

2022

Annual Report



Path 2 Change would like to acknowledge Aboriginal and Torres Strait Islander Peoples as Australia's First People and Traditional Custodians.

We value their cultures, identities, and continuing connection to country, waters, kin, and community. We pay our respects to Elder's past and present and are committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander people, by providing services that are welcoming, safe, culturally appropriate, and inclusive.

Year in Review - Matt Taylor, Vice Chairperson



Despite the disruptive and lingering impacts of COVID throughout 2021/22, Path2 Change has continued to provide care and support to vulnerable young people across the Hunter region.

"The pandemic has brought an increased demand for our vital services which continue to be delivered with skill, care and compassion by our dedicated staff."

Values

Of course, our work would not be possible without the ongoing support of the Department of Communities and Justice, together with our consortium partnership with Samaritans.

While our baseline funding has remained static, support from our generous donors has continued to increase to allow Path 2 Change to create an even greater direct impact to the lives of young people transitioning from homelessness.

In particular our continued initiative with the Gundog Estate is acknowledged and appreciated. Through this innovative partnership we are able to directly support our clients while also providing opportunities for work experience and skill building on their respective pathways into permanent employment.

During the year we also partnered with Carrie's Place to provide support for those experiencing domestic and family violence. This project demonstrated how the skills, experience and dedication of our staff can be successfully transferred to help support another vulnerable group within our community.

Our thanks to all our supporters, donors and partners in ensuring that we continue to deliver our mission in transitioning young, vulnerable people from homelessness into employment.

On behalf of all the Directors, I would like to thank Jenn and her staff for the efforts they have made in one of our most challenging years.

Matt Taylor

Vice Chairperson

Vision

To prevent and reduce homelessness.

Mission

To support and empower people at risk of (or experiencing) homelessness, to achieve independence and connection with the community. We collaborate and build meaningful partnerships and programs, to help people foster their capacity to realise a preferred future.

CEO's Report - Jennifer O'Sullivan

It has been my pleasure to have had the opportunity to contribute to the leadership of Path 2 Change for the past nine years. 2021 to 2022 has been a very challenging time with adjusting our operations and practices in response to the COVID 19 pandemic lockdowns and managing risks to our staff and clients. The successes of our core programs, Youth Pathway Program & Premier's Youth Initiative, and securing Department of Communities and Justice (DCJ) funding until 2024, is a testament to the valuable work we are doing in our community.

I am proud of the collaborative work Path 2 Change (P2C) engages in to strengthen our culture and operational practices. Working collaboratively with Specialist Homelessness Services (SHS), government and other community organisations has enabled us to ensure our clients are receiving holistic and client centred support. A highlight this year was the partnership with Carrie's Place Family and Domestic Violence Services with a 12-month grant program assisting women escaping domestic violence with access to education, training, and employment opportunities. Other grants received enable us to update and strengthen our technology and security and funding to help clients with practical support who may have been adversely impacted by COVID 19.



"The organisation's confidence to look over the horizon and move towards the leading edge has been largely because of the vision and drive of its people. I would like to take the opportunity to recognise the contribution of our enthusiastic and motivated staff, who are integral to our work at Path 2 Change, in delivering innovative, integrated services that make a long-term, sustainable difference to people's lives."

I would also like to acknowledge the tireless work Margaret McKay contributed to the Youth Pathway Program over the past four years before we sadly lost her.

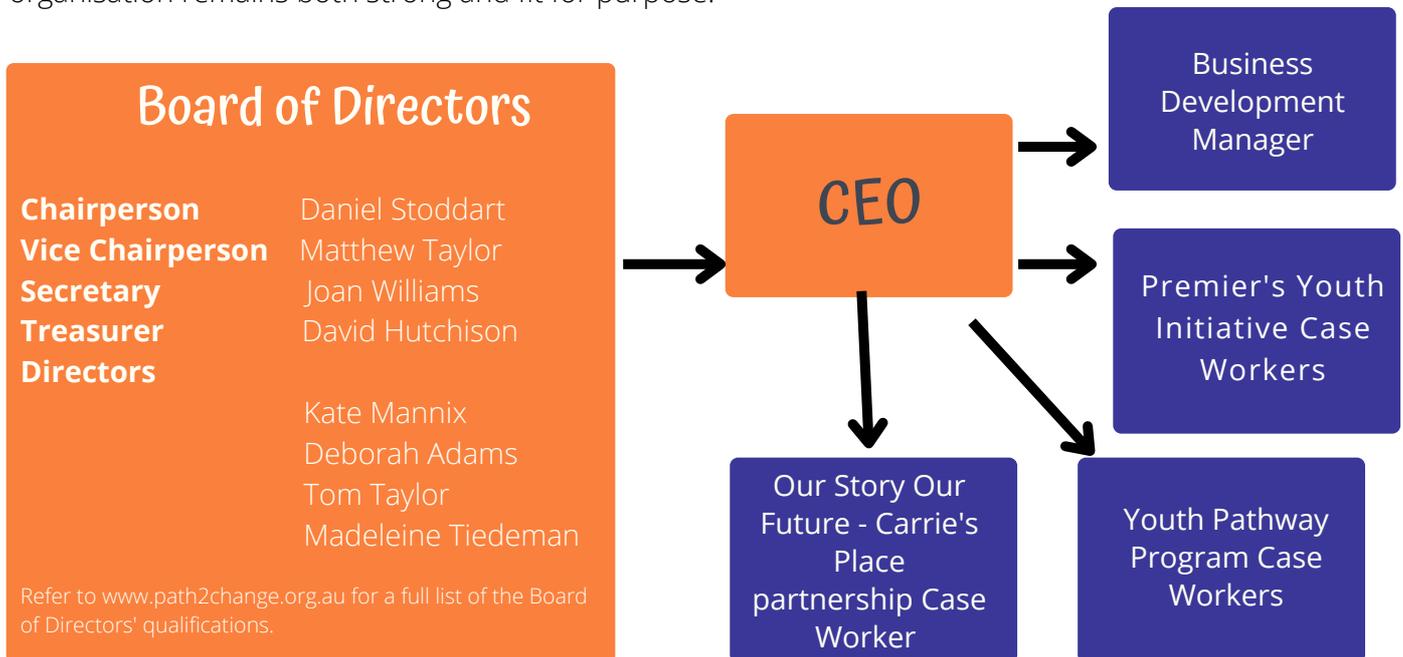
I would like to acknowledge and express gratitude to our Board members that volunteer their time and assist P2C to continue our important work in the community and make a special mention of recently retired Director Daniel Stoddart for his contribution serving as Chairperson for the past two years. Other retired members during 2022 were Deb Adams, Kate Mannix and Joan Williams. Their expertise and experience will be very much missed.

The year ahead will present many opportunities and challenges for all of us involved in this vital work, but our belief and pride in our board, staff, stakeholders, partners, supporters, and clients is stronger than ever. Together, with a shared commitment, we will lead the way in meeting these challenges, with innovation and expertise and with real impact on those we work with. Being part of a grass roots, value based, and mission driven not-for-profit organisation is a privilege, and I look forward to continuing to lead the organisation through future challenges and opportunities.

Jennifer O'Sullivan
Chief Executive Officer

passion

Our Board of Directors provides a high level of governance to Path 2 Change, with their wide range of skills, qualifications and specific expertise. Volunteering their time, their guidance ensures the organisation remains both strong and fit for purpose.



Strategic Objectives 2021-2022

GOVERNMENT FUNDING & GRANTS

- Organisation preparedness for continuation of Government funding for programs including meeting upcoming ASES accreditation.
- Continue to deliver a high-quality service to young people to meet contractual agreements and develop initiatives for continuous improvement.
- Develop an evaluation framework to effectively report on program outcomes through additional data collection and analysis.
- Seek new Government and other funding and grant opportunities including consortium partnerships that meet viability matrix for aligned mission, vision and values.
- Seek sustainable income streams.

COMMUNITY ENGAGEMENT

- Increase footprint/profile and impact in the homelessness sector and community.
- Seek opportunities to fundraise via social and other media platforms and promote fee for service activities.
- Increase community awareness of homelessness and Path 2 Change services
- Board increased representation of homelessness sector and Path 2 Change services within own networks and events.

RELATIONSHIPS AND STRATEGIC ALLIANCES

- Continue to strengthen relationships with current consortium partners and seek new partnering opportunities.
- Seek strategic alliance opportunities with similar value and mission minded organisations, to explore consortium partnerships with a focus on homelessness prevention and early intervention strategies and programs.

Client Centred Service

Path 2 Change is committed to supporting people at risk of, or experiencing homelessness, with equal opportunities and access, to make informed choices about their lives, and reduce the instances of continuing homelessness.

Lived Experience Youth Forum

With the easing of COVID-19 restrictions we were able to recommence our Lived Experience Youth Homelessness Forums. Being able to hear first hand of the experiences of young people and the barriers they face provides valuable insight into ways Path 2 Change can model our service delivery to be more effective.

Top concerns were around mental and physical health and accessing the assistance required. Housing has become more of a barrier with both availability and affordability impacting all ages. For young people who are alone, navigating the adult world without guidance is difficult, something that Path 2 Change acknowledges and has previously sought to alleviate via life skills workshops supplementing one to one case management.

These forums continue to reinforce how resilient this cohort is when faced with the numerous challenges in their lives. Their feedback and honest discussions help drive our continuous improvement of services.



inclusiveness

Australian Service Excellence Standards (ASES)

Path 2 Change is continuing to work towards the Australian Service Excellence Standards (ASES) Accreditation. The ASES is a set of standards and national quality improvement program that aims to assist non-government organisations (NGOs) to improve their business systems, management practices and service delivery. As a requirement for further NSW Government funding, the process is a priority over the next 18 months for Path 2 Change, in the lead up to contract extensions in 2024.

Feedback from all stakeholders is a crucial part of the process, allowing systems and practices to be updated to be fit for purpose and responsive of client needs.

We encourage stakeholders to join in the journey and contribute their ideas and suggestions for consideration.

Our Story. Our Future.

The program funded until March 2022 with Carrie's Place Domestic Violence and Homelessness Service, was designed to improve client capacity to access employment and other opportunities to reduce disadvantage due to domestic violence and Covid-19. Commencing in March 2021, the project's one on one support, paired with tailored life skills workshops, provided by Path 2 Change, supported empowerment, building confidence, independence, and employment skills.

Our case worker built on individualised goals to increase the client's capacity to reduce barriers in achieving employment and education outcomes.

The Living Skills workshops were tailored with an individualised approach to increase education achievements and the ability to manage day to day issues such as finances, mental health, and healthy relationships.

We thank Carrie's Place Domestic Violence and Homelessness Service and the NSW Government - Women NSW COVID-19 Domestic and Family Violence Grant Program.

Impact

Jane was determined to gain employment quickly. Jane was looking at Traffic Control courses and brokerage was quickly provided to assist Jane to complete 2 courses over 2 days, a week after meeting the P2C case worker. Jane was also supported to upgrade her resume and she applied for jobs with local companies. P2C assisted with petrol for her vehicle to ensure she was able to attend her assessment day for the course. Within a week of completing the Traffic Control courses and assessment, Jane was attending an induction day with a local company but required a White Card to be able to commence working. Brokerage from P2C was utilised for this qualification, to allow Jane to complete the one-day course. Jane has now been signed for ongoing traffic control work, accepting shifts that work with family commitments.



Helping the
community
since 1979



Youth Pathway Program

Path 2 Change (P2C) continued to deliver services throughout COVID 19 restrictions, and lockdown periods. P2C recognised the importance of connection with our young people during this time and modified the way we engaged and maintained contact, to lessen the impacts of isolation.

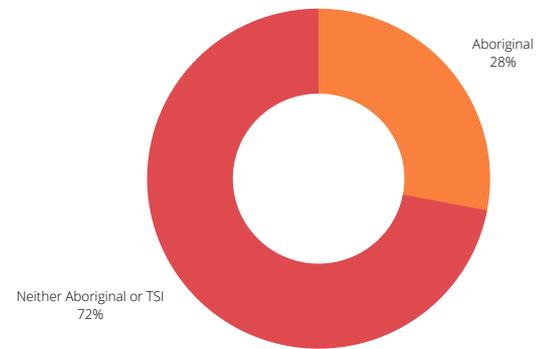
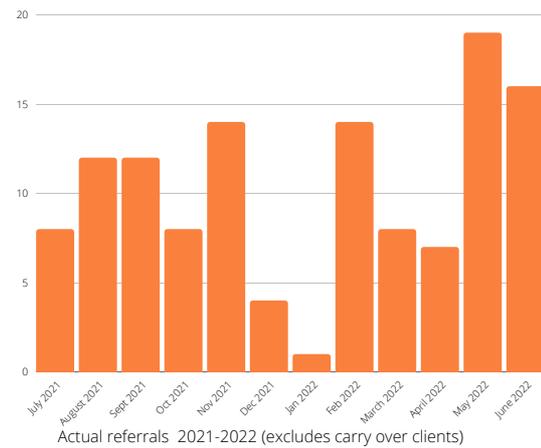
With many of the young people disproportionately affected by COVID 19, the Youth Pathway team responded with providing additional supports beyond education, training, and employment.

As the economy opened again, there has been a significant increase in the number of young people engaging with homelessness services and seeking to secure training or employment. The increases are expected to continue throughout 2022. Our caseworkers continue to provide supports to assist our young people to move forward on their journey into independence, after a very challenging year.

Impact

A young male client was placed in temporary refuge accommodation due to homelessness caused by domestic violence and abuse. He was withdrawn, non-engaging, acute mental health issues, low level literacy and numeracy, and no employment history. The client was not engaged with a Job Service provider and had a learner license with no assistance to complete his hours. The P2C caseworker worked patiently alongside him linking him in with mental health services, assisting the client to complete traffic control training (blue and yellow tickets), and linking with a Job Service provider. P2C was able to help with obtaining work clothing, haircut, and driving sessions to increase log book hours. The client is now living independently and employed. The client's confidence and direction has improved, and he is looking positively toward a better future. Path 2 Change builds capacity and confidence in our young people

Youth Pathway Program
 Contracted Number of clients 2021-2022 -72
 Clients carried over from 2020-2021 - 32
 Actual Number of clients 2021-2022 - 111+ 32 =143



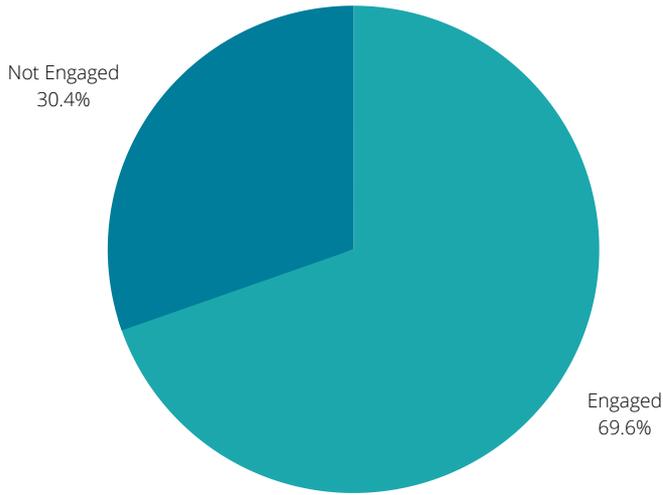
Male 36.4%
 Female 62.9%
 Other identifying 0.7%

client driven



Premier's Youth Initiative (PYI) Program

Originally commencing as a pilot program, the Premier's Youth Initiative's success saw it transition to a fully funded program, through until 2024. With an objective to assist in the transition of young people from out of home care to independence, the past year has seen the majority of the initial clients achieve this success. With a new cohort of clients now engaging with the program, they too will receive support in the areas of education, training and employment from the Path 2 Change team, as part of the consortium of organisations providing their particular expertise to clients.



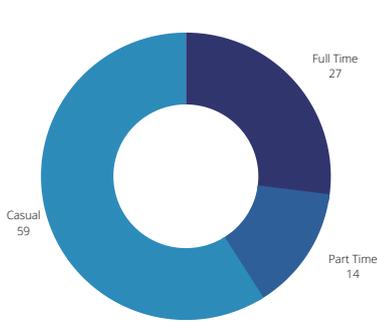
Education and Employment Engagement
Number of clients = 161

Why does this program matter?

"All of you played a huge and irreplaceable role during the past few years. You guys were rooting for me when i doubted absolutely every single person around me. The patience, support and commitment from you three has had the most positive impact on my future. I'm so thankful" (PYI Client)

"PYI literally has saved my life. If it wasn't for PYI I think I would either be dead or in jail". (PYI Client)

empathy



Engaged Employment: Types



Engaged Education: Types

Impact

"Just thought I'd let you know I'm doing really good living at (not disclosed) and absolutely appreciated and loved the help you and your program has given me and helped me form into a successful young adult. In my opinion you all need a pay rise and the program must go on I think the program is the most amazing and effective thing for people trying to grow into a successful young adult."



Acknowledgements

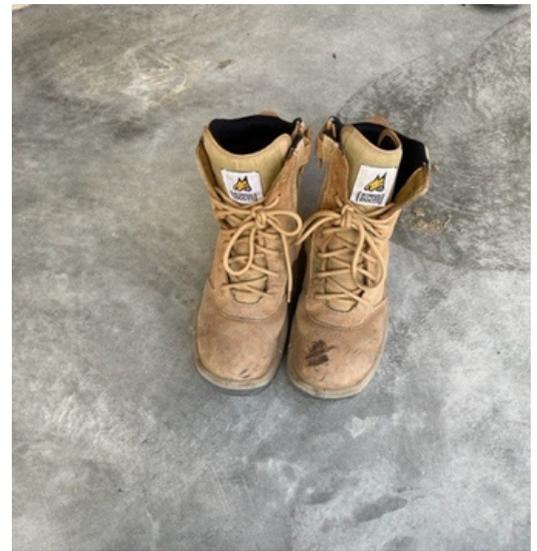
Even during the tough times, the local community continues to step up and provide that additional support for young people so that they may have access to the practical items needed to enable them to move forward via education, training and employment,

Hip Pocket Workwear (Wallsend)

Some freshly worn in work boots are a lovely sight. Thanks to Hip Pocket Workwear & Safety at Wallsend for their support with work clothes and PPE, to get youth into the workforce.

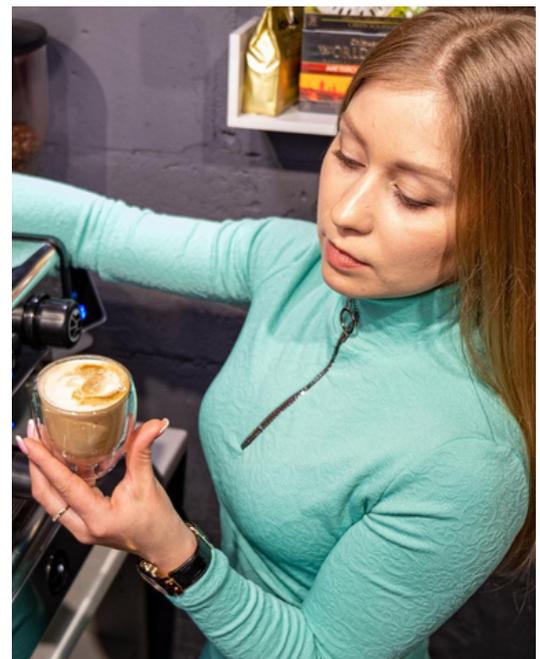
"When you are out on the road filling potholes and doing traffic control good boots are a must".

A local business **Lake Macquarie Sheet Metal** also contribute funds monthly raised by their staff.



Our core funding does not cover the cost of other needs of our young people. High in demand this year (post lockdown) were short courses to upskill into employment. Just a few of the items required were:

- | | |
|------------------------------|---------------------|
| Driving Lessons | Work Clothes/PPE |
| White Cards | RSA and RCG Courses |
| L's Driver Knowledge Test | Interview clothing |
| ID Photo Card | First Aid Courses |
| Forklift License Course | Food & groceries |
| Police Criminal Check | Rent |
| Working With Children Checks | Opal cards |



Vale - Margaret McKay

This year we lost a valuable team member in Marg. Her patience, calm and loving nature and unwavering commitment to her clients saw her go above and beyond to ensure young people were given every opportunity to improve their lives. Loved by both clients and her colleagues in the industry, her impact will be lasting.

Community Support



GUNDOG ESTATE

Innovation by building capacity

Gundog Estate created a special bottling of 2019 Hunter Shiraz in partnership with Path 2 Change with 100% of profits going directly to support disadvantaged and homeless youth in the Hunter Valley region.

Branded, 'The Lived Experience,' the wine carries a stunning hand drawn label symbolising the journey of young people from struggles with broken homes and families to support, freedom and hope for the future.

"The past two years have been tough for us and most others in the region. However, through our work with Path 2 Change, we know that disadvantaged and homeless youth are doing it even tougher. Their needs have escalated significantly, and Path 2 Change now has more clients on their books than ever before," Gundog Estate Winemaker Matt Burton said.



the lived experience 2019 HUNTER VALLEY SHIRAZ

Thank you for purchasing the 2019 Hunter Valley 'The Lived Experience' Shiraz, by Gundog Estate. This wine is a beacon of hope, empathy, and kindness at a time that has tested us all and is proof that something positive can come out of adversity. 100% of the profits from this wine will be donated to our partners at Path 2 Change, who do crucial work supporting homeless and disadvantaged youth.



Impact

"I was living in a temporary transitional property and needed to get a more secure rental. Path 2 Change helped me look for work, and Gundog paid for my barista course, interview, and work clothes. I now am working and looking for my own place to live". P2C Client

SWGC Ladies Committee Golf Day

A big thank you to the amazing Shortland Waters Golf Club Lady members for their fundraising golf day in support of Path 2 Change. Each year the effort that these remarkable women put into raffles, cake stalls and more to raise funds for a local charity is incredible and very much appreciated. We are very thankful for your support this year.



Treasurer's Report

During the year, I have stepped into the Treasurer's role, taking the reins from Tom, who performed the role with distinction. Thank you, Tom!

The 2022 financial year has seen the organisation continue to navigate the challenges imposed by the COVID-19 pandemic.

As noted in the 2021 report, the main funding contracts were extended and have been locked in until September 2024, providing a foundation for the organisation.

A key focus during the 2022 year has been the ASES accreditation process, which has involved a significant time investment by the organisation. A grant application was successful providing \$16,000 to assist with the implementation.

Key financial highlights for the financial year include:

- Surplus of \$23,896 for the year, rebounding from a \$6,811 deficit in the prior year.
- A new three-year lease for the administration building was signed during the year, to align with our funding contract and provides stability to the organisation.
- Revenue increased by \$111,866 to \$839,729 on the back of an increase in the Carrie's Place partnership and increases in the DCJ and PYI programs.
- The cash reserves decreased by \$10,344 to \$378,606, however continue to provide the organisation with a solid platform to continue to provide quality services and support.

Cost pressures continue to provide a challenge; however I am proud of the ability of Management and the team to manage these pressures and continue to provide such a high level of service.

Here's to a successful 2023 and beyond!

David Hutchison

Treasurer



Financial Summary

Financials

Statement of profit and loss and other comprehensive income for the year ended 30 June 2022	2022	2021
Revenue	839 792	781 491
Expenses	(815 896)	(788 302)
Surplus/deficit for the year	23 896	(6 811)
Other comprehensive income	0	2 331
Total comprehensive income for the year	23 896	(4 480)
Current assets		
Cash and cash equivalents	378 606	388 950
Trade and other receivables	17 466	2 303
Investments	73 524	73 524
Other assets	35 395	23 318
Total of current assets	504 991	488 095
Non-current assets		
Property, plant & equipment	21 100	27 797
Right of Use Assets	58 115	-
Total non-current assets	79 215	27 797
Total assets	584 206	515 892
Current liabilities		
Trade & other payables	68 985	87 203
Employee benefits	30 048	26 257
Other liabilities	47 279	21 098
Total current liabilities	146 312	134 558
Non-current liabilities		
Lease Liabilities	33 452	-
Employee benefits	22 133	22 921
Total non-current liabilities	55 585	22 921
Total liabilities	201 897	157 479
Net assets	382 309	358 413
Equity		
Retained surpluses	382 309	358 413
Total equity	382 309	358 413