GLEBE HOUSE

A safe place for change

for over 50 years



ANNUAL REPORT **2026**

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A safe place for change

The Glebe House Story

Transforming Lives Building Futures

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 33 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.

OUR MISSION

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, 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 to 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

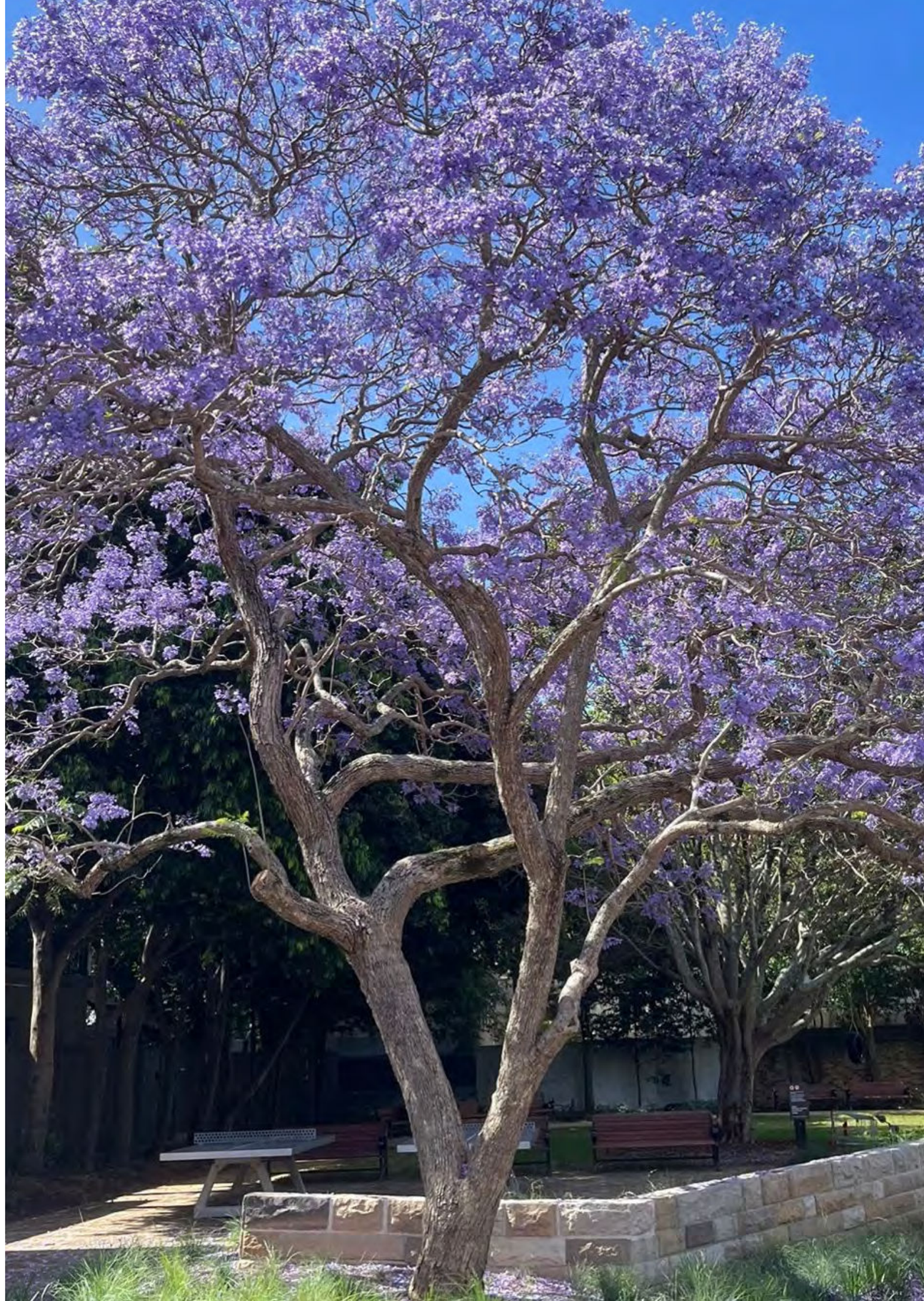
Encouragement: Encouraging clients to be accountable to themselves and those they love, for their personal actions and the outcomes in their lives.

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

CHAIRMAN

This is the 51st year of the dedicated service to our many clients

On behalf of the board of directors and the excellent management at Glebe House, I am very pleased to present our Annual Report for the year ended 30 June 2026.

This is the 51st year of the dedicated service to our many clients and the Annual Report provides extensive information on our programs and outcomes which enable clients to overcome addictions and turn their lives around for sober, healthy, happy and productive living.

Clients receive a basic safe 90-day program which is well proven from our record but in addition we provide a Stage 2 accommodation and an ongoing recovery program to further help our clients transit from their rehabilitation and recovery.

We are thankful and depend on the funding and considerable support from our partners and stakeholders, which are Commonwealth Department of Health and Ageing and the NSW Department of Communities and Justice, through its Specialist Homelessness Services (SHS) and Justice funding programs (FPI). which has recently extended their support for another five (5) years. We have also been required to and have tendered for the ongoing funding and support from our other longstanding stakeholders.

First and foremost, we, and especially our clients, are indebted and thankful to David Mcallister our Managing Director and his excellent enthusiastic and well qualified dedicated management. We are also fortunate to have a board of directors who willingly volunteer their time and expertise and set the base for maintaining our mission for many more years of healthy and positive outcomes for our clients and the community.

Thank you

John Stone
Chairman

MESSAGE FROM THE

MANAGING DIRECTOR

Changing lives, building futures is more than a theme at Glebe House, it is at the heart of our mission.

It is my pleasure to present the Managing Director's report for 2025–2026, reflecting another year of achievements, challenges and opportunities for Glebe House Incorporated. Our continued focus remains on providing quality residential rehabilitation, supported accommodation and practical pathways to sustainable recovery and independent living.

I thank the Glebe House Board of Management for its leadership and commitment to effective governance. Combining professional expertise with over 100 years of collective lived recovery experience, the Board provides oversight of financial management, funding submissions, organisational risks and strategic planning.

I particularly acknowledge Chairman John Stone and all Board members for their time, sound judgement and contributions to the ongoing sustainability of Glebe House.

To our principal funding partners, the Commonwealth Department of Health and Ageing and the NSW Department of Communities and Justice, through its Specialist Homelessness Services (SHS) and Justice funding programs (FPI). Their investment enables Glebe House to deliver residential rehabilitation and recovery support, helping men address addiction, overcome homelessness and rebuild independent lives. We welcome the recent renewal of our SHS contract for a five year term providing important funding stability amid an increasingly competitive commissioning environment.

I am gratitude for and appreciation of the dedicated staff of Glebe House, whose professionalism, compassion and unwavering commitment remain the foundation of our service.

Our eight staff collectively bring more than 200 years of lived recovery experience, providing an extraordinary depth of understanding, knowledge and practical wisdom. This experience, combined with professional training, clinical supervision and a genuine commitment to helping others, creates a supportive environment where men are encouraged to take responsibility, rebuild confidence and work towards lasting recovery.

Working in residential alcohol and other drug rehabilitation is both demanding and rewarding. Our staff regularly navigate complex client needs, challenging behaviours and the unpredictable nature of addiction and recovery, while maintaining a safe, respectful and supportive environment 24 hours a day, seven days a week.

What distinguishes our team is not simply their experience or professional capability, but their willingness to go beyond the expectations of their roles. Their patience, empathy, consistency and belief in each individual's capacity for change make a meaningful difference to the men who enter our program.

I particularly acknowledge the commitment staff demonstrate in supporting clients through setbacks and difficult periods, celebrating their achievements and maintaining

connections that often extend well beyond residential treatment.

The strength and successes of Glebe House are a direct reflection of the people who deliver our services every day.

Their dedication, teamwork and commitment to our values are deeply appreciated and should never be taken for granted.

Our longstanding partnership with Metro Community Housing provides 15 Stage 2 supported accommodation places, enabling men to transition into stable housing, strengthen independent living skills, pursue employment and education, and maintain recovery. This partnership is essential to reducing homelessness and supporting successful community reintegration.

I acknowledge our philanthropic supporters, private donors and community partners for their contributions beyond government funding. Their generosity supports essential dental treatment, client wellbeing and practical recovery initiatives.

Special appreciation goes to OzHarvest, whose NEST programs over the year provides valuable nutritional education and cooking skills, strengthening clients' confidence, health and independence.

Glebe House recognises the vital contribution of attendance and participation in 12-step fellowships, including Alcoholics Anonymous (AA), Narcotics Anonymous (NA) and Gamblers Anonymous (GA), These fellowships provide clients with fellowship and a sense of belonging. Regular meeting attendance encourages personal responsibility, strengthens recovery networks and helps men establish meaningful connections beyond residential rehabilitation reducing isolation, maintaining abstinence and building sustainable, independent lives within the community.

Above all, I acknowledge the men who participated in our program throughout the year. Recovery requires courage, accountability, perseverance and a willingness to embrace change. We recognise their achievements and the considerable effort involved in rebuilding relationships, securing housing and establishing meaningful lives.

To every man past and present who has placed his trust in Glebe House, thank you for allowing us to contribute to your recovery journey. Your progress remains the strongest measure of our purpose and the motivation behind our continued commitment to this work.



David Mcallister
Managing Director

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.



SUPERVISION AND STAFF DEVELOPMENT

Over the past year, Glebe House has reaffirmed its commitment to cultivating a professional culture grounded in transition, growth, and continuous improvement.

The organisation remains firmly aligned with strengths-based supervision principles, supporting staff to refine and elevate the quality of their client-centred practice.

Glebe House recognises that the wellbeing of its personnel is fundamental to achieving sustained effectiveness in the community services sector. In acknowledgment of this, all staff members participate in a minimum of one hour of individual, face-to-face supervision per month with Geoff Minards, a highly regarded specialist in alcohol and other drugs (AOD) and mental health social work, who brings extensive expertise in narrative methodologies.

This structured and evidence-informed approach to supervision underpins the organisation's commitment to professional excellence and ensures the ongoing delivery of high-quality, responsive services to the community.

STAFF TRAINING IN 2026

- Culturally Responsive Trauma Informed Practice
- Accidental Counsellor
- Overdose awareness
- Senior first aid
- NADA data base
- Personal wellbeing index (PWI)
- Client information management systems (CIMs)
- Policy and procedures reviews
- Cyber security

SUMMARY OF TREATMENT

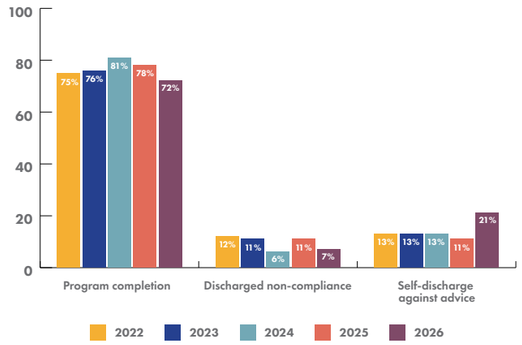
OUTCOMES

FINANCIAL YEARS Summary of Treatment Outcomes	2021/22	2022/23	2023/24	2024/25	2025/26
Men in Residence	31	31	32	35	28
Men supported in Stage 2	22	20	20	23	24
Aboriginal and or Torres Strait Islanders	19%	19%	21%	16%	14%
CALD clients	22%	34%	10%	9%	14%
Program Completion	75%	76%	81%	78%	72%
Program Duration 12 weeks = 84 days	74	77	78	72	71
Number of weeks in program average	10	11	11	10	10
Discharged noncompliance	12%	11%	6%	11%	7%
Self-discharged against advice	13%	13%	13%	11%	21%
Funded Partnership Initiative referrals	10	12	6	19	29
Funded Partnership Initiative admissions	8	5	3	5	9
Funded Partnership Initiative active or complete	4	3	2	3	5
Managed relapse with support in stage 2	3	1	4	0	0
Peer support / relapse prevention attendances	1050	1054	1019	1075	1050
Stage 2 Housing support groups attendances	232	237	201	242	241
Referrals to other external services	87	96	90	84	88
Employed CIMs	48%	56%	43%	44%	60%
Engaged in Study or training CIMs	7%	4%	4%	15%	4%
Remained abstinent in reporting period	66%	61%	64%	57%	59%
Reduced severity of distress Kessler K -10	19%	18%	19%	22%	17%
Diagnosed with mental health condition. CIMs	64%	72%	67%	59%	61%
Counseling sessions provided	372	432	336	384	414

CLIENT

STATISTICS

Table 1: Treatment Outcomes



Outcomes and Performance Report 2025–2026

Reporting Period: 1 July 2025 – 30 June 2026

Overview

During the 2025–2026 financial year, Glebe House delivered residential alcohol and other drug rehabilitation, Stage 2 supported accommodation, individual counselling, psychoeducation, life-skills development and peer recovery support.

The reporting period demonstrated positive outcomes in employment, psychological wellbeing, quality of life and community reintegration. The results also identified areas requiring further improvement, particularly residential program completion, early self-discharge and participation in education and training.

1. Residential Rehabilitation Outcomes

Performance Indicator	2025-2026
Men participating in residential rehabilitation	**28**
Residential program completion rate	**72%**
Average program duration	**71 days**
Self-discharge against advice	**21%**
Discharge for noncompliance	**7%**

Glebe House supported 28 men through its residential rehabilitation program during the reporting period, achieving a **72% program completion rate.**

The average duration of treatment was 71 days, reflecting substantial engagement with the structured residential program.

The self-discharge rate of 21% highlights the importance of strengthening early treatment engagement, individualised support and strategies to reduce premature departure.

2. Stage 2 Supported Accommodation

Performance Indicator	2025-2026
Men supported through Stage 2	**24**
Stage 2 group attendances	**241**
Peer support attendances	**1,050**

Glebe House supported 24 men through its Stage 2 accommodation and continuing recovery program.

Stage 2 provides a structured transition from residential rehabilitation towards independent living, enabling clients to consolidate recovery, strengthen personal responsibility and develop greater independence.

The program provided accommodation support, peer mentoring, group activities and practical assistance with housing, employment and community participation.

A total of **1,050 peer support attendances** and **241 Stage 2 group attendances** were recorded, demonstrating substantial participation in recovery focused activities.

3. Employment, Education and Independent Living

Performance Indicator	2025-2026
Clients recorded as employed (CIMs)	**60%**
Clients participating in education or training (CIMs)	**4%**

Employment outcomes were encouraging, with **60% of clients recorded as employed** under the relevant CIMs measure.

Employment contributes to financial independence, improved self esteem, social participation and longer term recovery stability.

Participation in education and training was recorded at 4%, identifying an opportunity to strengthen vocational education and training pathways.

Glebe House provided practical life skills activities, including cooking, budgeting, household management, communication, healthy relationships and community engagement.

CLIENT

STATISTICS CONT'D

4. Abstinence and Recovery Outcomes

Performance Indicator	2025-2026
Reported abstinence outcome	59%

The internal annual outcomes summary recorded an abstinence result of **59%.**

Glebe House supported recovery through individual counselling, structured therapeutic groups, relapse prevention activities, peer support and engagement with community based recovery fellowships.

The organisation recognises the importance of ongoing aftercare and community connections in maintaining recovery beyond residential treatment.

5. Psychological Wellbeing and Mental Health

Performance Indicator	2025-2026
Individual counselling sessions	414
Clients with a diagnosed mental health condition (CIMs)	61.2%
Internal psychological-distress improvement indicator	17%

The reported prevalence of diagnosed mental health conditions demonstrates the complexity of client needs and the importance of integrating mental health support with alcohol and other drug rehabilitation.

Glebe House delivered **414 individual counselling sessions** during the reporting period.

The organisation continues to provide therapeutic support through individual psychotherapy, psychoeducation and referral pathways to external mental health services.

6. NADA Client Outcome Measures

Glebe House monitors client wellbeing using recognised Client outcome measures (COMs), including the Kessler Psychological Distress Scale (K10), Severity of Dependence Scale (SDS) and WHOQOL quality-of-life measure.

Kessler-10 – Psychological Distress

- Intake: **19.4**
- Progress: **15.4**
- Exit: **15.6**

Average psychological distress decreased from 19.4 at intake to 15.6 at exit, representing a **19.6% reduction in the reported group averages.**

WHOQOL – Quality of Life

- Intake: **32.8**
- Progress: **34.9**
- Exit: **35.4**

Average quality of life scores increased from 32.8 at intake to 35.4 at exit, an improvement of **2.6 points, or approximately 7.9%.**

Severity of Dependence Scale

- Intake: **11.4**
- Progress: **10.6**
- Exit: **11.4**
- Follow-up One: **8.1**

The average severity of dependence score remained unchanged between intake and exit, while the first follow-up average was lower at 8.1.

These findings should be interpreted cautiously because survey numbers varied between assessment points, particularly at follow-up.

Overall, Client outcome measures (COMs) results indicate encouraging movement in psychological wellbeing and quality of life among the assessed client groups, while highlighting the importance of continued recovery support and follow-up measurement.

7. Aboriginal and Torres Strait Islander Participation

The 2025–2026 AOD Episode Analysis Report recorded Aboriginal and/or Torres Strait Islander identification in **15 treatment episodes, representing approximately 14% of all episodes.**

Glebe House prioritises culturally safe and responsive service delivery through staff cultural competency training, culturally informed treatment planning and engagement with Aboriginal community representatives.

The organisation remains committed to strengthening cultural safety and ensuring Aboriginal and Torres Strait Islander clients are supported in ways that respect their individual, cultural and community needs.

8. Justice Referrals and Community Reintegration

Funded Partnership Indicator Indicator	2025-2026
FPI referrals	29
FPI admissions	9

Glebe House recorded **29 referrals and nine admissions** through the Funded Partnership Initiative during the reporting period.

The organisation works collaboratively with Corrective Services NSW, Community Corrections and other referral agencies to support men transitioning from custody into rehabilitation and community accommodation.

9. Key Outcomes and Areas for Improvement

Positive outcomes

- 72% residential program completion.
- 24 men supported through Stage 2 accommodation.
- 60% employment recorded through CIMs.
- 59% reported abstinence outcome.
- 19.6% reduction in average K10 psychological distress scores.
- 7.9% improvement in average WHOQOL scores.
- 414 individual counselling sessions.
- 1,050 peer support attendances.
- 241 Stage 2 group attendances.
- 29 FPI referrals and nine admissions.

Areas requiring further effort

- Reduce early self discharge and strengthen residential program retention.
- Increase participation in education and vocational training.
- Strengthen relapse prevention and post program recovery support.
- Improve the consistency of intake, exit and follow-up outcome measurement.
- Continue developing integrated mental health support.
- Strengthen culturally safe practice and client feedback.
- Improve monitoring of longer term housing, employment and recovery outcomes.

Conclusion

The 2025–2026 financial year demonstrated Glebe House's commitment to providing comprehensive, recovery focused rehabilitation and supported accommodation for men experiencing substance dependence and complex disadvantage.

The results highlight encouraging outcomes in employment, psychological wellbeing, quality of life and participation in peer recovery activities.

Glebe House's therapeutic program, supported accommodation, individual counselling and community partnerships continue to provide opportunities for men to develop healthier relationships, strengthen independent living skills and pursue sustainable recovery.

The findings also identify opportunities to strengthen program retention, education and training participation, relapse prevention and longer-term outcome monitoring.

Glebe House will continue to use client outcome data, professional practice, lived experience and client feedback to guide continuous improvement and strengthen the quality and effectiveness of its services.

Data sources: Glebe House 2025–2026 internal Summary of Treatment Outcomes; NADA Organisation Treatment Outcomes Report; AOD Episode Analysis Report; and CIMs performance reporting.



CLIENT

STATISTICS CONT'D

Five-Year Service Performance and Outcomes Review

1 July 2021 – 30 June 2026

Overview

Over the five years to 30 June 2026, Glebe House continued to make a significant contribution to addressing homelessness, alcohol and other drug dependence, social disadvantage and barriers to independent living.

The five-year Specialist Homelessness Services (SHS) Statistical Profile demonstrates the value of Glebe House's integrated approach, combining residential rehabilitation, transitional accommodation, individualised case management, counselling and ongoing recovery support.

During this period, Glebe House supported **167 distinct men through 182 support periods**, providing **10,563 nights of transitional accommodation.** Of the 182 support periods, 157 were completed and 25 remained ongoing at 30 June 2026.

The results demonstrate positive housing, employment and case management outcomes, while also identifying opportunities to strengthen cultural safety, education and employment pathways, and longer-term recovery support.

1. Housing Stability and Homelessness Reduction

One of the strongest outcomes over the five-year period was Glebe House's contribution to improving housing stability.

At presentation, only **13.2% of support periods** recorded clients living in a house, townhouse or flat. By the completion of support, this had increased to **67.5%**, an improvement of **54.3 percentage points**.

Of the 157 completed support periods, **146 (93.0%)** recorded clients as not homeless during the month before exit.

The data also demonstrates improved access to rental accommodation. At the completion of support:

- 46 support periods (29.3%) recorded private rental accommodation.
- 30 (19.1%) recorded community housing.
- 16 (10.2%) recorded public housing.

These outcomes highlight the importance of Glebe House's partnerships with community housing providers and its Stage 2 transitional accommodation program.

The provision of 10,563 accommodation bed nights also reflects sustained practical support for men who may otherwise face considerable barriers to accessing safe and stable housing.

Five-Year Performance Summary

Performance Indicator	Five-Year Result
Distinct clients supported	**167**
Total support periods	**182**
Completed support periods	**157**
Ongoing support periods at 30 June 2026	**25**
Transitional accommodation bed nights	**10,563**
Support periods receiving transitional accommodation	**147**
Not homeless at exit	**93.0%**
Living in house/townhouse/flat at exit	**67.5%**

Performance Indicator	Five-Year Result
Employment at presentation	**3.8%**
Employment at exit	**33.8%**
First Nations clients	**21 (12.6%)**
Clients born outside Australia	**21 (12.6%)**
Clients speaking a language other than English at home	**28 (16.8%)**
Support periods reporting a previous mental health diagnosis	**111 (61.0%)**
Completed support periods with case management plans	**86.6%**
Ongoing support periods with case management plans	**100%**

2. Employment and Financial Independence

Employment outcomes demonstrate substantial progress towards greater financial independence.

At presentation, only **seven clients across 182 support periods (3.8%)** were employed. At the completion of support, **53 of 157 support periods (33.8%)** recorded employment.

This represents an increase of 30 percentage points between the respective reporting groups.

Among the 25 ongoing support periods at 30 June 2026, 15 clients (60%) were employed, including eight in full-time and seven in part-time employment.

The proportion reporting employee income as their principal income source also increased from 8.8% at presentation to 26.8% at exit.

These results demonstrate encouraging progress towards employment participation and reduced reliance on income support.

3. First Nations Peoples and Cultural Safety

Over the five-year period, Glebe House supported **21 Aboriginal and/or Torres Strait Islander men**, representing **12.6% of distinct clients**.

This included 20 clients identifying as Aboriginal and one identifying as Torres Strait Islander.

Glebe House recognises the importance of culturally safe, trauma informed and responsive treatment for First Nations peoples, particularly where substance dependence intersects with homelessness, intergenerational trauma, mental health concerns and involvement with the criminal justice system.

The organisation's commitment to cultural safety is supported by Aboriginal workforce expertise, staff cultural competency training, engagement with Aboriginal community organisations, cultural mentoring and opportunities for clients to maintain connections with culture and community.

4. Cultural and Linguistic Diversity

Glebe House supported men from a broad range of cultural backgrounds.

Of the 167 distinct clients, **21 (12.6%) were born outside Australia**, representing countries including England, Ireland, Egypt, Fiji, Mexico, New Zealand, Poland, Samoa, Singapore, South Africa and Sudan.

A further **28 clients (16.8%) reported a main language other than English at home**, including Aboriginal English, Arabic, Chinese, Croatian, Dutch, French, Greek, Hindi, Italian, Polish, Somali, Spanish and Vietnamese.

This diversity reinforces the importance of inclusive, respectful and individually tailored services.

5. Mental Health and Complex Support Needs

The five year data confirms the complexity of the client population.

Across 182 support periods, **111 (61.0%) recorded a previous mental health diagnosis** by a health professional.

This demonstrates the importance of integrating mental health support with alcohol and other drug rehabilitation, accommodation assistance and case management.

Glebe House's approach combines structured residential treatment, individual counselling and referrals to external health and mental health providers.

6. Justice Pathways and Community Reintegration

Glebe House provides an important pathway for men transitioning from custody into residential rehabilitation and community accommodation.

Across the five year period, **32 support periods (17.6%)** recorded referrals from adult correctional facilities.

These referrals highlight the importance of collaboration with Corrective Services NSW, Community Corrections, justice health services and housing providers.

Access to structured rehabilitation and stable accommodation can assist men leaving custody to address substance dependence, reconnect with community supports and work towards long term stability.

7. Education, Training and Skills Development

Participation in formal education and training remained relatively low.

At presentation, only one support period (0.5%) recorded formal study or training. At exit, this had increased to four support periods (2.5%).

Although this represents some improvement, the figures indicate a clear opportunity to strengthen access to vocational training, education and employment related qualifications.

CLIENT

STATISTICS CONT'D

8. Identified Priorities for Continuous Improvement

The five year review identifies the following priorities:

1. **Sustain housing outcomes:** Strengthen pathways from residential rehabilitation into Stage 2 accommodation, community housing and private rental.
2. **Improve employment and education:** Expand vocational training, employment readiness and ongoing employment support.
3. **Strengthen First Nations cultural safety:** Improve culturally informed service delivery, community partnerships and client reported cultural safety measures.
4. **Enhance integrated mental health care:** Strengthen assessment, treatment coordination and access to specialist support.
5. **Improve case management outcomes:** Increase the proportion of clients achieving their individual goals and ensure consistent case planning.
6. **Strengthen justice transition pathways:** Maintain coordinated pre-release planning and post release recovery support.
7. **Improve long term outcome measurement:** Continue monitoring housing stability, employment, abstinence, psychological wellbeing and quality of life following program completion.

Summary and Conclusion

The five year SHS Statistical Profile demonstrates Glebe House's sustained contribution to improving the lives of men experiencing homelessness, alcohol and other drug dependence and complex social disadvantage.

Supporting 167 distinct men, delivering 10,563 transitional accommodation bed nights and recording 93% of completed support periods as not homeless at exit are significant achievements.

The increase in recorded employment from 3.8% at presentation to 33.8% at exit, together with improved access to rental accommodation and comprehensive case management, provides further evidence of positive client outcomes.

The findings also highlight the need for investment in culturally safe services, mental health support, education and employment pathways, and longer term recovery monitoring.

Glebe House will use these findings to inform its strategic planning, strengthen partnerships and guide continuous improvement, ensuring that men accessing the service continue to receive safe, effective and recovery focused support.

Data source: Glebe House Incorporated, Client information management systems CIMs - SHS Statistical Profile Report, 1 July 2021 – 30 June 2026.

Client Data Systems

In 2026, Glebe House maintained its commitment to evidence-based service delivery by leveraging a comprehensive suite of client data systems to monitor, evaluate, and improve client outcomes. Our primary data sources include:

System	Purpose
NADA	Peak body supporting NSW non-government AOD sector
COMS	Tracks demographics, service delivery & outcomes
NMDS	National data reporting to Department of Health and Aged Care
Validata + CIMS	Homelessness & housing data (via DCJ)
Funded Partnership Initiative (FPI) Portal	Custodial referrals & FPI program tracking
Kessler-10 (K10)	Psychological distress tracking
WHO-QOL	Measures health & quality of life

Glebe House utilises a range of sector standard data systems to ensure the effective delivery, monitoring, and reporting of services. These platforms support accountability, transparency, and continuous improvement across all areas of client care.

- **Network of Alcohol and other Drugs Agencies (NADA)**

NADA is the peak organisation representing non-government Alcohol and Other Drug (AOD) services in New South Wales. It provides sector-wide support, resources, and data frameworks to ensure quality service delivery and evidence-based practice.

- **Client Outcomes Measurement System (COMS)**

COMS is a secure, web-based platform used to track client demographics, treatment progress, and outcomes. It enables regular assessment and reporting, ensuring programs remain responsive to client needs and aligned with funding requirements.

- **National Minimum Data Set (NMDS)**

The NMDS is a national reporting framework overseen by the Department of Health and Ageing (DoHA). It standardises the collection of AOD treatment data across Australia and ensures Glebe House maintains compliance with national performance and reporting standards.

- **Client Information Management System (CIMS)**

CIMS is the primary data system used by Specialist Homelessness Services (SHS) funded by the NSW Department of Communities and Justice (DCJ). It supports the management of client records, tracks housing support, facilitates service referrals, and contributes to state level homelessness data and reporting.

Each client at Glebe House engages in a tailored case management plan, which is regularly reviewed and updated based on client feedback and program milestones. Through COMS, we collect detailed **demographic data, service engagement metrics,** and **outcome measures.** Tools such as the **Kessler-10 (K10)** psychological distress scale and **World Health Organisation's Quality of Life and Health (WHO-QOL) assessments** help track changes in client wellbeing, offering a holistic perspective on recovery and reintegration.

In addition, we collect and report **housing and homelessness related data** through systems such as **Client Information Management System (CIMS)**, and **Validata** in accordance with Department of Communities and Justice (DCJ) requirements. Our integration with **Corrective Services NSW** and DCJ also enables real time referral and reporting via the **Funded Partnership Initiative (FPI) Online Data Portal**, supporting the management of clients under the **Transitional Supported Accommodation (TSA) – Statewide contract.**

This multi-layered approach to data management strengthens our capacity to deliver responsive, accountable, and person centred services. It also enhances transparency with stakeholders and funders by demonstrating clear outcomes and impact.

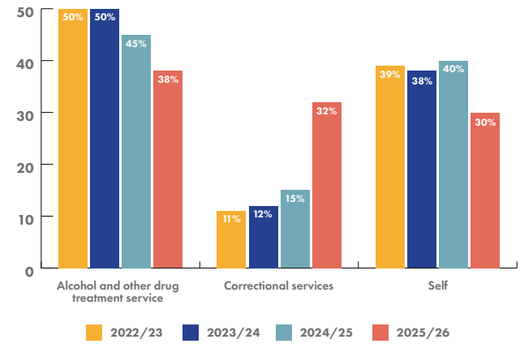
Summary and Conclusion

In 2026, Glebe House prioritised **data driven decision making** to ensure high standards of care and service accountability. The integration of platforms such as **COMS, NMDS, CIMS, and NADA** has allowed for consistent tracking of client progress and compliance with funding and regulatory requirements.

Our use of validated assessment tools, paired with collaborative reporting mechanisms, reinforces our commitment to **continuous quality improvement and evidence based practice.** These systems are not only central to our internal operations but also vital to demonstrating the long-term effectiveness of Glebe House in supporting men transitioning to community based recovery.

Looking forward, Glebe House remains dedicated to strengthening its data systems to further enhance service delivery, inform strategic planning, and improve client outcomes across all areas of the program.

Table 2: Source of Referrals



Referrals and Admissions 2025 - 2026

During 2025 - 2026, Glebe House provided an important pathway for men transitioning from custody into the community through its abstinence based residential alcohol and other drug rehabilitation program.

Funded Partnership Initiative (FPI)

Glebe House received **29 referrals through the Corrective Services NSW Funded Partnership Initiative (FPI) portal.** Of these, **9 men were assessed as suitable and admitted,** with **5 successfully completing the 12-week residential program**, representing a **55.6% completion rate** among admitted FPI clients.

FPI Referral and Admission Outcomes	2025-2026
Total referrals received	**29**
Suitable referrals resulting in admission	**9**
Referral to admission conversion rate	**31.0%**
Clients completing the 12 week program	**5**
Completion rate among admitted clients	**55.6%**
Contracted FPI funded beds	**12**

CLIENT

STATISTICS CONT'D

Referral Challenges and Contractual Implications

The disparity between 29 referrals, 9 suitable admissions and 12 contracted FPI funded beds presented a significant operational and contractual challenge.

Despite receiving 29 referrals, only 31% resulted in admission. Changes to release arrangements, eligibility requirements, failure to attend following acceptance contributed to this outcome.

The limited number of suitable admissions resulted in periods of vacant funded beds, **restricting Glebe House's capacity to maximise bed utilisation and meet contractual service delivery obligations.**

These challenges highlight the importance of receiving sufficient numbers of eligible, treatment ready referrals and improving coordination between custodial facilities, Community Corrections and residential rehabilitation providers.

Strengthening Referral Pathways

In response, Glebe House strengthened its collaboration with **Corrective Services NSW**, including the Partnerships and Community Engagement Unit and FPI portal representatives.

Key initiatives included:

- Clarifying admission criteria, particularly the **30 day abstinence** requirement and pharmacotherapy policies.
- Distributing updated program information and promotional videos to custodial unit managers.
- Improving communication with referral officers to support timely assessments and admissions.
- Working with parole units to facilitate transfers to Sydney based correctional centres, improving access to post release treatment.

These initiatives aim to increase suitable referrals, reduce avoidable withdrawals and improve funded bed utilisation.

Community and Self-Referrals

Glebe House continues to receive referrals from alcohol and other drug services, private hospitals and community-based treatment providers.

Many clients complete preliminary treatment before admission to meet the program's abstinence requirements. Collaboration with referring services supports coordinated assessments, individual case management and continuity of care.

Self referrals remained steady, supported by general practitioner recommendations, former clients and word of mouth through 12 Step fellowships.

Summary and Outlook

While referral conversion from custodial settings remained challenging during 2025 – 2026, Glebe House continued to strengthen partnerships, clarify admission requirements and improve communication with referral agencies.

With only 9 admissions from 29 referrals against 12 contracted FPI funded beds, improving the volume and suitability of referrals remains a priority for meeting contractual obligations and maximising available treatment capacity.

Glebe House will continue working with Corrective Services NSW to improve referral quality, admission readiness and access to post release rehabilitation, supported accommodation and long term recovery.

First Nations Engagement, Cultural Safety and Inclusion

Glebe House Incorporated acknowledges the Gadigal people of the Eora Nation as the Traditional Custodians of the land on which we operate. We pay our respects to Elders past and present and acknowledge the enduring connection of Aboriginal and Torres Strait Islander peoples to Country, culture, family and community.

Client Diversity and Inclusion

During FY 2025 – 2026, **14% of clients accessing Glebe House identified as Aboriginal and/or Torres Strait Islander**, compared with 16% in 2025.

The proportion of **clients from culturally and linguistically diverse (CALD) backgrounds increased from 9% in 2025 to 14% in 2026**, reflecting the diversity of men accessing our residential rehabilitation and supported accommodation services.

Glebe House recognises the significant overrepresentation of Aboriginal and Torres Strait Islander peoples within Australia's criminal justice system, as documented by the Australian Bureau of Statistics in *Prisoners in Australia, 2020*.[1]

We also recognise the longstanding impacts of colonisation, intergenerational trauma, systemic disadvantage and barriers to accessing culturally appropriate services, as highlighted in the Australian Human Rights Commission's *Social Justice Report 2011*.[2]

These factors reinforce the importance of providing culturally safe, trauma informed and accessible alcohol and other drug treatment services, particularly for Aboriginal men transitioning from custody into the community.

Strengthening Aboriginal Engagement and Referral Pathways

Although Aboriginal and Torres Strait Islander clients represented 14% of Glebe House's client population in 2026, we recognise the need to strengthen engagement and improve access to residential rehabilitation.

Glebe House is actively exploring opportunities to increase Aboriginal and Torres Strait Islander participation from the community and through stronger referral pathways with Community Corrections NSW

This includes working collaboratively with Leichhardt Community Corrections and other referral partners to identify Aboriginal men who may benefit from structured residential rehabilitation, supported accommodation and ongoing recovery support following release not only from custody but from the community in general.

Our objective is to reduce barriers to treatment, improve access to culturally responsive services and strengthen pathways from custody and community into stable accommodation, community connection and long-term recovery.

Cultural Safety Initiatives

Throughout 2025 - 2026, Glebe House strengthened culturally safe and inclusive service delivery through:

- **Cultural competency training:** All staff completed Aboriginal and Torres Strait Islander Cultural Competency Training through Reconciliation NSW.
- **Acknowledgement of Country:** Installation of a permanent plaque recognising the Traditional Custodians of the land.
- **Trauma informed practice:** Integration of culturally responsive approaches into assessment, treatment planning, therapeutic engagement and recovery support.
- **Community partnerships:** Engagement with Aboriginal led organisations, community networks and culturally appropriate support services.
- **Cultural identity and connection:** Supporting clients to maintain or strengthen connections with family, community, culture and spirituality as part of their individual recovery journey.

Commitment to First Nations Workforce Development

Glebe House remains committed to employing a dedicated First Nations worker to strengthen cultural safety, improve engagement and provide culturally informed support to Aboriginal and Torres Strait Islander clients.

This remains an important organisational priority, recognising the value of First Nations representation, cultural knowledge and lived experience in supporting effective treatment and long-term recovery.

Glebe House acknowledges that establishing this position requires appropriate planning, sustainable funding, clearly defined responsibilities and ongoing professional and cultural supervision.

Particular consideration will be given to culturally appropriate workplace support, professional development and strategies to minimise vicarious trauma, ensuring the role is sustainable and appropriately supported.

Looking Ahead

Glebe House remains committed to improving Aboriginal and Torres Strait Islander engagement, strengthening referral pathways with Community Corrections and Aboriginal led services, and embedding cultural safety throughout its residential rehabilitation and supported accommodation programs.

We will continue to review participation rates, seek client feedback, strengthen community partnerships and identify opportunities to improve accessibility and treatment outcomes.

Our commitment is to ensure Aboriginal and Torres Strait Islander men have equitable access to culturally safe, respectful and effective treatment, supporting recovery, reconnection with community and long term housing stability.

References

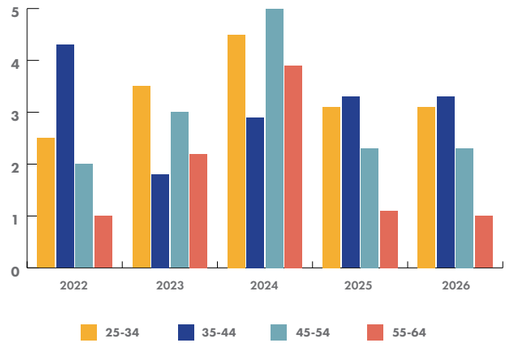
[1] Australian Bureau of Statistics, Prisoners in Australia, 2020, Catalogue No. 4517.0 (Australian Bureau of Statistics, 2020).

[2] Aboriginal and Torres Strait Islander Social Justice Commissioner, Social Justice Report 2011 (Australian Human Rights Commission, 2011), p. 123.

CLIENT

STATISTICS CONT'D

Table 3: Age Profile



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

Financial Year	Average Age
2021–2022	**38.1 years**
2022–2023	**41.9 years**
2023–2024	**42.0 years**

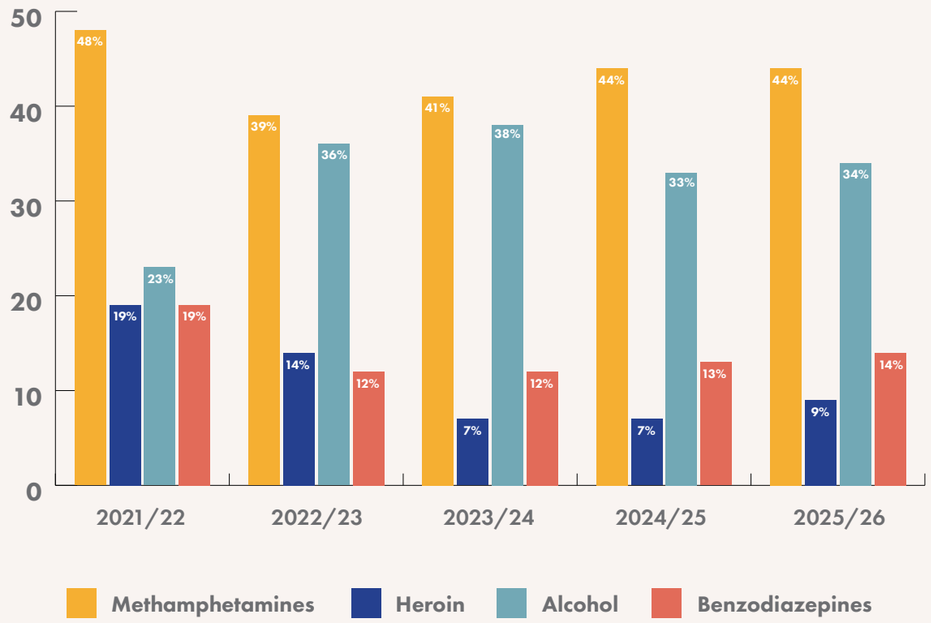
Financial Year	Average Age
2024–2025	**41.4 years**
2025–2026	**40.9 years**

During **2025–2026**, the average client age was **40.9** years, compared with 41.4 years in the previous year.

The largest proportion of clients were aged **35 - 44 years (34%)**, followed by **25 - 34 years (31%)**, **45 - 54 years (25%)** and **55 - 64 years (10%).**

Overall, **65% of clients were aged between 25 and 44** years, highlighting the demand for residential rehabilitation among men in this age group.

Table 4. Principle Drug of Concern



Principal Drug of Concern

Five-Year Trends and Analysis

Methamphetamine continued to be the most reported drug of concern among Glebe House clients in **2025/26, accounting for 44%**, unchanged from the previous year. Over the five-year reporting period, methamphetamine remained consistently high, ranging from 39% to 48%.

Alcohol was the second most reported drug of concern at 34%, a slight increase from 33% in 2024/25. Alcohol-related presentations have increased from 23% in 2021/22, highlighting the importance of addressing alcohol dependence within the residential rehabilitation program.

Heroin related presentations declined from 19% in 2021/22 to 9% in 2025/26, although this represents a modest increase from 7% in the previous year.

Benzodiazepine related presentations remained relatively stable, increasing slightly from 13% in 2024/25 to 14% in 2025/26.

Summary and Conclusion

The five-year data demonstrates that **methamphetamine and alcohol remain the most commonly reported drugs of concern** among Glebe House clients. In 2025/26, methamphetamine accounted for 44% of reported concerns, followed by alcohol at 34%, heroin at 9% and benzodiazepines at 14%.

While heroin related presentations have declined over the five year period, methamphetamine use remains consistently high, and alcohol continues to be a significant concern.

Other drugs of concern were also reported by clients but are not included in Table 3 due to their relatively low prevalence. The table therefore focuses on the four most commonly reported substances rather than providing a complete breakdown of all drugs identified.

These findings highlight the complexity of substance use among Glebe House clients, including polysubstance use, and reinforce the importance of comprehensive assessment, individualised treatment planning, relapse prevention and ongoing recovery support.

Glebe House remains committed to providing evidence based, trauma informed residential rehabilitation that responds to changing patterns of alcohol and other drug use and supports sustainable long term recovery.

Key Findings

- **Methamphetamine:** Remains the leading drug of concern at 44%, consistent with the previous year.
- **Alcohol:** Increased by 11 percentage points over five years, from 23% to 34%.
- **Heroin:** Declined by 10 percentage points over five years, from 19% to 9%.
- **Benzodiazepines:** Remained relatively stable over the past four years, at between 12% and 14%.

Risky Behaviours and Harm Reduction

Client self reporting, as analysed in the NADA Episode Analysis Report, shows positive behavioural trends:

- 82% of clients reported *never sharing needles or other drug paraphernalia.*
- 82% of clients reported *never engaging in unsafe sexual practices.*
- Less than half reported operating machinery or vehicles while under the influence.

These improvements reflect the effectiveness of our program's psycho-educational components, which focus on raising awareness of AOD related risks and equipping clients with harm reduction strategies to support long-term recovery and community reintegration.

CLIENT

STATISTICS CONT'D

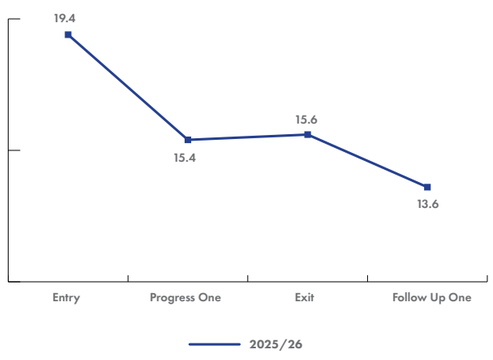
Tobacco, Vaping & Smoking Cessation Support

Glebe House continues to encourage a **holistic approach to health and recovery**, including support for smoking cessation.

- Designated outdoor smoking areas are provided, along with access to **educational resources** for those wishing to quit.
- Some clients have transitioned from tobacco to **vaping**, which some view as a less harmful alternative.
- While Glebe House does not promote specific methods, we offer **guidance and support** to clients who seek to reduce or quit smoking.

We also acknowledge the **changing regulatory environment** surrounding vaping, which now requires a **prescription from a general practitioner,** reflecting growing public health concerns about its long-term safety.

Table 5. Kessler K10 – Psychological Health Outcomes 2025/26



Psychological Health and Quality of Life Outcomes – 2025/26

Psychological Health – Kessler K10

Glebe House continues to evaluate program effectiveness through the Client Outcomes Management System (COMS), with clients completing standardised assessments at various stages of their residential rehabilitation program under staff supervision.

The Kessler Psychological Distress Scale (K10) measures psychological distress associated with symptoms of anxiety and depression.

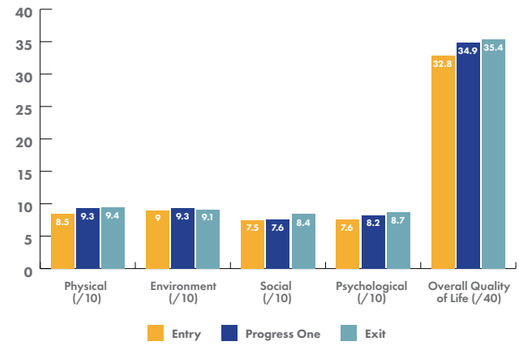
During the **2025/26 financial year**, the average K10 score decreased from **19.4 at intake to 15.6 at program exit**, representing a **19.6% reduction in reported psychological distress** over the 12-week residential program.

The average score declined to 15.4 at the progress assessment before remaining relatively stable at 15.6 at exit. The first follow up assessment recorded a further reduction to 13.6.

These findings indicate an overall improvement in clients' self-reported psychological wellbeing during treatment and provide encouraging evidence of the benefits associated with Glebe House's structured, trauma-informed rehabilitation program.

Note: K10 scores range from 10 to 50, with higher scores indicating greater psychological distress. The NADA report identifies scores of 25–29 as moderate distress and 30–50 as potentially severe distress. Survey numbers vary between assessment stages.

Table 6. Quality Of Life
NADA Psychological Health and Quality of Life WHO QoL -8



Quality of Life – WHO QoL-8

Glebe House measures changes in clients' quality of life using the World Health Organisation's WHO QoL-8 assessment, which examines physical health, psychological wellbeing, social relationships and environmental circumstances.

The **2025-26 NADA outcomes data demonstrate positive improvements across most quality of life measures** during the 12-week residential program.

Overall quality of life scores increased from **32.8 at intake to 35.4 at exit**, representing a **2.6 point improvement (approximately 7.9%)** on the 40 point scale.

The greatest improvements were recorded in psychological wellbeing, physical health and social relationships.

Key findings

- **Physical health:** Improved from 8.5 to 9.4, reflecting improved self reported physical wellbeing.
- **Psychological wellbeing:** Increased from 7.6 to 8.7, indicating positive changes in emotional wellbeing.
- **Social relationships:** Improved from 7.5 to 8.4, reflecting greater satisfaction with social connections.
- **Environmental wellbeing:** Remained relatively stable, increasing from 9.0 to 9.1.
- **Overall quality of life:** Increased from 32.8 to 35.4, with a further positive result of 35.2 at the first follow-up assessment.

Summary and Conclusion

The 2025-26 NADA outcome measures demonstrate encouraging improvements in psychological health and quality of life among Glebe House clients.

Average psychological distress decreased by 19.6%, while overall quality of life improved by 7.9% during the 12-week residential program.

Improvements in physical health, psychological wellbeing and social relationships highlight the value of Glebe House's holistic treatment approach, combining psychotherapy, psychoeducation, peer support, structured daily activities and practical life skills.

The findings support the continued delivery of individualised, trauma informed and evidence-based residential rehabilitation, with an emphasis on strengthening mental health, personal wellbeing and sustainable recovery.

Glebe House remains committed to ongoing outcome measurement, continuous improvement and supporting clients to build healthier, more independent lives.

Source: NADA Organisation Treatment Outcomes Report, Glebe House Incorporated, 1 July 2025 – 30 June 2026.

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.

INTEGRATED HEALTH AND WELLBEING ASSESSMENTS

Health and Wellbeing

Glebe House is incredibly grateful for the outstanding contributions of our dedicated practitioners in 2026. 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.

Feedback and participant outcomes indicate a positive shift in attitudes and behaviours, with many reporting increased self-reflection, improved emotional regulation, and a clearer understanding of ethical conduct in relationships and community settings. These outcomes reflect the program's success in fostering lasting behavioural change.

Looking ahead, we are optimistic about securing funding to continue and expand the *Men and Ethics* program beyond 2026, reinforcing our commitment to promoting ethical, accountable, and emotionally healthy forms of masculinity.



Men and Ethics Program

In 2026, we extended our commitment to the Men and Ethics program, a therapeutic initiative originally developed by Geoff Minards in early 2020. Throughout the year, the program was delivered consistently, with groups running on a Wednesday morning

The program remains focused on educational and health based approaches, using a therapeutic change model that promotes self-awareness, personal responsibility, and ethical decision making. Participants engaged in structured sessions designed to encourage practical, value driven behaviour in their daily lives.

Health Assessments

At Glebe House, new residents complete a comprehensive wellbeing assessment upon arrival, utilising the Kessler K10 and COMs 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 Practice (GFMP)** 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.

Through a Therapeutic Lens

I have a lot of respect for the clients walking through the doors of Glebe House asking for support, some of whom have never considered such a thing. The outcomes of poor decision-making because of addiction are often linked to unresolved trauma which, from the safety of the therapeutic alliance, can be explored and healed. I have worked with men at Glebe House who have engaged with the opportunity to investigate themselves bravely and sincerely, and the rewards have emerged as profound insights, self-acceptance, and self-development.

My role as in-house therapist consists of holding weekly one-on-one sessions with the clients where they, in their own way, come to understand how their past has shaped their present. These self-awarenesses offer opportunities for change, and with the encouragement found in the Glebe House program, the men are positioned to outgrow who they became and perhaps, for the first time, decide on who they want to be.

I also facilitate a weekly 90-minute psych-ed session on subjects as wide ranging as personality development and the nervous system to family systems, addiction, and recovery. Each session is aimed at building practical psychological awarenesses for the clients to engage with throughout their day-to-day activities. Clients are invited to question and challenge the material as well as being supported to observe where and how it might apply in their lives, frequently developing into robust and sophisticated discussions.

About Alistair

Alistair has degrees in counselling, psychotherapy, and psychology, and is passionate about continued learning and improvement. His curiosity about why we are and what we are motivates unending study and research, all with the aim of living a rewarding life and being a valuable therapist. He is registered counsellor with the Psychotherapists and Counsellors Federation of Australia (PACFA), College of Counselling.

Alistair Powning GradDipCouns, GradDipPsych, MPsychother&Couns

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 remains a vital component of Glebe House's continuum of care, aligned with the 'throughcare' model that supports individuals transitioning from residential treatment and, in many cases, from custody. Recognising the heightened vulnerability of client's post treatment, the program offers an integrated system of support that includes secure housing, peer mentorship, and therapeutic engagement.

Central to this model is the ongoing connection to the "Glebe House Family," where former residents are encouraged to return for support, act as peer mentors, and serve as positive role models. This sense of belonging plays a critical role in client resilience, relapse prevention, and long term recovery.

Underfunded and Delivered in partnership with Metro Community Housing, the outreach program currently supports five properties, providing stable, supported accommodation for up to 15 men. These homes serve as foundations for recovery, accountability, and personal growth.

The program is further strengthened by weekly peer support and relapse prevention groups, which consistently attract over 20 participants. Clients value these sessions as safe, therapeutic spaces to share openly, connect with others in recovery, and reflect on their progress.

Importantly, **relapse is not viewed as failure but as a part of the recovery journey.** Through consultation and feedback from Stage 2 clients, we have developed clear community guidelines for supporting peers through relapse. Clients have voiced a strong willingness to assist others, provided boundaries around in home drug use and adherence to staff directions are respected. Additional supports include access where available to 30 day treatment through partnerships with providers such as William Booth House and Foundation House

Practical assistance such as brokerage for independent living and food donations from Oz Harvest further strengthen the outreach network, helping men build sustainable, independent lives.

Fortnightly BBQs and house meetings provide a structured forum for feedback, community building, and accountability, reinforcing the therapeutic culture and shared responsibility at the heart of the program.

Key Outcomes in 2026

- **72%** of clients completed the initial 12-week residential program, with 13 men transitioning into Stage 2.
- **5 supported properties** maintained in collaboration with Metro Community Housing, housing up to **15 men.**
- **Weekly peer support and relapse prevention groups** drew **20+ regular participants**, strengthening connection and community.
- **Fortnightly BBQs and house meetings** provided ongoing peer engagement and accountability.
- **Relapse support systems** were expanded in response to client feedback, including:
  - Clear peer-led boundaries for relapse support.
  - Access to 30-day treatment options via partner organisations.
- **Peer mentoring roles** increased, with former clients returning to share lived experience and guide new participants.
- **Brokerage and advocacy support** assisted clients in securing independent living arrangements.
- **Ongoing food donations from Oz Harvest** enhanced the program's holistic support offering.



FINANCIAL REPORTS

TREASURER'S REPORT

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Treasurers Report for the Year Ended 30 June 2026

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

DCJ - Department of Corrective Services	$318,987
DCJ - Specialist Homelessness Services	$226,333
Department of Health & Ageing	$203,332

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

The funds received are well and 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.

Taylor Blackburn

Taylor Blackburn
Treasurer
Glebe House Incorporated
13-Oct-26

COMMITTEE'S REPORT

Audit Logic
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Glebe House Incorporated

ABN 70 001 327 626

Auditor's Independence Declaration under Section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 to the Responsible Persons of Glebe House Incorporated

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2026, there have been:

(i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Audit Logic
Chartered Accountant

Benjamin Irvine
Director

14 October 2026

Sydney, NSW

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Glebe House | Annual Report 2026

COMMITTEE'S REPORT CONT'D

Glebe House Incorporated

ABN 70 001 327 826

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2026

	Note	2026 $	2025 $
Revenue	4	**828,999**	853,714
Finance income	5	**8,342**	13,432
Employee benefits expense		**(594,938)**	(566,886)
Depreciation and amortisation expense		**(11,424)**	(12,802)
Other expenses		**(234,371)**	(241,858)
Surplus/(deficit) before income tax		**(3,392)**	45,800
Income tax expense		**-**	-
Surplus/(deficit) for the year		**(3,392)**	45,800
Other comprehensive income, net of income tax			
Other comprehensive income		**-**	-
Total comprehensive income for the year		**(3,392)**	45,800

The accompanying notes form part of these financial statements.

Glebe House Incorporated

ABN 70 001 327 826

Statement of Financial Position
As At 30 June 2026

	Note	2026 $	2025 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	**311,100**	349,545
Trade and other receivables	7	**5,453**	4,778
TOTAL CURRENT ASSETS		**316,553**	354,323
NON-CURRENT ASSETS			
Property, plant and equipment	8	**23,203**	33,361
TOTAL NON-CURRENT ASSETS		**23,203**	33,361
TOTAL ASSETS		**339,756**	387,684
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	**30,342**	67,879
Employee benefits	10	**79,536**	86,535
Other financial liabilities	11	**53,063**	53,063
TOTAL CURRENT LIABILITIES		**162,941**	207,477
NON-CURRENT LIABILITIES			
TOTAL LIABILITIES		**162,941**	207,477
NET ASSETS		**176,815**	180,207
EQUITY			
Reserves		**41,236**	30,707
Accumulated funds		**135,579**	149,500
		176,815	180,207
TOTAL EQUITY		**176,815**	180,207

The accompanying notes form part of these financial statements.

Glebe House | Annual Report 2026

COMMITTEE'S REPORT CONT'D

Glebe House Incorporated

ABN 70 001 327 826

Statement of Changes in Equity
For the Year Ended 30 June 2026

2026

	Note	Accumulated Funds $	Staff Contingency Reserve $	Total $
Balance at 1 July 2025		149,500	30,707	180,207
Deficit for the year		(3,392)	-	(3,392)
Transfers from retained earnings to staff contingency reserve	12(a)	(10,529)	10,529	-
Total other comprehensive income for the period		-	-	-
Balance at 30 June 2026		135,579	41,236	176,815

2025

	Note	Accumulated Funds $	Staff Contingency Reserve $	Total $
Balance at 1 July 2024		134,407	-	134,407
Surplus for the year		45,800	-	45,800
Transfers from retained earnings to staff contingency reserve	12(a)	(30,707)	30,707	-
Total other comprehensive income for the period		-	-	-
Balance at 30 June 2025		149,500	30,707	180,207

The accompanying notes form part of these financial statements.

Glebe House Incorporated

ABN 70 001 327 826

Statement of Cash Flows
For the Year Ended 30 June 2026

	Note	2026 $	2025 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipt from grants		**824,131**	798,657
Receipts from customers		**71,747**	73,134
Interest received		**8,757**	8,654
Donations received		**8,600**	6,450
Payments to suppliers and employees		**(950,414)**	(847,180)
Net cash provided by/(used in) operating activities	17	**(37,179)**	39,715
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from disposal of motor vehicle		**-**	49,054
Purchase of property, plant and equipment		**(1,266)**	(93,449)
Net cash provided by/(used in) investing activities		**(1,266)**	(44,395)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net cash provided by/(used in) financing activities		**-**	-
Net increase/(decrease) in cash and cash equivalents held		**(38,445)**	(4,680)
Cash and cash equivalents at beginning of year		**349,545**	354,225
Cash and cash equivalents at end of financial year	6	**311,100**	349,545

The accompanying notes form part of these financial statements.

Glebe House | Annual Report 2026

COMMITTEE'S REPORT CONT'D

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Glebe House Incorporated

ABN 70 001 327 626

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.

Chairman — John Stone — 14-Oct-26
Mr John Stone

Managing Director — David Mcallister — 14-Oct-26
Mr David McAllister

Dated this ..... day of 2026

Glebe House Incorporated

ABN 70 001 327 626

For the Year Ended 30 June 2026

Detailed Income and Expenditure Statement

	2026 $	2025 $
Income		
Interest income	8,342	13,432
Rental income	69,995	73,004
Grants	748,652	774,130
Donations and miscellaneous income	8,755	6,580
Stage 2 income	1,597	-
Total income	837,341	867,146
Less: Expenses		
Accounting fees	17,195	16,072
Auditors remuneration	4,500	4,500
Bank charges	(254)	154
Computer expenses	-	646
Consulting and professional fees	1,650	2,620
Depreciation	11,424	12,602
Entertainment - 50th Anniversary Celebration	-	6,763
Grant expenses - NADA and Dental Fund	3,423	13,722
Insurance	51,982	35,966
IT Expenses	1,225	1,175
Lease and licence fees to occupy premises	21,000	21,000
Leave pay provision charge	(6,999)	(3,391)
Long service leave levies	5,106	-
Motor vehicle expenses	4,552	6,410
Operating expenses (accreditation, food, resources, counselling)	111,333	104,842
Office expenses	4,028	3,334
Postage & couriers	9	151
Repairs and maintenance	2,216	1,765
Salaries	533,541	511,799
Security costs	624	576
Subscriptions	3,293	3,286
Superannuation contributions	63,290	58,478
Telephone and internet	1,887	1,953
Utilities	5,708	6,727
Write off GST not claimable	-	6,187
Total Expenses	840,733	817,337
	(3,392)	49,809
Other items:		
Loss on disposal of assets	-	(4,009)
	-	(4,009)
Surplus/(deficit) for the year	(3,392)	45,800

Glebe House | Annual Report 2026

AUDITOR'S REPORT

Audit Logic Pty Ltd
PO Box 160
Picton NSW 2571
ABN 88 656 297 013
www.auditlogic.com.au

Glebe House Incorporated

Independent Audit Report to the members of Glebe House Incorporated

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Glebe House Incorporated, which comprises the statement of financial position as at 30 June 2026, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and the responsible persons' declaration.

In our opinion the financial report of Glebe House Incorporated has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

(i) giving a true and fair view of the Registered Entity's financial position as at 30 June 2026 and of its financial performance for the year ended; and

(ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for 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 Registered Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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Glebe House Incorporated

Independent Audit Report to the members of Glebe House Incorporated

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of the Registered Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a 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 responsible persons are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities 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 auditor's 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 Australian Auditing 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 the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

Audit Logic
Chartered Accountant

Benjamin Irvine
Director

Sydney, NSW
14 October 2026

Glebe House | Annual Report 2026

AUDITOR'S REPORT CONT'D

Audit Logic Pty Ltd
PO Box 160
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www.auditlogic.com.au

Glebe House Incorporated
Auditor's Statement

I, Benjamin Irvine, being an auditor qualified in terms of Section 5.2.2 of the Agreement between the NSW Department of Communities and Justice (Temporary Supported Accommodation) 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 2026 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: 14th October 2026

BENJAMIN IRVINE CA
Registered Company Auditor - (Reg. No. 528781)

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Glebe House Incorporated
Auditor's Statement

I, Benjamin Irvine, 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 Commonwealth, as represented by the Department of Health, Disability and Ageing 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 2026, in accordance with the Australian Accounting principles.

Date: 14th October 2026

BENJAMIN IRVINE CA
Registered Company Auditor - (Reg. No. 528781)

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AUDITOR'S REPORT CONT'D

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Glebe House Incorporated
Auditor's Statement

I, Benjamin Irvine, 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 Department of Communities and Justice (Specialist Homelessness 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 2026 in accordance with the Australian Accounting principles.

Date: 14th October 2026

BENJAMIN IRVINE CA
Registered Company Auditor - (Reg. No. 528781)

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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
- Fairfield Drug Health Service - Corella Lodge

AOD SERVICES

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

HEALTH SERVICES

- Glebe Eyewear
- Glebe Family Medical Practice
- Camperdown Community Health
- Cleveland Centre Counselling Services
- Alistair Powning Psychotherapy and 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

HOUSING SERVICES

- Metro Community Housing
- Homes NSW
- Wesley Housing
- St. George Community Housing
- Link Wentworth

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
- Victoria Park Gym
- State Debt, WDO
- Oz Harvest
- Tafe NSW
- Centrelink
- Re Love

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 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.



GLEBE HOUSE

5-7 Mt. Vernon Street
Glebe, NSW 2037

P: **02 9566 4630**
E: **info@glebehouse.com.au**

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Glebe NSW 2037

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