

# ANNUAL REPORT 2019

A charity empowering  
young people







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# ABOUT PCYC NSW

## PCYC NSW IS ONE OF AUSTRALIA'S LEADING YOUTH ORGANISATIONS. FOR OVER 80 YEARS WE'VE BEEN WORKING ACROSS THE STATE TO NURTURE YOUNG PEOPLE AND HELP THEM REACH THEIR POTENTIAL.

PCYC's history started in 1937, when Police Commissioner William John MacKay set about creating a partnership between the Police and youth within the community. His goal was to create a safe and positive alternative for young boys who found themselves lost within society. Armed with a vision, and the aid of a disused Police lockup in Woolloomooloo, William John MacKay's PCYC was born.

Fast forward over 80 years, and PCYC NSW has evolved into a network of 64 clubs across the state and is one of the leading youth organisations in the country. Over the years, PCYC has evolved to meet the needs of the young people it serves, however one thing has remained the same - a commitment to the values that PCYC was built upon: Resilience, Commitment, Respect, Integrity and Citizenship are still at the heart of all we do.

On a day to day level PCYC's key objective is getting young people active in life. We provide opportunities for our young people 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 believe that sport and activity provide a vehicle for young people to achieve greatness. The activities we offer our young people help to teach them valuable life skills and offer a sense of community, purpose and self-worth. Our goal is not only to get young people physically active, but to get them active in life and in their communities too. We deliver over 100 activities and sports to participants of all levels, from beginners to Commonwealth Games medalists.

Although we are mainly known as a youth sporting organisation, much of what we do sits within the sphere of education. For example, our Police programs re-engage young people with education and connect them with crucial employment opportunities, our safer driver course helps young people gain their licence, and the PCYC Institute registered training organisation (RTO) provides young people with job-ready skills and qualifications.

Our organisation is fuelled by professional and dedicated staff and volunteers, who are passionate about serving their local communities. Collectively, our goal is to empower young people, so that they can flourish within our communities and add value to society.

"Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair".

- Nelson Mandela



# 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 members 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

We ensure 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

Reduce youth crime and engage young people in the community through our programs and activities

Engage with youth on their terms

Motivate our people to want to belong to PCYC NSW and serve youth

Deliver our programs to achieve our mission in an ethically, environmentally and commercially sustainable way

**RESPECT**

**COMMITMENT**

**RESILIENCE**

**INTEGRITY**

**CITIZENSHIP**



# PATRON'S MESSAGE



Message from

**Her Excellency the Honourable Margaret Beazley AC QC**  
Governor of New South Wales

As Co-Patrons of Police Citizens Youth Clubs NSW, Dennis and I are delighted to convey a message of support for the 2019 Annual Report.

It is difficult to think of an organisation that has been so continuously involved in the lives of young people in this State than PCYC NSW. From sporting activities to youth work and mentoring, PCYC NSW is at the frontline of child and youth issues in New South Wales, and it has been for over eight decades.

It is PCYC's work with disengaged young people through the NSW Police Commissioner's 'Rise Up' program that returns the greatest benefit to the individual and the community. When a disadvantaged young person is led towards better education, to community, social engagement and work opportunities, they are able to steer themselves away from the wrong path. This is what PCYC NSW does - it empowers young people to overcome their early disadvantages and find the confidence to stand on their own feet and go boldly towards their futures.

As a new Patron coming from a background in the judicial system, I am passionate about advancing the lives of the young people of New South Wales. To do that, we need to support PCYC NSW in their engagement with young people, as well as their families and communities, across our State.

**Her Excellency the Honourable Margaret Beazley AC QC**  
Governor of New South Wales

Government House, Macquarie Street, Sydney NSW 2000  
telephone: 02 9228 4111 | website: [www.governor.nsw.gov.au](http://www.governor.nsw.gov.au)

# CHAIRMAN'S MESSAGE



## AS PCYC NSW CHAIRMAN, I AM CONTINUALLY IMPRESSED BY THE SIGNIFICANT SOCIAL, HEALTH AND EDUCATIONAL DIFFERENCE PCYC MAKES TO YOUNG PEOPLE IN PARTNERSHIP WITH THE COMMUNITY AND THE NSW POLICE FORCE.

It is a privilege to be part of an organisation that really does empower young people to reach their potential, a vision that continues to excite and inspire me.

PCYC NSW has changed the life of many young people across NSW and this year's annual report highlights what we have achieved together.

In 2019 we made good progress into achieving our 2017 - 2022 Strategic Plan and Theory of Change objectives and achieved a major milestone when we celebrated the one-year anniversary of the NSW Police Commissioner Michael Fuller's RISEUP strategy. We are incredibly proud that more than 6,000 young people actively participated in the eight Fit For Programs this year.

Of particular note, was the success of Fit For Work and Job Ready component of the other Fit For programs resulting in 138 gaining employment which is a critical success factor in giving young people the ability to make positive life choices and build community capacity.

Additionally, PCYC ran several diversionary activities for young people, particularly in regional NSW, to address social

issues in those communities and give young people a place to feel safe. PCYC programs such as Nations of Origin and Blue Star leadership camps complemented the RISEUP programs developing resilience through building individual and group skills, character and leadership. In 2019, 1,364 young Indigenous and non-indigenous people participated in the Nations of Origin Tournament strengthening the connection between the PCYC, Police and the community. Our programs reached over 4,000 young indigenous kids reinforcing our 'Better Together' philosophy and a concerted contribution to close the gap.

I want to thank the NSW Police Commissioner Michael Fuller, APM for his continued leadership and support of youth and PCYC. I look forward to seeing where the RISEUP programs will take young people in 2020.

I would like to take this opportunity to recognise the outgoing Commander of Capability, Performance and Youth Command, Assistant Commissioner Joe Cassar, APM. Joe provided exceptional leadership and capability building as the architect of the new structure in support of the Commissioner's Youth Strategy and his legacy is the foundation for the success we have today. I warmly welcome his replacement, Assistant Commissioner Paul Pisanos, APM who joins me on the Board and brings a wealth of experience and energy to the partnership.

As a charity grant, sponsorship and donor support is critical to fund our mission-based programs. I warmly thank and thoroughly appreciate the generosity of our support PCYC receives from all levels of government, business partners, community sponsors, donors and volunteers. Without your substantial commitment, PCYC would not be able to make the impact it does to change young people's lives for the better.

It is important to recognise my fellow Board members whose intellect, commitment and passion for PCYC is second to none. It is also appropriate to recognise the significant commitment, resilience and hard work of the PCYC and NSW Police Team. I am continually inspired by the magnitude of social change PCYC delivers for NSW communities. PCYC is nothing without its people and PCYC's 83 year history and legacy of empowering young people is in great hands.

I am absolutely committed to making a difference to our central ambition of changing the lives of vulnerable children and young people through giving them a safe place to belong and providing them the support and tools to make positive life choices and helping them reach their potential.

**Alex Harvey**  
Chairman of PCYC NSW

# CEO'S REPORT



## 2019 WAS ANOTHER POSITIVE YEAR FOR PCYC NSW; GROWING PARTICIPATION AND IMPACT ACROSS ITS CLUB NETWORK, AND THE EIGHT PROGRAMS DELIVERED BY THE RISEUP STRATEGY.

It has been a great honour to continue to serve as the CEO of PCYC NSW in another year of progress and achievement.

I am proud that PCYC NSW, in partnership with NSW Police, continues to embody the legacy of service established in 1937 by the then NSW Police Commissioner William McKay and Rotary at Woolloomooloo. Now with 64 clubs across NSW, PCYC continues to reflect the community it serves, providing a safe place for young people to get active in life and learn the life skills that allows them to reach their potential. We are truly – Better Together.

There is no greater illustration of the benefits of our partnership with the NSW Police Force than the success of the NSW Police Commissioner's RISEUP strategy. In August, we celebrated the first anniversary of this ground-breaking initiative, and the results speak for themselves. The eight 'Fit For' programs provide early intervention and disruption aimed at preventing youth-related crime and at diverting young people at-risk of contact with the criminal justice system. More than 6,000 young people across the state have engaged in one or more of the eight programs, and importantly 119 young people went on to get a job, which is key to breaking the cycle of disadvantage.

Our top commitment is still to the safety of the children and young people in our programs and in our care. Thank you to those young people who worked so hard in 2019 to reach for a new future. It is their commitment to change that makes us determined to achieve results. I am incredibly proud of them all for their hard work, resilience and enthusiasm.

2019 also saw encouraging growth in the number of PCYC NSW school holiday participants. It is a great achievement to have more than 42,000 attendees to our clubs during their school holidays, and it demonstrates the ongoing appeal of our programs. I am especially proud of the many diversion programs delivered at PCYC clubs, which attract over 635 young people weekly. Programs such as the Safe Aboriginal Youth Patrol, Weekend Fun nights and Healthy Living activities, that encourage school attendance. These programs demonstrate the innovation of our teams, and their willingness to go the extra yards for youth and their communities.

It was another milestone year for the Nations of Origin event, which saw more growth in participation, with over 1,364 Indigenous and non-Indigenous young people from across NSW getting involved. In a wonderful spectacle, the teams engaged enthusiastically in the multi-faceted sports, cultural, education and leadership program, representing 22 Aboriginal Nations in Netball, Rugby League, Basketball and Futsal tournaments. In addition, more than 300 volunteers participated as supervisors, managers, coaches and trainers supporting the teams. 'Nations' is a wonderful celebration of culture, and highlights the amazing partnership between PCYC and the Community.

PCYC has an 83-year legacy, born of a fundamental connection with the NSW Police. I sincerely thank Assistant Commissioner Joe Cassar, APM for his service to reenergising the PCYC-Police relationship under the RISEUP strategy. His leadership and commitment to the cause has set the bedrock for future success. In the same vein, I warmly welcome Assistant Commissioner Paul Pisanos, APM who was an early adopter of precursor RISEUP programs when he was a commander at Glebe Police Command. He brings an energy and passion which will only reinforce this success. I would like to thank Superintendent Mark Wall and his entire team. Without the NSW Police, PCYC loses its unique and compelling proposition, and connection to the community.

I would also like to recognise PCYC NSW's amazing staff and volunteers. Rarely do you get the privilege to lead a team so committed to empowering young people. It is an energising and motivating experience, and I sincerely thank the PCYC family for the dedication and professionalism they display daily, putting PCYC first, to deliver our Empowering Youth Strategy.

My sincere thanks go to the PCYC NSW Board for their continued hard work and, particularly Chair Alex Harvey, for his leadership, generosity and support throughout this busy year. We are very fortunate to have Alex and such a committed and influential Board associated with PCYC NSW.

Finally, I would like to thank the Federal, State and Local Government, our donors, sponsors and supporters, who all assist in funding our programs. This support has had a life-changing impact on all the young people we engage with in our programs and at our clubs. Your involvement and generosity is greatly appreciated, and we look forward to continuing to enrich as many lives as we can with your backing in 2020 and beyond.

**Dominic Teakle**  
CEO of PCYC NSW

# COMMANDER'S REPORT



## 2019 HAS BEEN A MOST SUCCESSFUL YEAR, PARTICULARLY AS WE CELEBRATE THE FIRST ANNIVERSARY OF THE RISEUP PROGRAMS WITH ENCOURAGING RESULTS.

Throughout the year, representatives from the Youth and Crime Prevention Command (YCPC) held forums with other NSW Police Force commands. The Regional Youth Spokespersons attended with the Commissioner of Police, Mr Michael Fuller regarding the update of the RISEUP strategy and other youth crime prevention initiatives.

YCPC made a final review and submission of the 'Youth Violence Strategy' which will be rolled out across Regions to assist in providing a strategy for youth crime prevention and disruption. The 'Real Time Youth Response Strategy' devised by the YCPC is in concept phase and looks at early intervention and engagement of young offenders and child at risk incidents.

YCPC is focused on establishing and supporting collaboration between specialist roles within NSW Police Force regarding youth engagement, intervention and diversion activities and placing a stronger emphasis on youth crime.. Quarterly PAC/PD meetings are held to identify youth crime hotspots, offending trends and repeat offenders to develop strategies and address the issues. Local young offenders are then referred to PCYC for case management, while Young Offenders from outside PAC/PD are referred to YCPC for re-allocation.

YCPC is committed to ongoing education at commands to ensure diversion programs are appropriately utilised. This

also includes the promotion of RISEUP and Fit 4 programs and encourages referrals to programs underpinning the Commissioner's RISEUP Strategy and youth case management.

Several Police Commands have local multiagency meetings and partnerships aimed at discussing and assisting young people. Youth Action Meeting trials continue at Campbelltown and Coffs Harbour with a process evaluation to be conducted by Bureau of Crime Statistics and Research (BOCSAR). If successful, this format will be deployed across the organisation.

The 'Short Term Remand Project Steering Committee' with Judge Johnston aims to engage effective methods to divert young persons from the Criminal Justice System. As we forge strong links with other agencies in the justice cluster and work with school principals about ongoing issues, we seek to engage in early intervention and prevention initiatives to divert youth from the criminal justice system and place them back into school or employment.

Where appropriate, identified youth-at-risk are referred to suitable agencies for counselling services, which may positively influence behaviours of recidivist and high-risk offenders exiting the criminal justice system and reduce the cycle for re-offending. These high-risk offenders are regularly referred to PCYC, school counsellors and other appropriate counselling services such as Relationships Australia.

The NSW Police Force, Multicultural Cultural Liaison Officers (MCLO) help to grow relationships with culturally and linguistically diverse communities by being a conduit to bring Police and our varied communities together.

Commands conduct Aboriginal cultural awareness training for Police engaging local elders of the Aboriginal Community. Commands also run programs with a specific focus on Aboriginal Youth. The ongoing referrals to PCYC for case management continues to encourage placement in RISEUP Programs. Several PAC/PD run local initiatives to engage and divert Aboriginal youth from the Criminal Justice System, under the RISEUP strategy.

I would like to take this opportunity to thank the PCYC Board, staff, volunteers and members of PCYC NSW and the Police and civilian staff of the Youth and Crime Prevention Command for their support over this difficult year. We can now take this time to optimistically approach the future and place a greater commitment to our relationship.

**Superintendent Mark Wall**  
Commander, NSW Police Force, Youth and Crime Prevention Command 2020.



# 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 3400 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 PAUL PISANOS, APM

Assistant Commissioner Paul Pisanos APM joined the New South Wales Police Force in 1987. From 1989 to 1996 he performed duties as a Police prosecutor in the Police Prosecutions Command. In 1997, Assistant Commissioner Pisanos was designated as a detective while attached to Kings Cross Local Area Command (LAC). He was later appointed to the rank of Detective Sergeant in 2000 at the Special Crime Unit, and was promoted to Detective Inspector, Coordinator Investigations - Special Crime and Internal Affairs in 2003. In 2007 Assistant Commissioner Pisanos transferred to the position of Crime Manager - Eastern Beaches LAC. From there he was promoted to the rank of Superintendent in 2014 as a Staff Officer to the Deputy Commissioner Field Operations. In 2015, he transferred to the Leichhardt Local Area Command where he took up the Youth Sponsor Portfolio within the Central Metropolitan Region. In 2017, he was appointed to the role of Commander, Tactical



Operations Group, Counter Terrorism & Special Tactics Command. In December 2019, Assistant Commissioner Pisanos was promoted to his current role as the Commander - Capability, Performance and Youth Command. He was awarded the Australian Police Medal in the 2018 Queen's Birthday Honours list for his key leadership in community based policing. His work with at-risk youth and coordinating partnerships with community and other stakeholders was a forerunner to what is now the combined NSWPF and PCYC RISE UP Strategy Partnership.

## 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 in various roles for more than 40 years - as a teenager being an active member of the historic Woolloomooloo PCYC 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 2500 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 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 as managing partner, 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 Masters of Business Administration (international finance) from the University of Western Australia.





## 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 at 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, OAM

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.



## Director

### NICHOLAS DAN

Nicholas Dan is a Solicitor in Newcastle. He operates as a sole practitioner following many years being a partner in a general practice. Nick holds Bachelor of Commerce and Bachelor of Law degrees from University of NSW.

He says he is pleased to be involved with PCYC NSW 'because of its ability to change the lives of young people'.





# POLICE PROGRAMS

## 2019 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 17 at risk of criminal activity. The strategy is underpinned by the Youth and Crime Prevention Command within the NSW Police Force.

RISEUP has changed the way NSW Police refer young people to PCYC NSW. In turn, our clubs have increased capacity to welcome more young people into our programs.

## FIRST YEAR OF RISEUP

The NSW Police Commissioner's RISEUP strategy celebrated a milestone in August – one year of helping disengaged youth across the state.

In its first 12 months, the strategy welcomed more than 3550 young people into 78 programs run across all of PCYC's clubs.

The Fit For Work program has been especially successful with 140 young people securing workplace opportunities. Industries where employment opportunities were secured include retail, hospitality, fitness/sport and recreation, office management and administration, local council, fast-food, various trades and entertainment.

RISEUP incorporates job ready programs, mentoring and vocational training for at risk youth aged between 15 and 17, to reengage young people with family and community, and in some cases divert them from criminal activity. RISEUP was officially launched on 8 August 2018 by NSW Police Commissioner Mick Fuller APM, to prioritise youth engagement.



## 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.

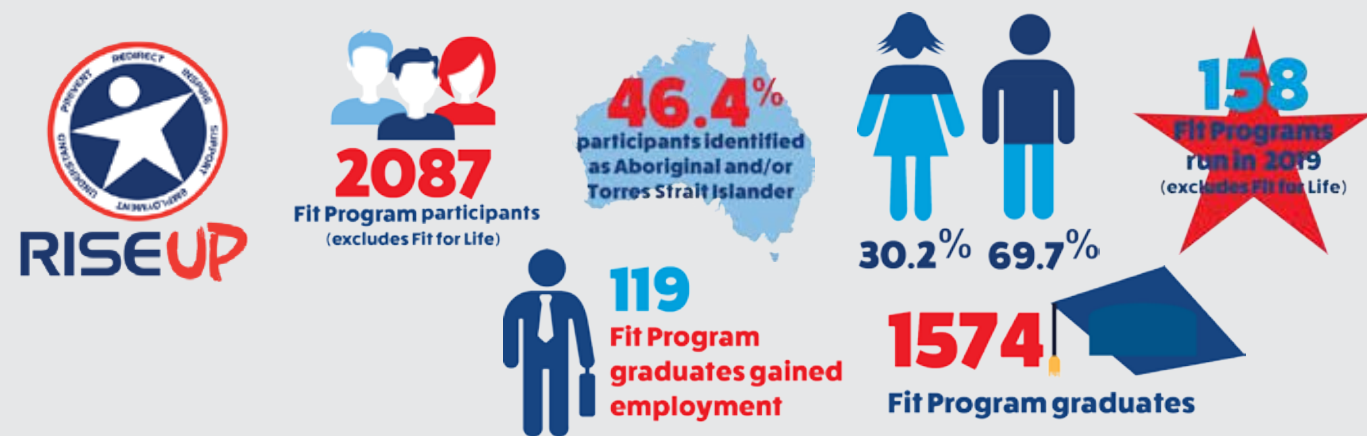


Fit For Home is designed to break the cycle of domestic and family violence, and help young people develop the skills they need to treat their partners, family and friends with respect. Targeted at young people aged 12 to 17, the program has separate victim and offender streams, which both run over a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

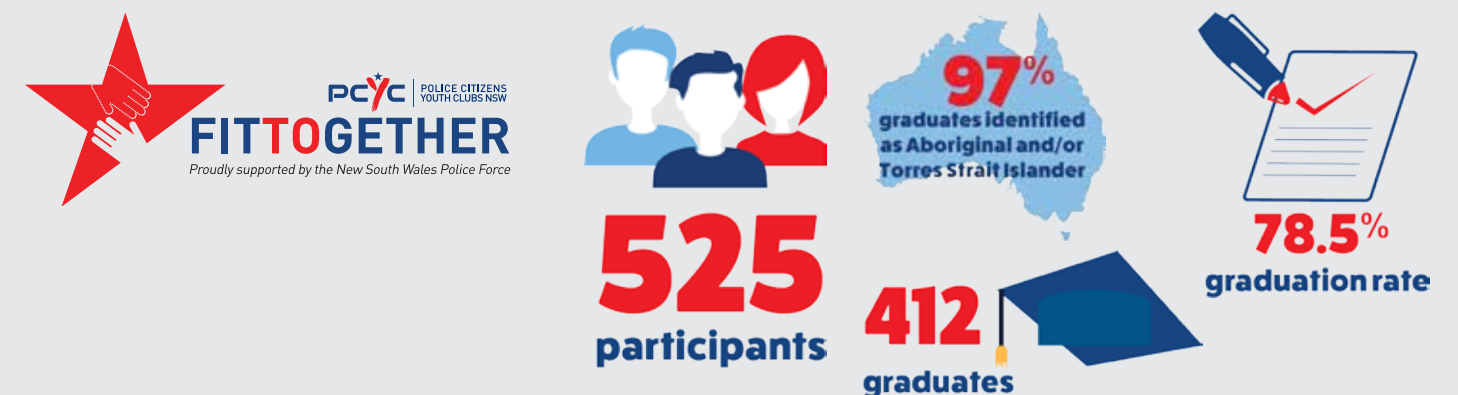


Fit For Service is a program designed to assist young people with a keen interest in pursuing a career in Policing, defence or the emergency services. The program will support participants with the help of mentors from a number of different services, as well as providing a pathway into these industries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

# POLICE PROGRAMS



# KEY RESULTS





# FIT FOR CHANGE

## LIAM FIT FOR CHANGE AT PCYC PENRITH

Before Liam came into contact with staff at PCYC Penrith he was disengaged at school and desperately looking for a job. Less than a year later, he was engaged in three of the club's RISEUP programs.

When Liam started attending PCYC Penrith's Fit For Change program he was very motivated to get a job. Within six weeks of participation in the program he landed a job as a bricklayer.

According to Snr Constable Annie Knight, Liam jumped at the opportunity to work, but unfortunately it didn't last and Liam fell back into old bad habits. Liam was later offered another position in the Fit For Work program in the hope it would help prepare him for more permanent employment.

According to SC Knight, Liam was always willing to make positive changes in his life. The Police programs, with support from Kingswood High School, provided him with an alternative learning pathway that allowed him to excel.

"Liam worked closely with me for a year after his Fit For Work program ended, and he actively made positive steps to get to where he is today. I am proud of Liam's achievements, and glad that he still comes into the club to say hello. He's happy to help by sharing his story with other young people who are starting their journey through PCYC NSW and the RISEUP programs," SC Knight said.



### Liam says

"I first met Annie and Lance in 2018. I saw the Police car in front of the school and thought they were there to arrest someone. I walked into the classroom and saw Annie and Lance playing card games with about 12 students from the behaviour and engagement unit. At the time I was mucking up and getting in trouble with the Police so I was a bit hesitant. Annie and Lance invited a group of us to participate in a Police program. I completed six weeks of the program, and particularly enjoyed the NSW Fire Station tour on road safety, as well as guest speaker Luke Kennedy on violence, drugs and changing labels.

"I left the program early as I gained employment, however it didn't last due to workplace bullying. I was motivated to work but due to my own personal issues I wasn't in the best headspace. In Term 4 2018 Annie and Lance offered me a position on Fit For Work to try and help me get a job, as I was back at school but on and off - I was wagging and getting up to trouble. One of my friends was offered a spot on the program, and asked me to come along. We also talked another friend into coming.

"We did Fit For Work and Fit For Life. It made us active, when we would usually have been sitting down all day. Ethan, the activities officer, was always coming up and asking about boxing, and following up if we had mouth guards etc. We felt welcomed at PCYC every time we walked in.

"Fit For Work was great, and I enjoyed it. It gave me something that was more practical than school, and I learnt more skills that were useful than what I found school was. I was gaining life skills and learning about fair treatment at work, work equality and learning how to keep motivated at work. Our facilitator Greg was great at showing us work safety practices, which resonated with me as I could see where my last job was failing. Out of the program, I reduced drug use and have been clean since the program finished, 12 months ago. I feel so much better - I'm putting on more weight, I'm more energetic and not as tired all the time. I am a lot happier and am in a much better mental state. Annie has been working with me and following up on how I am travelling for 12 months since the program finished. You don't just finish a program and that's the end.

"My most proud moment of my PCYC journey was winning the 2019 Young Achiever of the Year. It made me feel special and thought of, and that someone was actually thinking about me and looking at what I have done and was proud of what I had achieved. I was also given the opportunity to share my journey on 'A Current Affair'."

# YOUNG PERSON OF THE YEAR

## JENNA BARWICK – PCYC YOUNG PERSON OF THE YEAR (PCYC SINGLETON)

PCYC NSW paid tribute to PCYC Singleton activity assistant, Jenna Barwick, announcing her the winner of the coveted 'Young Person of the Year – Female' award at the 82nd State Conference Dinner.

Jenna was selected from 12 state-wide nominees to take out the award.

PCYC Singleton club manager, David Andrews, nominated her saying Jenna contributes to all aspects of work at the club.

"She is exceptional with young kids and in particular our Friday Afternoon Fun activities for kids living with disabilities," he said.

Jenna is a shining example of PCYC's Mission to work with young people to develop their skills, character and leadership.

Jenna started volunteering at PCYC Singleton in January 2015 before gaining employment as a trainee in April 2016 after completing her Cert IV in Youth Work.





# PATRICK MATTA

## PATRICK MATTA – FIT FOR WORK AT LAND ROVER AUSTRALIA

At the age of 15 Patrick Matta decided he needed to make changes in his life. After talking to a school mate about his disillusionment with school and trouble at home, he decided the Fit For Work program at PCYC Parramatta might be just the change he needed.

A few weeks later, Patrick turned up for his Fit For Work interview and said he knew straight away that this program would change his life. Before he had even graduated from Fit For Work, Patrick was offered an apprenticeship with Land Rover Australia – he started work at the Land Rover service centre in Artarmon two days before the Fit For Work graduation ceremony on 17 December.

### Patrick says

"The staff and Police at Fit For Work gave me the confidence and support I needed to sort myself out," Patrick said. "At school I found it really hard to sit and be talked to all day. The apprenticeship is great because I love learning more about the cars and getting into the job." Patrick says it was also great to be in a Fit For Work group with other young people who struggled in the school environment. "We helped and encouraged each other. It worked because we all understood how hard it is to find something that makes you want to stick with it."

At work, Patrick's supervisor, Alto Land Rover Service Manager Charles Bottemanne, said Patrick's worth ethic is great. "Patrick really wants to fit in and get stuck into whatever task he's given. I think his time at Fit For Work taught him that things can be hard but you just have to do what is asked of you at work," he said. "It's difficult to state just how rare that is with kids Patrick's age! I can see that he will stick with this opportunity and go on to become a fully qualified mechanic and move forward with his life."

Fit For Work runs three-week pre-apprenticeship courses with automotive industry employment managers, Apprenticeships R Us. Apprenticeships R Us Business Development Manager, Brent O'Connor, said the young Fit For Work participants he meets are very respectful and eager to learn. "Those kids have great attitudes," Brent said. "They arrive for their first day of work on time, willing to learn. Most didn't learn that at home – they were taught that at Fit For Work. Showing up on time every day is an essential first step to success in their chosen trade."

Patrick's progress is regularly monitored by PCYC NSW staff and by Land Rover Australia. So far his report card is all positive. We look forward to seeing where Patrick's enthusiasm and drive takes him in the future.



# LEGACY BOXING

## NSW POLICE BOXING COMPETITION

The 7th Annual Police Boxing night was one of the competitions' biggest.

Members of the NSW Police Force stepped into the ring to take on the Australian Federal Police at Norths Cammeray Leagues Club to raise money for NSW Police Legacy and PCYC NSW. After five gruelling bouts, NSW Police were given the (unofficial) crown, three bouts to two.

Out of 30 competitors, PCYC Glebe/Leichhardt Youth Case Manager, Senior Constable Lisa Macarounas, was 2019's top fundraiser thanks to sponsorship from the Public Service Association. She has been a serving Police officer for 10 years and has worked at PCYC Glebe for two years.

Police officers from the United Kingdom competed in 2018 and plans are already underway to bring back the international rivalry with a follow up UK Police vs NSW Police battle.

## HISTORY OF THE NSW POLICE BOXING EVENT

In 2013 a number of NSW Police officers, including Chief Inspector Glenn McDougal, Assistant Commissioner Alan Clarke APM (retired) and Superintendent Chris Schilt, were boxing at the Sydney Police Centre for Fitness when we were approached by Barry Wood. Barry Wood, the father of Nat and Garth Wood, ex-NRL players and accomplished boxers, discussed with them his idea to hold a Police Boxing Competition.

That casual meeting led to the first Police Boxing event at PCYC Hornsby later that year. During 2013 three Boxing Competition Nights were held at Hornsby, Cabramatta and Marrickville, with more than 80 Police Officers competing against each other. The following year another competition night was held at PCYC Marrickville in front of sold out crowds.

By 2015 the event had become too big for a PCYC NSW club, so it was held at the North Sydney Leagues Club.

From those beginnings, NSW Police Boxing Competition has raised more than \$630,000 for NSW Police Legacy and PCYC NSW.





# MAITLAND GYMNASTICS

## IN 2018 PCYC MAITLAND REOPENED ITS DOORS FOLLOWING UPGRADES TO THE GYMNASTICS HALL AND THE MULTI-PURPOSE SPORT AND RECREATION AREA.

Not long after, the club was judged the top Medium Club in the state by Gymnastics NSW. One year after that, in 2019, it was reclassified as a Large Club by registering more than 1000 gymnastics members in the year.

This rapid increase of gymnastics memberships also saw PCYC Maitland increase its participation levels in competitions and and saw it play host to large regional competitions.

In October the club had a record five representatives compete at NSW Gymnastics State Championships. Two of the girls qualified through to regional competitions and competed in level 3 and 4 for a Hunter region team. In the boy's division, three competed, achieving fourth at Level 1 overall and third at level 4. At Level 2 Josh Drinkwater achieved State champion.

PCYC Maitland club manager, Ian Jack, said everyone was very proud of their achievements.

"The boy's program is still very new to us, so that was really pleasing," he said.

PCYC Maitland also took out an award for boys gymnastics for an emerging club, receiving a \$500 prize for new equipment.





# DUKE OF EDINBURGH

## IN 2019, PCYC WORKED CLOSELY WITH THE NSW OFFICE OF SPORT TO IMPROVE COMPLETION RATES ON THE NSW DUKE OF EDINBURGH AWARD (DOFE) PROGRAM - THE INTERNATIONALLY RECOGNISED PROGRAM FOR YOUNG PEOPLE.

To help us reach this goal, PCYC have invested in the PCYC NSW Blue Star Program, which encourages courses in citizenship and leadership including the NSW Duke Of Edinburgh Bronze Level Award.

The goal of these programs is to give young people the best start in life, by equipping them with practical life skills that they need. Not only does Blue Star deliver skills that young people can develop and use in the home, work and in their

communities, it makes learning fun by incorporating group activities and challenges.

The NSW Duke of Edinburgh Awards are a very exciting challenge for many young people, who are able to register for the Bronze award at age 14. The award is full of learning experiences, with specific sections that need to be completed, such as voluntary service, skills and physical recreation, plus an adventurous journey too.

In 2019, we had 20 young people achieve their NSW Duke of Edinburgh Bronze Level Award with PCYC, which is our best year yet for bronze completion. We hope to build on these numbers, as we set up Broken Hill and Walgett as award units over the next two years.

We plan to increase the number of young people being able to register and complete their NSW Duke of Edinburgh Award at any level. We want to be able to offer the Silver and Gold award to our young people in the future, and aim to have our first Gold awards handed out in April 2021.



Several PCYC Blue Star participants also attended the 2019 Youth Week Forum at NSW Parliament House. The Youth Week Forum is a one-day event that brings together up to 150 young people from across NSW, between the ages of 12-24. Participants take part in a series of activities enabling them to have their voices heard by Government representatives and decision makers.

## LEXIE CONDON

PCYC Bulli Blue Star participant, Lexie Condon, rubbed shoulders with royalty in September.

Lexi and PCYC Wollongong Club Manager, Matthew Bourne, met Prince Edward, the Earl of Wessex, when he visited Wollongong in his role as Chairman of the Board of Trustees of The Duke of Edinburgh's International Award - Australia Foundation. The Award celebrated its 60th year in Australia in 2019.

## YOUTH COMMITTEE 2019/2020

Each year we invite outstanding Blue Star participants and young PCYC NSW members to join the PCYC Youth Committee. It provides our young members with the

opportunity 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 access to PCYC NSW services and facilities. They discuss 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 promote PCYC NSW and increase participation in our activities and programs.

The 2019/2020 Committee met by phone for the first time in February 2019. Face-to-face meetings were held in both April and October School Holidays at Point Wolstoncroft Sport & Recreation Centre, and participants used data from previous consultations and workshops to complete activities for our Reconciliation Action Plan and discuss development of a Blue Star evaluation. More meetings are planned for the rest of the year, including getting together at our Blue Star Camp in April.

We'd like to acknowledge the participation and contribution from the 2019 Youth Committee.





# HAKA WARRIORS

## IN AUGUST PCYC BLACKTOWN LAUNCHED AN EXCITING NEW PROGRAM DESIGNED TO HARNESS THE PRIDE AND ENERGY FELT BY LOCAL PACIFIC ISLANDER STUDENTS.

The Haka Warriors program is designed to challenge Pacific Islander youth by using the Haka cultural war dance to connect and promote positive behavioural and emotional change.

With nine western Sydney schools involved, more than 140 high school students took part in weekly sessions to learn three different Hakas for a competition event. These students had been identified at school as being disengaged, displaying anti-social behaviour and at risk of gang affiliation.

The five teams showed off their hard work with performances at the first Pacifica Haka Warrior Champions in Western Sydney in December.

The Plumpton High School Haka Warrior team were crowned Pacifica Haka Warrior Champions.

During the ceremony participating school principals said they had seen the students grow into great young leaders and become part of a brotherhood with their peers because of their participation in the program. Participating in the challenge were Chifley College Shalvey Campus, Plumpton High School, Mitchell High School, Kingswood High School Official, and Evans High School.

Principal of Plumpton High School, Tim Lloyd, congratulated his students and said the PCYC initiative had taught them a great deal about their cultures.

"The program has increased engagement in school and the value of education in supporting a successful future," Mr Lloyd said.

"We are incredibly proud of what our students have achieved and we thank PCYC NSW for providing our students with the opportunity to demonstrate pride, passion and purpose."

Detective Chief Inspector Paul Simpkins of the Youth and Crime Prevention Command, said the Haka Warriors was "one of the most moving programs I have witnessed in my time at Youth and Crime Prevention Command".

"The expression, emotion and respect shown by this group of young men spoke volumes about the work PCYC NSW and the Police put in over the past months," he said.

"The day captured everything PCYC NSW and our Police should be. The young people were empowered by the program, the occasion and the experience of working with all these great mentors.

"I left the venue feeling I learnt a lot about the Pacific Islander culture and despite witnessing the Haka on the footy field numerous times I have a whole new respect for the Haka after today."

We would like to thank all the participating schools and students, members of the NSW Police Force and local community for supporting this program. We look forward to showcasing more Haka teams in the future.

At PCYC NSW we work to support young people within their culture and empower them to develop their skills, character and leadership.





# NOAH CARPENTER – RISEUP

## AFTER GRADUATING FROM FIT FOR WORK AT PCYC BALMAIN, NOAH CARPENTER BECAME THE PROGRAM'S FIRST GRADUATE TO PICK UP AN APPRENTICESHIP WITH THE NATIONAL ELECTRICAL AND COMMUNICATIONS ASSOCIATION (NECA).

Don't let his name fool you, Noah Carpenter is happy with a future as an electrician! Every year more than 1000 young people apply for 140 apprenticeships with NECA and Noah was one of the lucky ones.

Though his name may be Carpenter, Noah is forging ahead with his goal of becoming an electrician. He started his apprenticeship with commercial contractors, PM Electrics in Sydney, and he's really happy working hard and learning a lot. It's a great win for Noah but it didn't come easily. He came to PCYC NSW and the Fit For Work program half way through year 11 because he couldn't see the point in staying at school.

"What was I going to do with an ATAR? There was no way I could go to Uni," he said. "I talked to the Youth Case

Manager at PCYC Balmain and he encouraged me to join the next Fit For Work group. The program helped me decide what I should do and I chose to be an electrician after doing a TAFE course on PC repair."

Noah received extra tutoring in maths to help him pass his NECA test. That maths boost will help with the regular tests he needs to become a qualified electrician. Peter Murray, Founder of PM Electrics, said Noah is very engaged at work and willing to learn.

"I think the Fit For Work program taught Noah a lot about applying yourself to whatever task you have in front of you," he said.

"Noah's work ethic is really good and he's just a great person to have around.

We are really happy to have him with us." Every year more than 1000 young people apply for 140 apprenticeships with NECA.

Noah said he would encourage any young person who is struggling at school and does not know what they want in the future to contact their local PCYC club.

"From my first Fit For Work class at PCYC Balmain I felt welcome. I want everyone to know that there is a place for them."

When young people are offered access to an alternative learning environment, it can build commitment, resilience and motivation. It also provides them with essential employment skills through work experience and exposure to industries and businesses.





# OUT OF SCHOOL HOURS

## PCYC NSW RUNS GOVERNMENT-SUBSIDISED OUT OF SCHOOL HOURS (OOSH) AND VACATION CARE PROGRAMS FOR PRIMARY SCHOOL CHILDREN AT CLUBS ACROSS THE STATE.

These programs operate outside of normal school hours during term to provide activities and care for students before and after class. The school holiday OOSH program also runs extended hours and gives students a variety of fun and educational activities during the break.

PCYC's OOSH programs help working families continue to work while their children are cared for by dedicated PCYC OOSH educators. OOSH programs run in 23 different locations across NSW in PCYC Clubs and in local schools.

PCYC NSW OOSH prides itself on creating a fun environment where children can enjoy games, activities and being creative. Time is provided for them to choose their own activities or catch up with old and new friends.

OOSH programs provide positive routines and a transition to school in childrens' day to day lives; setting them up for happy and engaged school experiences.

### PLANNING FOR 2020

In 2020, we plan to continue to grow our OOSH offering, with new OOSH services opening in Hornsby and Arcadia Vale. As well as providing more children with opportunities to enjoy their time before and after school, we plan to expand the activities we offer to attract more children and families into the program.





# CLUB ACTIVITIES



64  
Clubs



Over 110,000  
members



Over 100 programs  
and activities

## 2019 WAS A GREAT PERIOD FOR THE CLUB OPERATIONS TEAM AT PCYC NSW, AS WE EMBARKED ON ANOTHER YEAR OF RUNNING EXCITING ACTIVITIES FOR THE COMMUNITIES THAT WE SERVE.

Our plans for 2019 were to improve upon the Fun For Kids program and our Out Of School Hours (OOSH) children's services. Both programs have seen an increase in participants, as well as having more advanced and developed agendas.

Throughout the year our 100+ activities were able to get people active within their communities and teach children the key skills that they need to succeed in the real world. Our Club Activities encompasses not only sports and activities but also classes and courses too. In 2019, we were able to help young people get active physically, as well as keep busy over school holidays, work towards their driver's licence and learn how to participate as an active member of society.

## MAJOR ACHIEVEMENTS

- 2019 saw our activity revenue grow by 9% on 2018, an increase of \$1,886,015.

- We put 4,618 young people through our Safer Driver Course in 2019.
- 6,608 members enrolled on our Traffic Offender Program, which aims to achieve positive behavioural change in relation to dangerous driving.
- Over 500 sporting teams participated in futsal, netball and basketball competitions across PCYC Clubs.
- 50,601 kids participated in school holiday activities at our clubs.
- We saw an impressive 10,500 gymnasts take part in activities across various gymnastics programs.
- We held 25 boxing tournaments in 2019.

## EVENTS

Throughout the year, we run a number of events to engage our young people and help them get active in life.

### Fun for Kids Tour

In 2019, we wanted to grow the Fun For Kids Program across NSW in order to give kids in communities battling with drought the opportunity to have fun and get active in the face of adversity.

In September 2019, PCYC staff and Police visited 15 regional towns and engaged with 840 young people during a five day tour. The focus of the tour was to engage and have fun with young people in towns experiencing hardship through drought.

## RAW Challenge

RAW Challenge is a six kilometre mud course scattered with more than 40 obstacles. It is called a "Challenge" because that is what it aims to do. It tests individuals to rise to the occasion.

In March 2019 40 clubs participated in the RAW Challenge.

The day saw over 550 people participate in the RAW Challenge Obstacle course. The event raised over \$20,000 to support young people in programs across PCYC.

# DRIVER EDUCATION

## SAFER DRIVERS COURSE (SDC)

PCYC NSW is the largest provider of driver education programs across New South Wales, with over 60 clubs we have the ability to deliver this course state-wide.

The Safer Drivers Course aims to provide learner drivers with the knowledge they need to reduce road risks and prevent accidents by becoming a safe driver. As an accredited provider of the Transport for NSW Safer Drivers Course, PCYC NSW knows that our students will complete the course with a greater understanding of how to be a safe P-plate driver. We put 4,618 young people through the course in 2019.

## TRAFFIC OFFENDER INTERVENTION PROGRAM (TOIP)

PCYC works with traffic offenders to help them understand the importance of doing the right thing on our roads. TOIP is educational and interactive and uses a range of guest presenters to engage offenders in the learning process.

The goals of the Traffic Offender Intervention Program are to:

- increase the understanding of the impacts of illegal and dangerous driving behaviours,
- provide the courts with a credible sentencing or rehabilitative options
- create safer roads for all road users and
- reduce the number of traffic offences committed in NSW.





# NATIONS OF ORIGIN

PCYC NSW'S NATIONS OF ORIGIN IS A WEEKLONG TOURNAMENT BRINGING TOGETHER INDIGENOUS AND NON-INDIGENOUS YOUNG PEOPLE FROM ACROSS THE STATE TO REPRESENT AND CELEBRATE THEIR ABORIGINAL NATIONS IN RUGBY LEAGUE, NETBALL, BASKETBALL AND FOOTBALL FIVES.

Nations of Origin empowers young people to celebrate Australia's diverse Indigenous culture and its deep impact on our national history. The event has four main components: Reconciliation, Education, Cultural Identity and Sport. The tournament breaks down barriers that can exist between Police and young people by providing an environment where they can engage and build positive rapport in a non-threatening sporting situation.

Education is a key foundation of Nations of Origin. To be eligible to take part, participants must have an 80% school attendance rate.

## OUR HISTORY

Nations of Origin has an strong history of inspiring young people to get active in life. The concept was created following statewide community consultation throughout Reconciliation Week in 2012. As part of this consultation, NSW Rugby League legend Steve "Bear" Hall put forward the idea of hosting a rugby league tournament that enabled youth to represent their Aboriginal Nations, similar to State of Origin. The first tournament took place in 2012, and since then has gone from strength to strength.

## 2019 NATIONS OF ORIGIN

This year's event was held from Tuesday 16 July to Friday 19 July in Port Stephens. It was an incredible week, filled with many examples from teams and participants of leadership, engagement, commitment, resilience, integrity, respect and good citizenship.



Overall, the 2019 tournaments saw 36 PCYC Clubs assist 150 teams from across NSW represent their Aboriginal Nations in rugby league, basketball, football fives and netball. 1,364 young people engaged as event participants and over 300 volunteers made the day possible by assisting teams and tournament operations.

## TEAM WORK

The Barkindji League team from Broken Hill had a few players unable to make the trip which unfortunately meant they only had five players. The Worimi League team from Port Stephens/Raymond Terrace graciously stepped up and subbed in for them in games to ensure that the team could still play after they made the two-day bus trip to compete. We were absolutely honoured to witness this show of sportsmanship and are so proud of all of the players on these two teams.

## NATIONS OF ORIGIN SPORT PARTNERS



## CLUB/NATIONS BREAKDOWN

Club	Nation	Rugby League	Netball	Football Fives	Basketball
Eastern Suburbs	Eora	2			
Glebe/Leichhardt	Eora				2
Marrickville	Eora	2			1
Mt Druitt	Darug, Darug East & Darug West	6			
Bateau Bay	Darkinjung	2	1	2	
Cessnock	Wonnarua	2	1	2	2
Coffs Harbour	Gyumbaynggirr	2			
Kempsey	Birpai	2			
Lake Macquarie	Awabakal			6	
Lismore	Bundjalung South	2			
Maitland	Wonnarua	2			
Morisset	Awabakal		1		4
Muswellbrook	Wonnarua	2	1		
Newcastle	Awabakal	5	2		4
Port Stephens	Worimi	4	2	4	4
Taree	Biripi	2	1	2	4
Tweed Heads	Bundjalung North	1			
Umina Beach	Darkinjung	2			
Bathurst	Wiradjuri East		1	2	2
Wagga Wagga	Wiradjuri Mawang Gaway	2	1	2	4
Campbelltown	Tharawal	2	1	2	4
Far South Coast	Yuin Duck	2			
Lake Illawarra	Darawahl			2	
Liverpool	Gandagarra	2			
Shoalhaven	Yuin Snakes	2			
Wollongong	Darawahl	2			
Armidale	Anaiwan	2	1	2	
Bourke	Ngemba	2			
Broken Hill	Barkindji	2	1		2
Cowra	Wiradjuri Ochres	2			
Gunnedah	Kamilaroi South	2	1		
Moree	Kamilaroi North	2			
Orange	Wiradjuri East	2	1	1	4
Tamworth	Kamilaroi South	2			
Walgett	Gamilaraay	2			
Wellington	Wiradjuri Gugaas	2			
Total	1,364	70	16	27	37
Number of participants		840	160	216	148



**PCYC BATHURST NATIONS OF ORIGIN EXPERIENCE**

In 2019, Bathurst PCYC took up the challenge of entering the Nations of Origin tournament for the first. After years of floating the idea, some keen young people from the community led the push to make this happen. A shared experience from a club member:

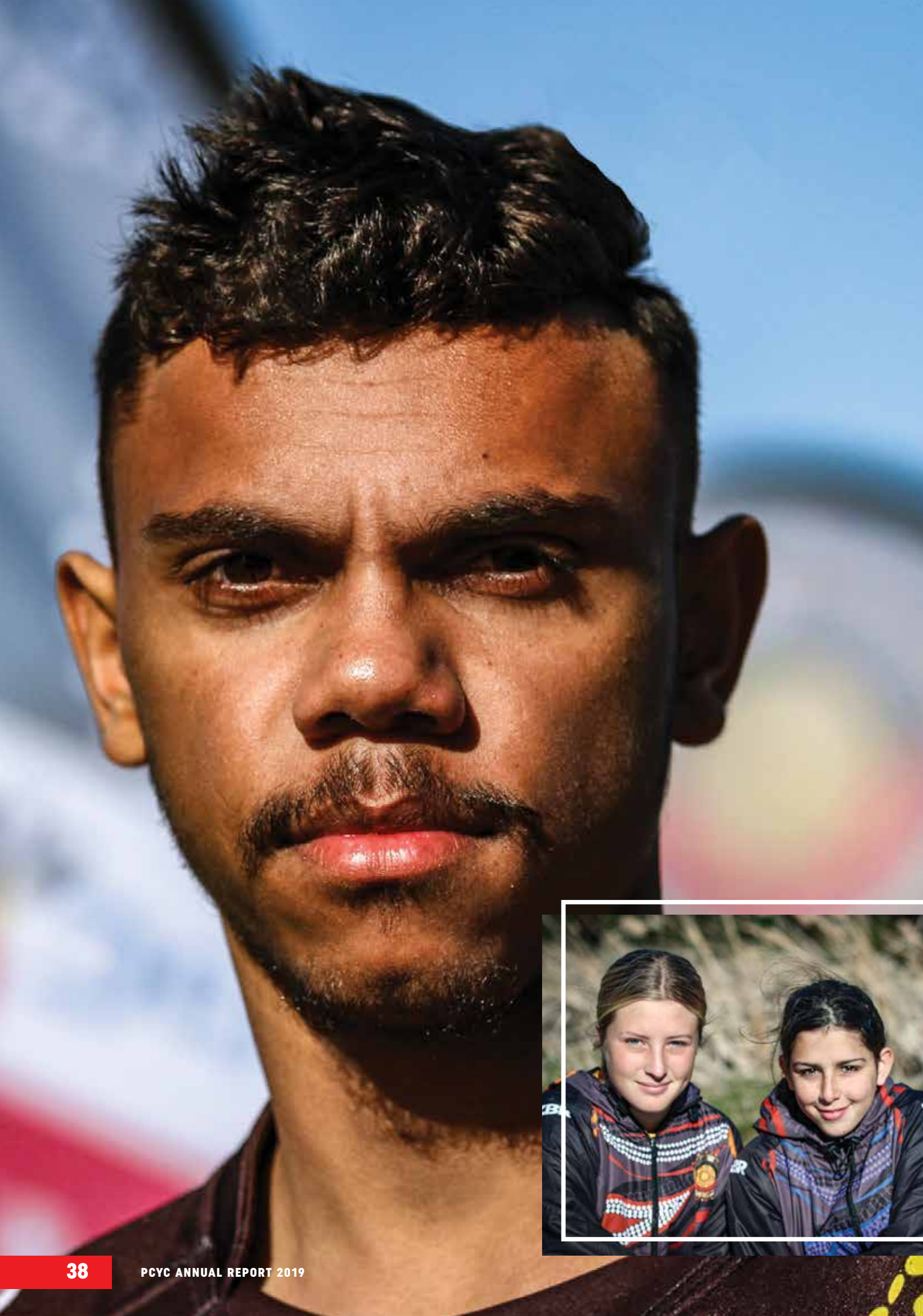
"After a hurried recruitment drive we took a fantastic group of young people away to compete in netball, soccer and basketball. None of our young people had much of an idea what they were walking into, and there were plenty of nerves when they walked into the venue on the first day and saw just how big this event was. Hundreds of young people were gathered from all over the state, dressed in amazing uniforms of all sorts of brilliant colours and designs of traditional significance to their Nation. Even though we had a little hiccup with our uniforms on day one, from the

moment our young people got hold of these uniforms, they were worn with pride, and have been ever since. Many of our participants had not played soccer before, other than in the schoolyard. They didn't let that stop them! They turned up on the field and gave it everything they had. The quality of the competition was fantastic and the attitudes and sportsmanship shown was a tribute to all the nations participating. Our young people were absorbed in the whole experience and really enjoyed being a part of it from opening ceremonies to closing presentations. We made a point to stay to the end and clap for the teams in the presentations, We had some fantastic results too over the next few days with our netball and basketball teams both making finals. It was a week filled with lifelong memories for our teams and many of them will still be eligible next year, so we have been informed by them, that there is no way they are missing the chance to do it all again!"

**David Hitchick**  
PCYC Bathurst









# FUN FOR KIDS



840 young participants



15 regional locations

## FUN FOR KIDS TOUR 2019

### PCYC NSW HIT THE ROAD AGAIN IN 2019 TO BRING FUN TO KIDS IN REGIONAL TOWNS AFFECTED BY THE DROUGHT.

It was the second year for the Fun For Kids tour. This activity is designed to provide young people in drought affected towns with the opportunity to enjoy themselves during school holidays while creating life-long memories in a fun and safe environment.

This year the tour visited 15 regional locations and travelled more than 5,200 kms to provide young people with sporting activities, a free BBQ dinner and an all-ages dance party to finish the day. Thanks to support from Coca Cola Amatil,

PCYC NSW also gave away hundreds of free shirts to young participants.

This regional drought tour has allowed PCYC NSW and local Police to create partnerships in regional towns, which has ultimately created a strong outreach program with PCYC branding and engagement at the forefront.

**Route One: Lightning Ridge, Walgett, Narrabri, Glen Innes, Grafton**

**Route Two: Bourke, Cobar, Nyngan, Gilgandra, Coonamble**

**Route Three: Hay, Hillston, Lake Cargelligo, Condobolin, Forbes**

Overall, the tour was a huge success with more than 840 participants taking part in PCYC NSW-run activities.

Taking our sporting activities, dance moves and BBQ skills to regional and remote areas of NSW creates life-long memories for participating young people and PCYC NSW staff and volunteers.





# YOUTH PROGRAMS

## PROJECT WALWAAY – DUBBO TOGETHER WITH THE NSW POLICE FORCE, PCYC DUBBO LAUNCHED A NEW PROJECT TO HELP INDIGENOUS YOUTH AT RISK OF ENTERING THE CRIMINAL JUSTICE SYSTEM.

The NSW Police Force developed Project Walwaay to ensure Aboriginal youth, who are identified as being at risk of entering the criminal justice system, get the full support they need to stay on the right side of the law. The program was given an Aboriginal name Walwaay (meaning young man) by Wiradjuri Elders.

Project Walwaay is a referral pathway to the Indigenous Recruitment Our Way Delivery Program (IPROWD) and includes:

- dedicated Friday fun nights at PCYC Dubbo. The fun nights received a grant of \$12,000 to purchase televisions, play stations, sporting equipment and food for fun night activities
- designated sporting programs on Tuesday and Thursday mornings and Wednesday afternoons

- identification of Aboriginal Elders and respected community members to support kids in the program as mentors
- review and support for Aboriginal youth charged for offences to ensure appropriate bail, support services and specific programs post charging to give them the best chance to stay out of the criminal justice system.

In November, Minister for Police and Emergency Services David Elliott joined Western Region Acting Assistant Commissioner Peter McKenna, to launch Project Walwaay in Dubbo.

At the launch NSW Nationals Member for Dubbo Dugald Saunders said he was thrilled the community had come together to make Project Walwaay happen.

"I want to thank all those who have invested their time and funds in this program to change the lives of local kids," Mr Saunders said.

"We've seen an unprecedented level of support from the NSW Government, including a \$12,000 grant for activities at the Dubbo PCYC."

A dedicated group of officers are working with Aboriginal Elders and Government and non-Government agencies to support each participant, with activities ranging from Friday fun nights at PCYC Dubbo to sporting programs and mentor sessions.

At PCYC NSW, we know the importance of engaging all members of the community - especially those who might be at a higher risk of entering the criminal justice system. Projects like this help to strengthen communities and decrease youth crime rates.

## PCYC NSW YOUTH COMMITTEE MEMBERS, 2020 – 2021

SURNAME	FIRST NAME	PCYC NSW CLUB	YC Position
Neuling-Lawlor	Kaitlin	Tamworth Orange / Bathurst	Chairperson
Daniel	Lachlan	Dubbo	Deputy Chairperson
Elliott-Rudder	Francis (mentor)	Wagga Wagga	Secretary
Patchell	Maeve	Hornsby	Secretary 2
Chedid	Bianca	Parramatta	Publicity Officer 1
Chedid	Lanya	Parramatta	Publicity Officer 2
Kriaris	Billy	Blacktown	Publicity Officer 3
Shepherd	Kelsey	Albury	Committee Member
Cross Taateo	Talia	Auburn	Committee Member
Cutmore McIntosh	Michael Lachlan	Broken Hill	Committee Member
Boon	Amanda	Newcastle	Committee Member
Asileri	Tyneesha	Bankstown	Committee Member

## MENTORS TO YOUTH COMMITTEE

SURNAME	FIRST NAME	PCYC NSW CLUB	YC Position
Gillespie	Dylan	Sutherland	Mentor to PO's
Thompson	James	Maitland	Mentor to PO's



# OTHER YOUTH PROGRAMS

## PCYC BULLI LAUNCHES FIT TOGETHER PROGRAM

Building an Aboriginal bark canoe from scratch is not usually in a Wollongong Police officer's job description.

In October, officers worked with a group of Woonona East Public School students, young Aboriginal people and two canoe builders to transform pieces of stringy bark wood into a traditional floating vessel to mark the launch of the Fit Together program at PCYC Bulli. Once finished, the canoe will be presented as a gift to NSW Police Commissioner

Mick Fuller and will be housed at NSW Police Headquarters in Parramatta.

The Maritime Division of Transport for NSW provided materials to build the bark canoe as part of the first Fit Together session.

Fit Together is a co-designed program developed with NSW Police, PCYC NSW and local communities to prevent and reduce reoffending, as well as encourage positive relationships between local Police and the Aboriginal community.



PCYC NSW is committed to increasing Indigenous youth participation across all of our clubs and programs.





# PCYC PENRITH VOLUNTEER

## KYLE'S STORY

After volunteering with PCYC Penrith for nine years, Kyle Silk-Jones, has a lot of good memories to look back on. None more so than the time he got to meet the NSW Governor, Margaret Joan Beazley.

Kyle joined the PCYC Penrith team in 2011 when he was only nine years old. Over the nine years since, he has dedicated himself to helping others through PCYC NSW.

Kyle helped out at some amazing events, including the PCYC 75th Anniversary Gala Dinner which was hosted at Panthers Stadium. He also mastered the art of speaking at corporate functions by talking at events about the impact PCYC NSW has made on his life.

In 2018 he was able to participate in the Blue Star Leadership camp.

"That was huge for me as I had been waiting since I was 13 to participate," he said.

"This program helped me with my customer service, coaching other young people and just highlighted again how much I love PCYC."

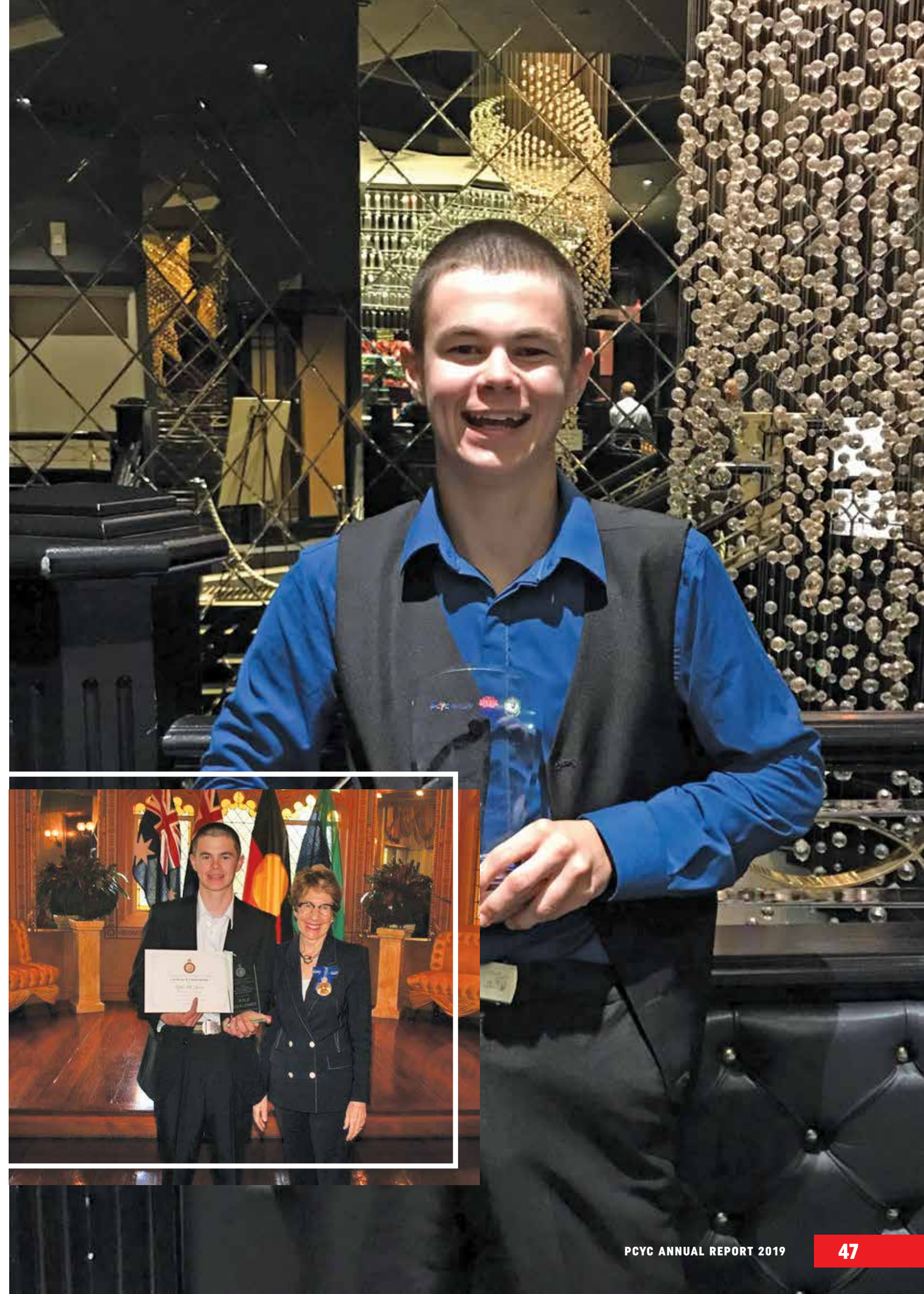
In 2019 Kyle received the John Lincoln Youth Volunteer Award from Governor Beazley at Government House Sydney and was crowned PCYC Young Person of the Year.

"I thought I was asked to the awards because I was a volunteer. Then my name came up and I was shocked.

"And then I won and I couldn't believe it! I wasn't expecting to be recognized for the things I do here. It makes me reflect and has set a benchmark to build on in 2020," Kyle said.

"PCYC is my second home, the people are my second family. I know I can talk to them about my problems.

"Looking back at what I've done over the last nine years is a pinch moment, it's like I started doing it thinking I wanted to do something to help and I've received so many opportunities."





# PEOPLE & CULTURE

**WE WORK WITH AN AMAZING TEAM OF STAFF AND VOLUNTEERS WHO MAKE PCYC NSW'S MISSION POSSIBLE. WE CARE ABOUT SUPPORTING YOUNG PEOPLE TO REACH THEIR POTENTIAL AND BECOME ACTIVE IN LIFE .**

We value the contributions of our team members and volunteers and thank them for their commitment to our vision. Our PCYC NSW team share the personal mission of wanting to encourage young people, offer opportunities and enable them to flourish.

Our staff are the backbone of our charity, and as an organisation one of our main priorities is providing them with the tools, training and professional development that they need to succeed.

2019 was a great year for People and Culture, as we focused on training and education and welcomed new faces into the state office and club teams.

## OUR STAFF PROFILE

We employ more than 700 staff in our State Office and 63 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 700 volunteers, who give their time and skills to assist our staff in local communities.

Demographic Group	Number of Employees 2019
Total	717
Male	229
Female	488
Aboriginal or Torres Strait Islander	50
Full-time	132
Part-time	159
Casual	426
Under 21 years of age	107
Over 45 years of age	168

The employee data is correct at 31 December 2019.

# RECONCILIATION ACTION PLAN

## IN 2019 WE CONTINUED TO TAKE BOLD STEPS FORWARD WITH OUR RECONCILIATION ACTION PLAN.

During 2019, our RAP Working Group met bimonthly to support the PCYC nsw Executive Team, Regional Managers and Club Managers to drive forward our RAP actions across all areas of our organisation.

The Nations of Origin Event was again the centrepiece of our RAP effort. "Recognising Indigenous culture and demonstrating reconciliation in action, more than 1300 young people participated in this major sporting and cultural event. Artwork designed and painted in 2018 by Murrawarri artist and PCYC member, Josh Barker McCormick, to symbolise the connection between Aboriginal People and Torres Strait Islander People and PCYC NSW was used on the ball boy uniforms and caps, referee uniforms and police caps.

Reconciliation Week and other Days of Significance were acknowledged across our club network. In Kempsey, local Elders and community attended a morning tea and lead a cultural activity for children during Reconciliation Week. This year, young Aboriginal people from our Cowra club designed and started building a Goanna Garden, a space with cultural significance, which will be used for learning and reflection. Our Young Club invited a local artist to paint

a mural to acknowledge Wiradjuri country and it is displayed proudly inside our club.

We created an email signature to acknowledge and pay our respect every day as we communicate internally and externally. We surveyed our Aboriginal and Torres Strait Islander staff to identify ways we can improve our support for them within PCYC. After a flag audit across our clubs we have ensured that every Club is displaying both the Aboriginal and Torres Strait Islander flags prominently and have encouraged all clubs to display culturally appropriate posters and information in our club reception areas.

At PCYC, as we improve our clubs, we spent \$169,951 on maintenance services from Indigenous businesses certified by Supply Nation. Our Youth Committee conducted a peer-consultation to ask other young people what they thought we should do to support reconciliation. Suggestions were wide-ranging and included inviting Elders into clubs to share their knowledge and life experiences; provide opportunities to learn an Aboriginal language; teach traditional practices such as bush craft, making tools and fish traps, baskets and more; and play traditional Indigenous games and sports. Other suggestions included giving non-Aboriginal young people the opportunity to learn and understand the meaning of Sorry Day; and the impact of colonisation and government policies such as the Stolen Generations. We hope to find ways across our club network to explore these great ideas and put them into action.





# CLUB OF THE YEAR WINNERS

## PCYC PENRITH WAS NAMED PCYC NSW CLUB OF THE YEAR FOR 2019 AT OUR 82ND STATE CONFERENCE IN NOVEMBER IN RECOGNITION OF ITS GROWTH AND COMMITMENT TO THE COMMUNITY AND LOCAL YOUTH.

PCYC Penrith club manager, Leann Tibbey, led a team of 10 staff and 30 committed volunteers in partnership with two youth case managers.

The club has a growing membership base of more than 2,500 members, 65% of which are youth members.

Leann said the club's success comes down to an amazing partnership with the NSW Police and a supportive and active committee.

"We actively search for grant money and partners so that we can continue to develop and improve our programs and what we can offer to members," she said.

"For example, we received a \$34,000 grant from the Department of Social Services to run a 'Mums and Bubs' trial program and a further \$5,000 from ClubGrants to run Youth Self-Development programs.

"We have also partnered with Gotch4Life and Tomorrowman to host a 'Night with the Blokes' workshop. This is an engaging and impactful two hours of casual and honest conversation exploring where traditional masculinity has taken us and what tomorrow's man might look like. More than 100 men attended this event."

PCYC Penrith also finished 2019 ahead of budget and financials, exceeded its fundraising target and achieved 100% compliance in their audit.

Congratulations to this great team on their success.



## PCYC PARKES - CLUB ACHIEVEMENT OF THE YEAR

PCYC Parkes achieved a lot in 2019 – that's why the club was presented with the PCYC Club Achievement of the Year Award. The club has served the local community since 1977 and in that time has provided activities such as sport, the Fit For Life youth boxing program, science and art classes and L-plate driver education. In 2019, the club set its sights on improving its facilities, available programs and child attendance. It worked, with child attendance growing by 223 per cent over 12 months. PCYC Parkes also undertook renovations to the building, opened its second fully accredited after school care centre. The Out Of School Hours (OOSH) team won several awards, and the gymnastics program had an extra 100 participants enrolled with several

competing at a state level. It also doubled the amount of L plate drivers taking part in driver education programs and created a Clubs Committee with representation from Parkes Rotary Club, Parkes Shire Council, Forbes Shire Council, schools, mines, SES, the aged care sector, parents and youth members involved in Blue Star. Parkes PCYC has received \$70,000 in new sports equipment, upgraded its toilets and shower facilities, renovated its reception and office area and upgraded stormwater drains to prevent flooding. Several projects are expected to be completed in 2020, with close to \$500,000 in funding approved and secured. This funding covers new gymnastics equipment, the removal of the old basketball court floor and replacement with plastic flooring, upgrades to lighting, installation of safety nets, repainting of the hall and plans to upgrade its outdoor OOSH space. Congratulations on an outstanding year PCYC Parkes!





# FACILITIES & INFRASTRUCTURE

## DURING 2019, OUR STRATEGIC DEVELOPMENT, FACILITIES AND ASSETS TEAM WAS KEPT BUSY WITH PROJECTS TO IMPROVE PCYC NSW ASSETS AND FACILITIES ACROSS THE PORTFOLIO AND UNDERTAKE REFURBISHMENTS AT VARIOUS CLUBS ACROSS THE STATE.

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.

### PCYC GRAFTON – NEW CLUB

Following extensive community consultation, work began on the new club development at Grafton. Clarence Valley Council transferred the former Grafton Sports Complex to PCYC in 2018 and work on upgrading and extending the site began in mid-2019. Works undertaken include a 500 square metre expansion of the complex, including the addition of a new mezzanine and multi-use rooms; upgrades to the building's cladding, toilets and change rooms; and new parking facilities. As well as being home to a range of local sporting associations, including the Grafton Basketball Association and the Grafton Ghosts Rugby League Football Club, the club will also run NSW Police RISEUP programs for disadvantaged youth in the area.

### PCYC HAWKESBURY - NEW CLUB

In July, PCYC NSW was announced as the new organisation to manage the former Hawkesbury Indoor Stadium. The facility will be redeveloped using contributions from the NSW Government, Hawkesbury City Council and PCYC NSW and stage 1A is due to be completed in mid-2020. A full redevelopment is planned for 2021. Hawkesbury residents were encouraged to have a say on the new club through the PCYC NSW Operational Community Consultation Survey. Feedback provided will help shape initial plans for the

Hawkesbury Indoor Stadium redevelopment, informing the services and activities which will be delivered in the new facility.

### ONGOING IMPROVEMENTS

PCYC Muswellbrook almost doubled in size with the addition of a new gymnastics facility on the site. From the beginning, the new building was a community effort. The facility was subsidised through generous NSW Government grants, plus donations of \$145,000 from local mining company, Bengalla, and community fundraising activities. The funding contributed to the construction of the new building and the purchase of all gymnastic equipment.

PCYC Lake Macquarie benefitted from a series of improvements to the club's boxing and gymnastics rooms. At the start of the year, the new boxing facilities were unveiled and in November the federally funded \$104,000 Sport AUS upgrade to gymnastics and toilet facilities were completed.

### CAPITAL WORKS GRANTS

We secured grants and funding for major upgrades and refurbishments to clubs across the state, including receiving approximately \$1.5m in grant funding through Community Building Partnerships, Crown Lands, Stronger Country Communities, Community Sports Infrastructure and category club 3 grants for infrastructure projects. Our team of project managers have been overseeing these works across the portfolio.

Planning started on the new \$15+ million club in Wagga Wagga. PCYC Wagga Wagga has been at the heart of the local community for almost 50 years. This new building work will transform the facility from a local club into a state-of-the-art regional sports centre.

Several PCYC clubs were beneficiaries of a share of a \$40 million investment by the NSW Government announced in June. PCYC NSW will use the funds to develop or make upgrades at clubs in Albury, Bourke, Dubbo, Grafton, Griffith, Hawkesbury, Kempsey, Lake Macquarie, Moree, Parramatta, Redfern, Southern Highlands, Tamworth, Taree, and Walgett.





# PCYC GRAFTON - WORK BEGINS

## WORK STARTED ON THE STATE-OF-THE-ART PCYC FACILITY IN GRAFTON IN JUNE WITH THE FIRST SOD TURNED TO MARK THE BEGINNING OF CONSTRUCTION.

Local high school student and Fit For Work participant, Hailey Phemister, turned the ceremonial first sod alongside PCYC NSW CEO, Dominic Teakle, Federal Member for Page Kevin Hogan MP, Mayor of Clarence Valley Councillor Jim Simmons and Detective Chief Inspector Paul Simpkins of the Youth and Crime Prevention Command.

The development of a PCYC club at the Grafton Sports Centre site was officially announced in December 2018. It is the result of Clarence Valley Council, Coffs Clarence Police Command, and donors such as the John Laing Charitable Trust and Serco Foundation, calling for more support for young people in the Clarence Valley.

Local youth worker and ex-plumber, Tyson Donohoe, has been hired as club manager. He hopes the club will become a thriving community hub for local young people and sports enthusiasts.

PCYC NSW is working to ensure the new Grafton facility will meet the needs of the community by taking a tailored and collaborative community-focused approach. We are working with architectural firm, Allen Jack+Cottier, to deliver a bright and welcoming club. Local builders and tradesmen are being hired to make significant alterations and additions to the existing run-down club building and construct a new 1300sqm space.

**When finished PCYC Grafton will be our 65th club in NSW and the largest outside of Sydney.**



PCYC NSW is committed to serving communities across New South Wales.





# DRAZ BRKLJAC WESTFIELD LOCAL HERO

## SENIOR CONSTABLE DRAZ BRKLJAC, YOUTH CASE MANAGER AT PCYC PARRAMATTA, HAD A VERY GOOD YEAR!

He was named the 2019 Blacktown City Citizen of the Year and his tireless work with young people was recognised in October when he was named a Westfield Local Heroes winner.

SC Brkljac has been a case manager at PCYC Parramatta for seven years and helps young offenders and at-risk youth to improve their self-respect and reduce their risk

of reoffending. He also encourages them to participate positively in the community and teaches them life and social skills that other people may take for granted.

As a result of his Westfield Local Heroes award, PCYC Parramatta received a \$10,000 grant to support the Club's work, programs and activities.

Westfield Local Heroes is a community recognition and grants program, designed to shine the spotlight on those who connect and enrich their local communities across Australia and New Zealand.

In 2019, PCYC NSW had nine nominees in Westfield Local Heroes - five were finalists and one was a winner.



PCYC NSW is proud of our partnership with the NSW Police.  
We work together in the community to empower young people  
to reach their potential.





# MARKETING, COMMUNICATIONS AND EVENTS

## THE MARKETING, COMMUNICATIONS AND EVENTS TEAM SHARES 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 SERVICE, AND INCREASE MEMBERSHIP NUMBERS.

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

### EVENTS

We kicked off 2019 with an energetic working-bee at PCYC Mount Druitt. More than 50 volunteers from ESPN - Entertainment and Sports Programming Network - and Disney participated in the opening of a new, multifunctional sports space dedicated to the local community and its residents. Built to Play is a global project, led by ESPN. It is the first Built to Play project undertaken by ESPN in Sydney and the eighth globally.

In February PCYC NSW and the NSW Police Youth and Crime Prevention Command joined the NSW Rugby League's Hogs For The Homeless tour. Brad Fittler and the True Blues took part in Fit For Life programs visiting more than 10 towns across regional NSW for footy clinics and other community activities.

We also continued our involvement with the global event, Safer Internet Day (SID), by partnering with NSW Police to hold well attended SID presentations across all PCYC clubs.

March was a big month for events with Mardi Gras Fair Day and three fundraising events - Raw Challenge, RunWest and Golf Day. The Raw Challenge, a mud obstacle course in Doyalson, attracted more participants than ever.

The annual Golf Day, at Bonnie Doon Golf Course, had a capacity player attendance of 120 golfers. A record amount of money was raised and went towards supporting Fit For Life programs in all of our clubs.

PCYC NSW joined up with Police from Mount Druitt to man a stall at the RunWest fun run. The displayed Police car was a big hit. To further emphasis our branding we provided buses to transport event VIPs and organisers along the 12 km course.

In June we held the sod-turn ceremony for PCYC Grafton. More than 50 members of the local community attended, including Government representatives and NSW Police from the local area and Youth & Crime Prevention commands. The event attracted wide media attention within the Grafton and Coffs Harbour area and appeared on the NBN evening news bulletin. The club is on track to open in mid-2020.

The Marketing, Communications and Events team also provided publicity and event management support for the Nations of Origin tournament. In 2019 the event expanded to include five sports - rugby league 7s, football 5s, netball, and new additions, basketball and boxing.

In August we reached a milestone with our 'Better Together' partners the NSW Police Force. We marked the first anniversary of the ground breaking RISEUP strategy at PCYC City of Sydney. Attendees included NSW Premier Gladys Berejiklian, then Minister for Police and Emergency Services Troy Grant, Police Commissioner Mike Fuller, PCYC NSW Chairman Alex Harvey, and PCYC board members, and representatives from apprenticeship suppliers. This event made it to major news bulletins across the state.

We also partnered with Channel Seven for live weather crosses, hosted by PCYC St George where we worked with the Tim Tszyu Boxing Academy for some engaging sparring sessions.

November was an especially exciting month for PCYC NSW - we held our most successful Empower Ball yet. More than 330 supporters attended the third annual ball at the Sydney Cricket Ground (SCG). That represented a 161% growth on attendance in 2018.

### SOCIAL MEDIA

In 2019 an estimated 2.95 billion people worldwide used social media to engage with their favourite people, brands and organisations. To elevate the PCYC NSW brand across social channels and encourage club participation, we combined our strategic brand messages with visually engaging media and local community stories. Facebook, Instagram and LinkedIn continue to be important marketing channels which we increasingly use to engage with our members and stakeholders. In 2019 we worked to solidify our share of voice in the digital space by creating an editorial calendar, encouraging clubs to tag and share relevant people and organisations, employing the use of higher quality images and encouraging video posts. This strategy will be built upon in 2020.

### FACEBOOK



All PCYC Facebook pages		
Total fans	165,306	+13%
Total posts	25,467	+68%
Total impressions	34,090,915	+17%
Total engagements	1,536,338	+14.5%
PCYC NSW Corporate Facebook page		
Total fans	21,323	+5%
Total posts	416	
Total impressions	3,041,824	18%
Total engagements	66,724	

### INSTAGRAM



Total followers	2,477	+1,134 followers
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### LINKEDIN



Total followers	1,723	+413 followers
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# FUNDRAISING

## 2019 SAW LOTS OF FUNDRAISING ACTIVITIES TAKE PLACE.

Donors supported the work we do at PCYC in many ways. We very much appreciate the generosity and commitment to empowering young people.

## WORKPLACE GIVING

Workplace Giving is an easy and significant way to make a meaningful difference to PCYC NSW. Many supporters contributed a few dollars each pay cycle through their Payroll. This form of regular giving is invaluable.

## PCYC LOTTERY

PCYC's Lotteries run throughout the year and provide a chance to win prizes, such as cars and gold bullion. Proceeds from the ticket sales support the work of PCYC NSW. Supporters can also sign up for a chance to win cash regularly by becoming a VIP member.

## CORPORATE PARTNERSHIPS

There are many ways for organisations to support PCYC NSW's work, from event sponsorship, direct donations, and workplace giving to volunteering, cause-related marketing and more. Valued supporters, Red Energy, continued to proudly sponsor PCYC's Nations of Origin tournament.

## APPEALS

Many people like to make a tax-deductible donation around the end of the financial year to offset their tax. These donations can be made at any time of year. We remind all contributors that donations over \$2 are tax-deductible.

## BEQUESTS

Leaving a legacy for future generations is a powerful statement, and all legacy donations are highly appreciated. A living legacy can be celebrated during a person's life and is a great way to show appreciation for the difference PCYC NSW has made in your life, or in the life of someone you love.

## EVENTS

From black tie gala dinners, to fun runs, golf days and community fundraisers, PCYC NSW is always thinking about

how to get people together to support our cause and have some fun. One such occasion was the inaugural Alumni event, where former and current PCYC members came together to share stories and celebrate the role PCYC played in their lives.

**High School principle and dedicated PCYC NSW supporter, Ken Barwick, was the keynote speaker at our inaugural Alumni event held at PCYC Woollomooloo in October.**

Ken says his early experience with PCYC Bathurst in the 1980s gave him the confidence to rise above his difficult childhood.

He shared his story at PCYC City of Sydney in September as part of a networking event for past, present and future PCYC NSW supporters.

In his emotional address, Ken recalled that when his father walked out on the family in 1976, he left behind six children who were confused and out of control.

"Life seemed perfect as a seven year old until one day I returned to the home I shared with mum and five siblings after visiting my Nan in Binnaway, to find our house completely cleared out and Dad simply gone!," he said.

"What followed can only be described as a life of confusion, hardship, lack of direction and abuse, which at times, just got out of control. Basic help was available, but after years of feeling worthless, unwanted and unneeded I was running away from home all the time and sometimes living with friends.

"Enter PCYC Bathurst in the early '80s. What started out as a fun place to hang out and shoot hoops quickly became better than home to me.

"It was a place to connect with others, be listened to and to listen to others. It was a place to learn and build relationships through activity and fun. It was a place to grow and build respectful relationships, and importantly, it was a place I felt valued.

Ken said the relationships he formed at PCYC Bathurst helped him in a lot of ways, and eventually helped him decide what he wanted for his future.

"My self-confidence grew and aspects of my leadership developed. It was here, I realised my true potential and how I fitted into this crazy world," he said.

"At the PCYC they inspired me - I wanted to be a soldier, a police officer or a school principal. I certainly learnt to respect these three groups from an early age, and in Year 7 (1982), I vowed to return to my school as Principal. And I did."

Today as Principal of the largest high school in regional NSW, Ken is one of PCYC NSW's most passionate supporters.

He encourages local students to join their local club and take part in sports activities and RISEUP programs so that they can make healthy connections with other young people, their community, the Police and PCYC NSW.

"These connections provide opportunities and programs to re-engage young people and offer them a sense of belonging," he said.

"Every day I see how a program like Fit To Learn builds important life skills through positive relationships. I also see that it increases school attendance rates and decreases social anxiety at school. Students will start to talk positively about school and the future and they will gain confidence and have more respect for themselves and others."





# GYMAESTRADA

**IN JULY, 30 GYMNASTS FROM PCYC TAREE AND 15 GYMNASTS FROM PCYC UMINA BEACH PCYC REPRESENTED AUSTRALIA IN THE WORLD GYMNAESTRADA 2019 IN DORNBIRN, AUSTRIA.**

The Taree team, aged from 10 – 25 years, were invited to the 16th World Gymnaestrada to participate in the Gala Show following their performance in the 2015 event in Finland.

They performed a stunning routine which told the story of

Taree's Manning River and the connection Australian people have with the water. PCYC NSW Gymnastics Co-ordinator and PCYC Taree manager, Justin Hayes, said the event provides Taree gymnasts with invaluable international experience.

The World Gymnaestrada is a global, non-competitive International Gymnastics Federation (FIG) event held every four years. More than 20 thousand athletes from 62 nations attended, making it one of the world's biggest sporting events.

PCYC NSW also participated in other performances and workshops throughout the event, making global friendships, and gaining inspiration for future gymnastics performances at home.





# BASKETBALL NSW PARTNERSHIP

## WE TOOK OUR PARTNERSHIP WITH BASKETBALL NSW TO THE NEXT LEVEL IN NOVEMBER 2019 BY EXTENDING IT UNTIL 2022.

This builds on an existing partnership that sees Basketball NSW and PCYC NSW working together to deliver Aussie Hoops (the learn to play program) and 3x3 (the largest team urban sport in the world!) in PCYC NSW centres where Basketball NSW has no or little presence.

PCYC NSW CEO, Dominic Teakle, said basketball is always one of the most popular activities for all ages across PCYC NSW Clubs.

"Basketball is an exciting sport to play and to watch and it's always well supported by our members," he said.

We are working together to establish programs in PCYC clubs, and plan to build on our programs in 2020. As one of its key initiatives, PCYC Glebe partnered with Basketball NSW to create the exclusive team name, PCYC Glebe Spirit.



PCYC NSW works with sporting associations in order to get young people active in life. For many young people, sport offers a vehicle for self-development and provides a catalyst for positive life change.

# NEWCASTLE COMMUNITY GARDEN

## LONG-SERVING PCYC NEWCASTLE PRESIDENT RUTH MITCHELL'S VISION IS PROVIDING YOUNG PEOPLE WITH A SPACE TO FIND SOLITUDE AND THINK.

Ruth understands that working, or just being, in a garden can help provide the kind of space that calms the mind. That's why she spends so much time making the club's community garden a beautiful, productive corner of the block.

The sustainable community garden, which is named after Ruth, started in 2016 using a \$100,000 community funding payment from Transpacific Industries.

Young people from the nearby Margaret Jurd Learning Centre helped one day a week for several months to help build the raised garden beds and plant the vegetables, trees and flowers.

Ruth says one of her favourite times in the garden was Christmas 2019. "At Christmas time a community group came and sang carols in the garden. It was a very delightful night, singing to the vegetables and flowers."

PCYC Newcastle youth programs use the garden for counselling, taking the young people out of a room and into nature to sit on the sandstone seating circle.





# 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 Empower Ball

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

## 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 deficit of \$613k (2018: \$241k) which includes club operations, fundraising revenue and donations from donors and supporters of PCYC NSW. The net loss for the year of \$5.19m (2018: \$6.75m) includes non-operating items such as depreciation expense of \$7.13m and capital grants revenue applied to capital works programs during 2019 of \$2.34m.

Club Operations performed positively with total revenues growing 12% on the prior year across activities, venue hire and memberships. The expansion of out of school hours (OOSH) care and holiday programs was a key driver of this revenue growth.

Operating expense grew in proportion to the increased club operations activities and operating grants programs.

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

	2019	2018	2017	2016	2015
<b>OPERATING RESULT</b>					
Revenue	46,446	42,948	44,296	38,622	37,555
Expenses	(47,059)	(42,707)	(44,294)	(40,627)	(40,022)
<b>Total Operating Surplus/(Deficit)</b>	<b>(613)</b>	241	2	(2,005)	(2,467)
<b>NON OPERATING RESULT</b>					
Depreciation and Amortisation	(7,126)	(6,442)	(4,805)	(4,527)	(5,174)
Capital Grants Income	2,335	1,876	4,680	3,415	6,044
One-Off Adjustment to Revenue and Expenses	(60)	(2,662)	0	0	0
Other Income	277	233	0	53,120	20
<b>Total Non Operating Surplus/(Deficit)</b>	<b>(4,574)</b>	(6,995)	(126)	52,008	890
<b>Total Comprehensive Surplus/(Deficit) for the year</b>	<b>(5,187)</b>	(6,754)	(124)	50,003	(1,576)

## INCOME AND EXPENDITURE SUMMARY 2015-2019 (\$'000)

	2019	2018	2017	2016	2015
<b>TOTAL REVENUE</b>					
Sale of Goods & Services	24,344	21,689	18,284	15,493	13,995
Operating Grants	11,083	8,161	8,457	8,217	6,686
Capital Grants	2,335	1,876	4,680	3,415	6,044
Fundraising revenue	10,172	10,484	10,665	10,176	10,088
Profit on Sale of Assets	59	86	109	53,120	0
Other Income	900	1,517	2,101	1,321	763
<b>Total Revenue</b>	<b>48,893</b>	43,813	44,296	91,742	37,576
<b>TOTAL EXPENDITURE</b>					
Club & Program Operational expenses	37,217	34,679	28,417	26,982	24,317
Depreciation and Amortisation	7,126	6,334	4,805	4,498	4,964
Fundraising expenses	1,880	1,799	3,325	3,317	3,088
Administration expense	7,857	7,755	7,873	6,942	6,783
<b>Total Expenses</b>	<b>54,080</b>	50,567	44,420	41,739	39,152
<b>Total Surplus/(Deficit)</b>	<b>(5,187)</b>	(6,754)	(124)	50,003	(1,576)

Financial year 2017, 2018 and 2019 results include a significant increase in depreciation following PCYC's continued investments in our facilities.  
Financial year 2016 results include the profit on sale of assets of \$53.1m relating to the sale of Parramatta, Hornsby, and Burwood clubs.

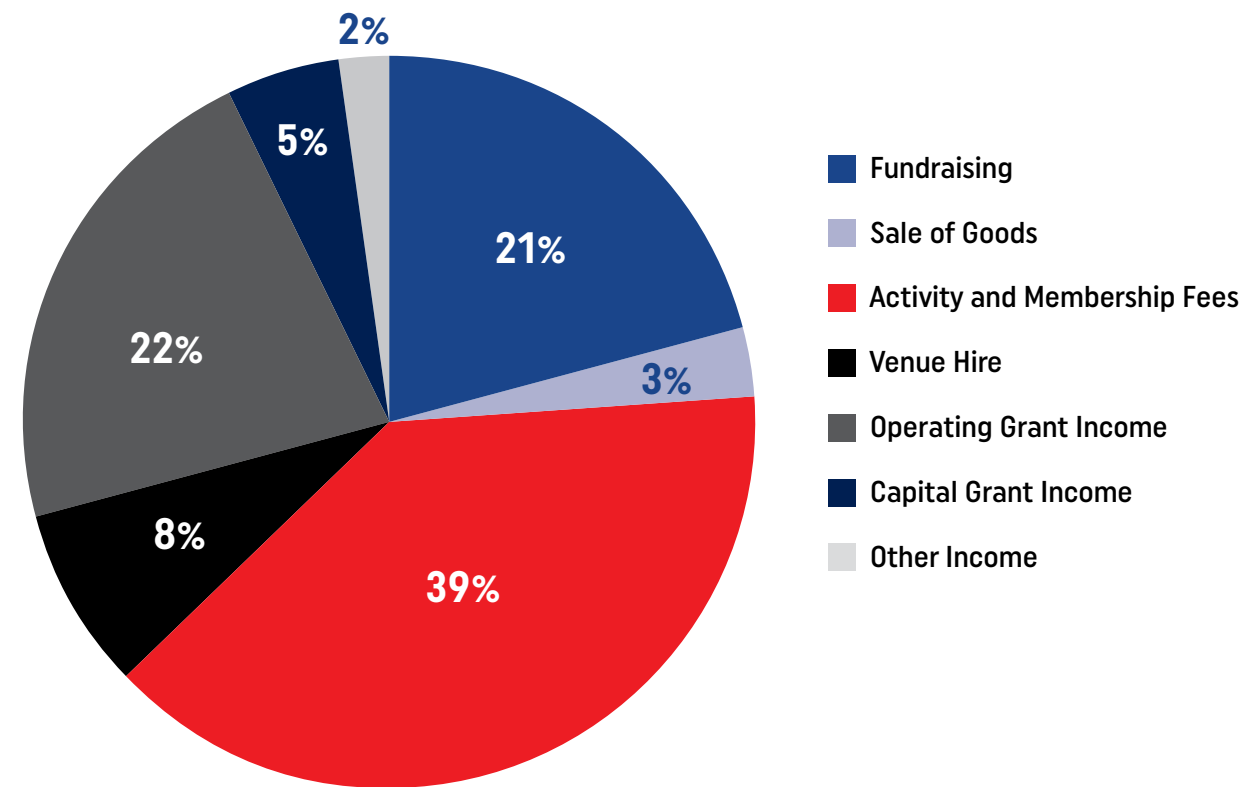
## BALANCE SHEET SUMMARY 2015-2019 (\$'000)

	2019	2018	2017	2016	2015
<b>ASSETS</b>					
Current Assets	45,852	34,841	34,443	54,773	17,618
Non Current Assets	95,092	93,455	91,646	74,531	65,825
<b>Total Assets</b>	<b>140,944</b>	128,296	126,089	129,304	83,443
<b>LIABILITIES</b>					
Current Liabilities	36,227	18,725	9,845	12,938	14,812
Non Current Liabilities	3,782	3,400	3,319	3,317	3,736
<b>Total Liabilities</b>	<b>40,009</b>	22,125	13,164	16,255	18,548
<b>Net Assets</b>	<b>100,935</b>	106,171	112,925	113,049	63,046
<b>EQUITY</b>					
Reserves	53,120	53,120	53,120	53,120	0
Accumulated Funds	47,815	53,051	59,805	59,929	63,046
<b>Total Equity</b>	<b>100,935</b>	106,171	112,925	113,049	63,046

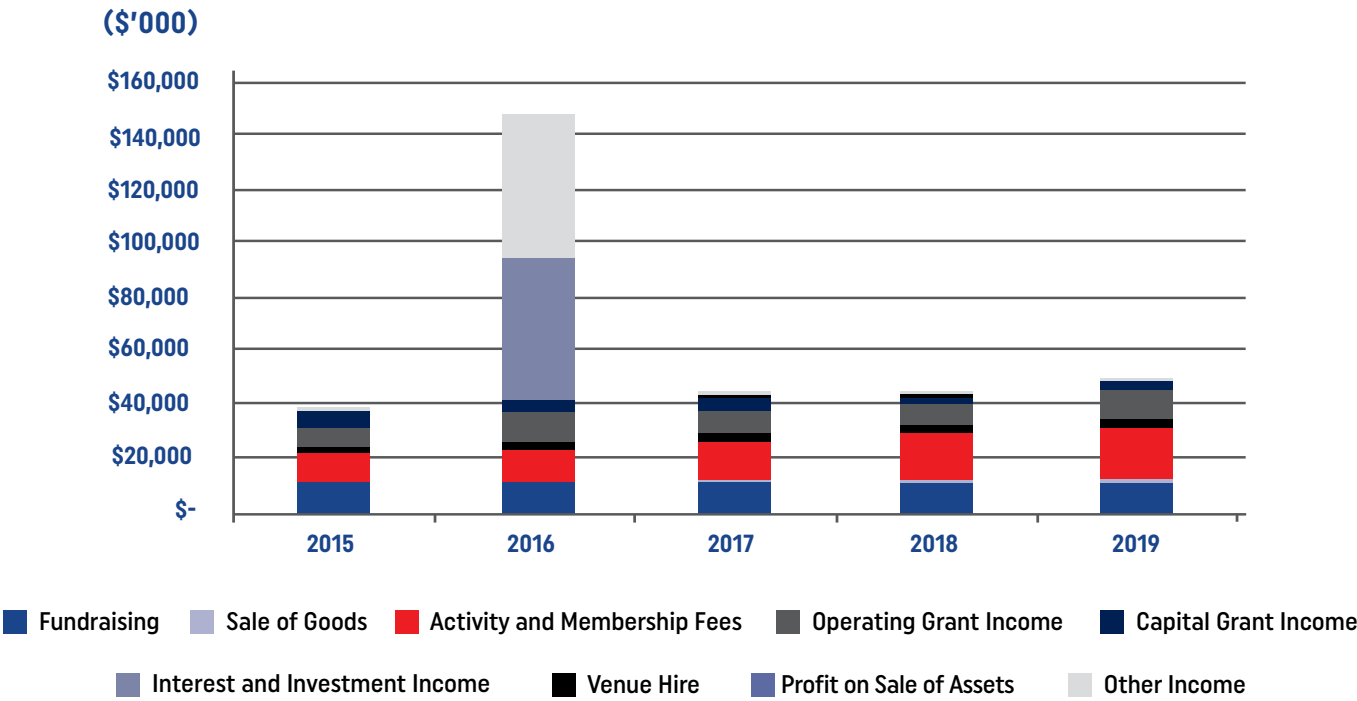


REVENUE SUMMARY

2019 Revenue  
expressed as a % of the total



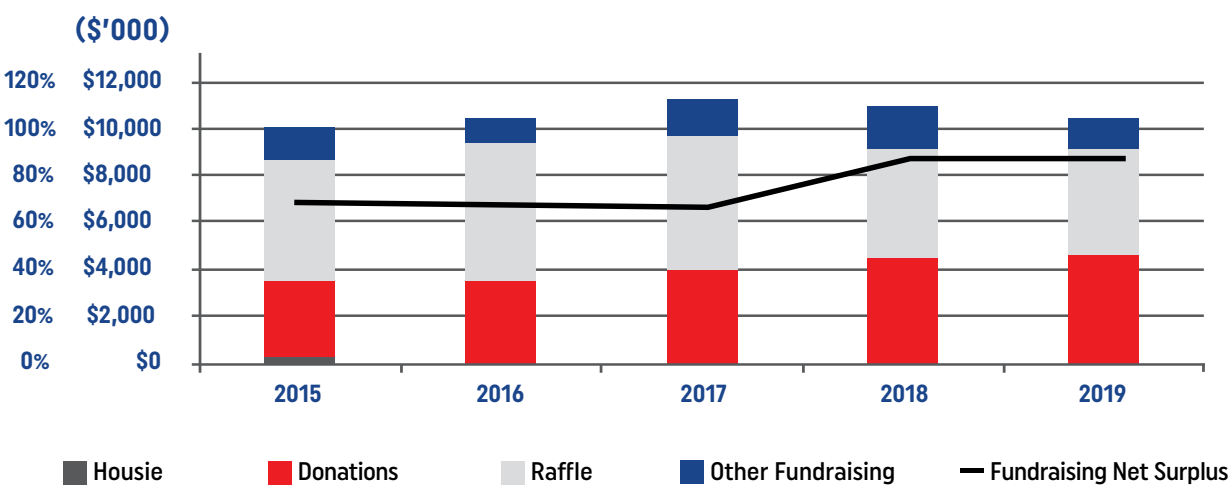
Our Sources of Revenue



FUNDRAISING SUMMARY (\$'000)

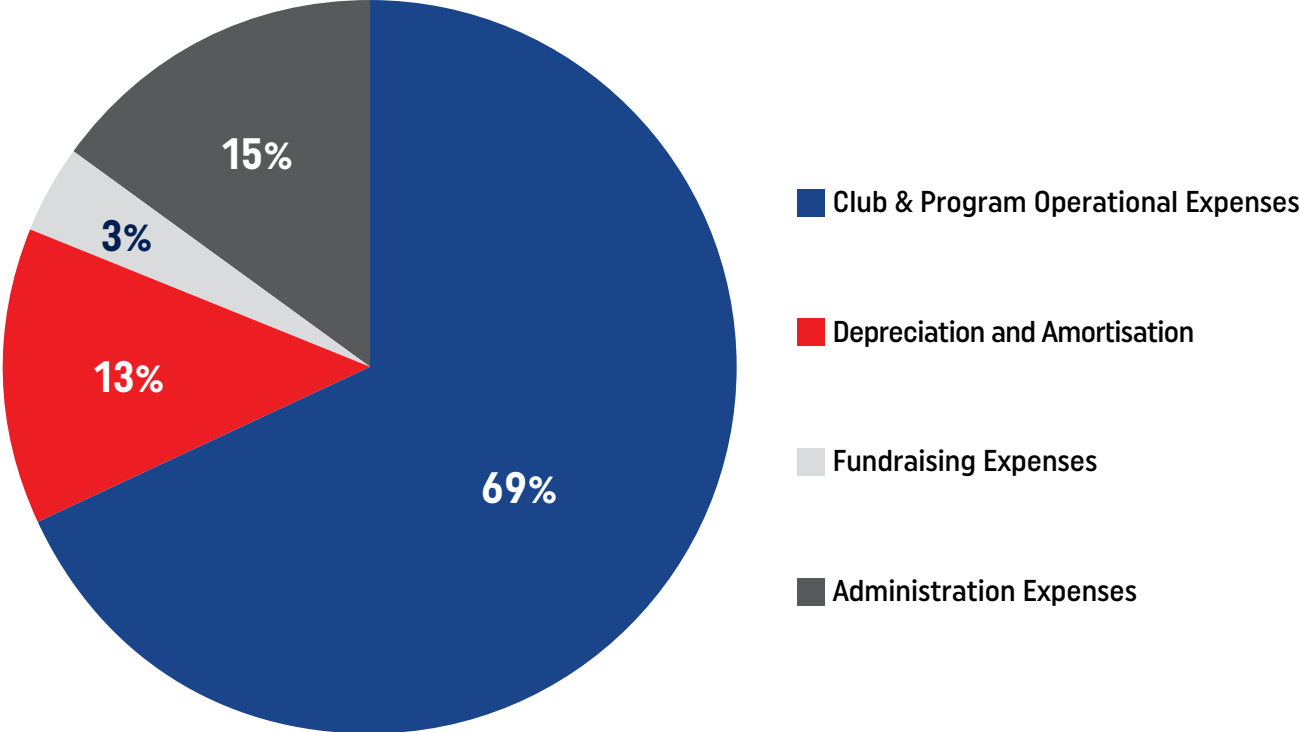
	2019	2018	2017	2016	2015
Housie	7	11	17	50	59
Donations	4,754	4,661	3,942	3,438	3,484
Raffle	4,226	4,417	5,603	5,821	5,596
Other fundraising	1,185	1,395	1,104	868	950
<b>Total Fundraising Revenue</b>	<b>10,172</b>	<b>10,484</b>	<b>10,666</b>	<b>10,177</b>	<b>10,089</b>
Less Costs	1,880	1,799	3,325	3,317	3,088
<b>NET FUNDRAISING SURPLUS</b>	<b>8,292</b>	<b>8,685</b>	<b>7,341</b>	<b>6,860</b>	<b>7,001</b>
Fundraising Net Margin	82%	83%	69%	67%	69%

Fundraising

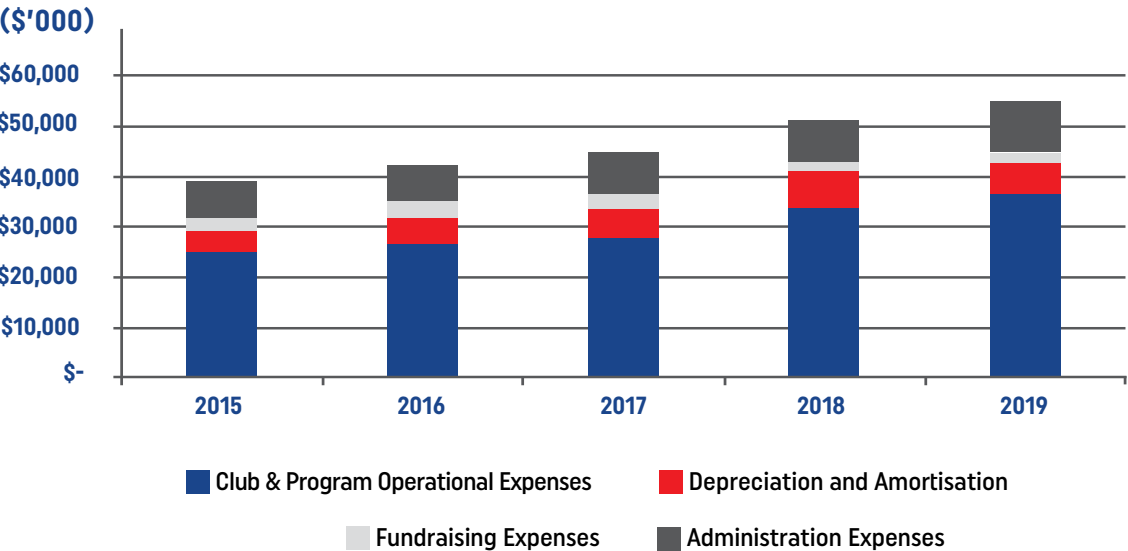




2019 Expenses  
expressed as a % of the total



Our Expenses







A charity empowering young people  
through Police and community partnership

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#### INFORMATION AND INQUIRIES

Police Citizens Youth Clubs NSW Ltd | ABN 89 401152 271

1c Mimika Avenue, Whalan NSW 2770

PO Box 595, Mt Druitt NSW 2770

Phone: (02) 9625 9111 | Fax: (02) 9625 9333

Email: [stateoffice@pcycnsw.org.au](mailto:stateoffice@pcycnsw.org.au)

**[www.pcycnsw.org.au](http://www.pcycnsw.org.au)**



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