



**A safe place for change**



**ANNUAL REPORT 2023**

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A safe place for change

# The Glebe House Story

Glebe House opened on Glebe Point Road in 1974 as a halfway house for men exiting custody.

Glebe House opened on Glebe Point Road in 1974 as a halfway house for men exiting custody. Following prison riots and in recognition of a lack of support for those leaving prison, the house provided transitional accommodation for this highly marginalised group.

In 1993 the service moved to its current location, moving into two converted Victorian terraces, one of which, ironically, had been a hotel. The heritage-listed building has been home to scores of men since.

Over the past 30 years a structured therapeutic program has been developed to meet the complex needs of the client population, which is now divided between those coming directly from prison and other men referred from the community. This strategy, along with the homely environment, supports a therapeutic community that is far removed from jail or other institutions.

Glebe House has become a well-respected service set in the heart of a diverse and inclusive local community. Walking alongside and supporting our clients so that they are able to start to turn their lives around.

**Glebe House acknowledges the Gadigal People of the Eora Nation as the traditional custodians of the land on which our house stands, we wish to pay our respects to Elders past and present and to all Aboriginal people.**

# MISSION STATEMENT

**Our Vision** is supporting men to realise their full potential, creating, and sustaining a safe place for change.

**Our Purpose** is to provide an inclusive, personalised service where men are treated with compassion and respect..

**Our Mission** is to provide a therapeutic community that helps men transition to a life free from addiction.

Treatment assists clients to

- Address their addiction issues
- Develop healthy relationships
- Build the capacity for independent living
- Reintegrate as productive members of the broader community

Glebe House provides treatment for men with complex needs, including substance dependency, secondary addictions, dual diagnosis, and complex trauma, including physical and sexual abuse.

The program is holistic in nature: Yoga, Pilates and Meditation, Art therapy, sport, recreation, and social activities are included in the structured timetable, as well as the requirement for clients to attend two 12-Step fellowship meetings per day.

In addition, psychological counselling helps clients explore their underlying emotional issues and develop self-awareness. Group work addresses negative thinking and behaviour and enables men to better cope with emotions and the challenges of daily life.

Glebe House clients commit to a structured program of recovery, reinforced by an immersive experience in the 12-Step fellowships, working with a sponsor, developing vital support networks. It is a design for living for people who have stopped using addictions.

For many men, Glebe House is the first real alternative to a life of addiction and crime. In response to the level of trust and freedom granted program residents, men establish a personal program of recovery for themselves, taking on responsibility and enjoying hope for a better future.

The Glebe House Family provides ongoing, open-ended support for men in recovery. The Outreach Community continues to grow, with men sharing their lived experience, becoming role models for their peers.

Glebe House enables men to build healthier relationships, to give and receive love. It is a place for connection and community.

## Our Values

**Encouragement:** Encouraging clients to be accountable to themselves and those they love, for their personal actions and the outcomes in their lives.

**Compassion:** All clients are treated with compassion, kindness and respect and supported without judgement.

**Accountability:** We are accountable to our clients through evaluation, review and improvement of service delivery and we encourage our clients to be accountable to one another.

**Collaboration:** We collaborate with other community-based services to ensure our clients are adequately supported throughout all stages of their recovery.

**Lived experience:** We pride ourselves on employing staff with lived experience of addiction and imprisonment and clients are continuously involved in service development, review, and improvement







# MESSAGE FROM THE CHAIRPERSON

We are pleased to present the 49th Glebe House annual report for the 2022-2023 financial year.

This report highlights the role which Glebe House plays in addressing the major problem of addictions in our society and in helping clients combat this disease to achieve good, healthy, useful sober lives.

I wholeheartedly recommend this report to you as it provides the in depth information and statistics on the successful role that Glebe House has and continues to achieve. Please note the Managing Director's message and the Client statistics evidencing this role.

On behalf of the board and staff we appreciate the opportunity to offer this service and first and foremost we thank our funders the NSW Department of Communities and Justice and the Department of Health who provide the foundation for Glebe House.

Then special thanks must go to David Mcallister and the wonderful staff who manage the day to day operations of Glebe House and we are very fortunate that they can lead by example with several having personally benefited from the Glebe House program.

Clients also have the significant advantage of our Stage 2 outreach program which provides additional sponsorship and fellowship after the initial 12 weeks at Glebe. This reaffirms they

are never alone in dealing with the symptoms of addictions and there are weekly group meetings, regular barbeques – outings for ongoing fellowship.

We are also very thankful and dependant on a large number of others noted in the report and include the Auditors, the auxiliary services, the service networks , AOD and health services, the criminal justice system plus the very important housing services. We are all grateful for the Board who volunteer their time and service during the year to oversee the management, compliance and governance of Glebe House to continue to grow – progress and remain a healthy corporate citizen in our 50th year and beyond.

Thank you

**John Stone**  
Chairman

# MESSAGE FROM THE MANAGING DIRECTOR

Change and progress in any organisation require a firm foundation based on best practices, research, and collaboration.

Over the past year, Glebe House has identified and addressed safety concerns, responded to funding uncertainties, and continued to deliver a strong, fair, and equitable service.

I am pleased to report that it has been another successful year at Glebe House supporting over 82 men throughout the year in both stages.

Support was provided to 31 residents in first stage of the program this year with 76% completing the 12-week program, further supporting 20 men transitioning into and out of stage two with 13 of those continuing to be supported today. In the last year 19% of clients identified as Aboriginal and or Torres Strait Islanders remaining the same from this time last year. A total of 34% were from culturally and linguistically diverse backgrounds.

As we bid farewell to a few team members, their departure has paved the way for fresh ideas and a renewed spirit of collaboration within our team. We wholeheartedly extend our gratitude to the dedicated team at Glebe House for their adaptability and unwavering commitment to supporting our men. It is privilege to work alongside such a dedicated and exceptional group

of individuals. We are delighted to announce that in November 2022, our workforce experienced a significant boost with the addition of highly experienced staff member and former client Shane Knight to our team as an Aboriginal health support worker.

Shane's expertise and unique perspective were an invaluable asset to our team. Unfortunately for us Shane leaves us in 2024 to take up a managing role with NSW Health. We wish him all the very best in his new role.

Special thanks go out to our staff members Jimmy Bell, Leigh Smith and Jimmy Finnane and our on call casual staff each of whom brings lived experience and a fresh perspective to our team, enriching our ability to make a positive impact.

Ensuring health and safety across the organisation, from our Board to clients, is a top priority for Glebe House. We strive to create a safe and effective workplace, mitigating and eliminating potential causes of concern. Over the past year, there were eight recorded incidents, seven of which were COVID-related, and one false fire alarm. These incidents were discussed in weekly team meetings, with detailed reports presented in scheduled Board

meetings. Our commitment to maintaining a safe environment remains unwavering. In the last five years, Glebe House has witnessed a steady increase in the number of First Nations people accessing our services, highlighting the need for us to enhance cultural sensitivity and inclusivity throughout our organisation. It is imperative that we continue to work towards addressing the unique needs of this community.

We have had a 6% increase in men identifying as same sex attracted who have sought our services over the past year. While this is a positive development, it underscores the need to further enhance our inclusive practices. To our Board of directors who continue to volunteer their services to Glebe House. Your dedication, passion and creativity contributed significantly to the operation and sustainability of Glebe House.

Special thanks and gratitude for the long-standing service of Anthony Simons who is retiring from the board, Anthony who has dedicated 16 years of his life as a director from 2007 to 2023, has made a remarkable and lasting impact on Glebe House.

His enduring commitment to the organisation is truly commendable, and his contributions have undoubtedly been instrumental in the organisation's success in advancing the mission and goals of Glebe House, and his service will be remembered with deep appreciation. We wish Anthony all the best in his future endeavours. To the dedicated services that have offered unwavering support to our clients over the past year. Special thanks to our valued partners at

Metro Community Housing for providing vital post-graduation supported accommodation to men in stage 2 your commitment is truly appreciated.

The remarkable work of Glebe House is made possible by the generous support of our funders, and we wish to express our heartfelt gratitude to each of them for their unwavering commitment. In particular, we would like to extend our special thanks to DCJ Corrective Services NSW, DCJ Specialist Homelessness Services SHS and Department of Health and Ageing for their steadfast and invaluable support. Your contributions enable us to make a meaningful difference in the lives of those we serve.

## David Mcallister Manager





# QUALITY ASSURANCE

## AUSTRALIAN SERVICE EXCELLENCE STANDARDS (ASES)



Glebe House proudly holds accreditation under the Australian Service Excellence Standards (ASES) at the certificate level, a recognition valid from October 20, 2021, through October 20, 2024. We remain committed to our journey of continuous improvement, actively seeking opportunities to enhance service excellence and elevate the quality of our offerings. This accreditation underscores our dedication to providing the highest standard of services, and we continue to invest in refining our operations and processes to meet and exceed the expectations of our stakeholders. Glebe House remains steadfast in its pursuit of excellence and unwavering commitment to delivering exceptional services.

## GLEBE HOUSE EVALUATION

This year Glebe House embarked on the first ever evaluation of the impact of our programs through a partnership with Patrick Shepherdson, a researcher with experience designing and evaluating alcohol and other drug recovery, men's healing and behaviour change and community reintegration programs. All men in our residential 'Stage 1' rehabilitation program and our 'Stage 2' outreach support program, and Glebe House staff were invited to participate in the study either via completion of surveys or participation in a face-to-face consultation. The evaluation aims to explore client and staff perspectives on program benefits as well as opportunities to strengthen program outcomes and to learn from their perspective what is most critical to supporting successful recovery and reintegration for men who have experienced harms from alcohol and other drug use. The evaluation will also give consideration to the effectiveness of processes established to support our work. The evaluation, which will be completed by December 2023, was made possible with a grant from the Community Mental Health, Drug and Alcohol Research Network (CMHDARN).

## EXTERNAL CLINICAL SUPERVISION

Over the past year, Glebe House has maintained its commitment to fostering a culture of transition and growth. Our organisation remains dedicated to the principles of strengths-based supervision, empowering our staff to continually enhance the quality of their client-centered work. We recognise that personal wellbeing is integral to effectiveness in the community services sector.

To support this, every team member receives a minimum of one hour of monthly individual face-to-face supervision with Geoff Minards, a specialist in AOD/mental health social work and a practitioner of narrative techniques. This approach ensures that our team remains dedicated to delivering the highest level of care and service to our community.

## STAFF TRAINING IN 2022

- Suicide prevention training
- NADA data base
- Personal wellbeing index (PWI)
- Client information management systems (CIMS)
- Senior first aid
- Policy and procedures reviews
- Cyber security training



Sydney Streets on Glebe Point Road 2022

# SUMMARY OF TREATMENT OUTCOMES

FINANCIAL YEARS Summary of Treatment Outcomes	2019/20	2020/21	2021/22	2022/23
Men in Residence	27	30	31	31
Men in Stage 2	17	24	22	20
Aboriginal and or Torres Strait Islanders	11%	12%	19%	19%
CALD clients	22%	21%	22%	34%
Program Completion	67%	80%	75%	76%
Program Duration 12 weeks = 84 days	64.59	78.96	73.58	77.41
Number of weeks in program average	9	11	10	11
Discharged noncompliance	15%	6%	12%	11%
Self-discharged against advice	18%	14%	13%	13%
Funded Partnership Initiative referrals	47	23	10	12
Funded Partnership Initiative admissions	8	5	8	5
Funded partnership Initiative active or complete	3	4	4	3
Managed relapse with support in stage 2	2	3	3	1
Peer support / relapse prevention attendances	1008	939	1050	1054
Stage 2 Housing support groups attendances	230	235	232	237
Referrals to other external services	83	102	87	96
Employed CIMs	15%	30%	48%	56%
Engaged in Study or training CIMs	2%	10%	7%	4%
Remained abstinent	50%	72%	66%	61%
Reduced severity of distress Kessler K -10	24%	25%	19%	18%
Diagnosed with mental health condition. CIMs	68.50%	67.90%	64.40%	71.60%
Counseling sessions provided	324	360	372	432

# CLIENT STATISTICS

## There were 31 closed treatment episodes during FY 2022-23

From this group

- 76% of clients completed the residential program.
- 20 were supported and housed into stage 2 program
- 13 currently reside in the Stage 2 supported accommodation program.

From the client group who completed the program over the past year:

- 56% are employed
- 4% are currently studying

This report draws its client statistics from reputable and comprehensive sources, including The Network of Alcohol and other Drugs Agencies (NADA), which serves as the leading organisation for the non-government alcohol and other drugs sector in New South Wales (NSW). Additionally, data is sourced from the Client Outcomes Measurement System (COMS), a robust data management system that offers measurement and reporting tools for client outcomes, benefiting both our agency and its funding partners.

Each client enrolled in our program undergoes a personalised case planning process, subject to periodic reviews and adjustments based on an ongoing feedback mechanism. COMS equips us with valuable demographic and program delivery metrics. Moreover, our assessment toolbox includes the Kessler-10 psychological wellbeing assessment tool, along with the World Health Organisation's Quality of Life and Quality of Health measures, providing a holistic view of client progress and outcomes.

Furthermore, the National Minimum Data Set (NMDS) data is seamlessly transmitted to the Department of Health through this system, ensuring adherence to regulatory requirements and transparency in our operations. These rigorous data sources underscore our commitment to evidence-based practices and continuous improvement in serving our clients' needs.

Beyond COMS, our data suite includes the collection of homelessness data through Family and Community Services' (FACS) Validata and CIMS databases. Moreover, we collaborate closely with Corrective Services NSW and Department of Communities and Justice for referrals and program management under the Transitional Supported accommodation, TSA-Statewide service contract, using a dedicated portal system to efficiently manage and report on referrals from custody for men admitted into our program. Glebe House remains committed to data-driven excellence in client care and program effectiveness.



## CLIENT STATISTICS CONT'D

Over the course of the past three years, referrals originating from custody have exhibited a consistent trend of falling below our set targets. This trend has culminated in an 11% admission rate for the current year, signifying a 25% decrease in referrals. In response to this challenge, Glebe House has been dedicated to maintaining a collaborative partnership with key stakeholders, including Leichhardt Community Corrections (LCC) gatekeeper and the Partnerships and Community Engagement Unit (PACE) team. This collaborative effort has been focused on enhancing the visibility of Glebe House within correctional facilities.

To achieve this objective, we have proactively disseminated comprehensive program information, informational pamphlets, and informative videos to the leaders within these correctional facilities. This concerted effort ensures that our services are not only well-recognised but also easily accessible to potential clients within the prison system.

A further 50% of referrals came from other AOD services and 39% self referred. Glebe House remains an inclusive service and has always attracted clients from CALD backgrounds. In the current year, a notable demographic breakdown among our clients reveals that 15% are individuals from culturally diverse backgrounds. Particularly noteworthy is the fact that 19% of those admitted for treatment this year identified as Aboriginal and/or Torres Strait Islander peoples.

Glebe House is acutely aware of the profound impact of inter-generational trauma and colonization experienced by Indigenous community members. Consequently, we adopt a trauma-informed approach that is respectful and supportive when working with Indigenous clients, striving to create an environment that is both culturally sensitive and inclusive. Glebe, the community in which our service is situated on beautiful Gadigal land, is renowned for its cultural diversity and inclusivity, fostering a sense of belonging for our clients, ensuring a culturally sensitive approach for all program participants. To further enhance our cultural competence, we are scheduled to complete a second round of cultural competency training in the upcoming year in collaboration with Reconciliation NSW.

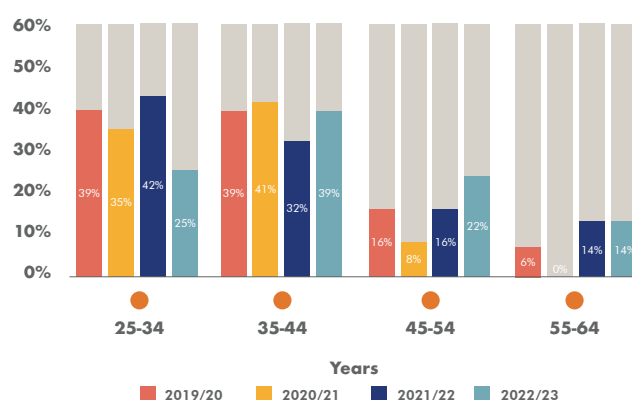
Acknowledging the increasing demand for dedicated Indigenous support, our organisation successfully enlisted

the expertise of Shane Knight, an experienced Aboriginal Health worker. Shane joined our team for a one-year term starting from November 2022. In response to Shane's departure, Rainbow Lodge, an invaluable service, has graciously extended an invitation to our Indigenous clients, providing them with the opportunity to engage in their Strong Aboriginal men's groups. The positive reception of these groups by some of our clients is noteworthy. We extend our gratitude to Rainbow Lodge and their manager, Claude Robinson, for their generous support in filling the void left by Shane's departure.

These efforts not only contribute to the well-being of Indigenous clients but also highlight the significance of collaborative initiatives in providing comprehensive and culturally sensitive support. It's encouraging to see organisations working together to address the unique needs of Indigenous communities. This addition of such workers has become increasingly important as the proportion of Indigenous clients has steadily risen from 6% in 2018/19 to 19% in 2022/23, reflecting our commitment to addressing the evolving needs of our diverse clientele.

The demographic profile of clients presenting to the service over the last 4 years is reflected below

**Table 1: Age profile**



2019/20 – (average age 38.3)    2021/22 – (average age 38.1)  
 2020/21 – (average age 38.7)    2022/23 – (average age 41.9)

This year 25% of the client cohort were aged between 25 – 34 with a further 39% falling in the next age bracket 35 – 44 followed by 22% in the 45 – 54 brackets with the final 14% in the 55 – 64 age brackets.



# CLIENT STATISTICS CONT'D

## Referrals

Table 2 provides an overview of the sources of client referrals to Glebe House, a post-release service primarily targeting men re-entering society from custody. The report discusses challenges in converting referrals into actual admissions and outlines various issues related to referrals from different sources. Here is a summary of the key points:

Glebe House is allocated funding to maintain a capacity of 12 beds for Transitional Supported Accommodation (TSA) throughout the year. However, in the current year, the organisation received a total of 12 referrals from the TSA online portal. Of these referrals, 5 individuals were successfully admitted for treatment, and 3 of them effectively completed the 12-week program. This outcome reflects a noteworthy 60% completion rate among clients who were admitted to the service, underscoring the positive impact of the program.

Glebe House had to reject some referrals from the criminal justice system for various reasons. Referrals from prison were withdrawn due to inmates securing alternative exit arrangements or not meeting eligibility criteria. Some individuals were found to be using drugs, and others failed to arrive for admission. These challenges resulted in vacant TSA beds for a significant period before reallocation.

Awareness of Glebe House among Corrective Services personnel within the prison system remains low. This was confirmed during recent meetings with representatives from Leichhardt Community Corrections gatekeeper and Partnerships and Community Engagement Unit. Glebe House has taken steps to increase visibility and understanding by sharing promotional videos and distributing program information with Custodial unit managers. Challenges such as prison overcrowding and the prevalence of drug use in correctional facilities affect the referral process. Where possible the service is in communication with parole units to facilitate prisoner transfers to Sydney jails, improving the likelihood of post-release treatment.

Glebe House is dedicated to collaborating with the department to promote its services to correctional workers. expected to lead to increased referrals over time.

A significant portion of referrals come from Alcohol and Other Drug (AOD) services, including private hospitals.

Men seeking treatment from the community are placed on a waiting list due to a 30-day abstinence requirement before entry.

Men seeking treatment from the community may undergo treatment at other facilities before transitioning to Glebe House. This coordinated approach enables the development of a comprehensive case management plan.

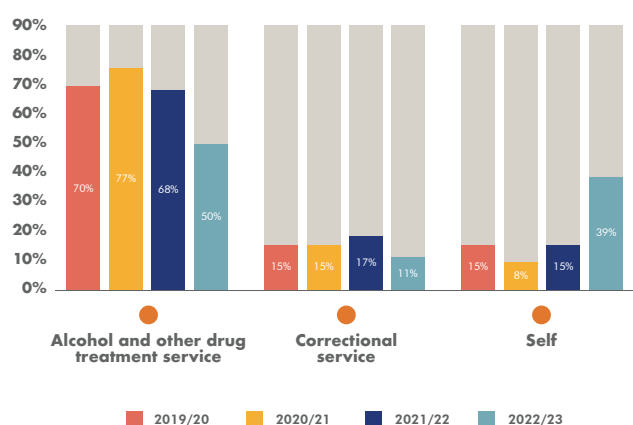
Glebe House accepts self-referrals, and there has been an increase in such referrals compared to the previous year. These self-referrals may be prompted by recommendations from general practitioners or word-of-mouth endorsements from members of 12 step fellowships of Alcoholics or Narcotics Anonymous.

Glebe House is recognised as one of the few affordable, abstinence-based programs available in New South Wales and has earned a respected reputation within the 12-Step fellowships.

Despite challenges, Glebe House is actively addressing issues through various initiatives and collaborations. The agency is committed to improving awareness, refining protocols, and expanding its network of referrals to provide essential post-release services.

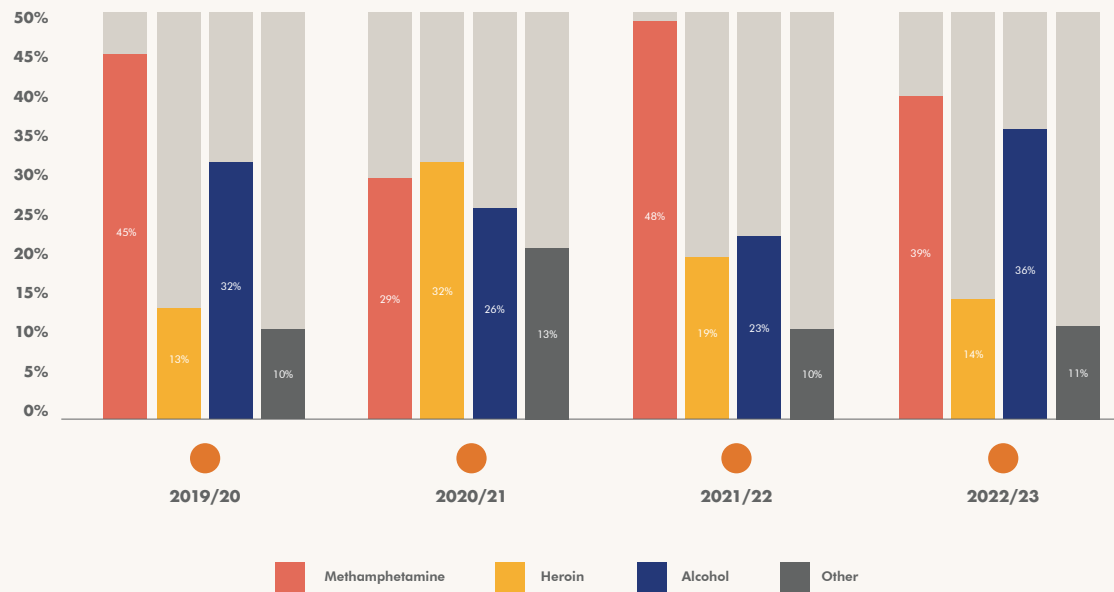
Glebe House acknowledges the challenges it faces in the referral process but remains dedicated to making improvements and expanding its services to meet the needs of those re-entering society from custody. The agency anticipates continued progress and growth in the coming year.

Table 2: Source of referrals



# CLIENT STATISTICS CONT'D

Table 3: Principal drug of concern



# CLIENT STATISTICS CONT'D

## Principle Drug of Concern

Methamphetamine has maintained its position as the most frequently cited “principal drug of concern” among our client population, with a notable 9% reduction from the previous year, as illustrated in Table 3. In contrast, there has been a notable 13% increase in the prevalence of alcohol as the primary substance of concern, compared to the preceding year’s data. It is essential to acknowledge that a substantial portion of our program participants engage in poly-substance use, alongside various compulsive behaviours, including gambling, which are considered secondary addictions.

Remarkably, alcohol has emerged as the primary substance of concern for approximately one-third of our client cohort, with 36% citing it as their “principal drug of concern.” This reflects a significant upswing in comparison to last year’s statistics.

A considerable proportion of program participants continue to grapple with poly-substance use, emphasising the complexity of the cases we encounter.

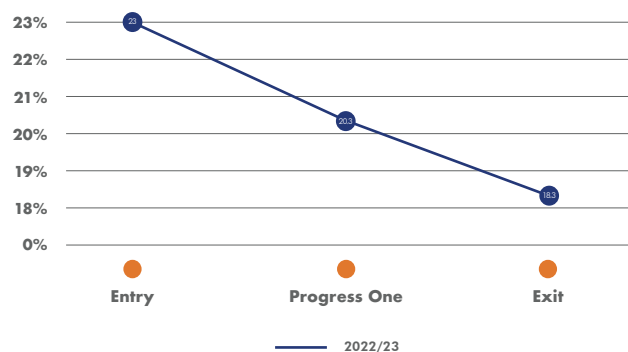
Our data on risky behaviours, “statistics collected from NADA episode analysis report” as reported by our clients, indicates a reduction of needle and drug paraphernalia sharing with 81% never sharing needles Unsafe sexual practices also recording 81% never engaging in unsafe sex Furthermore, less than half of our client population admits to operating machinery or vehicles while under the influence of drugs or alcohol. To address these issues, Glebe House dedicates a segment of its program to psycho-educational groups, with the primary goal of raising awareness regarding the associated risks of Alcohol and Other Drug (AOD) use and providing harm-reduction strategies for our clients to implement in their future endeavours.

In our commitment to holistic health, Glebe House continues to support clients who aspire to quit smoking. We have designated outdoor areas for smoking and provide educational materials to aid in smoking cessation. It is worth noting that some individuals have transitioned from tobacco to vaping, a practice viewed by some as a potentially preferable alternative, though we do not actively promoting it, given the evolving regulatory landscape

requiring a prescription from a general practitioner due to the lack of sufficient evidence regarding its long-term safety.

In our evaluation of program effectiveness through the COMS application, clients self-complete assessments at different treatment stages under staff supervision, including the Kessler K10 for psychological health. This year, aggregated scores revealed noteworthy reductions in stress, anxiety, and depression levels among our clients. The mean K10 score upon program completion was once again lower than the initial admission score this year. We observed a notable 4.7% improvement over the 12-week program, based on data collected at the 3, 6, and 12-week intervals. These results underscore the positive impact of our program in enhancing the psychological well-being of our clients, reaffirming our commitment to their mental health and overall recovery.

Table 4: Kessler K10



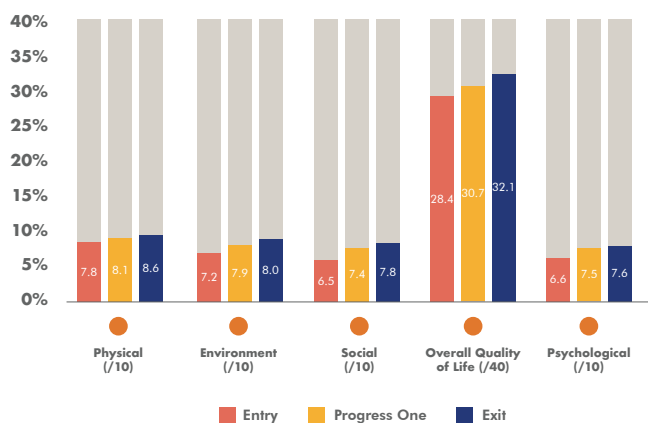
## Quality of Life 2023

The effectiveness of our program is further substantiated by data acquired through the World Health Organisation’s Wellbeing assessment tool, which is routinely administered during the program. When clients were asked to assess their quality of life, the mean scores exhibited a discernible enhancement from program intake to completion, marking a significant transformation over a three-month span. These findings closely align with the positive program completion rates and the attainment of case management objectives. We observed a 3.1% amelioration in clients’

# CLIENT STATISTICS CONT'D

quality of life throughout the 12-week program, as evidenced by data collected at the 3, 6, and 12-week intervals. These results underscore the program's vital role in enhancing the overall well-being and contentment of our clients, reaffirming our unwavering commitment to their comprehensive recovery journey.

**Table 5: Quality of Life 2023**



## Treatment Outcomes

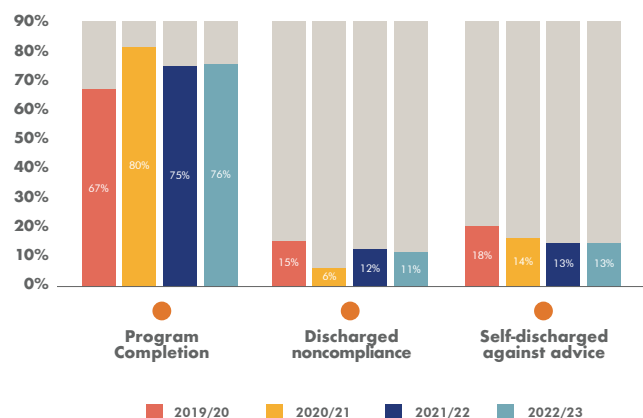
Many men opt to continue their treatment in Stage 2 of the program, where they receive extended wrap-around support for an additional 12 months following the initial residential program.

Program completion rates remained impressively high this year, with 76% of clients successfully completing the 12-week treatment, illustrating the commitment of those who engage with our program. Client retention is a crucial metric for evaluating our program's success and offers insight into potential long-term recovery. The majority of clients who complete the first Stage choose to continue their journey in the outreach program, including those transitioning to Stage 2.

The outreach program is marked by its provision of open-ended treatment and an enduring connection with our service. Its effectiveness is evident through consistently high attendance at the weekly peer support group held

every Tuesday. Up to 25 men participate in the weekly "spaghetti night," relishing a shared meal and the opportunity to network and socialise. This 90-minute group offers a unique platform for men in recovery to exchange experiences and provide mutual support. It epitomises the core values of the Glebe House Family, with clients deeply valuing the connections fostered within this group. Its uninterrupted existence highlights its pivotal role as a vital source of connection and support.

**Table 6: Treatment Outcomes**



## Client Feedback

Central to Glebe House's client-centered approach is active involvement of service users in service provision. Continuous client feedback is integral to our treatment process, ensuring a responsive and adaptive approach to care. As part of our commitment to improvement, all program participants are invited to complete formal feedback surveys as they exit the program, providing valuable insights for refining our services. Furthermore, our Board of Management comprises a diverse panel, including a former Glebe House client and four board members with personal experience in recovery. This multi-perspective governance further strengthens our dedication to client-centered care and continuous enhancement of our programs.



# HEALTH & WELLBEING

## Health and Wellbeing

Glebe House is incredibly grateful for the outstanding contributions of our dedicated practitioners in 2023. Sonia Forato, with her expertise in Pilates and meditation, has been instrumental in promoting physical fitness and mental relaxation among our clients. Kathy Cogill's yoga classes, focused on the flow and balance, have not only improved physical well-being but also fostered a sense of inner peace and mindfulness.

Karin Dovel's Art therapy classes have provided a creative outlet, allowing our clients to express themselves artistically and develop new skills. These teachers have significantly enriched the lives of the men at Glebe House, contributing to their overall health and personal growth. We extend our heartfelt appreciation to them.

Glebe House is deeply committed to the health and well-being of its clients. As part of our harm minimisation efforts, we actively participate in the Take Home Naloxone program, ensuring that Naloxone, a life-saving medication for opioid overdose reversal, is readily available to all of our clients. Equally important is the provision of comprehensive education on its proper use, empowering our clients to respond effectively in critical situations.



## Ethical Masculinity Group

This year, we have sustained our commitment to the Ethical Masculinity group, a program initially created and guided by Geoff Minards in early 2020. We plan to continue running these groups throughout 2024 and are optimistic about securing funding to extend the program beyond this period.



The Ethical Masculinity group centers on promoting educational and health-related aspects, emphasising a therapeutic change model that fosters self-awareness and motivation to implement ethical choices in one's life. The primary focus of these groups remains centered on instilling practical and wholesome behaviors in the present.

# HEALTH & WELLBEING CONT'D

## Life Skills Program

Within the framework of the Living Skills Program, residents participate in a communal cooking initiative, taking turns to prepare dinner for the group. To facilitate this culinary Endeavor, weekly meetings are conducted every Friday, during which residents collaborate and finalise the dinner menus.

An essential aspect of this program is the encouragement for residents to explore and experiment with recipes and ingredients that they may not have encountered before. The recipes chosen for these communal dinners are carefully curated to align with the principles of health and well-being. Every dish is crafted from scratch, promoting a commitment to wholesome cooking practices. Additionally, the planning of these menus is conducted in a manner that respects the financial circumstances of each resident, ensuring that the budget is appropriate for their individual post-Glebe House financial situations.

Recognising that some residents may not have had recent cooking experience and that others may possess limited culinary skills, support is offered to foster their growth and confidence in the kitchen. Residents are equipped with a recipe folder, containing a selection of easy-to-follow recipes as well as those that have proven to be crowd-pleasers in previous dinner gatherings with fellow residents.

## Health Assessments

Glebe Family Medical Centre (GFMC) provide comprehensive medical assessment on admission including referrals to Mental health services as required. Optometrist appointments made are made through, Vision Australia a DCJ funded, NSW Spectacles Program, assisting clients to access subsidised prescription glasses for men dependent upon Centrelink benefits accessible from local Optometrist at Glebe Eyewear.

## Counselling services

Rebecca Eagan provides all clients stage 1 clients with weekly one-hour counselling sessions. Rebecca's empathetic approach creates a safe space for the men to explore and understand their emotions, fostering self-awareness essential for successful relationship management. Her commitment to impartiality ensures a non-judgmental atmosphere, allowing the men to openly address concerns and challenges. With unconditional positive communication, empowering clients to effectively manage stress, facilitating the achievement of peace of mind, providing practical tools for stress management and cultivating diverse perspectives for personal growth.

# THE OUTREACH PROGRAM

## STAGE 2

The Stage 2 Outreach Program is a vital extension of our initial 12-week residential treatment, in alignment with the widely recognised 'throughcare' principles, which are crucial for individuals transitioning from custody. Despite clients being referred to secure, supported accommodation, their vulnerability remains high immediately after residential treatment. As a part of the 'Glebe House Family, these individuals have the assurance of returning whenever they need support, fostering an environment where alumni play key roles as role models and mentors for newcomers.

Glebe House recognises the power of sharing lived experiences, with many clients volunteering as peer leaders and mentors. Ongoing support, referrals, advocacy, and counselling are readily available to outreach clients. The provision of brokerage services assists men in establishing independent living arrangements, while regular food donations from Oz Harvest further bolster the support network.

The heart of the outreach program remains the weekly peer support and relapse prevention groups on Tuesday nights, where former residents engage with current clients, followed by topic meetings. This therapeutic group consistently draws more than 25 participants each week. It is acknowledged that relapse should not be stigmatised as a failure, as the time spent in the Glebe House program has a profoundly positive impact on the lives of clients and their support networks.

Based on consultation and feedback from the second stage cohort regarding relapse, all clients expressed a strong desire for support during relapse. They emphasised their willingness to assist relapsed clients, under the condition that drug use does not occur within their homes for safety reasons and that they follow the directions provided by Glebe House staff. The program has established robust relapse prevention and support systems to assist clients in their journey, including access to 30-day treatment options through collaboration with other service providers, such as William Booth House.

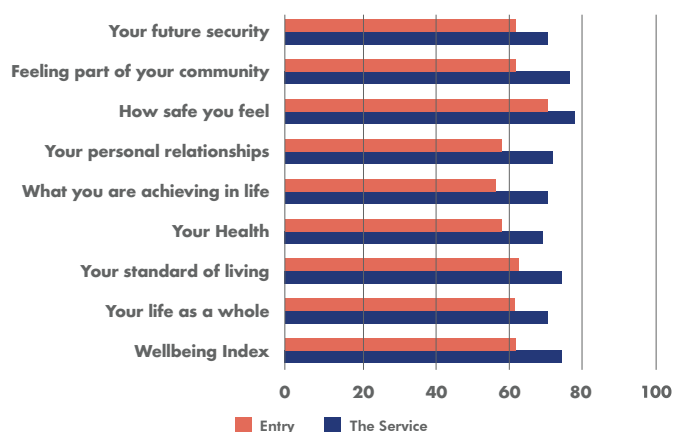
We continue this year, in collaboration with Metro Community Housing, to provide secured stable supported accommodation for men, with the total number of properties currently at four, with nomination rights to house 13 men. Former clients have the opportunity to "give back" by sharing their experiences of living a life free from dependency, serving as role models for those currently in residential treatment. Over the years, a safe space has been cultivated, where men can express their vulnerability and emotions openly.

Stage 2 group BBQs and house meetings occur every fortnight, providing a platform for men to discuss concerns within the outreach community and hold each other accountable on their journey to a life free from addiction.

### SHS 2023 Client satisfaction survey of Stage 2 clients

Prepared by Community Housing industry association NSW (CHIA NSW) July 2023

Table 7. Stage 2 Client satisfaction survey



In the assessment of personal well-being, stage 2 respondents were asked to provide feedback on various aspects of their lives using an 11-point rating scale, collectively constituting the 'Personal Wellbeing Index' (PWI). The overall well-being index, with a score of 72.9, surpasses the benchmark score of 61.1. For context, the 2022 National PWI for households with an annual income below \$30,000 is 66, as reported in The Australian Unity Wellbeing Index (AUWI) for 2022. This data underscores the relatively high level of well-being among the surveyed individuals, reflecting positively on their perceived quality of life and associated variables.

Clients were asked about their level of satisfaction with different aspects of their Stage 2 accommodation.

- 88% were satisfied with their current accommodation overall.
- 73% were satisfied with the safety of their current accommodation.
- 87% were satisfied with the cost of their current accommodation.
- 67% were satisfied with the privacy in their current accommodation.
- 67% were satisfied with the security of their accommodation into the future.

# THE OUTREACH PROGRAM

## STAGE 2 CONT'D

### CLIENT STORIES

#### Bill Z's Story

Growing up with no father, was the main attributing reason for a lot of my trouble throughout my life. The problem was that I didn't have any positive male role models in my life. The only man I looked up to was my uncle who was a violent alcoholic that didn't know Australian culture. He was raised by my mother. My Mother who was abused her whole life by family members, doctors, and most men in power she came into contact with. This was always told and made quite clear to me from a young age. I was told to be the man of the house that had to defend our turf and women.

I never listened to my mother's cries for me not to go down that path. I started smoking weed the first chance I had which was 12 years of age, drinking came naturally after that, but from my first drink I knew I wasn't good with alcohol. Drinking till I lost control. I was drinking to mask the pain I felt about not being good enough and issues with abandonment.

I had been wearing a mask for so long I didn't know who I was anymore. I was a very confused 20-year-old. I grew up in gangs with other impoverished violent teens to landing a job in television where people like me were only reported on not hired to be a full time Studio Operators. I was targeted by the police, and I was under investigation for my crimes committed while intoxicated. And I lost my 10 year career. I had to face the reality of real work and I saw how much it mattered having a record and how it would affect my employment in other productions in the future, or any proper career. This is when I became suicidal and kept isolating and drinking and drugging.

I went to rehab for 28 days however, it was made clear to me by my sponsor and my uncle that I needed further treatment.

**I was by the grace of GOD accepted into Glebe House. This is where my journey of self-discovery began.**

It was so important for my recovery to not be around women. I love them so much, but they are the strongest drug that kept me stuck in not growing or knowing who I was. It was because of the like-minded males in Glebe house both clients and staff that allowed me to grow and to allow me to be comfortable in my own skin.

I am now in stage two of Glebe house I feel like I am part of a brotherhood, a brotherhood that I had lost because of all the isolating I had done, because of the ego I had let get out of control. It's been Glebe house that has introduced me into the fellowship and I feel like I have so many people to reach out to if I am having trouble with life on life's terms.

#### Clint's Story

My earliest memories were feelings of abandonment, loneliness and confusion. My mother was pregnant with me in her late teens to a much older criminal / biker who was put in prison not long after I was born.

My grandfather a hardened war veteran and saw that as an embarrassment and treated my mother and I accordingly. She was constantly searching for a man and would leave me at people's places for the night while she was out, many of whom I didn't know. I learned fear, shame, and guilt very early as I thought it was my fault for being born.

I was a lonely child and used to disappear into myself. This behaviour separated me from other kids and social situations.

Constantly trying just to fit in to this life I started smoking, drinking and eventually drugging around the age of 14 and that's where I finally found a place to be ok. The mask seemed to fit perfectly, outwardly anyway but behind was the same petrified little boy.

Crime became a means to a better life and easy money but along with that came boys' homes and eventually prison. The speed habit and heavy bouts of alcohol eventually got me scheduled to a psychiatric ward in Bankstown hospital with speed psychosis. I saw and experienced things in that place that have haunted me to this day.

Life seemed to settle down for a couple of years as I'd learned to live behind the lies I'd told myself. Deep down I trusted no one and believed in nothing.



I was a functioning alcoholic and compulsive liar; I could rarely speak the truth. I was unemployed, drunk most of the time and was just watching life pass me by with nothing to do and no responsibilities whatsoever I drifted into music which I can say was the closest thing to love that I had ever known. I was to eventually marry. My life started to change for the better and I didn't need to lie anymore. I would continue to drink heavily but felt a calmness with her. I started working and would save money and we eventually bought our first house.

Then came the Parkinson's diagnosis. It hit me hard! so I just buried it as the fear and feelings of loss were swallowing me. As the disease started to progress it was getting harder to hide but I did at all costs as I saw it as a sign of weakness and shame.

I then started to gamble as well as my ever-increasing need / want for alcohol, the alcohol would stop my shakes and ease the pain I was starting to feel. Gambling became a real problem as another fix to try to plug the gaping hole in me that I was never able to fill.

I started lying, borrowing, cheating on my wife and anything else I could do to try and forget. My life was now descending quickly. I would start my day with my Parkinson's medication with a straight double Jack Daniels to get me out of bed. With my marriage over, I blamed everything and everyone else for this. I proceeded to gamble 600k away and eventually everything I had owned.

After a 7-day Detox I moved to Foundation house, My sponsor supported me to apply to Glebe House as it became apparent to me that 28 days was not going to cut it. I remember being greeted by Jimmy Bell the day I arrived at Glebe House who was appointed the job of case managing me (God help him) lol. I instantly felt ok with Jimmy as he just had an easy caring way about him as well as having motorcycles and music in common just made it easier for me. Meeting other clients and staff I noticed and felt an integrity to this program that was said to "love you back to life" and was a "safe place to change" And that's exactly what was delivered by a team of staff that were strong, caring and much needed positive role models approachable and happy to help.

I was taught so much and was able to gain a understanding of the 12 step process and it's guidelines on how to live an honest, productive and calm life, all very apparent and visible in the staff.

**The Glebe House program and its staff have indeed given me a safe place to change and probably saved my life.**

Thank you, much love Glebe House, this was a definite turning point for me I simply couldn't have achieved elsewhere.



# TREASURER'S REPORT

## Treasurer's Report for the Year Ended 30 June 2023

We are very pleased to thank our wonderful funders for the following ongoing enhanced grants received during the financial year.

Department of Corrective Services	\$ 291,863
Family and Community Services	\$ 193,457
Department of Health	\$ 169,101

This funding continues to enable Glebe House to fulfill its mission in providing clients with a sound rehabilitation and stepping stone for better lives in the community.

The funds received are carefully managed in accordance with prescribed budgets in the best interests of our funders and clients.

Glebe House remains in a sound financial position to meet the significant demand and need for help from a growing client base.

We thank our very committed staff, management and Board for their dedication and invaluable support for Glebe House and its clients.

*Anthony Simons*

9/25/2023

Anthony Simons  
Treasurer.  
Glebe House Incorporated

# FINANCIAL REPORTS

## COMMITTEE'S REPORT

### COMMITTEE'S REPORT

Your committee members submit the financial report of Glebe House Incorporated for the financial year ended 30 June 2023.

#### Committee Members

The names of committee members throughout the year and at the date of this report are:

Mr John Stone	Chairperson
Mr David Mcallister	Managing Director
Mr Anthony Simons	Treasurer
Ms Philomena Wing	
Mr James Beattie	
Ms Sonia Forato	

#### Principal Activity

The principal activity of the association during the year was assisting male persons with drug and alcohol addiction with rehabilitation and reintegration.


#### Significant Changes

No significant change in the nature of these activities occurred during the year.

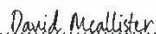
#### Operating Result

The deficit from activities for the year ended 30 June 2023 was \$219 with total accumulated funds being \$116,643 at 30 June 2023. The organisation, being a non-profit organisation, does not pay income tax.

Signed in accordance with a resolution of the Members of the Committee.



Chairperson .....  
John Stone



Committee Member .....  
David Mcallister

Dated 9/15/2023

# FINANCIAL REPORTS

## COMMITTEE'S REPORT CONT'D

### STATEMENT BY MEMBERS OF THE COMMITTEE

In the opinion of the committee the financial report attached:

1. Presents a true and fair view of the financial position of Glebe House Inc. as at 30 June 2023 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that Glebe House Inc. will be able to pay its debts as and when they fall due.

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

Chairperson .....  
John Stone

Committee Member .....  
David Mcallister  
David Mcallister

Dated 9/15/2023



Glebe House Incorporated  
ABN: 70 001 327 626

CONSOLIDATED BALANCE SHEET  
AS AT 30 JUNE 2023

	2023	2022
<b>CURRENT ASSETS</b>	\$	\$
Cash at Bank - Cheque Account	11,649	12,903
Cash at Bank - Online Saver	58,505	37,176
Cash at Bank - Term Deposit 1510	0	114,728
Cash at Bank - Term Deposit 5707	156,481	100,397
Cash at Bank - CBA 3571	335	3,763
Petty Cash	500	355
Trade Debtors	0	0
	<b>227,470</b>	<b>269,322</b>
<b>NON CURRENT ASSETS</b>		
Motor Vehicle at cost	31,387	31,387
Less: Accumulated Depreciation	-30,079	-26,156
Office & Household Equipment	48,558	48,558
Less: Accumulated Depreciation	-40,413	-36,942
Total Equipment	<b>9,453</b>	<b>16,847</b>
<b>TOTAL ASSETS</b>	<b>236,923</b>	<b>286,169</b>
Less:		
<b>CURRENT LIABILITIES</b>		
Trade Creditors & Accruals	29,020	37,565
Other Liabilities	0	0
Provision for Annual Leave	38,472	62,320
	<b>67,492</b>	<b>99,885</b>
<b>NON CURRENT LIABILITY</b>		
Provision for Redundancy	19,967	25,049
Provision for Long Service Leave	32,821	44,811
<b>TOTAL LIABILITIES</b>	<b>120,280</b>	<b>169,745</b>
<b>NET ASSETS</b>	<b>116,643</b>	<b>116,424</b>
Comprising:		
Accumulated Funds Prior Year	116,424	117,544
Surplus/(Deficit) for Year	219	-1,120
<b>TOTAL ACCUMULATED FUNDS</b>	<b>116,643</b>	<b>116,424</b>

# FINANCIAL REPORTS

## COMMITTEE'S REPORT CONT'D

### TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

#### Statement of Significant Accounting Policies

This financial report is a special purpose financial report that has been prepared to satisfy the reporting requirements of the Association Incorporation Act 1984. The committee has determined that Glebe House Inc. is not a reporting entity.

The financial report covers Glebe House Inc. as an individual entity. Glebe House Inc. is an association incorporated in New South Wales under the Association Incorporation Act 1984.

This financial report has been prepared in accordance with the requirements of the Associations Incorporation Act of New South Wales and applicable Australian Accounting Standards.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or current valuations of non-current assets and liabilities. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated:

#### Income Tax

The Association, being a non-profit organisation, has income tax exemption.

#### Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Provision for long service leave is provided from the time of employment although in most circumstances it is not payable until after ten years of service.

Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount.

#### Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of an item of the expense. Receivables and payables in these financial reports are shown inclusive of GST.

**Glebe House Incorporated**  
**ABN: 70 001 327 626**

**CONSOLIDATED PROFIT AND LOSS STATEMENT**  
**AS AT 30 JUNE 2023**

	<b>2023</b>	<b>2022</b>
<b>REVENUE</b>	\$	\$
Grant- Dept of Family & Community Services	193,457	185,000
Grant- NSW Corrective Services	291,863	330,446
Grant- Department of Health	169,101	166,766
CMHDARN Grant	18,000	0
Dept Communities Justice SSTF	0	16,681
Homelessness NSW	0	14,545
NADA Training Grant	0	674
Donation Received	0	535
Interest Received	1,646	1,159
Rent Received	73,020	58,913
Miscellaneous Income	0	0
Cash Boost Stimulus	0	0
<b>TOTAL REVENUE</b>	<b>747,087</b>	<b>774,719</b>
<b>EXPENSES</b>		
Accounting & Audit Fees	17,778	17,975
Consultants	1,450	3,595
Food & Housekeeping	35,213	39,115
Household Items & Equipment	1,627	1,913
Insurance- General	5,397	4,392
Labour-Wages & Salaries	513,749	526,533
Labour- On Costs	30,648	45,549
Family & Outreach Support	20,227	19,480
Motor Vehicle Expenses	4,953	4,299
Depreciation Hyundai Van	7,394	3,923
Office & Computer Expenses	12,204	10,637
Rent	21,000	21,000
Repairs & Maintenance	1,734	2,300
Residents' Activities, Resources, Aids, etc	32,177	31,164
Telephone & Internet	2,018	1,888
Brokerage / Client Support	464	145
Employment Expenses	2,909	2,500
Training & Clinical Supervision	10,758	5,798
Utilities	7,168	7,177
SSTF Funding expenses	0	16,186
CMHDARN Contract Expenses	18,000	0
ASES (Homelessness funding) exp	0	9,596
NADA Training Grant expenses	0	673
<b>TOTAL EXPENSES</b>	<b>746,868</b>	<b>775,838</b>
<b>SURPLUS/(DEFICIT)</b>	<b>219</b>	<b>-1,119</b>
<b>ACCUMULATED FUNDS AT BEGINNING OF YEAR</b>	<b>116,424</b>	<b>117,543</b>
<b>TOTAL ACCUMULATED FUNDS AT THE END OF YEAR</b>	<b>116,643</b>	<b>116,424</b>

# FINANCIAL REPORTS

## COMMITTEE'S REPORT CONT'D

Glebe House Incorporated  
ABN: 70 001 327 626

### CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
<b>CASH FLOWS FROM:</b>		
Net Income	219.00	-1,119.00
Movement in Current Assets	-41,852.00	-22,574.00
Movement in Non Current Assets	0.00	0.00
Movement in Other Current Liabilities	-219.00	1,119.00
Net Surplus/ <Decrease> in Cash Held	<u>-41,852.00</u>	<u>-22,574.00</u>
Funds at Bank at the beginning of the Financial Year	269,322.00	291,896.00
Funds at Bank at the end of the Financial Year	<u><b>227,470.00</b></u>	<u><b>269,322.00</b></u>



# AUDITOR'S REPORT



## AUDITOR'S INDEPENDENCE DECLARATION

UNDER AUSTRALIAN CHARITIES AND NOT FOR PROFITS COMMISSION ACT 2012  
SECTION 60-40 TO THE COMMITTEE OF  
TO THE MANAGEMENT OF GLEBE HOUSE INCORPORATED

I declare that to the best of my knowledge and belief, during the year ended 30 June 2023 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

MITCHELL & PARTNERS  
 CHARTERED ACCOUNTANTS

Glenn Merchant CA  
 Partner

Signed this 26th day of September, 2023.

# AUDITOR'S REPORT CONT'D



**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF  
GLEBE HOUSE INCORPORATED  
A.B.N. 70 001 327 626**

## **Report on the Financial Statements**

### **Opinion**

We have audited the financial report of Glebe House Incorporated (the entity), which comprises the consolidated balance sheet as at 30 June 2023, consolidated profit and loss statement for the year ended 30 June, 2023 and consolidated statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

In our opinion, the accompanying financial report of Glebe House Incorporated is in accordance with the Association Incorporations Act 2009, including:

- giving a true and fair view of the entity's financial position as at 30 June 2023, and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards.

### **Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the association in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board *APES 110: Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the committee members of Glebe House Incorporated, would be in the same terms if given to the committee members as at the time of this auditors' report.

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

### **Information Other than the Financial Report and Auditors' Report Thereon**

The committee members are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2023, but does not include the financial report and our auditors' report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF  
GLEBE HOUSE INCORPORATED  
A.B.N. 70 001 327 626**

***Responsibility of the Committee for the Financial Report***

The committee members of Glebe House Incorporated are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and for such internal control as the committee members determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing Glebe House Incorporated's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee members either intend to liquidate the association or to liquidate the entity or to cease operations, or have no realistic alternatives but to do so.

***Auditors' Responsibility for the Audit of the Financial Report***

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Accounting Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee members.
- Conclude on the appropriateness of the committee member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the entity to cease to continue as a going concern.



# AUDITOR'S REPORT CONT'D



**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF  
GLEBE HOUSE INCORPORATED  
A.B.N. 70 001 327 626**

We communicate with the committee members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**MITCHELL & PARTNERS**  
Chartered Accountants

**Glenn Merchant CA**  
Partner

Dated this 26th day of September, 2023

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**GLEBE HOUSE INCORPORATED**

**AUDITORS' STATEMENT**

I, Glenn Merchant, being an auditor qualified in terms of Section 5.2.2 of the Agreement between the Commissioner of Corrective Services and GLEBE HOUSE INCORPORATED hereby certify that I have examined the books and financial records of

GLEBE HOUSE INCORPORATED

in accordance with Australian Auditing Standards.

In my opinion, the financial statements present fairly the financial position of the Organisation and the result of its operations for the year ended 30 June 2023 in accordance with the Australian Accounting Standards and the requirements of the Commissioner. In addition, I have inspected funding agreements for the Organisation and have ascertained that the funding has been expended for the purpose for which it was given.

Dated this 26th day of September, 2023

**GLENN MERCHANT CA**  
Registered Company Auditor – (Reg. No. 154653)

# AUDITOR'S REPORT CONT'D



## GLEBE HOUSE INCORPORATED

### AUDITORS' STATEMENT

I, Glenn Merchant, being a registered company auditor hereby certify that I have examined the books and financial records of GLEBE HOUSE INCORPORATED and in particular the funding arrangement between Glebe House Incorporated and the Department of Health in accordance with Australian Auditing Standards.

In my opinion, the financial statements present fairly the financial position of the Organisation and the result of its operations regarding the funding arrangement for the year ended 30 June 2023, in accordance with the Australian Accounting Standards.

Dated this 26th day of September, 2023

**GLENN MERCHANT CA**  
Registered Company Auditor (Reg. No. 154653)

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**GLEBE HOUSE INCORPORATED**

**AUDITORS' STATEMENT**

I, Glenn Merchant, being a registered company auditor hereby certify that I have examined the books and financial records of GLEBE HOUSE INCORPORATED and in particular the funding arrangement between Glebe House Incorporated and the NSW Family and Community Services in accordance with Australian Auditing Standards.

In my opinion, the attached financial statements present fairly the financial position of the Organisation and the result of its operations regarding the funding arrangement for the year ended 30 June 2023 in accordance with the Australian Accounting Standards.

Dated this 26th day of September, 2023

**GLENN MERCHANT CA**  
Registered Company Auditor (Reg. No. 154653)

# Service Networks

## DETOX UNITS

- Wards 65 Stabilisation unit  
Concord Hospital
- Herbert St Clinic, Royal  
North Shore Hospital
- Gorman Unit, St. Vincent's  
Hospital
- William Booth House
- Nepean Hospital
- Corella Lodge

## HEALTH SERVICES

- Glebe Family Medical  
Centre
- Camperdown Community  
Health
- Cleveland Centre  
Counselling Services
- Rebecca Eagan Heartfelt  
Counselling
- RPA Imaging and Allied  
Health Services
- Redfern Community Health  
Centre
- SAMSN

## AOD SERVICES

- William Booth House  
Recovery Services
- Foundation House
- The Glen Centre
- Guthrie House
- Rainbow Lodge
- Bourke Street Project
- We Help Ourselves
- South Pacific Private
- Wesley Private Hospital
- Northside Private Hospital

## CRIMINAL JUSTICE SERVICES

- Leichhardt Community  
Corrections
- Correctional Centres  
throughout NSW
- Community Restorative  
Centre
- Justice Health Connections
- Justice Connect legal  
services
- Prisoners Aid

## HOUSING SERVICES

- Metro Community Housing
- Housing NSW
- Wesley Housing
- St. George Community Housing

## MEMBERSHIPS

- The Network of Alcohol and other Drugs Agencies (NADA)
- Reconciliation NSW

## AUXILIARY SERVICES

- City of Sydney  
- Glebe Town Hall
- Sonia Forato Pilates & Meditation
- Kathy Cogill Flow to Yoga
- Karen Dovel Art Therapy
- Victoria Park Gym
- State Debt, WDO
- Tim Caplin Legal
- Oz Harvest
- Tafe NSW
- Centrelink

## Ways to Support Glebe House

**Make a Donation:** Your contributions play a crucial role in our mission. Every donation helps us make a difference.

**Leave a Bequest:** Consider leaving a lasting legacy by including Glebe House in your will. Your bequest can help us continue our work for years to come.

**Support an Event or Fundraising Activity:** When considering a charity for events like 'Dry July,' 'R U OK? Day,' 'City to Surf,' or any other fundraising occasion, please consider nominating Glebe House as your charity of choice. Your support can positively impact our programs and initiatives.

**Become a Corporate Partner:** If your business is in search of a meaningful and impactful partnership, or if you are passionate about supporting men on their journey towards transformative change, please reach out to us. We welcome opportunities to collaborate with businesses that share our commitment to making a difference.

Visit our website at [www.glebehouse.com.au](http://www.glebehouse.com.au) for more information about our organisation and how you can get involved.

For inquiries, don't hesitate to contact our Managing Director at 02 9566 4630.

Your support can be a catalyst for positive change.





**A safe place for change**

**GLEBE HOUSE**

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