Commissioner Mark Goodwin in recognition of their PCYC programming excellence.

Congratulations also go to the many dedicated Police 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 our young people choose to live.

1 NUMBER OF P1 REFERRALS TO PCYC, BY AGE





MOBILE OUTREACH – CASE STUDY

PCYC Mount Druitt – Reaching out to young people

For the past three years PCYC Mount Druitt has been an integral part of an attempt to reduce tensions between young people, Westfield shopping centre management, local Police and community members. The initiative is a great example of a PCYC Priority 2 (Hot Spot) program.

Mount Druitt's Mobile PCYC van regularly sets up camp on the rooftop car park at Mount Druitt Westfield on Thursday nights where large numbers of young people congregate. Westfield management has allocated a section of the car park with a power outlet for the use of PCYC.

The Mobile PCYC at Mount Druitt Westfield regularly attracts between 40 and 100 young people over a three hour period on Thursday evenings.

Blacktown City Council, Western Area Adolescent Health Team, Nirimba TAFE, Mount Druitt Police, Centrelink, Mount Druitt Integrated Youth Service, the Department of Housing and Graceades Cottage at Bidwill have also been involved as part of an integrated interagency approach.

On all occasions the Mobile PCYC is well received by young people. It helps promote the activities available at PCYC Mount Druitt and provides a non-threatening way for Police to make positive contact with young people. Youth crime in the area drops significantly when the Mobile PCYC is present.



AIC AWARDS

Annual Australian Institute of Criminology (Crime Prevention) Awards

Each year, the Australian Institute of Criminology announce their annual Australian Crime and Violence Prevention Awards. The awards are judged by the Australian Institute of Criminology, Australia's national centre for the study of crime and criminal justice. They are sponsored by the Heads of Australian Governments and aim to:

- reward the most outstanding projects for the prevention or reduction of violence in Australia;
- encourage public initiatives; and
- assist governments in identifying and developing practical projects which will reduce violence in the community.

Projects may address specific groups such as women, children, youth or the family, or specific problems such as excessive alcohol consumption, violence in the media, or violence in sport. The 2003 Awards were announced by Senator the Hon. Christopher Ellison, Minister for Justice and presented in NSW by the Hon. John Watkins MP, Minister for Police.

PCYC won the following five awards:

Targeted Programming

As outlined earlier, Targeted Programming sees PCYC working actively with NSW Police to reduce offending behaviour. PCYC Police Youth Programmers find young offenders (Priority 1, or P1) – or youth crime hot spots (Priority 2, or P2) – through referrals from the Police Crime Management Unit of their Local Area Command. The immediate aim of a targeted program is to give young offenders the chance to be more involved in PCYC programs. The long-term goal of the project is to manage cost effective and sustained reduction of crime committed by identified juvenile offenders.

Youth in Sport

Youth in Sport is a \$300,000 annual PCYC program funded by the NSW Department of Tourism, Sport & Recreation. Specific sports participation targets are set with programs and outcomes achieved according to local needs and conditions. The program aims to increase the number of young people involved in sport and physical activity, and it links participation in sport and physical activity to positive changes in antisocial and/or criminal behaviour. Reducing the rate of offence by young offenders by participating in a PCYC sport is a key objective.

PCYC Coffs Harbour Youth on the Go (YOTG)

YOTG is a "first step engagement" for youth at extreme risk. It runs over 38 weeks a year, with a minimum of 20 students. The project looks at individual problems and addresses them according to needs. Issues are addressed through the effective delivery of a holistic educational and vocational program which is socially and culturally appropriate in a non-threatening environment. It aims to improve self esteem; reduce involvement in the criminal justice system, with a special focus on young aboriginal people; provide access to training pathways and employment opportunities; and provide ongoing mentoring and post program support to the client group.

ABOVE (L-R): RECEIVING AWARDS AT
PARLIAMENT HOUSE, POLICE MINISTER, THE
HON. JOHN WATKINS MP, PCYC COMMANDER
SUPT DAVID SHORROCKS, MRS JOANNE
PENN, SNR SGT ROD STARK, SNR SGT PETER
BORG AND INSP. PAUL McMILLAN



Police Education Attendance Program (PEAP)

The PEAP program has been developed by PCYC Bulli in conjunction with NSW Department of Education and Training to reduce the instances of truanting. The program is an avenue for schools in the North Wollongong and Bulli areas to focus on students with school attendance issues. The program helps students identify a sport or physical activity that they are interested in, then helps them develop skills in that activity. It then gives them a chance to participate, either as a player, instructor or official.

The program also covers topics to help students reduce or eliminate their offending behaviour; understand the role of police and how they can assist young people; know their options for further education, training or employment; set future goals and help them to achieve them; make healthy lifestyle choices; develop an ongoing involvement in sport; increase their self esteem, build leadership abilities, team work, confidence and communication skills; and increase their knowledge of available support services. It runs twice a year, for both male and female participants.

Your Choice Program

Your Choice is a two-hour program in the form of a short course designed to reduce the reliance on legal sanctions in dealing with underage drinking. When a young person is found committing any alcohol related offence, for example, at a party or on the street, they are invited to attend the program instead of receiving an Infringement Notice. The course is offered bi-monthly on weekday evenings and consists of lectures, discussion groups and interactive exercises. It aims to make young people think before they drink.



TRAFFIC OFFENDERS PROGRAM

Leading the way in prevention

Throughout Australia, motor vehicle accidents are one of the highest causes of loss of life among young people. Young males are also over-represented as offenders in traffic incidents.

This year, PCYC's Traffic Offender program continued to grow and now runs in 19 Clubs throughout NSW. The PCYC Traffic Offender program is designed as an option for Local Courts after a person is found guilty of a drink-driving traffic offence (now called 'PCA' – Prescribed Content of Alcohol). The person attends the program before receiving sentence by the Court. Usually set in an evening class, the program aims to educate offenders and reduce the incidence of re-offence.

PCYC Sutherland

The program at PCYC Sutherland is run over eight weeks, in four 2-hour sessions, with sessions including talks and video presentations from:

- NSW Highway Patrol – Road rules, hazards & defensive driving
- Local solicitors – Court, jail and legal process
- Brain & Spinal injury – Disabled lecturers discuss the consequences of motor vehicle accidents
- Drug & Alcohol – Effects on driving
- Sentencing Options – Probation and Parole
- Defensive Driving (RTA) – How to handle dangerous situations
- Ambulance & Rescue – What happens in an accident

PCYC Sutherland runs one of the largest programs in NSW. Under the leadership of S/C Michelle Druery and S/C Craig Picker, the program has grown to a point where the club regularly hosts 80-100 participants in a course. While many referrals in the past have been from courts and offices around Sydney, the demand in Sutherland Shire and limited resources has led to the Club now limiting access to only those referred by Sutherland Local Court.

For PCYC Sutherland, the profile of participants is:

- 78% PCA – driving while over the limit
- 10% DWD – driving while disqualified
- 5% Unlicensed
- 2% Negligent driving
- 2% Dangerous driving and all other
- 40% of all offenders were under the age of 25, and 74% were under the age of 35.

Effectiveness

Analysis of a sample of 2002-2003 data shows that of all participants, 76% had not reoffended in the year after completing the PCYC Traffic Offender program. Of the 24% that did reoffend, 1% reoffended with the same offence, while 23% were for unrelated traffic offences. In the re-offender group, just over half (53%) are regarded as habitual offenders. Further follow-up and analysis will continue in 2004, refining and improving the outcomes of the program.

Survive the Drive

PCYC Sutherland have developed Survive the Drive as a specific initiative for young drivers and their parents. Drivers, aged 16 to 25 years, have limited driving experience and are at much greater risk of being involved in a road accident, or being charged with a traffic offence, than other age groups in the community. The program specifically aims to prevent injury and death among young drivers, with presentations similar to the Traffic Offender program, by people with first-hand experience.

A variation of the program in Wagga Wagga sees participants wear 'beer goggles' that cover the face and distort vision to mimic the effects of alcohol on the body's motor skills, as they negotiate an obstacle course.

"When the judge asked if I would be willing to do the program, I thought "why not", anything to get out of losing my licence, and I can probably go to sleep. But as I sat through the weekly sessions I learned stuff that I wish I had learnt many years before, and it finally hit home that what I'd been doing was being a killer that hadn't killed yet".

STEVE, 19 YEARS, PEAKHURST NSW

CLASSIC MOTORCYCLE RESTORATION

Developing skills and career opportunities

Eight young people with motor vehicle offences from Windale and Swansea in the Hunter area were selected to assist a volunteer motorcycle mechanic, Ray Harrison, to disassemble, clean, replace and restore a motorcycle back to new condition.

The bike, a 'basketcase' 1961 Triumph Tiger 110, was purchased by PCYC Lake Macquarie and PCYC Police Officers S/C Steve Plunkett (pictured below, with program participants) and Sgt Rod Harrison were involved in the program as mechanics and mentors.

This program was funded by the NSW Attorney General's Department's 'Safer Community Compact' grant, in conjunction with PCYC Lake Macquarie and Lake Macquarie City Council.

The young participants learnt new mechanical and problem solving skills and increased their confidence and self esteem. Their career options were also enhanced, with one person earning a mechanical apprenticeship as a result of the program and two others gaining other employment.

Program participants worked five hours a day, one day a week for eight months in 2003 and none of them re-offended. The use of community tradesmen, visits to related workplaces, and mature people as mentors aids with the concept of community integration while providing real employment opportunities.

The motorcycle will now be sold with the proceeds going towards the next mechanical restoration.



ABOVE LEFT: S/C MICHELLE DRURY WITH WAYNE TEAGLE, FORMER PARALYMPIAN, NOW A PRESENTER WITH 'SPINESAFE', AT THE PCYC TRAFFIC OFFENDERS PROGRAM



THEN + NOW

FROM A SIMPLE IDEA THAT BUILT HOPE IN POST-DEPRESSION SYDNEY TO A GROWING NETWORK OF 57 CLUBS ACROSS NSW, PCYC CONTINUES TO ADAPT AND CHANGE TO MEET THE NEEDS OF YOUNG PEOPLE IN THEIR LOCAL COMMUNITY. IT'S A HISTORY OF CHANGE: A HISTORY OF DELIVERING BETTER LIVES FOR YOUNG PEOPLE. HERE IS A BRIEF GLIMPSE...

WOMAN OF SPIRIT

As Patron and a founding member of PCYC Dubbo, the story of Levenia Howey is the story of PCYC Dubbo. It is also a story of adversity, strength, commitment and a belief in young people, at a time when women and girls were not seen as a part of PCYC, and aboriginal people were marginalised.

Even today, many are not aware that PCYC Dubbo first formed to support a group of marching girls!

In 1964, Levenia Howey was a founding member of the PCYC Women's Auxiliary. Around 6 month later, her late husband John joined the club to coach the marching girls. While the marching girls practiced around town, the founding members of the club met to organise the construction of a building. The idea for a club house came soon after the club was formed and the Police Department granted the Committee a block of land. Finally, the Dubbo Club was built in 1970.

"It was the old police horse paddock", Levenia recalls. "Alec 'Tracker' Riley had a little shack on it that he lived in when he was working in town. It was covered in trees and weeds and had the horse watering troughs on it. My husband John borrowed some machinery from Merv Furney of Furneys Earthmoving, and he cleared the block."

Strong community support meant they were able to attract Government funding to help build the club house, which was unveiled on 14 March 1970. The key to the Club's future funding, Friday night Bingo, was introduced by Mr Howey in the 70s.

Levenia said she joined the club to ensure her children had access to positive activities and to help them become the best they were capable of being.

"Originally, girls were not allowed in to the Police Boys Club, because it was for boys only", Mrs Howey said.

"I'm not sure exactly when the rules changed, but there was a big protest in the 60s and then they changed it to the Police & Citizens Youth Club. Our girls could not join until they changed the rules and the name".

The Howeys had four daughters and two sons, all becoming members of the PCYC Dubbo.

"The girls were part of the Waratahs Marching Girls. We travelled all over the state, attending competitions – it was hard work but we enjoyed it, and the girls had a lot of fun."

"Everything was done voluntarily – we all worked running raffles, and the men cut wood to raise funds for the club."

Levenia first got involved with the club because she believes that parents should be involved with whatever their children are doing. "When your kids are involved, you've got to give that support to them to do better for themselves", she said.

DUBBO POLICE-CITIZENS BOYS CLUB COMMITTEE, 1970 – LEVINIA IS FIFTH FROM LEFT IN THE FIRST ROW. HER HUSBAND, JOHN, IS THIRD FROM LEFT IN THE THIRD ROW.





LEVINIA HOWEY - AT HOME WITH FUN MEMORIES

"You have to know where your kids are, and we always did. The girls were in the Brownies and the boys were in the Scottish Pipe Band. I knew where my kids were 24 hours a day. You have to, if you want your kids to get on in life, you've got to do the right thing by them."

Today, she remembers the many friends she made and the fun times touring with the marching girls. "We had some wonderful times and met some lovely people. What else could you ask for?"

Postscript: In January 2004, Levenia Howey took pride in raising the Koori Flag over the Club. For the first time since 1970, the flag flew alongside the Australian Flag. Robin Swalwell, a Dubbo committee member who initiated the idea said "The Aboriginal community has a lot to do with the club, and I felt we should show some recognition for their contribution. It's important we provide young aboriginal people with a sense of belonging – let them know it's their club too".

IN THE BEGINNING

At 19 years of age William John Mackay followed in his fathers footsteps and became a constable in the City of Glasgow Police. Born in 1885, Mackay had grown up in a poor industrial part of the city where young people would hang out on the street, in conflict with each other, people, property, and the law. On sailing to Australia he entered the NSW Police as a Constable, and by 1928, Mackay was appointed Superintendent of the NSW Criminal Investigation Branch.

Throughout the 1920s Australia's economy had grown strong, as Australia's servicemen began to reconstruct their lives and overseas demand for Australia's primary produce, mainly wheat and wool, strengthened. In late 1929 the world economy collapsed, throwing Australia into the longest and most severe depression ever seen. For over 4 years, social and economic divisions widened, with unemployment over 30%, farms and businesses closing, financial institutions failing and soup kitchens feeding the many poor and homeless. Unemployment became widespread, farmers had to leave their lands, shops and businesses closed and debt increased. The impact of the depression was felt right up until the outbreak of World War Two.

In 1936 Mackay was sent overseas to study methods of combating crime. However Mackay went further than his brief, to look at the question of what could be done to prevent crime.

At Norwich, England, he found a Police Boys Club, which had been established by the city's Chief Constable Dent, and this confirmed his idea that, given an opportunity, the young people of the city could be helped to overcome the disability of a tough environment. Later, he visited Germany, Italy, and the United States, where the Police Athletic League was in full swing.



L-R: LEVINIA HOWEY, PCYC DUBBO
PRESIDENT ALAN BACKHOUSE AND
PCYC DUBBO COMMITTEE MEMBER
ROBIN SWALWELL



Returning to NSW, he took the best of the schemes and at a Rotary Club luncheon, where he was guest of honour, he expressed his views and asked the Rotarians for financial support. He also visited the Premier and the Chief Secretary with Sir Henry Braddon, president of Rotary, and they agreed to convert a disused police station in Woolloomooloo, in the heart of Sydney, into a boys club, with a gymnasium. The government paid the cost of converting the building, while Rotary paid for the equipment, furniture and library. The first club contained "a splendidly equipped gymnasium, library, and games room".

The first club was officially opened on 1 April 1937, with 400 boys as members. On 17 May, a Pipe & Drum Band was formed, with 30 members. After a few weeks the average daily attendance was 130, and around 16 boys had been placed in employment through the agency of the Club. On Wednesday nights, Mrs Chase, the Librarian, and Mrs Nicholls, a Constable's wife, would make tea and biscuits for the boys.

As enthusiasm for the idea spread throughout the state, especially among police, clubs were quickly opened. The early clubs to open included Mortdale (March 1937), Leichhardt (May 1937), and Balmain (August 1937), and in regional NSW, Tamworth, Young, Bega, Cooma Goulburn, Cootamundra and Yass created the nucleus of what became known as the Federation of Police Boys Clubs – now known as PCYC (Police & Community Youth Clubs).



ABOVE: THE CROWD AT THE OPENING OF CITY OF SYDNEY / WOOLLOOMOOLOO POLICE BOYS CLUB IN 1937
LEFT: WILLIAN MACKAY (SEATED), PREPARING FOR THE OPENING

SUPPORTERS

FROM SMALL BUSINESS TO LARGE, GOVERNMENT, PARENTS, SCHOOLS, THE COMMUNITY: THE SUPPORT FOR OUR WORK, SHOWN THROUGH A DONATION, A RAFFLE TICKET OR BY VOLUNTEERING TIME TO WORK IN OUR CLUBS MEANS MORE RESOURCES FOR OUR WORK WITH YOUNG PEOPLE — AND THAT'S WHAT ITS ALL ABOUT

PAYROLL COMPANY + STAFF PROFILES

Payroll supporters – Oasis Horticulture

Lynne Beaton, a supervisor at Oasis Horticulture, at Winmalee in the Blue Mountains (pictured below, standing fourth from the left) has contributed to PCYC through PCYC's payroll deduction program since the program was first introduced in 1994.

As the mother of four boys, Lynne was quick to recognise the value of the activities and programs that PCYC offers.

"I've got boys and I feel that if they're ever in trouble, there is something to get them back on the right track", she said.

"Sometimes, they just go along with the wrong crowd, and if they get into a sport, they get a chance to mix with a good group of kids". Lynne also felt that a PCYC would give young people a good outlook on life, through the range of activities, and the involvement of interested and skilled members of the community.

While her boys have now grown, to take up careers in management and butchery, Lynne has been introduced to weekly bingo at PCYC Penrith, and likes to reaffirm her commitment to PCYC through payroll support whenever Sgt Peter Gerrie or the Community Awareness team return to meet the new staff at Oasis.

The PCYC payroll deduction program is the largest and most successful scheme in Australia and is also one of the oldest. A key feature of the program is the strong support it receives from company staff – whether in a factory, down a mine, out on a farm or in an office in the heart of the city.

Thanks go to all our payroll supporters for 2003, and the payroll managers and payroll staff, such as Pat Saliba at Oasis, whose support for the program is invaluable, and who help PCYC run such a highly efficient fundraising program to support our work with young people.







COMMUNITY + VOLUNTEERS

Ivan Towns – Coach, trainer, mentor, volunteer

In August 2003, one of PCYC's most active volunteers, Mr Ivan Towns (pictured with young boxer Daniel Warren) was killed in a motor vehicle accident outside his home town of Gunnedah. At the time of his death, Ivan was taking a group of four young people from PCYC Gunnedah to a boxing tournament in Kempsey, when the trailer of an oncoming vehicle broke free to collide with the car he and the boys were travelling in. One of the young people involved also received serious injuries.

Ivan had been passionate about boxing his whole life, having won a NSW Schoolboys' title in 1975, when he was 17. In 1987, he took a boxing squad to New Zealand to compete. Ivan was connected with the PCYC Gunnedah for over 30 years, first as a boxer, then a volunteer, and then a boxing trainer. By 2002, Ivan had grown the activity to include as many as 30 young people training on two nights of the week. Ivan and his wife Kerry were active volunteers on the Club Committee, and helped to run functions and a wide range of activities right throughout the Club.

In October 2003, a Memorial Boxing Tournament was held in his honour. In early 2004, a new facility at the Club will be dedicated in his name. Ivan was greatly respected and admired by the people throughout the Shire and throughout PCYC, as a volunteer, a trainer, and a mentor for the young people of Gunnedah.

PCYC pays tribute to Ivan and the many thousands of individual volunteers he represented in PCYC.

2003 GRANTS + SPONSORS

Major supporter 2003 – Nestle Purina

In June 2003, Nestle Purina made a donation of \$200,000 to PCYC Dubbo in support of programs to help the young people develop valuable life skills and employment training, in preparation for the workforce.

At a ceremony attended by Tony McGrane MP, NSW State Member for Dubbo, Dubbo Lord Mayor Greg Matthews, Mr Ernest Pope, President and CEO of Nestle Purina and Chris Gardiner, CEO PCYC, the donation was recognised as a generous gift to the city and to the work of PCYC.

This year one of the great successes for the Dubbo Club was its Computer Learning Centre, with over 80 young people a week using the facility. The club also runs programs such as Driver Education, as well as dance parties, gymnastics, bands, karate, weights and a host of sports. The grant from Nestle Purina will be used to ensure that a redevelopment of the Club includes facilities and programs to help young people begin a successful life in the workplace.



L-R: CHRIS GARDINER,
ERNEST POPE, TONY McGRANE OAM MP,
MAYOR GREG MATTHEWS

BUSINESS SUPPORTERS

26N Radio	Country Arts Support Program	Lansvale United Sports Club	Richard's on the Park
2MC FM	Country Energy	Life Without Barriers	Rileys Restaurant
2ST Radio	Crown Street Mall	Lighthouse Beach Holiday Village	Roads & Traffic Authority
4Wheel Tours R Us	D&L Walker Electrics	Lions Club of port Macquarie	Robertson Spring Water
A and A Industries	Daracon Group	Lithgow Workmens Club	Rockdale Tennis Club
Able Sutherland Hire	Dare to Shine Dance	Lockwood Carpet and Tiles	Rockstar Management
Abseiling Adventures	Data Depot	Lower Hunter LAC Highway Patrol	Rotary Club of Parramatta
Activision Asia Pacific	David Bittar – Amcal Chemist	Macquarie Bank	Rotary Clubs of Port Macquarie
Aladdins Laundry	Dawson Cruises	Macquarie Brake Service	Saddingtons Building Supplies
Alcorns SportsScene	Delta Electricity	Maitland Ambulance Service of NSW	Samoan Central
Allens First Aid	Design Carpets	Maitland Bluelight Inc	Schefenacker Lighting
Allied Mine Services Pty Ltd	Desirees Fashions	Maitland Lions & Lioness Ball	Seagulls Club
Alminco Pty Ltd	Devro Tepak	in the Mall	Shellharbour City Council
Anna Bay Surf School	Dick Smith Electronics	Maitland Reading Cinemas	Sheraton Four Points
Aquatique Surf Shop	Digby's Home Timber and Hardware	Maitland Roads and Traffic Authority	Shoalhaven Commercial Painters
Armidale Ex-Services Club	Digibit Consulting	Maitland Rotary Club	Short Street Dry Cleaners
Armidale/Dumaresq Council	Disability Services Australia	Maitland State Emergency Services	Silva Games
Ascham (Fiona Junior School)	Donlee Motors Pty Ltd	Maitland Sunrise Rotary	Simplot
ASIS Security	Donovan Oates Hannaford Solicitors	Makari and Co	Simply Electronics
Assefs	Dwyers Pty Ltd	Marcus Droga	Singleton Returned Servicemans Club
Austar	Eastern Beaches LAC	Marrickville Council	Sisters of Charity Foundation
Australian First Aid Professionals	EDI Rail	Marrickville Youth Resource Centre	Smiths Snackfood
Australian National Boxing Federation	Elma Projects	Martin Partners	Soul Pattison Chemist
B&P Mobile Mechanics	Endeavour Sports	Mascot Steel Fabrication	South Coast Register
Baines Transport	Fairfield City Council	Matraville RSL	South Moree Butchery
Bakers Delight	Fantasy Donuts Wollongong	May Murray	South Sydney Juniors Rugby
Bankstown Bowling Club	Financial Planning Association	McDonalds	League Club
Bankstown City Credit Union	Frank Bird's Smallgoods	Mid West Area Health	South Sydney Youth Services
Bankstown Sports Club	Fresh Start Bakeries Australia	Midcoast Water	Southern Area Health
Barbeques Galore	Full Cream Surf Shop	Mister Plywood Blacktown	Southern Highlands Foods
Bathurst Aero Club Ltd	Fullquip Hire Pty Ltd	Mitre 10	Southern Meats
Bathurst City Council	Geoff King Motors	Moore Business Systems Australia	Southern Steel Group Pty Ltd
Bathurst Macquarie Rotary Club	Geoff O'Hara Electrical	Moree Pharmacy	Sports Master Australia
Battle of the Year Breakdance	Gills Meats	Moree Plains Shire Council	Sports Power
Competition	Gonski Foundation Pty Ltd	Moree Services Club	St Agnes Parish
Bayview Seafoods	Goulburn Locksmithing	Moree Tourist Information centre	St George Bank Ltd
Beaurepairs Moree	Goulburn Post	Mr Michael Crockett	St George Foundation
Bernie Crowes Mensland	Goulburn Workers Club	Mt Druitt Workers Club	St George Leagues Club
Big Al's Fruit Market	Grace Bros Parramatta	Murook Fun and Happy	St Marys Leagues Club
Blue Circle Southern	Greater Argyle Council	National Australia Bank	Studdys Sports Store – Moree
Bluescope Pty Ltd	Greg Penman Electrical	National Hire	Sunbeam Australia Pty Ltd
Bo Wa Restaurant	Gwydir Caravan Park	NBN Television	Sundowner Restaurant
Bonny View Store	Hannah's Pies	Nelson Bay Volunteers in Police	SupaCenta Pty Ltd
Botany Bay City Council	Harvey Norman	Nestle Peters	Supre
Botany Bay Local Area Command	Hastings Eisteddfod Society	New England Credit Union	Sutherland Shire Council
Boystown Logan	Hawker de Havilland	Nick's Till Midnight	Sydney Self Defence Centre
BP Service Station Kingsford	Headstart Community Access Program	North West Ginning	Tacking Point Tavern
Breakdance Crews – SKB & Nervous	Health & Fitness Supplies Australia	Northcorp Accountants	Telstra Countrywide
Breakdown	Hendersons Book Store	Northpower	Terrace Tower Group
Broken Hill Legion Club Ltd	Highland Glass	NRMA Insurance Ltd	The Argyle Mall Shopping Centre
Broken Hill Musicians Club	HMAS Kattabul	NSW Department of Housing	The Australian Charities Fund
Brumby's of Armidale	Home Pro Woonona	NSW Department of Juvenile Justice	The Cellar Restaurant
BTR Automotive Drive Train Systems	Hon Ross Cameron	NSW Department of Lands – Bathurst	The Gear Shop
Bulli Budget Signs	Hornsby Chamber of Commerce	NSW Department of Tourism, Sport	The Good Guys – Prospect
Bulli Workers Club	Hornsby and Upper North Shore	and Recreation	The Rimbolin Restaurant
Bunnings Building Supplies Pty Ltd	Advocate	Office Data Systems	The Rock Factory
Bunnings Warehouse	Hoyts Cinema Bankstown	Officeworks – Blacktown	Thomson Automotive
Burkes Transport (Bathurst) Pty Ltd	Hunter Area Assistance Scheme	Onsite Computers	Tony Stewart – Member for Bankstown
Business Requisites	Hunter Valley Fairs	Pacific Meditech	Trailer Boot Fishing Club
Buttercup Bakeries	Hunter Valley Law Society	Parkes Camera House	Tres Chic
Cabramatta Bowling Club	Hunter Victims of Crime Assistance	Parkes Paint and Heating	Trunk's Gourmet Meats
Cadia Valley Operations	League	Parkes Sight and Sound	Tweed Heads Bowls Club
Caledonian Hotel	Ian Brown Bobcat Hire	Parramatta City Council	Twin Towns Services Club
Caliburn Partnership	Illawarra Itec	Parramatta Leagues Club	Uncle Bens
Canterbury Leagues Club	Illawarra Police Golf Club	Parramatta RSL	Uneedit First Aid Supplies
Carina Computers	Isshin Ryu Australia	Party House	V&C Food Distributors
Caves Beach Hotel	J&B Real Estate Investment Pty Ltd	Pedemont Removals	Village Cinemas Parramatta
Central West Glass	James Dack	Peter Fisher & Co	Waitara Rotary
Central West Group Apprentices	Janes Shoes	Peter Johnston	Warren Plowright Toyota
Central West Optics	Jarean of Ingleburn	Police Credit Union	Wesley United Employment
Centro Bankstown	Jobquest	Port Macquarie Courier Services	West Sydney Razorbacks
Cetnaj	John Price – Member for Maitland	Port Macquarie Hotel	Western District Scrap Metals
Charlie's Café	John Terrys Menswear	Port Macquarie News	William Clark College
City of South Sydney Rotary club	John Winning	Port Stephens Council	Wilson's Plumbing
City Tattersalls Club	Joseph Abboud Design Co	Power FM	Windang Bowls Club Ltd
Coal & Allied Industries Ltd	Judy Hopwood – Member for Hornsby	Prime Television	Wingham Beef Exports
Coca Cola Amatil	Julback Building Supplies Pty Ltd	Randwick City Council	Wollongong City Employment and
Coles Myer	Kelly's Embroidery	Rebel Sport Parramatta	Training
Colin Joss & Co Pty Ltd	Kennards Hire	Re-Car Newcastle Pty Ltd	Wollongong Police Credit Union
Compu Parts Corrimal	KFC Parkes	Reflection Jewellers	Woolworths Food Store Moree
Cooper Tools Pty Ltd	Kitchen Worx	Retravision	Woonona Bulli RSL Club
Copper Tops Hairdressers	Krispy Kreme Doughnuts – Arndell Park	Retravision – Belmont	Worimi Framing
Copy That	Lake Macquarie City Council	Revesby Workers Club	Yagoona Lions Club
Cordina Chickens		Richard Torbay – Member for	
Councillor Chiang Lim		Northern Tablelands	

ORGANISATION +

OUR BUILDINGS, SYSTEMS, STRUCTURES; OUR PEOPLE AND HOW WELL EQUIPPED THEY ARE; HOW WE SET TARGETS AND MEASURE OUTCOMES; AND HOW WE VALUE AND GROW OUR RESOURCES ARE ALL CRUCIAL TO OUR CAPACITY TO CREATE BETTER OUTCOMES FOR YOUNG PEOPLE IN THE FUTURE

COMMITMENT + DYNAMISM

PCYC met all the goals it set itself for 2003, a measure of the commitment and dynamism of the key stakeholders that make up the Movement. This year's report on PCYC's organisation and finances outlines outcomes against goals set for 2003 and reported in the 2002 Annual Report.

A Movement consultation process initiated by the CEO and Commander in September 2002 was brought to completion with a formal State Consultation at Goulburn Police Academy in November 2003. Three separate groups – Club Presidents' Forum, Youth Forum and Staff Forum – involving over 150 people from across the Movement, met to discuss the mission and strategy of PCYC for 2004-2006. The outcomes of that consultation process are reported below.

The PCYC Annual Conference has been moved from November to May each year. The 2003 Conference was replaced by the State Consultation. The Annual Blue Heeler Awards for Club members, volunteers, Clubs and Club programs feature on page 11 of this Annual Report.

2003 ORGANISATIONAL GOALS

Club Manager trial

One of the most important responsibilities of PCYC leadership in 2003 was the implementation of a trial of civilian Club Managers. Funding was provided by the NSW Government late in 2002 for this initiative. The appointment of civilian managers in 18 Clubs was intended to release Police Officers from administrative duties at Clubs. The key outcome, of course, was expected to be an increase in work by Police Officers with young people and the community in targeted crime prevention.

An evaluation of the trial by the NSW Ministry for Police, presented to the Minister for Police in December, confirmed that the trial had been successfully implemented. Of particular importance were the outcomes reported:

1. There was an average increase in direct work with individual young offenders across the Clubs involved of approximately 40%, with the average increase in the best performing eight Clubs of approximately 175%;
2. Time spent providing crime prevention education services in Clubs with civilian managers increased by approximately 600%;
3. Time allocated to analysing local youth crime hotspots for program initiatives increased in Clubs with managers from 1 to 4 hours – it declined in clubs without managers from 3 to 1 hour.

As a result of the success of the trial, the Minister for Police has recommended that funding for managers for all Clubs be released during 2004.

PCYC is particularly appreciative of the leadership provided by the former Minister for Police, the Hon. Michael Costa MP, and the current Minister for Police the Hon. John Watkins MP, in funding and promoting this initiative.



FINANCE





Support for Targeted Programming

The Board of PCYC recognises that the targeted programming approach of the PCYC Police Youth Programmers is unique in Australia, not least because it has established, in the last two years, data collection processes to allow evaluation of outcomes. To assist with the continuous improvement of targeted programming, the Board allocated funds and commissioned an independent researcher to undertake an evaluation of the program and its data instrument. The research project will be completed in the late 2004.

Performance indicators

PCYC has not had in the past an agreed set of performance indicators against which it could report – to Government, to the community, and to its supporters. As part of the consultation process in November 2003, the following performance indicators were agreed in five areas:

Youth & Community involvement and Club use

1. Membership, and percentage of youth membership
2. Hours in operation, and activity participants per hour
3. Percentage of membership and activity participants in disadvantaged areas
4. Number of volunteer hours

Crime prevention and reduction

1. Number of young people in direct case management – Priority One (P1)
2. Reduction in offences by those in case management
3. Number of activities in Priority Two (P2) and other programs

Community standing and satisfaction

1. Outcomes of Club user surveys
2. Outcome of community perceptions survey

Risk and compliance management

1. Club compliance ratings
2. Number of Reportable Incidents
3. Cost of claims

Financial resources

1. Earnings before income tax, depreciation and amortisation (EBITDA)
2. State Office overhead as a percentage of total cost
3. Number of donors and average donation

Reporting formats will be gradually reviewed and implemented to allow PCYC to begin to capture and report data in its annual reports in coming years.

Policy development

PCYC undertook a comprehensive risk assessment of its work and activities, and a Risk, Policy and Compliance committee was established. An audit of PCYC regulatory and compliance issues was also undertaken for PCYC by the legal firm Cutler Hughes & Harris. The key policy initiatives in 2003 included:

1. Development of a detailed policy on Risk Assessment and Management;
2. Development of a new Occupational Health & Safety policy, the revamping of the staff consultation processes around a newly established OH&S Committee, an investment in new training for Committee members, and inclusion of club activity risk assessment and planning guides;
3. An audit of PCYC compliance with Child Protection obligations under law in NSW, the development and benchmarking of a comprehensive Member/User Protection Policy, and a program of Zone based briefings on the new policy;
4. Review of the policy governing Club Councils and development of a new comprehensive Club Committees policy, to be complemented by adoption of a revised Constitution in 2004.

Club upgrade and redevelopment

The Board complemented a \$5 million capital grant from the NSW Government in 2002 with an in-principle allocation of approximately \$15 million from its own Advancement Funds for the upgrade or redevelopment of Clubs across the State. Funds made available through the Advancement Fund had been made available primarily through the sale of closed Club sites at Newtown and Paddington. Detailed Club consultation, concept and design work will progress through 2004 with a priority based development schedule for Clubs to be implemented in 2004-2006.

A \$1 million upgrade of PCYC Newcastle was completed during 2003. Major Club redevelopments (\$500,000 and above) have been approved in principle for Dubbo, Orange, Lithgow, Twin Towns, Maitland, Cessnock, Wagga Wagga, Lake Illawarra and Penrith. Investigations and planning was also progressed on the possible redevelopment on the existing sites of the Hornsby, Burwood and Parramatta Clubs.

New Clubs

As a result of the initiative and leadership of the Marrickville Council, PCYC saw a new Club, PCYC Marrickville established in October, operating out of Council facilities to be managed for Council by PCYC.

Just before Christmas, the new PCYC Liverpool was completed, a project resulting from the vision and commitment of the Liverpool City Council. The Club was expected to be officially opened in February 2004.

Discussions were progressed to in-principle agreement with Bourke Shire Council for a partnership to establish a PCYC in Council facilities, and the Board has allocated \$500,000 for the project. It was expected that the project to redevelop Council facilities would commence in the second half of 2004.

Youth participation

As reported earlier in this report, in 2003 PCYC invited Clubs to nominate young people to a State Youth Forum. Some 38 young men and women aged between 15 and 20 came together to participate in a youth development camp and to establish the inaugural Youth Forum. The Youth Forum played a crucial role in the deliberations of the State Consultation in November, and its first set of recommendations, including one to have representatives attend Board meetings, has been accepted by the Board. The structure of youth representation at Club Committee and Board level will be determined in 2004. All future consultations within PCYC will formally involve the Youth Forum, which will meet alongside the Club Presidents' Forum, twice a year.

Inter-Club sporting activities

PCYC committed itself to promote inter-club sporting activities and competitions, once a dominant feature of the Movement. A new policy framework and committee structure has been agreed to provide leadership and coordination of inter-club competitions and events. In 2003, as part of this new commitment, an inaugural Rugby League 7's competition was held involving nine Clubs. Financial support for the Gymnastics, Wrestling and Boxing Committees has also been provided towards trophies to recognise the achievements of young PCYC members.



2003 FINANCES

The overall result for PCYC in 2003 was a deficit of approximately \$3.4 million after depreciation, and a surplus of \$472,000 before depreciation.

Key elements effecting financial results for PCYC in 2003 were:

1. Income from the sale of the PCYC site at Paddington;
2. First stages of the implementation of Club upgrades, not least including the total refurbishment of the Newcastle Club – approximately \$3.9 million;
3. Depreciation of assets and equipment to the value of \$3.8 million.

A full set of the audited accounts is available on our website.

State Office costs

State Office met its goal of significantly lowering its costs – 2003 costs were approximately \$400,000 lower than 2002 costs. Overall, the overhead costs represented by the State Office, in terms of the combined Command and PCYC budgets, equated to approximately 11% of expenditure. Cost containment will continue in 2004 as a priority for the State Office team.

New fundraising strategies

Two key initiatives were undertaken to improve the levels of community support for PCYC's work. A trial was initiated of a telemarketing based car raffle, complimented by a community education element involving local newspaper advertisements and mail-out of PCYC newsletters to prospective supporters. Whilst this trial was budgeted to break-even in 2003, early assessment suggests that this form of fundraising will provide a significant new source of income for PCYC from 2005 onwards.

PCYC has an existing Community Awareness Unit (CAU) that undertakes presentations at factory floor and office levels. To compliment what has been, traditionally, a focus on blue-collar fundraising by the CAU, a position was created late in 2003 for a Corporate Development Manager who will focus on fundraising at the Corporate and 'white-collar' levels. Recruitment to this position was successfully completed in December 2003, and PCYC has been offered assistance from Macquarie Bank to develop its strategy, materials and presentations for this important area of fundraising.

Club sustainability

One of the most important outcomes of the Movement consultation process was agreement at the formal Consultation meeting in November on three year financial sustainability targets for each Club. Clubs have now been allocated, based on factors such as local area demographics and current financial position, to one of three categories: break-even before depreciation; break-even and achieve 50% of depreciation; and break-even after depreciation. Club budgets will be monitored on a monthly basis, with intervention support provided where necessary. The Club budget approval process for 2005 will assume substantial progress to a Club's 2006 target.

Accounting systems

Up to 2004, PCYC State Office operated on the basis of accrual accounting whilst Clubs operated on the basis of cash accounting. From 2004 accrual accounting systems will operate across PCYC. As part of the introduction of the standard accounting systems, Clubs have been provided with new accounting software and orientation, and a new set of 'job codes' have been developed to allow better analysis of financial details in areas such as the differentiation of house costs within overall fundraising costs.



STRATEGIC DIRECTION

The consultation process completed in November 2003 saw a clear consensus emerge about the continuing relevance of PCYC to the communities it serves, and around a clear vision and set of priorities to guide the movement for 2004-2006. The vision for PCYC can best be expressed as being the recognised leader in promoting active and responsible young lives. Priorities for the Movement were identified under six headings:

Knowledge and expertise

1. The Police PASS system to be evaluated/validated
2. Three best practice program kits to be put in place
3. Annual reporting to be against key performance indicators

Infrastructure

1. Club upgrades to be completed
2. PCYCs Burwood, Hornsby, Parramatta to be rebuilt
3. Preferred sites for next 2 Clubs to be identified
4. Intranet based management systems to be put in place
5. Policy, Risk & Compliance system to be put in place

New services

1. Partnership to deliver and expand child care and education services, especially after school care to be established
2. Interclub sports and arts competitions to be promoted

Marketing

1. Consultation and research-based positioning of image and reputation in community and government to be undertaken

People

1. Police middle management and Club Manager programs to be completed
2. Programmer, Staff and Volunteer development programs to be put in place
3. Youth Forum/Development Program to be well established
4. Performance planning and review to be put in place

Financial resources

1. Business Supporter, Car Raffle, and Sports Sponsorship programs to be established and providing approx. \$1M income
2. Sustainable Club EBITDA (earnings before income tax, depreciation and amortisation) targets met

Business priorities for the State Office for 2004 will be guided by this set of strategic priorities. Future annual reports will account for action and progress against these priorities.



PROFIT AND LOSS

FOR PERIOD 1 JANUARY TO 31 DECEMBER 2003	NOTES	2003 \$000s	2002 \$000s	2001 \$000s
Income				
Fundraising and Donations (includes Housie operations)		6757	6966	7320
Fees and Sale of Goods		4809	4342	4196
Government Grants	1	1539	9138	686
Other Income (interest, rent, asset sales)	2	5682	1103	2977
Total Income		18787	21549	15179
Expenditure				
Fundraising Expenses (includes Housie operations)		3177	3689	4081
Activity and Trading Expenses		2149	1938	1802
Clubs Staff, Office and Administration		6009	5543	5256
State Office Staff, Office and Administration	3	3068	2523	2148
Depreciation	4	3822	2817	2912
Vehicles and Repairs/Maintenance	5	3853	1060	924
Other Expenses		59	23	16
Total Expenses		22137	17593	17139
Surplus/(Deficit)		(3350)	3956	(1960)

BALANCE SHEET SUMMARY

Current Assets	23829	21441	14783
Non Current Assets	56347	60829	52152
Total Assets	80176	82270	66935
Current Liabilities	3870	2586	2023
Non Current Liabilities	146	174	176
Total Liabilities	4016	2760	2199
Equity	76160	79510	64736

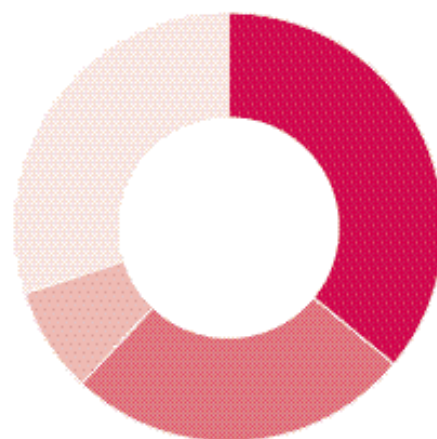
NOTES

1. 2002 INCLUDES STATE GOVERNMENT GRANTS OF \$7.7 MILLION FOR CLUB UPGRADES AND COST OF ORGANISATIONAL REFORM.
2. SURPLUS FROM SALE OF ASSETS IN 2003 – TO BE APPLIED TO UPGRADE AND EXPANSION OF CLUBS.
3. COSTS ASSOCIATED WITH CLUB RESOURCING INITIATIVES IN 2003 – CIVILIAN MANAGERS – ARE INCLUDED IN STATE OFFICE.
4. REVALUATION OF PROPERTIES, LEASE TERMS AND EFFECTIVE LIFE HAVE CONTRIBUTED TO THE INCREASE IN DEPRECIATION COSTS.
5. MAIN COSTS RELATE TO THE CLUB UPGRADE/REFURBISHMENT PROGRAM.

PCYC AT A GLANCE

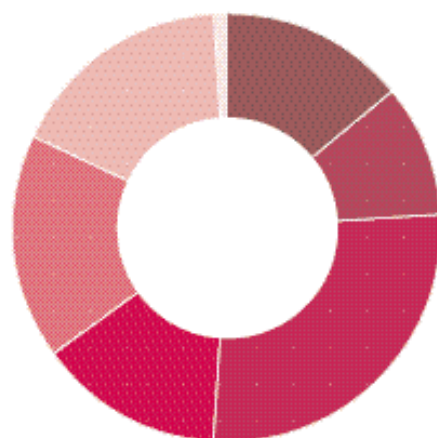
2003 INCOME – SOURCES OF REVENUE

- Fundraising and Donations 36%
- Fees and Sale of Goods 26%
- Government Grants 8%
- Other Income 30%



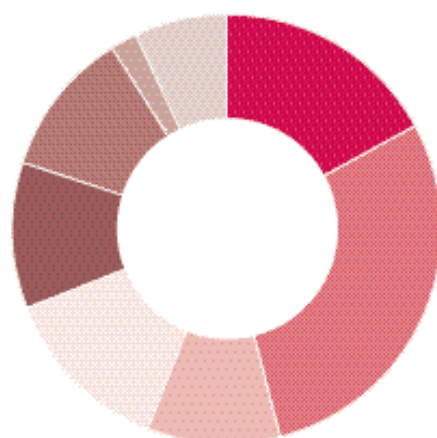
2003 EXPENDITURE

- Fundraising expenses 14%
- Activity and Trading 10%
- Clubs Staff, Office and Administration 27%
- State Office Staff, Office and Administration 14%
- Depreciation 17%
- Vehicles and Repairs/Maintenance 17%
- Other Expenses 1%



2003 MEMBERSHIP BREAKDOWN

Age	Male	Female
Under 10	17%	11%
10-17 Years	29%	11%
18-25 Years	10%	2%
Over 25	13%	7%
Totals	69%	31%





MARK COYNE

Mark is Operations Manager for a large workers compensation insurer. He was a former Director of the NRMA from 1999-2003. Mark has played over 200 first grade rugby league games for the St George Dragons, also representing Queensland and Australia and is a member of the NRL Judiciary Panel.

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

Allan Backhouse has been a PCYC Board Member for 8 years. Allan has over 21 years of association with PCYC Dubbo as a volunteer, Life Governor and as President since 1993.



GRAHAM HABGOOD

Graham is a company director who is serving his fourth year as an elected PCYC Director. He has been involved with PCYC Newcastle for over 20 years. He has been a member of the Club Council and President for the last 11 years.



FRANK HANSEN, APM

Superintendent Hansen has been a member of the NSW Police since 1970, he has worked predominantly in drug law enforcement and policy areas. More recently he completed a 2 two-year appointment as the Local Area Commander, Cabramatta and is currently the Manager, Drug and Alcohol Coordination, State Crime Command.



ANDREW SCIPIONE

Andrew joined NSW Police in 1980. Moving through a number of positions and appointments, he was appointed in 1998 to the position of Chief of Staff to former Commissioner Ryan, and in 2001 became Commander, Special Crime and Internal Affairs. He is currently Deputy Commissioner Support and an executive member of the National Counter Terrorist Committee.



GLENN STEWART

Currently Vice-President PCYC South Sydney. Glenn has worked as a volunteer maintaining the Club's computer resources. An IT Analyst, he is serving his eighth year as an elected PCYC Director.



MELINDA GAINSFORD-TAYLOR

Melinda burst into the athletics scene in 1992. The Narromine track star won her first international medal with silver at the 1993 World Indoors. Melinda represented Australia at the 2000 Sydney Olympics and became the first Australian 200m finalist in 20 years. Her 4x400m team finished fifth in the final, setting a new Australian record.



IAN (IKE) ELLIS, APM

The Commissioner's representative on the PCYC Board of Directors, Ike is a former Assistant Commissioner and Region Commander Georges River in NSW Police. He is currently Chairperson of the Youth Issues Working Party of the NSW Police and Director of Safety and Security at the Department of Education and Training.



WARREN MUNDINE

Warren has lectured in Aboriginal Studies at the University of Technology and the University of Western Sydney. He has been active on Dubbo Council since 1995 and has worked to address issues of Aboriginal homelessness, youth issues, cultural and sporting activities and aboriginal employment and education.



ERROL WHITELEY

Errol is a Senior Financial Planner with National Australia Bank, now serving his fourth 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 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. He lives in the Blue Mountains with his wife and two sons.



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 his 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. He is married with three daughters.

CONTACT US

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Web: www.pycnsw.org.au

STATE OFFICE + EXECUTIVE

PCYC COMPANY STATE OFFICE

Chris Gardiner	Chief Executive Officer
Kiran Narsey	Manager, Finance & Administration
Julie Vaughan	Area Manager
Gordon Allen	Area Manager
Anne Wachmer	Manager, Human Resources
Cathy Kempe	Program Manager
Reg Woodleigh	Development Manager
Cathryn Baker	Corporate Development Manager
Gary Jones	Manager, Facilities & Planning
Carole Steele	Company Secretary & Administration Manager
David Scullion	IT Manager
Yvette Audet	Facilities Project Assistant
Gina McGrath	Marketing Officer
Susan Nakad	Accountant
Jenny Hyland	Payroll Officer
Rachel Povey	Executive Assistant to CEO
Natalie Mansour	Development Assistant
Andreja Grant	Reception & Administrative Support

PCYC COMMAND STATE OFFICE

Supt David Shorrocks	Commander, Police Youth Clubs & Community Support Groups
Inspector Paul McMillan	State Coordinator
Rose Yazbek	Specialist Area Manager
Sen. Sgt Greg Penn	Special Projects
Sgt Peter Gerrie	Leader, Community Awareness Unit (CAU)
Sgt Peter Borg	Education Research & Development Officer
Sgt Bob Fitton	Systems Coordinator
S/C Leigh Davy	CAU Officer
S/C Maji Tadros	CAU Officer
Nagaveni Badethalav	Roster Officer

ZONE COMMANDERS

Sen. Sgt Ed Beazley	Hunter Zone
Sen. Sgt John Chaplin	Western Zone
Sen. Sgt Dave Cook	Riverina Zone
Sen. Sgt Kerry Pratt	Metro West Zone
Acting Sen. Sgt Tony Jordan	Inner Metro Zone
Acting Sen. Sgt Paul Hardy	Southern Zone
Acting Sen. Sgt Rob Stark	Relief Inner & Metro West Zone
Acting Sen. Sgt Greg Hunt	Relief Northern Zone
Acting Sen. Sgt Peter Ryman	Relief Northern Zone
Acting Sen. Sgt Adam Bartlett	Relief Northern Zone
Acting Sen. Sgt Leo Wolyniec	Relief Northern 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/KURING-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	9360 5835

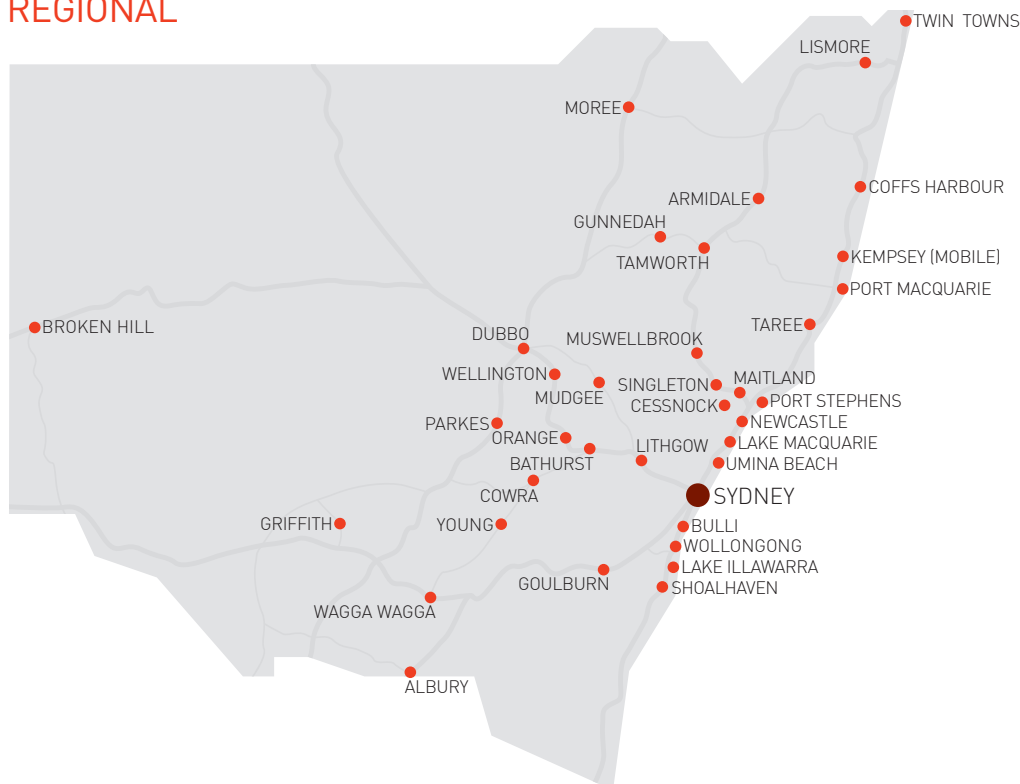
REGIONAL

ALBURY	6021 7437
ARMIDALE	6772 1023
BATHURST	6331 2191
BROKEN HILL	[08] 8087 3723
BULLI	4284 3878
CESSNOCK	4991 1407
COFFS HARBOUR	6651 9961
COWRA	6341 2035
DUBBO	6882 3273
GOULBURN	4822 2133
GRIFFITH	6964 2004
GUNNDAH	6742 1586
KEMPSEY (MOBILE)	6563 1760
LAKE ILLAWARRA	4296 4448
LAKE MACQUARIE	4948 6622
LISMORE	6621 6276
LITHGOW	6351 2510
MAITLAND	4934 7122
MOREE	6752 3741
MUDGE	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



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Central Western Daily: page 17

Daily Liberal: pages 6, 24, 39, 40, 44

Fiora Sacco: cover, pages 4, 16, 26, 47

Hornsby Advocate: page 23

Inner Western Courier: page 7

Lake Macquarie News / Graham Island:
pages 29, 37

Namoi Valley Independent: page 44

Newspix: pages 19, 27

Roger Parton (0408 211 482): page 43, 51

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FRONT COVER

PCYC Cowra, clockwise: S/C Harry O'Neil (Police Youth Programmer), 'KJ' Woods, Peter Bryant, Gerard Thompson (PCYC Cowra Vice-President and Trainer), Ricky Whitton and Ben Death.

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NSW DEPARTMENT OF TOURISM, SPORT & RECREATION

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MACQUARIE BANK

