



pathway.

**ANNUAL 20
REPORT 22**

helping people make a fresh start



yes. to making a difference

Pathway's story 24 years in the making

contents

- Welcome 4
- Ways we say yes 6
- Our people..... 8
- Pathway Reintegration..... 10
- John's* story 12
- Pathway Supported Employment service..... 14
- He Kete Oranga O Te Mana Wāhine..... 16
- Jessie's* story 18
- Pathway Affordable Housing 20
- Tania's* story 22
- Oak Tree Devanning..... 24
- Alloyfold 26
- Pathway Social Enterprise Hub 30
- Pathway fundraising 31
- Pathway Trust financial report 2021-2022 32
- Our volunteers..... 34

After more than two decades of changing lives, Pathway Trust has seen many changes, but the heart of this charitable group remains the same - to support those who need a fresh start.

From our unique prisoner reintegration programme at Christchurch Men's Prison, the Navigate Initiative; to our residential drug and alcohol programme, He Kete Oranga O Te Mana Wāhine; our community housing provider, Pathway Affordable Housing; and our social enterprises, Alloyfold and Oak Tree Devanning, that objective is as strong as ever.

It is life changing and not just for those we work with. By providing much-needed wraparound support to some of our community's most marginalised groups, we are creating profound social change, helping to break the intra-family cycle of poverty, violence and crime, and helping to make the Christchurch community a stronger and safer place for everyone.

With the humble beginnings of all good Kiwi success stories, a few friends would gather in Cathedral Square to hand out hot food to the homeless. Soon realising that to make a truly sustainable impact on the lives of our most vulnerable, they needed to empower them with real work opportunities that would enable them to stand on their own two feet, they changed tack. Together with another friend who had been employing at-risk people in a Dunedin manufacturing plant, they saw an opportunity and set up a seating manufacturing firm that would enable them to employ the people they had been working with in the square.

Over time, Alloyfold became so successful that in order to sustain its growth, manufacturing had to be moved offshore and, with the same

life-changing mission in mind, Oak Tree was launched. The container devanning and labour-for-hire business provided jobs for the local workers previously employed through Alloyfold and quickly became a successful business in its own right.

What is unique about Oak Tree and Alloyfold is that they are social enterprises - a business model where social objectives are their reason for existing.

In much the same way as our social services provide wraparound support for our clients, these two social enterprises provide wraparound support for the Trust, aiding in its endeavour to help those who need it the most.

E Tū Tāngata - We succeed together.

kia ora. welcome.

the Pathway Charitable Group annual report

“Your people will rebuild the ancient ruins and will raise up the age-old foundations; you will be called repairer of broken walls and restorer of streets with dwellings.”

Isaiah 58 vs. 12



Pathway Trustees

(L-R) Murray Kennedy, Lois Flanagan, Steve Jukes, Matthew Gray

It's hard to believe it's that time of year again, the time where we reflect, not only on the trials and tribulations of the past year, but also when we look with gratitude at everything we have managed to accomplish.

With our dedicated teams, we are certainly not short of accomplishments and when those accomplishments equate to people being empowered to make a fresh start, that's no small feat. Please read in the following pages all about those achievements, which I will briefly touch on here.

This time last year, we were talking about progress on Pathway Affordable Housing. Having finally been approved as a social housing provider, we were beavering away on the construction of those first four three-bedroom homes.

So to be able to say that those four homes are now fully tenanted is such a huge milestone because that means there are now four families who we are able to support with warm,

comfortable and affordable housing; four families that we know are safe and supported and who can lean on the wider support of Pathway's extensive capabilities, as and when it is needed.

Our business units, that play an important role in enabling that life changing social work, too have been leading the way in their respective industries.

Alloyfold has completed some exciting projects both in New Zealand and across the Tasman. Those projects include the eight-screen Silky Otter Cinema that opened at The Landing in Wigram in July last year, Sydney's heritage-listed Ritz Cinema also featuring our cinema recliners, the earthquake rebuild of Linwood College that opened in May with our retractable seating and the luxurious cinema at Burlington Retirement Village that is benefiting from Alloyfold cinema seating.

Meanwhile, Oak Tree has continued to meet the general labour and devanning needs of a growing number of local businesses, while at the

same time, creating new opportunities for people with barriers to employment.

Of course, Covid has been a challenging thread that is weaved throughout all our operations this year but I'm pleased to be able to say that our team across the board has managed to meet those challenges head on.

As the first community partnership providing a prison reintegration programme from inside a New Zealand prison, Pathway has always prided itself on being innovative and forward thinking. Responding to the challenges with these very qualities is exactly what has enabled each of the divisions to succeed throughout the course of this year.

We've got big plans for the future too. Looking forward, our main priorities will be making the most of the opportunities for our business units – most notably working on the continued expansion of Alloyfold into the Australian market, to continue to build on the momentum in our Navigate Initiative and He

Kete programmes with the ongoing help of our partners and supporters, and moving forward in our plans for another three units of social housing for our Affordable Housing division.

As with all success, it's been a combined effort, not only of our team on the ground, but also our supporters, volunteers, funders, partners, customers and the wider community because alone we can achieve little, but with your support we can make our community a stronger and safer place for everyone.

Yours in faith,

Murray Kennedy
CEO

ways we say yes. social services

Prison reintegration

Our reintegration service helps people leaving prison make a fresh start. We support people to make the difficult transition from prison back into the community through a wraparound programme that includes community-based social services, new employment possibilities and suitable accommodation options.

When someone has had a prison sentence, securing accommodation, employment and accessing positive support networks can prove challenging and this often results in a return to networks and behaviours that can lead to reoffending. This is why our ongoing support service makes a very real and very powerful difference in the lives of those we work with.

Our reintegration services include:

- Community support work, pre & post-release
- Employment opportunities
- Restorative justice services
- Community mentors
- Drug and alcohol support
- Accommodation

Accommodation

Short-term housing:

Pathway's existing short-term accommodation has long provided a safe home for a number of our reintegration clients as they transition back into the community. Once they are ready, our reintegration team utilise their strong networks and connections to secure longer-term housing that meets their needs.

Long-term accommodation:

The Affordable Housing arm of our organisation aims to break intra-family cycles of poverty and crime through the provision of warm, safe and affordable accommodation for those who need a fresh start.

In 2021 we became a registered social housing provider and have been able to support four families into newly-constructed homes, with another three homes currently in the planning stages.

Employment

Our employment initiatives are about providing opportunities for people who need help finding a job or learning new skills, to improve their success in the workplace:

Supported Employment:

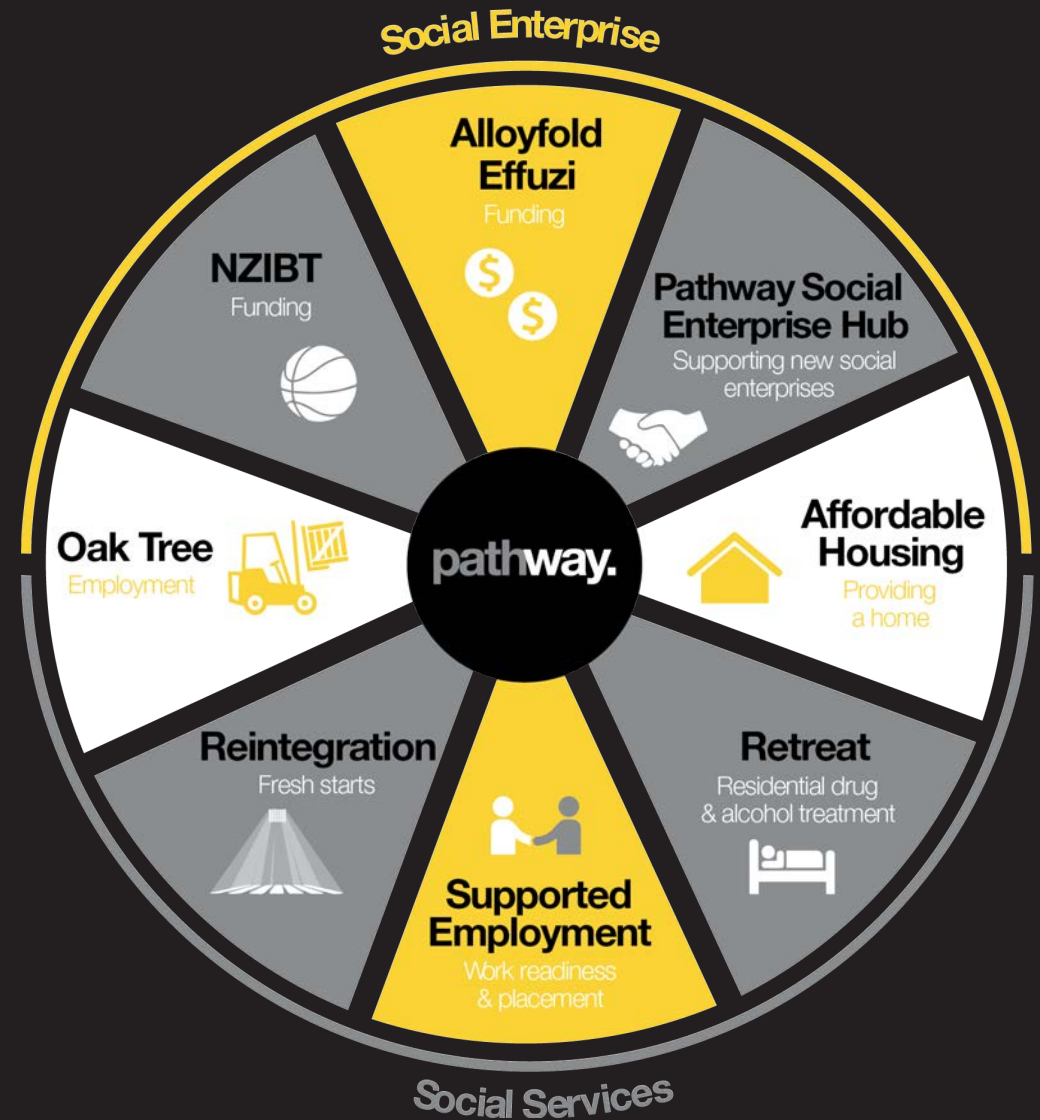
Our Supported Employment service offers employment assistance to released prisoners in cooperation with local partner employers. This service includes transition support into the workforce and help finding a suitable employer.

Oak Tree Devanning:

Oak Tree is a professional container devanning and labour hire company that offers opportunities for employment, training and skill-development to some of our Pathway clients and the general public. Staff learn to be part of a team and work towards the common goal of providing the best service to customers.

Oak Tree is a social enterprise, operating under the Pathway umbrella.

Pathway Charitable Group



yes. we help people make a fresh start.

our people

the Pathway Charitable Group team



Murray Kennedy
CEO



Kirsten Billcliff
Group Operations &
Funding Manager



Matthew Gray
Director Pathway
Affordable Housing



Chris Colenso
Alloyfold General
Manager



Randal Jordan
Group Finance
Manager



Anaru Baynes
Reintegration
Manager



Jamie Dale
Oak Tree Operations
Manager



Michelle Cane
Oak Tree Operations
Coordinator



Trish Standfield
PA to Group Operations
& Funding Manager



Sarah Pownall
Accounts
Administrator



Kim Bullett
Trust Administrator &
Property Coordinator



Geoff Howard
Reintegration Team
Lead



Silvan Danuser
Reintegration Navigator
Unit Lead



Mike Miller
Reintegration Navigator,
Unit support



Carla McArdle
Reintegration Navigator,
Tū Ora



Matiu Brokenshire
Reintegration Navigator,
Tū Ora



Abii Powell
Reintegration Navigator,
Wāhine



Luke Kenmare
Reintegration
Employment Consultant



Renee Jones
Reintegration Support
Services Coordinator



David Starr
Reintegration
Support



Melinda Collins
Communications
Advisor



Gabriella Garratt
Marketing
Coordinator



Joanna Willmer
Marketing
Coordinator



Matt Le Breton
Alloyfold Purchasing &
Inventory Controller



Tyler Tao
Alloyfold Purchasing &
Sales Administrator



Solomon Taputoro
Alloyfold Warehouse
Coordinator, NZ



Jesse Brown
Alloyfold Warehouse
Coordinator, NZ



Jo Triplow
Alloyfold Senior Account
Exec, NZ



Rebecca Breen
Alloyfold Senior Account
Exec, NZ



Rob Ibbetson
Alloyfold Account
Exec, NZ



Vaughan Carpenter
Alloyfold Account
Exec, Australia



Connie Koronakos
Alloyfold Account Exec,
Australia



Gaynor Smit
Alloyfold Sales and
Warehouse Coordinator,
Australia



Murray Treweek
Effuzi Technical
Advisor



Wendell Hart
Alloyfold US Logistics
Exec



Suki Lee
Alloyfold Quality
Control Manager

yes. to a fresh start

Pathway reintegration

It's been another 12 months of powerful change for the Pathway reintegration team. Not just for the change that we are affecting for the tāne and wāhine we are working with, but also within the reintegration team itself.

We have said goodbye to some wonderful people who have brought important skills and experience to the team. While this has meant a chance to honour their contribution, it has also meant the opportunity to introduce new skills and experience to the team, creating a fresh enthusiasm for those who continue to get up every day and make a difference in the lives of others.

The last 12 months have been about understanding how to operate in a Covid environment; how to support our clients through the challenges of social isolation and restrictions, and how to continue to stay effective and connected in the work we do.

For our men inside the wire, it has meant reduced outings and exposure to the outside community - things which are key to ensuring the readiness of people rejoining the community. However, through promoting self-directed leadership with our Tū Ora and continuing to foster a strong sense of belonging, empowerment and a commitment to change, the impact of Covid has been minimised. As such, we've continued to successfully support people to rebuild their lives back in the community.

We are so thankful to the volunteers and supporters who have stayed committed to the cause despite these challenging times, equipping us to make a difference. We're thankful too for the ongoing partnerships with the Department of Corrections, Odyssey House and our partner agencies that work hard to make a difference.

It is heartening to see that despite the challenges, our statistics show consistently the large majority of people we work with continue to grasp the opportunities afforded to them through the Navigate Initiative (NI) with both hands. While some have had setbacks, we are proud to highlight that 93% of all Tū Ora who have come through the NI are currently in the community and on the right side of the wire.

We've always known that wellness and connection were crucial elements of successful reintegration. During Covid, these lessons have been highlighted to us all. At Pathway, our focus isn't just on supporting our tāne and wāhine to be on the right side of the wire; it is about helping them positively change and transform their lives, and that's what makes safer and stronger communities.

2022-2023 outlook: As things continue to open up again over the next 12 months, we are looking forward to celebrating positive life change again with our Tū Ora, volunteers and supporters through events, food, music, creativity and fun.

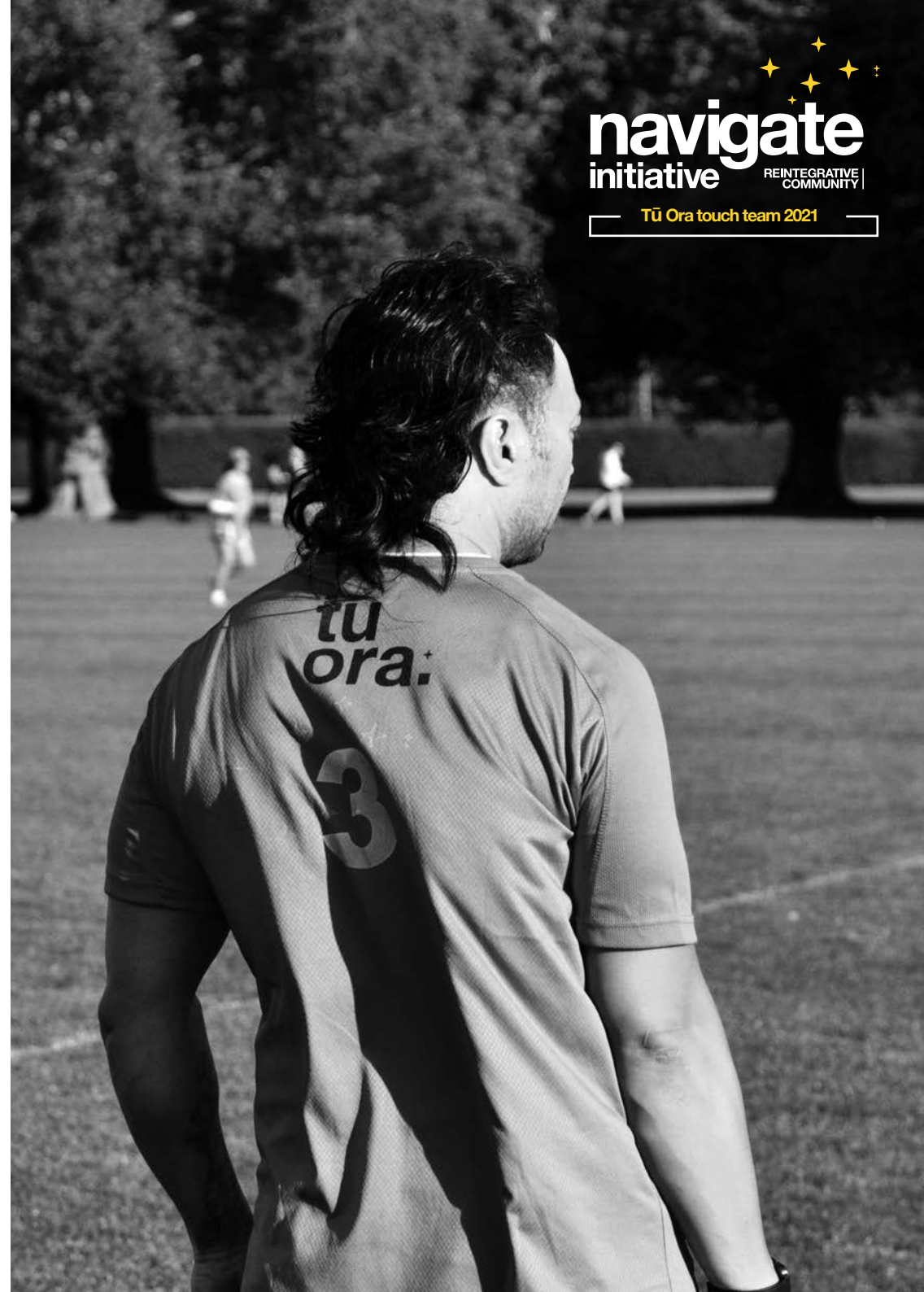
Challenges such as the housing shortage and the current methamphetamine epidemic will continue to test us. However, our work in these spaces is proving successful and we are looking forward to initiating increased evaluation and research into what we do, with the hopes and goals of establishing a clear blueprint for other agencies and regions around Aotearoa to work from. That's really exciting.



Anaru Baynes
Reintegration manager

navigate
initiative REINTEGRATIVE
COMMUNITY

Tū Ora touch team 2021



yes. pathway gave me a fresh start

John's* story

I was running a shearing gang for 16, 18 years, I also had 7 acres on a farm of my own. Had a few sheep, cows, the white picket fence and all that. Everything was going well and then I broke up with a long term partner of about 20 years, then jumped into a new relationship. That didn't go too well and I ended up getting on drugs, alcohol, crack, pot and just going off the rails really.

I got into the drug scene and ended up in jail for assault, drink driving charges and marijuana charges and, in turn, got a prison sentence. During that process I lost my house, all the acres, all of everything really. It was a bit of a shock for me going to jail. I got really depressed. I struggled with losing all that and being incarcerated.

I went through the system and did drug rehab, then I went to the Navigate Initiative. That's when I met the Pathway staff and they helped me a lot. They supported me with sitting my licences, getting a bank account, all that sort of stuff you need to be able to reintegrate. They went way beyond what I thought they were going to do, out of working hours, weekends, whenever I needed them. I can't imagine what other guys who don't get into the NI go through.

They're not judging you, they just treat you like a normal person and to this day I cannot thank them enough for that support. It was very powerful, 'cause Corrections have got this one view of you, that you're all the same, you're all a number, but Pathway staff treated you as a person and helped develop your plan for reentering the community and setting you on the right path. When you get out, it's this whole wraparound service. You feel like there's nothing you can't do.

When you come out, there's not much money to play with and you haven't got a job or anything, so support with food, helping get gear for me to go to work, was amazing. I would've struggled without them there.

The Pathway staff were providing me a place to go, accommodation, they also helped me with work. I was waiting for a knee operation and struggled with my knee for months, so getting support to get work with Oak Tree and support with getting a place to rent, that was awesome.

You don't realise how hard it is getting out of jail until you get out of jail. I was withdrawn from the community. Pathway helped me reintegrate in a way that eased me back in, in a way where I wasn't scared to go to the shopping mall. When I got out, we went to movie theatres, Matariki celebrations, getting back to community situations, which is the hard part of getting out of jail. When you get out, you think people are looking at you, that they know you've been to jail. Having Pathway's support in the community made it so much easier.

They're amazing people, not judging you is key. You feel like a normal person. You don't feel like a jail bird that nobody wants to help, that's not the case. I've got a new relationship now. Pathway helped me through that as well, helped me to be open and honest about my criminal convictions.

I'll never stop saying it, I think it's a valuable tool they give us reintegrating. I think everybody that's in jail should have the Pathway team on their side.

*name has been changed

yes. to meaningful employment

Pathway supported employment service

Our employment service helps people leaving prison find opportunities for meaningful employment. This service includes a four-week work assessment, assistance with a CV, interview skills and the job search. Our clients then receive six weeks of transition support with a suitable employer, or a four-week work trial for those not yet work ready.

Like most areas of operations, the focus for our Supported Employment Service during the 2021-2022 financial year has been on adapting to a unique Covid environment.

The collaborative approach we usually enjoy working alongside the ETC (the Department of Corrections Employment Training Coordinator team) was challenging during this period with probation offices closed due to Covid. This also took away one of the key anchor points for connecting with the community Tū Ora we work with.

However, Covid has also opened up opportunities for our employment clients. With the border closed to our immigrant workforce, employers have been screaming out for staff which has made them more open to providing opportunities to those with previous convictions.

Oak Tree has also been supporting our work, taking on two of our employment clients with complex needs for a short internship with one of their business partners. One of these tāne had only ever worked a week in any of his previous jobs. While it's still early days, he is now several weeks in and doing well with the wraparound support of our reintegration team behind him.

That is one of the biggest strengths in this space, the fact that we can support the people we work with in a very holistic way. With our ability to assist with budgeting, accommodation, relationships, parenting skills, driver licensing, ongoing career development and goal setting, we help our clients stay in work long term.

We are also proud to say we have had an increase in the number of women from He Kete taking the opportunity to benefit from the support of our employment arm, as a result of that strong collaboration between Pathway and Odyssey House.

This year we have supported 59 men and women through our Supported Employment Service; of these, 31 are now in work, while a number of our people have stepped into training and professional development.

Described as “one of the most deeply embedded markers of adult success and social acceptance and strongly related to individuals’ physical, mental and social health”, employment is thought to be one of the biggest factors in curbing recidivism.

It is incredibly rewarding to be able to partner on a person’s change journey, being able to experience that transformation first-hand and celebrate in their experience. We want to thank the employer partners who have enabled us to do this.

2022-2023 outlook: With our employment services contract with the Department of Corrections coming to an end, we are now looking at other opportunities in order to continue to offer Pathway’s specialised employment service which supports dozens of people into the workforce every year.

We are uniquely positioned to provide this service because of our ability to journey alongside the people we work with, providing intensive wraparound support that sets our clients up in meaningful work and supports them to maintain that employment long term.



Anaru Baynes
Reintegration manager



31

people commenced
employment

Described as “one of the most deeply embedded markers of adult success and social acceptance and strongly related to individuals’ physical, mental and social health”, employment is thought to be one of the biggest factors in curbing recidivism.

- Yahner, Paddock, Willison research paper, 2016

yes. to unlocking women's potential

He Kete Oranga o te Mana Wāhine



Despite the percentage of drug or alcohol-addicted women in prison far outweighing that of men, few resources have been directed to meeting the needs of women within the criminal justice system. In 2019, Pathway Trust launched the South Island's only residential drug and alcohol centre for women, He Kete Oranga o te Mana Wāhine - a Women's Basket of Wellness, in partnership with Odyssey House Trust.

Now in its third year of operation, we are proud to say 67 wāhine have completed the programme and we are working with 54 wāhine who have continued to engage with our in-community aftercare support.

In the past year, we have seen the wāhine in our care flourishing with the additional step of Te Whare Waimairiri - Recovery House in their journey. Te Whare is an eight-bed supported accommodation unit that complements He Kete by providing further transitional support as wāhine reconnect with whānau and their support networks. It is proving to be a great addition to our programme.

Over the past year, Covid and the housing crisis have made securing accommodation more challenging than ever. This means we rejoice even more so when we get a win for our wāhine. The networking and connections of our wider team recently enabled us to secure a rental property for one of our wāhine. By gaining access to safe, long term accommodation, she is now able to support her daughter and newborn grandchild, which is a powerful example of how our work can benefit multiple generations.

What makes our programme unique is the aftercare support we provide in the community. By journeying alongside our wāhine, we can support them, not only to

secure housing, but also employment, drug and alcohol programmes and to re-engage with the community in a positive way.

As our cohort in the community continues to grow, we are able to share in their life successes and earlier this year, one of the wāhine welcomed a new baby. We were able to support her through selecting a midwife and preparing her birth plan. We were there for her midwife appointments and scans and we were able to help her to access additional resources, ensuring she had everything she needed at this very special time.

In the early weeks with a new baby, weekly visits gave her the support she needed. Now we have settled into a fortnightly schedule and she brings the baby to aftercare groups, which the other wāhine really enjoy.

2022-2023 outlook: We are pleased to announce that we have secured funding to operate He Kete for a further 12 months, with the potential to extend this for another 12 months, which would take us through to mid-2024.

In order to expand the scope and reach of the programme, Pathway Trust and Odyssey House have brought on another partner, Purapura Whetu to assist us with our work in this space. Together, we will continue to provide this life changing support to wāhine who need a fresh start, but it's your support of the wider Pathway Group that has enabled us to do this. Thank you for the ongoing support that has made all of this possible.

Steve Jukes
He Kete Executive Director



67
women have completed the programme since opening



62%
of women in prison have both mental health & substance disorders

yes. pathway helped me secure a job

Jessie's* story

There were a few events in my childhood that weren't ideal. I started rebelling when I was quite young, at 12/13 I started smoking weed regularly. I moved out of home at 14 and had my daughter when I was 17.

I used alcohol and weed, whatever I could get my hands on really. Once I had my daughter I tried to calm down, then both of my best friends killed themselves, that threw me off the wagon. One day I tried meth and it just made everything better. I went from trying it for the first time to full blown addiction and smoking a gram a day in a short time. I spent a couple of hundred k in a few years, lost both my kids and got arrested.

I heard about He Kete when I was in jail. I said to my lawyer, I want to go to rehab, she said there's no point because I had reoffended on bail. So I went ahead myself and filled out the forms without her. I got a bed date the day before I was due to be sentenced and that's what saved me! If it wasn't for He Kete, I would've gone to jail, got out in a few years and been straight back on the pipe.

He Kete was one of the hardest but best things I've ever done. It just really made me understand the reasons I was the way I was, it taught me how to deal with my anger and about being able to feel things. It was a hard programme, but it was amazing. I was meant to return to jail after the programme, but He Kete and Pathway did all this amazing work in the background and got me out to Te Whare, which I was super grateful for.

Getting a job was amazing. Oak Tree kept me grounded and calm. I loved the physical fitness. Having a job, having a routine, was really good for my mental health, it kept me sane and gave me time to deal with all my stuff.

If I had gone to jail and got out, I know the first thing I would have done was get back in the game to make money in the wrong way. That's the things I thought were important, money, flash cars and all the 'things'. He Kete taught me that 'things' are 'things'. As long as I've got my kids, a roof over our heads and money to feed them, nothing else matters.

My whole mindset has changed. Now I've arrived home, I've got a good routine, my kids have a good routine. At He Kete I used to think f**k this is so stupid, but there's a reason for everything. I needed that structure in order to be able to come home and succeed, to be able to come home and be with my kids.

If I need support, I know who to contact. That's what's really important. Even though I left Christchurch, they still reach out and check everything is going well.

I'm looking at studying mental health and addiction services. I want to put back into the services that helped me get my life back together. Before I went to jail there's no way I could look that far into the future. I didn't even know what Narcotics Anonymous was before He Kete! I'm so excited about doing that and getting to work with addicts, to share my experiences and do for others what He Kete and Pathway have done for me.

*name has been changed

“If it wasn't for He Kete, I would've gone to jail, got out in a few years and been straight back on the pipe.”

- Jessie*

yes. to a good home

Pathway Affordable Housing

Securing quality accommodation is a challenge for many of those living on the margins of society. Becoming a social housing provider has enabled us to extend our support within the community, so we can say yes to even more of those who are in need.

The 2021-2022 financial year has been a poignant one for Pathway Affordable Housing, as we have celebrated, not only the completion of our first four homes at 150 Pages Road, but also that all four of these are now fully tenanted.

Perhaps the most powerful of Pathway Affordable Housing's role as a social housing provider is that we don't just house people, we journey alongside them, providing them with the full support of our wider group resource, in order to remove the barriers to long-term occupancy for people who need a fresh start.

We have initiated a wellness plan for our tenants, which includes meeting with them regularly to identify any issues or challenges and to provide targeted support as and when it's needed.

By removing the barriers to long term occupancy, our clients remain in warm, healthy, safe and affordable housing, where they and their families get to benefit from our ongoing support.

We're not finished yet. Every year there is more demand for social housing. As of 31 March 2022, there were 26,868 applicants on the Ministry of Social Development's Housing Register, an increase of 13.4% from the same time last year. These are people who are not currently in public housing who have been assessed as eligible and who are ready to be matched to a suitable property. There's just not enough properties.

So we've turned our focus now on our second Affordable Housing development, at 75 Pages Road and we completed concept plans for the site this year. We now have the go-ahead from the Ministry of Housing and Urban Development to proceed to detailed design and consent for three two-bedroom houses for this site to meet the needs of cohorts that we are best placed to support, such as refugees and our reintegration clients.

We have recently begun investigating the use of factory-made prefabricated panels which are then assembled on site, which would enable us to speed up the build process and provide increased insulation.

Our new board member, Dave Andrew also brings with him a wealth of experience in the construction industry that will enable us in the decision making process.

2022-2023 outlook: Like everyone else, we will be subject to delays as a result of the global supply chain, however, construction will be kicking off at Pages Road this year and we expect these houses to be completed in 2023.

We are also pursuing other partnerships with churches and community organisations that are looking to establish social housing to support their local communities. We are well placed to get alongside these groups to get houses up and with our expertise, we can partner in supporting the tenants.



Matthew Gray
Pathway Affordable Housing
Executive Director



22,868
on the wait-list for
social housing



7
houses built or
under construction



yes. to safe and healthy families

Tania's* story

We've got one biological daughter and we adopted four then another one through whāngai, which is a Maori type of adoption where there's no courts involved. We were doing quite well. My husband had a full time job, I worked, so life was good and then Sherie* had a stroke at 13 which tipped our whole life upside down.

We pretty much used everything we had gathered over the years and put it all towards her health. She was in a coma, she was in Starship for many, many months, then rehabilitation where she re-learned to walk, eat, talk, everything. Because we had all the other kids as well, I had to pay for accommodation for them, care for them... it was huge. We lost virtually everything, but we were blessed we were able to do that.

Because we were rural where we were, we moved here to be closer to the neuro ward that was built here in Christchurch. We landed here with nothing, pretty much. We rented a few houses. One was \$650; it was an old home, it was cold, Sherie got really, really sick. We had rats, we had sewage seeping out, we had to pay that ourselves and then get that reimbursed, well we already had no money! I can't even describe it. It was bad.

We all face different challenges but ours have been huge, life and death stuff. We were struggling, we were on the margins. We'd already gone through and continue to go through this huge journey with our daughter and then we've got the other kids we still care for and then James's* health deteriorated.

We had been on the housing list for a couple of years. The criteria to apply was tough and demoralising, but you have to do what you have to do. We applied but we got turned

down, turned down, then Pathway picked us up. I couldn't believe it!

Pathway has given us a house for life. It's not gonna be pulled from us, we're not scared the owner is going to sell. Sherie's not getting sick because of the draught, the cold like the other houses we were in. We don't need to run a heater, it's so beautiful and warm. She can sleep well, she can go to bed, it's secure, it's safe. Since being here, her health has improved. She still has major health issues, but it's warm, it's dry and it does so much for her mental state... and the lot of us, we're happy! We're not worrying.

Since being here, we actually go out in the weekends! We go to New Brighton, we have picnics, our cupboards are full! That's everything to us and we're grateful.

It's been two years we've been battling with James's health. He still has what he has, but since being here, he's a lot better. It is the environment, this house. A lot of his illness was major stress from what happened. But he's just happier and that reflects in his health.

You feel spoiled, you almost feel quite undeserving. You're sitting in this nice, warm, beautiful home where all the pressure's released from your shoulders, you've got no idea what that's like, but then you know if something comes up, I have the support of Pathway. I know if something comes along they'll be there.

*Names have been changed to protect identities



yes. to employment opportunities

Oak Tree Devanning

Our social enterprise Oak Tree has been providing a fast and reliable container devanning/loading service across Canterbury since 2002. But it's the gateway the company offers to those with barriers to employment that makes this story such a powerful one, with profits generated by Oak Tree going directly towards funding the life changing work of Pathway Trust.

When we talked about getting through the challenges of Covid this time last year, little did we know those challenges would trickle through into another financial year!

In the last 12 months, we've faced Covid lockdowns, and ongoing shipping and supply chain issues, but the biggest challenge has by far been the labour market, which is as tight as it has ever been. With no immigrant labour pool to rely on, jobs are plentiful, unemployment is at a new record low and wages are rising.

With such a contracted casual labour pool, securing staff has been a significant challenge this year. Meanwhile, shipping and supply chain issues have resulted in fluctuating workloads for Oak Tree. Rising inflation and an increase in the minimum wage have also meant we have had to increase our prices to keep us afloat.

The challenges however all fade away when we reflect on the positive changes we have been able to make in the lives of the people we are working with.

During the 2021-2022 financial year, we have enabled 14 of our staff to move into permanent full-time positions; four of these were through our existing Oak Tree customers and the rest have been through the work preparation and experience we have enabled for people with barriers to employment, which can range from health - both physical and mental, to literacy

and learning disabilities, criminal convictions or even long-term unemployment.

The training and upskilling that has enabled us to support our crew in their work aspirations has continued to play an important role for Oak Tree. We have enabled five people to earn their forklift licences and another three to earn their MPI Accredited Person (AP) certification.

Over the past two years, we have diversified our capabilities within the labour hire arena and in the past 12 months we have managed to secure some very good contracts providing general labour work.

2022-2023 outlook: Our key goal for the next 12 months is expansion. This year we have secured 17 new customers and we have been doing a great job meeting their casual labour needs. Moving forward, our focus will be on continuing to improve on the service our customers are receiving and hiring more staff to be able to meet the demand of this increasing customer base.

We're proud to be supporting those with barriers to employment, while providing a loyal and grateful labour pool for the local market, and we're looking forward to continuing to build on this strong reputation moving forward.



Jamie Dale
Oak Tree Operations Manager

oaktree. 



71
new staff



54
people hired who
previously received a
government benefit



2028
total containers
devanned



65
people had barriers
to employment



yes. one chair can change a life

Alloyfold

Alloyfold began in 1998 with a simple but powerful objective: to locally manufacture furniture to create employment for people who need a fresh start. More than two decades on, Alloyfold is a leading wholesaler of some of the world's most durable commercial furniture, operating in New Zealand, Australia and the United States. The social heart of Alloyfold continues to beat strong, with the organisation's profits supporting the life changing work of the wider Pathway Charitable Group.

We were optimistic heading into the 2021-2022 financial year, setting ourselves high but achievable targets for the US, Australia and New Zealand teams. We are proud to be able to say that in the past 12 months, we have been able to bounce back from the first financial year to be impacted by Covid, the year ending March 2021.

Alloyfold New Zealand had its biggest year on record, with targets achieved well within the financial year. Alloyfold Australia also hit its annual target before the end of the financial year, despite lockdowns in both Sydney and Melbourne, and without any travel during the year. Alloyfold USA also managed to hit its target without trade shows, after the American Rental Association's annual convention was moved from February to October 2021 and travel restrictions prevented our attendance.

The extent of the challenges that have been faced during this period means our success is that much more of an achievement, with the Alloyfold team having to work harder and smarter to get results.

Challenges have included a significant increase in shipping and freight costs, production delays due to Covid outbreaks and delays resulting from port congestion in the US, which

has meant our supply is becoming stretched.

Covid has brought an unknown aspect to our clients' businesses and, as a result, to our business, with our customers no longer having the ability to forecast what they're doing, while material delays have been causing scheduling conflicts that can hold up a project for months.

We've also faced lockdowns in three of the biggest markets we sell into - Melbourne, Sydney and Auckland. This, along with the general uncertainty in the market, has created a general easing of demand.

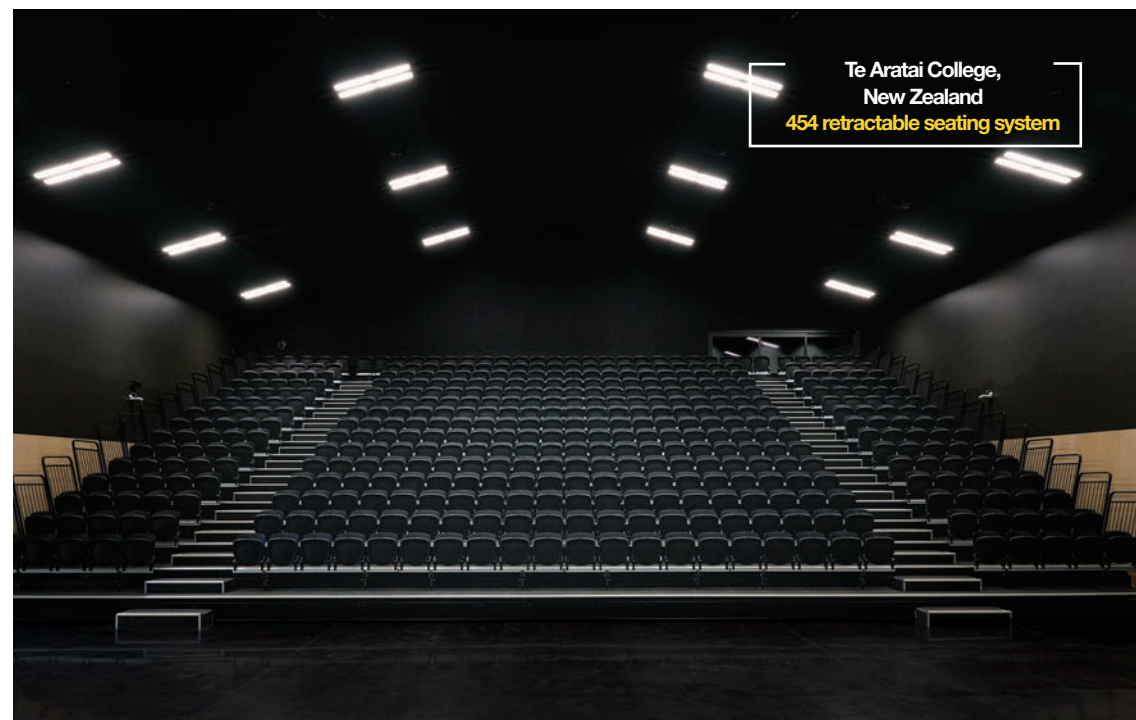
Our team has been able to manage those challenges exceptionally well, setting customer expectations from the outset, but there's no doubt we've lost sales because we don't have stock or are not able to manufacture products fast enough. However, it is a challenge we're all facing, industry-wide.

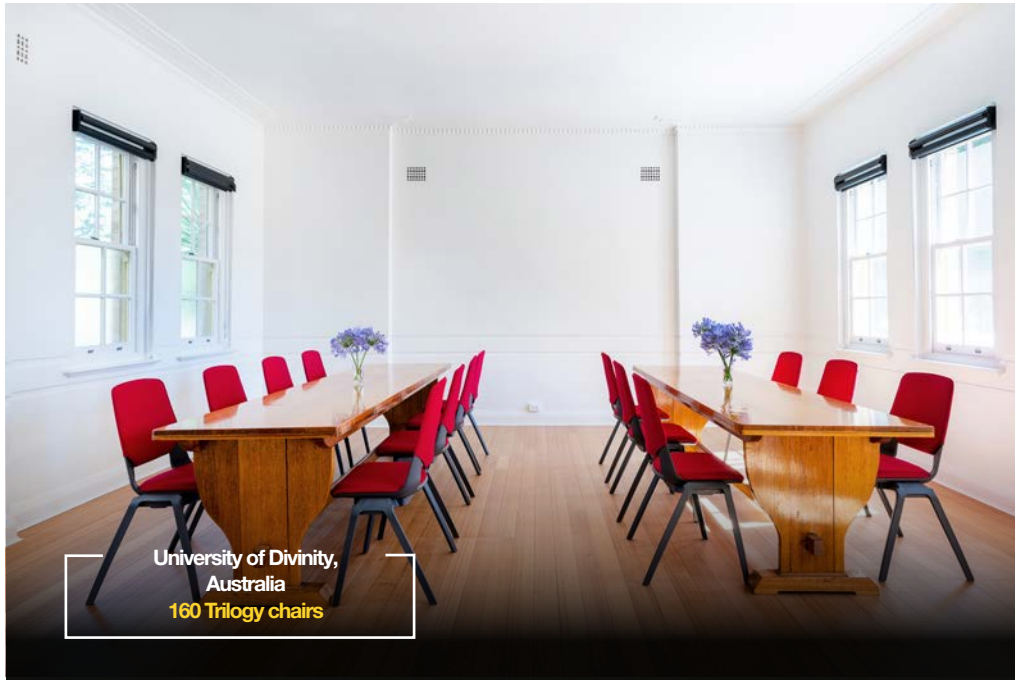
2022-2023 outlook: We have a particularly challenging first quarter ahead of us, but we're ready to work hard, focus and meet those challenges with innovative and creative solutions.

One of the biggest milestones we're working towards is the addition of a Sydney office to complement our existing Melbourne office, as we look to expand our presence in Australia. This is a really exciting opportunity and one we're looking forward to.



Chris Colenso
General Manager

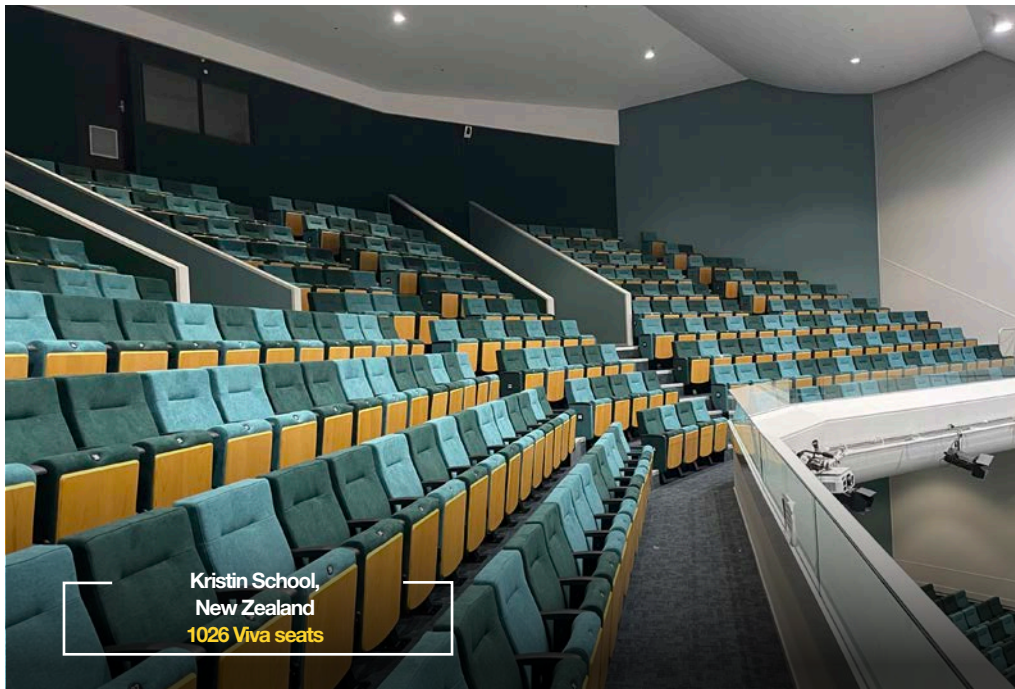




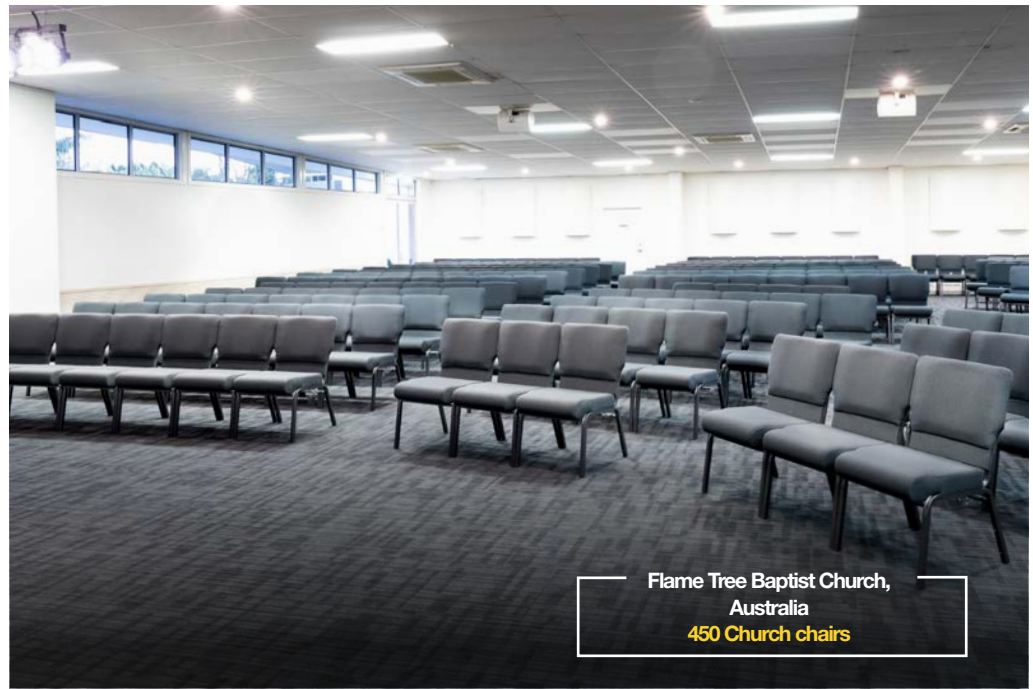
University of Divinity,
Australia
160 Trilogy chairs



Parkville Melbourne
Sports Centre, Australia
840 Tip and Roll seats



Kristin School,
New Zealand
1026 Viva seats



Flame Tree Baptist Church,
Australia
450 Church chairs

Social enterprise is pioneering a better way for our economy and our society. They're businesses, but businesses with specific social objectives that serve their primary purpose.

The social enterprise model has enabled Pathway to make a difference on a scale we never could have if we had relied solely on Government funding or donations.

Alloyfold is a commercial furniture business operating in three international markets, while Oak Tree Devanning is a local labour supply business that employs 100 people. Together they provide more than half of the funding Pathway needs to carry out its charitable work, while Oak Tree Devanning also supports people with barriers to employment.

In recognition of our social enterprises and the impact they're making, Alloyfold Australia is a member of Social Traders, the Australian trailblazer of social enterprise procurement and Alloyfold New Zealand is an Ākina Impact Certified supplier, demonstrating the powerful impact we are heading in New Zealand.

In 2017, Pathway launched the Social Enterprise Hub (SEH) to support fledgling social enterprises to grow their businesses and increase their social impact, by providing shared work space and resources such as accounting, marketing, HR and business planning.

With six social enterprises that have been or are a part of the SEH, we continue to remain available to those we have engaged with, however in order to continue to support other social enterprises, we do need to seek additional funding or project collaboration to grow our capacity and support more social enterprises.

yes. we need your support

Pathway fundraising

Changing lives is at the very heart of what we do as a charitable trust. And yet, while the programmes, initiatives and life changing wraparound support we provide may have the Pathway name to it, nothing we achieve would be possible without the ongoing support of our donors.

From the regular monthly donations of individuals to our corporate impact investors, consistent funding, no matter how big or small, is the lifeblood of Pathway.

The impact of that support has been crucial this year, after our key charity fundraising event was cancelled as a result of Covid.

In lieu of our fundraising event, this year we have run a small fundraiser through the Entertainment book. This is an ongoing way to support the work of Pathway, while also supporting local business within your community.

The 2021 Supporters Thank You Night was an excellent event. It was wonderful to see so many of our amazing supporters come together for a luxury cinema experience. Thanks again to Silky Otter for coming on board to host us all.

This year we would also like to make special mention of the Strathlachlan Fund, proudly managed by Perpetual Guardian, the David Ellison Charitable Trust, Rata Foundation, JR McKenzie, Christchurch City Council, The Maurice Carter Charitable Trust, Wilberforce and the Rotary Club of Riccarton (Inc.) which have all lent their powerful support to various projects and operations.

We also want to take the opportunity to thank both the individuals, businesses, churches and other organisations who have come on board as Navigate Supporter Shareholders, especially those of you who have been

supporting us for the past five years. You have been on this journey with us since before we even opened the doors in 2018 and the fact that you gave us your financial backing when the Navigate Initiative was just a pipe dream is truly commendable. Without you, we would never have been able to get the Navigate Initiative off the ground, so you really have played a direct role in enabling some of these incredible outcomes you will see reflected in the client stories within this Annual Report.

The fact that our community is willing to partner with Pathway to address the community issues of recidivism, employment and housing is incredibly humbling and it's exciting to see that people are willing to be proactive in their support of creating safer communities.

2022-2023 outlook: We need Corporate Impact Investors and individuals to continue to support our work. Your investment is working, but it doesn't end here and we're embarking on a comparative study with the Department of Corrections to truly demonstrate its effectiveness.

We need our community to continue to partner with Pathway to keep changing the lives we are changing. We thank you for making it possible to continue to operate in the best interests of those we work with and to never give up on anyone ever.



Kirsten Billcliff
Group Operations and
Funding Manager

pathway trust financial report

2021-2022

We are so grateful to our partners, supporters and staff for a strong result for the 2022 financial year.

The year started with the Covid-19 pandemic looming as an inevitable blot on the horizon; we were pleased to have weathered 2021 and we tried to build some flexibility into our financial plans for 2022 in case of unexpected events. In practice, our worst fears were not realised and we were able to achieve almost all of our financial goals across the wider group.

One of the highlights has been the completion of four new three-bedroom units for Pathway Affordable Housing, which are now all tenanted and contributing income back to the group.

This was made possible by a grant from the Housing Plus Foundation as well as construction financing from The Rata Foundation; this funding has enabled us to expand our social enterprise model, a model that is centred around providing a much-needed social service in a financially sustainable way.

We are also very pleased to report that our business units achieved the level of sales we had budgeted for and we were able to contain our costs in all areas. This meant the business was able to contribute the most to our social services arm that it ever has. Likewise, things in our social service units, the Navigate Initiative and the He Kete programme, performed as hoped from a financial perspective and we were able to achieve good results while still keeping costs in line with what was planned.

As always, I would like to emphasise the importance of our financial supporters and partners in our 2021-2022 results. Your

support has been invaluable in the practical results we've been able to achieve at Pathway. This year for every \$1 that was donated to Pathway, our Social Enterprise has been able to add to that so that we could deliver \$2.38 worth of social services. That is an astounding 138% return on your investment. This goes to show that a small donation can enable us to make a much bigger difference in our communities.

Every year, your support lays the foundations for the amazing initiatives we've been able to achieve.

2022-2023 outlook: The next financial year is shaping up to be one of opportunity for the Pathway Group and our biggest challenge will be allocating our finite resources as effectively as possible.

Our main priorities will be making the most of the opportunities for our business units – most notably working on some continued expansion of Alloyfold into the Australian market, to continue to build on the momentum in our Navigate Initiative and He Kete programmes with the ongoing help of our partners and supporters, and moving forward in our plans for another three units of social housing for our Affordable Housing division.

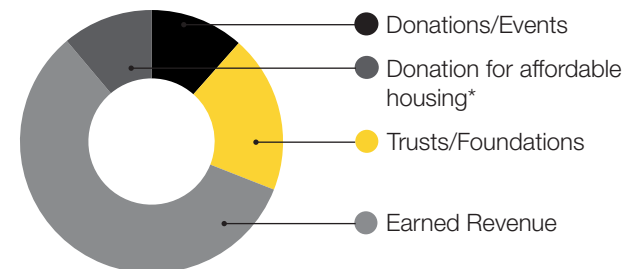
We've got big plans and those plans are made possible through your support.



Randal Jordan
Group Finance Manager

Pathway Trust operational social services

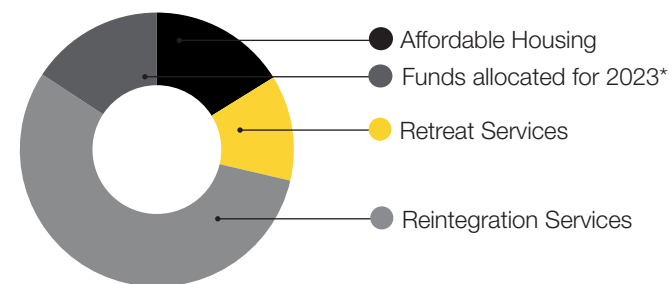
Revenue summary 2022



	2022	2021
● Donations/events	\$160,491	\$156,182
● Trusts/foundations	\$270,000	\$249,000
● Earned revenue	\$805,128	\$522,332
● Donation for affordable housing*	\$154,895	
Total revenue	\$1,390,514	\$957,514

Pathway Trust operational social services

Expenditure summary 2022



	2022	2021
● Affordable housing	\$215,569	\$79,409
● Retreat services	\$166,123	\$197,245
● Reintegration services	\$740,889	\$612,470
● Funds allocated for 2023*	\$210,000	
Total expenses	\$1,332,581	\$889,124
Profit/(Loss)	\$57,933	\$68,390

*These items have been separated from our normal categories to allow more accurate comparison with previous years.

yes. is not possible without you

Thank you to our volunteers

Dr Syed Muhammad Zeeshan Hussain Almashhadi once described volunteering as the ultimate exercise in democracy. "You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in," he says.

That's exactly what the more than 200 volunteers who support Pathway's operations from behind the scenes do, voting every day for stronger and safer communities.

Our volunteers support us in a myriad of ways; as mentors, taking the figurative and literal steps alongside someone as they rebuild their lives on the outside; putting together toiletry and clothing packs; and spending time inside and outside the wire, delivering workshops in areas such as creative writing, music and carving.

In the past year, one of the most powerful changes we've seen in this space has been the counselling hours we have been able to secure through a team of highly experienced volunteer counsellors.

Department of Corrections data shows more than 90% of those in our prison system have had a lifetime diagnosis of a mental health or substance use disorder. Our counsellors are

making such a powerful difference in the lives of the men we work with, helping them to make sense of their offending, talking through their reintegration journey, support with goal setting, alcohol and drug recovery, the dynamics of reconnecting and reconciliation with whānau and helping them deal with the guilt, shame and trauma of the past.

It's our volunteers that make Pathway what it is by delivering a message that we, as service providers, never can, with their presence as representatives of the community key to driving real change in the lives of those we work with.

"Our aim is to be a world class reintegration service that drives real and significant change in the lives of those we support," Pathway Reintegration Support Services Coordinator Renee Jones says.

"Our volunteers are at the heart of this for they represent the community. It is the voice of the community that can either be the barrier for our clients in their endeavours or be their cheerleaders."

"Pathway volunteers champion the cause in everything they do and the outcomes speak for themselves."



201
volunteers
supporting our
work



240
counselling
hours delivered
by volunteer
counsellors

we create
possibilities

not promises

sometimes this
leads to
miracles

pathway.



Scan the above QR code to keep up to date with Pathway.

www.pathway.org.nz

44 Mandeville Street, Riccarton, Christchurch 8011, New Zealand

Phone: (03) 982 1952 | Email: connect@pathway.org.nz | Registered Charity Number. CC26839