

# 50<sup>TH</sup> ANNIVERSARY GLEBE HOUSE

**A safe place for change  
for over 50 years**



**ANNUAL REPORT 2024**

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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 31 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 clean and sober.

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 50th Glebe House annual report for the 2023-2024 financial year.

On behalf of the board of directors and everyone at Glebe House, I am very pleased to present the Annual Report for the year ended 30 June 2024.

This year marks a significant milestone of 50 years of dedicated service to our many clients and community.

The report highlights the role of Glebe House in addressing the problems of addiction issues in our community and our ongoing commitment to supporting clients in achieving healthy, productive, and sober lives.

Please note the Managing Director's message and the client statistics in the report, which reflect the ongoing success and impact of our programs.

Our mission depends on the generous support of our partners and stakeholders and we are forever grateful to: -

The NSW Department of Communities and Justice and the Department of Health for their vital funding.

David McAllister, our Managing Director, and our dedicated staff who lead by example for the day-to-day management of our operations.

Our Stage 2 outreach program, which offers additional fellowship and support to our clients.

The auxiliary services, service networks, AOD and health services, and the criminal justice system, all of which play an essential role in our clients' rehabilitation and reintegration.

Our auditors Mitchell & Partners who ensure our professional conduct and compliance with financial policies – standards.

Finally we are thankful to our board of directors who volunteer their time and to all at Glebe House for their commitment to our mission which has achieved 50 years and an outlook for many more years of healthy and positive outcomes for our clients and community.

Thank you

**John Stone**  
Chairman

## MESSAGE FROM THE MANAGING DIRECTOR

I am delighted to share with you an important milestone for Glebe House as we mark our 50th year of providing a safe place for change and hope.

For half a century, Glebe House has been a beacon of support, helping men transition to healthier and more fulfilling lives. It is a testament to our unwavering commitment, strong programs, and dedicated practices that have empowered countless men to achieve meaningful outcomes on their journey to recovery.

At the core of Glebe House's success is our commitment to delivering a strong program rooted in evidence-based practices. We have developed a comprehensive approach that supports men at every stage of their journey, focusing on holistic recovery and personal growth. Our programs are designed to address a wide range of needs, from mental health and addiction recovery to life skills and employment readiness. This approach ensures that each individual receives tailored support that empowers them to build a sustainable and positive future.

Our recent re-accreditation stands as a testament to the strength and effectiveness of our programs. This accomplishment not only reaffirms our dedication to maintaining the highest standards of care but also highlights the quality of our practices and the positive outcomes we achieve. It is through this commitment to excellence that

we continue to provide a safe place for change, helping men rediscover their potential and navigate their path to recovery.

This 50-year journey would not have been possible without the steadfast support of many individuals and organisations. First and foremost, I would like to extend my deepest gratitude to our Board of Directors, whose vision, leadership, and guidance have been instrumental in shaping Glebe House into the organisation it is today. Their dedication and unwavering commitment have allowed us to adapt, grow, and thrive over the years.

Our work is also made possible through the generous support of our funders, the Department of Communities and Justice (DCJ) and the Commonwealth Department of Health (DOH). Their funding and trust in our vision have been invaluable in enabling us to provide high-quality programs and services to the men in our care. We are deeply grateful for their partnership and ongoing support.

A special thank you is also extended to our incredible staff, whose passion, dedication, and professionalism are at the heart of everything we do. It is their tireless effort and compassion that create

the safe, supportive environment that is essential for the recovery journey. They are the backbone of Glebe House, and their work continues to inspire hope and foster positive change every day.

I would also like to acknowledge and thank our partners at Metro Community Housing. Their collaboration and assistance in providing affordable and supported housing have been crucial in ensuring that the men we support have access to stable accommodation, which is a vital component of the recovery process. Their commitment to working alongside us has greatly enhanced our ability to support men on their journey toward independence and empowerment.

As we celebrate this milestone year, we are more committed than ever to our vision of providing a safe place for change. We recognise that the road to recovery is not always easy, but with the right support, guidance, and opportunities, transformation is possible. Glebe House remains dedicated to helping men transition from a place of hope and desire to achieving strong, sustainable outcomes.

Moving forward, we will continue to strengthen our programs, expand our partnerships, and advocate for the needs of the men we support. Our vision is to create even more opportunities for growth, healing, and empowerment, ensuring that every individual who walks through our doors has the support they need to build a brighter future.

As we commemorate 50 years of service, we are reminded of the countless lives that have been touched by Glebe House and the impact we have made in our community. This milestone is a celebration of resilience, hope, and the power of change. It is also a moment to reflect on the incredible work that lies ahead, as we continue to support men on their recovery journey and transformation.

## **David Mcallister** Manager



# QUALITY ASSURANCE

## AUSTRALIAN SERVICE EXCELLENCE STANDARDS (ASES)



Glebe House is proud to be accredited under the Australian Service Excellence Standards (ASES) at the certificate level 9, from October 2024 to October 2027. We are dedicated to a path of continuous quality improvement, consistently seeking ways to enhance our service quality and offerings. This accreditation reflects our commitment to delivering the highest standards of service, and we are actively investing in refining our operations and processes to not only meet but exceed the expectations of our stakeholders. Glebe House remains unwavering in its pursuit of excellence and in our mission to provide exceptional services.

## GLEBE HOUSE EVALUATION

Last 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. The evaluation of Glebe House's residential alcohol and drug recovery program highlights positive impacts for clients, with 76% completing the Stage 1 program. Key outcomes include improved communication about feelings, healthier relationships, better management of triggers, increased confidence in budgeting and accommodation, and a rise in future goal setting. Beneficial aspects identified by clients include connections with peers and staff, weekly counselling sessions, wellness groups, and structured routines. Areas for improvement include enhancing the intake process, offering more communication skills training, and better involvement in nightly activities. Stage 2 clients similarly reported benefits from connections with peers and staff, improved independent living skills, and enhanced relationships. They expressed a need for dedicated outreach support worker to assist in relapse prevention, assist with job seeking, and navigate challenges in shared housing.

Suggestions for enhancing client outcomes include increased proactive casework support, dedicated workers for job readiness, and access to funding for ongoing counselling. Staff also recommended changes to policies and procedures to improve efficiency and client outcomes.

*The evaluation was completed in December 2023 and was made possible with a grant from the NADA Community Mental Health, Drug and Alcohol Research Network (CMHDARN).*

## 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 2024

- Culturally Responsive Trauma Informed Practice
- Suicide prevention
- Overdose awareness
- St Johns defibrillator
- Senior first aid
- NADA data base
- Personal wellbeing index (PWI)
- Client information management systems (CIMS)
- Policy and procedures reviews
- Cyber security

# SUMMARY OF TREATMENT OUTCOMES

FINANCIAL YEARS Summary of Treatment Outcomes	2019/20	2020/21	2021/22	2022/23	2023/24
Men in Residence	27	30	31	31	32
Men in Stage 2	17	24	22	20	20
Aboriginal and or Torres Strait Islanders	11%	12%	19%	19%	21%
CALD clients	22%	21%	22%	34%	10%
Program Completion	67%	80%	75%	76%	81%
Program Duration 12 weeks = 84 days	64.59	78.96	73.58	77.41	78
Number of weeks in program average	9	11	10	11	11
Discharged noncompliance	15%	6%	12%	11%	6%
Self-discharged against advice	18%	14%	13%	13%	13%
Funded Partnership Initiative referrals	47	23	10	12	6
Funded Partnership Initiative admissions	8	5	8	5	3
Funded partnership Initiative active or complete	3	4	4	3	2
Managed relapse with support in stage 2	2	3	3	1	4
Peer support / relapse prevention attendances	1008	939	1050	1054	1019
Stage 2 Housing support groups attendances	230	235	232	237	201
Referrals to other external services	83	102	87	96	90
Employed CIMs	15%	30%	48%	56%	43%
Engaged in Study or training CIMs	2%	10%	7%	4%	4%
Remained abstinent	50%	72%	66%	61%	64%
Reduced severity of distress Kessler K -10	24%	25%	19%	18%	19%
Diagnosed with mental health condition. CIMs	68.50%	67.90%	64.40%	71.60%	67.20%
Counseling sessions provided	324	360	372	432	336

# CLIENT STATISTICS

## There were 32 closed treatment episodes during FY 2023-24

From this group

- 81% 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:

- 43% 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 (DoHA) 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 Department of Communities and Justice (DCJ) Validata and Client Information Management Systems (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 (PACs) 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 past five years, referrals from custody have consistently fallen below our established targets. This trend has resulted in just 6 referrals for the current year, with 4 admissions, and only 2 clients completing the 12-week program. In response to this challenge, Glebe House is working together with key stakeholders, including the Leichhardt Community Corrections (LCC) gatekeeper and the Partnerships and Community Engagement Unit (PACE) team. This collaborative effort aims to enhance Glebe House’s visibility within correctional facilities.

With visits to the prison systems pending to address the declining referral rates, we continue to circulate comprehensive program information, pamphlets, and videos to team leaders within these facilities. This concerted effort ensures our services are well-recognised and easily accessible to potential clients within the prison systems.

A further 50% of referrals came from other AOD services and 38% 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 10% are individuals from culturally diverse backgrounds, particularly noteworthy is the fact that 21% of those admitted for treatment this year identified as Aboriginal and/or Torres Strait Islander peoples.

Glebe House is dedicated to providing an inclusive residential recovery program for men experiencing alcohol and other drug-related harm. Notably, our Aboriginal and Torres Strait Islander client base has grown from 6% in 2019 to 21% in 2024. In response to this increase, we have prioritised the development of a culturally safe and trauma-informed service that aligns with the unique cultural and social determinants of health for our First Nations clients.

To enhance our service, all staff members have completed Cultural Competency training with Reconciliation NSW, equipping them with essential skills to support our Aboriginal clients effectively. Additionally, we have installed a plaque at our premises to acknowledge the Traditional Owners, fostering a sense of recognition and respect.

Our commitment extends beyond training; we actively collaborate with Aboriginal service providers and community networks to improve outcomes for our First

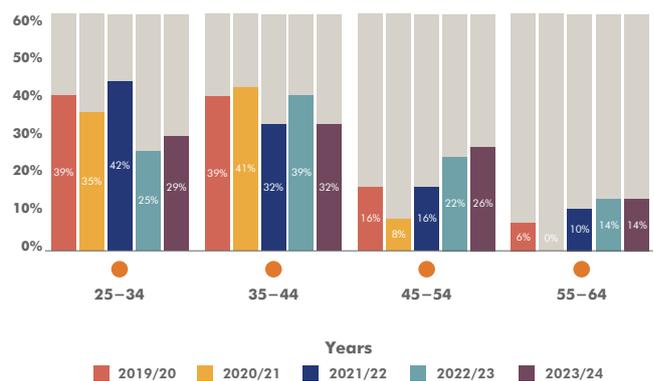
Nations clients. We understand that many of our clients face complex issues, including histories of incarceration and homelessness, often compounded by the cumulative effects of trauma and systemic racism. Our program is designed to facilitate access to primary and mental health support, thereby promoting social and emotional wellbeing.

As outlined in our 2024-27 Strategic Plan, we recognise the necessity of recruiting an experienced Aboriginal caseworker to ensure cultural safety and connection. We are also committed to strengthening pathways for our Aboriginal clients to connect with cultural identity and community. While we aim to engage this caseworker, we remain mindful of their wellbeing, ensuring they are supported in their role to prevent vicarious trauma.

Glebe House is committed to continuous reflection and adaptation, ensuring that our services are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander clients.

The demographic profile of clients presenting to the service over the last 5 years is reflected below

**Table 1: Age profile**



2019/20 – (average age 38.3)    2022/23 – (average age 41.9)  
 2020/21 – (average age 38.7)    2023/24 – (average age 41.9)  
 2021/22 – (average age 38.1)

This year 29% of the client cohort were aged between 25–34 with a further 31% falling in the next age bracket 35–44 followed by 26% 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 6 referrals from the TSA online portal down 50% from the previous year. Of these referrals, 3 individuals were successfully admitted for treatment, and 2 of them effectively completed the 12-week program. This outcome reflects a 66.6% completion rate among clients who were admitted to the service, underscoring the positive impact of the program.

Glebe House has faced challenges in accepting referrals from the criminal justice system, particularly from prison settings. Some referrals were withdrawn due to inmates securing alternative exit arrangements or not meeting eligibility criteria, while others failed to arrive for admission after acceptance. This resulted in a significant number of vacant Transitional Support Accommodation (TSA) beds.

There are communication challenges among Corrective Services personnel regarding Glebe House's services, confirmed during recent discussions with the Partnerships and Community Engagement Unit. The meeting emphasised the need for clarity on custodial criteria, such as the requirement for 30 days of sobriety and flexibility regarding pharmacotherapy. To address this, regular meetings with portal representatives will be established to discuss performance and enhance communication.

Glebe House is actively working to increase its visibility by sharing promotional videos and distributing program information to Custodial unit managers. Additionally, the service is coordinating with parole units to facilitate prisoner transfers to Sydney jails, thereby improving post-release treatment opportunities. Glebe House is committed to collaborating with the department to promote its services, which is 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.

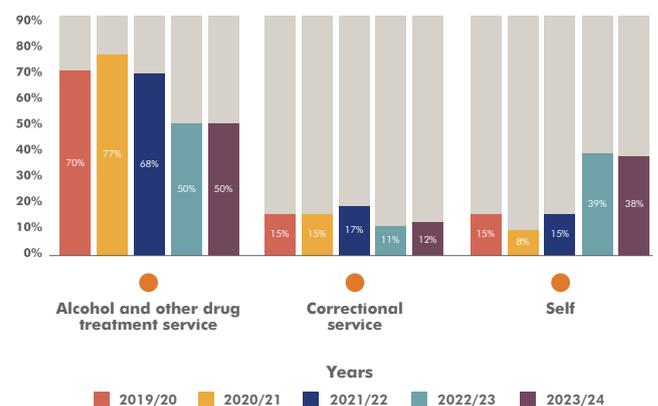
Men seeking treatment from the community may undergo treatment at other facilities before transitioning to Glebe House. This coordinated approach enables the development of a comprehensive case management plan.

Glebe House accepts self-referrals, that has seen stability 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. Glebe house is committed to improving awareness, refining protocols, and expanding its network of referrals to provide essential post-release services.

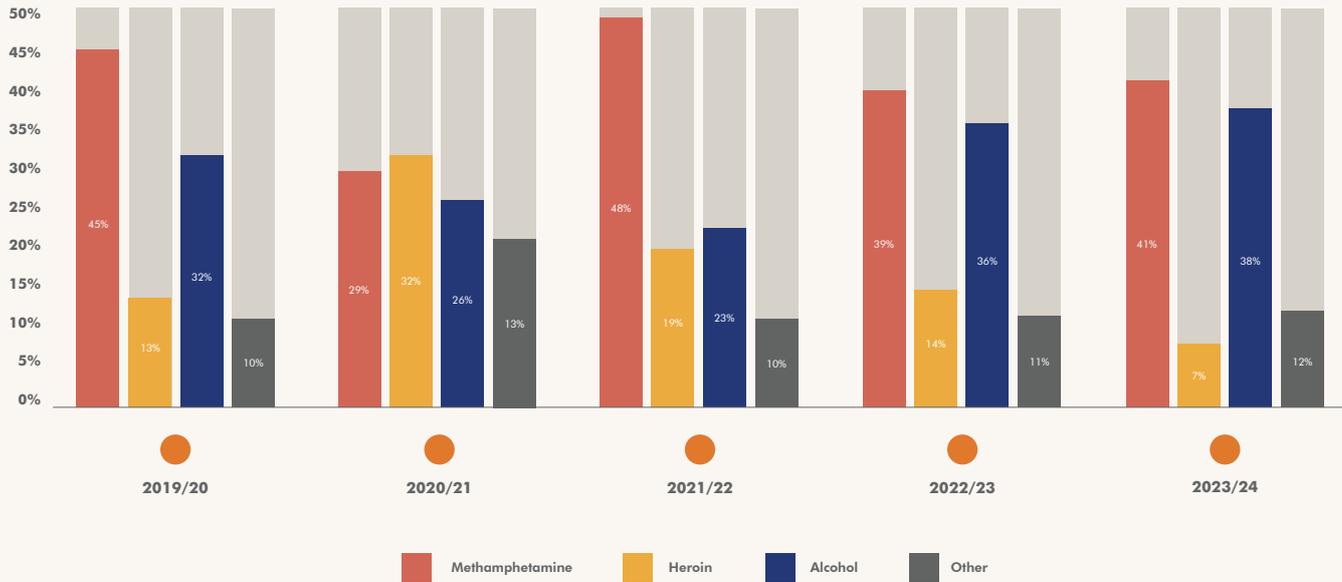
Glebe House acknowledges the challenges it faces in the referral process but remains dedicated to making improvements and expanding its services to meet the needs of those re-entering society from custody. We anticipate continued progress and growth in the coming year.

**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 “principle drug of concern” among our client population, with a 2% increase from the previous year, as illustrated in Table 3. In contrast, there has been a slight 2% 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 38% citing it as their “principle drug of concern.”

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

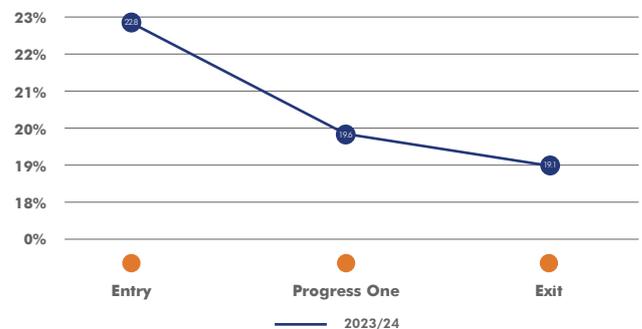
Our data on risky behaviours, “statistics collected from NADA episode analysis report” as reported by our clients, indicates a reduction of needle and drug paraphernalia sharing with 83% never sharing needles. Unsafe sexual practices also recording 83% never engaging in unsafe sex. Furthermore, less 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. Some individuals have transitioned from tobacco to vaping, often seen as a preferable alternative. While we do not endorse specific methods, we provide guidance for those seeking to overcome dependencies. It’s crucial to recognise the evolving regulatory landscape, which now requires a prescription from a general practitioner

due to concerns about the long-term safety and efficacy of vaping products.

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 17.6% 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

The effectiveness of our program is underscored by data obtained from the World Health Organisation’s Wellbeing assessment tool, administered routinely throughout the program. Clients reported significant improvements in their quality of life from intake to completion, highlighting a transformative experience over the three-month period.

Key findings include:

- Mean Improvement: A 3.1% increase in clients’ overall quality of life was noted during the 12-week program.
- Assessment Intervals: Data was collected at 3, 6, and 12 weeks, demonstrating consistent enhancements in well-being.
- Correlation with Completion Rates: These improvements align with high program completion rates and the successful attainment of case management objectives.

# CLIENT STATISTICS CONT'D

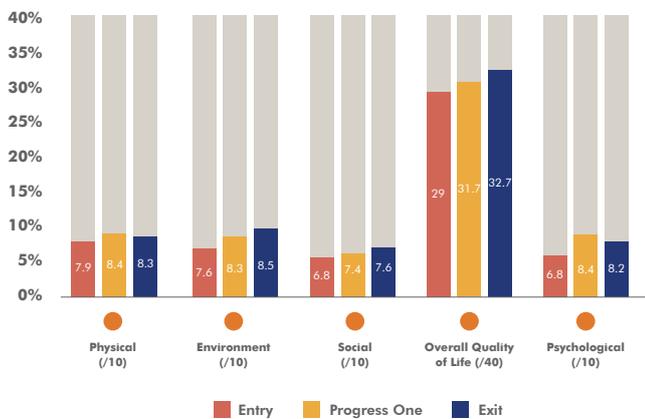
The data for 2024 reveals continued progress in clients' quality of life:

- Physical Health: Increased from 7.9 at entry to 8.3 at exit.
- Environment: Improved from 7.6 at entry to 8.5 at exit.
- Social Well-Being: Rose from 6.8 at entry to 7.6 at exit.
- Overall Quality of Life: Enhanced from 29 at entry to 32.7 at exit.
- Psychological Health: Increased from 6.8 at entry to 8.2 at exit.

These results illustrate the program's substantial impact on various dimensions of clients' well-being, reaffirming our commitment to supporting their comprehensive recovery journey. The findings emphasise the importance of continued investment in programs that facilitate positive transformations in the lives of those we assist.

**Table 5: Quality of Life**

NADA Psychological Health and Quality of Life WHO QoL -8

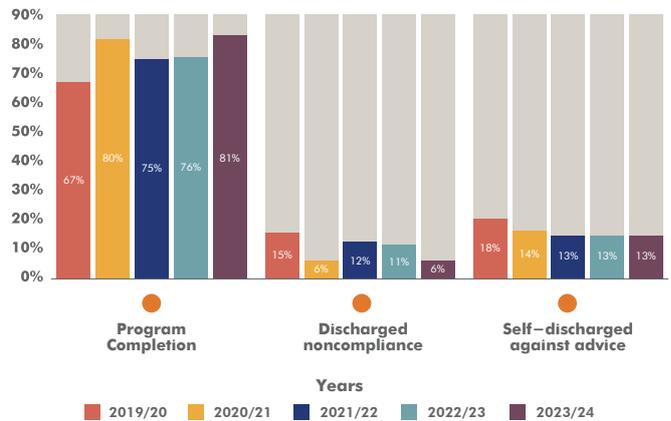


Many men opt to continue their treatment in Stage 2 of the program, where they receive extended wrap-around support for an additional 12 months following the initial residential program.

Program completion rates remained impressively high this year, with 81% 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 20 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-centred 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 2 former Glebe House clients and five board members with personal experience in recovery. This multi-perspective governance further strengthens our dedication to client-centred care and continuous enhancement of our programs.

# HEALTH & WELLBEING

## Health and Wellbeing

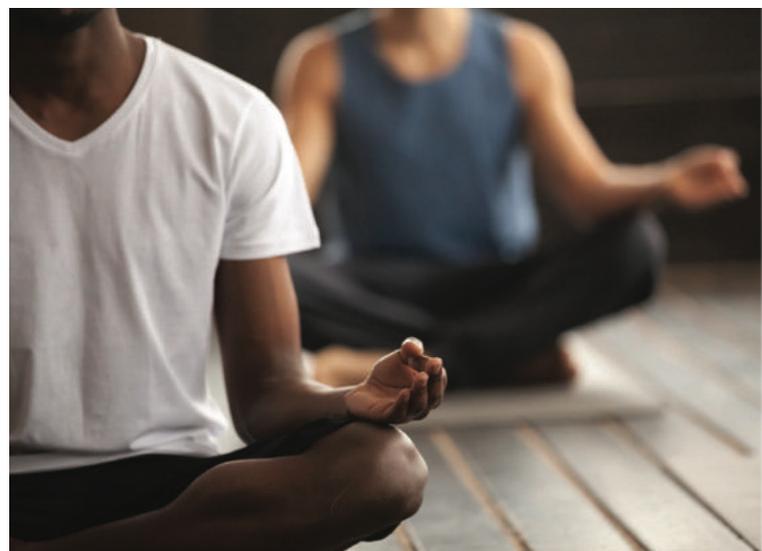
Glebe House is incredibly grateful for the outstanding contributions of our dedicated practitioners in 2024. Sonia Forato, with her expertise in Pilates and meditation, has been instrumental in promoting physical fitness and mental relaxation among our clients. Kathy Cogill's Yoga classes, focused on 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 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 ran these groups throughout 2024 and are optimistic about securing funding to extend the program beyond this period.



The Ethical Masculinity group centres 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 centred on instilling practical and wholesome behaviours in the present.

# HEALTH & WELLBEING CONT'D

## Life Skills Program

In 2024 Oz Harvest, a not-for-profit organisation dedicated to food rescue and education, has supported Glebe House through its Life Skills Programs, particularly the NEST initiative. Coordinated by Jordi Jochelson and supported by Associate Nutritionist Ingrid Mulder, this program emphasises the importance of nutrition and communal cooking.

Ingrid recently shared feedback from the latest NEST Program, highlighting several key achievements. Participants enjoyed working outdoors, creating a relaxed learning atmosphere. They demonstrated impressive teamwork and encouragement, showing a shift in their goals toward improving nutritional quality. Many participants possessed a strong foundational knowledge of nutrition, which enriched the program.

Within the Living Skills Program framework, residents engage in a communal cooking initiative, taking turns preparing meals for the group. Weekly meetings every Friday allow them to collaborate on dinner menus, exploring new recipes and ingredients. These carefully curated dishes are designed to promote health and well-being while considering the residents' financial circumstances.

To support those with limited cooking experience, the program provides resources and guidance. Residents receive a recipe folder filled with easy-to-follow options and crowd-pleasing favourites from previous gatherings. This approach not only fosters culinary skills but also builds confidence in the kitchen, preparing residents for independent living after their time at Glebe House.

The ongoing success of the NEST programs at Glebe House demonstrates the positive impact of combining culinary education with community support, ultimately enhancing residents' quality of life and nutritional awareness. As we continue to gather insights from post-program surveys, we look forward to further enriching this transformative experience.

## Health Assessments

At Glebe House, new residents complete a comprehensive wellbeing assessment upon arrival, utilising the Kessler K10 and DASS screeners. Throughout their 12-week program, we conduct three client outcome surveys, which offer valuable insights into their mental health history

and experiences with both informal and formal support systems. This process explores various factors impacting their mental health and delves into their personal values and goals. By understanding each resident's unique background, we can identify what matters most to them as they begin their recovery journey.

In addition, the Glebe Family Medical Centre (GFMC) provides a thorough medical assessment at admission, including referrals to mental health services as needed. For vision care, appointments are arranged through Vision Australia, part of the NSW Spectacles Program, which helps clients access subsidised prescription glasses based on their Centrelink benefits, in collaboration with local optometrists like Glebe Eyewear. This holistic approach ensures residents receive comprehensive support for both their mental and physical health.

## Counselling services

Rebecca Egan from Heartfelt Counselling provided Stage 1 clients with weekly one-hour sessions, fostering a safe and empathetic environment for emotional exploration. Her non-judgmental approach promoted self-awareness, crucial for effective relationship management. By encouraging open communication, Rebecca empowered clients to manage stress, achieve peace of mind, and develop practical tools for personal growth. Her commitment to impartiality allowed the men to address their concerns openly. We bid farewell to Rebecca in August and wish her all the best for the future and are grateful for the positive impact she made during her time with us.

## Glebe House Housing Applications

Safe and stable housing is critical for sustained recovery. We prioritise assisting our residents in navigating applications and referrals to agencies that provide secure accommodation, establishing a strong foundation for their future success. Our ongoing collaboration with Metro Community Housing has created valuable opportunities for transitional housing, enabling clients to build a tenancy record and enhancing their prospects for stability and growth. Clients receive support in obtaining a Housing T number while in the program, further facilitating their access to secure housing solutions. This comprehensive approach underscores our commitment to fostering long-term stability for our residents.

## 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 20 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.

# THE OUTREACH PROGRAM

## STAGE 2 CONT'D

### SHS 2024 Client satisfaction survey of Stage 2 clients

Prepared by Community Housing industry association NSW (CHIA NSW) July 2024

The data from the 2024 survey reflects significant improvements in various areas for clients of the organisation, with key highlights as follows:

1. **Connection and Confidence:** Clients reported a 31% increase in connection with others and a 29% increase in connection with the community. Confidence in dealing with changes improved by 22%.
2. **Emotional and Educational Development:** Clients' emotional states showed an 18% improvement, and educational opportunities increased by 14%.
3. **Accommodation Satisfaction:** Satisfaction with current accommodation improved, with notable percentages indicating clients felt informed about complaint processes, accommodation options, and the safety and privacy of their living situations.
4. **Support and Respect:** Staff sensitivity to clients' ethnic and cultural backgrounds was highlighted, with 100% of clients feeling accepted and treated with respect.
5. **Financial and Employment:** Financial situations showed a 14% improvement, and employment opportunities increased as well.
6. **Overall Satisfaction:** Clients expressed overall satisfaction with the services provided, with several metrics exceeding benchmarks.

Despite the positive trends, some areas showed declines, particularly regarding accommodation costs and future security. Overall, the data indicates a strong performance in enhancing clients' well-being and support systems, while also identifying areas for continued improvement.

In the 2024 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 69.1, surpasses the benchmark score of 66.7.

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.

In the latest 2024 survey clients were asked about their level of satisfaction with different aspects of their Stage 2 accommodation

- 92% were satisfied with their current accommodation overall
- 92% were satisfied with the safety of their current accommodation
- 77% were satisfied with the cost of their current accommodation
- 77% were satisfied with the privacy in their current accommodation.
- 54% were satisfied with the security of their accommodation into the future.





Glebe

Glebe

Central

OWLS



# TREASURER'S REPORT

**Treasurers Report for the Year Ended 30 June 2024**

# 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 2024.

#### 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	Manager
Mr James Beattie	
Ms Philomena Wing	
Ms Sonia Forato	
Mr Taylor Blackburn	
Mr Alistair Powning	

#### 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 surplus from activities for the year ended 30 June 2024 was \$17,762 with total accumulated funds being \$134,405 at 30 June 2024. 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

Date: 25-Sep-2024

# 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 2024 and its performance for the year ended on that date in accordance with accounting policies in the notes to the financial statements.
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 (Sep 25, 2024 13:06 GMT+10)  
 John Stone

Committee Member  .....  
David Mcallister (Sep 25, 2024 12:21 GMT+10)  
 David Mcallister

Date: 25-Sep-2024

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

**CONSOLIDATED BALANCE SHEET**  
**AS AT 30 JUNE 2024**

	<b>2024</b>	<b>2023</b>
<b>CURRENT ASSETS</b>	\$	\$
Cash at Bank - Cheque Account	10,526	11,649
Cash at Bank - Online Saver	179,707	58,505
Cash at Bank - Term Deposit 1510	0	0
Cash at Bank - Term Deposit 5707	162,130	156,481
Cash at Bank - CBA 3571	1,362	335
Petty Cash	500	500
Trade Debtors	0	0
	<b><u>354,225</u></b>	<b><u>227,470</u></b>
<b>NON CURRENT ASSETS</b>		
Motor Vehicle at cost	31,387	31,387
Less: Accumulated Depreciation	-31,387	-30,079
Office & Household Equipment	48,557	48,558
Less: Accumulated Depreciation	-42,981	-40,413
Total Equipment	<b><u>5,576</u></b>	<b><u>9,453</u></b>
<b>TOTAL ASSETS</b>	<b><u>359,801</u></b>	<b><u>236,923</u></b>
Less:		
<b>CURRENT LIABILITIES</b>		
Trade Creditors & Accruals	135,470	29,020
Other Liabilities	0	0
Provision for Annual Leave	23,485	38,472
	<b><u>158,955</u></b>	<b><u>67,492</u></b>
<b>NON CURRENT LIABILITY</b>		
Provision for Redundancy	29,117	19,967
Provision for Long Service Leave	37,324	32,821
<b>TOTAL LIABILITIES</b>	<b><u>225,396</u></b>	<b><u>120,280</u></b>
<b>NET ASSETS</b>	<b><u>134,405</u></b>	<b><u>116,643</u></b>
Comprising:		
Accumulated Funds Prior Year	116,643	116,424
Surplus/(Deficit) for Year	17,762	219
<b>TOTAL ACCUMULATED FUNDS</b>	<b><u>134,405</u></b>	<b><u>116,643</u></b>

# FINANCIAL REPORTS

## COMMITTEE'S REPORT CONT'D

### TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED 30 JUNE 2024

#### **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 Associations Incorporation Act 2009. 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 associations incorporated in New South Wales under the Associations Incorporation Act 2009.

This financial report has been prepared in accordance with the requirements of the Associations Incorporation Act of New South Wales and the accounting policies mentioned below.

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 2024**

	<b>2024</b>	<b>2023</b>
<b>REVENUE</b>	\$	\$
Grant- Dept of Family & Community Services	202,405	193,457
Grant- NSW Corrective Services	297,060	291,863
Grant- Department of Health	180,658	169,101
CMHDARN Grant	2,000	18,000
Dept Communities Justice SSTF	0	0
Homelessness NSW	0	0
NADA Training Grant	11,140	0
Donation Received	5,000	0
Interest Received	7,687	1,646
Rent Received	78,410	73,020
Miscellaneous Income	260	0
Cash Boost Stimulus	0	0
<b>TOTAL REVENUE</b>	<b>784,620</b>	<b>747,087</b>
<b>EXPENSES</b>		
Accounting & Audit Fees	17,199	17,778
Consultants	4,270	1,450
Food & Housekeeping	41,639	35,213
Household Items & Equipment	451	1,627
Insurance- General	6,511	5,397
Labour-Wages & Salaries	491,635	513,749
Labour- On Costs	76,403	30,648
Family & Outreach Support	18,318	20,227
Motor Vehicle Expenses	4,337	4,953
Depreciation Hyundai Van	3,876	7,394
Office & Computer Expenses	10,773	12,204
Rent	21,000	21,000
Repairs & Maintenance	4,928	1,734
Residents' Activities, Resources, Aids, etc	36,568	32,177
Telephone & Internet	2,129	2,018
Brokerage / Client Support	190	464
Employment Expenses	0	2,909
Training & Clinical Supervision	5,460	10,758
Utilities	7,111	7,168
SSTF Funding expenses	0	0
CMHDARN Contract Expenses	2,000	18,000
NADA Grant expenses	11,140	0
Dental Fund expenses	920	0
<b>TOTAL EXPENSES</b>	<b>766,858</b>	<b>746,868</b>
<b>SURPLUS/(DEFICIT)</b>	<b>17,762</b>	<b>219</b>
<b>ACCUMULATED FUNDS AT BEGINNING OF YEAR</b>	<b>116,643</b>	<b>116,424</b>
<b>TOTAL ACCUMULATED FUNDS AT THE END OF YEAR</b>	<b>134,405</b>	<b>116,643</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 2024**

<b>CASH FLOWS FROM:</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Net Income	17,762.00	219.00
Movement in Current Assets	126,754.00	-41,852.00
Movement in Non Current Assets	0.00	0.00
Movement in Other Current Liabilities	-17,762.00	-219.00
Net Surplus/ <Decrease> in Cash Held	<u>126,754.00</u>	<u>-41,852.00</u>
Funds at Bank at the beginning of the Financial Year	227,470.00	269,322.00
Funds at Bank at the end of the Financial Year	<u><b>354,224.00</b></u>	<u><b>227,470.00</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 2024 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  
Glenn Merchant (Sep 25, 2024 13:08 GMT+10)  
Glenn Merchant CA  
Partner

Date: 25-Sep-2024

ABN: 62 606 570 742  
All mail to: G.P.O. Box 5460 Sydney NSW 2001 Australia  
Suite 3, Level 2 | 66 Clarence Street Sydney | NSW 2000 Australia | TELEPHONE: 02 9392 8686 | FACSIMILE: 02 9299 8195 | EMAIL: [reception@mitchellpartners.com.au](mailto:reception@mitchellpartners.com.au)



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# 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 2024, consolidated profit and loss statement for the year ended 30 June, 2024 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 2024, 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 2024, 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.

ABN: 62 606 570 742

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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.

ABN: 62 606 570 742

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# 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  
Glenn Merchant (Sep 25, 2024 13:08 GMT+10)

**Glenn Merchant CA**  
Partner

Date: 25-Sep-2024

ABN: 62 606 570 742  
All mail to: G.P.O. Box 5460 Sydney NSW 2001 Australia  
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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 2024 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.

Date: 25-Sep-2024

*Glenn Merchant*

Glenn Merchant (Sep 25, 2024 13:08 GMT+10)

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

ABN: 62 606 570 742

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# 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 2024, in accordance with the Australian Accounting principles.

Date: 25-Sep-2024

Glenn Merchant

Glenn Merchant (Sep 25, 2024 13:08 GMT+10)

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

ABN: 62 606 570 742

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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 2024 in accordance with the Australian Accounting principles.

Date: 25-Sep-2024

Glenn Merchant

Glenn Merchant (Sep 25, 2024 13:08 GMT+10)

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

ABN: 62 606 570 742

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# 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

## AOD SERVICES

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

## HEALTH SERVICES

- Glebe Eyewear
- 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

## 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
- University of Western Sydney
- 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.



### Registered charity information

Established in 1974, Glebe House has been dedicated to supporting individuals on their journey to recovery from drug and alcohol dependence, fostering a path towards independent living. Glebe House Incorporated is registered with the Australian Charities and Not-for-profits Commission (ACNC).

The ACNC Tick of Charity Registration (the Registered Charity Tick) aims to give reassurance to the public that the charity is transparent and accountable and listed on the ACNC Charity Register.

# NOTES





**A safe place for change**

**GLEBE HOUSE**

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