

YEARLY REVIEW 2024



THE GIRLS & BOYS
BRIGADE

FROM THE PRESIDENT



I have been looking at documentaries about life in North Korea and the effects on communities in war-torn Ukraine. The images are appalling. The same is the case in many parts of the world. Whether it is war, poverty or extreme weather events the impact on families and children, in particular, teases the tear ducts.

We remain a 'lucky country', but we too have pockets of disadvantage where families, especially during a cost-of-living crisis, struggle to fulfil obligations to their children. Not merely as an adjunct to the activities of The Girls & Boys Brigade, but as very much part of our holistic approach to our membership, we provide life skills and nutritional support.

We are an education centre, a sporting centre and a 'tuck shop' that gives the Brigade a trusted family appeal and a purpose that bonds.

For our staff and those who support the Brigade – the volunteers and our much-needed donors – you are all part of our family. Please hold our hand.

A handwritten signature in black ink, appearing to read 'John B. Fairfax'.

John B. Fairfax AO
President

Our Purpose

Our purpose is to support children and youth in need by providing educational and recreational opportunities that build life skills as a foundation for a brighter future.

Our Values

- Empathy
- Responsibility
- Courage
- Respect
- Kindness

Our Beneficiaries

- 100% are from low-income families
- 84% live in social/community housing or are in housing stress
- 70% are from single-parent families
- 58% are from CALD backgrounds
- 20% are Aboriginal or Torres Strait Islander
- 12% have children diagnosed with neurodiversity such as autism or ADHD

FROM THE CHAIRMAN & EXECUTIVE OFFICER



This year marked the commencement of our three-year strategy, 'Creating a Livelihood.' This strategy was influenced by two significant events, the pandemic and the cost-of-living crisis, and at its core is our desire to "even up the playing field" by building strong foundations.

The reduction in funding across all our income streams has required us to narrow the scope of some services but meant that we had the opportunity to deepen the impact of others. This year's key achievement has been to embed family support programs into everything we do. Our holistic approach strives to build resilience by equipping children and youth with the skills to handle issues involving conflicts, relationships, confidence, authority, trust, independence and healthy habits.

On behalf of the entire team at The Girls & Boys Brigade, we extend our heartfelt gratitude for your continued support. It is with your compassion and shared belief in our programs and services that we will one day level the playing field.

Paul Strutt
Chairman

Stefan Lamour-Jansson
Executive Officer

Our Plans for Reconciliation and Sustainability

Our plans for reconciliation and sustainability play key roles in our 2024-2027 organisational strategy.

In 2024 all staff undertook cultural competency training, and we persisted in strengthening and developing our partnerships with First Nations organisations.

We also continued to provide diverse and inclusive

programming that highlighted the importance of both First Nations cultures and our sustainability goals.

As our strategic plan unfolds, we hope to emerge as a leader in sustainability within the not-for-profit sector, with our top ten impacts aligned to the relevant UN Sustainable Development Goals (SDGs).

"I just think the GBB has given him a lot. Relationships, support systems, friends, peers, that one-to-one support. His mum has started to come volunteer, so they're experiencing that community connection. It's really inspiring to see." - Miss Hannah



"It's good for the kids to see all of us parents socialising, getting along, because they then begin to understand the importance of community." - Imani, mum to Gabriel (11)



"The service provided to me and my three girls truly helps me more than I can explain in words, the amount of weight that is taken off my shoulders when the pantry is available, when there are takeaway dinners... thank you so much from the bottom of my heart." - Suzanna, mum to Lily (5), Ella (7), and Sophie (14)

FAMILY SUPPORT PROGRAM

When we are little, our parents and carers have a tremendous influence over our everyday lives. At the GBB we believe that by empowering families with a sense of community, ownership, and agency, we are laying the best possible foundations for young people's success.

Community

The rising cost of living has left families with greater financial stress than ever before, with many experiencing feelings of shame and isolation. That's why we provide a welcoming community where families can have their core needs met. We want every young person to have access to a safe home and the healthy, nutritious food that they need to thrive.

175

families supported through the food program

\$4,000

annual grocery value per family

10,107

meals provided

Ownership

Once core needs were met, families felt empowered as stakeholders in our community and took ownership of their role at the GBB.

This included volunteering at our market days, participating in our parent café, and offering support to other parents and carers at our family dinners. We also facilitated family counselling sessions so that families felt safe to do the deep emotional work needed to move forward into brighter futures.

1,818

instances of support

514

advocacy and referrals

103

families who accessed support

Agency

Throughout the year we saw parents and carers rebuild their lives and experience a renewed sense of agency and control.

We had some of the highest levels of attendance in our employment and parenting workshops, as well as in our skills-based training, with many eager to learn about nutrition and budgeting. These workshops and programs give parents and carers the knowledge they need to move beyond our services and make valuable contributions to society.

1,070

family dinner attendees

45

parenting workshops

41

family enrolments



CHILDREN'S PROGRAM

For those experiencing financial hardship it is often the youngest and the smallest who make the biggest sacrifices. This injustice has been at the heart of our work at the GBB since we opened, and why we are so proud to have steered tens of thousands of children through their most crucial development years. In 2024 we continued to work hard to ensure that every child who walked through our doors would have a childhood full of learning, playing, and building skills for life.

1,925 vacation care attendances	8,341 total attendances
<hr/>	
68 new enrolments	

Learning

Whenever the GBB's doors were open, so was the door to our homework room. As Sydney's rental crisis continues to dominate headlines the GBB has seen an increase in children coming from tiny apartments shared by one or more families. We saw some of our highest rates of attendance in 2024, with many expressing how valuable the space was for them.

Not only is the room fully equipped with computers, stationery, books, and other educational materials, but students also receive one-on-one support from our staff and volunteers. For children who have experienced trauma or faced other developmental challenges this support evened the playing field and helped ensure that every child had the opportunity to succeed at school.

Playing

Over Summer we swam our way across NSW at Manly Water Works, Water World, and Gordon's Bay. In Autumn we went camping on the Central Coast, explored Ourimbah State Forest, and went on a thrilling Treetops Adventure.

In Winter we camped at Mangrove Creek where the children pitched tents, cooked marshmallows by the fire and went bushwalking.

And in Spring the children played at Sir Joseph's Banks Park, and took part in Olympic-themed activities.

38 volunteers	
<hr/>	
400 volunteer hours for our homework room	6,250 homework room attendances

Skills for Life

This year we had a special focus on dreaming big and nurturing passions. The children had the chance to meet and play as Firefighters, Police Officers, Fashion Designers, Gardeners, Chefs, Veterinarians, and more!



"I live in a small apartment which just doesn't have enough room. When she comes here, she has a whole room to do her homework." - Beverley, grandma to Emily (9)



"You can see what they're learning, what they're taking on board, what their strengths are. Hamile's already deciding that she's going to be a project manager." - Mr Cecil



"My son struggles in big groups, like at school, he needs constant reassurance because he's worried about doing everything right... in the homework room he gets that one-on-one support." - Behrouz, dad to Darius (7)

“They’re people I can confide in and trust in and go to in times of need. It’s an environment where I know I won’t be judged. I can be myself around them 100%.”

- Marcus (15)



“After a day or two of camping he started to be more domestic. He said he had no idea how to wash dishes, or how to pack down his tent. But he listened to directions, he didn’t complain, and he seemed happy for the guidance.” - Mr Curly

YOUTH PROGRAM

In 2024 many of our youth came to us through referrals from refuges, police, social workers, or school staff. Most were stuck in survival mode just trying to get through each day. Despite this we watched them develop healthy habits, a positive sense of independence, and begin preparing for the future.

Healthy Habits

Our long-running youth program was a way for them to relax, socialise, create, and tackle homework in our dedicated youth space. Routines of cooking and sharing meals proved a popular and positive way for them to take the lead and connect before our weekly sports nights.

Positive Independence

Activities such as kayaking, bush walks, and team sports helped youth to grow in collaborative environments. They learned how to adapt to new situations and regulate their emotions when working on common goals. Excursions to museums and water parks were a source of joy and learning, and camps to the Blue Mountains and the Central Coast were a chance for youth to take charge. On these camps our youth led the way pitching tents and cooking food like damper and toasting marshmallows by the fire.

Preparation for the Future

With rising unemployment rates across Sydney, we worked hard to empower our youth with the skills and training they need to build brighter futures. We ran workshops and classes in pottery, deckbuilding, music, employment, cooking, nutrition, and mental health which helped them to develop skills and confidence. A special initiative saw youth develop skills in carpentry and furniture making, which was a beautiful revival of similar programs the GBB has run since the early 1900s.

Mentorship

Part of what distinguishes the GBB from similar services is our holistic approach and clear-eyed strategy. We don't provide hand-outs, but rather a hand-up: something made evident by the successes of our alumni. In 2024 we invited many of these alumni back into the GBB to guide our youth with their lived experience. These mentorships were paid forward by youth, many of whom also stepped up as mentors when looking after the younger children at the GBB.

3,280
total attendances

48
youth dinner nights

825
school holiday
attendances

87
youth workshop
attendances



THEN AND NOW

“When I was younger, I had a vision to be a vet and look after animals in need. My passion for animals grew over my developmental stages where I was becoming more aware of what I could do to help animals.”

“Now I’m studying a bachelor’s in social work and psychology to support children subjected to alcohol or drug-related abuse. It’s my nature to help, and my love and care for individuals my age is a new ending to that.”

Ela



“When I was younger, my dream was to be a singer, actor, artist and a fashion designer. It was performing at talent shows and in after school care at the GBB that helped me find my love for creating”.

“Now I’m an Industrial Design Honours Student in my 3rd year of uni. I discovered that though I didn’t want to pursue a singing, acting and/or fashion design career, I do and will always love to create and design.

Trish

“When I was younger, I was obsessed with horses and the police. I would see them when we went out to excursions, I would see them out in Surry Hills or around, but I sort of lost interest.”

“Now I’m flying. My new dream is to fly with my brother to Uluru and around Australia. I’ve always fantasised about flying over my grandad’s farm and seeing the little house on his property.”

Liam



SOMEWHERE FOR EVERYONE

There is one thing that the GBB can't offer to children: an outdoor space. In 2024 we took full advantage of our bus as we drove around Sydney and its surrounds.

Many of our children spent their days before the GBB feeling trapped between the walls of tiny, crowded apartments. Some had never used an opal card before or didn't feel welcome or comfortable in different parts of the city.

In 2024 we made a special effort to show them that the city belongs to them, too. They enjoyed long days playing and exploring at beaches, national parks, gardens, and playgrounds across the city.



We also invited them inside some of the largest arts and cultural centres around the city. These museums, galleries, and theatres many had never thought of visiting. It gave many of our young people a powerful sense of worthiness and encouraged them to dream bigger.

TREASURER'S REPORT



The Girls & Boys Brigade recorded an overall surplus in 2024 of \$45,967. After excluding the net income of \$105,532 from the investment portfolio, there was an operational loss for the year of \$59,565. These results are still subject to audit by PwC Australia, our pro bono auditors.

Fundraising income landed at 2023 levels, a good outcome considering the very challenging times for the not-for-profit sector. Grant funding is especially competitive. New initiatives and successful events by the team achieved this result, without any support from Government. These initiatives will continue into 2025, including seeking more support from the business sector.

We are again extremely grateful to all those individuals, foundations and businesses that, year after year, support the GBB to help children, youth and families in need, by providing education and recreation that build life skills as a foundation for a brighter future.

In addition, the GBB Foundation provided \$740,000, which covered all the year's administration expenses plus much needed funding for the ever-increasing program costs. Inflation and other pressures continued to drive expenses upwards. Program costs increased by 17%, whilst other cash costs, including fundraising, went up by 9%. This financial pressure continues in 2025, but all costs are scrutinised closely to ensure value for money spent and that they stay relevant to the GBB's strategy.

Finally, I warmly thank Mrs Andrea Molloy, who retired in 2024 from nearly twenty years of service as the GBB's Finance Officer. Her experience and deep knowledge of the GBB helped my role enormously. Andrea will continue in her position as Company Secretary.

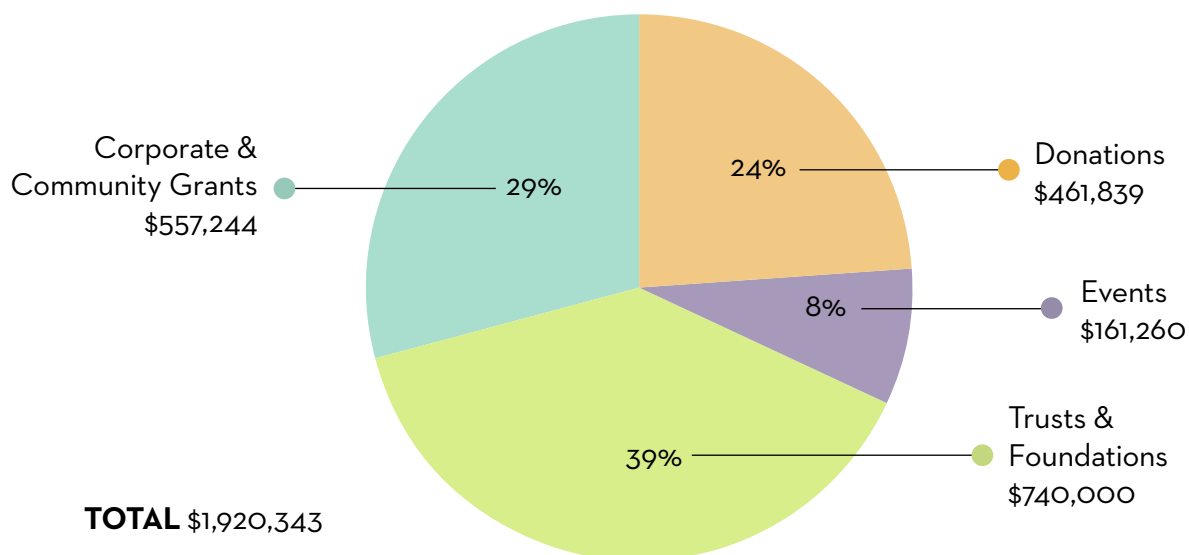
A handwritten signature in black ink, appearing to read 'Mike Forsdick', with a long, sweeping underline.

Mike Forsdick
Treasurer

DETAILED INCOME STATEMENT FOR THE FINANCIAL YEAR TO 31 DECEMBER 2024

INCOME	2024	2023
Fundraising Income	\$1,019,083	\$894,399
Fundraising Event Income	\$161,260	\$312,909
Specific Funding for Building Works	-	\$573,696
Total Fundraising Income	\$1,180,343	\$1,781,004
Distribution from GBB Foundation	\$740,000	\$260,000
Net Income from Investments	\$105,532	\$87,124
Other Income	\$5,347	\$4,831
TOTAL INCOME	\$2,031,222	\$2,132,959
EXPENSES		
Administration Expenses	\$282,444	\$277,180
Depreciation and asset write offs	\$86,064	\$61,727
Fundraising Event Expenses	\$56,361	\$76,291
Fundraising General Expenses	\$430,395	\$362,516
Program Expenses: Children's Program	\$606,909	\$468,694
Youth Program	\$277,118	\$287,454
Family Support	\$245,964	\$207,393
TOTAL PROGRAM EXPENSES	\$1,129,991	\$963,540
TOTAL EXPENSES	\$1,985,255	\$1,741,254
NET SURPLUS	\$45,967	\$391,705

FUNDRAISING INCOME



OUR THANKS

We extend heartfelt gratitude to our generous supporters who, with their kindness, have empowered numerous families to freely access our services throughout the year.

Net of fundraising expenses, 100% of every donation made to The Girls & Boys Brigade goes directly to supporting programs for children, youth, and their families. Administrative costs are funded by The Girls & Boys Brigade Foundation, allowing your support to directly impact those in need.

Program Funding

We are very grateful for the following funders who have supported the delivery of our programs in 2024.

		 <p>Waratah Education Foundation \$15,000 Waratah Education Foundation</p>
<p>Collier Charitable Fund \$30,000 Collier Charitable Fund</p>	 <p>CITY TATTERSALLS CLUB \$2,900 City Tattersalls Club & Club Grants</p>	<p>The Glendonbrook Foundation \$40,000 The Glendonbrook Foundation</p>
 <p>CommBank Staff Foundation \$20,000 CommBank Staff Foundation</p>	 <p>MAZDA FOUNDATION \$20,000 Mazda Foundation</p>	<p>ALT X FINANCIAL GROUP FOUNDATION \$25,000 AltX Foundation</p>
 <p>Jibb FOUNDATION \$100,000 Jibb Foundation</p>	 <p>Matana Foundation for young people \$75,000 Matana Foundation</p>	<p>Maple-Brown Family Foundation \$40,000 Maple-Brown Family Foundation</p>
<p>WELLINGTON MANAGEMENT Wellington Management Foundation</p>	 <p>CITY OF SYDNEY \$3,300 Council of the City of Sydney</p>	 <p>TOYOTA Sydney City Toyota Sydney City Toyota</p>

Acknowledgement of Donors Over \$1,000

Baillie Family Foundation
Charles & Hannah
Alexander
Ian Armstrong
Ruth Armytage AM
Kenneth Averre MBE
John Boden
Hamish Bowman
Judy Brogan
M. Brown
Andrew Buchanan
M. Chappel
Geoffrey Cottrell
Bryan Duignan
Malcolm Edwards

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Stephanie Fairfax
Ben Folkard
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Kate Friis
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Maggie Grady
Jean Gray
Janet Grimsdale
Richard Grimsdale
Gina Grubb
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Corporate & Community Partners

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AltX Foundation
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Bourke Street Public
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ChildFund Australia
City Tattersalls Club &
Club Grants
Collier Charitable Fund
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Crown Street Public School
Darlington Community
Garden
Darlo Darlings
Department of Employment
and Workplace Relations
Dropbox
Dymocks Children's
Charities
Epoch Capital Pty Ltd
ESCA Group
Football Australia
Gavin Coopey
Henrietta Ardlie
House that Dan Built
Inner Sydney High School
Jibb Foundation
John and Jan Macri
King & Wood Mallesons

Kristian Molloy Design
Lord Mayor - Councillor
Clover Moore AO
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Foundation
Matana Foundation
Mazda Foundation
Monkey Baa Theatre
Morgans Financial Limited
Nexia Sydney
NSW Government
Officeworks
OzHarvest
Paul Ramsay Foundation
PCYC
Peak Investment Partners
PMDL Architecture
& Design
Pure Foundation
PwC Australia
Share the Dignity

Slice of Paradise Gardens
& Design
Southern Cross Vet
Story Factory
Surry Hills Police Station
Sydney City Toyota
Sydney Roosters
Taylor Construction
The Glendonbrook
Foundation
Toyota Finance
Two Good Co
Vincent Fairfax Family
Foundation
Waratah Education
Foundation
Wellington Management
Foundation
Yirranma Place

Volunteers

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Nicola Batt
Siobhan Burt
Judith Chapple
Cheryl Chin
Rebecca Cho
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Richard Flood
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James Sutherland
Roelf Van Der Merwe
Alexandra Van Gelder
Shurui Yi
Zac Zuvela

How you can help

There are many ways you can join us in helping people in our community.

- Donating
- Leaving a gift in your Will
- Attending one of our events
- Volunteering
- Becoming a corporate partner

Board & Staff Information

President:

John B. Fairfax AO

Chairman:

Paul Strutt

Treasurer:

Mike Forsdick

Directors:

Ruth Armytage AM

Samantha Dunlop

Andy Fairfax

Paul Masi

Joshua O'Rourke

Fiona Ratcliffe

Executive Officer:

Stefan Lamour-Jansson

Company Secretary & Finance**Officer:**

Andrea Molloy

Programs Manager:

Diane Crawford (Parental Leave)

& Susan Cameron-Jung

Fundraising Manager:

Donna Taanman (Resigned) &

Sarah Buckley

Fundraising Communications**Coordinator:**

Isabelle Bennett

Fundraising Impact Coordinator:

Gemma Clendining

Program Coordinators:

Bill Porter

Curly Fernandez

Melanie Fletcher

Hannah Rose

Program Support Officers:

Camilla Fitzsimmons

Rebecca Lamour

Family Support Coordinator:

Stephanie Fett

Foundation Chairman:

Paul Masi

Founded: Sydney 1882

ABN: 40 409 258 077

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Thank you for being a supporter and friend of The Girls & Boys Brigade.
Together, we can empower capable young adults and thriving families.

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*All client details have been changed for privacy



THE GIRLS & BOYS
BRIGADE