

2023

Annual Report



Path 2 Change acknowledge and respect The Awabakal People as the traditional custodians of the skies, water, and land that we work on.

We pay our respects to their elders both past and present. We extend that respect to all First Nations people and Aboriginal people within the sector.

We recognise the deep and enduring spiritual connection and relationship Aboriginal and Torres Strait Islander People have with community, we honor their resilience and strength.

We acknowledge that sovereignty was never ceded.

Always was and always will be Aboriginal land.

Year in Review - Chair - Matt Taylor



As the Chair of the Path 2 Change, I am honoured to present our annual report, highlighting our progress and future aspirations as we reflect on our journey and achievements. Over the past 12 months our organisation has continued to make significant strides in our mission to empower vulnerable young adults for positive change.

'Our commitment to supporting our clients along a pathway of education, training and employment has remained unwavering'.

We've continued to run our highly successful core programs – Youth Pathway Project and the Premier's Youth Initiative to create a positive impact on even more young lives. Through many successful partnerships and businesses, we've supported countless individuals to gain new skills, enhance their employability, and pursue brighter futures.

Our thanks therefore to all our supporters, donors and partners in ensuring that we continue to deliver our mission in transitioning young people from homelessness into employment. A special thanks to Marisa Wilson who has left the organisation after 5 years of dedicated work as Business Development Manager.

On behalf of all the Directors, I would like to thank Jenn and her remarkable team of genuinely compassionate individuals for their efforts and dedication to Path2Change. Your commitment to our cause has been the driving force behind our continued success.

As we look to the future, Path2Change remains steadfast in its commitment to fostering positive change. Together, we will continue to pave the way towards a brighter and more equitable future for all. Thank you for being an integral part of our journey.

Matt Taylor
Chair

Vision

To support and empower people at risk of (or experiencing) homelessness. To achieve independence and connection within the community.

Purpose

We collaborate and build meaningful partnerships and programs to help people realise an empowered 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. 2022 to 2023 has been a time of recovery from COVID 19. We have seen a rise in homelessness, domestic violence, mental health issues and cost of living which has directly impacted on the young people we support.

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.



"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 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 Sarah-Jane Daniel for her contribution and skills during her time serving on the Board.

I would like to take this opportunity to thank our Business Development Manager, Marisa Wilson for her unwavering support for myself personally and professionally for the past five years, and instrumental in laying the foundations for our upcoming accreditation and supporting our staff through operational changes. We all miss you and wish the very best!

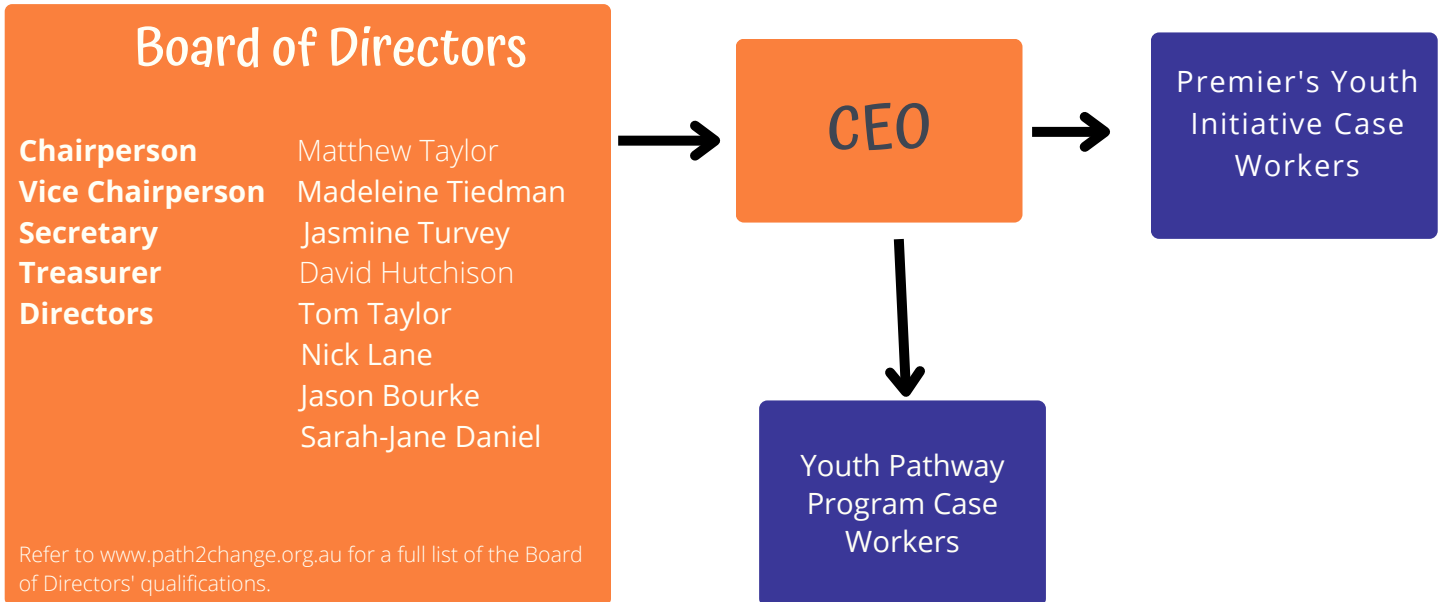
We have achieved many positive outcomes for the young people we serve and the year ahead will present many opportunities and challenges for all of us involved in this vital work, but our belief and pride in our board, staff, stakeholders, partners, supporters, and clients is stronger than ever. As the CEO I am committed to continue to advocate on behalf of the sector and fight for affordable housing.

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



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 2023-2024

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.
- 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.

integrity

The Lived Experience Forum 2023

*"Everyone was really nice and I felt safe in this space"
Young person.*

The Lived Experience Forum event was an opportunity for the young people to have 'their say' about their experiences with the systems and services they access in the homelessness and Out of Home Care sectors, as well as Path 2 Change specific supports.

The information and feedback collated will be valuable for Path 2 Change to improve services and creating additional initiatives and for external stakeholders to reflect on the data for their own operational information and responses.

Young people requested to be sent this report which will also include an 'Response Plan' based on their feedback to address some of the needs raised considering budget constraints and P2C program parameters. The plan will deliver workshops, training, driving lesson initiative and work experience opportunities under the scope of P2C service delivery. Once the goals have been achieved, outcomes will be shared with young people and stakeholders.



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.

Youth Pathway Program

The Youth Pathway Program funded by the Department of Communities and Justice (DCJ) supports young people at risk or experiencing homelessness. Utilising a client centred and collaborative approach to co-case management, Path 2 Change (P2C) with Specialist Homelessness Services (SHS) to ensure a holistic approach to supports.

P2C delivers client centred trauma informed case planning and develops strategies to address individual barriers that young people may be experiencing when accessing assistance towards education/training and employment opportunities.

P2C has significant relationships with local businesses, and educational and training organisations, which assist young people to access support. Path 2 Change (P2C) continues to deliver over and above contracted numbers and targeted supports.

Our passionate and committed caseworkers continue to provide supports to assist our young people to move forward on their journey into independence.

Impact

A 19-year-old young person currently living in temporary transitional housing with her younger sibling after escaping server family violence and homelessness and significant trauma. The young person engaged with the YPP caseworker at Path 2 Change (P2C), to access support with employment. Over the course of support the young person gained the confidence to engage in education, something they thought they were unable to manage due to lack of schooling education.

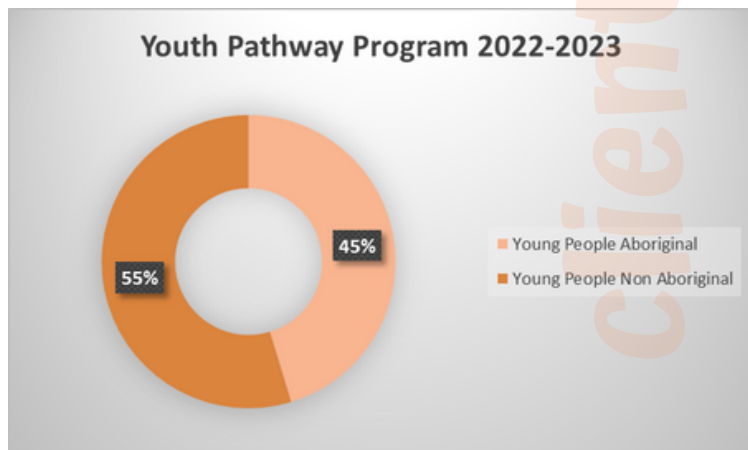
P2C has been able to support the young person to investigate options with education and was chosen to be 1 of 20, with over 50 applicants to participate in a "Built for Women" program that assist young females to enter the trade industry. Through access to Gundog funding the young person was able to purchase the required work and safety wear to participate in the course.

The young person had always wanted to do a trade but due to low self-confidence had not acted on it. The course has given her additional confidence and is now working with the training organisation and Path 2 Change to secure an apprenticeship in the trade of her choice.

Youth Pathway Program
 Contracted Number of clients 2022-2023 - 72
 Clients carried over from 2020-2021 - 32
 Actual Number of clients 2021-2022 - 128 + 32 = 160



Actual referrals 2022-2023 (excludes carry over clients)



Male 32.8%
 Female 64.8%
 Other identifying 02.3%

Premier's Youth Initiative (PYI) Program

Path 2 Change (P2C) in a consortium partnership with Samaritans and My Foundations, funded by The Department of Communities and Justice (DCJ) has continued to deliver a holistic program that addresses the identified problems of many of the young people leaving Out of Home Care (OOHC), transitioning into homelessness services.

The Premier's Youth Initiative provides a combination of personal advice, education and employment mentoring, transitional accommodation support, and long-term accommodation to help young people successfully transition into independence. P2C supports young people in the program as education, training and employment mentors. P2C was also able to take on the Central Coast component of the contract previously serviced by Youth Connections.

Many of the young people who initially engaged in the program have now graduated into independence with positive outcomes. As we support another 130 young people on their journey's our staff continue to be inspired by the resilience and courage of our young people.

Why does this program matter?

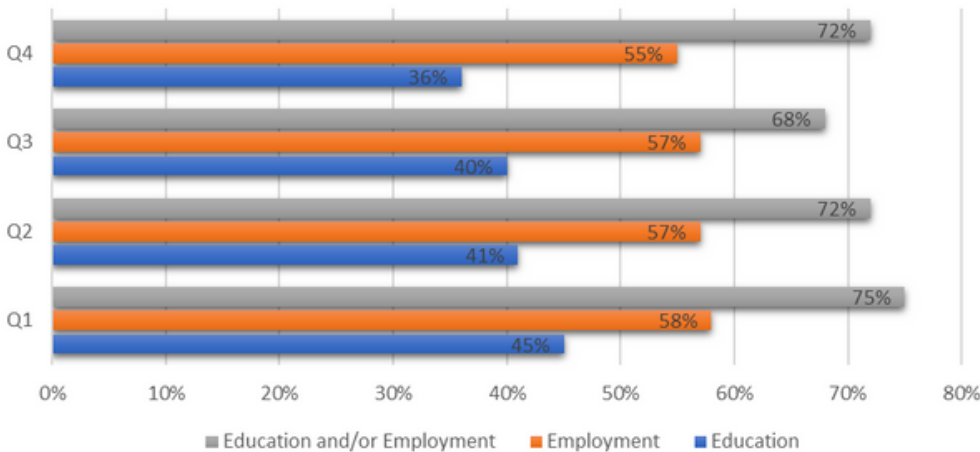
Hello, i am writing because i wanted to let you know i am relocating overseas in less than a month for roughly 6 months. I wanted to send a thankyou gift expressing my gratitude however i am terrible with money so i hope this email can suffice for now.

I send my best wishes for everyone's future and thank you for your time and support over the last 3-4 years, because of you guys i have a shot at a beautiful future. Hopefully i run into you in the future ❤️

(PYI Client)

empathy

PYI Education and Employment Outcomes Financial Year 2022-23



Impact

"You're an absolute legend couldn't be more happy with how you work, you have helped me out heaps over the years."

PYI client.



Treasurer's Report

The 2023 financial year has been the first financial year since 2019 which was unimpacted by COVID-19 lockdowns and restrictions. The Company's financial result was impacted by one-off legal expenses of \$143,134 resulting in a deficit for the year of \$143,864.

Excluding this transaction, the deficit for the year from ordinary operations was \$730, in comparison to a surplus in the prior year of \$23,896.

Key financial highlights for the year:

- YPP revenue increased by 3.4% to \$361,051 due to the indexation increase.
- PYI revenue increased by 44.8% to \$486,000 due to indexation and expanding the service to include the Central Coast portfolio.
- After two years, the Carries Place partnership concluded representing a \$92,801 decrease in revenue.
- Employee expenses increased by 9% due to award rate increases and increase in

Notwithstanding the one-off events during the financial year, the Company remains in a strong financial position to continue providing high quality service and support to our clients.

I look forward to a prosperous 2024!

David Hutchison

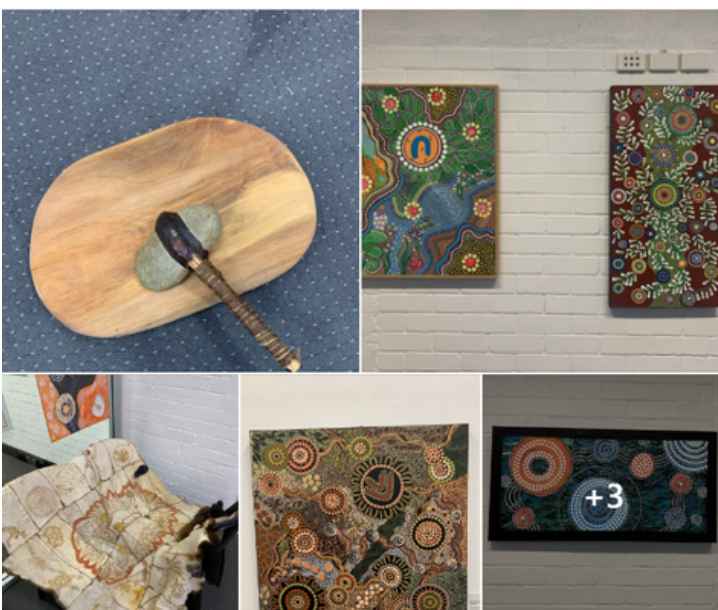
Treasurer

"In my role with Samaritans, I've had opportunity to spend some time at the P2C office in Wallsend. From my experience, it's a very welcoming and well laid out premises. The meeting room with the desk and lounge is suitable for meetings and conversations, and I've enjoyed several really positive engagements with P2C staff and some of the Young People in recent weeks. The location of the office is fantastic in terms of proximity to other local service providers including Centrelink and some of the JSN's".

A Meeting Place for all



Some of the P2C Case Workers got the chance to visit the Wandiyali Art Gallery today at 1 Hague Road, Boolaroo. Its still open for one more day! Make sure you head over for the dance workshop tomorrow and to check out the incredible Indigenous artwork and traditional tools. #NAIDOCWeek #ForOurElders



🐶 The dogs of P2C 🐶

Jock is a lovable dog who is a mix of Golden Retriever and Border Collie. He enjoys running and going for walks in the morning. Jock loves to eat bones, spend time with his brother and sister, Gambit and Cashew and go for car rides. Jock is a wonderful and much-loved dog with a kind and gentle nature who you will regularly see laying around the P2C office.

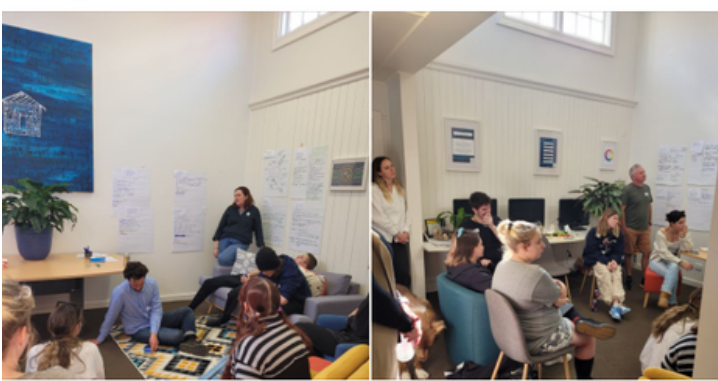
#mentalwellbeing #mentalhealthmatters



🌟 The lived experience forum 🌟

Wow! What an incredible honor it is for us to run the lived experience forum and spend the day listening to the stories and insights of some truly remarkable young people. Your courage and strength has left a lasting impression on us all.

A huge shoutout to the young people that attended! Your voices are the driving force behind positive change, we are so grateful for your willingness to share your experiences. Your resilience is an inspirati... See more



Online Presence

This year, Path 2 Change has embraced the power of social media as an essential tool for promoting our mission and connecting with our community. This year has marked a significant leap in our online presence, allowing us to engage with a wider audience and share our journey of positive change. Through our Facebook page, we've opened up a direct line of communication with our supporters, partners, and the community we serve.

This outreach is vital in the community sector because it not only allows us to raise awareness about homelessness and complex systems but also creates a space for dialogue and collaboration. It is a medium that amplifies the voices of those we aim to empower and enables us to disseminate valuable information, resources, and success stories in real-time.

In embracing social media, we've found a powerful ally in advancing our cause, fostering community engagement, and driving meaningful impact.

Additionally, we've updated our website to ensure it effectively reflects our vision, purpose and programs, serving as an informative hub for our online community and beyond,

You can follow us at:
www.path2change.org.au
www.facebook.com.au/Path2Change

Staff Wellbeing



Part of our ongoing commitment to nurturing the wellbeing of our valued staff members, P2C has implemented a new initiative where each team member is encouraged to partake in two dedicated wellbeing days per year. This years activities were carefully curated to strike a balance between relaxation and personal development.

Staff members enjoyed a morning by the beach followed by breakfast taking in the beautiful view at Merewether. Additionally, a full day was organised dedicated to emotional and professional growth, topped up with adventurous hour of quad biking amidst the Stockton sand dunes.

This initiative supports our deep-seated belief that investing in staff wellbeing is not only a moral obligation but also crucial for maintaining a motivated and highly engaged team. It enhances their physical and mental health, ensuring they are better equipped to contribute meaningfully to our mission and the young people serve.



Community Support: Our Sponsors!



In December 2022, we joined forces with Hunter Business Golf Group to facilitate a memorable golf day set against the stunning backdrop of Pacific Dunes Golf Course in Medowie. The event's success was a testament to the generosity of all those who participated, engaging in organised activities and the day itself, displaying their commitment to the cause.

Notably, the raffle, which included contributions from our partners Gundog and Hip Pocket, added an extra layer of excitement to the event.

We are grateful to everyone who played a part in the event raising funds to assist our young people reach their employment and education goals. Thank you!!!

Last year, Hip Pocket made a transformative contribution to our organisation. They generously donated two racks of professional workwear and corporate attire, bolstering our ongoing partnership's effort to empower young people with valuable employment prospects.

As a result of this remarkable donation, we have been able to facilitate the successful employment of 14 of our young people, setting them on a path to achievement and self-sufficiency.



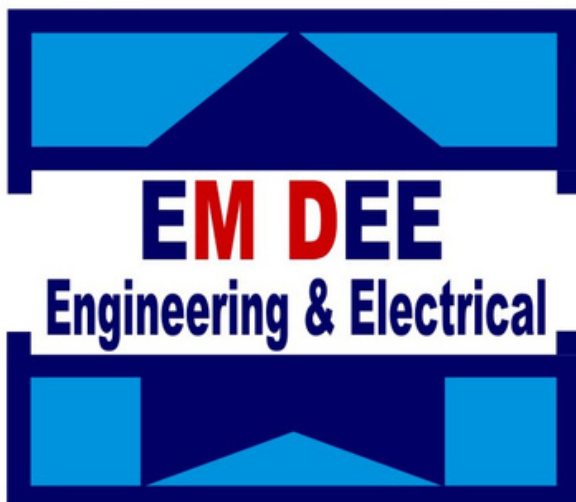
Workwear & Safety

We extend our heartfelt gratitude to Mark and Tania Davis from **Em Dee Engineering and Electrical** in Singleton.

An encounter with CEO Jen at Gundog Luncheon where they learned about Path 2 Change left a profound impression on them both.

This inspired Mark and Tania to make a generous donation to Path 2 Change, ensuring that we can maintain our crucial support for young people in the community as they strive to achieve their education, training, and employment goals.

Thank you, Mark and Tania, for your generous support!!



Gundog Estate

Work Experience Program

Path 2 Change and Gundog Estate have been in a partnership since 2018. The partnership consists of three main components. **Firstly**, Gundog raise funds to assist our young people with practical needs such as food, rent, fuel, opal cards, interview and clothing, driving lessons and school and course fees and equipment.

The **second** component is an initiative developed to showcase a 'Limited Edition' wine label which raises additional funds for our young people but more importantly highlights the journey of young people of their 'Lived Experience' in homelessness. The label is a wonderful opportunity to create awareness about the issue of youth homelessness in our local region.

The **third** component is the 'Work Experience' opportunity for our young people. Many young people experiencing homelessness may not have the confidence, skills and supports to access employment. The staff at Gundog Cellar Door in Pokolbin Hunter Valley provide training, support and mentoring to help our young people access experience to add to their resumes.

Please see our website and click link to see the full story! @<https://www.path2change.org.au>

We are excited to commence a 'Driving Lesson' program for young people (Pathway Wheels) in 2023 - 2024!!!



Gundog Estate

When Aimee* came to P2C they did not have any work experience to put on their resume. Aimee's* case worker introduced them to the work experience program at Gundog and they were thrilled to be involved. Completing the work experience program gave Aimee* the confidence and skills to work in a retail environment and was given a stellar reference from the cellar door Manager. Aimee* created strong relationships with the cellar door team and left with a passion and understanding of the Hunter Valley wine industry. With this experience under their belt and a new resume in hand, Aimee* was able to find a Business Administration Traineeship that they will complete by the end of 2023. Aimee* now has a positive outlook on their life and is excited to continue to study and build a successful career.

*name changed



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.



With the success of the last 'The Lived Experience' Shiraz, Gundog Estate created a special bottling of 2021 Hunter Shiraz. 100% of profits going directly to support disadvantaged and homeless youth in the Hunter Valley region.

Branded, 'The Lived Experience,' the wine still 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.

Financial Summary

Financials

Statement of profit and loss and other comprehensive income for the year ended

30 June 2023

	2023	2022
Revenue	867 954	839 792
Expenses	1 032 494	(815 896)
Surplus/deficit for the year	(143 864)	23 896
Other comprehensive income	0	0
Total comprehensive income for the year	(143,864)	23 896
Current assets		
Cash and cash equivalents	410 551	378 606
Trade and other receivables	1 827	17 466
Investments	74 500	73 524
Other assets	18 867	35 395
Total of current assets	505 745	504 991
Non-current assets		
Property, plant & equipment	14 003	21 100
Right of Use Assets	32 287	58 115
Total non-current assets	46 290	79 215
Total assets	552 035	584 206
Current liabilities		
Trade & other payables	88 414	68 985
Lease liabilities	25 393	25 393
Employee benefits	26 393	30 048
Other liabilities	133,282	21 886
Total current liabilities	273 482	146 312
Non-current liabilities		
Lease Liabilities	8 059	33 452
Employee benefits	32 049	22 133
Total non-current liabilities	40 108	55 585
Total liabilities	313 590	201 897
Net assets	238 445	382 309
Equity		
Retained surpluses	238 445	382 309
Total equity	238 445	382 309