

PCYC | POLICE CITIZENS
YOUTH CLUBS NSW

ANNUAL REPORT 2018

EMPOWERING
YOUNG PEOPLE

PAYTEN'S STORY:

Building a positive future

PAYTEN FIRST JOINED PCYC WALGETT WHEN SHE WAS 14 YEARS OF AGE. SHE WAS A GOOD STUDENT AND A TALENTED SPORTSWOMAN WITH LEADERSHIP QUALITIES THAT WERE OBVIOUS TO HER FRIENDS AND MENTORS. THEN WHEN SHE WAS 15, SHE ENTERED A RELATIONSHIP THAT SENT HER LIFE IN THE WRONG DIRECTION.

Payten became isolated from her family, friends, peers and PCYC NSW. Her relationship became abusive and she turned to drugs and alcohol as her mental health deteriorated. She eventually came to the attention of local Police, who referred her back to PCYC NSW as a young offender.

Since then, Payten has turned her life around. When she returned to PCYC NSW, she set goals to reduce her drug and alcohol use, return to school, volunteer at PCYC Walgett and get a job. Not only has she achieved all of these goals, Payten has also completed the Blue Star Citizenship program, participated in RAW Challenge and 2 Rivers to the Chase, and played league tag for the Walgett Dragons.

Payten is now a much-loved member and volunteer at PCYC Walgett, and an active member of the Walgett Shire Youth Council. Her journey is an inspiring example of the life-changing difference PCYC NSW makes to young people in communities around the state.

We invited Payten to share her story at the 2018 PCYC NSW Make a Difference Ball. Here are some of the highlights from the moving and very impressive speech she gave.

"Amanda (Club Manager) and Cheryl (Senior Constable Hofmann) never gave up on me. I knew at PCYC NSW there was no judgement. I was allowed to make mistakes and would be given a second chance, and I knew that I could go there for company so I wasn't alone. I gained the confidence to break away from my partner and start to rebuild my life.

"Being a part of the PCYC Walgett 'team' is the reason I was able to turn my life around. Having Amanda and Cheryl pull me into gear when I needed it. Having the PCYC staff as role models and friends and being given the opportunity to play in the Gamilaraay Nations of Origin team. Attending the RAW Challenge, being a Blue Star participant, a part of the Blue Light Disco Crew, volunteering and now having a job at PCYC Walgett as an Activity Assistant has put my life back on track.

"When I look back on my teenage years and where I am today I know my life could've taken a completely different direction. I have a long way to go but I have gained my confidence back. I have made my Nan and my family proud of me. I am proud of me.

"I am proud to be a part of the PCYC Walgett family and I am looking forward to what the future brings for me."

THEORY OF CHANGE



**BUILDING ON THE PROFOUND LEGACY OF POLICE
AND COMMUNITY PARTNERSHIPS SERVING OUR
YOUNG PEOPLE THROUGHOUT OUR 80-YEAR HISTORY.**

IF WE

- Provide relevant, quality, engaging life skills education and social programs
- Provide fun, cultural, health and fitness-based activities
- Engage local communities and like-minded partners to create a culture of belonging which fosters commitment among staff, volunteers and participants
- Provide a supportive mentorship-based youth case management program
- Provide SAFE, fit-for-purpose, accessible and commercially sustainable clubs and facilities

THEN

- Young people have positive experiences in our clubs
- Young people attend regularly and continue to be positive promoters of PCYC
- Young people and community of all backgrounds register for programs and activities
- Young people connect with Police and the community
- Facilities and programs set new standards for youth engagement and participation

AND

- Young people become physically and culturally active in life
- Young people make new friends with others from diverse backgrounds
- Families of students and communities are included
- Young people develop appropriate life, behavioural, leadership and citizenship skills

SO THAT

- Young people have new information, skills and educational opportunities to empower them for the future
- Young people benefit from a stronger social support and mentoring system
- Young people develop life, social and citizenship skills to be resilient and make positive life choices
- Communities value the voices and contributions of young people
- Young people invest in PCYC to volunteer, design and deliver innovative contemporary youth activities and programs

THEN WE

- Get young people active in life
- Work with young people to develop their skills, character and leadership
- Reduce and prevent crime by and against young people

WHICH WILL MAKE US

**Australia's pre-eminent youth organisation
working with Police and community to empower
young people to reach their potential**

STRATEGY



**POLICE CITIZENS
YOUTH CLUBS NSW**

**Australia's pre-eminent youth organisation
working with police and the community to
empower young people to reach their potential**

**We get young people
active in life**

**We work with young people
to develop their skills,
character and leadership**

**We reduce and prevent crime
by and against young people**

Effective, Sustainable Club Operations

We build safe, sustainable and relevant club business models from a committed and successful team leveraging our network of Youth-aligned agencies, Police and the community

Empowering Experiences

We embrace our heritage and source, curate, partner and deliver engaging experiences that get youth active in life to develop their life skills, character and leadership capacity

Enduring Charitable Engagement

Sustainable commercial growth through innovative and compliant fundraising, committed partnerships, diversification of revenue streams and exciting events

Aligned Culture

We build a loyal, high-performing and enthusiastic team of employees and volunteers committed to effective leadership, inclusion, belonging and role modelling

Facilities & Infrastructure

We provide safe, secure, sustainable and fit-for-purpose facilities and evolve our portfolio to meet the changing needs of the youth of NSW

Community, Brand & Member Engagement

We build a positive and wide-ranging perception about our activities, brand and programs, delivering empowering experiences for young people and building a safer community

STRATEGIC THEMES

Provide a safe environment for youth

Our programs and activities reduce youth crime and engage youth in the community

Engage with youth on their terms

Our people want to belong to PCYC and are motivated to serve youth

Deliver our programs to achieve our mission in an ethical, environmental & commercially sustainable way

RESPECT

COMMITMENT

RESILIENCE

INTEGRITY

CITIZENSHIP

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ABOUT PCYC NSW

PCYC NSW HAS BEEN WORKING IN COMMUNITIES ACROSS THE STATE TO NURTURE YOUNG PEOPLE AND HELP THEM REACH THEIR POTENTIAL FOR MORE THAN 80 YEARS.

In 1937, Police Commissioner William McKay opened the first Police Rotary Boy's Club in a disused police lockup in Woolloomooloo. Since then PCYC NSW has grown to become one of Australia's leading youth-focussed organisations, with a network of 64 clubs across the state serving in excess of 110,000 members.

While we have continued to evolve and adapt to the changing needs of our young people, what has not changed are the values that underpin the work we do: respect, commitment, resilience, integrity and citizenship.

Our key objective remains getting young people active in life. We provide opportunities for them to develop their skills, character and leadership qualities and in doing so we aim to reduce and prevent crime by, and against, young people.

We deliver more than 100 activities and sports to participants of all levels, from beginners to Commonwealth Games medallists. We also offer a range of programs that re-engage young people with education, connect them with employment opportunities, and address the root causes of key crime categories.

We are one of the leading providers of driver education programs in NSW for learner drivers and traffic offenders. Our PCYC Institute registered training organisation (RTO) provides young people with job-ready skills and qualifications and our Blue Star program nurtures and develops the leaders of tomorrow.



Providing a safe environment for our young people is paramount in everything we do. We are committed to engaging young people in their communities, on their own terms in an ethical and environmentally and commercially sustainable way. All of our programs and activities are delivered by highly professional and dedicated staff and volunteers.

PCYC NSW is a company, limited by guarantee, which operates under the control of a Board of Directors. The Board sets key policies and appoints the CEO to provide operational and management control. PCYC NSW works in partnership with the Youth and Crime Prevention Command of the NSW Police Force and supports the work of its Police Youth Case Managers.

PCYC NSW is striving to be Australia's pre-eminent youth organisation, serving local communities and empowering young people to be their best.



PATRON'S LETTER



Message from

His Excellency General The Honourable David Hurley AC DSC (Ret'd)
Governor of New South Wales

As Patron, of Police Citizens Youth Clubs (PCYC) NSW, it has been my privilege over the past five years to engage extensively with PCYC programs, personnel and participants. Each experience has consolidated my view that PCYC plays an outstanding role as a community service organisation in New South Wales. So much so that it is difficult to imagine life in this State without PCYC and the unique brand of youth mentoring and leadership it brings.

PCYC has been a large part of our history and I was privileged to join you for the 2nd annual 'Make A Difference' Gala Dinner in PCYC's 81st year.

When Commissioner of Police William Mackay established that first club in 1937, could he have ever imaged the impact of his idea to encourage young people to engage in healthy outdoor activities and sports?

In 2018 there were over 41,000 young people engaged in school holiday programs, over 1,200 participants in the Nation of Origin sporting competition, and a Guinness World Record broken for the largest Boxercise class! I was pleased to learn that the 'Rise Up' program, launched in August 2018, had already connected 87 young people to employment by the end of the year.

These kinds of achievements are realised by investing in our young people, by investing in their future, and investing in their leadership potential. It is one very important way of breaking the cycle of disadvantage that for large sectors of our community is an inter-generational disadvantage.

I would like to acknowledge the role of many people who, since the first Police Boys Club was conceived in Woolloomooloo all those years ago, have contributed to the cause. This includes several generations of Police Officers, volunteers, staff and supporters who dedicated themselves to providing a safe place for young people to participate in a range of sports; to learn new skills; and to develop and grow into fine young adults under the supervision of positive role models, mentors and coaches.

On behalf of the people of New South Wales, thank you.

General The Honourable David Hurley AC DSC (Ret'd)
Governor of New South Wales
Government House, Macquarie Street, Sydney NSW 2000
telephone: 02 9228 4111 | website: www.governor.nsw.gov.au

CHAIRMAN'S MESSAGE



AS CHAIRMAN OF PCYC NSW, I AM IMMENSELY PROUD OF THE WORK OUR ORGANISATION DOES IN PARTNERSHIP WITH THE NSW POLICE FORCE AND THE COMMUNITY TO EMPOWER YOUNG PEOPLE THROUGHOUT NSW TO REACH THEIR POTENTIAL.

2018 has been no exception. Guided by the roadmap set by our 2017 – 2022 Strategic Plan and Theory of Change, it has been a year of transformation and consolidation, with many positive steps forward for PCYC NSW.

One of the most exciting and significant activities has been the strengthening of our partnership with NSW Police following the announcement by Police Commissioner Michael Fuller APM of his RISEUP strategy in August. I fully support the Commissioner's approach of linking disengaged youth to pathways to school or employment as a way to reduce and prevent crime. The rationalisation of more than 120 programs down to eight targeted initiatives with the common goal to keep at-risk youth on the right path further reinforces the commitment NSW Police has to this strategy. To also see industry endorse this strategy is extremely encouraging. As Chairman of PCYC NSW and Chief Financial Officer of the Macquarie Group, I was pleased to see Macquarie Foundation as one of the founding partners for the Fit for Work program and congratulate Snowy Hydro, Red Energy and Police Bank for their continued support.

It is significant that I report we achieved an unqualified financial audit for 2018. It has been 16 years since this last occurred and much hard work has gone into improving processes and procedures to be able to achieve this. Well done to all involved. This will enable us to build on our strategy for sustainability and ensure we have a great launching pad for the remaining three years of our 2017 – 2022 Strategic Plan.

Another key milestone was the announcement of \$40 million in government funding, which was a testimony to the strength of our strategy and the work of PCYC NSW in focussing on its mission and delivering for the youth of our community. This capital funding will support the rejuvenation of our facilities to ensure we are relevant and contemporary.

I would like to acknowledge the outgoing Youth and Crime Prevention Commander, Superintendent Dave Roptell who led the Police Youth and Crime Prevention Command in 2018. In his 12 months in the position, Superintendent Roptell had an overwhelming impact. The legacy of programmatic change he created will ensure PCYC NSW and the NSW Police Force continue to work together in empowering young people. We welcome Superintendent Mark Wall to the Command.

I would like to thank my fellow Board members for another incredibly productive year. Their support of our fundraising efforts, in particular, the Make a Difference Gala Ball, coupled with their sound advice and counsel in support of the PCYC NSW management team, has been crucial to our success. The role of Board member Judge Peter Johnstone, whose focus on ensuring youth detention rates are reduced, has been pivotal in further enhancing the effectiveness of Police programming.

It is with sincere appreciation that we farewell Ike Ellis OAM, a founding Board member who has served our organisation for more than 25 years. We thank Ike for his long service and commitment to PCYC NSW. Ike's legacy to PCYC will live on and I know he will be a friend to us in the future.

I would also like to acknowledge the generous support from government, business, community sponsors and donors whose contributions enable us to stay focussed on our mission of empowering young people to reach their potential.

Finally, to the management team in State Office, all staff, Police and volunteers in our clubs, thank you for your dedication and commitment to our mission. A lot of hard work and effort has gone into increasing activities and membership numbers with positive results. The fact we are seeing excellent outcomes for so many young people confirms we are on the correct path to achieve our vision to become Australia's pre-eminent youth organisation.

Yours in empowering young people,

Alex Harvey
Chairman, PCYC NSW

CEO'S REPORT



I CONSIDER IT A GREAT HONOUR AND PRIVILEGE TO SERVE AS CEO OF PCYC NSW, AN ORGANISATION THAT HAS BEEN EMPOWERING YOUNG PEOPLE ACROSS THE STATE TO REACH THEIR POTENTIAL SINCE 1937.

Working in close partnership with the NSW Police Force, 2018 was a transformative year for our organisation. We have now completed two years of our Empowering Young People strategy, and I am pleased to report we are certainly moving forward with tangible results against our objectives of 2022, none better than our close alignment with the NSW Police Youth and Crime Prevention Command. Under the theme 'Better Together', our partnership with Police has continued to grow and deliver benefits to youth.



August 2018 saw the launch of the Police Commissioner's RISEUP strategy aimed at preventing crime by connecting disengaged young people with pathways back to school or employment opportunities. I would like to thank the Commissioner for his leadership and interest in youth. I would also like to acknowledge the leadership and singular drive of the Commander of Capability, Performance and Youth, Assistant Commissioner Joe Cassar and the important contribution made by the Commander, Superintendent Dave Roptell, and Detective Chief Inspectors Darren Newman, Paul Simpkins and Carlene Mahoney in reviewing and adapting the Police program portfolio to closely align with the objectives of RISEUP. In 2018, more than 60 young people gained employment through engagement with our programs so our strategy is working.

A personal highlight for me this year was the reopening of new PCYC NSW clubs in Campbelltown and Maitland. These are both great communities that have been lobbying for many years to get their own club. We look forward to working with them to support their inspiring young people. To receive more than \$40 million in government funding and grants in March 2018 for capital projects like these two new clubs was a significant vote of confidence in the quality of our programs, and evidence that our strategic plan is guiding us well.

2018 also saw strong growth in the number of PCYC NSW school holiday participants. To have reached approximately 42,000 young people demonstrates the strength and appeal of our programs, and has enabled us to continue to grow our membership.

On 12 May 2018, PCYC NSW and the GWS GIANTS joined forces for a Guinness World Record attempt to run the largest boxercise class. 592 PCYC members, GWS fans, PCYC staff, police officers and young people involved in the prevention programs came together for the record-breaking 30-minute class. The event attracted positive media coverage for PCYC NSW, and I am very proud of everyone who participated and helped to make it happen.

Our Nations of Origin event continues to go from strength to strength with record attendance and an increase in the number of sports contested this year. It is a rare privilege to see so many young people from all corners of NSW coming together to play sport and represent their cultures.

In November, PCYC NSW announced a new partnership with Snowy Hydro Red Energy. The partnership will provide employment opportunities for our Fit for

Work participants as well as sponsorship to improve access to our Nations of Origin event and regional Police programs. I would like to thank Snowy Hydro CEO, Paul Broad for his passion and commitment to providing young people with opportunities to reach their potential. We also entered a corporate partnership with the Macquarie Foundation, which will sponsor our Fit for Work program over the next three years. The Police Bank continue to provide support for our Blue Heelers and Blue Star program.

I am pleased to report we achieved an unqualified audit in 2018. Significant effort went into reaching this goal, and I am now confident we have the necessary processes and procedures in place to ensure long-term financial sustainability and accountability.

PCYC NSW enters 2019 having built a strong foundation for success over the past year. Our top priority remains the safety of the children and young people in our programs, and in our care. We also remain focussed on consolidating our culture of belonging, developing our corporate partnerships, and continuing to generate more activities through our club network.

In closing, I would like to acknowledge the outstanding contribution made by outgoing Youth and Crime Prevention Commander, Superintendent David Roptell. His drive, passion and strategy has left a significant legacy. He leaves our organisation in very good shape. I also thank Assistant Commissioner Joe Cassar for

his ongoing support of PCYC NSW programs, and for his advocacy of youth and crime prevention issues at the highest level within the NSW Police Force and government. I would also like to acknowledge Ike Ellis OAM APM for his service to PCYC NSW as a long-term board member. In many ways, he is the architect of the modern PCYC.

I would like to acknowledge the contribution made by the management team, staff, volunteers and community members and NSW Police in supporting and implementing major changes. Their passion, commitment, and hard work were the driving force behind the many PCYC NSW highlights and achievements this year.

And finally, my thanks go to the PCYC NSW Board, and in particular Chairman Alex Harvey, for his support throughout what was one of the most significant years in the organisation's history. We are extremely fortunate to have someone of his calibre on our team.

2018 was an important year for PCYC NSW, during which we took bold steps towards securing our future as Australia's pre-eminent youth organisation. I look forward to building on these strong foundations and making 2019 an even more successful year for our organisation.

Dominic Teakle

Chief Executive Officer, PCYC NSW



COMMANDER'S REPORT



2018 WAS A YEAR OF CHANGE FOR THE NSW POLICE YOUTH AND CRIME PREVENTION COMMAND AT PCYC NSW WITH THE LAUNCH OF RISEUP, THE POLICE COMMISSIONER'S STRATEGY TARGETED AT YOUTH AND CRIME PREVENTION.

This strategy is the first time in more than 80 years that a Police Commissioner has listed youth issues as their top priority.

The RISEUP strategy has the end goal of connecting disengaged young people at risk of criminal behaviour with jobs. It is based on three key principles: prevention, disruption, and response. These principles have informed the changes we made to our programs and other initiatives this year, including the reduction of more than 120 programs to eight. These new programs are focussed on crime prevention through early intervention, engaging young people with education and ultimately getting them into employment.

To assist with the significant task of developing and rolling out these new programs, in 2018 we welcomed Chief Inspectors Darren Newman, Paul Simpkins, and Carlene Mahoney into the Youth Command team. I'd like to acknowledge the valuable contribution each of them has made to the successful implementation of these programs. Additionally, we rolled out case management training to around 120 youth police officers who have direct contact with the youth our programs aim to support.

I would also like to personally thank Assistant Commissioner Joe Casser APM, who has given his full support to this project.

This year saw the rollout of Operation Redirect, an initiative aimed at disrupting youth crime in local communities. Under this initiative, Youth Command Police accompany local Police Officers to areas where young

people are congregating, engage them, and redirect them into PCYC NSW programs. We are then able to monitor their progress and make sure they are on the right track.

2018 saw continued growth in our Youth Action Meetings. Chaired by Police, these meetings bring together each of the government and non-government organisations and services that have interactions with a young person who has offended or is at risk of criminal behaviour. This enables us to take a more holistic approach to how that young person is case managed. It also allows us to refer children into PCYC NSW programs as well as other education, health, or mental health services that they may need.

Further strengthening the relationship between PCYC NSW and the Police Force has been key to making a success of these new programs and initiatives. I would like to personally thank PCYC NSW CEO, Dominic Teakle, for the great working relationship he has helped to foster, and for his personal support for the work we are doing.

In the year ahead we remain focussed on contributing to the goals of the RISEUP strategy through the successful delivery of our new programs and initiatives.

To underpin this work, in 2019 we will be embedding a Youth and Crime Prevention portfolio holder in each Police District and Area Command. This Inspector level position will provide a direct link between Youth Command and local Police, so we can best support the work they are doing with young people in their communities. We will provide ongoing training and support for each of these office holders.

We will also continue to promote our new Youth Referral Form to partner agencies and organisations. This form aims to refer more young people away from the criminal justice system into PCYC NSW programs.

In 2019 I will be moving on from my role as Commander and into a new position in the Police Force. I will be succeeded in the role by Superintendent Mark Wall, who I know has the experience and skills to do an excellent job and build on the momentum we have generated over the past year.

It has been a great honour to serve such an important organisation and help steer it through a period of transformational change. I would like to thank the Board, staff, volunteers and members of PCYC NSW, along with the Youth and Crime Prevention Command team, for their support over this past year. I wish you every success for the future as you continue your life-changing work empowering young people across the state.

Superintendent Dave Roptell

Commander, NSW Police Youth and Crime Prevention Command 2018



BOARD MEMBERS

Chairman

ALEX HARVEY

Alex Harvey is the chief financial officer of Macquarie Group. He is also the executive chairman of Macquarie Group in Asia.

Before being appointed CFO, Alex was the global head of the principal transaction group in Macquarie Capital and a member of Macquarie Capital's management committee.

Alex was the first chief executive officer of Macquarie's operations in Asia where he was responsible for a business with more than 3,400 staff across 14 locations.

Alex has more than 20 years' experience in the financial services industry across Australia, Asia, Europe and the US.

In August 2015, Alex was appointed chairman of the Police Citizens Youth Clubs NSW board. He is also a board member of High Resolves.

Alex holds a master of commerce and bachelor of economics from Sydney University and is a member of the Institute of Chartered Accountants.



Director

ASSISTANT COMMISSIONER JOE CASSAR, APM

Joe joined the NSW Police Force in December 1987 and performed general duties policing in the regional command of Goulburn, before transferring to Port Kembla in 1989.



In 1992 Joe was designated as a detective and worked in both local criminal investigations and specialist criminal investigations, including the drug squad, child abuse and homicide squad, was appointed detective sergeant in 2000 at the Lake Illawarra local area command, returned to the homicide and serial violent crime agency in 2002 and was promoted to detective inspector, crime manager – Eastern Beaches LAC in 2005.

In 2008 Joe set up the NSW Police Force Alcohol Licensing Enforcement Command, which proved to be a primary contributor to changing alcohol-related culture and alcohol service attitudes within NSW and was promoted to superintendent in 2010 where he commanded the Cabramatta, Shoalhaven and Wollongong local area commands.

On July 30 2017 Joe was promoted to Assistant Commissioner, of the newly created Capability,

Performance and Youth Command.

Joe has completed a bachelor of policing (investigation), graduate diploma (investigations management) and the NSW Police Force strategic leadership development program.

Director

IKE ELLIS, OAM APM (to end of 2018)

Ike retired from the NSW Police Force in 2000 at the rank of assistant commissioner and then as the director of safety and security for the Department of Education and Training in 2006.

He was responsible for the project development of the NSW police youth policy statement and for the introduction and training of youth liaison officers for the NSW Police Force. Ike was the chairman of the youth issues working party responsible for the implementation of the Young Offenders Act.

He was awarded the Australian Police Medal in the 1997 Australia Day honours list and was awarded the Police Commissioner's Olympic commendation and citation, in addition to the Deputy Commissioner's commendation for youth issues and the Defence Force medallion for Operation Gold Sydney Olympics. Ike has also held ministerial appointments to the juvenile justice advisory council, is a life governor of PCYC NSW and is the ministerial appointment to the board of directors of PCYC NSW.



Director

JAMES DACK

James grew up in the Woolloomooloo area in a Department of Housing home with his mother and two siblings. He has been involved in PCYC NSW in various roles for more than 40 years – as a teenager being an active member of the historic PCYC Woolloomooloo and later a committee member, vice-president, life governor and president.

James began his working life as a porter at St Vincent's Hospital. After five years of hard work he was promoted through various roles to eventually become payroll manager of more than 2,500 staff. He was later approached by the Department of Health to run the NSW public hospital payroll system.



After nine years working in the health sector James became a founding member of one of the largest and most successful real estate agencies in Australia. He left the real estate industry in 2014 to start his own private investment company to give more time to work in the community, which brings him great satisfaction. His vast business and real estate experience is helping guide PCYC NSW into the future so that it will remain relevant and strong, both financially and in its core youth membership.

Director

ERIN FLAHERTY

Erin's business career has spanned 30 years in the private and government sectors. She began practicing as a lawyer in Western Australia, specialising in resources and finance and then, after moving to Sydney in 1985, major project delivery and the infrastructure sector.

She was a senior associate with the international law firm Baker & McKenzie before joining Bridge Oil Limited as in-house counsel and subsequently executive director. She was deputy CEO at Reliance Rail before joining Infrastructure NSW in 2012 with responsibility for the transport, social and cultural sectors, advising on strategic directions and key objectives for the NSW Government in those sectors.

In 2015 she was appointed to the advisory board for the Sydney Metro Rail project and continues in that role as the Infrastructure NSW nominee.

In 2016 Erin was appointed by the Commonwealth Minister for Finance as a guardian of the Future Fund, Australia's sovereign wealth fund.

Erin is also a board member of the Australian Youth Orchestra and chairs the orchestra's development committee.

In addition to these board roles, Erin is the national chair of the professional scholarship selection committee for the Australian American Fulbright Commission and a past board member.



Director

MICHAEL HOPE

A self-described "country boy from western NSW", Michael Hope grew up in Cowra and Young learning about the trials and tribulations of business ownership from his parents. As dux of Young High School, Michael had the opportunity to go to Sydney University where he studied pharmacy.

By age 29 he owned six pharmacies before being struck down with reactive arthritis, a stress-related autoimmune disease, prompting a "vine change", where Michael and wife Karen moved to the Hunter Valley in search of a more relaxed lifestyle.

Michael began his career in the wine industry in 1994, growing grapes in his vineyard at Broke. Twelve years and three sons later, Michael had the opportunity to purchase the iconic Rothbury Estate site in Pokolbin.

Renamed Hope Estate, a car park and vineyard were converted into one of the country's largest outdoor amphitheatres, catering to a remarkable 20,000-person capacity.

Always up for a challenge, in 2014, Hope Brewhouse started brewing its now multi-award-winning craft beer.



Director

PETER JOHNSTONE

Peter is the president of the Children's Court of NSW, a position he has held since 2012. The Children's Court is comprised of the president and 13 specialist children's magistrates and 10 children's registrars located at Parramatta, Surry Hills, Lismore, Broadmeadow, Wyong, Port Kembla and Campbelltown. Its jurisdiction consists of the care and protection of children and young persons, and youth crime (ages 10 to 18) across NSW.

Previously, Peter worked for 35 years at the national law firm Blake Dawson Waldron (now known as Ashurst), predominantly in the insurance and litigation fields. Prior to his appointment as a district court judge in 2006, he served as the firm's national chief operating partner from 2002.

Peter is dedicated to the welfare of children in NSW, with particular interest in assisting disadvantaged families, early intervention, diversion and the rehabilitation of children and young people.



Director

BEN SHIELDS

Ben is managing partner of Alchemy Growth Partners, a boutique advisory firm. He has 25 years of corporate strategy, strategy execution and transformation experience.



In his corporate career and as a consultant, Ben has worked throughout Asia (China, Singapore, Hong Kong, Indonesia, Korea and Japan), the US and the UK, specialising in growth strategy, mergers and acquisitions strategy, commercial and operational due diligence, strategy execution and organisational transformation.

Prior to joining Alchemy Growth Partners, Ben was a partner at Deloitte Consulting for 16 years and leader of the Australian Growth Practice and of Deloitte Ventures.

Ben holds a bachelor of business from Edith Cowan University and a master of business administration (international finance) from the University of Western Australia.

Director

SAMANTHA DAVIS

Samantha is a technology professional currently working with the National Broadband Network to transform its business. She holds a master of management (international business). She has been involved with PCYC Hornsby/Ku-ring-gai for more than 15 years as a volunteer, including being on the advisory committee, coaching martial arts and fundraising. She has represented PCYC NSW in a number of capacities, including internationally at the One Young World conference. She was appointed to the board of PCYC NSW in 2012.



Director

DOT HENNESSY, OAM

Dot is a vocational education trainer/facilitator of more than 40 years' experience with a major training focus on business skills, the waste industry and support services.



She served for 32 years in NSW TAFE as a part-time teacher, teacher, head teacher, college principal and head of faculty and received recognition from the Premier of NSW for 40 years' meritorious service to the NSW Government.

Dot was the regional manager of Training Services NSW, managing the competitive training market, registration of apprentices and trainees, training services for the Illawarra region and, on retirement, began her own business training consultancy – Choices & Challenges Pty Ltd, continuing to provide VET training, facilitation and project management services across a broad range of industries and organisations.

A passionate Rotarian, Dot is also the president of the PCYC Wollongong management committee.

Director

PETER KIRKWOOD

Peter is the director of a high technology electronics company that specialises in satellite communications ground station equipment, high power microwave radar, electronic warfare, diagnostic x-ray and other technologies.



He has enjoyed a long association with PCYC (Burwood, North Sydney and Hornsby) through boxing, karate and basketball. After joining Rotary in 1999, he initiated a Rotary project, CommUnity Connections, to focus on the needs of youth and people with disability in the Sydney upper north shore region with PCYC Hornsby/Ku-ring-gai included in the Rotary partnership. To further the Rotary relationship with PCYC, he joined the PCYC Hornsby/Ku-ring-gai advisory committee in 2000 and was elected president in 2002, a position he still holds.

Peter is a Justice of the Peace, Rotary Paul Harris Fellow, PCYC life governor (club) and has received a Government of NSW Premier's community service award.



POLICE PROGRAMS

2018 WAS A YEAR OF BIG CHANGES FOR THE PORTFOLIO OF PROGRAMS PCYC NSW RUNS IN PARTNERSHIP WITH THE NSW POLICE FORCE.

When Police Commissioner Michael Fuller APM took office in 2017 he named youth and crime prevention as key issues he wanted to address during his tenure. He launched the RISEUP strategy in 2018 with the aim of connecting young people facing challenges at home, school or in the community with support services and employment opportunities.

Recognising the fact that a young person's life trajectory changes when they have a job, RISEUP combines job-ready programs with mentoring and vocational training for youth aged between 15 and 18 at risk of criminal activity. The strategy is underpinned by the Youth and Crime Prevention Command within the NSW Police Force.

RISEUP has enabled PCYC NSW to strengthen our relationships with Police Local Area Commands. PCYC NSW welcomes Commissioner Fuller's interest in youth and crime prevention and in 2018 we conducted a major overhaul of our Police programs to more closely align with the RISEUP strategy.

The most significant change to come out of that process was the consolidation of our program portfolio from more than 120 to eight. These new programs draw on the best elements of past programs, and are designed to create a smooth journey for young people from early intervention, through re-engagement with family, school and community and into employment.

Running a consistent suite of programs across the state will help provide better value for money and better brand awareness in the community. It will also help us better measure our successes, make improvements where necessary and build a stronger case for funding increases into the future.

Our new streamlined suite of programs will also allow us to improve our referral process, which will give us capacity to welcome more young people into our programs.

DOING CASE MANAGEMENT BETTER

In line with the overhaul of the Police programs, NSW Police has further professionalised the Youth and Crime Prevention Case Management positions and made improvements to the way the Case Managers are trained and supported. All Youth Case Managers (YCMs) working at PCYC NSW clubs are now required to complete a Certificate 4 in Youth Work and undergo training in our Risk of Reoffending tool. We also offer long-term mentoring for YCMs through the PCYC Institute.

EARLY SUCCESS

While the new Police programs only began rolling out in mid 2018, we are already seeing strong evidence of success and receiving very positive feedback from young people and Police about the life-changing impact they are having.

OUR NEW PROGRAMS ARE:



Fit for Life is an early intervention program aimed at young people aged 10 to 17 facing challenges at home, school and in the community. The program includes a morning fitness session, a healthy breakfast, transport to school and a rewards scheme. It builds a young person's confidence, communication and leadership and establishes positive relationships with local Police.



Fit for Work is a holistic program designed to address a young person's disengagement from family, education and community, and get them into employment. Targeted at 15 to 17-year-olds, the 10-week program encompasses education, fitness, numeracy and literacy, life skills, employment certificates and work experience. Local Police serve as mentors for participants, helping to forge positive relationships with young people who might otherwise be at risk of offending.



Fit for Change is a program that aims to prevent re-offending in young people aged 12 to 17. Run over nine weeks, the program is targeted to address specific crime issues identified within each Police Area Command. It combines crime prevention, positive relationships development, support networking, cognitive behavioural sessions, healthy lifestyles, fitness tests, life skills and a PCYC Job Ready skills course.



Fit to Learn is an eight-week program designed to re-engage young people aged 14 to 17 with the education system so they can develop intellectual and social skills. The focus is on exploring a young person's strengths, building respectful relationships at school, developing emotional intelligence skills and getting job ready.



Fit Together responds to the fact that young Aboriginal Australians face multiple challenges that put them at risk of disengaging from their communities, schools and positive life choices. This program, run in partnership with communities, aims to instil confidence and self-esteem in young Aboriginal people, reduce their risk of reoffending and establish positive relationships with Police through education, support and awareness.



Fit to Strive is a crime prevention program aimed at young people aged 8 to 13. Targeting the roots of offending behaviour rather than a specific crime category, the program focuses on decision-making, values, problem solving and resilience. Fit to Strive targets young people with multiple risk factors that may lead them towards offending behaviour and works with them and their parents for two days a week over an eight-week period. The program includes nutrition, education, sports and other activities and a mentoring structure.



Fit for Home is designed to break the cycle of domestic and family violence, and help young people develop the skills they need to treat their partners, family and friends with respect. Targeted at young people aged 12 to 17, the program has separate victim and offender streams, which both run over a 10-week period.



Fit for Service is a program designed to assist young people with a keen interest in pursuing a career in Policing, defence or the emergency services. The program will support participants with the help of mentors from a number of different services, as well as providing a pathway into these industries and careers. Fit for Service runs over a 10-week period and is open to young people up to the age of 24.



ANNIE AND EWEN'S STORY:

Changing young lives

SENIOR CONSTABLE ANNIE KNIGHT, YOUTH CASE MANAGER AT PENRITH PCYC, SAYS OUR NEW POLICE PROGRAMS ARE ALREADY HAVING A POSITIVE IMPACT ON YOUNG PEOPLE.

"The programs have been a great success. We're seeing that in our young people, who are growing in confidence by challenging themselves and making better decisions.

"We had one young person who was disengaged from education, facing suspensions and had extreme anxiety. They signed up for one of our programs and the night before it started they called to say they were not going to attend. With lots of encouragement from the team here they did end up participating and showed great improvement throughout the program. There were some set-backs along the way, but five months later this young person volunteers weekly at the PCYC, has a job at Bunnings and has started a TAFE course to try and work towards their dream career.

"This young person put in the hard yards and committed, but it was the program that provided a platform for them to reach their potential," says Senior Constable Knight.

Ewen says the Fit for Life program at PCYC Penrith gave

him the confidence and motivation to get his life back on track.

"Unfortunately I got kicked out of school. I had no motivation, but PCYC Penrith kindly invited me to come and volunteer and join Fit for Life.

"It's a great course. We looked at things like mental health, communication in the workplace and internet safety. We also got our White Card safety qualifications, which was really helpful. And every second week we did active things like rock-climbing, white-water rafting and mountain biking.

"The program improves everyone as a person. When I first started I was very shy, but now Annie says she can't shut me up. I'm so much more motivated. If I hadn't done Fit for Life, I'd probably be down in the dumps.

"Now I volunteer at Penrith PCYC and I've got a job at Bunnings. I'm also studying a Certificate 1 in IT at TAFE. I loved computers when I was at school and would love to work in that area in the future.

"PCYC means a lot to me. Annie and Lance are the best police officers you'll ever meet. If I ever have any trouble, I know I can fall back on them for support. Keep up the good work PCYC NSW and help as many kids like me as you can."



JACOB'S STORY:

Don't give up

JACOB'S DAD LEFT WHEN HE WAS FOUR-MONTHS-OLD. GROWING UP, HE THOUGHT BEING A MAN WAS GETTING INTO FIGHTS AND STARTING ARGUMENTS.

The day he knew he needed to get his life on track was the day he got kicked out of home at 17-years-old.

Jacob says:

"The first people I ran to was PCYC – my local club was at Parramatta.

"The people that helped me were Police Officers. But I don't see them as cops. I just see them as Jason and Draz. Forget the uniform, forget the badge. I just see them as father figures.

"I became involved in the PCYC Fit for Work program which gave me purpose, drive and a future to look forward to. Thanks to the program I am now a tyre fitter and mechanic apprentice. One day, I want to be a police officer.

"My message to any child my age, younger or older, is: don't give up.

"There is always someone and something out there.

"That someone and something out there for me was PCYC NSW."



CLUB ACTIVITIES



**64
Clubs**



**Over
110,000 members**



**Over 100 programs
and activities**

2018 WAS ANOTHER EXCITING YEAR FOR THE CLUB OPERATIONS TEAM AT PCYC NSW. OUR NETWORK OF 64 CLUBS CONTINUED TO ENJOY STRONG GROWTH IN MEMBERSHIP NUMBERS AND PARTICIPATION IN CLUB ACTIVITIES, ESPECIALLY OUR SCHOOL HOLIDAY PROGRAMS.

We also saw significant strengthening of our relationship with the NSW Police Force through the launch of the Police Commissioner's RISEUP strategy and the 'Better Together' initiative.

We continue to deliver on our vision of empowering young people to reach their potential through our diverse range of active, community-based and cultural programs. And we remain focussed on developing and expanding these programs, so clubs can better tailor their activities to the unique wants and needs of the communities they serve.

MAJOR ACHIEVEMENTS

- 2018 saw the successful rollout of Fun for Kids. Through the program, 1,080 young people from 16 regional communities devastated by drought enjoyed sports, dance, and arts activities followed by a barbeque and parties.
- In early 2019, we took strong action on our commitment to improve inclusiveness and engagement with the LGBTQI and disability communities. PCYC NSW took part in Fair Day in the lead up to the 2019 Gay and Lesbian Mardi Gras. Staff and members also participated in a number

of events throughout the year that celebrated disability inclusion.

- 2018 saw our revenue from activities grow by \$16% - that's an increase of \$3,083,332. This is a significant vote of confidence in the quality of our programs, and it enables us to expand the support and activities we offer young people in the communities we serve.

See pages 22-55 for activities and highlights of our most successful and popular programs.

OUR PEOPLE

PCYC NSW recognises that our success as an organisation depends on the quality and commitment of our staff and the more than 1,500 volunteers and NSW Police Officers who support them.

2018 saw our team continue to grow. This was matched by an increase in the investment PCYC NSW made in our people through training, support and career development.

We would like to acknowledge the contribution our staff members and volunteers make in not only running club activities, but also supporting local events and serving their communities. See page 58 for more about how we support our staff.

SAFETY AND COMPLIANCE

The safety of our members, staff, Police, and especially young people under the age of 18 in our care, is always at the forefront of our minds. It is why we screen all staff, volunteers and contractors extensively, and ensure they

have passed a Police and Working With Children Check before entering any of our clubs or participating in any of our activities.

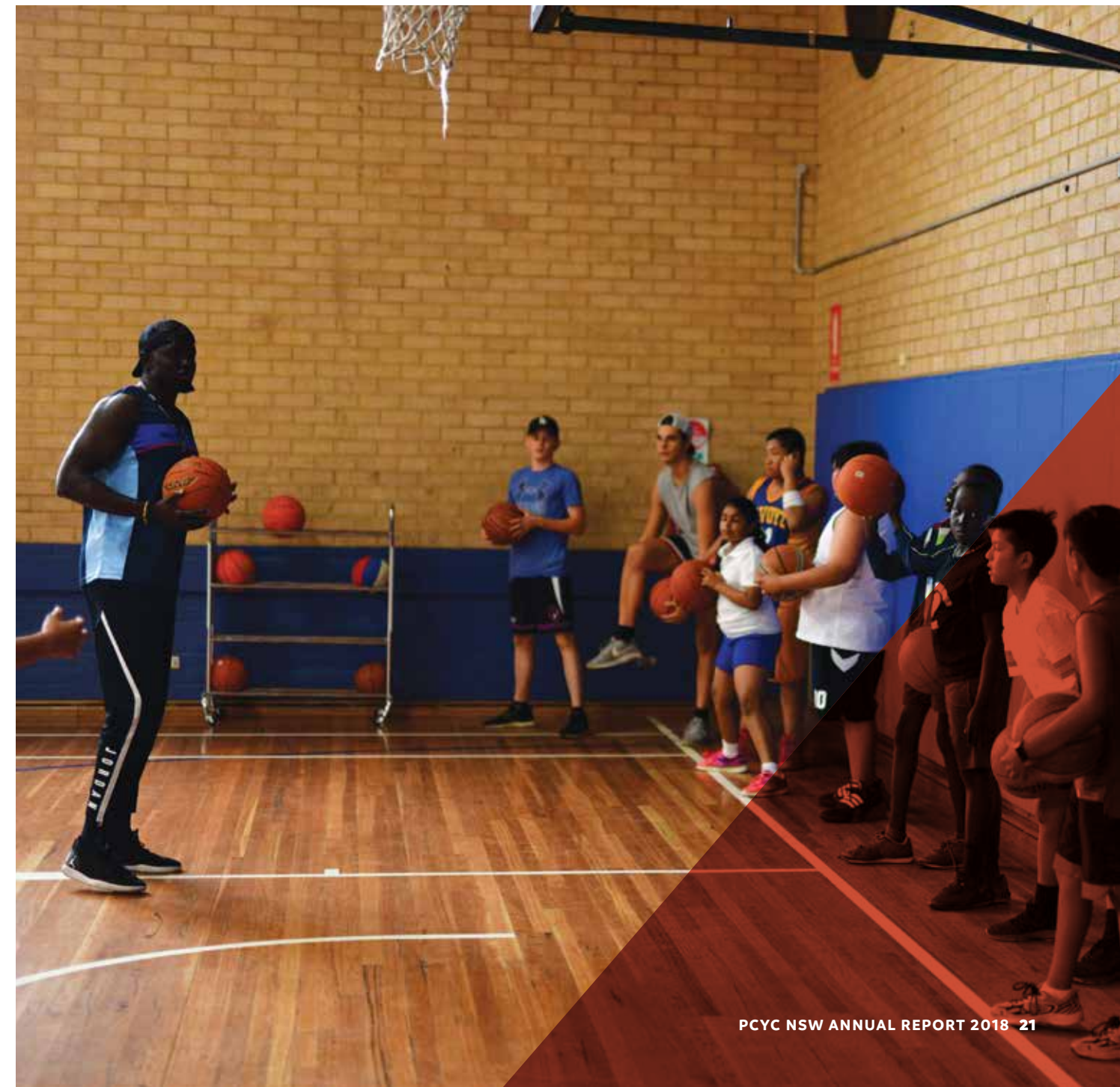
In 2018, PCYC NSW achieved a 9.63% improvement in our safety and compliance. This is a pleasing result, we remain focussed on achieving our goal of zero tolerance (100%). Child protection remains our number one priority in the year ahead.

LOOKING AHEAD TO 2019

After a very successful 2018, the Club Operations team is looking to build on the momentum we have generated. Our key focuses for 2019 include:

- Improving the way we recruit and retain club members.
- Continuing to grow our Fun for Kids program.

- Continuing to improve our engagement with and inclusion of the LGBTQI and disability communities.
- Continuing to expand our Out Of School Hours (OOSH) children's services.
- Continuing to invest in the training and development of our team members, so they can be the best that they can be.
- Delivering on our strategic objective of 19% revenue growth in 2019.
- 2018 saw our revenue from activities grow by \$16% - that's an increase of \$3,083,332. This is a significant vote of confidence in the quality of our programs, and it enables us to expand the support and activities we offer young people in the communities we serve.



BOXING ACADEMY

2018 WAS A VERY SUCCESSFUL YEAR FOR PCYC BOXING AND OUR CLUB BOXING PROGRAMS. WITH COMMONWEALTH GAMES MEDALS, DEBUT BOUTS FROM FIT FOR LIFE STUDENTS, NEW TOURNAMENTS AND THE BEST KING OF THE RING EVENT YET, THIS YEAR HAD A BIT OF EVERYTHING.

The 2018 Commonwealth Games, held on the Gold Coast, was a very successful tournament for PCYC boxers. Leading the charge was Anja Stridsman from PCYC Umina Beach, who won gold in the 60kg division, despite having only recently returned from a knee reconstruction. Joining her on the medal podium were Ato Plodzicki-Faoagali from PCYC Campbelltown, who won silver in the 81kg division, and Kaye Scott from PCYC Umina beach who brought home bronze in the women's 69kg division.

We congratulate all our medallists, and all the PCYC boxers, who participated in the Games. They worked extremely hard to get there, and did PCYC proud.

Another highlight for 2018 was seeing two of our Fit for Life participants, Ryan Barto and Jack Young, put in hard work and practice to represent their clubs at a PCYC tournament. Both competed brilliantly in front of a big local crowd and were a great example of the outcomes achieved through the Fit for Life program – a program still in its infancy.

The always-strong PCYC boxing tournament calendar hit new highs in 2018, with a number of clubs holding their first tournament in a long time. Over 15 PCYC tournaments were held all across NSW, with large crowd numbers and huge fundraising results achieved most notably by PCYC Lake Illawarra, PCYC Young, PCYC Glebe and PCYC Goulburn.

This year's King of the Ring event was another great success with a 40 per cent increase in participation on last year's event. The tournament attracted boxers from Queensland, the Australian Capital Territory, Victoria and New Zealand. Competition was intense as all divisions battled it out for the PCYC Championship rings, which continue to be a massive hit with boxers and coaches alike.

MALCOLM'S STORY Better with boxing

Malcolm joined the boxing program at PCYC Cabramatta when he was 16. He knew he was heading in the wrong direction, but needed a focus and support to turn his life around. Malcolm says:

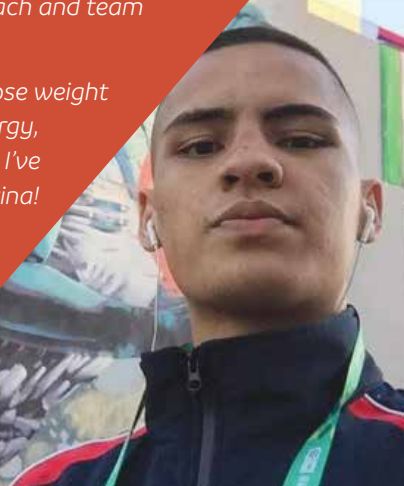
"Growing up I was involved with the wrong crowd, doing things which would one day lead me to be somewhere I didn't want to be. I was also overweight and wasn't happy with the lifestyle I was living. I knew I had to make a change and turn my life around. I knew I had to point all the anger I had towards something, so I got involved with my local PCYC."

"I spend a lot of my time boxing at PCYC Cabramatta. I enjoy it and my trainers, coach and team mates keep me coming back. With their support, I try to never miss a session."

"PCYC NSW turned my life around. Being involved with the club has helped me to lose weight and get fitter, stronger and happier. All of it has allowed me to find my passion, energy, happiness, commitment and a sense of accomplishment. With the support of PCYC, I've been involved in many boxing competitions including the Youth Olympics in Argentina!"

"PCYC NSW has also given me the opportunity to meet younger kids who are exactly where I was two years ago. To see the change in them is amazing. Being a role model and watching these kids follow their dreams is very rewarding."

"PCYC NSW is important because it is a place where young people can meet, feel appreciated, wanted and like they are part of a family. The doors are always open and there's no judgement."



GYMNASTICS ACADEMY



9,823 registered participants



In 33 clubs



15 different gymnastics programs and sports

OUR STATE-WIDE GYMNASTICS ACADEMY REMAINS ONE OF OUR FLAGSHIPS PROGRAMS, ATTRACTING ALMOST 10,000 REGISTERED PARTICIPANTS THROUGHOUT THE STATE.

PCYC NSW is registered and affiliated with Gymnastics Australia and Gymnastics NSW to offer a range of gymnastics programs for all ages.

NEW PROGRAMS

We launched gymnastics programs in our Muswellbrook, Morisset and Wollongong clubs for the first time. Club managers and members in these areas have been keen to begin gymnastics activities for many years.

GROWTH

Parkour and FreeG programs continued to be a growth area. We introduced these gymnastics activities several years ago to attract members who felt they were outgrowing the more traditional gymnastics programs.

Through the International Gymnasts Exchange Program this year, we were lucky to have an experienced Parkour Instructor in Andre Larsen from Denmark who provided valuable support to our teams in Taree, Bathurst, Hornsby and Umina Beach. Andre spent three months with PCYC NSW, working with our gymnastics coaches on program structure and new and innovative teaching methods. Andre also worked with many of our young athletes to improve their skills and techniques.

PCYC NSW STATE CHAMPIONSHIPS

The PCYC NSW State Championships were held in October 2018 at the purpose-built gymnastics facility at PCYC Maitland. The event saw 380 gymnasts from 15 clubs come together to compete in seven gymnastics activities: Women's Artistic Gymnastics, Men's Artistic Gymnastics, TeamGym, FreeG, Trampolining, Double Mini Trampoline and Power Tumbling.

Our most talented gymnasts went on to represent PCYC NSW in other regional, state and national competitions.

NATIONAL CHAMPIONSHIPS

We had four gymnasts and one coach selected on the NSW Team to represent the state at the 2018 Australian Gymnastics Championships, held in Melbourne during May-June. We are extremely proud of the dedication our gymnasts and coaches put in to attend this competition. Our congratulations go to the following talented young gymnasts.

Power Tumbling

Athlete	Club	Division	Result
Sophie Watson	PCYC Taree	National 17+ years	11th

Women's Artistic Gymnastics

Athlete	Club	Division	Result
Jacobi Patrick	PCYC Port Stephens	Level 10	8th - Vault

Trampolining

Athlete	Club	Division	Result
Mali Barr	PCYC Cessnock	International Youth	4th
Olivia Wright	PCYC Cessnock	National U/11 years	10th

INTERNATIONAL GYMNASTICS EXCHANGE PROGRAM

We continued our strong partnership with the International Academy of Physical Education in Ollerup, Denmark where three young PCYC coaches were supported to study and train.

Emily Jego-Rolfe and Rebecca Boyd, both from PCYC Taree, completed 12 months and 6 months of study in Ollerup respectively, returning to Australia in June 2018. Emily is currently studying at university, while Rebecca has returned to PCYC Taree and put her new skills to use to run a number of programs including the Gymnastics in Schools program.

Melissa Rutledge from PCYC Newcastle began her 12 month-stint at the Academy in the second half of 2018. Melissa plans to return to PCYC Newcastle in 2019 to share what she has learnt and support the continued growth of gymnastics at the club.

As part of the partnership, four Danish coaches and graduates from the Academy completed work exchange placements with PCYC NSW, sharing their skills and knowledge with local coaches and our gymnastics teams, while also experiencing Australian culture. Thomas Manbjerg was placed at PCYC Bourke, Sabine Christoffersen joined the team at PCYC Taree, Friida Juul worked with our coaches and athletes to start the gymnastics program at PCYC Muswellbrook, and Andre Larsen visited four different clubs to assist in developing and growing our Parkour and FreeG programs. The opportunity to share skills and learn from these international coaches was extremely rewarding for both our coaches and athletes.

LOOKING AHEAD TO 2019

In 2019, we are focussing on providing more support and development opportunities for our coaches across the network. We are planning a series of development workshops tailored to the needs of coaches and we hope to bring international presenters to Australia for training courses.

A new gymnastics facility will be built at PCYC Muswellbrook. The purpose-built space will be suitable for a range of gymnastic programs and has been made possible thanks to grant funding from the Bengalla Mining Company through its Community Development Fund.

2019 will also see planning begin for the introduction of new gymnastics programs at PCYC Grafton and PCYC Walgett.

In July 2019, PCYC NSW will support a team of young gymnasts and coaches to travel to Austria to compete in the World Gymnaestrada.



THOMAS' STORY:

Danish fun at PCYC Bourke

DANISH GYMNAST THOMAS TALKS ABOUT HIS EXCHANGE PROGRAM AT PCYC BOURKE:

"When I first started at PCYC Bourke my goal was to make a difference in any way possible and I'm proud to say that I think I did. Going to a place where gymnastics was nearly non-existent and to get permission to get new equipment, and to see kids move from a cartwheel to do a roundoff with back handsprings, was amazing. To see the joy in a kid's eyes when they reach a new goal is priceless.

"It was nice to show the kids out there that gymnastics

is not all about levels and being the best. You can have a great time just with exercising and exploring the limits of your body.

"I feel lucky to have had this opportunity and I've learned so much. The program is so great because it gives so much both ways. I think it's amazing Australia is sending gymnasts to Denmark. They learn so much that they take back home so people can see that it's not all about levels and medals. They learn gymnastics is also a place to develop personally and that having fun and playing with gymnastics is not only for kids."



LACHLAN'S STORY:

Fuelling a gymnastics boom

LACHLAN TOLHURST IS PCYC UMINA BEACH'S HEAD GYMNASTICS COACH. HE STARTED WITH THE CLUB SEVERAL YEARS AGO WHEN HE AGREED TO VOLUNTEER FOR TWO WEEKS AT THE RECREATIONAL GYMNASTICS PROGRAM.

Almost four years later, and now having graduated from Year 12, Lachlan has stepped up as a leader in his club, playing an instrumental role in growing gymnastics membership and participation.

"The growth has happened over the last two years. We went from about 50 members to 200 and then to 388 at the end of last year," Lachlan explains, saying he introduced trampolining and FreeG/Parkour programs.

"I was a trampolinist so this was something I knew about and something I'd always liked. I had tried FreeG somewhere else and I really enjoyed it. I knew I wanted to increase the male participation in our club and FreeG was a great avenue," Lachlan says.

Passionate about seeing children succeed and grow their confidence through gymnastics, Lachlan is immensely proud to be part of PCYC Umina Beach. In 2019, he has taken on a raft of new responsibilities to ensure the club continues to grow.

"I'm Head Coach, I organise staff, the rostering, lesson planning. I talk with the manager about participation levels, and finance work. It's been a new challenge. It's not easy but it's that next step.

"To be part of PCYC Umina Beach is really special. I feel like the gymnastics program is really my own now. To see it go from where they thought about closing the program to it now having such an influential part in our club's running and finances, has been an absolute pleasure."



PARTICIPATION IN 2018

Citizenship program

COMMENCED

55

GRADUATED

40

Leadership program

13

8

Duke of Edinburgh Bronze Level Award

16

16

Blue Star Club Fridays

9

8

THE BLUE STAR PROGRAM IS OUR YOUTH DEVELOPMENT AND LEADERSHIP PROGRAM, AIMED AT SUPPORTING YOUNG PEOPLE AGED 16 TO 18 YEARS TO BECOME GREAT COMMUNITY LEADERS.

The program has two key components: the entry-level Citizenship program, and the Leadership program. Both programs aim to give young people practical, real life skills, as well as qualifications, to help them in their work, home and community life.

CITIZENSHIP PROGRAM

In 2018, participants in the Citizenship program came from 24 different PCYC locations. These young people were required to attend two of the four camps on offer, and complete 20 hours of volunteering at their local PCYC. The camps, held at Myuna Bay Sport and Recreation Centre and Point Wolstoncroft Sport and Recreation Centre, were challenging but fun, focussing on team building, individual character building and citizenship values. Participants also learnt more about PCYC NSW and how we can support them to reach their potential. At the completion of the program, participants received CPR Accreditation, their First Aid Certificate and completed two modules of the Certificate 1 in Active Volunteering. Of the 2018 graduates, 28 of these young people have returned to Blue Star in 2019 to complete the Leadership component.

LEADERSHIP PROGRAM

Only graduates from the Citizenship program are eligible to participate in the Leadership program. Our 2018 cohort came from Muswellbrook, Lake Illawarra, Lithgow, Tweed Heads, Belmore, Kempsey and Sutherland.

At this level, participants must attend three camps at Myuna Bay through the year. They may also enrol in and complete their NSW Duke of Edinburgh Bronze Level Award, and the remaining modules required to gain their Certificate 1 in Active Volunteering. Successful graduates complete 40 hours of volunteering.

A core component of the Leadership program is to develop and run a community project in conjunction with their local PCYC. This year, projects included an introduction to parkour at Lithgow, an extended gymnastics program at Tweed Heads, and creativity workshops for our Out of School Hours (OOSH) program at Muswellbrook.

In 2018, a public speaking component was added to the Leadership camp, following feedback from previous participants requesting training in this important skill.

We were pleased to offer two Blue Star Leadership graduates employment with PCYC NSW at the conclusion of the program.

BLUE STAR CLUB FRIDAYS

We piloted this new program at Lake Illawarra PCYC in partnership with Warilla High School, in response to feedback showing that many young people wanted to participate in Blue Star, but couldn't attend our camps.

Our aim was to create a Blue Star-style program that could be delivered by a club. Run over two terms, Blue Star Club Fridays incorporates elements of both the Citizenship and Leadership programs, with successful graduates receiving their First Aid Certificate, CPR Accreditation, Drug & Alcohol Awareness training, their Certificate 1 in Active Volunteering, and the NSW Duke of Edinburgh Bronze Level Award. To graduate from the program, participants must also complete a project or fundraiser at their local PCYC.

Feedback collected from participants and representatives from Warilla High School was extremely positive. Participants reported more positive mindsets, an increase in attendance and participation at school and increased positive relationships and behaviours.

LOOKING AHEAD TO 2019

We will complete a review of the Blue Star programs to continue to revamp the components to ensure we can grow attendance, increase the number of graduates within each component and align the activities and challenges to PCYC NSW values including building resilience, integrity, commitment and respect. The review will include evaluation and consultation with Club Managers, Police, supervisors, the PCYC Youth Committee and current and former participants.

Given the success of Blue Star Club Fridays, we plan to bring this program to more regional clubs in 2019. Discussions are underway in Wagga Wagga, Walgett and Broken Hill.



LAINNEY'S STORY:

A diary of resilience

OUR BLUE STAR PROGRAM IS DESIGNED TO CHALLENGE YOUNG PEOPLE SO THEY CAN LEARN NEW SKILLS AND BUILD RESILIENCE AND CONFIDENCE. SO WHEN 2018 PARTICIPANT, LAINNEY, FACED HURDLE AFTER HURDLE COMPLETING HER COMMUNITY PROJECT WITH PCYC LAKE ILLAWARRA, SHE WAS DETERMINED NOT TO GIVE UP.

Lainney's first idea for a project was to host a Silent Disco for children on the Autism spectrum. But when her club manager left and she had no funding, contacts or an advertisement, the idea fell through.

Not to be deterred, Lainney came up with a second idea: to run a free ukulele workshop using a cupboard full of unopened ukuleles she found in her club.

"We made up an awesome flyer, posted it on Facebook, printed it and put it everywhere. But there was an error saying there was a cost of \$20 when it was supposed to be free!" Lainney says. Not surprisingly, nobody turned up to the workshop.

Determined to complete her project, Lainney's third and final idea was to be a boxing assistant and help to run boxing classes at her club.

"I was helping out with the classes with my friend Abbie, who is a trained boxing for fitness coach. I was getting more people interested in boxing for fitness and I'd brought along two friends and showed them some interesting things we do at the club. But then Abbie shattered her ankle in three places. We had no qualified boxing for fitness coach. And so, once again, I was left with nothing!"

When asked how she got by, Lainney says: *"I decided to just keep on boxing anyway! I kept heading to the PCYC once a week and assisted with training, volunteering in the office and telling people this crazy little journey."*

Having shown resilience and determination, Lainney still graduated from Blue Star Leadership in July 2018. She successfully completed her Certificate 1 in Active Volunteering, and also achieved her NSW Duke of Edinburgh Bronze Level Award. The chance to participate in Blue Star programs provided an opportunity for Lainney to meet and develop friendships with other young people all over NSW. She continues to assist at fundraising events for PCYC and Blue Star, and through her experiences at Blue Star, has strongly developed her strength, character and leadership skills.



OUR YOUTH COMMITTEE AND YOUTH REPRESENTATIVES

EACH YEAR WE INVITE OUTSTANDING BLUE STAR PARTICIPANTS AND YOUNG PCYC NSW MEMBERS TO JOIN THE PCYC NSW YOUTH COMMITTEE. THIS OPPORTUNITY IS A CHANCE FOR YOUNG MEMBERS TO REPRESENT THE VOICE OF YOUTH IN NSW AND FURTHER DEVELOP THEIR SKILLS TO BE ENGAGED CITIZENS AND COMMUNITY LEADERS.

As part of their role as Committee members, these young people consult with us and share their views about improving young people's access to PCYC NSW's services and facilities and ways to ensure our programs can better meet the needs of youth. The Youth Committee also plays an important role in actively engaging with other young people to help to promote PCYC NSW and increase participation in our activities and programs.

The 2018/19 Committee met by phone for the first time in November 2018. More phone and face-to-face meetings are scheduled throughout 2019, including at the Blue Star camp in April where the Committee will consult with Blue Star participants on current youth issues and PCYC NSW's role in addressing these.

2018/19 YOUTH COMMITTEE:

Sophie Watson	PCYC Taree
Josh Park (Chair)	PCYC Sutherland
Oscar Cheal	PCYC Walgett
Lachlan Daniel	PCYC Dubbo
Aidan Hedges	PCYC Lake Illawarra
Dylan Gillespie	PCYC Sutherland
Anthony Zao	PCYC Hornsby
Zayne Sadian	PCYC Maitland
James Thompson	PCYC Maitland
Jenna Besford	PCYC Muswellbrook
Kaitlin Lawlor	PCYC Tamworth/Bathurst
Kadina Barker	PCYC Kempsey/Newcastle
Dan Howard	PCYC Port Stephens
Madysen Apps Gale	PCYC Bateau Bay

2018 YOUTH REPRESENTATIVES

Our 2018 Youth Representatives, Kadina Barker (PCYC Kempsey/Newcastle) and Dan Howard (PCYC Port Stephens) did an outstanding job representing PCYC NSW and our youth members throughout the year.

Youth Representatives are nominated by their peers, then Blue Star supervisors, Club Managers and Blue Star participants vote for their preferred candidate. The final results are provided to the PCYC NSW Executive for final approval.

Each year one of the key activities for the Youth Representatives is to attend the One Young World Youth Summit, representing PCYC NSW. In 2018, this global summit for young leaders was held in October in The Hague. It included four transformative days of speeches, panels, networking and workshops, as well as the chance for delegates to meet world leaders. For Kadina and Dan, the experience was extremely rewarding and inspiring.

In addition to attending the Summit, Kadina and Dan were kept busy throughout the year liaising with our CEO, PCYC NSW staff and Blue Star participants about youth issues. They were also mentors in the 2018 Blue Star program and attended the 2018 PCYC State Conference and various PCYC NSW functions to represent our youth members. We are grateful for the dedication and commitment these two young people gave to the role in 2018.



DAN'S STORY:

An honour and privilege

DAN, NOW 23-YEARS-OLD, HAS BEEN A MEMBER OF PCYC NSW SINCE HE WAS 11, GETTING INVOLVED WITH HIS LOCAL CLUB IN PORT STEPHENS AS A YOUNG BASKETBALL PLAYER.

When he was 17, Dan became the Basketball Coordinator/Head Coach at PCYC Port Stephens. He has worked for the club since 2013 when he completed the Blue Star program. Being the 2018 Youth Representative was something he had been working towards for many years.

"I felt honoured, privileged and proud to be named the 2018 Male Youth Representative for PCYC NSW. It has been my main goal since I completed Blue Star back in 2013. When I got the call, I couldn't believe it!"

"There was no way to prepare yourself for what you

experience at One Young World. Being a representative for your country and organisation along with 1,800 other delegates from 193 different countries and listening to the amazing work young people are doing across the globe as well as the challenges some have had to face truly left me lost for words. I was eager to get back and do as much positive work for my community as I possibly can.

"I think the most rewarding part of being a PCYC NSW Youth Representative outside of going to One Young World is going to Blue Star camps and helping other young leaders achieve their goals and seeing them grow as people in the process.

"I think I will carry the overall experience of being a Youth Representative with me for the rest of my life. To be selected out of all 64 clubs in the state was an amazing honour and the people I have been able to meet, work with and help mentor is something I think stays with you forever."



KADINA'S STORY:

Opening doors

FOR 19-YEAR-OLD KADINA BARKER, PARTICIPATING IN THE BLUE STAR PROGRAM WHEN SHE WAS 15 OPENED UP MANY DOORS, INCLUDING TAKING ON THE 2018 FEMALE YOUTH REPRESENTATIVE ROLE AND A LIFE-CHANGING EXPERIENCE AT ONE YOUNG WORLD.

"Blue Star was such a good experience for growing my leadership skills, public speaking skills, and learning how to build rapport with other people. I completed the Citizenship program in 2015, the Leadership Camp in 2017 and from then onwards, I've been coming back as a mentor.

"When I was named 2018 Youth Representative it felt good to be recognised for the volunteering and mentoring I have been doing over time with PCYC.

"One Young World was the biggest life-changing thing for me. I've never been overseas. I've never met that many different cultures. It was eye-opening to talk to so many different people and hear all their different experiences about what they are doing in their own communities. I was relating that back to my Indigenous culture and my future career in social work. It was particularly interesting hearing someone from Canada talk about how their First Nations people have been treated.

"I also enjoyed doing the speech at the State Conference in front of a few hundred people. I talked about my experience overseas and my life journey. It was pretty cool to have everyone hear about when I was young and what PCYC NSW can do for people.

"I also went to Nations of Origins as a volunteer. Being Aboriginal and seeing everyone in their deadly jerseys was a great experience. Now I'm part of the RAP Committee to give a youth perspective on different events and to give ideas.

"Being Youth Representative has opened up a few more doors for me. I think the combination of being a Youth Representative, going on the trip and being recognised means PCYC NSW will always have a place in my heart."



OUT OF SCHOOL HOURS (OOSH)



17,000
participants



14 before & after
school programs



6 vacation care
programs

PCYC OOSH IS OUR GOVERNMENT-SUBSIDISED BEFORE AND AFTER SCHOOL CARE AND VACATION CARE PROGRAM FOR CHILDREN FROM KINDERGARTEN TO YEAR 6, INCLUSIVE.

Formerly known as KidzCare, during 2018 OOSH ran in 20 regional PCYC locations in NSW, providing working parents with an affordable and safe child care option.

REBRAND

In September 2018, the program was rebranded to Out Of School Hours (OOSH) to better reflect our service and commitment to education. PCYC staff and volunteers were asked to provide ideas for the new name and logo, which was rolled out to clubs over a six-month period.

FACILITY UPGRADE

Using funding from a State Government grant, we renovated the OOSH room at PCYC Gunnedah to better meet the needs and be inclusive for all children in this community. The renovations included demolishing walls to maximise space, new purpose-built wash room facilities and new grass and garden beds for our outdoor space. Set to open in early 2019, new educational resources and furniture have also been purchased for the room, using funds provided through a grant from the NSW Department of Education.

STAFF DEVELOPMENT

The PCYC OOSH State Conference was held in September at the Rooty Hill RSL. OOSH staff came together for two days of workshops and training on topics including implementing Quality Improvement plans, respecting cultural diversity within children's services settings, reporting guidelines from the Australian Children's Education & Care Quality Authority (ACECQA) and educational programming. The conference provides the chance for staff from different regions to share ideas and evaluate services to make improvements.

The safety of the children in our care is of utmost importance. All our staff have a current Working with Children Check, and through the PCYC NSW partnership with Bravehearts, all current OOSH staff have completed online training in child protection. This training is now part of the induction for all new staff working in our OOSH programs.

GROWTH IN SYDNEY

Developing and implementing our two-year plan to open OOSH services across the Sydney metropolitan area was a key focus in 2018. In March, we employed a dedicated Sydney Metro Regional Support Officer who has been working with Club Managers in Hornsby, Auburn, Glebe and Eastern Suburbs to launch services throughout 2019.

LOOKING AHEAD TO 2019

Launching OOSH programs in four key Sydney locations in 2019 is our priority. This is critical to our growth plan for OOSH. Following this, we hope to launch the program in Blacktown, Campbelltown, Sutherland, Marrickville, Fairfield/ Cabramatta, Lake Illawarra and potentially St George.



KRISTY'S STORY:

Stress-free child care

KRISTY'S TWO CHILDREN, OWEN AND CLAIRE, HAVE BEEN ACCESSING PCYC WAGGA WAGGA'S OOSH SERVICE SINCE 2014. THE CONVENIENCE OF BEING ABLE TO ACCESS A SERVICE THAT COLLECTS THE KIDS FROM SCHOOL AND THEN SUPPORTS THEM TO DO THEIR HOMEWORK WHILE HAVING FUN MAKES A BIG DIFFERENCE TO THE FAMILY.

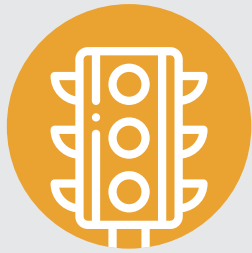
PCYC Wagga Wagga's OOSH service runs during the school term and school holidays, with 60 children per session aged between five and 12 years attending. The children are encouraged to complete their homework with assistance from staff, and participate in activities such as sports, games with friends, art and craft projects and social play.

"My kids enjoy the range of sports activities that are provided, the arts and craft and the variety of food!" says Kristy.

"I like that the kids are picked up from school, afternoon tea is provided and there is time for them to do their homework. It takes the pressure off at home. Also, the staff are all so helpful and friendly. The kids really like the staff."



DRIVER EDUCATION



**43 locations –
Traffic Offenders
Intervention
Program**



**69 locations –
Safer Drivers
Course for Learner
Drivers**



**>14,000 people
reached**

2018 WAS A STRONG YEAR FOR PCYC NSW'S DRIVER EDUCATION PROGRAMS. MORE THAN 14,000 PEOPLE ACROSS NSW HEARD OUR ROAD SAFETY MESSAGES THROUGH OUR TRAFFIC OFFENDERS INTERVENTION PROGRAM (TOIP), SAFER DRIVERS COURSE FOR LEARNER DRIVERS AND ROAD REALITIES WORKSHOPS.

We remain the largest provider of driver education programs in NSW and continue to tackle the high rate of incidents, injury and death on our roads through safe and low-risk driving strategies.

SAFER DRIVERS COURSE FOR LEARNER DRIVERS

Young drivers moving from their Ls to their Ps are the most at-risk of crashing on our roads, particularly during their first six months of driving solo. The Safe Drivers Course for Learner Drivers, a world-first of its kind, recognises this risk and teaches young drivers that safe-driving behaviours are easy to learn, life-long and life-saving. Young people participate in a classroom and practical session which earns them a 20-hour credit in their Learner Logbook.

This year, PCYC NSW remained a top-two provider of this program, which is delivered on behalf of Transport for NSW and Roads and Maritime Services (RMS). It is an honour we have achieved every year since we started delivering this program in 2013. PCYC NSW ran the Safe Drivers Course in 69 locations in NSW throughout 2018,

and remains an approved provider in all seven delivery regions across NSW.

We were delighted this year when a member of PCYC Charlestown became the 30,000th young person to complete our Safer Drivers Course.

2018 also saw continued growth in the Disadvantaged Learner Initiative. Funded by RMS, this initiative offers 1,000 fully subsidised places on driver education programs for young people from disadvantaged backgrounds. The course fee exemptions allow learner drivers with limited financial means to benefit from the road safety strategies and outcomes of the course, which in turn benefits everyone on our roads.

TRAFFIC OFFENDERS INTERVENTION PROGRAM (TOIP)

TOIP is designed to reduce the number of traffic offences, injuries and fatalities on our roads. It is a hard-hitting and experiential-based course that challenges driver attitudes to road safety and safe driving, and changes behaviour. Through factual and challenging sessions, participants are confronted with the reality of road trauma and the dangers involved in speeding, distractions, fatigue and driving under the influence of drugs and alcohol. They get a range of perspectives on key road safety issues from the Police, Ambulance officers, legal practitioners and people who have lost loved ones in road crashes.

The most at-risk group of drivers on our roads today are males between the ages of 30 and 59, which is reflected in the makeup of our TOIP programs. We continue to target

this and other at-risk groups with the message that obeying the road rules and staying safe on our roads is a responsibility that takes personal commitment.

In 2018 PCYC NSW remained the largest approved TOIP provider in NSW, with programs delivered across 43 locations.

This year also saw continued growth in the RMS Increased Traffic Offender Penalties scheme. Designed as a pathway into TOIP, this scheme targets unrestricted licence holders who lose all their demerit points twice in a five-year period. Participants are required to re-sit and pass their driver knowledge test. Once they have done this they move into the TOIP program, after which they can have their licence suspension lifted by RMS and return to driving, better educated on the risks and consequences of unsafe driving.

In 2018 PCYC NSW implemented minor changes to the TOIP program in line with the 2017 industry-wide review by the Department of Justice.

ROAD REALITIES

Recognising the benefits of community-based education programs, in 2018 PCYC NSW's Driver Education team delivered workshops around NSW about safe and low-risk driving. We furthered our relationship with St Albert's College at the University of New England,

where we have been delivering workshops to freshman since 2016. St Albert's reached out to PCYC NSW after the tragic loss of five of its students over a period of just a few years. Delivered in partnership with Armidale Services Club, the workshops have been successful and popular with students, and there is now interest in rolling them out across other University colleges.



PCYC POLICE CITIZENS
YOUTH CLUBS
**SAFER DRIVERS
COURSE**
FOR LEARNER DRIVERS



JENNA'S STORY:

On the road to success

WHEN YOU'RE A YOUNG PERSON LIVING IN A SMALL TOWN, GETTING YOUR DRIVER'S LICENCE CAN CHANGE THE COURSE OF YOUR LIFE. IT'S THE DIFFERENCE BETWEEN GETTING A JOB OR GOING TO TAFE OR UNIVERSITY.

But with limited access to public transport, vehicles and instructors, young people in regional communities can find it difficult to build up the 120 hours of driving experience they need to get their licence.

Recognising this problem De-anne Douglas, Manager of PCYC Muswellbrook, helped launch the Licence to Drive Program.

Licence to Drive provides two professional lessons for learner drivers free of charge. Participants are then paired up with volunteer mentors who help them reach their required hours on the road and get their licence.

De-anne says the program is about much more than just helping learner drivers get their 120 hours. *"It's also about breaking down barriers,"* she says. *"These young people are in the car for two hours with their mentors. They might be struggling with mental health issues or worried about things at home. The program gives them the chance to talk about what they're going through, and for PCYC to arrange extra support if they need it."*

Licence to Drive graduate, Jenna, says the program *"was the difference between me getting my licence or not."*

Jenna lived in a single parent home. Helping run the household took up most of her time when she wasn't at school. She also had to share a single car with her father and older brothers, which made it nearly impossible to get her 120 hours up. She was delighted when she was invited to join Licence to Drive.

After completing the program Jenna got a job as a delivery driver at Dominos, and has now started a Bachelor of Social Science at the University of New England in Armidale. She is grateful to be able to drive home to see her family, and couldn't be more thankful for PCYC's support. *"It's is my second home. Without them I wouldn't have my licence and I'd probably be a troubled teenager."*

To date, 187 young people have successfully completed the Licence to Drive program.

PCYC NSW would like to acknowledge the Upper Hunter Motoring Association for the generous funding they provide for Licence to Drive. In 2018 alone they raised \$27,000 to keep the program running. We would also like to thank BHP Mt Arthur Mine, who provide two vehicles for the program.



NATIONS OF ORIGIN



1,270
participants
131
teams



19
Aboriginal nations



>300
volunteer
supervisors,
managers, coaches
& trainers



5 sports
rugby league, netball,
soccer, basketball
& boxing

OUR HIGHLY RESPECTED ABORIGINAL YOUTH EVENT, NATIONS OF ORIGIN, WAS HELD IN RAYMOND TERRACE, NEWCASTLE AND PORT STEPHENS IN MID-JULY. MORE THAN 1,000 INDIGENOUS AND NON-INDIGENOUS YOUNG PEOPLE FROM ACROSS NSW PARTICIPATED IN THE FOUR-DAY EVENT.

Nations of Origin empowers and motivates young people to celebrate Australia's Indigenous culture. Incorporating reconciliation, education, cultural identity and sport, the event gives participants the chance to develop their skills and character through various sporting, citizenship and leadership development opportunities.

To register, teams must be connected with a PCYC club and be endorsed by a local Aboriginal Elder. Additionally, participants are required to achieve a minimum of 80% school attendance and have no current negative dealings with Police. Fundraising initiatives, as well as a commitment to train and participate in events in the lead up to the competition, are designed to promote positive behaviour and attitudes among participants.

In 2018, to assist in growing the event, we introduced basketball and boxing competitions for the first time. Both these sports are popular across many of our clubs and were successful in attracting new participants.

To align with our Reconciliation Action Plan (RAP), which was approved in 2018, we incorporated our RAP artwork onto caps given to all ball boys and girls assisting at the event. The artwork was designed and painted by Murrawarri artist and PCYC member, Josh Barker McCormick, to symbolise the connection between

Aboriginal People, Torres Strait Islander People and PCYC NSW. There are plans to incorporate the artwork in other ways at the 2019 Nations of Origin event.

SATISFACTION SURVEY

For the first time, PCYC NSW surveyed youth at Nations of Origin as part of our growing focus on evaluating the impact of our work with communities across the state. We wanted to find out how highly they rated the event, what reconciliation means to them and if they would recommend our event to their friends and family. In line with PCYC NSW Mission and Vision of youth empowerment we supported two teams of young people to survey their peers using paper-based and digital survey approaches.

The results

- 205 participants were surveyed; 72% were Indigenous
- Respondents rated the event 4.5 out of 5
- All respondents said they would recommend the event to family and friends

NATIONS OF ORIGIN SPORT PARTNERS



HEATHER'S STORY:

A trip to remember

IN 2018, PCYC BROKEN HILL SUPPORTED A TEAM OF 45 PARTICIPANTS, VOLUNTEERS AND SUPERVISORS TO ATTEND NATIONS OF ORIGINS, 1,200 KILOMETRES AWAY FROM THEIR OUTBACK COMMUNITY.

Involving four days of travel, several bus loads and months of fundraising and training, the event was no small feat for Heather Smith, PCYC Broken Hill Club Manager and the Barkindji Nation community.

To support the financial costs for the kids involved, the club raised \$22,500 – just shy of its \$27,000 target. Support and donations from the community in the way of food, drinks and transportation meant the club kept within its budget and could enjoy the time away together.

"The financial support meant we were able to give kids who normally didn't have the opportunity for a trip away to come. We supported and encouraged their attendance at school. We had one lad who wouldn't have qualified due to a high suspension rate. He really wanted to go, so in the second school term we made a deal that if he managed to stay at school for that term, he could come away as a support person. He kept his end of the deal and so did we. While away he was really well behaved and took his support role very seriously. This year he has his eye on the end goal of coming away and playing and, so far, he hasn't missed a day at school!" Heather says.

Having previously only taken Rugby League teams, Heather was proud the club could take girls and boys basketball teams for the first time.

"To see the team expand with another sport and give more kids the opportunity to play was exciting. All teams competed very well and were strong in their games. The girls basketball team played exceptionally well and made it to the finals. We were very proud of them to come home with second place over all. Actually, I was very proud of all the kids," Heather says.

For Heather, getting her community and members involved in Nations of Origins is very rewarding. "We get wonderful feedback about the Nations team, primarily how it encourages the youth to attend school and to stay out of trouble. The volunteers in 2018 commented on how well the kids behaved. The youth love the trip and the competition, they love being part of a team. The feedback they give their peers must be positive as we have more kids enquiring about it this year and the ones that are too old are really disappointed that their time has come to an end.

"This year we are planning to make it even bigger with more team and sport representation, and ownership and input from the kids. 2018 was great, 2019 will be even better!"



FUN FOR KIDS



1,080 young participants



16 regional locations

2018 SAW THE LAUNCH OF FUN FOR KIDS, A NEW OUTREACH PROGRAM FOR CHILDREN IN REGIONAL COMMUNITIES STRUGGLING WITH THE DEVASTATING IMPACTS OF THE DROUGHT.

To promote the link between staying active and good physical and mental health, the program offers a range of sports, arts and dance activities. The activities are delivered free of charge so children and families who are doing it a bit tough don't have to miss out. The day's activities are followed by a barbeque and dance party.

This year's Fun for Kids events were supported by Rotary, who provided food and barbeques for all of the events, and Ferrero Australia, who donated 66,000 Kinder Surprise chocolates. These generous contributions allowed PCYC NSW to keep the events free for all participants.

The program was a great chance for children and their families to take some time out from their normal lives, connect with other people in their communities and have some fun. For PCYC NSW, it was a good opportunity to reach out to new communities, build relationships and make a difference.

Feedback from the young people and families who participated in the program was overwhelmingly positive, and we have already received numerous requests to run it again in 2019. We are also delighted to see that after Fun for Kids events, PCYC Parkes has agreed to run a regular outreach programs in Forbes and PCYC Walgett is planning to do the same in Lightning Ridge.

We would like to thank everyone who made Fun for Kids possible, and we are looking forward to getting out on the road again in 2019.



DAVID'S STORY

PCYC NSW goes bush

FOR PCYC ACTIVITIES MANAGER, DAVID GITZ, FUN FOR KIDS WAS A CHANCE TO GET OUT OF HIS COMFORT ZONE AND MAKE A DIFFERENCE IN COMMUNITIES BATTLING THE DROUGHT.

"For us PCYC NSW staff, it was a good excuse to put away our meeting requests and day-to-day jobs and give back to the community. And for someone like me, who has spent his whole life in Western Sydney, it was great to connect with people living in regional areas. "It was interesting to see how the kids' behaviour changed during the events. When we arrived at Lake Cargelligo the kids were very hesitant at first. They acted very grown up. But by dinner that night, and at the disco, they were laughing and playing like kids again. That was great to see."

"A young boy in Forbes came up to me and said 'Thank you for the day.' He told me he'd had a lot of fun, and that if we hadn't been in town he would have been working on the farm."



OTHER YOUTH PROGRAMS



BLUE LIGHT

We run Blue Light activities in collaboration with local communities and the local Police Youth Command with the aim of providing young people with entertainment in an environment free from drugs, alcohol, intimidation and anti-social behaviour.

In 2018, our Blue Light Disco Crew from Walgett delivered nine discos in towns in the surrounding area, sometimes travelling more than 200 kilometres. Run by a group of PCYC Walgett young volunteers, the Blue Light Disco Crew arrive in a town with all the equipment needed to run a Blue Light disco for local youth.

In April 2018, our Blue Light Goes West regional tour visited Condobolin, West Wyalong, Narrandera, Deniliquin, Tumut and Queanbeyan. This was the first time the Blue Light Goes West team had travelled to this region and it was pleasing to see 339 young people attend the six events in these communities. The staff of six Police Officers on the tour reported varying levels of support and engagement from local Councils, businesses, media, other services and the general community across the locations.



JORDAN'S STORY: DJ Jordo and the Blue Light Disco Crew

Jordan — AKA DJ Jordo — is an active young member and volunteer at PCYC Walgett. Since the club opened in 2015, Jordan has participated in most of the programs on offer, including Blue Star, Nations of Origin, PCYC Raw Challenge, REAL anti-truancy breakfast program, Friday Night program, and the Youth Council.

"But my favourite program is the Blue Light Disco – that's how I got the name DJ Jordo," he says. "I DJ at all our discos and set up all the lights, speakers and music for each event."

Jordan is part of the PCYC Walgett volunteer crew who deliver Blue Light Discos in communities close to Walgett where PCYC NSW doesn't yet have a club.

"We average one event a month, if not more," Jordan says. "It makes me happy to give back to my community and to make other people happy."

Jordan says that being involved in Blue Light and other PCYC programs has helped him to gain confidence and stay motivated at school.

"I can now speak to lots of people, even people I don't know. I feel confident to learn and try new things. We have a lot of fun. PCYC Walgett is like my family!"



CREST

2018 was the final year of our two-year Community Resilience Engaging Solutions Together (CREST) program, funded by Multicultural NSW. The program was developed to break down barriers created by social and geographic isolation that prevent young people from multicultural backgrounds participating in sports, recreation, education and leadership activities in their local communities.

Run primarily in clubs in Parramatta, Liverpool and Belmore, the program featured activities and workshops designed to assist young people in decision-making and give them skills and values to become community leaders and good citizens. Themes included respect, choices, leadership, collaboration, persistence, cultural awareness and health. Activities included sporting clinics, poetry slam, music programs, sessions with Police Officers and workshops on anger, building health relationships and open discussions.

Over the two-year period of CREST, PCYC NSW and the NSW Police Command reached 6,702 young people. Ten participants were referred to our Blue Star Leadership program and 2,639 of these young people became PCYC members and further engaged with their local PCYC.

REBOOT

Introduced in 2015, this is a four-day camp program run in conjunction with the Australian Army for young people participating in a case management program with NSW Police Youth Command, or those at high risk of offending or who live in highly disadvantaged areas.

The program is designed to encourage self-motivation, self-discipline, self-worth, leadership and respect. Team building and individual challenges encourage participants to develop communication skills, identify strengths and weaknesses, and develop team work skills while testing mental and physical discipline. Throughout the camp, participants are mentored and supported by their Police Youth Case Manager.

With the camps facilitated by military staff, PCYC NSW covers transport costs for participants and Police staff to and from the camp, meal expenses and the cost of facilitators throughout the duration of the camp.

In 2018, three Reboot camps were held at the Kapooka Military Area in Wagga Wagga, including the first ever female only camp. Participants came from the Shoalhaven, Albury, Wagga Wagga, Wollongong, Bathurst, Blacktown, Walgett, Sydney, Lismore, Balmain, Glebe and Newcastle to participate.

Of 2018's 29 graduates, two participants have been referred and accepted into PCYC's Blue Star Citizenship program for 2019.

Reboot Camp	Date	Number of participants	Number of graduates
Camp 1 – Male only	30 April – 4 May	7	7
Camp 2 – Female only	21 – 25 May	6	4
Camp 3 – Male only	22 – 26 October	18	18

FRIDAY NIGHT ACTIVITIES

We host a range of different Friday night activities and programs in our clubs across the state to give young people a safe environment to go to when they may not be able to be at home. Our aim is to get young people off the streets during times when they may be committing a crime or demonstrating anti-social behaviour because it is unsafe for them at home.

Tailored to the needs of each local community, these activities often include transport to and from our clubs, dinner and social activities such as sports or skills development like cooking. In some clubs, youth workers present information back to the young people on topics of their choice, providing a safe environment in which to discuss issues.



PCYC INSTITUTE

PCYC INSTITUTE IS OUR REGISTERED TRAINING ORGANISATION (RTO), PROVIDING ACCREDITED TRAINING TO YOUNG PEOPLE PARTICIPATING IN OUR PROGRAMS, OUR STAFF AND MEMBERS OF THE PUBLIC.

Many of our youth programs, such as Fit for Work and Blue Star, are closely linked to PCYC Institute, and offer young people the chance to undertake accredited training to obtain a nationally recognised qualification. PCYC NSW covers the cost of the training for young people participating in its programs.

Our courses are also available to others in the community for a fee. Funds raised through this arm of the organisation go towards running and covering costs of youth programs that align with our mission to support young people.

In 2018, PCYC Institute expanded the modules on offer in order to better support the new Fit for Work program that was introduced to align with the Police Commissioner’s RISEUP strategy.

COURSES ON OFFER

- Certificate I in Retail
- Certificate II in Retail
- Certificate I Active Volunteering
- Certificate II Active Volunteering
- Diploma of Leadership and Management
- Certificate IV in Youth Work
- Certificate IV in Financial Services
- Certificate I in Hospitality
- Certificate II in Hospitality
- Statement of attainment - Barista Basics
- Statement of attainment -Job Ready
- SafeWork Australia Accredited - White Card

2018 PCYC INSTITUTE GRADUATES

Name of course	Number of students
Certificate I in Retail	100
Certificate I Active Volunteering	16
Certificate II Active Volunteering	12
Barista Basics	74
Job Ready	76
White Card	231

LOOKING AHEAD TO 2019

We will continue to look for opportunities to grow the commercial opportunities of PCYC Institute, with the intention of using funds raised from delivering courses to assist in delivering our mission-based youth programs.



COLIN’S STORY: When school doesn’t fit

WHEN SCHOOL WASN’T WORKING FOR COLIN, HIS MUM SOUGHT OTHER OPTIONS TO GET HIS LIFE BACK ON TRACK. COLIN COMPLETED A NUMBER OF SHORT COURSES, BUT NOTHING LED TO A JOB. IT WASN’T UNTIL HE GOT INVOLVED IN THE FIT FOR WORK PROGRAM WITH PCYC INSTITUTE AND PCYC PENRITH THAT COLIN REALLY FELT THINGS WERE CHANGING FOR THE BETTER.

“I was a bit hesitant [to do Fit for Work], but thought I’d give it go. I’m glad I did. We learnt a lot of things from budgeting, through to first aid, and safety on a work site.

“Fit for Work was different because it was a lot more practical. And because we were at a PCYC, we had access to the gym and activities, and we also went on excursions.

“I’ve finished the Fit for Work course now and I’m proud to say I have a job at PCYC NSW State Office in the Finance team, helping with accounts payable. It’s pretty good. Everyone is nice.

“Being involved in Fit for Work has taught me a lot about the workforce and life. It was good to spend time with Police. People sometimes stereotype cops as bad, but spending time with them at PCYC Penrith made me see they weren’t. I made a lot of friends at Fit for Work too.

“My plan now is to get as much experience as I can with PCYC NSW Finance, get my driver’s licence, and then try to get into a carpentry trade. One day I want to have my own business. With the finance and accounts knowledge I’m getting now, together with the trade skills I hope to get later, I think I’m on a good path to be able to achieve that goal.”

Fit for Work is a holistic employment program developed and run by PCYC Institute. It encompasses education, fitness, functional numeracy and literacy, and life skills including first aid. Participants also complete vocational training in Certificate I (Retail) and White Card (Construction), and work experience or employment.



PEOPLE AND CULTURE



800
staff



>800
volunteers

OUR STAFF AND VOLUNTEERS ARE PASSIONATE ABOUT SUPPORTING YOUNG PEOPLE TO REACH THEIR POTENTIAL. WE VALUE THEIR CONTRIBUTION AND COMMITMENT TO OUR WORK AND AIM TO PROVIDE THEM WITH THE TOOLS, TRAINING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES THEY NEED TO DO THEIR BEST WORK.

OUR STAFF PROFILE

We employ more than 800 staff in our State Office and 64 clubs across the state. This includes our Executive, Senior Leadership team, State Office staff, Club Managers, Club staff and Youth Workers. We also have more than 800 volunteers, giving their time and skills to assist our staff in local communities.

Demographic group	Number of employees
Total	862
Male	288
Female	574
Non-English Speaking Background	39
Aboriginal or Torres Strait Islander	65
Staff with disabilities	0
Full-time	160
Part-time	175
Casual	527
Under 21 years of age	112
Over 45 years of age	171

CHILD PROTECTION TRAINING

Child safety is our number one risk. We are committed to ensuring the safety of every child and young person participating in our programs. To enhance the child protection skills and knowledge of staff, in late 2018, we signed a partnership with Bravehearts, a leading national organisation providing child protection training and education.

A staff survey was conducted in the last quarter of 2019 to identify areas of concern and where improvements could be made. Child protection training was rolled out to management and will be delivered across the organisation in 2019.

As part of the partnership, Bravehearts will complete audits at several PCYC sites in the first half of 2019 to gain an understanding of our current child protection practices and strategies. The audit will look at our culture, policy and governance, risk management, education and recruitment processes.

ENTERPRISE AGREEMENT 2018-2021

Negotiations were completed on PCYC NSW's Enterprise Agreement 2018-2021 towards the end of 2018. In February 2019, staff voted on the Agreement and it was lodged with the Fair Work Commission for ratification.

EMERGING LEADERS PROGRAM

To assist with succession planning and to support potential leaders in the organisation, we designed and launched our first Emerging Leaders Program.

The program includes workshops on leadership and management, as well as a mentoring component. The first intake of participants will begin the program in early 2019.

RECONCILIATION ACTION PLAN

The PCYC NSW Innovate Reconciliation Action Plan (RAP) November 2018 – November 2020 was launched in November 2018 after 12 months of development and consultation. The RAP sets out PCYC NSW's actions and strategies to improve engagement with Aboriginal and Torres Strait Islander communities across NSW. Key topics highlighted in the document include mutually respectful relationships, cultural sensitivity and respect and opportunities based on appreciation and strength. Development of the RAP was led by our RAP Working Group, who consulted and collaborated with staff, external organisations and communities.

RAP Working Group

- Jake Chatfield - (Previous) Club Manager, PCYC Newcastle RAP, Chair
- Justine Russell - Youth Strategies and Program Manager, PCYC NSW
- De-anne Douglas - Club Manager, PCYC Muswellbrook
- Amanda Cheal - Club Manager, PCYC Walgett
- Senior Constable Matt Ellis - Police Youth Case Manager, PCYC Cessnock
- Karen Hope - General Manager People, Culture and Youth Programs, PCYC NSW
- Shan Short - Research and Evaluations Manager, PCYC NSW
- Mandy Hall - PCYC Institute Manager, PCYC NSW

EMPLOYEE SATISFACTION SURVEY

Our annual employee survey identified the need to better align our organisational culture with our values – Respect, Commitment, Resilience, Integrity and Citizenship. Working with staff, we developed a strategy to better promote and embed the five values in our daily work. The strategy will be rolled out progressively throughout 2019.

EMPLOYEE BENEFITS

We partnered with Rewards Gateway to deliver our first employee benefits program. The program provides staff with access to discounts at a wide variety of retail providers. Known as PCYC Locker Room, the program is a key part of our retention strategy.

STAFF RECOGNITION

Every year, we recognise the staff, volunteers and clubs that have gone the extra mile for PCYC NSW and the young people we support. Awards are presented at our annual State Conference. For details on the 2018 presentation and award-winners, see page 62-67.



ANKIT'S STORY:

2018 Young Achiever of the Year

ANKIT MOVED TO AUSTRALIA FROM INDIA WHEN HE WAS 10-YEARS-OLD. HE JOINED HIS LOCAL PCYC A YEAR LATER IN 2014. HE WAS A GOOD STUDENT, BUT HIS LIMITED ENGLISH SKILLS MADE IT HARD FOR HIM TO FIT IN WITH HIS PEERS. PCYC BALMAIN OFFERED HIM A PLACE WHERE HE FELT WELCOME AND SUPPORTED.

Through participating in PCYC programs, Ankit built his communication and leadership skills and last year, he landed a paid job with the gym located in the PCYC Balmain building. He was named the 2018 PCYC Young Achiever of the Year in recognition of his personal achievements and commitment to his club. Now in Year 11, Ankit has his sights set on a career with the NSW Police Force, perhaps even working at PCYC to support other young people.

"My journey with PCYC started as a martial arts student at PCYC Balmain. Soon I was playing pool and table tennis there with my mates. Then I was introduced to Andrew Drummond the Youth Case Manager there and he told us about the gym activities.

"Later that year, I started doing a fishing program which was all about interacting with young people and talking about how you are going in life. We went fishing at Balmain Wharf and then had dinner. After that I was introduced to the Friend in Hand program two mornings a week. The coppers would pick us up in the morning and take us to the gym to train for an hour. Then we would get breakfast and be dropped to school. I did that for several years.

"I was a happy kid so I didn't really have troubles. English is my second language so connecting with people, getting on with other kids and fitting into the community were the only problems I had. PCYC gave me friends to talk to and that really helped me. Through PCYC, I learnt how to connect with the Police and other people.

"Last year, I did the Reboot program and completed my Blue Star Citizenship program. This year I'm doing the Leadership program. Blue Star is a great way to connect with kids from all around NSW and to build those connections and leadership skills, know how to give back to the community and help and mentor other kids at PCYC who are going through a rough time.

"I call PCYC my second home. If I'm not at home, I'll be at the PCYC either playing snooker, table tennis or chatting with the managers and staff. It is very important to me. I try to tell my friends about all the experiences I've learnt through PCYC so they can come down and be part of this community. I had no idea I was getting the Young Achiever award until it happened. To be honest I was pretty amazed."



EACH YEAR AT OUR STATE CONFERENCE, RECOGNITION AWARDS ARE PRESENTED TO OUTSTANDING VOLUNTEERS, STAFF AND CLUBS. THESE ARE OUR DESERVING 2018 AWARD-WINNERS.

VOLUNTEERS

2018 VOLUNTEER OF THE YEAR AWARD

Edward (Ted) Knobbs (PCYC Mudgee)

Ted has been a loyal member and regular group fitness participant of PCYC Mudgee since 2005 when he completed a 20-week Heart Health Program with a veterans group. After losing his wife three years ago, Ted began participating in more classes and offering his time to assist with maintenance and repairs. Ted tirelessly repairs the club's spin bikes, gym equipment and other items. In recent months, Ted has volunteered to run Bunnings BBQs. He is a valued part of the PCYC Mudgee team and for two years running has received the club's Volunteer of the Year Award.



Ted Knobbs was unable to attend the event. His award was accepted by Club Manager of PCYC Mudgee, Railene Doherty

LIFE GOVERNORS

John Chedid (PCYC Parramatta)

John's relationship with PCYC Parramatta began in 1981 when he was a 14-year-old young man from Lebanon. He frequented the club on a weekly basis and immersed himself in boxing, gymnastics, camps, discos and swimming in the PCYC pool.

By becoming Lord Mayor of Parramatta years later, he was able to assist local youth programs further and the club with major events, fundraising and other community support. John was instrumental in reshaping PCYC Parramatta's old club into the new modern exciting club of today.

Out of Public Office he still continues to serve on the PCYC Committee with a total 18 years service as Committee Member, Vice President and today as President.



Terry Rae (PCYC Penrith)

Terry joined the Leichhardt Police Boys Club in 1946 at the age of 10. He learned boxing at the club and also started playing the trumpet for the club band. He later moved to Belmore and was in the Burwood Club Band. He was also active in many club activities including football and boxing.

With guidance from Police and the Police Boys Club, Terry kept out of trouble and continued his schooling which he completed at the Conservatorium of Music. His music saw him achieve many things including working on the Don Lane Show, playing with concert bands in many Sydney venues and even touring in the USA with Frank Sinatra.

On his return to Australia, Terry joined the Police Band. He has been president of the PCYC Penrith Committee and committed hours to building maintenance, fundraising, leading the club band, supporting the boxing team and at one stage even rallied successfully to keep Police in PCYC.

At the age of 82, Terry still volunteers his time two days per week to the club, teaching music to children of all ages and experience levels, and helping them to work together as a band so they can use their skills in a practical way.



Julianne Johnson (PCYC Campbelltown)

Julianne has been a club volunteer for 20 years assisting PCYC Campbelltown in fundraisers and serving on the committee. She currently delivers the gentle exercise program. She is a great local citizen who is always willing to help others in need.

LIFE INSTRUCTORS

John Rule, Griffith, Riverina

Vic Skyes, Sutherland, Southern

Hilbrandt Westra, Albury

Glenn Oag, Goulburn

PEOPLE & ACHIEVEMENTS

POLICE OFFICER OF THE YEAR

School Liaison Police

Senior Constable Kelly Stewart
(St George Local Area Command)

Since beginning her role in January 2018, Senior Constable Stewart has developed excellent relationships with the schools and young people in her area, applying passion and determination to delivering educational programs. She has embraced the RISEUP strategy, assisting Youth Case Managers and helping at programs including Time for Kids and Fit for Life at PCYC Sutherland, St George and Marrickville.



POLICE OFFICER OF THE YEAR

Youth Case Manager

Senior Constable Racquel Hassett (PCYC Bateau Bay)

Senior Constable Hassett has been instrumental in building a very successful partnership between NSW Police and PCYC Bateau Bay. In 2017/2018 Hassett was the Coordinator of Hunter region's Project BOOYAH, successfully coordinating a multidisciplinary team from PCYC Bateau Bay, Police and local schools. She has also been very active into gaining grants to run Youth and Crime Prevention programs at PCYC Bateau Bay, including the Frizone activity and Fit for Life. During a period of staff shortages in the Hunter Zone, Hassett successfully covered the Zone Sergeant role, sharing her knowledge and skills. She also regularly participates in PCYC Bateau Bay fundraisers and events.



PROGRAM EXCELLENCE

Senior Constable Draz Brkljac and Senior Constable Jason Fuller (PCYC Parramatta, Stand Tall program)

The Stand Tall Program is an early morning fitness and educational program aimed to direct youth offenders and at-risk youth away from making negative decisions in their life that may affect their future development. The program runs two mornings a week to give young people the opportunity to train, learn and interact alongside Police Officers from the Police Youth and Crime Prevention Command, Parramatta Police Area Command, and Parramatta Police Transport Command. Other mentors included the PCYC Parramatta Club Manager and PCYC CREST staff.

The program engaged Year 7 and Year 8 students from Arthur Phillip High School who had engaged with the Police in regards to social media, cyberbullying, fighting, intimidation and bullying issues.



A unique component was involvement from Sydney Story Factory facilitators who ran drama sessions incorporating education, learning, games and communication skills on the topics of social media, policing, cyber issues and other offences.

YOUNG ACHIEVER OF THE YEAR

Payten Thorne (PCYC Walgett)

At 15, Payten was in an abusive relationship, isolating herself from family, friends, peers, school and PCYC. She turned to drugs and alcohol; her mental health deteriorated. In late 2016, she eventually came under the notice of Police and was referred to PCYC Walgett as a Young Offender. With support from the club, Payten set goals to reduce her drug and alcohol use, return to school, volunteer at PCYC Walgett and eventually gain employment.

Over the last 12 to 18 months, Payten worked hard to achieve all her goals. She ceased drug use, returned to school, volunteered regularly, and is now employed as the Activities Assistant at her club. Her whole attitude changed. She became more positive and confident.

The trust, values, skills and experience she has gained during her case management enabled her to become a confident, positive, and responsible staff member of PCYC. She is on time for work, respects the core values of PCYC NSW and strives to represent PCYC NSW in a professional and positive manner. Her family is very proud of her, but most importantly she is proud of herself and what she has achieved. Payten has chosen to turn her life around and is an excellent role model for the youth of Walgett.



LIFE MEMBER

S/C Janine Robinson, Cowra, Riverina

Janine is completing 22 years of service at PCYC Cowra as Youth Case Manager.

Across this time Janine has run Debutante Balls, Drag Racing events, Kindygyms, fundraising activities like Bunnings BBQ's, and has always been proactive in assisting the club and community where possible.

She is committed to supporting local young people to make positive decisions through her case management work, even when they offend or disappear from the town.

YOUNG PERSON OF THE YEAR (MALE)

Tim Hornsey (PCYC Glebe & Balmain)

Tim connected with PCYC NSW in 2016 as a youth at serious risk. At that time, he was truanting from school on regular basis, a self-confessed cannabis user and had ongoing issues at home. Over the following 18 months, Tim worked closely with the Youth Case Manager to turn his life around. He started drug and alcohol counselling, psychology and family counselling. He participated in the Blue Star Program, assisted Youth Case Managers at his club's events and programs, and completed many programs including Friend in Hand, the PCYC RAW Challenge, Sink or Swim and the Guard for Life (Surf Life Saving Bronze Medallion Program).

In 2018, Tim graduated Year 12 with 100% attendance for the year. He was second in his school for Engineering and received a Commendation letter from his school for "outstanding commitment as a student of school". Now a valued member and volunteer of Bondi Beach Surf Life Saving Club, Tim has worked hard to become a better person.



YOUNG PERSON OF THE YEAR (FEMALE)

Nyokia Townsend (PCYC Walgett)

Nyokia has been an active member of PCYC Walgett since 2015. During 2018, she participated in several Police and PCYC NSW programs and activities, completing the 2 Rivers 2 the Chase program, Blue Star Citizenship, PCYC RAW Challenge, Reboot, and recording 100% attendance at the PCYC Walgett REAL Anti-truancy breakfast program.

Nyokia also attained her Certificate in Communication and represented Gamilaaray in rugby league at Nations of Origin.

She regularly volunteers at her club assisting with Blue Light Discos, the Friday Night We're Alright Program, community events and school holiday activities. Nyokia is also the Chairperson of the PCYC/Walgett Shire Youth Council and is participating in the School to Work Program at Walgett Shire Council. Her school attendance is excellent and she is often selected to represent Walgett Community College and the wider community at state-wide events. Nyokia presents herself in a positive and professional manner. She represents PCYC with pride and maturity beyond her years and is conscious of her own and others behaviour while representing the brand. Nyokia is a positive role model within PCYC Walgett and the community, particularly with younger members.



CLUB ACHIEVEMENT OF THE YEAR

PCYC Parramatta

PCYC Parramatta had an outstanding year in 2018, with very strong participation in its school holiday programs, and positive financial performance against its budget. The club's school holiday programs in July and October attracted in excess of 600 children and were supported by volunteers, Club President John Chedid and the Youth Case Managers.

Forming community partnerships, including with the Western Sydney Wanderers and Wentworth Leagues Club, have been key in delivering the club's most popular activities and attracting participants.



EMPLOYEE OF THE YEAR

Cherie Gregory (State Office)

Cherie works above and beyond in every aspect of her role. She is diligent, hardworking and always courteous. In 2018, Cherie had a huge challenge, undertaking all the administration work for PCYC Institute. This meant dealing with Police Officers in relation to their Certificate 4 in Youth Work qualification, as well as working with Youth Case Managers to connect marginalised, disengaged youth back into the education system and support them to achieve qualifications. Under Cherie's watch, 150 young people gained qualifications. This milestone would not have been possible without Cherie's commitment, hard work, professionalism, dedication and wonderful manner and determination.



CLUB OF THE YEAR

PCYC Umina Beach

With 60% growth in membership numbers and a more than 200% increase in financial performance, PCYC Umina Beach had an extremely successful year in 2018. From September 2017 to September 2018, youth members grew from 894 to 1,313 and included 12 at-risk youth offenders. Key programs run at the club included Back on Track, Respect, Fit for Home (in partnership with PCYC Bateau Bay) and Fit for Life (which was funded by a \$15,500 grant). The club also supported several members to compete at the Commonwealth Games, with two participants (Anja Stridsman and Kaye Scott) taking away medals. The club's gymnastics program also had an outstanding year, with registrations increasing from 181 in 2017 to 350 in 2018. Several volunteers were also recognised in the community for the commitment and dedication to the club.



FACILITIES AND INFRASTRUCTURE



Building safe, fit-for-purpose and youth friendly facilities for the future

DURING 2018, OUR FACILITIES AND INFRASTRUCTURE PORTFOLIO WAS KEPT EXTREMELY BUSY WITH PROJECTS TO BUILD NEW PCYC NSW CLUBS AND FACILITIES, AS WELL AS MAJOR REFURBISHMENTS AT SOME CLUBS.

We also secured grants and funding to continue our ambitious Capital Works program, with large-scale upgrades in the pipeline for clubs across the state in 2019. We remain on track to meet our strategic goal of establishing at least one 'super club' in each zone supported by at least two additional clubs and continue to provide safe, fit-for-purpose facilities to meet the changing needs of the young people of NSW into the future.

NEW FACILITIES

In December 2018, PCYC NSW announced new club facilities and spaces would be built at the Grafton Sports Centre and Frank McGovern Sports Fields sites in partnership with Clarence Valley Council. PCYC NSW will manage these new facilities when they open.

PCYC Walgett will get new fit-for-purpose facilities under a plan announced in June 2018. Built on land provided by Walgett Shire Council, the new facilities will include a multi-purpose sports hall, which will provide opportunity for a gymnastics program and other recreational activities.

CLUB RE-OPENINGS

With \$1 million in funding from the State Government, PCYC NSW reopened our Maitland club in June 2018. The new facility includes an upgraded gymnastics hall, a

multi-purpose sport and recreation area, improved gym and amenities and a new reception area and café.

In July, PCYC Campbelltown re-opened with a brand new wing featuring a gymnasium and full-sized boxing ring. It is the first stage of a larger planned revamp of the club's facilities.

ONGOING IMPROVEMENTS

Work continued during 2018 on upgrades to PCYC Umina Beach. The club remains open while this work continues.

CAPITAL WORKS GRANTS

In 2018, PCYC NSW secured grants and funding for major upgrades and refurbishments to clubs across the state.

Bourke (\$500,000)

Planned extensions and upgrades include a new youth hub and front-of-house reception area. These will improve the health and fitness experiences of members.

Griffith (\$3 million)

A full refurbishment of the club is planned which will deliver a new gymnastics facility, health and fitness facilities, a youth hub and front-of-house reception area with upgrades to the bathrooms

Kempsey (\$500,000)

Planned extensions at Kempsey are designed to accommodate the club's expanding health and fitness programs and enable it to run a gymnastics program.

Moree (\$2 million)

Planned extensions to PCYC Moree will include a total upgrade to our gymnastics and health and fitness facilities as well as bathrooms. The sports hall will also be refurbished.

Dubbo Regional Sports Hub (\$4 million)

Working in partnership with Charles Sturt University and Dubbo Regional Council, PCYC NSW is planning a Dubbo Regional Sports Hub facility. Delivered in accordance with NSW Office of Sport requirements, the hub will provide a full suite of sports and active recreation programs for the local community and service elite indoor sports programs. It will be a state-of-the-art facility and will serve the mid-western region of NSW.

Wagga Wagga Regional Sports Hub (\$10 million)

With a \$3 million contribution from Wagga Wagga City Council, PCYC NSW has committed to delivering a new state-of-the-art Regional Sports Hub, which will serve the Riverina region of NSW. Designed to meet NSW Office of Sport requirements, the hub will meet the sporting and active recreation needs of the local community, and provide a venue for elite indoor sports. A development application has been approved for an indoor four court stadium supported by front-of-house facilities for health and fitness programs, a youth hub and Out of School Hours programs.

Hawkesbury (\$13 million)

PCYC NSW is working with Hawkesbury Council to create a state-of-the-art indoor sports facility that will service major regional gymnastics programs. The facility will provide a full suite of sports and active recreation programs for the local community and service elite indoor sports programs.

Walgett (\$6 million)

PCYC NSW is planning a state-of-the-art facility that will serve the local and adjoining communities and house an indoor multi-purpose sports court for gymnastics, climbing, trampolines and parkour activities. The facility will also provide health and fitness programs and a youth hub.

Grafton (\$6 million)

PCYC NSW is working with Clarence Valley Council to introduce new spaces and facilities at the existing Grafton Sports Centre (where the Grafton Kings Basketball Club plays) and the Frank McGovern Sports Fields (where The Grafton Ghosts Rugby League Club plays). PCYC NSW will support these sports clubs and introduce new sports and active recreation programs including health and fitness and gymnastics. A new youth hub and multi-media space will also be built.

Albury (\$150,000)

This project will result in minor equipment and facility upgrades which will benefit local Albury young people and the community for years to come.



MARKETING, COMMUNICATIONS AND EVENTS

WE SHARE STORIES ABOUT OUR WORK WITH YOUNG PEOPLE TO PROMOTE THE PCYC NSW BRAND, ATTRACT PARTICIPANTS TO OUR CLUBS AND ACTIVITIES, CONNECT WITH THE COMMUNITIES WE SERVE AND INCREASE MEMBERSHIP LEVELS.

Our media, marketing and events activities help us to engage with members, the general public, government, community and other stakeholders.

EVENTS

Boxercise Guinness World Record Attempt

One of the year's most exciting events was the joint PCYC NSW and GWS GIANTS Guinness World Record attempt to run the largest boxercise class. On 12 May 2018, 592 PCYC members, GWS fans, PCYC staff, Police Officers and young people involved in prevention programs came together for the record-breaking 30-minute boxercise class. They were joined in the challenge by Commonwealth Games boxing gold medallist Anja Stridsman, who trains to PCYC Umina Beach, and GIANTS legend Shane Mumford. Our Marketing and Communications team played a key role in promoting the event on social media, our website and to members through our newsletters. Held at Spotless Stadium at Sydney Olympic Park, the event attracted significant media coverage across various print and TV outlets.

Club re-openings

Our Marketing and Communications team supported the re-opening of clubs in Campbelltown and Maitland in July and November respectively. Both events provided the opportunity to highlight each club's new facilities to the local community and stakeholders, with all three levels of government, community leaders and members of the community represented at both events. In Campbelltown, where new gym and boxing facilities were opened, Commonwealth gold medallist, Anja Stridsman from PCYC Umina, ran a boxing clinic. In Maitland, Troy Grant, Member of Dubbo and Minister for Police and Emergency Services, trialled the club's drums in its new music room. We were also delighted to have the local Country Women's Association (CWA) provide catering for all attendees in Maitland. Substantial media coverage, including print, TV and radio, was achieved in both locations.

Savannah Pride showcase

To showcase the PCYC NSW initiative, Savannah Pride, we hosted a special event for our Patron, His Excellency General The Hon. David Hurley AC DSC (Ret'd), Governor of NSW, his wife Mrs Hurley, and The Hon. Ray Williams, NSW Minister for Multiculturalism. This ground-breaking program is run in Blacktown and uses basketball to engage young people in school. Initially developed for South-Sudanese-Australian families, Savannah Pride now attracts boys and girls from all backgrounds, combining basketball programs with education programs, homework support and cultural guidance. Several elite players from the program have gone on to play representative basketball and receive scholarships at colleges in the US. Our showcase event attracted media coverage from Channel 7's *Sunday Night* program, which featured interviews with parents and young people.

New sponsor welcome event

In November, we hosted a special event at PCYC Newcastle to mark the start of a new sponsorship partnership with Snowy Hydro Red Energy. Executives from Snowy Hydro Red Energy, PCYC NSW, Police and staff were joined by local football star and Red Energy Ambassador Danny Buderus at the event. Sharing our vision of empowering young people to make positive life decisions, the organisation is the major sponsor of our Nations of Origins event, a key supporter of the Fit for Life program and a ready employer for Fit for Work.

Annual Awards Dinner

We combined our 2017 and 2018 annual awards presentation night into a celebration dinner held in November. This event is important in recognising the volunteers, Police, PCYC NSW staff and young people who go above and beyond to embody the PCYC NSW mission and values. See page 62, for full details about the award winners from 2018.



SOCIAL MEDIA

Facebook, Instagram and LinkedIn continue to be important marketing channels we use to engage with our members and stakeholders. In addition to managing an organisation-wide Facebook page (PCYC NSW), each of our 64 clubs has its own page with content targeted and relevant to their local community. During 2018, we trialled an innovative social media campaign on Facebook with consistent branding and messaging to build on our growth across the channel. The strategy will be extended to the Facebook pages of all clubs in 2019.

FACEBOOK



All PCYC Facebook pages		
Metric	December 2017	December 2018
Total fans	125,738	146,925
Total posts	1,026	1,340
Total impressions	1,648,801	1,756, 206
Total engagements	14,376	16,848
PCYC NSW Facebook page		
Metric	December 2017	December 2018
Total fans	17,091	20,543
Total posts	29	56
Total impressions	16,848	72,142
Total engagements	229	619
Average daily users reached	560	1,425

INSTAGRAM



	December 2017	December 2018
Total followers	903	1,343

LINKEDIN



	December 2017	December 2018
Total followers	1,103	1,310

WEBSITE



www.pcyctnsw.org.au			
	2017	2018	% increase
Page views	2,964,393	4,239,467	43%
Unique visitors	361,661	484,113	33.86%

OTHER MARKETING ACTIVITIES

Videos

During 2018, we produced high quality videos as a marketing tool to promote our work with young people and attract new members. We worked with PCYC volunteer and videographer, Andrew Amaki to produce a series of 45-second videos featuring our members and young people participating in programs. These “People of PCYC” videos highlight the positive impact of our programs and have been used at stakeholder events and on our social media channels.

We also produced marketing videos to inform people they can use the NSW Government Active Kids rebate at PCYC NSW locations, and to promote our court sports programs and the wide-ranging facilities we have available for team activities. Coupled with improved collateral and targeted social media, these marketing activities resulted in significantly increased participation in our school holiday programs.

Internal communications

Communicating effectively with staff across our State Office and 64 clubs is vitally important. In 2018, we refreshed our newsletters with a new design and more targeted content. We now produce E-connect, a fortnightly staff newsletter, and PCYC News, which is sent out three times a year to external stakeholders including members, young people in our programs and community partners.

LOOKING AHEAD TO 2019

Fundraising events

In 2019, the Marketing and Communications team will support key fundraising activities for PCYC NSW including the Golf Day in April and Make a Difference Gala Dinner in November. We are looking to expand both events to reach a broader community and support our strategy to increase fundraising targets to reinvest directly into the Fit for Life program.

Website improvements

We are redesigning the website for our popular Traffic Offenders Intervention Program (TOIP) Driving Program to include online registration for easier access by participants.

Marketing videos

We will continue to invest in high quality video production as a way to share our stories and promote our programs. Following the success of the Active Kids Rebate video, we plan to produce a Creative Kids rebate video promoting relevant activities and programs at our clubs where the NSW Government rebate may be used.

Other activities

The marketing team will also support PCYC NSW involvement in the Mardi Gras Fair Day in February, our new partnership with the inaugural RunWest event in March in the Western Suburbs, the opening of new clubs in Walgett and Grafton as well the refurbishment of PCYC Mt Druitt in partnership with ESPN and Disney Corporation. These are key promotional activities which will help to increase awareness and brand recognition of PCYC NSW.

FUNDRAISING

PCYC NSW WOULD SIMPLY NOT BE ABLE TO CONTINUE RUNNING PROGRAMS WITHOUT THE GENEROUS CONTRIBUTIONS MADE BY OUR WONDERFUL SUPPORTERS. WHETHER YOU PARTICIPATE IN ONE OF OUR EVENTS OR ART UNIONS, MAKE A DONATION OR ORGANISE YOUR OWN FUNDRAISING ACTIVITIES, WE ARE TRULY GRATEFUL FOR THE DIFFERENCE YOU MAKE TO THE LIVES OF YOUNG PEOPLE.

PCYC CHARITY GOLF DAY

The third annual PCYC Schweppes Charity Golf Day was held at Oatlands Golf Course on Friday, 14 September 2018. The day was a great success with more than 100 golfers taking part in the 4-ball Ambrose competition. We were very fortunate to be joined by Andrew Daddo and Rugby League legend Danny Buderus at the presentation lunch. We are deeply grateful for the support of all the sponsors, suppliers and golf enthusiasts who generously contributed and helped PCYC NSW reach our fundraising target. Proceeds raised on the day will go towards the Fit for Life program.

MAKE A DIFFERENCE (MAD) BALL

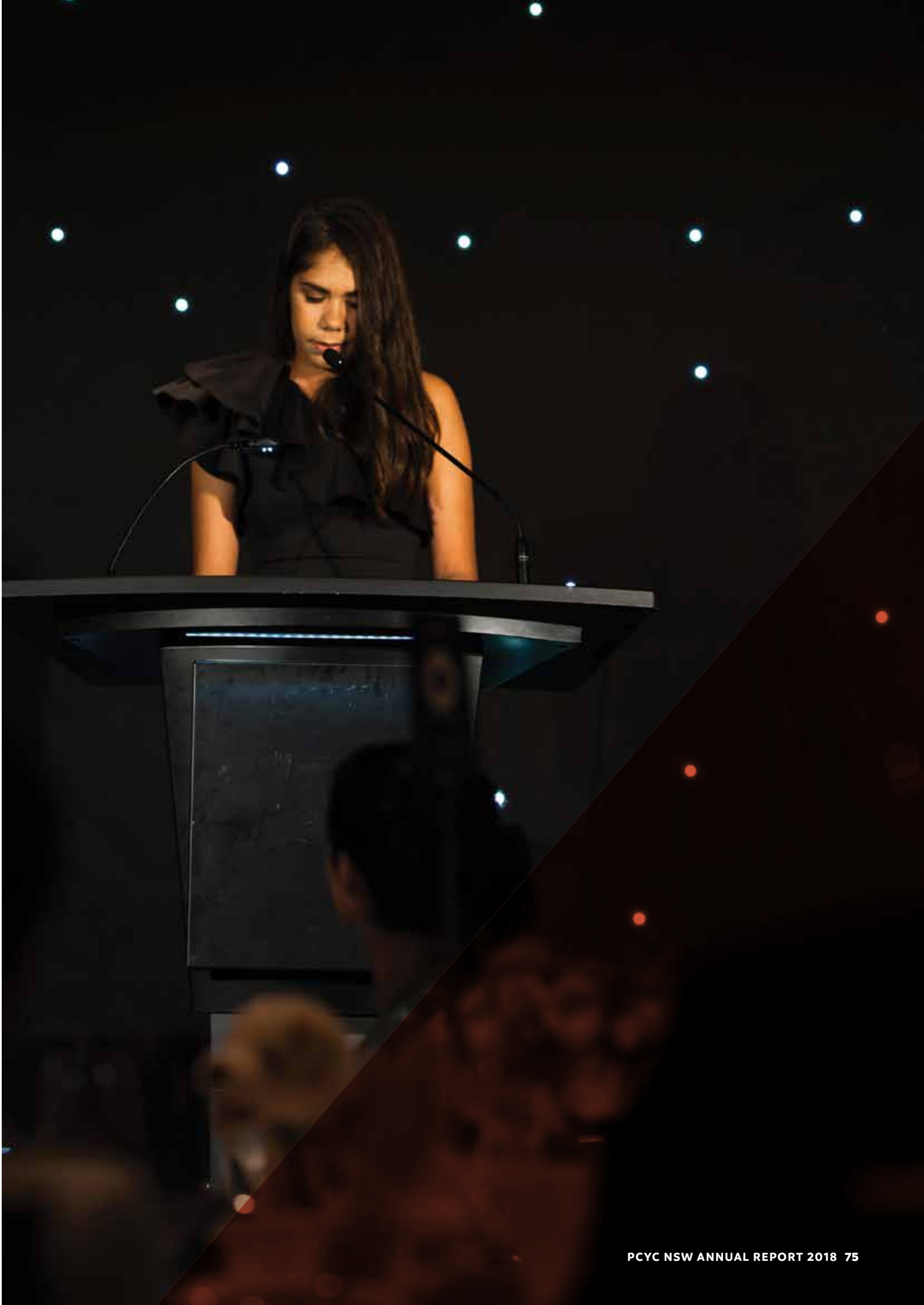
PCYC NSW hosted its second annual Make A Difference Ball (MAD) on Saturday, 3 November 2018 at the iconic NSW Parliament House.

It was a stellar night, which featured inspiring speeches from courageous young people from PCYC Walgett and Parramatta and dancing talent from PCYC Blacktown. There were also stand out performances from the Voice Australia winner and regular at PCYC Bateau Bay, Ellie Drennan, and PCYC Walgett's resident artist and didgeridoo player, Josh McCormick.

We were overwhelmed by the generosity shown by the many corporate groups and individuals who made significant contributions on the night to enable our work with young people across the state. Special mention goes to our MC for the night, the Seven Network's Michael Usher, who did a fantastic job and dug deep to make a very generous donation of his own.

All funds raised will go towards PCYC NSW's youth programs, which support young people who want to create a better future for themselves, their families and communities. Thank you to all who have truly made a difference.

PCYC would like to acknowledge the vital role played by NSW Minister for Police and Emergency Services, the Hon. Troy Grant and Foundation Sponsors, Macquarie Group in making the event possible.



WORKPLACE DONATIONS PROGRAM: RECOGNISING EMPLOYEES

PCYC NSW is generously supported by thousands of employees around the state, who have regular donations deducted from their salaries and wages. Our Community Awareness Unit works tirelessly, travelling around the state and presenting to 1000s of workplaces on the importance of this type of giving, and the positive impact PCYC NSW and officers from the NSW Police Youth and Crime Prevention Command are having across our 64 locations.

We would like to acknowledge the outstanding contribution made by employees of the following organisations. You are having a powerful and life-changing impact on the lives of disengaged young people around the state:

- NSW Education
- NSW Police Force
- Woolworths
- Catholic Education
- Australia Post

RED ENERGY AND SNOWY HYDRO PARTNERSHIP

On Tuesday, 20 November 2019, Snowy Hydro and its retail subsidiary, Red Energy, signed a landmark multi-year partnership with PCYC NSW.

This partnership means a significant boost in funding for PCYC NSW programs and is particularly focussed on supporting young Aboriginal people and providing employment opportunities for at-risk youth.

Dominic Teakle, CEO of PCYC NSW, says:

"PCYC NSW's mission is to keep young people active in life, regardless of where they have come from. Our work is underpinned by the strong belief that all young people deserve the opportunity to build a positive future. That is why we strive to support young people to reach their full potential through our sporting, recreation and leadership programs, as well as the partnerships that make this possible."

"We are excited to announce our partnership with Red Energy and Snowy Hydro. They are in the business of powering Australia and we are grateful that they have decided to come on board to empower the future of Australia, our young people."

Red Energy and Snowy Hydro's commitment involves support for PCYC NSW's Nations of Origin sporting, education, culture and leadership event that brings

together Aboriginal and non-Aboriginal young people. Nations of Origin attracts more than 1,200 participants from around NSW and culminates each year during NAIDOC week.

The partnership will also provide funding and support for other programs including Fit for Life, an early intervention engagement program linked to the NSW Police Commissioner's RISEUP Strategy. Red Energy joined local young people, Police, PCYC NSW staff and NRL legend and Red Energy Ambassador Danny Buderus, as part of the partnership announcement in the Newcastle area. Both Red Energy and Snowy Hydro have committed to further supporting the RISEUP initiative by offering mentoring, traineeships and apprenticeships.

POLICE BANK

In the second year of partnership with PCYC NSW, Police Bank continues to support Blue Star, Blue Healers and Fit for programs. Police Bank's commitment reinforces PCYC NSW's strong links to the Police and reinforces the adage that "we are better together."

PROJECT REBUILD

Led by Senior Constable Matt Ellis, PCYC Cessnock's Project Rebuild brought together young people, local businesses and supporters to restore a 1979 Holden HZ ute – and change young lives.

Experts in panel beating, spray painting, engine restoration, vehicle mechanics and interior restoration donated thousands of dollars' worth of time and equipment and mentored the young people involved in this 18-week program.

The project helped turn five young offenders into budding automotive enthusiasts. In addition to the automotive skills they learned, the participants gained important life skills such as respect, discipline, teamwork, which will help them succeed in life and the workplace in the years ahead. Nerrida Kendall of Cessnock City Motor Group says, "While the program is designed to expose the boys to the motor industry and teach them new skills, it is their personal growth and development and willingness to reset their life path which is the real heart of the program."

The restored vehicle was auctioned in 2018 for \$35,000. The proceeds will used to fund the next Project Rebuild training initiative.



PCYC RAW CHALLENGE TURNS 3



**41 PCYC
locations**



**500 young people,
family, community
and Police**



**6km
40 obstacles**

PCYC NSW's third annual Raw Challenge was another massive success. Held on Sat 10th March 2018, the event brought together more than 500 young people, family, community and Police to conquer the 6km course with more than 40 obstacles.

The spirit of PCYC NSW was on display and a culture of commitment, resilience and enthusiasm for PCYC was there for everyone to see. It was wonderful to

see families participating together, young children encouraging their peers, and Police officers and mentors supporting the young people they work with. Special mention goes to the teams from Penrith and Blacktown, who fielded the most competitors, and Walgett, Kempsey, Mudgee and Goulburn who travelled the furthest distance to be there on the day. Thanks go also to the many Youth Case Managers who organised teams of their case-managed young people to attend.



SUPPORTER STORY:

PCYC NSW conquers Everest

THE EVEREST BASE CAMP TREK IS ONE OF THE WORLD'S MOST FAMOUS THANKS TO ITS RICH HISTORY AND THE BEAUTY AND SPLENDOR OF THE HIMALAYAN LANDSCAPES IT PASSES THROUGH. A SMALL GROUP OF PASSIONATE PCYC NSW SUPPORTERS TRAVELLED TO KATHMANDU IN NOVEMBER TO DO THE 13-DAY TREK AND RAISE FUNDS FOR PCYC NSW'S WORK SUPPORTING DISENGAGED YOUNG PEOPLE.

It was a life-changing experience for the trekkers, who each faced the challenge of climbing 5,500 metres to reach the mountaineer's base camp. Asha, 14, who is part of the gymnastics program at PCYC Taree, says, "There were a few times when I thought I couldn't do it, so making it all the way was the biggest reward."

After flying in to Lukla to meet their local guides, the group headed off toward the world's highest peaks. On their journey they explored the stunning mountains and valleys around Everest, stayed in traditional Nepalese teahouses and learned about the traditions and cultures of the famous Sherpas. Justin Hayes, Club Manager at PCYC Taree, says:

"The group worked really well together and supported each other all the way up and down the mountain. The camaraderie made the experience rewarding."

"Watching the sunrise over Mt Everest from Kala Pathar was a stand-out moment. The determination to get there in the freezing cold and the wind of pre-dawn was rewarded by sitting atop the mountain and taking it all in."

15-year-old Cooper says finishing and getting back to Lukla was the most rewarding thing.

"As you reach the end there is an archway that you walk under that signifies the end. The trek was so much more challenging than I was expecting so to have made it felt like a great achievement. It's something that I will never forget."

"It was great doing the trek with the PCYC team because there were so many encouraging adults helping me along the way."

We are extremely proud of the young people and leaders who participated in the trek. They pushed themselves to their absolute limits to meet the challenge, raising much-needed funds in the process. It's a great example of the many peer-to-peer fundraising initiatives that provide such a valuable financial boost to the work PCYC NSW does with young people.



RON'S STORY:

PCYC NSW Art Union

PCYC NSW CONDUCTS SIX ART UNIONS EVERY YEAR AND GIVES AWAY \$160,000 WORTH OF PRIZES IN EACH ART UNION. RON WAS ONE OF OUR LUCKY WINNERS IN 2018.

He says, "I couldn't believe it when the lady called from PCYC to tell me I had won the first prize in Lottery 65. I've never won anything in my life! I've certainly never owned a car so shiny and new."

Despite being in his 80s, Ron still works on his small farm in country NSW and drives every day to visit his beloved wife, who is now in a nursing home with dementia. Those trips are much more enjoyable in his brand new car. When we asked Ron what inspired him to participate in the Art Union he says, "I like to help a little when I can, I never expected to win anything. I only do it to help the kids out".

PCYC NSW would like to thank all its supporters who participate in Art Unions. They are a vital source of funds for the youth programs we run in the community. We would also like to say thank you and a big congratulations to Ron. You are such a deserving winner!



PARTNERS

PCYC NSW would like to thank its donors, sponsors and supporters including:



State Government

- NSW Government – Ministry for Police and Emergency Services
- NSW Government - Justice
- NSW Government – Premier and Cabinet
- NSW Government – Family and Community Services
- NSW Government – Primary Industries
- NSW Government – Industry
- NSW Government – Attorney General
- NSW Government – Office of Sport
- NSW Government – Aboriginal Affairs
- NSW Government – Multicultural NSW
- NSW Government - Transport
- NSW Ombudsman

Federal Government

- Australian Government – Regional Development, Infrastructure and Cities
- Australian Government – Industry, Innovation and Science
- Australian Government – Department of Social Services
- Australian Government – Prime Minister and Cabinet (Indigenous Advancement Strategy)
- Australian Government – Home Affairs
- Australian Government – Department of Defence

NSW local councils

NSW Police Local Area Commands

Major Sponsors

- Red Energy
- Snowy Hydro
- Police Bank

Foundations

- St George Foundation
- Newcastle Permanent Charitable Foundation
- Macquarie Group Foundation
- Phillip Bushwell Foundation
- Matana Foundation

Clubs NSW - ClubGrants

Rotary International

Lions Clubs

PCYC Mad Ball

- Macquarie Group
- Geoff King Motors
- Hope Estate
- NSW Police Force
- Sydney Harbour Yacht Charter

PCYC Charity Golf day

- Schweppes/Asaki Beverages
- Carfax Commercial Constructions
- CBRE
- Efix
- OneContact
- Superloop
- Hope Estate



Nations of Origin

- Australian Government (Indigenous Advancement Strategy)
- NSW Rugby League
- Port Stephens Council
- Northern NSW Football
- Football NSW
- Basketball NSW
- Boxing Australia
- Port Stephens Netball Association
- Ombudsman New South Wales

Valued supporters

- Commonwealth Bank – Centenary Fund Grant
- Bulli Workers Club
- Hunter Office Supplies
- WEST Leagues Corporation
- Mittagong RSL
- Variety – Queensland
- Wests Group – McArthur
- The Barrier Social Democratic Club
- Maari Ma Health
- Grant Thornton
- Wilcannia Aboriginal Lands Council
- Mirvac
- City Tattersalls Club
- Redmonds
- The Smith Family - Bankstown Families Connect program
- Mumbulla Foundation
- Pambula Rotary
- Penrith Bowling Club
- Goodman
- Yellow Brick Road
- Wallarah Coal Mine
- Bengalla
- Upper Hunter Motoring Group
- BHP Billiton
- Entrance leagues Club
- Mingara
- Lismore Workers Club
- Dooleys
- GWS Giants
- Canterbury Bulldogs
- Campsie RSL
- Ferrero
- NSW Police Boxing

FINANCIAL SUMMARY

REVIEW OF OPERATIONS AND RESULTS

PCYC NSW reported an underlying operating surplus of \$241k (2017: \$2k) which includes fundraising revenue and donations from donors and supporters of PCYC NSW. The net loss for the year of \$6.75m (2017: \$124k) includes non operating items as well as a one off adjustment as PCYC NSW transitioned from a qualified to an unqualified audit opinion.

Significant non operating items include capital grants and depreciation which contributed to the deficit by \$4.5m (2017: \$126k).

A one off adjustment of \$2.7m corrected a variety of the balance sheet accounts including many corrections that predate this financial year. These write offs and the clean balance sheet reconciliations were fundamental to achieving an unqualified audit opinion.

OPERATING AND NON OPERATING PROFIT AND LOSS STATEMENT (\$'000)

	2018	2017	2016	2015	2014
OPERATING RESULT					
Revenue	44,847	44,296	38,622	37,555	35,879
Expenses	(44,606)	(44,294)	(40,627)	(40,022)	(35,259)
Total Operating Surplus/(Deficit)	242	2	(2,005)	(2,467)	620

NON OPERATING RESULT

Depreciation and Amortisation	(6,442)	(4,805)	(4,527)	(5,174)	(4,500)
Capital Grants Income	1,876	4,680	3,415	6,044	3,050
One-Off Adjustment to Revenue and Expenses	(2,662)	0	0	0	0
Other Income	233	0	53,120	20	28
Total Non Operating Surplus/(Deficit)	(6,995)	(126)	52,008	890	(1,423)

Total Comprehensive Surplus/(Deficit) for the year	(6,754)	(124)	50,003	(1,576)	(802)
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INCOME & EXPENDITURE SUMMARY 2014-2018 (\$'000)

TOTAL REVENUE	2018	2017	2016	2015	2014
Sale of Goods & Services	21,229	18,284	15,493	13,995	12,824
Operating Grants	8,161	8,457	8,217	6,686	8,601
Capital Grants	1,876 ¹	4,680	3,415	6,044	3,050
Fundraising revenue	10,484	10,665	10,176	10,088	10,717
Profit on Sale of Assets	86	109	53,120 ²	0	0
Other Income	1,977	2,102	1,321	763	714
Total Revenue	43,813	44,296	91,742	37,576	35,907

TOTAL EXPENDITURE					
Club & Program Operational expenses	34,679	28,417	26,982	24,317	22,973
Depreciation and Amortisation ³	6,334	4,805	4,498	4,964	4,354
Fundraising expenses	1,799	3,325	3,317	3,088	4,010
Administration expense	7,756	7,873	6,942	6,783	5,373
Total Expenses	50,567	44,420	41,739	39,152	36,709

Total Surplus/(Deficit)	(6,754)	(124)	50,003	(1,576)	(802)
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¹ Financial year 2017 results include a decrease in grant funding for capital projects. This is expected to increase significantly over the coming four years due a grant from NSW Government of \$40m.

² Financial year 2016 results include the profit on sale of assets of \$53.1m relating to the sale of Parramatta, Hornsby and Burwood clubs.

³ Financial year 2017 and 2018 results include a significant increase in depreciation following PCYC NSW's continued investments in our facilities.

BALANCE SHEET SUMMARY 2014-2018 (\$'000)

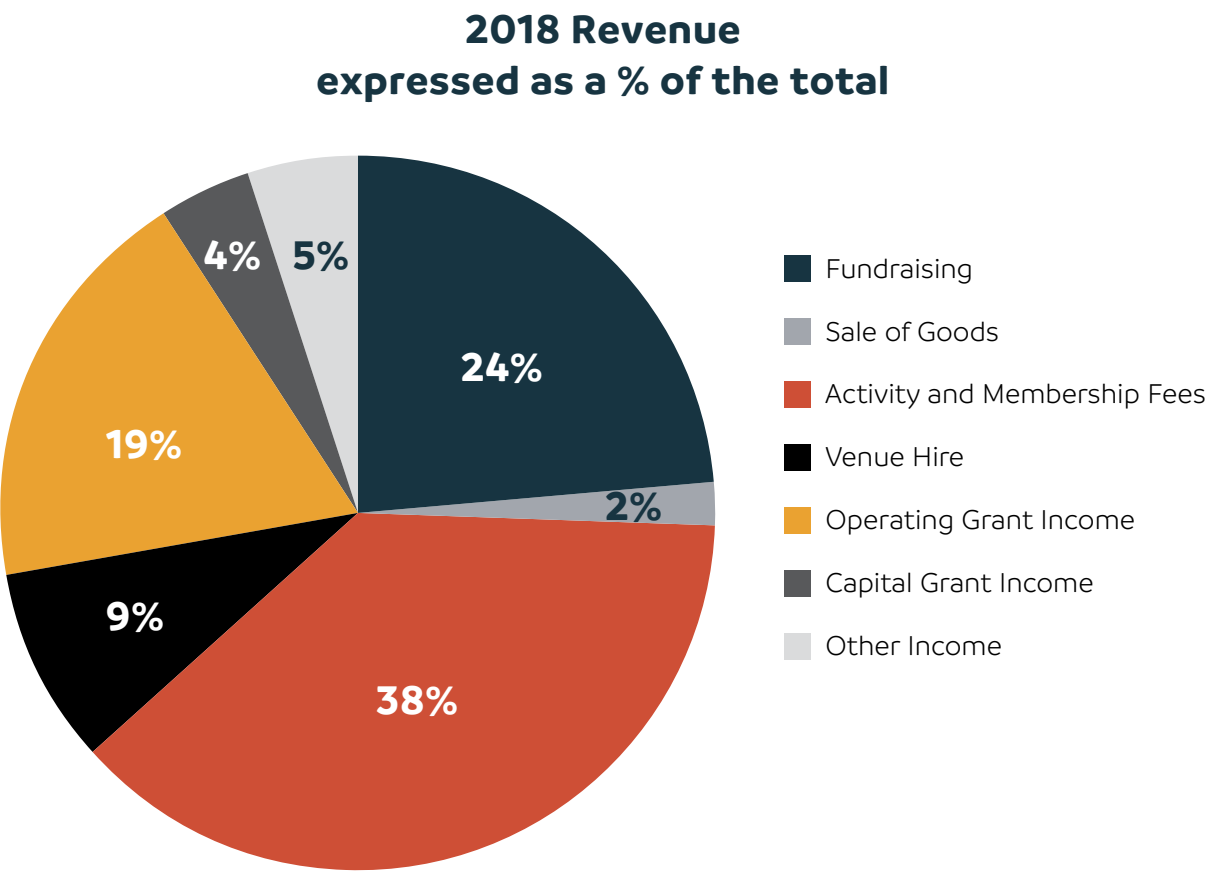
	2018	2017	2016	2015	2014
ASSETS					
Current Assets	34,841	34,443	54,773	17,090	17,618
Non Current Assets	93,455	91,646	74,531	64,504	65,825
Total Assets	128,296	126,089	129,304	81,594	83,443

LIABILITIES					
Current Liabilities	18,726	9,845	12,938	14,812	15,151
Non Current Liabilities	3,400	3,319	3,317	3,736	3,670
Total Liabilities	22,125	13,164	16,255	18,549	18,821

Net Assets	106,171	112,925	113,049	63,046	64,622
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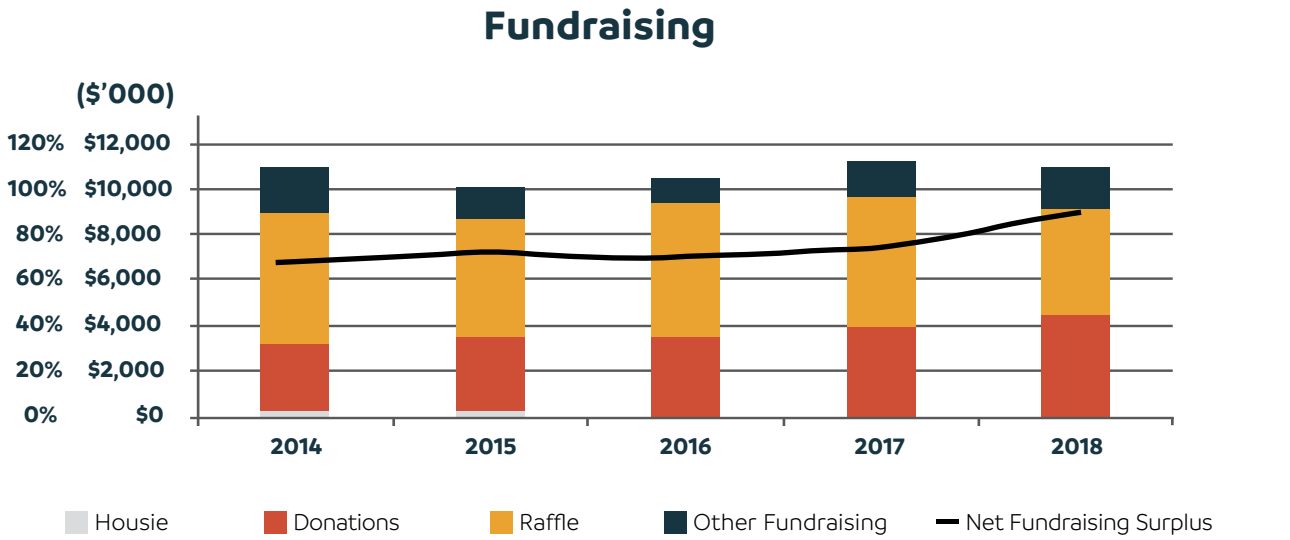
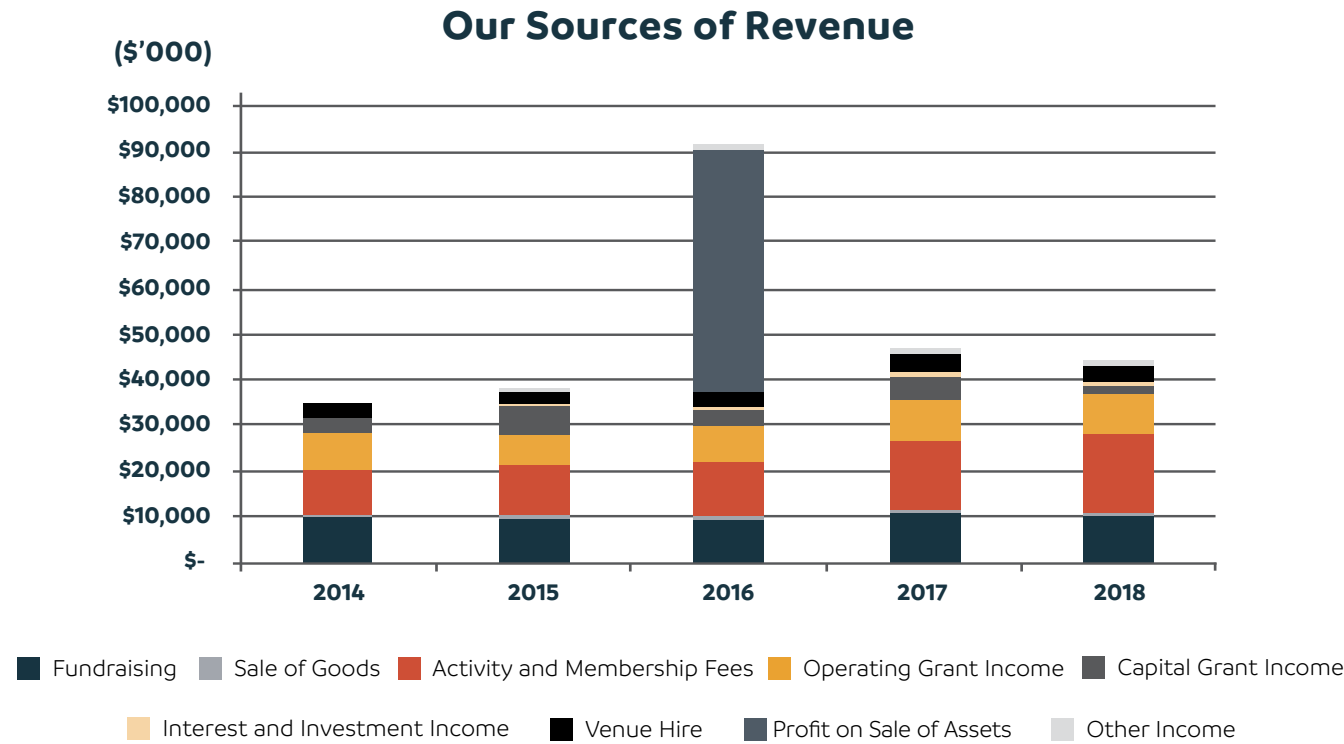
EQUITY					
Reserves	53,120	53,120	53,120	0	0
Accumulated Funds	53,052	59,805	59,929	63,046	64,622
Total Equity	106,171	112,925	113,049	63,046	64,622

REVENUE SUMMARY



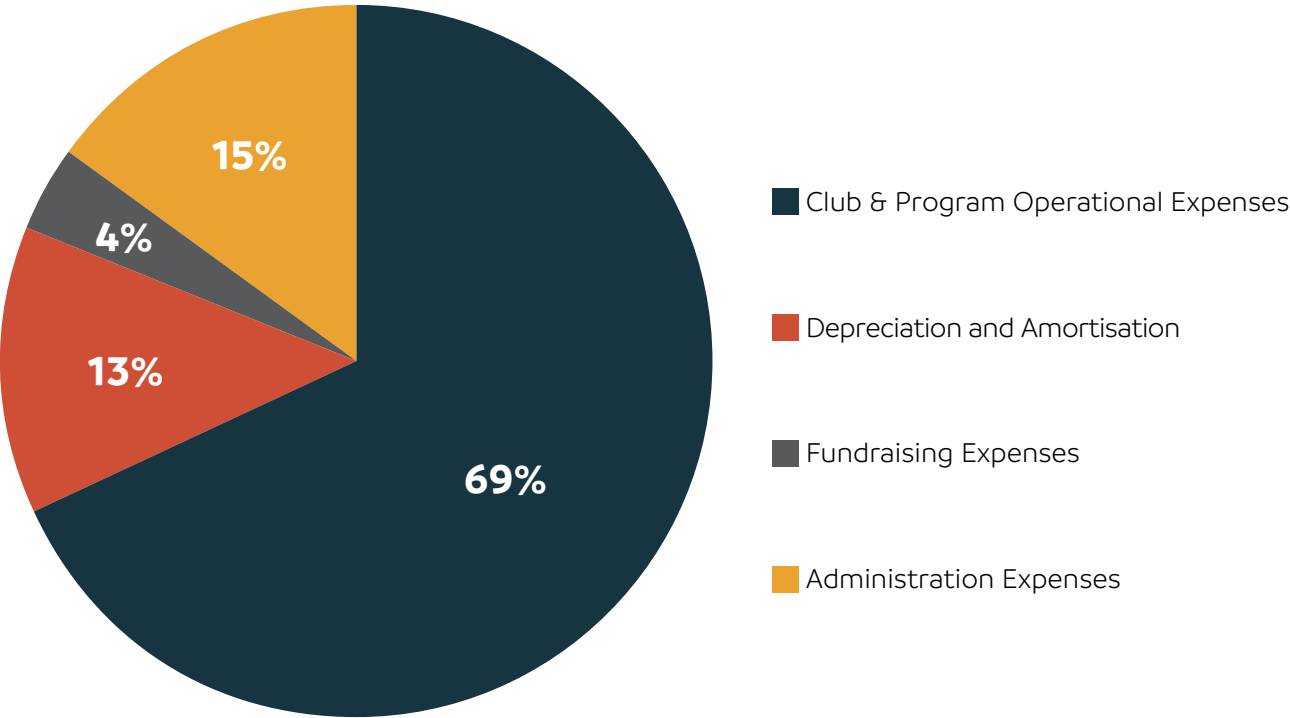
FUNDRAISING SUMMARY (\$'000)

	2018	2017	2016	2015	2014
Housie	11	17	50	59	91
Donations	4,661	3,942	3,438	3,484	3,174
Raffle	4,417	5,603	5,821	5,596	6,050
Other fundraising	1,395	1,104	868	950	1,389
Total Fundraising Revenue	10,484	10,665	10,176	10,088	10,703
Less Costs	1,799	3,325	3,317	3,088	4,010
NET FUNDRAISING SURPLUS	8,685	7,340	6,859	7,001	6,694
Fundraising Net Margin	83%	69%	67%	69%	63%

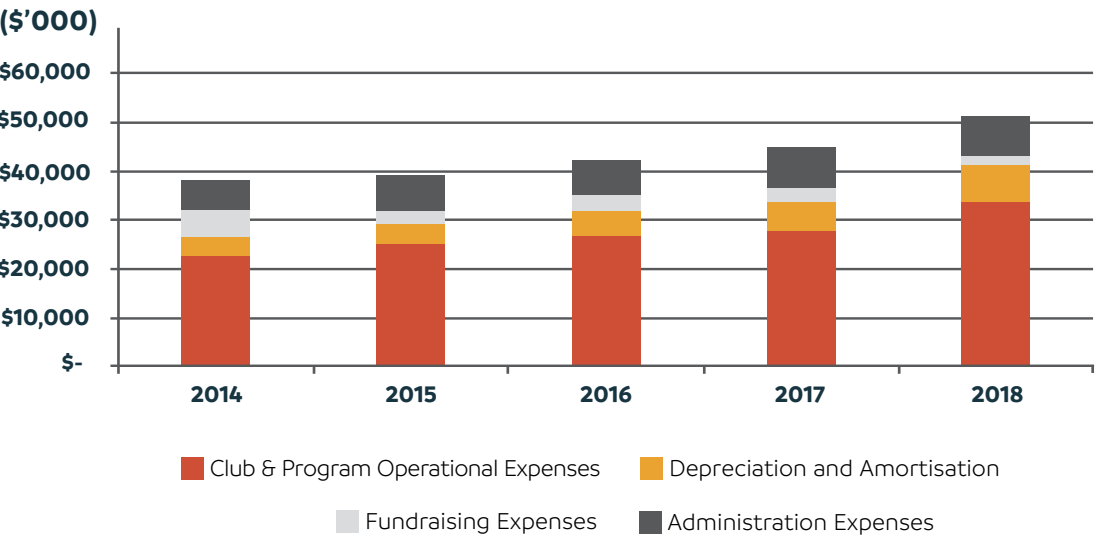


EXPENSES SUMMARY (\$'000)

2018 Expenses
expressed as a % of the total



Our Expenses





NSW Police Force



A charity empowering young people
through Police and community partnership

INFORMATION AND INQUIRIES

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