



The past 12 months at Pathways has been one to set us up for a springboard of initiatives in the upcoming 12 months, and builds on the consolidation work of the previous two years. We are very excited for our future! On behalf of the Board, I hope that you enjoy reading this short update, which provides an overview of FY19 as well as outlining what the Pathways team is looking forward to in the year ahead.

Pathways Purpose & Overview

Our vision is *a Tasmania free from addiction*. Our purpose is that *we provide pathways into a bright future for those battling addictions with homelessness and mental health issues*. Our goal for the next 3 years is *growing our impact*.

Pathways is an organisation built on Christian values that brings evidence-based supported accommodation services to the lives of the vulnerable from age 13 upwards. We receive both government and private funding, and rely heavily on the financial goodwill of the wider Tasmanian community.

We currently oversee three supported accommodation services, providing pathways for clients to move between these services and into independent living:

1. *Launch Youth*, Tasmania's only long-term shelter for teenage boys and young men, based in Hobart.
2. *Velocity Transformations*, a residential therapeutic community drug and alcohol rehabilitation service operated under licence from Transformations Program Australia, and in partnership with Velocity Church in Hobart.
3. *Kingsholme*, our 195-acre rural property at Ellendale, is a volunteer supported social enterprise serving the needs of our Pathways clients, the wider Christian community and the needy in Tasmania.

Services Update

Launch provides for up to six male teen residents under full 24/7 supervision, and our two additional two-bedroom units allow us to accommodate a further four adult residents (from age 18 – 22 yrs) who require less supervision and are ready to begin their transition to independent accommodation. All residents are formally case managed and supported by our professional team. In February 2019 a long overdue refurbishment of this facility was undertaken by the State Government, given Launch is the oldest service in the system for Tasmania. We also began offering NDIS approved support services to several of our Launch boys, with a full suite of services planned to be rolled out in 2020. This NDIS funding has seen dramatic outcome improvements for these at-risk young men, and provided the necessary funding to increase staffing levels to support this extra workload. In early August 2019, Launch Youth was visited by a delegation of Federal politicians and supporting staff for Homelessness Week. Assistant Minister for Community Housing, Homelessness and Community Services, Luke Howarth, and Tasmanian Senator Eric Abetz, met with our CEO and his team to discuss the work of Pathways, tour our Launch Youth facility followed by a working lunch afterwards. Asst. Minister Howarth spent some time chatting to Launch

residents and staff and commended Pathways on the good work and excellent reputation that had come to his attention. Soon after, on August 28 in Darwin, at a national conference of housing delegates, many of whom were present to receive awards of excellence in their field, Asst Minister Howarth used Pathways' work at Launch as a notable and positive case study in front of scores of delegates in how government and community can forge their resources to battle addictions and homelessness. A wonderful "pat on the back" for our team on the national stage. Because of the growth we are undergoing, we have an ongoing challenge to find committed and passionate staff with the necessary qualifications to perform the work that needs doing.

At our Admin Office, our Business Manager, Matthew Devenish, has continued his consolidation work, improving our processes and supporting our fundraising by project managing our annual community bike ride, Freedom Ride and our important annual Gala Dinner. We continue to be able to reach ambitious funding targets in an ever-crowded fundraising market. Pathways is an active member of the Fundraising Institute of Australia, and adheres to their strict code of conduct. We launched our new quarterly electronic newsletter, *Stepping Stones*, and now have hundreds of subscribers whom we can communicate with in an interactive and engaging format across a range of mobile and digital devices. Pathways at your fingertips! Finally, In August 2019 I completed my second year as full-time CEO, and our Board ratified our new Strategic Plan 2019–2022 which forms the basis for our expansion plans starting January 2020.

Velocity Transformations is about to embark on a new season of growth, and will double in size over the next 12 months. At this year's Gala Dinner, we announced the imminent opening of Tasmania's only long-term rehab for women, Velocity Transformations for Women. We expect doors to be opened in January 2020. In preparation for the new program, we have refreshed our entire team, hired staff from around Tasmania and the mainland, and are ready to commence. Our partners, Velocity Church have invested more than \$800,000 into this project, and without their steadfast partnership we would not be at the state of readiness that we are.

The men's program will now grow from its current 10 residents to 14 residents. The female house will see 10 women begin. By this time next year, we will have doubled in size from the current numbers of 10 males in program, to 24 people in total (14 men, 10 women).

Kingsholme (often dubbed Pathways' "happy place") is in an exciting new phase of its life. After the retirement of previous managers in January 2019, a new leadership team has been put in place with a reinvigorated volunteer team of 10 adults and their many children. At any given time, there are 25 people living on the property serving the needs of hundreds of guests per annum. The property has crystallised as a camp, conference and retreat venue, and hosts church and family events almost every week of the year. A renewed focus has been placed on recapturing the value of the farming operations for which Kingsholme was once world famous (having achieved world record status in the mid 1970s for its hops farming).

Leadership

The current Pathways Board consists of: Nic Stephen (Chairman), Levi Causon (Deputy Chairman), John Zeckendorf (Treasurer), Julie Madden (Secretary), James Atkinson, Aldo Antolli (as CEO). The Board is greatly assisted by a broader team of volunteers who operate four Board Committees: Finance, Funding, Human Resources, and Risk & Compliance.

Finance

With an annual operating budget of \$1.14 million, Pathways finished FY19 with an operating profit of \$13,574 for the year. All obligations and staff entitlements have been fully met. While we receive generous support from the Tasmanian State Government to run our programs we also heavily rely on donations from the wider community to be able to continue the work that we do.

Looking Ahead for 2020

We are looking to launch a number of key initiatives in the coming year including:

- Inauguration of the Velocity Transformations women's program in January 2020.
- Investigating the beginning of a male youth residential rehab centre in the Hobart region under the Transformations model. None currently exists in Tasmania.
- Investigating the start of another 'Launch Youth' type support program for the Hobart region, sub-tasks with supporting the young men from the youth rehab.
- Appointing an events and admin support person to lift our fundraising capacity.
- Investing in the farming operations of Kingsholme to increase profitability and drive funding back into other Pathways programs.
- Seeking full accreditation with the NDIS to dramatically increase support for our clients across all our programs and services.
- Growing our corporate funding and supporter base.

How You Can Assist

Pathways has multiple current opportunities for people to contribute to the organisation:

- Advocacy – whenever you get the opportunity, please be our advocate. As our supporters, we ask for your assistance in raising the profile and reputation of our organisation at every opportunity so that we can continue to serve more vulnerable people in our community.
- Fundraising, event volunteering and participation – We need an army of volunteers and riders/dinner guests to make our major fundraising events work each year: the Freedom Ride bike ride in April 2020 and our Gala Dinner in August 2020.
- Financial support – Pathways relies on fundraising for over \$250k of our annual income each and every year! We hope that you see value in investing financially in the Pathways' team, and that you may be able to introduce us to other potential supporters. Specifically, we are seeking introductions to decision makers in businesses who may wish to sponsor us on an annual basis, which will contribute to long term financial sustainability.

If you would like to contribute in any of the above areas, please contact us at info@pathwaystas.org.au. You can also find more information about who we are and what we do by going to our website at www.pathwaystas.org.au.

At Pathways we have a lot to be grateful for! We are growing in all sort of ways: capacity, staff and services offered. We are regularly seeing young and old lives being changed as they battle through homelessness,

family conflicts and addictions; we are continuing to build deeper partnerships with local communities. We have a wide group of passionate volunteers and committed financial supporters who underpin and support our qualified paid staff; and we have the very personal privilege of using our own gifts in service of others.

Finally, I would like to say a personal thanks to our staff, our members, our Board, our supporters, and our volunteers for the many and varied ways in which you have all worked together to bring Pathways' mission to life during this year. And I would also invite you to build on that in the year to come because the job is not finished yet.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Aldo Antolli', with a horizontal line underneath.

Aldo Antolli
CEO, Pathways Tasmania Inc
12 December 2019