

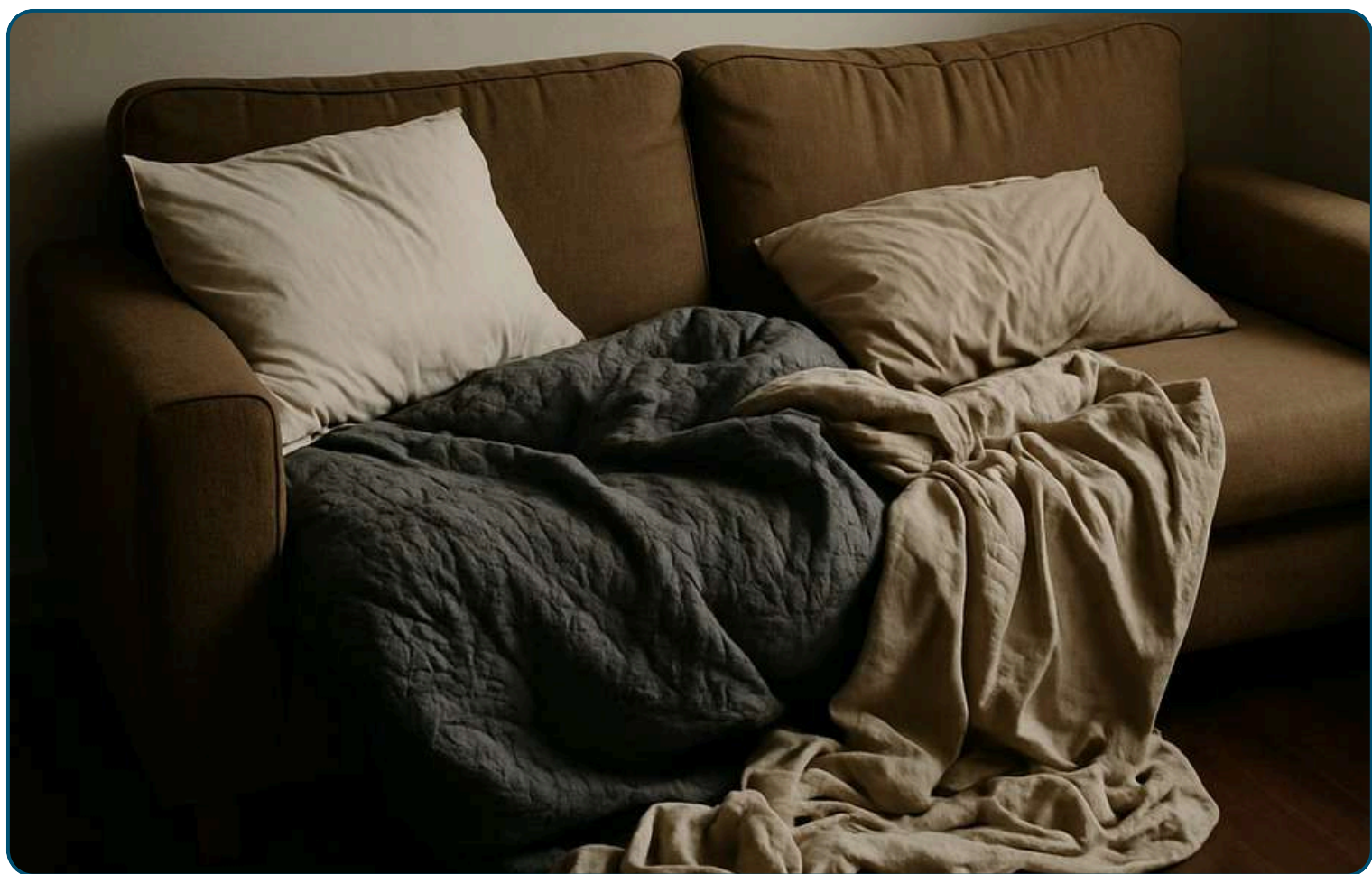


Committed to preventing and reducing homelessness.



www.path2change.org.au

Annual Report 2024 - 2025



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

Working in the homelessness sector year after year can be challenging. It is also, always rewarding. Especially when you get to see a life that has been changed and knowing that change will have a ripple effect through the generations. 2024 to 2025 has brought its own set of challenges facing the lack of housing, rising cost of living and a marked increase in poverty across our state and nation.

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.

Our core programs — the Youth Pathway Program and Youth Initiative Program — continue to deliver meaningful and life-changing support to some of our community's most vulnerable young people. Through collaboration with Specialist Homelessness Services (SHS), government agencies, and community organisations, we are driving positive change and empowering young people to build brighter futures.

By strengthening and expanding our partnerships, we have cultivated reciprocal and enduring relationships that continue to grow and evolve. A standout example is our partnership with Gundog, whose commitment to supporting our Pathway Wheels Program with driving lessons has created tangible pathways for young people to gain independence and confidence.



"I am immensely proud of the collaborative culture and operational excellence that define Path 2 Change (P2C). These collective efforts ensure our clients receive holistic, person-centred support that addresses their needs with dignity, respect, and care."

Our organisation's ability to look beyond the horizon and operate at the leading edge of innovation is a testament to the vision, dedication, and drive of our people. I extend my sincere gratitude to our Board of Directors and staff, whose enthusiasm and commitment underpin every achievement and milestone we celebrate. Together, they continue to deliver integrated, sustainable services that create long-term impact and transform lives.

I would like to acknowledge and thank our Board members who generously volunteer their time and expertise to strengthen our mission. A heartfelt thank you to resigning members Tom Taylor and Jason Bourke for their exceptional leadership, wisdom, and unwavering support over the past years. Their contributions were instrumental in achieving ASES accreditation and in building the strategic and funding connections that have opened new opportunities for P2C, our staff, and the young people we serve.

To our staff team, who show up every day with compassion, resilience, and purpose — thank you. Your dedication inspires me daily.

As CEO, I remain steadfast in my commitment to advocate for our sector and champion the urgent need for affordable housing. Together — with courage, innovation, and a shared vision — we will continue to lead with impact and change lives for the better.

Jennifer O'Sullivan
CEO





Year in Review Chair - Nick Lane

As the Chair of Path 2 Change, it's my pleasure to present our annual report, reflecting on our progress, achievements, and aspirations for the future.

Over the past 12 months, the cost of living and housing crisis have underlined more than ever, our vital mission to empower vulnerable young adults and support them to live fulfilling lives in the face of such great challenges.

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 experienced significant demand from young people in our community, which is not surprising during these challenging economic times.

Our Pathway Wheels Program (with the support of the MacDougall Foundation), has been a stunning success over the past 12 months, assisting many young people obtain their Learner's permit and Provisional driver's licence. The success of this program is evident in the confidence our young people have gained in obtaining mobility and the autonomy to attend job training, interviews and employment, by virtue of holding a driver's licence. We are most grateful for our volunteer supervisors that generously donate their time to support this wonderful initiative.

I would like to most sincerely thank our partners and donors, that support us in the delivery of our services. 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.

Together with all my fellow directors, we have worked hard as a board to improve our operational governance and financial governance, to enhance the functioning of our organisation, ably assisted by our CEO, Jenn O'Sullivan, the executive team and not least, our dedicated case workers. May I also pay particular thanks to Tom Taylor, who after 6 years as a board member, has resigned and we are extremely grateful for his contribution. Jason Bourke is also resigning and we thank him as he has contributed greatly towards raising funds for our programs.

As mentioned, the cost of living and housing crisis is having a profound impact on young people struggling to maintain stable employment and accommodation, and these conditions are unlikely to ease in the near future, placing greater strain on service providers such as Path 2 Change. The cost of providing our vital services is an ever-present challenge and we shall continue to exercise a disciplined approach to managing our budget, while advocating for further funding.

Over the next 12 months, I look forward to building upon our successful programs, fostering new relationships with sponsorship partners and more widely promoting Path 2 Change in the support services community.

Vision

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

Nick Lane
Chair



Purpose

We collaborate and build meaningful partnerships and programs to help people realise an empowered future.

Board of Directors

Chairperson	Nick Lane
Vice Chairperson	Jasmine Turvey
Secretary	Alison Garland
Treasurer	Lauren Deeefs
Directors	Tom Taylor Monique Davidson Jason Bourke

Refer to 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

Governance & Strategic Planning Priorities

GOVERNMENT FUNDING & GRANTS

Continue to deliver a high-quality service to young people to meet Department of Communities and Justice (DCJ) contractual agreement and MOU with Samaritans and develop additional 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 donation and fundraising activities to raise funds to be used for client needs.

Seek sustainable income streams for additional program (Pathway Wheels) and fee for service program (Empower Me).

COMMUNITY ENGAGEMENT

Seek opportunities to fundraise via social and other media platforms and promote fee for service activities.

Increase footprint/profile and impact in the homelessness sector and community through communication via social media, educational and promotion, and media opportunities and releases.

Increase community awareness of homelessness and Path 2 Change services represented at network and community events and identify opportunities for community engagement and deliver information and education activities.

Board increased representation of homelessness sector and Path 2 Change services within own sectors, networks and events.

RELATIONSHIPS AND STRATEGIC ALLIANCES

Continue to strategically strengthen relationship with current consortium partner Samaritans to continue delivering the Youth Initiative Program 2026 – 2031.

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!



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!!!!





Treasurer's Report

It is a privilege to present the Treasurer's Report for Path 2 Change Limited for the financial year ending 30 June 2025. This year has seen continued growth and stability for the organisation, despite the broader economic challenges facing the sector, with some exciting new initiatives enhancing our reach and impact.

Financial Highlights

Path 2 Change recorded a surplus of \$9,761, reflecting careful financial management and a commitment to sustainable service delivery. While slightly lower than last year's surplus, this result demonstrates resilience and operational efficiency.

Key financial outcomes include:

- Total revenue increased to \$1,004,665, up 5.4% from the previous year.
- Youth Pathway Program funding grew to \$391,915, representing 39.8% of total revenue.
- Premier Youth Initiative funding rose to \$525,438, accounting for 53.4% of revenue.
- Donations and fundraising reached \$57,859, a 35.7% increase from the prior year.
- Employee expenses totalled \$850,461, representing 84.6% of revenue, consistent with our people-focused service model.

Financial Position

The organisation's financial position remains strong:

- Cash reserves increased to \$393,109, supported by improved operating cash flow.
- Total assets grew to \$720,420, reflecting investment in service delivery infrastructure, including vehicles for the Pathway Wheels Program.
- Net assets rose to \$262,007, reinforcing the organisation's long-term sustainability.

Cash Flow and Investment

Operating activities generated \$164,114 in net cash, a significant turnaround from the prior year's outflow. This was driven by increased funding and donations, alongside disciplined expense management.

Investments included:

- Acquisition of motor vehicles and equipment: \$51,059
- Development of the Pathway Wheels Program, supported by grant funding and donations

It has been a rewarding year for Path 2 Change, marked by program growth, financial stability, and continued impact in the lives of young people. I would like to thank the Board, our dedicated staff, volunteers, and supporters for their ongoing commitment to our mission.

I look forward to building on this momentum in the year ahead.

Lauren Deetlefs

Treasurer



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.

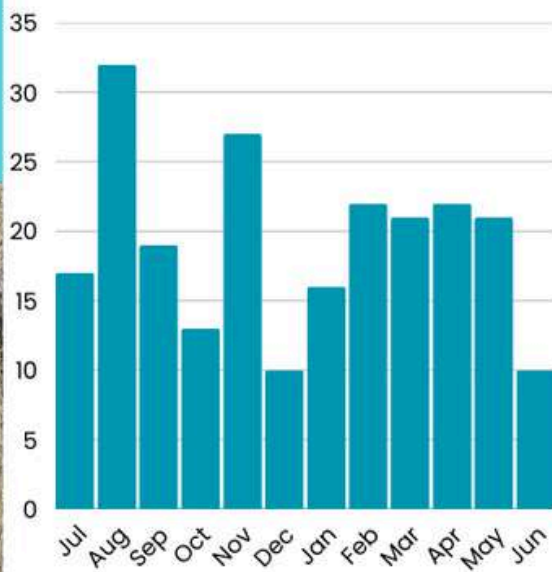
P2C delivers client centred trauma informed case planning and develops strategies to address individual barriers that young people may be experiencing when accessing assistance towards education/training and employment opportunities. We continue to deliver outcomes that far exceed expectations.

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 despite the sector challenges.

client driven

YOUTH PATHWAY PROGRAM 2024-2025

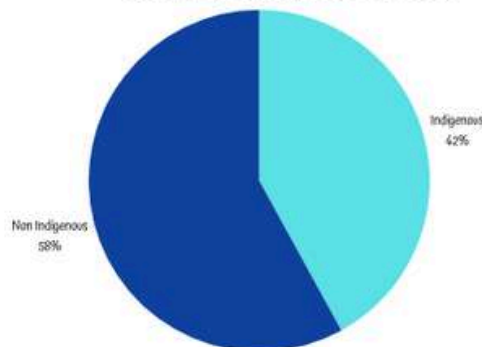
REFERRALS 2024-25 230 TOTAL



GENDERS



CULTURAL STATUS



We couldn't be prouder of **Bailey** and the incredible progress he's made in just a few short months. Through our **Youth Pathways Program**, Bailey has shown unwavering resilience, determination, and commitment to creating a better future for himself.

His dedication was evident — attending every appointment, refining his goals, and tirelessly searching for work. His persistence paid off when he secured full-time employment at a local car wash and café.

But Bailey's success goes far beyond landing a job. He has grown remarkably in confidence and independence, taking charge of his journey and embracing every challenge as an opportunity. Watching Bailey step into his potential has been truly inspiring — and we can't wait to see what he achieves next.



Coalface Chatter:

What are the challenges working in the homelessness and OOHC sector?

“One of the greatest challenges in our sector is navigating the natural ebbs and flows of a young person’s motivation and supporting them as they begin to recognise their own potential. We all come to this work with the best intentions — ready to walk beside young people when they’re engaged and inspired. But the real test, and often the most rewarding part, is standing with them during the tougher moments — when motivation wavers and self-belief feels out of reach. It’s in those times that our persistence, patience, and faith in their potential truly make a difference”.

‘Equally concerning are the gaps in early mental health assessment and support for young people transitioning from Out of Home Care (OOHC). Too often, these young people carry undiagnosed conditions that have shaped their experiences and behaviours, yet have never been properly addressed — a reality that is both frustrating and preventable’

“Another profound challenge is the loss of cultural identity experienced by some Aboriginal young people. When a young person grows up disconnected from their culture, community, and Country, the impact runs deep. One young person, for instance, was told their whole life they were from Yolŋu Country in the Northern Territory, yet previous systems failed to complete family-finding processes or support them in confirming their heritage. This lack of cultural connection denies them an essential part of who they are — their belonging, pride, and sense of self”.

“Working in Out of Home Care (OOHC) and the homelessness sector brings immense rewards but also profound challenges. Every day, we support young people in deep distress — young people who have been failed by the very systems meant to protect them. Their trauma often makes it difficult for them to navigate social norms, and our role is to walk beside them with patience, consistency, and care”.

“For those of us on the frontline, this work demands constant balance — managing expectations while safeguarding our own wellbeing. To help others get to ‘okay’, we must first ensure we are okay ourselves”.

“There are moments when the emotional weight of this work feels heavy — when the energy we give to young people leaves little left for our own families. It’s a reminder that self-care isn’t optional; it’s essential. Sustaining ourselves in this sector requires strong team culture, reflective supervision, empathy, and disciplined boundaries. Despite the challenges, we continue to show up — because we believe in the potential of every young person and in the power of persistence, compassion, and connection to change lives”.

- P2C Staff



Real experiences, real life changes.....



An Indigenous young man entered the Youth Initiative unsure of how to express his true aspirations, often telling others what he thought they wanted to hear rather than what he genuinely wanted to pursue. Over time, as trust and connection grew, he shared his real ambition: to build a career in conservation and land management, with the long-term goal of working in NSW National Parks.

Together, we explored pathways, connecting with National Parks and various community organisations. From the outset, he demonstrated a remarkable ability to translate guidance into action, showing initiative and determination.

During his time with Youth Initiative, he embraced opportunities that extended far beyond career skills. He explored cultural connections, obtained his motorcycle and car licences, gained employment, purchased a motorcycle and 4WD, and volunteered with National Parks, SES Storm Recovery, and NSW RFS. He also completed key work-related qualifications, including Chainsaw Ticket, White Card, First Aid, Forklift, and enrolled in Certificate III in Conservation and Land Management.

Following his graduation, he proudly contacted Youth Initiative to share that he had secured his first role in Conservation and Land Management, a testament to his dedication, resilience, and growth. His journey reflects the transformative power of support, opportunity, and self-belief — a true example of what young people can achieve when their potential is recognised and nurtured.



After overcoming challenges associated with unspecified learning difficulties, this young person graduated from Year 12, demonstrated remarkable perseverance. Since joining Youth Initiative, they have taken proactive steps to support their future, including agreeing to a cognitive/ADHD assessment to assist their transition into Open Foundations.

They have engaged with Live Learn Grow and embraced additional support from Emily and her team, showing a strong commitment to their personal and educational growth.

On the journey of self-discovery, they were informed while in care that they may be of Aboriginal heritage, but no further exploration of their cultural identity had been undertaken, dismissed as “not the case worker’s job.” Determined to uncover their roots, they have now partnered with Link Up and pursued DNA testing to learn more about their ancestry and heritage.



Our standout star lately has been Cooper. I was thrilled to hear that, while I was away, Cooper was the one who stepped up and really kicked into gear. It’s been a challenging year for him, but with encouragement and support, he began to recognise his own potential — and he hasn’t looked back.

Since then, Cooper has taken charge of his future, successfully earning his Traffic Control, Working at Heights, and First Aid qualifications. His determination and growth are a powerful reminder of what can be achieved when young people are given guidance, belief, and opportunity.



Impact



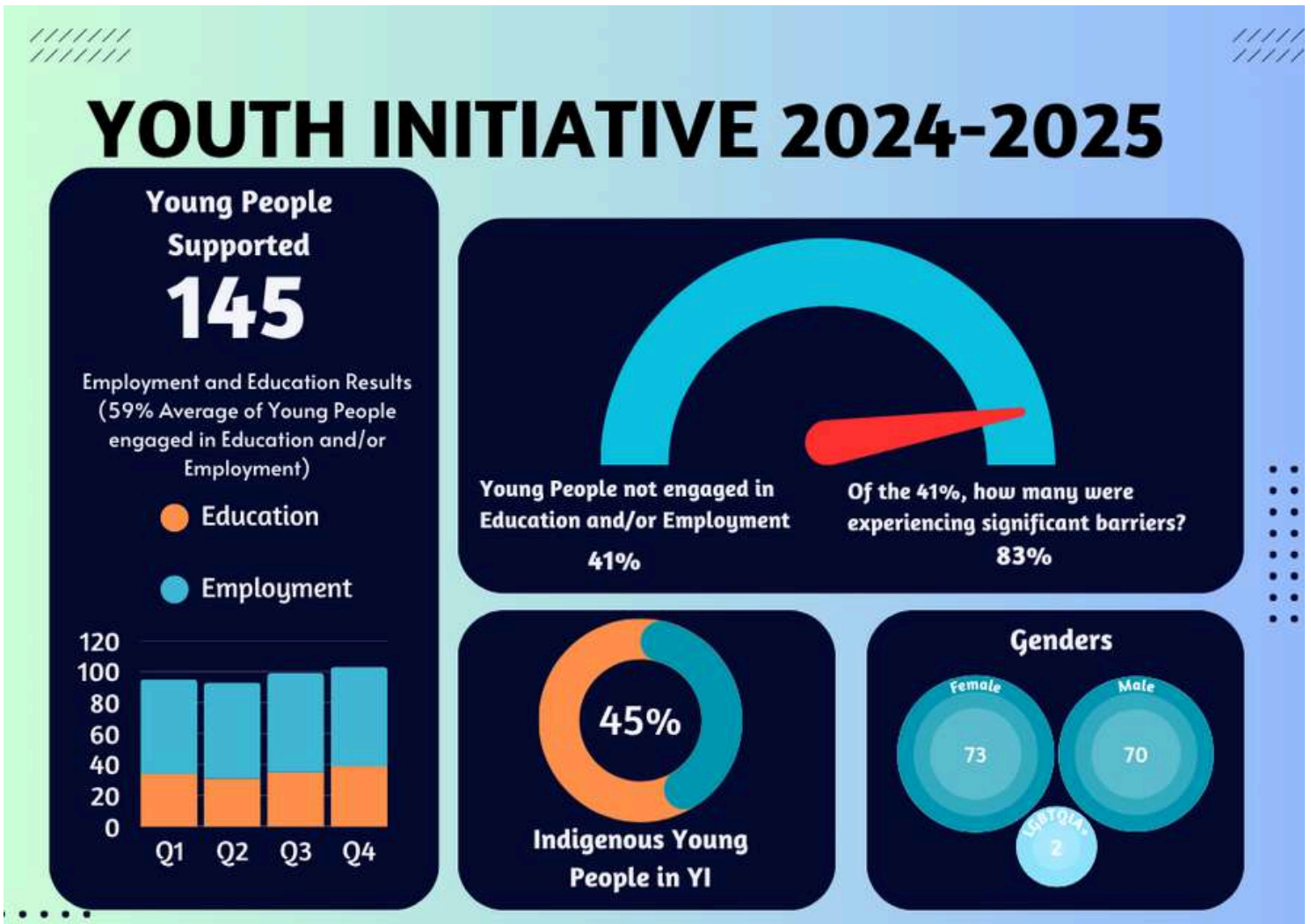
empathy

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.

YI provides support to young people leaving statutory out-of-home care (OOHC), who are identified as being vulnerable to or at risk of experiencing homelessness on exit from care. The program aims to build the long-term capacity and resilience of young people to permanently divert them from the homelessness service system.

The program assists young people to develop strong personal networks and skills to navigate multiple adult support service systems and increase their capacity to manage crises and change as they transition to independence. Support is also provided to engage or re-engage with education and/or employment and learn the daily living skills required to transition into independent living.



Challenges...

Feedback from our staff

Young people in Out of Home Care (OOHC) face significant challenges, particularly when it comes to accessing essential resources and services. Many grow up without the support systems that others in society often take for granted. Simple yet critical opportunities—like driving lessons, affordable housing, and mental health support—can feel out of reach.

Equally important is the challenge of mindset. Too often, young people don't realise that they can aspire to something beyond what they have experienced or witnessed. This is where our role as mentors becomes powerful. By modelling positive behaviours, nurturing hope, and encouraging dreams, we can help young people see a future full of possibility—one that they may never have imagined for themselves.

I believe one of the key challenges for our young people is managing the multitude of expectations placed on them—not just from P2C, but also from other supporting services such as SHS, employment providers, and more. We do ask a lot of them, and while this is intentional and aimed at helping them gain the maximum benefit from our programs, it can understandably feel overwhelming. For young people who may have previously struggled with motivation or lacked certain skills, these expectations can sometimes feel relentless. Recognising this tension is crucial, as it underscores the importance of balancing high support with empathy and patience, and helping them build resilience and confidence step by step.



Collaboration



"Real isn't how you are made," said the Skin Horse. "It's a thing that happens to you. When a child loves you for a long, long time, not just to play with, but REALLY loves you, then you become Real."

"Does it hurt?" asked the Rabbit.

"Sometimes," said the Skin Horse, for he was always truthful. "When you are Real you don't mind being hurt."

"Does it happen all at once, like being wound up," he asked, "or bit by bit?"

"It doesn't happen all at once," said the Skin Horse. "You become. It takes a long time. That's why it doesn't happen often to people who break easily, or have sharp edges, or who have to be carefully kept. Generally, by the time you are Real, most of your hair has been loved off, and your eyes drop out and you get loose in the joints and very shabby. But these things don't matter at all, because once you are Real you can't be ugly, except to people who don't understand."

— Margery Williams Bianco
The Velveteen Rabbit



Our Team Leader

'We hold the young people's hope; until they can hold it themselves'

When Sarah enjoys when she is not leading the team at Path 2 Change:

Travelling
Playing golf

Patting puppies (the more the better!)

And relaxing with a pint of Guinness

For Sarah, the best part of her role is seeing young people achieve goals they once thought were out of reach because of past barriers. Watching them realise their own potential makes every day worthwhile.

If you're looking for a new binge-worthy watch, Sarah recommends:
'Killing Eve'

We're so grateful for everything you do, Sarah — you inspire us every day!

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"

P2C,
AS A TEAM, YOU STAND AS ENDURING TESTAMENT TO THE PERSISTENCE OF KINDNESS, CARE AND HUMANITY IN THE CORNERS IT IS NEEDED MOST.
IT HAS BEEN MY ABSOLUTE PRIVILEGE TO LOOK ON, FOR THE LAST YEAR, AS YOU ALL LABOUR TO PLANT SEEDS OF HOPE WHERE NONE EXISTS, AND TEND GENEROUSLY TO THE DELICATE SHOOTS THAT SPRING FORTH.

WHICH HAS BEEN PRETTY SICK.

THE INCREDIBLE IMPACT YOU ALL MAKE, DAY IN AND DAY OUT, IS MEASURED AT THE SCALE OF ENTIRE LIVES. THERE IS NO GREATER CALLING NOR SERVICE.

IT'S ALSO BEEN PRETTY DAMN FUN.

THANKS, BEYOND WORDS, FOR HAVING ME.

OKAY PEACE,
ROB

P.S IF YOU COULD REMEMBER ME AS "BIG DOG ROB" THAT WOULD BE COOL.

Pathway Wheels Program



Proudly sponsored by Health NSW

Pathway Wheels Program is now entering its second year!

What a fantastic initiative for our young people to obtain their driver's licence with free lessons from volunteer mentors. This is an incredible opportunity for our young people who do not have the family supports to get their logbook hours. At the time of this report (October 2025) our dedicated staff person Jess has coordinated and onboarded volunteers and is a part of the development of our brand-new booking platform.

- Total Hours delivered** - 530.5 hours
- Cost saving to young people** - \$47,745
- Graduated young people** - 8

The opportunity has changed our young peoples and our volunteers' lives. Thank you to our volunteers who show up day after day for our young people!!!

Having a driver's licence should be available for everyone! HUGE thank you to Adam and Belinda from the Macdougall Foundation for purchasing two cars for the program and Gundog for supporting with fuel and paid driving lessons.



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

www.facebook.com.au/Path2Change



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 year's activities were carefully curated to strike a balance between relaxation and personal development.

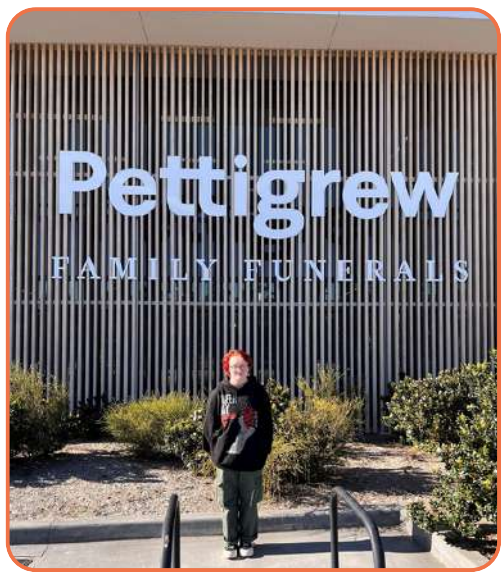
Staff members enjoyed a morning with a bowling experience followed with lunch. Path 2 Change believes that investing in staff wellbeing is crucial for maintaining a motivated and highly engaged team enhancing physical and mental health, ensuring they are better equipped to contribute meaningfully to our mission and the young people serve.

Additionally, a full day is organised to go axe throwing, clay shooting and lunch in the Hunter Valley in the coming months.

What a team and thank you for everything you do!!



Community Support: Our Sponsors!



Work placement day with Pettigrew Family Funerals to explore Lakeisha's interest in mortuary work. 🙌

The experience gave Lakeisha the chance to learn more about the industry, deepening her knowledge and helping to confirm the path she hopes to follow as a future career. We can't wait to see where her journey takes her. ❤️

A heartfelt thank you to Pettigrew Family Funerals for opening your doors and providing Lakeisha with this unique learning experience. Your support and generosity have played an important role in helping Lakeisha to discover and build her future.

Path 2 Change doesn't do ordinary!



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.

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 strangers who have been touched to donate their money for Path 2 Change to support homeless youth.

All the donations demonstrate generosity that 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!

'Beyond Bank'

Thank you to Beyond Bank for investing our funds and for tickets to major basketball events for our young people. Thank you!!!!

Fundraising





Gundog Estate Corporate Support



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.

In 2024 - 2025 Gundog are also sponsoring driving lessons and other costs associated with Pathway Wheels Program which is now operational and going gangbusters! 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

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. Path 2 Change continues to promote the partnership with CEO speaking at the latest member luncheon in August 2025.

