

2022–2023
Annual Report

Proudly funded by the City of Melbourne



THE DRUM
Youth Services



Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander people as the First Peoples of Australia. We acknowledge they have never ceded sovereignty, remain strong in their connection to land, culture and in resisting ongoing colonisation.

The DRUM respectfully acknowledges that we deliver services and programs on the stolen lands of the Wurundjeri, Boon Wurrung, Taungurung, Dja Dja Wurrung and the Wathaurung people of the Kulin Nations.

We pay respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

As a team and organisation predominately comprised of settlers, we are committed to supporting First Nations people in their quest for decolonisation and sovereignty.

CONTENTS

Acknowledgement of Country	ii
A word from our CEO	1
The DRUM survey – young people	4
The DRUM survey – staff	7
The DRUM's City of Melbourne youth programs	12
The DRUM key performance indicators	25
The DRUM program stats and facts	30
Supporting partnerships, donors and supporters	33
The DRUM – meet our team	35
Funders and partners list	40
Community engagement and community partners	41
Connect with us	42



A word from our CEO, Karen Field

» Thinking about young people who live work and play across the City of Melbourne

At **the DRUM**, we have long embraced a framework that emphasises the health and wellbeing of young people and utilised it to shape our work, ensuring the best possible support for all those we engage with, especially the young individuals, within the context of their families and communities of those who live, work and play in the City of Melbourne. Throughout decades of research, we have consistently discovered that positive home environments, strong connections to school and peers, and a sense of belonging play a pivotal role in mitigating life's inevitable challenges. This knowledge has not only been relayed to us through research but has also been echoed by the young people themselves.

Our continuous effort to amplify the voices of young people has enabled us to improve and evolve over the years. We remain committed to co-design and establish partnerships with local governments, including the City of Melbourne, based on the feedback and insights shared by young people and their families. However, the past two years have brought unprecedented changes for everyone, particularly for those already facing additional obstacles in their developmental journey.

While lockdowns are more and more becoming a distant memory, the impacts of them have lingered, leaving a lasting imprint on the lives of young people. **The DRUM** has witnessed the ongoing repercussions caused by these prolonged restrictions. Despite the easing of lockdown measures, many young individuals continue to face challenges in reconnecting with peers and schools. The disruptions caused by the pandemic have had far-reaching effects on the social connections and overall well-being, particularly those who faced hard lock downs.

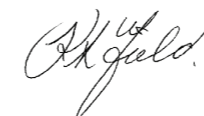
The DRUM team have witnessed an alarming rise in distressed families due to income and housing insecurity. The escalating cost of living has had a significant impact on families, exacerbating everyday stresses and placing additional strain on their well-being. At **the DRUM**, we recognise the importance of our programs as a haven away from these pressures. Our safe and supportive environment offers respite and relief, providing families with practical and emotional support to navigate the challenges of affordability. By fostering a sense of belonging and connection, we empower young people and their families to find solace, resilience, and a renewed sense of hope amidst the financial burdens they face.

Despite navigating all that comes with working with young people experiencing hardship and other challenges, **the DRUM** has remained steadfast in maintaining crucial connections with young people. We extend our heartfelt appreciation to our dedicated team of youth practitioners who have consistently provided vital practical and emotional support. Their contributions range from delivering essential health information to assisting with community and systems navigation, all while creating a safe and nurturing space where young people feel heard and connected. Many young individuals have expressed that participating in our programs each week has been a highlight, serving as their sole source of connection and validation.

The DRUM endeavour to continue our universal engagement and preventative initiatives to ensure that young people can readily access local support when needed. By increasing collaboration and applying an intersectional and place-based lens to our collective work, we aim to ensure that all young individuals, regardless of their identities and diverse lived experiences, do not have to defer their dreams or limit their potential. This pandemic has taught us that nothing is certain, but it is our responsibility to make a positive and active difference in the lives of the young people we directly support.

The exceptional dedication and creativity of our team at **the DRUM**, led by Marie Iafeta, deserve our heartfelt gratitude. We deeply appreciate your unwavering commitment and to our funders, we thank you!

Warm regards



Karen Field
Chief Executive Officer
Drummond Street Services



The DRUM survey [young people]

Satisfaction surveys

142

A recent snapshot: Young people who attend **the DRUM** programs completed an anonymous survey via QR codes to provide feedback as part of our commitment to genuine co-design. This survey was disseminated via **the DRUM** staff, who encouraged young people who attended programs over this period to complete it in-program. A QR code was created to help young people to complete the form online directly; however, the young people also used printed out paper forms.

The surveys asked:

- » Their level of general satisfaction with the DRUM
- » What they most liked about the DRUM
- » Which activities they wanted to have
- » What supports they would be interested in

What young people like about the DRUM

- » "Opportunities to socialise and make friend"
- » "I really like the food and Hanging out with my friends"
- » "Catch up with mates to have fun in a safe space"
- » "I really like the activities we have done and trying new stuff has been so fun."

"Opportunity to socialise and make friends"

"I really like the food and hanging out with my friends. Such a cool Program."

"I like that i get to catch up with my friends and try new activities with them"

The programs offer significant opportunities to learn social and broader life skills and emphasise the importance of companionship, community and belonging.

"The expertise and knowledge of the potion making person! Good vibes!"

This can also be illustrated through the common thread of 'meeting new people' that young people reflected on as being a positive about the programs being run at **the DRUM**.

The comments given by young people about **the DRUM** programs included "fun", "amazing", "cool", "interesting and exciting". This highlights how the programs were beneficial for shifting the energies of young people throughout the week as they look forward to their programs.

"that everything is organised and action packed"

"I really like the activities we have done and trying new stuff has been so fun"

Throughout the reflections, young people were encouraged to give feedback on what they would like to see more of from **the DRUM** programs, with a large majority commenting on new activities and excursions throughout Victoria.

" I love everything about the program"

" the Community, the kindness, and how they treat everyone fairly, I've met new friends overall a great experience"

80%

of respondents identified that connecting socially was the main thing they appreciated about being part of **the DRUM**. They made comments including:

"Catch up with mates to have fun in a safe space."

"We have our own space."

"I enjoy coming to a safe space with people who can understand me better".

" When they brought Anyaak as a surprise guest" Anyaak works with Drummond Street as part of the Zone team [youth AOD supports]

Some of the favourite memories young people identified:

"Go karting was so much fun during school holidays"

"I liked all the memories I have made on programs from different activities to yummy food."

"when they brought Anyaak as a surprise guest" [Anyaak works with Drummond Street as part of the Zone team - youth AOD supports] Laughing and having so much fun with my friends during program"

When we asked how we can make programs improved:

"More outside activities but you guys are amazing"

"More recognizable signage on the signal tower"

*Signal towers is a where we facilitate art programs in the city with Signal Art

"More food."

"It's perfect."

Over the past year we have received an average of **4.6** average rating in programs and a **4.79** average rating in the overall experience with **the DRUM** team.



When asked what **the DRUM** can offer support with, the large majority of responses included;

"Food Relief/ financial supports, employment support/ training or CV"

"Family and Housing supports and information"

"Program reminders"



What the DRUM has learnt from these surveys

We have taken on the feedback and have already commenced implicating improvements, such as we have facilitated more opportunities for outdoor activities such as sports, we have increased the programs and implemented new activities that young people have identified and of course were possible we have increased the foods available at program, whilst having more practical information relating to community supports available for young people to take as needed.



Over the year **the DRUM** has seen over **92%** satisfaction rating with program delivery across the City of Melbourne

What young people told us they're feeling positive about

The survey ended by asking young people what they were most looking forward to in the future. The majority emphasised "meeting new people and going new places". One young person expressed how they are enjoying a "bigger space at **the DRUM** so more people can come" which demonstrates both the resilience and strength instilled within the young people at **the DRUM** in being optimistic about the future, despite what has occurred in the past year.

What young people told us they need

On an analysis of the surveys young people have identified needing more of the following:

- » social connection opportunities
- » continuing to be able to connect via online means
- » running face-to-face community events
- » strong advocacy and support
- » more one-on-one supports
- » some mental health education (helping friends) and leading health promoting initiatives (bush walking and camping)
- » coping strategies with reconnecting
- » opportunities to meet in a space that feels like theirs and projects to make a change in their environments.

The DRUM survey [staff]

Our staff survey asked:

- » the biggest struggles they saw for young people
- » how young people dealt with these challenges
- » what program participants missed out on
- » what young people wanted more of going forward
- » what government, schools, communities and families could do for young people or with young people
- » what they felt most positive about?

What staff told us about young people they worked with

We have seen a lot of financial difficulties within families on the public housing estate stemming from things like, the completion of Job Keeper payments, and unemployment. Since the restrictions for Covid 19, have finished and we are coming to terms with a new COVID-19 normal we have seen a large increase in the numbers of participants for programs. With this young people have continued to rebuild relationships within the team, leading to more disclosures of family distress and increased levels of support. We hope with the recent release of compensation for residents of the public housing estates, there will be continued growth in relationships and trust within the community.

This past year has been challenging for young people from the public housing estate, it is clear with the feedback that there appears to increased anti-social behaviours on display at the public housing estates. This has been observed with young people and the team. Identifying the need for increased supports relating to:

- » Housing challenges – Unsafe environments, unhygienic environments, over crowding
- » School challenges – disengagement from school due to: bullying, school is culturally unsafe, familial responsibilities, family not able to get young people to school
- » Family challenges – family violence, parentified roles within family, feeling misunderstood, parents/carers unable to care for them [substance use, mental health]
- » Access to materials for school, recreational sport, fun
- » Gaining employment
- » Vaping
- » Parent supports
- » Increased behavioural supports for young people

When staff were asked **“What they felt most positive about”**, they responded, over the past year they saw:

- » Increase in number of participants
- » Program space being open consistently and with a visual presence
- » Increased number of participants in co-designed led programs
- » Increased confidence of young people
- » Increased numbers and interest in camps
- » Inclusion across cultures, religion and gender within the programs

Staff identified some of their proudest moments:

“Seeing young people respecting others”

“Seeing young people give challenges a go”

“Having young people seek support in challenging situations”

“The end of year showcases, the engagement of young people and seeing the pride in the work they have achieved”

It is clear that more resources will be needed to support some of the most vulnerable people within our community going forward. whilst ensuring there is available practical supports and resources available for not only young people but also families.

Young people continue to cope with the challenges they are facing by utilising the support of their peers, family, and **the DRUM** to support service navigation.

Common feelings young people expressed to **the DRUM** staff included:

- » A sense of excitement for programs and events
- » Reconnecting with friends
- » A want for more up to date technology such as PS5
- » Ongoing requests for the presence of more food supplies at program

Looking ahead to the future

The DRUM are continuously looking for ways to improve and share information to our young people with other services and programs such as the City Of Melbourne Holiday programs. Looking ahead, the young people have expressed that they would like more school holiday programs, camps and similar excursion activities during regular programs. Activities such as the Camps, Hoodie design and art workshops received lots of praise during feedback sessions with the young people.

We know our program participants need to be regularly informed about the potential for a change in programs and circumstances. They need support to stay connected with their peers, their education and community support services.

How the government can support our young people

Governments can provide adequate housing needs are met whilst recognising the needs on the public housing estates. further support by providing adequate funding to youth work organisations and youth-led programs, co-creating youth-led systemic changes that utilise the feedback and skills of young people, therefore increasing young people to gain experience and opportunities. These may be within government organisations, or through provision of accessible financial assistance, whilst ensuring bureaucratic systems are simpler to navigate and access, with increase service options for the middle young years who are often limited with service pathways due to availability. **The DRUM** staff are very aware of the major issues that families, many headed by sole females have in terms of the level of community safety on the estates. Drummond Street would like the state governments to take on their responsibility of providing safe and healthy public housing, and this will be a major advocacy focus in the coming year.

It is also recognised with the challenges operating youth programs within public housing estates and the level of supervision required to support safe programs as there is often situations that unfold on the public housing estate that is not seen in other locations, such as:

- » Drug paraphernalia
- » Police raids
- » Riots
- » Violent exposures (Stabbing and shootings)
- » youth Rivalries
- » Poor youth/police relations for certain groups





Based off the feedback from staff and young people, what can we do:

Community residents

Community residents can lead by example. They need to ensure young people are stimulated and encouraged, with healthy risk-taking activities and supports, and provide spaces that are youth-led and co-created where young people can feel a sense of ownership over the space. We encourage residents to contact us or other supports when they need assistance.

Parents, teachers and carers

Parents, teachers and carers can provide consistent support, ensure preventative measures are being put into place, check in regularly on the mental health of young people, listen more, and be honest and real about uncertainties in the future (for example, ongoing home schooling).

Young people

Young people can provide consistent support to their peers through regular check-ins, encouragement to attend youth spaces, and holding their peers accountable for mistakes without the unnecessarily involvement of authority figures.

How staff feel about the future

The young people that attend **the DRUM**'s programs continue to show high levels of resilience and drive through an incredibly challenging few years. Post COVID we have seen continued community stresses through loss of peers, changes within community and the re-engagement back into school, community and life.

Staff reported feelings of positivity with the future and the work they are completing with young people and continue to identify a commitment to working alongside young people who are committed to their growth and connecting within their community regardless of the circumstances they're facing.

Future vision

We continue to hope, with the identified increase needs for support, that **the DRUM** will be able to not only increase program delivery through the week, but also access increased opportunities to extend resources for young people within community.

The DRUM's City of Melbourne youth programs

The **DRUM** team continued to run co-designed early intervention programs during the school term and each school holiday period. In alignment with our co-design model, young people plan, guide and participate in the program development, delivery and evaluation cycle.

Program Logic:

Objectives:

- » To use place-based approach and assertive engagement activities to meaningfully support young people (YP) and families experiencing structural forms of disadvantage.
- » To enhance safety through providing safe places, relationships and opportunities for young people (YP) to grow, learn and lead.
- » To work alongside young people (YP) to elevate their voices in advocating against structural disadvantage.

Inputs	<ul style="list-style-type: none">» Multicultural team - including youth peer leaders» Volunteers» Student placements» Young people» Infrastructure	<ul style="list-style-type: none">» Resources» Collaborative service and corporate partnerships» Funding» Drummond Street broader services» Co-design committee
Activities	<ul style="list-style-type: none">» Case work and individual support» Young people are invited to identify their goals and begin to work toward them» Young people offered paid opportunities to facilitate various sessions which provide work experience and possible employment pathways» Young people involved in developing their support plan» Young people provided with skills to help and/or maintain wellbeing» Young people are referred to other appropriate services as needed» Young people involved in co-designed activities to contribute to the design of their programs	<ul style="list-style-type: none">» Programs delivered by and for young people across inner-north and west Melbourne, for example:<ul style="list-style-type: none">• Underground Women's program• Young Men's program• Leadership committee• The Boys Group+ The Venny• Parent committee• Music program• Holiday program» Provide opportunities for families/ parents/carers with psychoeducation and tools to promote young person and family wellbeing» Advocacy» Evaluation of services

Short term outcomes (immediate)	<ul style="list-style-type: none">» Young people feel a sense of ownership of program design and delivery» Young people have conversations that matter to them» Young people are exposed to different backgrounds and experiences of other young people, which challenges stigma and leads to new relationships» Young people feel comfortable in diverse social interactions» Young people develop relationship skills through activities with their peers, peer leaders and staff» Young people begin to develop skills (life skills, team skills, relationship skills, work skills, leadership skills, etc.).	<ul style="list-style-type: none">» Youth voices are elevated to promote change.» Consistent service delivery builds trust and provides young people with opportunities to be heard, seen, nourished and lead.» Young people are exposed to healthy coping strategies and positive help-seeking techniques, via staff modelling and program content» Young people have meaningful employment opportunities.» Our workforce reflects the communities we serve.» Parents/carers are connecting with others with shared experiences of parenting young people and are aware of services available to their families
End of service term outcomes (these are what we measure) What we see change in the young people by the end of their engagement	<ul style="list-style-type: none">» Young people have improved knowledge of social systems and the ability to question and challenge discrimination and embedded social norms.» Enhanced emotional management» Improved communication skills» Improved interpersonal relationships» Expanded positive social networks» Enhanced problem-solving skills» Increased understanding of personal agency.» Mastery of things that matter to the young person» Ability to articulate and advocate for themselves	<ul style="list-style-type: none">» Young people starting to feel confident to lead, feel listened to, respected, valued» Increased ability and willingness to seek and engage with support again when/if needed» Young people have a sense of achievement through the role they have played in co-design and delivery» Increased confidence for positive risk taking (trying new things)» Re-established trust within the community, increased service navigation.» Trust built and the knowledge of where to find services that fit them» Consistent service delivery builds trust and engagement with families and enhances family level protective factors [and reduces risk factors]
Long term outcomes (these are what we assume will happen if the end of service outcomes happen – we don't measure these)	<ul style="list-style-type: none">» Young people have confidence and skills to contributed to their communities (addressing structural inequalities)» Young people become positive role models in their community» Young people have long term career opportunities.» Young people and their families have positive risk seeking behaviours.» Advocacy efforts reduce discrimination and structural inequalities.» Improved community cohesion» Increased leadership and pride in the young person's community	



Our popular City of Melbourne funded programs include:

Underground Women's Program (Carlton and North Melbourne) – a weekly program that engages Carlton Baths and North Melbourne Community Centre. The program engages young people aged 12–15 in youth-led activities and projects. The design of this program is to create a safe space for young women from diverse backgrounds a safe space to meet where they are the center of the program.

Underground Men's Program (Carlton and North Melbourne) – a weekly program that engages Carlton Baths and North Melbourne Community Centre. The program engages young men aged 12-25 in a range of youth-led activities and projects. The design of this program is to create a safe space where young men can engage in identified activities in a gender specific area.

Kathleen Syme (Carlton) – a Weekly program, that engages the use of the Kathleen Syme library. The space has been designed in collaboration with young people and the library team and is intended to not only provide young people with state-of-the-art facilities but also increase youth engagement at the library.

Music Program (North Melbourne) – a weekly program, located at the north Melbourne Community Centre. The program engages young people aged 12-25 and provides an opportunity to explore all things music. The aim of this program is to engage young people in an activity they have identified as an interest and utilise the newly formed relationships to bridge gaps in supports for young people whilst providing musical opportunities.

School Transition Program (Carlton) – this program operates towards the end of school terms and is partnered with Carlton primary school, the City LLEN offering an opportunity to provide school supports such as laptops and provide information relating to transitioning to a higher level of school, what to expect and how to access supports.

The Boys Group + the Venny (Kensington) – this program is held weekly and engages the Venny space in Kensington. The program operates for 8 weeks during school term on Friday nights from 5:30-8pm, we hang out, eat dinner together and have fun! The Boys Group+ is a social and emotional support program for 8-16 year old's. Boys Group+ seeks to provide kids and young people with positive role models and encourages expression of feelings and emotions.

This program is co-run by kids and young people, so we want to hear what you want to be doing and how you like to have fun! If you are male identifying and want a comfortable place to express yourself, then this program might be for you. The Venny program is a partnered program where **the DRUM** collects young people from the North Melbourne Public Housing estate and transports them to the Venny. **The DRUM** staff support the Venny in the roll out of activities and ensures the safe return of young people into the North Melbourne location.

Queerspace Youth (CBD and Carlton) – QSY is a peer-led program for Queer, Trans,

non-binary, Intersex, Gender Diverse or questioning people aged 16-25 years old. With weekly groups and regular events including mental health and sexual health workshops, movie nights, art and music workshops as well as skill and capacity building activities where you can hang out and make new friends and build community.

(in)visible –The (in)visible project is a community driven program that connects queer and trans people from diverse cultural and religious backgrounds (QTPOC) aged 16-25 through workshops and events. The (in)visible crew is made up of QTPOC, who are experts on how well being is articulated and responded to in community. We lead the project in acknowledgement that all too often our service system silos our social realities (be these queers, faith or multicultural). We meet weekly in the afternoon (Fridays and occasional Wednesday).

We also run **School Holiday Programs** – activities are guided by participants' ideas and we offer delivery and/or support for a range of activities each holiday period.



The DRUM programs – co-design

A big part of our programs is the co-design process. We adopted a range of methodologies to obtain feedback and gain a better understanding of what young people want, this included:

- » regular feedback
- » leadership committees
- » satisfaction surveys

Young people are at the centre of all design elements and program designs within **the DRUM** youth services, we facilitate not only regular opportunities for feedback, but we offer young people the opportunities to get involved in all aspects.

Leadership committee

Runs every three weeks from the Kathleen Syme Library. A leadership program where 12 YP apply and are chosen. They attend regular meetings where discussions are held on: how to be leaders, why they want to be leaders, how to lead on program, what supports are needed, program ideas and much more. Our Youth Committee are valued as a key part of **the DRUM** youth services and with this regular incentives and training opportunities are provided, along with paid opportunities such as;

- » Mental Health First Aid Training
- » Taking on Key Roles at Events such as planning, facilitating and designing

Parent committee

The DRUM has considered and recognizes the relationship with parents and have extended our committees to now facilitating the parent committee, during these meetings we have had 18 parents attend and discuss their concerns and excitement in many areas of their young people's development they identified;

Challenges identified:

- » violence on the public housing estate
- » not feeling safe with young people travelling to programs due to having belongings stolen
- » feeling a sense of disconnect to **the DRUM** programs during the previous lockdown and wanting to be more involved.

Strengths identified include:

- » parents identified wanting more supports
- » parents wanting to engage in the process at **the DRUM**
- » parents willing to attend ongoing bimonthly meetings.



Youth and communities and social media reporting 2022–2023

Underground Women's Program (North Melbourne and Carlton)

The past year has definitely seen challenges and successes. At the beginning of the year, The underground women's programs have seen a decrease in numbers at program across North Melbourne and in Carlton, this has been reflected as an impact due to young women moving into older teen age years and not wanting to be surrounded by younger teenagers. We have seen young women return to programs excited to see what's happening on program based on their ideas and feedback.

We explored and implemented a range of activities based on collaboration with young people from baking/cooking: cookies, muffins, burgers & tacos, art- plaster art, watercolour painting, games, workshops such as archery, vid selfie games (dance videos) and more sport (basketball and badminton). Through these activities and new opportunities, we have seen an increase in self-confidence as well as further growth in developing a positive self-esteem in the young women through trying new opportunities and activities that encourage them to further develop who they are as individuals.

Through programs we continued with exploring activities that reflected the young women's interests such as baking: cake making, games, sports, movie nights, boxing sessions and jewellery making. Continuing on with the trend, we have been promoting

in North Melbourne & Carlton locations to provide more outreach and aim higher for program numbers within the communities and schools we already service. As a result, we have had more participants sign-up after visiting a few schools to promote the services and through our school transition program in partnership with Carlton primary, where **the DRUM** supports young people transitioning to high levels of schooling.

Our programs have been designed around fun activities identified by young people and offer an opportunity to enhance every day skills that can offer long term support for young people, such as: navigating interpersonal relations, emotional management, assertive communication, conflict resolution, confidence and self-esteem and identity discovery, learning individuality in a safe space.

With donations through the year, the young women have expressed enjoyment in trying on new clothes and being able to take them home, practice their cooking skills making new types of food and with the excursions in school holidays which are always a hit.

Shout outs to:

Signal Arts
The Period Project

Young Men's Program (North Melbourne and Carlton)

At the beginning of this year, there was disengagement with the older cohort [16 – early 20yr olds] of young men who had previously attended the program. Various factors may have contributed towards this, including, the passing of a young man from the community, staffing changes for the Young Men's program lead and the increase in external youth services entering the NMCC space.

Despite this, the Young Mens programs across North Melbourne Community Center and Carlton Baths has seen regular engagement from our younger cohorts [13-16yrs], who enjoy playing basketball, as well as FIFA and NBA2K on the PS4. In the first three weeks of the term, the program attendance average was 14.

We have begun showing the NBA during the program and introduced running a monthly basketball tournament with gift vouchers for prizes. We observed positive engagement from the young men with these initiatives, especially for the tournament, as it was well attended by predominately older young men. Over time, we began to see more of the older cohort return to the program. As they became more familiar with the new staff members, we began to see more consistent higher-attending programs, with our final four weeks of program averaging 21 young men.

The Carlton Young Men's program is based at the Carlton Baths and focuses on engaging young men between the ages of 12 – 25. We have a weekly booking of the stadium space, which we use to play basketball and soccer. We also have a separate green room booked,

which is used for food, relaxation and prayer. The program facilitates a 2-hour period where the young men can have food, use the sports facility for themselves, and practice their faith. This year, program attendances remained reasonably steady with an average of 16 young men. When it comes to preferred sport, basketball and soccer are quite evenly contested. Participating in sport has been a great way for the young men to connect with each other and our staff. Similarly, to North Melbourne, we introduced a monthly sports tournament with gift cards as prizes for the winning team. This was very positively received by the young men as they were excited to compete against each other with something on the line. The first tournament we had was a great success; it was a 3 versus 3 basketball tournament which engaged both younger [15-16yrs] and older [17-21yrs] individuals.

With consistent programs and clear advertising program numbers increased with every program, Carlton has a increased growth rate in attendees and reflected enjoyment in sporting, music and the outdoors. One of the main concerns identified for the Carlton Boys not having their own space in Carlton, whilst they reference the north Melbourne Boys "get

Shout outs to:

- » Advocacy Co-Ordinator- ilo Diaz
- » Inner city Melbourne Community Legal
- » Young Australian People- Barry Berih
- » School Holiday Barber- Nba Barber "yousif Idris"

everything" often referring to the increased accessibility of resources at the north Melbourne Location. We have been working toward bridging this gap by increasing resources available to the young men in Carlton and offering new opportunities wherever possible.

The young men have engaged in the design of programs and highlighted the understanding the law program, employment programs and have expressed motivation and excitement with attending programs, identifying a strength being developed by engaging, such as job ready skills, a greater sense of self and feeling confident with understanding their rights and responsibilities when being pulled aside by the police which the young men identify as a common occurrence.



Music Program

The program has seen a large group of older young men fluctuate with attendance, since the death of a friend and the introduction of external youth programs within the North Melbourne Community centre. Historically **the DRUM** has experienced challenges with property destruction within the music space however with clear boundaries on expectations, supervision and young people playing a key role in the development and design of the space we have not had any concerns with thief or property damage since the last annual report.

Within the music program we have seen and heard young people develop many songs from start to recording ready with songs being released on YouTube and Spotify. The young people have demonstrated some real talent with their music and continue to express Music is the only activity they wish to attend. With this said we have provided opportunities to have DJ workshops, Ableton demonstrating how to use equipment, external music workshops at Kathleen Syme studio, rapping etc. the young men continue to express and interest in attending music related programs.

The Music Studio has moved to a bigger and better room in the North Melbourne Community Centre to provide more space to the young men as this was a request they have been making to ensure they can have all of the young people in the room at once to complete their music, all playing different roles and supporting the process,

until now this has been a challenge to facilitate as there have been restrictions on number in room and approval processes required to change the room.

The staff and young people continue to collaborate through open discussions around behaviour expectations, what they would like to see, program ideas. We have engaged with a qualified personal trainer, YSAS, Legal Advocacy Co-ordinator and C.V and resume support to be able to meet, engage and communicate with our young men/ people in an organic manner during these sporting activities. We have seen a direct impact of this approach with an increase in open conversations and an increase in referrals being made for individual supports. We have also identified an increase of young men from our program showing interest in volunteering as well as applying to complete their study placement hours with **the DRUM** programs. This has been a result of the work staff completed with the young men, listening to the needs and concerns that they are having within their lives.

Shout outs to:

- » Engage for Funding that keeps young people engaged
- » Freeza for funding programs that's keep young people engaged
- » YMCA
- » The zone
- » YSAS
- » Legal Advocacy
- » Ableton

Kathleen Syme Library

The programs at Kathleen Syme have been a challenge with most young people from Carlton choosing a preference of Carlton Baths due to use of the indoor court and being closer to the public housing estate. The partnership with use of Kathleen Syme location has somewhat shifted to a Booking system for programs so we can continue to negotiate use of the space with young people.

The Kathleen Syme library location has become a safe space for our committee members. We have had young people from our Queerspace youth programs and our committee members support the design on of the space and completed art murals for the walls. Overall, it has been a challenge to get young people to attend programs at Kathleen Syme library however with the consistent programs and support of Library staff young people are not only attending programs regularly but also accessing the library outside of program hours.

The space at the Kathleen Syme library continues to grow and change into an amazing youth space, where there is endless opportunities to utilise the amazing resources, they have available.

Shout Outs:

- » Cultivating Communities
- » Bunnings Brunswick
- » Yusuf [one of the winners of an online talent competition with **the DRUM**] for video recording the co-design process over four sessions
- » Volunteers and student placements



Individual Supports

The complexity of our supports have increased coming out of Covid with our young people reintegrating back into society and navigating barriers that have risen over the past year. **The DRUM** has focused on providing guidance to access basic supports such as training information, mental health apps, check ins, future planning, financial supports, COVID supports, School mediation, Court Supports and goal setting. We continue to explore referral pathways and connection with other supports as required by young people and the community.

What we have learnt over the past year is that there is a large number of young people that attend programs who have experienced complex trauma and may not have the skills to cope or regulate their own emotions. This has been observed in some of the challenging behaviours we have been advised about with other external services. **the DRUM** continues to offer support to partnering services relating to behaviour management.

Queerspace Youth

Queerspace youth has had an eventful year, there has been a turnover of staff which will have effected aspects of the programs, reintroducing staff and forming new relationships. The sessions are styled as peer-led workshops that provide space for community connection and informal mentoring. Based on feedback gained through surveys and social media polls, we focus on a mixture of creative and informative based sessions. These included an 'Intro to Drag' workshop led by Belial B'Zarr and artistic workshops such as Botanical Life Drawing with Elijah Money. These sessions were based directly on the requests of young people, and each facilitator also identified as belonging to the LGBTQIA+ community. This ensures that the program spaces feel safe for all attendees, particularly those who have faced challenges around acceptance and public/personal safety because of their identities. We explored safe physical risk-taking with an Ice-Skating excursion and went on an education based excursion to the Melbourne Museum. We also collaborated with YSAS and The Zone to provide a harm reduction session called 'Life Skills: Safe(r) Substance Use', which was led by LGBTQIA+ harm reduction workers.

We collaborated with Signal Arts to run a school holiday activation of the SIGNAL arts space in the CBD, ran creative sessions and jewelry sessions. As we have a significant number of attendees who identify as being neurodivergent, it was important that we provided spaces with

less stimulation and mindful activities. We also provided catering that accounted for all dietaries and was curated based on the feedback of the young people. Each workshop has had consistent attendances throughout the term, with an average of 11 people per session, and the highest attendance of 23 people in one session.

Our challenges were mainly focused on keeping young people engaged and enhancing our program numbers, through surveys we have explored possible challenges, responses included:

- » Them living at home and not being out to their family
- » Having limited internet access
- » Hours didn't work for them
- » No access to laptops or good quality phone

We attended Midsumma, IDAHOBIT, Trans Visible Week again with a stall with Queerspace, where we handed out updated details about our program and the new stickers we had and demonstrated a visual presence and support for the queer community.

Shout outs to:

GiveOUT day
Fitzroy Pride footy club
open.seen



The DRUM trends over the year

In general, our participants were focused on the following issues and trends.

Ongoing knife crime in the area and surrounding communities have created conflict between Nth Melbourne and Carlton young men with ongoing disclosures from young men feeling unsafe on the public housing estates.	Continued rebuilding of relationships between staff and young people in the programs.
Increased supports offered to external services to better manage complex behaviours	Supports required to access further services.
Increased interest in sourcing employment, and volunteer work being requested by young people and facilitated by our programs.	Increased motivation for work experience and employment opportunities, including support for Learners License testing and Traffic Control Course
Challenging behaviors on location with young men relating to vaping and abusive behaviors towards YMCA staff after our programs are finished.	



The DRUM Key performance indicators 2022–23

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 1 Programs are designed with young people and address their specific needs	Programming provided is safe and inclusive and meets the needs of young people	1.1 Methodology for engaging young people and the co-design process, delivery locations and mechanisms for continuous improvement are established	By end of July 2022, included in Delivery Plan and approved by CoM	Achieved and ongoing. We continue to seek regular program feedback and provide safe spaces
		1.2 Full program plan is designed with input from young people	By end of June 2019, included in Delivery Plan and approved by CoM	We continue to co- design based on insta-polling, leadership committees, parent committees, surveys and verbal debrief as well as feedback to ensure young people are guiding the programs
		1.3 Programs and activities have input from young people in the design, delivery and evaluation stages	100 percent of programs	
KPI 2 Responsiveness, flexibility and Innovation	The changing needs of young people are identified and rapidly responded to as they arise	2.1 Quarterly satisfaction survey is undertaken across a range of services and programs. Evidence gathered to inform practice, service and program changes, as required	Minimum 25 young people participate At least 85 percent satisfaction	Regular surveys continue to take place and increase in numbers. Target being met
		2.2 A yearly needs/ aspirations survey of young people is undertaken. Evidence gathered to inform services/ programs in the next year's Annual Work Plan	At least 50 young people participate	Achieved and ongoing. At minimum 107 participants completed the needs/aspiration surveys in the year

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 3 Reconnection and Engagement (Refer to section 2.2 above)	Targeted services provided to vulnerable young people who are already disengaged from family, social supports, community, education and employment.	3.1 Methodology for targeting services to young people who are already disengaged is established	By end of July 2018, included in Delivery Plan and approved by City of Melbourne	Achieved and ongoing. We have also continued to provide COVID supports in the form of RAT's masks and vaccination information
		3.2 Number of individual young people accessing services	38 per quarter	Gradual increase in young people accessing service, however observed a slight decline in 18+ participants dropping engagement, target met.
		3.3 Number of accesses across all services by young people	80 per quarter	Number of individual support sessions 1093
	Young people in the local community are aware of the support services available	3.4 Plan to inform young people about services available is established	By end of July 2018, included in Delivery Plan and approved by City of Melbourne.	The DRUM continually reviews our methods of promoting services within the community, we have ensured that calendars and flyers have been promoted online, with parents and young people, and sent to external services to promote. New community Engagement strategy currently being explored to better ensure services

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 4 Preventing Disengagement We have increased our social media presence sign posting young people to opportunities and supports	Targeted programs and planned activities are provided to vulnerable young people who are at risk of disengagement from family, social supports, community, education, employment	4.1 Methodology for targeting programs to young people who are at risk of disengagement is established	By end of July 2018, included in Delivery Plan and approved by City of Melbourne	The DRUM offers significant social media presence, with prioritization of reaching vulnerable communities such as: » young people of colour » young public housing residents » LGBTQI+ young people » international students
		4.2 Number of individual young people who attend programs	200 per quarter	Meeting Target
		4.3 Number of total attendances across all programs by young people	425 per quarter	Well over this target
	Young people in the local community are aware of the programs available	4.4 Plan to inform young people about services available is established	By end of July 2018 included in Delivery Plan and approved by COM	Our social media plan continues to evolve as we are currently exploring an enhanced plan with Communications and promotions

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 5 Municipal wide delivery Prior to the outbreak of COVID-19 we had been delivering: <ul style="list-style-type: none"> two programs per week in Carlton and North Melbourne one program in Kensington with final plans for the second to commence in 2020 monthly queer identified events via (in)visible, Queerspace Youth and RisN English Language classes 	Programs and services are delivered consistently across the municipality according to established need	5.1 Methodology for delivering a municipal wide youth service with a focus on Carlton, North Melbourne, Kensington and central city is established	By end of July 2018, included in Delivery Plan and approved by CoM	Currently have second Kensington location for programs and have commence a visual presence within community.
		5.2 Number of programs delivered at the agreed locations	Two programs delivered each week at Carlton, Kensington and North Melbourne, with additional CBD delivery on a needs basis	Kensington estate location has been finalized the DRUM has commenced building rapports and young person presence to assist with set up of space.
KPI 6 Collaboration and partnership opportunities	Established partnerships with CoM youth focussed areas, external youth services, adjoining municipalities and other stakeholders to strengthen collaboration and provide opportunities to advocate for system change	6.1 Opportunities for collaboration are identified and established in programming	Included in Delivery Plan and approved by CoM	Partnerships have been instrumental to working effectively within the City of Melbourne. <ul style="list-style-type: none"> » We've been more active than ever: » at the Neighbourhood level » across organizations » within Drummond Street
		6.2 Staffing plan is proposed	Staffing modifications have occurred due to increased participant engagement To ensure adequate supervision of young people whilst at program	Initially provided as part of the contract process. See page 112 of the contract

Key Performance Indicator	Outcome	Measure	Target	Achieved
KPI 7 Youth empowerment	Young people have a voice in City of Melbourne initiatives and decision making	7.1 Develop an agreed upon process for a direct pathway for young people to contribute to City of Melbourne projects and decision making	Enhance young people's voice with community initiatives, providing a safe space where young people can share there views	Over the past year we have supported a high number of young people to attend community lead projects offering through thoughts and wishes
		7.2 Young people are supported to contribute to CoM decision making processes	Through our Youth Committee and community projects, we have explored and consultations with young people to ensure opinions and views have been recieved	Forthcoming as per contract KPIs



The DRUM [program stats and facts]

The Data Collected over the year identifies the different intersectionalities of young people. It highlights the number of individual supports and referrals that have been offered for young people. The information collected strongly evidences the intersectionality that our young people experience and highlights it is common for one young person to experience multiple intersections which can increase the level of supports required.

Presenting concerns	Ages 12–17	Ages 18–25	Total
LGBTIQ+	14	159	173
Mental health	50	90	140
Housing	5	28	33
Legal	25	8	33
Education	80	20	100
Employment	15	23	38
Training	65	25	90
Financial	41	157	198
Family	19	26	45
Health	167	403	570
AOD	8	12	20
Isolation	6	36	42
Counselling	5	52	57
Family violence		8	8
Psycho-education	95	135	230

Types of Individual supports offered

- » referral pathways
- » service navigation supports
- » covid supports RATs, masks and information
- » Provided \$100 food vouchers [Woolworths and Aldi]
- » Regular check in calls to families
- » Cab vouches, Myki Cards provided to attend interviews and appointments
- » Clothing supports
- » Women's sanitary items
- » Group information sessions
- » Letters of support
- » Family supports
- » Behaviour management supports
- » Resume Writing and Interview skills
- » Gift bags for families
- » Advocacy supports

Referral pathways

Inner City Legal
 Crime stoppers
 Thr Huddle
 Uniting
 Streets
 L2P
 Australian Centre for Greif and Bereavement
 Beyond Blue
 Grief lineLaunch
 YSAS
 Drummond Street, Family services
The DRUM individual supports
 Berry street counselling
 Child Safety services, social workers
 Nourishing neighbours
 The associations Child with disabilities
 NDIS
 Centrelink
 Foundation house
 Community law service
 Employment services
 The Zone
 Equinox Gender Diversae
 Health Care
 Rainbow wise

Program locations

- » Kathleen Syme
- » Carlton Baths
- » The Venny
- » North Melbourne
- » CBD

Special events we ran

Leadership groups get together
 Regular school holiday programs
 Play station competitions
 Youth consultations and co-design sessions
 Block parties
 Movie nights
 PlayStation competitions
 Access to music Studio Session
 Sports events
 Cooking programs
 T-shirt design
 Safety discussions

International students

Post covid **the DRUM** is slowly gaining participation with students. This is still an area of progress as we reconnect with international students

Number of programs run
 [This does not include holiday programs or events]

247

Attendances to programs

2746

Holiday programs and extra events

1519

Total number of individual young people registered for programs for the year

1007

Total number of young people receiving individual supports

2034

THE DRUM

Top five reasons for seeking supports

Health

Psycho-education

Financial

LQBTIQIA+

Mental Health

Cultural Identity : (As identified by young people)		Gender		Age	
African Australian	605	Male	523	12-15	380
Ethiopian	10	Female	190	15-18	254
Somali	46	Diverse	208	18+	314
Australian	17	Non disclosed	86	Non disclosed	59
Asian	35	Reflection: There has been an increase in engagement from young people who identify as pasifika Island and Anglo Australian, which is included in other. Note: Some young people can identify with more than one ethnicity.			
First nations	17				
Pacific Island/ Māori	36				
Other	241				



Supporting partnerships and supporters

As a service of Drummond Street services, **the DRUM** youth services has partnered with multiple services to ensure that young people within the community have an opportunity TO ACCESS a seamless pathway into accessing supports. This has not only supported referral pathways into **the DRUM** youth service but also into external services through the support of navigated services with not only young people but families also.

The support of such programs means we are able to provide a youth service as part of a greater service meeting young people at all ages and staged creating a more flowing pathway into the next stage of life with familiar people.

Some of the services we have partnered with include:

The Venny

The Venny is a free communal backyard and safe space for children aged 5 to 16 located in JJ Holland Park, Kensington. The Venny has been in the park for over 40 years and has a rich history within the Kensington Community. It is a space where kids can engage in risk-taking play, creativity and connectedness with other young people. The Venny also works with schools, agencies, families and more to facilitate intercultural sharing, food services, therapeutic support, and social cohesion in the local area.

The partnership formed with the Venny provided an opportunity of familiar faces, youth workers that are recognized across programs ensuring the same information is shared with young people whilst supporting young people engage in programs across location increasing youth participation and engagement. **The DRUM** recognizes and appreciates The Venny team for the ongoing support and commitment in a shared working relationship meeting the needs of young people.

Kathleen Syme Library

The 139-year-old Kathleen Syme building in Carlton was transformed in 2015 into the area's first-of-its-kind creative, learning and community space.

The building is home to a comprehensive library, as well as learning and training rooms with a computer lab, recording studio, meeting rooms, community activity spaces, cafe and also free wifi.

The partnership formed with the Kathleen Syme Library ensures young people have access to the library resources and another space they can go free from distractions and place where they have many opportunities. Kathleen Syme Library has provide **the DRUM** with a space to co- locate to operate programs creating a youth friendly space.

Carlton Baths

The Carlton Baths, managed by the YMCA, is a recreation center available for all members of the community. They provide a wide range group fitness class's each week, our 25-metre outdoor pool is open from October to April each year, and offer summer swimming lessons for all ages and abilities and facilitate a range of children's sporting and developmental programs in a safe and engaging environment.

Conveniently located at 248 Rathdowne Street, Carlton.

Bus routes 546, 250 and 251 stop near the centre.

Tram number 96 stops on nearby Nicholson Street and trams 1 and 6 stop on nearby Lygon Street.

North Melbourne Community Centre

The North Melbourne Community Centre is owned by the City of Melbourne and managed by YMCA Victoria. As a YMCA community centre, we understand the needs of our members and visitors. We work with a number of community, sports and government bodies to offer opportunities for all our participants. YMCA is the leader in community and recreation facility management. North Melbourne Community Centre, is home to **the DRUM**, the partnership with the YMCA and the City of Melbourne offer to support the delivery of programs across both North Melbourne Community Centre and Carlton Baths.

Signal Arts

Signal is a creative studio for young people 14 to 25 years located on North bank in the heart of Melbourne. The program offers young people the opportunity to work alongside professional artists in a collaborative way, through multi-artform workshops and mentoring. Signal provides emerging and established artists with opportunities and spaces for exploration, creation and presentation, online and IRL. **The DRUM** has often partnered with Signal to offer art programs across all of **the DRUM** programs.

The partnership formed with Signal ensures all young people have increased exposure to the amazing art programs on offer and the extra support over the holiday programs.

Other partnerships, supports and donations included:

- » NAC
- » LLEN
- » Grill'd Restaurant donations jar
- » The Period Project:
- » Every Little Bit Helps
- » Kathleen Syme library
- » LUSH Australia
- » Helping Hoops
- » Nourishing Neighbors
- » Second Try Program
- » Period Project

The DRUM [meet our team]

The DRUM delivers programs for young people and communities connected to Collingwood, and Richmond public housing estates. We also deliver individual based, and family supports.

Marie Iafeta

General Manager of Youth Services [she/her pronouns]

Marie utilizes her experience co-developing, delivering, and coordinating innovative social change activities and campaigns to support and enable the work of the youth, community and **the DRUM** team. Drawing from her passion for working alongside young people deftly navigating structural barriers, and from theoretical knowledge from as a registered Social Worker, she remains committed to identifying and responding to these systemic challenges. Young people continue to inspire and teach her.

Semir Imam

Peer Leader [he/him pronouns]

Semir is the Peer Leader for the Young Men's Program [North Melbourne & Carlton]. Semir grew up in Eritrea and Egypt and moved to Melbourne as a teenager. Semir has strong connection and respect for the community he works in. Semir enjoys sports and can be found playing Futsal on the weekends. His energy, sportsmanship and respect helps to build positive relationships within the programs.



Samira Ibrahim

Youth and Family Practitioner – Individual support (she/her pronouns)

Samira is the Youth Development Practitioner for the Underground Women's Program (North Melbourne and Carlton). Her hobbies include boxing, reading and bike riding. She is passionate about making a positive difference in the lives of diverse young people by supporting, empowering and helping them overcome any barriers they may face with the goal of reaching their full potential through **the DRUM**!

Nyea Pritchard

Peer Leader (she/her pronouns)

Nyea was previously in a student placement role and was successful in obtaining a part-time position offering supports to programs. Nyea is New Zealand born and a parent herself so comes to the team with a wealth of knowledge on parenting and understands the impacts and challenges parents may experience.

Beatriz Ferrereira

Projects Leader (she/her pronoun)

Beatriz, is a passionate projects leader with a talent for organizing initiatives that best benefit the communities she works with. Her strategic thinking and hands-on approach ensure success, while her inclusive leadership empowers **the DRUM** team to shine. Beatriz is passionate about working alongside her colleagues to best meet the needs and hopes that young people have set out for the team. She believes in teamwork and is certain that the driven and motivated individuals by her side are the key in making a positive impact amongst the community and its young members.

Faly Mulder

Peer Leader (he/him pronouns)

Faly is our Peer Leader who works on our Collingwood Drop-In and Richmond Mix programs. He is passionate about uplifting young people and building community. He recently graduated with a bachelor's degree in international development as he has plans to go home to Madagascar to run locally based projects, however his focus is currently dedicated towards empowering young people in Naarm. In his spare time, he enjoys listening to music, playing sport and socialising with friends and family.

Akolda Bil

Peer Leader (he/him pronouns)

Akolda is an artist, youth worker and community leader of South Sudanese background. Akolda spent his early childhood living in Egypt before settling in Newcastle, NSW in 2003, later relocating to Fitzroy in Naarm/Melbourne in 2011. Akolda recently finished his Diploma in Community Services and is driven by a want to work side-by-side and empower young people. He wants to be a positive male role model for his community, something he lacked when he was growing up. For Akolda, music, art and connecting with community has been important for his personal development and this motivated him to pursue a career in youth work.

Ria Pillai

Youth Development Practitioner (they/them pronouns)

Ria has been working alongside young people since she was a young and somewhat confused person herself! She started working as a youth facilitator when she was 17 and learned a lot about what it means to listen to and work with young people of all identities. She has prioritised supporting young POC and has worked with development agencies based in India to promote sexual health and autonomy. They now co-run a Naarm- based non-profit that focusses on engaging young people in social change through local arts and music, and also loves to DJ at events in Naarm. .

Leyla Pacheco

Youth Development Practitioner [she/her pronouns]

Leyla grew up in public housing herself which drives her to provide great and memorable experiences for young people. Completing a Bachelor of youthwork, Leyla is largely driven by trauma-informed frameworks and is passionate about mental health, Advocacy and creating culturally safe programs. Leyla has previously been involved in a variety of other youth services, where she has learnt an array of transferable skills, she brings to her role today. Leyla is currently working as an Interim youth development practitioner in the COM. Leyla loves to create street art and play guitar and is a passionate and charismatic individual who has had a wealth of experiences in her personal and professional life.

Ritik Kumar

Youth Development Practitioner- Queerspace youth [he/him pronouns]

Ritik is 22 years old, and a person of color. Ritik has been working for the community and is a qualified community and social worker. Ritik comes with not only qualifications but also his own lived and living experiences around mental health challenges. Ritik works as a Mental Health Practitioner for Better Health Network and loves to create and provide inclusive and safe spaces for people where they have opportunities and resources to create and learn, which helps them with their recovery. Ritik believes that working in mental health and providing support and resources to our most vulnerable people is the most affective way to give something back to the community. In his own time, Ritik loves practicing his South Asian culture through cooking warm meals, listening to South Asian music, and attending community events and storytelling.

Lilly Chang

Peer Leader - Queerspace youth and Mentoring Intern [she/her pronouns]

Lilly was born in Malaysia and is of Chinese descent. She has been living in Australia for over 20 years. Lilly explores her Trans identity at the peak of the Oxford Street, Sydney era in 2000. As a person with many life experiences, Lilly believes it's important to help and guide the next generation to pay it forward, as many have helped and advised her in the past. At the same time, continue learning and listening to them. Lilly's goals are community, community, and community.

Peer Leaders

Within **the DRUMs** Affirmative Employment Plan, two young people from community are selected for 12-month contracts. During their contract they are paid as an employee to support programs and offered increased learning opportunities to complete a diploma or Cert IV and in areas to support working within a complex community. The opportunity recognised the opportunity for further skill development, preparation for further employment in an area of passion. We are excited to have Luqman and Iftine with **the DRUM** and excited to see the successes that come.

Isra Mohamed

Peer support worker [she/her pronouns]

Isra is one of the newest members of **The DRUM** youth team, Isra works across programs in Yarra and city of Melbourne. Isra is a committed young person who to focuses on inclusive spaces where other young people can thrive and develop essential life skills. Isra in her spare time enjoys a variety of hobbies such as sewing and painting. Isra is passionate about youth leadership and is constantly challenging herself to learning new skills.

Luqman Mohamed

Peer support worker [he/him pronouns]

Luqman Mohamed, a support peer leader, is known for his vibrant personality and dedication to community service. He hails from a Somali background, born in Australia but raised in Africa. His hobbies include sports, particularly soccer and basketball, and he enjoys delving into comics and novels. Recognized for his outspoken nature and passion for making a difference in people's lives. He comes from a big family where he learnt a lot about unity, respect and connection and he wants to give back the same love he learnt from his family to the community.

We would also like to thank our former team members for their hard work and commitment.

We thank them for their hard work in building connections in the community, strengthening networks with other organisations and helping build a strong future for **the DRUM** and its participants in challenging times.

We did have some turnover of staff, like many non-profit organizations. Many people chose to change their carers, based on changing priorities and interests.

- Lisa Bremner
- Emma Levit
- Yaqub Hashi
- Bexx Djentuh-Davis
- Sunny Parker
- Mokhtar Mohamed-Saeed
- Nyea Pritchard
- Hananiah Koslay
- Korra Koperu

Thanks to our volunteers and temporary contractors (specialists):

- Hayden Giles
- Jack Hurrell
- Fousseyni Sidibe
- Harry Johns
- Steve Isaia
- Jibreel Elhaouli
- Lowani
- Henry Ceasar
- Nakier
- Iftine Omar
- Ror
- Sarah Bianco
- J-Verse
- Harry Johns
- Martha Nega
- Nicolas Gallagher
- Amy Pearson
- Talea jane-Simpson
- Mania Van der lee
- Jamal Twycross Smith

Thanks to our wonderful students:

- Henry Creaser
- Alanah Meilak
- Sieanna Herron
- Jack Hurrell
- Lucia Borrello
- Talea jane-Simpson
- Pristina Bogati
- Natasha McCallum
- Omer mohamed
- Vivan Ly
- Antony Rako

FUNDERS AND PARTNERS LIST

OUR FUNDERS

City of Melbourne
Engage funding from Department of Premier and Cabinet
FReeZA funding from Department of Premier and Cabinet

COMMUNITY ENGAGEMENT AND COMMUNITY PARTNERS

- Australian Muslim Social Services
- Baasto
- Baker Boy
- Queerspace Youth
- Capital City Local Learning and Employment Network
- Cultivating Communities
- Recreation and Leisure Services Youth Network
- CoHealth
- Collarts
- Department of Human Services Flemington
- Kensington Legal Centre
- Frontyard Youth Services
- Good Cycles
- Helping Hoops
- High Rising Hip Hop
- Inner Melbourne Community Legal
- Inner West Children and Youth Network (formerly Kensington Children and Youth Committee)
- Islamic Youth
- Jesuit Social Services
- Koorie Heritage Trust
- Minus18
- RiS'N
- School Focused Youth Services SIGNAL
- Spectrum Intersections
- St Joseph's Flexible Learning Centre St Joseph's Primary School
- Strong brother, strong sister youth org
- Study Melbourne
- The Push
- The Wellington
- Victorian Aboriginal Child Care Association
- The Village
- Visionary Images
- Youthlaw
- YMCA Kensington YSAS
- Zoe Belle Gender Collective
- Joshua Tavares
- Koula Fotinos
- Universal Studios

OUR DONORS

- Two Birds
- Reclink
- Helping Hoops
- Ikea
- Kensington
- Neighbourhood House
- Lush Northland, Lush Melbourne Central and Lush Southland
- Nike
- The Little Bookroom
- Aesop
- Nova Cinemas
- Culture Kings
- Grill'd
- Sony
- Typo
- Bunnings Warehouse [Brunswick]
- Bulleen Art and Gardens
- Bikes 4 Life

CONNECT WITH US

We are evolving and working with how organisations and clients can contact us. The great thing about working with young people is they are extremely skilled and knowledgeable about connecting.

Please see our websites and social media for ways you can find us and some of the programs we run as well!

Social media

The DRUM

<https://thedrum.ds.org.au/>

<https://www.facebook.com/theDRUMyouthservices/>

<https://www.instagram.com/theDRUMmelb/>

in]visible for young QTPoC

<https://www.facebook.com/invisibletheDRUM/>

<https://www.instagram.com/invisible.theDRUM/>

Queerspace youth

https://www.instagram.com/queerspace_youth

Drummond Street Services

<https://ds.org.au/>

The Zone (AOD youth Program)

<https://thezone.org.au/>

Only in the Fam Instagram

<https://www.instagram.com/onlythefam.theDRUM/>





Proudly funded by the City of Melbourne

