

# Annual Report 2024



*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.*



# CEO Report - Jennifer O'Sullivan

It is approaching 10 years in the leadership role at Path 2 Change (P2C). 2023 to 2024 has been a time to breathe out from the previous challenges of COVID and accreditation responsibilities.

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.

This year has seen markable rent rises in housing rentals and general costs of living causing more and more people seeking support. Our core programs, Youth Pathway Program & Youth Initiative Program continue to provide valuable outreach supports to our most vulnerable youth working collaboratively with Specialist Homelessness Services (SHS), government and other community organisations.

Building on existing partnerships has created strong reciprocal relationships which continue to evolve and grow. This is particularly evident in our Gundog partnership who is now supporting Life Skills workshops and driving lessons for our young people. I am proud of the collaborative work Path 2 Change (P2C) engages in to strengthen our culture and operational practices. 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 Board and staff, who are integral to our work at Path 2 Change, in planning and delivering innovative, integrated services that make a long-term, sustainable difference to people's lives."*

integrity

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. Thank you to retired member Madeleine, and resigning Chair Matthew, and Treasurer David, for their huge contributions and skills during their time serving on the Board and unwavering support for myself professionally, for the past five years. All were instrumental in contributing to our ASES accreditation and creating great connections leading to fantastic opportunities for the organisation, staff and young people. Thank you.

And to our staff who turn up day after day to support our young people. Your commitment is inspiring. Thank you. 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.

**Jennifer O'Sullivan**  
Chief Executive Officer

## What goes around...



Tash & Jenn

Tash is not new to our service, when Tash was 15, she accessed the Newcastle Youth Accommodation Services Limited refuge while she was experiencing homelessness.

Tash was able to overcome barriers and secure her own private rental to begin a new life in the Newcastle area. Tash is now married with two wonderful sons and is ready to give back to her community and support those that have experienced the same challenges she did in her youth.

When Tash walked into our office, she had no idea that Path 2 Change used to be Newcastle Youth Accommodation Services Limited. We took this as a sign and accepted her on the spot as our next work experience student.



# Year in Review Chair - Matt Taylor

As the Chair of Path 2 Change, I am honoured to present our annual report, reflecting on our progress, achievements, and aspirations for the future.

Over the past 12 months, our organisation has continued to make remarkable progress in fulfilling our mission to empower vulnerable young adults and support them on their path to positive change and sustained outcomes.

Our commitment to providing education, training, and employment opportunities for our clients is at the forefront of everything we do. This year, we continued to successfully deliver our flagship programs, the Youth Pathway Project and the Youth Initiative (formerly Premier's Youth Initiative), both of which have continued to make a transformative impact on the lives of young people across our region.

Additionally, we launched our Pathway Wheels Program with the support of the MacDougall Foundation to create access for young people in reducing one of the biggest barriers to independence - gaining a driver's license.

Thanks to the strength of our partnerships with businesses, supporters, and donors, we've empowered countless young individuals to develop new skills, enhance their employability, and work towards more promising futures. These collaborations have been crucial in helping us transition young people from homelessness into employment, providing them with the tools to build a stable and fulfilling life.

On behalf of all the Directors, I want to extend our heartfelt gratitude to Jenn and her remarkable team. Their compassion, dedication, and relentless efforts have been the driving force behind our success, and it is through their hard work that we are able to continue making a meaningful difference in the lives of those we serve.

As we look ahead, Path 2 Change remains committed to its mission to transform the lives of young people for the better. With your ongoing support, we will continue to create pathways to brighter, more equitable futures for all.

Matthew 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.

Values

Inclusiveness

Passion

Client Driven

Integrity

Innovation

Empathy

## Board of Directors

<b>Chairperson</b>	Matthew Taylor
<b>Vice Chairperson</b>	Nick Lane
<b>Secretary</b>	Jasmine Turvey
<b>Treasurer</b>	David Hutchison
<b>Directors</b>	Tom Taylor
	Monique Davidson
	Madeleine Tiedman
	Jason Bourke
	Alison Garland

Refer to [www.path2change.org.au](http://www.path2change.org.au) for a full list of the Board of Directors' qualifications.

**CEO**  
Team Leader  
Admin staff

**Youth Pathway Program**  
2 x Caseworkers

**Youth Initiative Program**  
4 x Caseworkers



Our Board of Directors provide 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. Thank you!!!!

integrity





# Strategic Objectives 2024-2025

## GOVERNMENT FUNDING & GRANTS

- Organisation preparedness for continuation of Government funding for programs.
- 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.



## Australian Service Excellence Standards (ASES)

Path 2 Change has achieved the Australian Service Excellence Standards (ASES) Accreditation.

The ASES is a set of Standards and National Quality Improvement program to assist non-government organisations (NGOs) to improve operational and business systems, governance, management practices and service delivery.

Path 2 Change continues to implement quality improvement strategies to ensure compliance and improvement as our next review will take place in 2026.

Thank you to all who have contributed to making our organisation the best it can be!





# Treasurer's Report



It has been an honour to have the opportunity to contribute as the Treasurer of Path 2 Change and present the annual financial report for the year ended 30 June 2024. The financial result of the Company was a surplus of \$13,801, compared with a deficit of \$730 in the prior year (excluding one-off expenses). This was a strong result considering the cost pressures impacting all businesses.

## The financial performance for the year was highlighted by:

- Revenue increase by 8.7% to \$943,834.
- The Youth Pathways program increased by 3.3% and represents 39.5% of total revenue (2023: 41.6%).
- The Youth Initiative program increased by 5.7% and represents 54.4% of total revenue (2023: 56.0%).
- Donations and fundraising revenue for the year was \$42,645 (2023: \$8,528), representing 4.5% of total revenue (2023: 1.0%).
- Employee costs increased by 5.6% to \$796,238. Employee costs represented 84.4% of revenue (2023: 86.7%).
- Other expenses (excluding one-off costs), increased by 5.7% to \$143,244.

## The financial position highlights of the company include:

- Unrestricted cash reserves of \$303,337. The decrease in cash is a result of the increase in trade receivables of \$119,624, relating to the timing of debtor receipts.
- Total current assets exceed total current liabilities by \$253,434 (2023: \$232,263), representing a strong financial position for the Company.

The **2024 AGM will be my final meeting as a member of the Path 2 Change Board.** I would like to take this opportunity to thank my fellow directors along with Jenn and the amazing Path 2 Change team for the past 3.5 years, it has been a pleasure to work with such a great team.

I look forward to continuing to see the amazing achievements of the team!

David Hutchison  
**Treasurer**



Financials

# Impact

The Youth Pathway Program funded by the Department of Communities and Justice (DCJ) supports young people at risk or experiencing homelessness. Path 2 Change takes a 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.

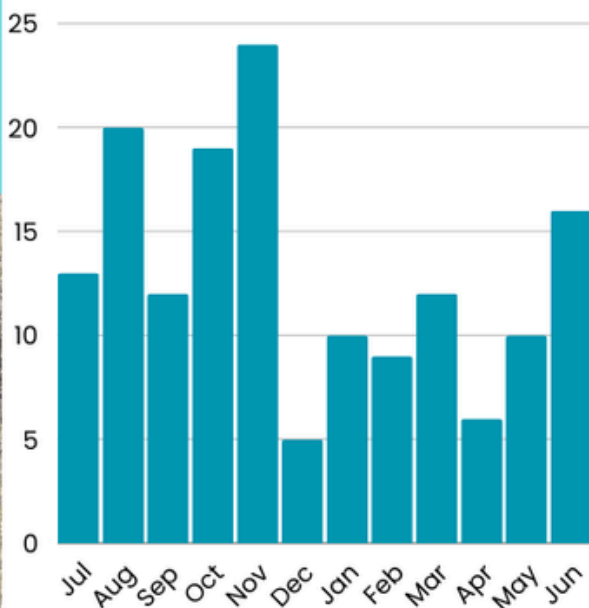
P2C has significant relationships with local businesses, and educational and training organisations, which assist young people to access support. Path 2 Change (P2C) continues to deliver over and above contracted numbers and targeted support and our passionate and committed caseworkers continue to provide supports to assist our young people to move forward on their journey into independence.

**"Hey Roxanne I'd like to say thank you I really appreciate it for helping me I was literally gonna give up looking for jobs after what that lady said but after we got the clothes. I finally felt like a young lady again after not feeling like that since my year 10 formal and if it wasn't for you Roxy I wouldn't of had the confidence to go into all those shops and ask for a job so thank you so much I am so grateful".**

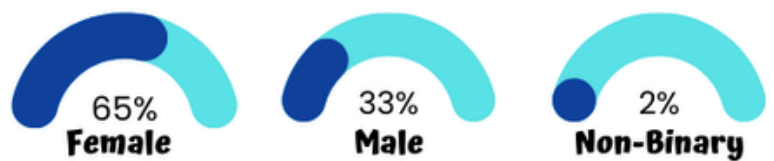
client driven

## YOUTH PATHWAY PROGRAM 2023-24

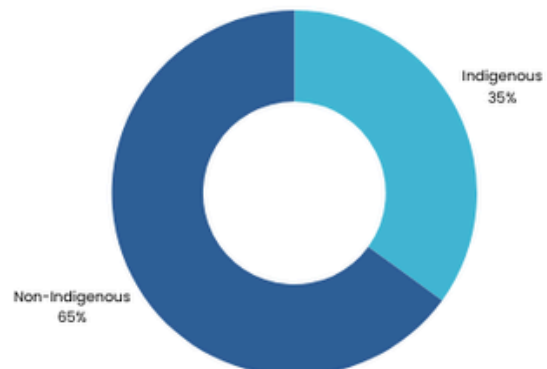
### REFERRALS 2023-24 210 TOTAL



### GENDER



### CULTURAL STATUS



# Youth Forum 2024



Young people have reported they feel they are not being heard to address the real issues to resolve their homelessness and provided the right assistance to achieve their goals. The Youth Forum provides young people a safe space to share their experiences, ideas and concerns and create an action plan with Path 2 Change to assist them to achieve positive outcomes.

The main issues identified by our young people in 2024 included barriers to employment and education and mental health and requested more youth forums, group activities, lunches and gatherings.

## What motivates you to participate in our programs, and how can we enhance that motivation?



- Case worker encouragement and support
- Feeling supported by my case worker and working towards shared goals
- Not being hassled by my case worker or feeling forced to achieve things
- Having autonomy over my decisions and case plan goals
- Guidance from my case worker and having a choice....

## What has been your most positive experience with P2C so far?

- Meeting Dom
- Roxanne has helped me get my life on track, no one has done that for me before, not even my family
- I don't have anyone else; I don't know what I would do without Michael
- I have made massive life improvements I wouldn't have had otherwise...

## How can P2C help you balance your mental health with your education, training, and employment goals?

- Walking alongside me to support me to achieve my goals
- Rearranging dates
- Flexibility with days and times
- Transport



"I felt so comfortable and supported"

# Impact



empathy

## Youth Initiative (YI) Program

Path 2 Change (P2C) in a consortium partnership with Samaritans and My Foundations, 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 in the Hunter and Central Coast.

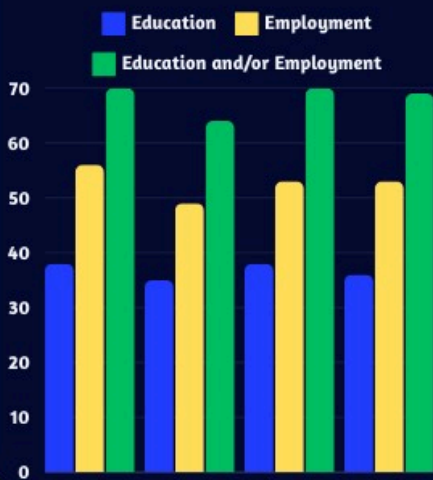
The Youth Initiative provides a combination of personal advice, education and employment mentoring, transitional accommodation support, and long-term accommodation to help young people successfully transition into independence. P2C supports young people in the program as education, training and employment mentors.

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.

## YOUTH INITIATIVE 2023-24

Young People Supported  
**131**

Employment and Education Results  
(69% Average of Young People engaged in Education and/or Employment)



Young People not engaged in Education and/or Employment

31%

Of the 31%, how many were experiencing significant barriers?

92%



Indigenous Young People in YI

Genders



# Collaboration



"We hold the hope until the young people can hold it themselves"

## From the Team Leader...

"It has been an honor and a pleasure to support and guide the P2C team over the 2023-2024 financial year. As a team we have banded together to support each other through some tough times and thus solidified a positive team/organisational culture.

Across both programs, we have focused on developing further partnerships and encouraging the young people's voices to be heard. I truly believe that without the stories of a 'Lived Experience' being championed, the efficacy of our work in this sector may result in young people not receiving the right type of support that they require.

We have continued to provide effective advocacy, compassion, understanding and support within both programs. Due to this, we have been a part of some wonderful life achievements for young people that may have otherwise not been given the space and time to realise their potential.

Sarah Allen  
Team Leader P2C



"Staff at Path 2 Change are amazing ! They always have a positive attitude and believe in us. This makes us want to try and get up and have a go. You guys are so supportive, and give us options and that are real"



## Young Dad's need support too..



Luke is a young dad who came to P2C for assistance to explore employment and education opportunities. Luke and his case worker worked together intensely to identify Lukes goals with the idea of making them happen! After leaving his previous job, Luke was able to find a job with a more flexible roster at Hungry Jacks. Luke's case worker was able to assist Luke to gain a fee free scholarship to study Certificate III Individual Support at TAFE this year and achieve his dream of helping those with disabilities live a fulfilling life. We are so proud of you Luke! Keep smashing those goals!



## What has been your biggest accomplishment since being with YI?

"Getting a job and leaving a toxic relationship."

"Getting through Uni, finding another job and going through a stressful court process."

"Getting my license and enrolling in a Community Services course. They help me overcome my fears of being alone."

"Going to Tafe, doing Gundog Estate program, meeting new people Board members, being involved in the P2C video, doing a resume because I have struggled and been unemployed for a long time and Scotty has helped apply for jobs."

"Getting sober."

"Graduating from beauty school."

"I don't think I'd still have my job if it wasn't for Michael."

"Graduated High School, enrolled in Uni and featured in the P2C promo video."

"I got my learners license and got my own rental property."

"I stopped drinking, gambling and vaping. I've identified my anger issues and have made positive steps in this area."

"Getting a full time job."



# Pathway Wheels Program

## Driving change for youngsters with no home

Gabriel Fowler

A GRASSROOTS service which aims to reduce and prevent homelessness among children and young people is ready to launch a program to help teens obtain a driver's licence.

The costs and supports necessary to obtain a licence is a massive obstacle for kids with no place to call home, says Path 2 Change chief executive officer Jennifer O'Sullivan.

Young people experiencing homelessness often do

not have family or other supports to help them with driving lessons, Ms O'Sullivan said.

"The kids need to log so many supervised learner driver hours now, and the costs have increased as well so that makes it very inaccessible for the young people we see," Ms O'Sullivan said.

Path 2 Change, which operates across Newcastle, Lake Macquarie, Port Stephens, and the Lower Hunter Valley, has come up with a pilot program called Pathway Wheels.

The program recognises the significance of having a driver's licence for accessing employment opportunities, and building their sense of independence. It involves volunteer instructors using a work car as well as paid driving lessons.

The organisation also offers case management in partnership with specialist homelessness services and out of home care providers, as well as life skills programs and mentoring.

During Homelessness Week 2024 launched on

Monday path2change has joined other organisations nationally, led by Homelessness Australia and Everybody's Home, in calling for the 10-year National Housing and Homelessness Plan to set an ambition to end homelessness.

A new report released on Monday by Homelessness Australia says more than 76,000 children under the age of 18 sought help from homelessness support services across the nation annually. Almost 16,000 of those children were alone -

unaccompanied by a parent or caregiver - and many were fleeing domestic violence, abuse or neglect at home.

The 2024 Child Homelessness Snapshot, released to coincide with Homelessness Week, also revealed more than 25,000 children remained homeless even after seeking help from specialist support agencies in 2022-23, a nationwide 3.2 per cent increase over the previous year.

A further 19,833 children were turned away from support services without being provided any assistance.



**Pathway Wheels** will fill a huge need for our young people to obtain their driver's licence with free lessons from volunteer mentors. A HUGE thank you to Adam and Belinda Macdougall Foundation for purchasing two new cars for the program! This is an incredible opportunity for our young people who do not have the family supports to get their log book hours. Having a driver's licence should be available for everyone!



# Online Presence



Path 2 Change continues to provide a strong online presence through our social media platforms. This year our online presence has allowed more opportunities to share our journey of positive change and 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.

You can follow us at:

[www.path2change.org.au](http://www.path2change.org.au)

[www.facebook.com.au/Path2Change](https://www.facebook.com.au/Path2Change)

## Online Posts



Lachy has been a very busy young person, meeting with the Minister, Kate Washington MP and advocating for change in the Out Of Home Care System. He has also been engaging with Create Foundation and also ACYP NSW Advocate for Children and Young People who have been supporting him in fighting for change in a system that is unsuitable or damaging to children.

Check out the article below to get an understanding of the challenges some of the young people we work with have to endure.

Thanks Lachy, your fight and that of the minister and other organisations will shape the trajectory of the OOH system! Lets hope for the better.

Social Media #P2C



# Staff Wellbeing



Staff Wellbeing

Part of our ongoing commitment to nurturing the wellbeing of our valued staff members and 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 with an Escape Room experience followed by lunch. This initiative supports our deep-seated belief that investing in staff wellbeing is crucial for maintaining a motivated and highly engaged team enhancing physical and mental health, ensuring they are better equipped to contribute meaningfully to our mission and the young people serve.

Additionally, a full day was organised with a competitive Go Kart race with Scott, Dom and Sarah taking podium positions! A great lunch followed with lots of laughs and encouragement for each other.

What a team!



# Community Support: Our Sponsors!



In June 2024, we joined forces with Sharp Electronics Newcastle who provided a cold but memorable golf day set against the stunning backdrop of The Vintage Golf Club in the Hunter Valley. The event's success was a testament to the generosity of all those who participated, displaying their commitment to support our young people at Path 2 Change. 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!!!



Fundraising



**Workwear & Safety**

Hip Pocket have continued to support P2C with generously donated professional workwear and corporate attire.

Recently we have embarked on work experience partnership for our young people to gain valuable experience in back and front of house retail work. T

This support helps our young people gain employment and set them on a path to achievement and self-sufficiency. Thank you all!!!!

## 'GIVE NOW'

**We are deeply touched by the incredible kindness of 8-year-old Miss Davis, who chose to donate some of her pocket money to Path 2 Change to support homeless youth. At such a young age, Miss Davis has shown anyone, no matter their age, can make a difference in the lives of others. Her generosity reminds us that compassion and a desire to help can change the world, one small act at a time. Thank you to all who have generously donated!**



# Gundog Estate

## Corporate Support



**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.

In 2024 Gundog are also sponsoring driving lessons and other costs associated with Pathway Wheels Program which is now operational, and main supporting sponsor of our Empower Me life Skills Workshops. Without Gundog support, we would not have achieved many of the outcomes we celebrate.

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

Innovation by building capacity



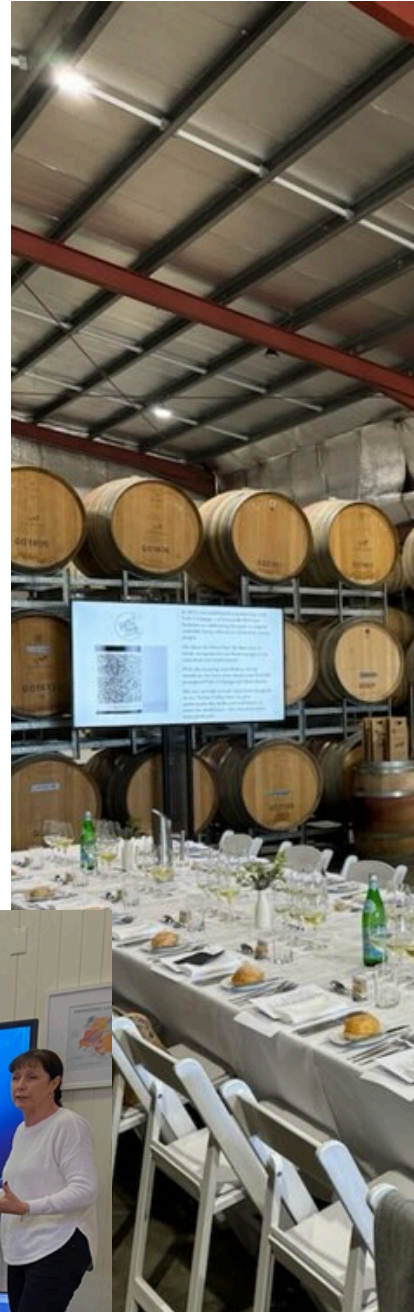
## Work Experience Program



# The Lived Experience Wine

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.



## Empower Me Workshop - Healthy Relationships

