



pathway.

**ANNUAL 20
REPORT 26**

helping people make a fresh start



contents.

| | | | |
|-----------------------------|----|--------------------------------|----|
| Welcome | 2 | Oak Tree Devanning | 20 |
| Ways we say yes | 4 | John's story | 22 |
| Summary statistics for 2026 | 6 | Alloyfold | 24 |
| Our people | 8 | Pathway fundraising | 28 |
| Pathway reintegration | 10 | Our volunteers | 30 |
| Ariki's story | 12 | Pathway Trust financial report | 32 |
| Ara Poutama's perspective | 14 | Pathway Social Enterprise Hub | 34 |
| Pathway Affordable Housing | 16 | Highlights from 2025/26 | 36 |
| Selam's story | 18 | | |

our terminology.

Tū Ora - The men we work with through our reintegration services. Gifted to Pathway by Te Taumutu Rūnanga (Ngāi Tahu), the term means 'To stand in the place of wellbeing'.

NI - The Navigate Initiative. A reintegration initiative that provides support for men inside Christchurch Men's Prison and continues as they rebuild their lives in the community.

Pathway Charitable Group



yes. we help people make a fresh start.

Pathway Trustees

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

“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

kia ora. welcome.

The Pathway Charitable Group Annual Report



It has been a big year. Not an easy one - they never are - but one we can be genuinely proud of across the organisation.

In the following pages you will hear from our division leaders in their own words about what has been achieved, and you will read the stories of people whose lives have been changed through our programmes. I encourage you to take the time to read them. But let me touch on some of the highlights.

Alloyfold delivered its biggest ever project - the 25,000-seat Te Kaha Stadium right here in Christchurch. That is a long way from our beginnings making folding chairs in Hornby, and a real milestone for the business. Australia had its strongest year on record, and the team secured some landmark firsts including our first Event Cinemas project and the first Kusch+Co airport installation in Australasia, at Avalon Airport in Melbourne.

Alloyfold finished the year at 105% of target and made its largest ever contribution to Pathway Trust. That matters, because it is those profits that fund the mission we exist to carry out.

Oak Tree is no longer just a New Zealand operation. With Brisbane completing its first full year of trading alongside Christchurch and Auckland, we processed over 5,270 containers across three regions and brought more than 200 new people into the Oak Tree family — many of them facing real barriers to employment. That is exactly what we are here for.

Our reintegration work continues to deepen. We signed a new Memorandum of Partnership with Ara Poutama (Corrections) for the Navigate Initiative — a testament to the trust and quality of the programme. Inside the wire and beyond it, our team is doing remarkable work, and the stories of growth and change among our Tū Ora remind us why we do this. You will also read from Jo Harrex,

General Manager of Christchurch Men's Prison, who shares her perspective on our partnership. It is a powerful endorsement.

Pathway Affordable Housing has consolidated well. Our seven properties are well managed, our tenants are supported, and the division is generating a small surplus. We were disappointed not to have had the opportunity to build new homes this year, but the foundation is strong and we are well positioned for the growth opportunities ahead.

We also welcomed Hoa Motuhake Sports Trust into our Social Enterprise Hub. Sandy and her team are using sport and mentorship to break the cycle of adversity for tamariki in high-risk communities, and they have had an outstanding year - including a Community Impact Award at the New Zealand Sport and Recreation Awards. It has been a privilege to have them with us this year.

Financially, it has been an okay year, but the funding environment has continued to tighten. You will read more about this from CFO

Randal in his financial report. What I will say is that every donation, every partnership, every act of support makes a tangible difference to the people on our programmes. We do not take that for granted.

As with all of our achievements, it has been a combined effort - our teams on the ground, our supporters, our volunteers, our governance board, our funders, our customers, and the wider community. Alone we can achieve little, but together we are making our community a stronger and safer place.

Thank you for your continued support, and I hope you enjoy reading about the year that has been.

Yours in faith,

Murray Kennedy,
CEO

ways we say yes.

Social Services

Prison reintegration

For more than 25 years Pathway has been at the forefront of prisoner reintegration, helping people with the willingness and commitment to make a fresh start and transform their lives. We support their transition into the community through the Navigate Initiative, an intensive wraparound programme delivered in partnership with the Department of Corrections, community organisations and volunteers. This partnership enables us to deliver a range of practical workshops, social services, employment opportunities and access to housing.

A reality facing all prisoners is that when they've completed their sentence, they end up back in the community with either a strong support network or nothing at all.



The latter can cause barriers that seem insurmountable; access to accommodation, securing meaningful employment and building positive, pro-social relationships are just a few examples. Without these challenges, it's easy for the men to become disillusioned and revert to old habits and, inevitably, to return to custody.

To break this vicious cycle, Pathway's support begins several months before a prisoner's release and continues in the community for as long as they need. The change we help make possible is real and lasting. It is reshaping how prisoner reintegration is viewed and giving a marginalised group the opportunity to build the lives they want to live.

Our reintegration services include:

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

Accommodation

Short-term housing:

A critical aspect of the reintegration process is helping people secure warm, safe and secure accommodation. Pathway is able to offer the people we support the chance to do this as they begin their transition from custody to the community. When in a position to settle into long-term housing our reintegration team uses its wide-ranging experience and extensive network of contacts around Christchurch to find suitable, available properties to meet the complex needs of our people.

Long-term accommodation

As a registered social housing provider, Pathway Affordable Housing's endeavours are geared towards providing accommodation for families and individuals affected by intergenerational crime, violence and poverty. We support them by providing warm, safe, modern housing at two sites in Pages Rd. These are homes for people who are committed to making a fresh start in life, with the support of the wider Pathway group.



Employment

Getting people into meaningful employment that fits with their goals and aspirations is key to positive reintegration and can lead to powerful self-change for the person working and those around them. Pathway provides employment opportunities for people who are willing and able to work, learn new skills, or looking to re-enter the workforce after several



years. Our employment philosophy is centred on giving them the best possible chance to succeed.

Supported employment

Pathway partners with a diverse range of employers to help find prisoners work. Once a suitable employer has been found, we provide transition support during what can be a nervous time. This enables the workers to settle into their roles with minimal stress and focus on contributing to their workplace. It also ensures they are aware of Pathway's support available to guide them if needed.

Oak Tree Devanning

Oak Tree Devanning provides professional container devanning and casual labour hire solutions across New Zealand and, following its launch in Australia in the second half of 2025, across the Tasman. A Pathway social enterprise, the business offers employment, training and skill development to those with barriers to employment, including people who have come through our reintegration services. Our devanning teams learn the value of leadership, problem-solving, teamwork and taking pride in a job well done while building skills that serve them well beyond the job.

ways we said **yes** in 2026.

Summary Statistics for 2026

Numbers alone cannot capture the full picture of what we do, but they tell an important part of the story. For 28 years, Pathway has walked alongside people facing some of the biggest barriers imaginable, and the figures on this page reflect the breadth and reach of that work.

ALLOYFOLD



58,018

seats sold by Alloyfold



\$544,789

generated for Pathway Trust by Alloyfold

OAK TREE DEVANNING



200+

new staff were employed by Oak Tree



54
new staff had barriers to employment



53
new staff previously received a government benefit



5,271

containers devanned by Oak Tree

\$25,000

generated for Pathway Trust by Oak Tree



PATHWAY AFFORDABLE HOUSING



7

houses have been built by Pathway Affordable Housing



19

people are currently housed by Pathway Affordable Housing

PATHWAY TRUST

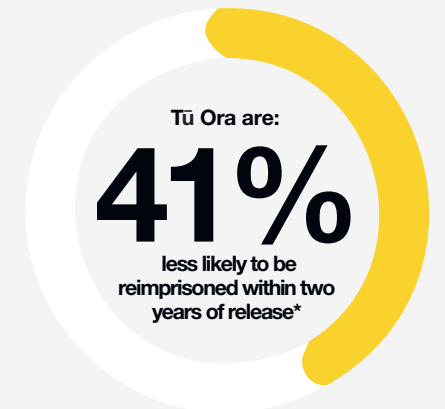
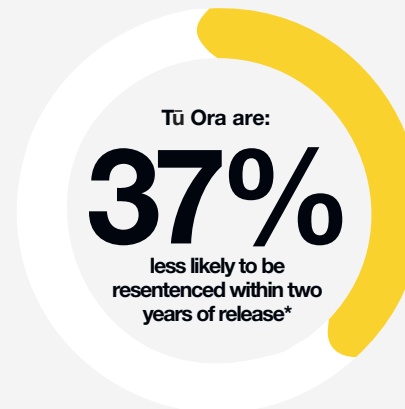


35

volunteers donated their time to Pathway Trust

103

clients were interacted with



*This statistic comes from an independent evaluation that compares Navigate Tū Ora with a matched sample group over twenty-four months, with reoffending data collected by the Department of Corrections.

our people.

The Pathway Charitable Group Team



Murray Kennedy
CEO



Kirsten Billcliff
COO



Randal Jordan
CFO



Chris Colenso
Alloyfold General Manager



Sofia Kennedy
Marketing Coordinator



Joanna Willmer
Alloyfold Senior
Marketing Coordinator



Chris Camm
Alloyfold Project Manager



Rebecca Hodgson
Alloyfold Purchasing &
Logistics Manager



Matthew Gray
Director Pathway
Affordable Housing



Trish Standfield
PA to COO



Sarah Pownall
Accounts Administrator



Alison Rudd
Group Administrator and
Property Coordinator



Matt Le Breton
Alloyfold Purchasing &
Inventory Controller



Jo Triplow
Alloyfold Senior Account
Exec, NZ



Rebecca Breen
Alloyfold Senior Account
Exec, NZ



Rob Ibbetson
Alloyfold Account
Exec, NZ



Jamie Dale
Oak Tree National
Operations Manager



Deane Rose
Oak Tree Operations
Coordinator



Grant Thomson
Oak Tree Business
Development Manager



Geoff Howard
Reintegration Support



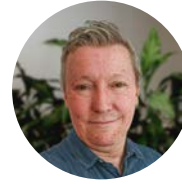
Josh Westacott-James
Alloyfold Warehouse
Coordinator, NZ



Casey Fitchett
Alloyfold Customer
Success Coordinator



Vaughan Carpenter
Alloyfold Senior Account
Exec, AUS



Damon O'Hare
Alloyfold Account
Exec, NSW



Uelese Fa'au
Reintegration Navigator,
Unit Lead



Silvan Danuser
Reintegration Navigator



Matiu Brokenshire
Reintegration Navigator



Reece Skipper
Reintegration Support



Ashkay Puri
Alloyfold Senior Account
Exec, NSW



Joe Berkelmans
Alloyfold Regional
Manager, VIC



Brandon Paris
Alloyfold Account
Exec, VIC



Richard Yang
Alloyfold Storeperson, VIC



Luke Kenmare
Reintegration
Employment Navigator



Emma Wallis
Wellbeing Navigator



Jon Slack
Community Coordinator



Olivia Woodward
Communications Advisor



Wendell Hart
Alloyfold Logistics
Exec, USA



Suki Lee
Alloyfold QC Manager



Harry Newton
Group Chaplain



Finn Chirside
Church
Engagement Ambassador

yes. to a fresh start.

Pathway Reintegration



2025/26 has been a year of real depth for our reintegration mahi. Our focus has been on strengthening the foundations that make this work possible, and

that investment has paid off in ways that truly encourage us.

At the heart of this year has been our commitment to ensuring the Navigate Initiative is reaching the men it can have the greatest impact on. That means working closely with Corrections to identify Tū Ora early, build the right pathways to the programme, and ensure the men who come to us are as well-prepared and well-supported as possible throughout their time inside the wire and beyond it.

One of the standout moments of the year was our joint one-team training day with Pathway and Corrections staff. It was a powerful reminder that while we each bring different expertise and different roles to this work, we are all working toward the same outcome: breaking the cycle of reoffending and supporting men to build lives they can be proud of. Seeing that shared commitment in the room was genuinely energising.

The team itself is in remarkable shape. The passion, cohesion, and client-focus we are seeing from our people right now is something to be proud of. That matters, because this work asks a great deal of everyone involved, and it is only possible because of the people who show up for it every single day.

Central to how we work with Tū Ora is a belief in what they are capable of. Our approach is not about managing deficits or ticking boxes.

It is about recognising the strengths each man brings, and building on those. When a person is seen as capable and is supported accordingly, something shifts. We see it in how the men engage with the programme, how they carry themselves, and ultimately, in the lives they go on to build. That strengths-based perspective runs through everything our team does.

This year, our team has seen some really encouraging moments. Three Tū Ora took part in a boating trip together. One Tū Ora has taken up woodworking, which has become a central part of his routine and wellbeing plan. Another has donated art pieces to both Pathway and Art East, with his work now on display at both sites – and he has sold several pieces. A further Tū Ora recently completed a community outing with significantly fewer restrictions than are typically approved, a milestone that reflects the trust he has built and the progress he has made. For the first time, the team independently planned and ran a reintegration community outing from start to finish. The significance of that goes beyond what it says about our team's growing capability. For the Tū Ora involved, it meant being seen, being supported at their own pace, and being given a tangible glimpse of the life that is possible for them. That sense of hope, of worth, of a different future within reach, is what this work is ultimately about.

2026-2027 outlook: We head into the new year with real momentum and some exciting new initiatives on the horizon that will further equip Tū Ora pre-release, including expanded employment opportunities, day workshops focused on the reintegration pillars, and more intentional community connection days. We are also continuing to grow our

work with Corrections to bring men from outside of Christchurch Men's Prison into the programme where appropriate. The foundation is strong, and we are genuinely excited about what comes next.

Kirsten Billcliff
COO



yes. pathway gave me a fresh start.

Ariki's Story

Ariki* grew up surrounded by gang life, violence and addiction, and eventually landed in prison. Today, having come through the Navigate Initiative, he is clean, doing the hard work of change, and building toward a future he can be proud of.

Violence was normal during Ariki's childhood. His mother cycled through partners, some violent, some deep in addiction, and Ariki witnessed a lot of it. "You got to a point where you'd just turn a blind eye, keep your head down, and carry on." Eventually, though, the trauma he'd seen started to break through. He was passed between extended family members, and by eleven, he was hitchhiking between towns and sleeping rough.

"I experienced a lot of abandonment at a young age. Abandonment and rejection. That's still really difficult for me even now to this day."

The patterns he learned from a young age began to be carried into his own life, until eventually he ended up in prison. After serving eight short lags, Ariki managed to stay out of prison for 22 years, but he hadn't changed. "I was on meth for 22 years. The violence got worse. My attitude got worse. Those 22 years out, I was managing to dodge the system. And then it all snowballed."

When he went back inside, it was for the most serious offence of his life, and became a catalyst for change. Cold turkey for the first

time, memories started coming back. Grief for his mother and for his children. Remorse for the people he had hurt.

"I started developing empathy. For the first time, I had real feelings about the harm I'd caused... For the harm I'd caused everyone."

The Navigate Initiative offered something he had not experienced behind the wire before, "I've never been in an environment like that. As Māori, we are communal people. We share our housing, we share our issues. It gave me a sense of belonging, a safe environment to call home, to meet new people, to make new relationships. It was the same thing as living amongst your people."

It also gave an opportunity to connect with his lifelong passion: music. Performing alongside professional musicians, in an orchestra, Ariki found something that cut across every barrier. "In the past I loved music but I never got into classical, violins and that. But it made me appreciate it a lot more. And being drug free, you get a completely different vibe. We all share that same universal language with music. We all get the chills when we hear something really cool."

Since his release, Ariki has been attending counselling every week, he's working through a non-violence programme, and staying connected to the Pathway team. He plans to reconnect with whānau and, in time, return to his hometown. "I appreciate life a lot more than I ever did. I appreciate the small things."

"I had to start thinking differently about things. I didn't used to care about the consequences, but I do now"

Ariki, Tū Ora

*Name has been changed.

yes. to partnership built on trust.

A Perspective from Ara Poutama Aotearoa



The Navigate Initiative works because of the people involved, and their genuine belief in what it is achieving. From my perspective as General Manager

of Christchurch Men's Prison, what strikes me most is that this is not simply a programme that started well and kept going. It is one where a series of staff and leaders, from both the prison and Pathway's community team, have seen the outcomes firsthand and understand why keeping it strong matters.

Reliability is central to that. Contracted providers come and go. This initiative has been sustained, and the certainty it provides for the Tū Ora who take part is rare and deeply valuable, particularly the aftercare support once they are released from prison, which is a very challenging time.

The partnership rests on three things: collaboration, communication, and connection. We are equal partners, all with skin in the game. There are strong relationships at every level, from governance through to the people doing the work day to day, and that depth is what makes things work. As with any relationship, there are moments where we are not fully aligned. But we have ways of bringing those issues to the table and working through them collaboratively. Understanding Corrections policy and frameworks helps both sides make good decisions and keep everyone safe. And because of the trust we have built, we are genuinely open to being challenged when something does not work as well as it should.

Pathway's appetite to try new things

is something I value greatly. Having an occupational therapist observe a Tū Ora's outing to do grocery shopping, or Pathway staff acting as sponsors for reintegration outings beyond the wire, are the kinds of innovations that push Corrections to think more openly. They are only possible in a relationship with a high level of trust and communication, and we work hard to protect that.

The impact on the Tū Ora is clear. The men grow in confidence, learning to write, budget, and play instruments, and they change their thinking and habits over time. They become more able to communicate effectively, reflect on their own behaviour, and be receptive to support from both Corrections and Pathway. These skills help them return to the community as more rounded men, with hope for their future. The practical wraparound support Pathway provides across housing, food, clothing, employment, and healthcare is vital. But it is Pathway's ongoing presence and sense of community that is, in my view, undoubtedly the biggest difference to successful reintegration.

One moment each year brings all of this into focus. The Christchurch Symphony Orchestra performance is not only a showcase of the musical talents and learning of the Tū Ora; it is also an opportunity for them to display their artwork and poetry and grow their confidence in public speaking. For Pathway supporters and Corrections staff alike, it offers a chance to see a very different side of this work. It is an inspiring event, and one that is only made possible by the strength of our partnership.

My advice to any General Manager considering a relationship like this: be bold, be genuine, and be prepared to trust. Be

prepared to concede, and to think outside the box. Work slowly and steadily on a long-term relationship that does not rely on a contractual imbalance of power. And if it sounds like exactly what you need, I ask only one thing: please don't steal my team.

2026-2027 outlook:

Our momentum needs to continue. We are focused on strengthening our relationship with Community Pathway and Partnerships staff across Ara Poutama, to ensure this programme keeps growing and serving those who need it most.

Jo Harrex

General Manager,
Christchurch Men's
Prison

Ara Poutama
Aotearoa, Department
of Corrections



(L-R) Murray Kennedy, Chris O'Brien-Smith General Manager - Communities, Partnerships and Pathways, **Kirsten Billcliff, Jo Harrex** General Manager, Christchurch Men's Prison

yes. to a good home.

Pathway Affordable Housing



This year has been one of two sides for Pathway Affordable Housing (PAH). On one hand, it has been a strong year of consolidation.

With seven properties now under management, we have focused on getting our systems right, and the results show. On the other hand, plans to grow our housing portfolio did not come to fruition, largely due to funding decisions outside our control.

The most significant progress this year has been in how we look after our tenants. The relationship between our property management and tenant wellbeing functions has matured considerably. These are deliberately different roles, and getting the balance right has taken time. Our property team focuses on the homes themselves, while our Wellbeing Navigator focuses on the people in them. When a tenant falls behind in rent or is struggling, our first response is not a warning notice, it is a conversation. That approach is working, and we are proud of it.

We have also strengthened our operational systems across the board. Our contracts with the Ministry of Housing and Urban Development (HUD) are well-established and the relationship is in good shape. We have continued to meet our obligations with CHRA (Community Housing Regulatory Authority), who oversee our work as a registered social housing provider. Financially, we have

reached a point where our seven properties are generating a small surplus, which we can reinvest into future growth.

It was disappointing that we did not have the opportunity to build any new homes this year. We had a project in partnership with a church ready to proceed, but when the timeline extended, HUD suspended funding for new builds in Christchurch. This was part of a wider government decision to concentrate social housing investment in the North Island. However, it was good to hear that HUD has recognised that the people we house are among the most complex to support, something that sets us apart from standard housing providers.

We used the holding period productively. Our team has continued to grow in capability, and we are now well-positioned to move forward.

2026-2027 outlook: HUD has released a new flexible funding round, and we will be submitting applications under that. The systems we have built, the team we have in place, and the financial foundation we have established all mean we are ready to grow. Our focus for the coming year is securing funding to add to our portfolio and continuing to provide stable, supported housing for people who need it most.

Matthew Gray
Pathway Affordable Housing
Executive Director

PAH Independent
Board Members:



David Mortimer



Renee Jones



19
people currently
housed through PAH

yes. pathway gave me a fresh start.

Selam's Story

Selam* arrived in Christchurch with three children, no car, and very little English. Finding a safe, warm home would take time - but when it came, it changed everything.

Originally from Eritrea, Selam made the long journey to New Zealand as a refugee, spending several weeks settling in before arriving in Christchurch. She was placed into a two-bedroom rental shortly after she arrived - a house that would prove far from suitable for a mother with three young children.

The roof leaked badly. When it rained, water came through into the living areas. Over the year and eight months Selam and her children lived there, the damp conditions caused ongoing allergies and illness for the whole family. With a language barrier to navigate and no vehicle, Selam walked her children to school in winter while quietly carrying the weight of it all - new country, new city, and a home that was making her family sick.

With the support of a new friend she had met at church, Selam finally made the decision to leave, the uncertainty that followed was intense. With nowhere to go, she approached Work and Income for help. She was placed in emergency motel accommodation in Papanui, where she and her three children stayed for just over six weeks while waiting for something more stable to come through.

That is when Pathway Affordable Housing (PAH) stepped in.

"Before, the house was very cold and very stressful. Now we are in this beautiful home and we are enjoying it. No more allergies, no more sickness. It is peaceful."

Selam has been in her PAH home for over a year. She keeps the house clean and tidy and speaks about it with obvious pride. What matters most to her, she says, is the security, knowing that no one will ask her to leave. When she was handed the keys, she was told the home was hers for as long as she needed it.

"In a private house the landlord can come and say you must go. But when they gave me the key here, they said you give it back only when you want to leave. That is why it feels like my own home."

She has a strong community around her, including PAH staff Emma, who supports tenants with both wellbeing and practical needs. Looking ahead, Selam's goals are clear: she wants her children to do well in school, hopes her husband will one day join the family in New Zealand, and plans to find work when the time is right.

PAH is proud to walk alongside people like Selam, people who have faced barriers to finding a place they can call home. It is at the heart of what we do: providing quality, stable housing for some of our community's most vulnerable, and saying yes when it matters most.

"I can ask her anything and if I need anything, she is always there"

Selam, PAH Tenant



*Name has been changed.

yes. to employment.

Oak Tree Devanning



It has been a landmark year for Oak Tree. For the first time, we are no longer a New Zealand-only operation. With Christchurch and

Auckland continuing to perform strongly, and Brisbane completing its first year of trading, Oak Tree is now a multi-region business operating across two countries.

Across all three regions we processed a combined total of over 5,270 twenty-foot equivalent units (TEU). Christchurch remains the backbone of our operation with 2,562 TEU, Auckland continued its upward trajectory with 2,090 TEU, and Brisbane contributed 619 TEU in its first year. Grant Thomson and the Australian team have laid strong foundations, and the early signs give us real confidence heading into the year ahead.

Over 200 new people came into the Oak Tree family this year across New Zealand and Australia, many of them facing real barriers to employment. That is what we are here for.

Another highlight was our involvement in the Te Kaha stadium project, working alongside Alloyfold's installation team. Our labourers and installers clocked 13,054 hours on the project. Being part of such an iconic project says a lot about the quality and capability of our people.

ProDevan, our app that automates everything from recruitment and job scheduling through to customer ordering and real-time job

tracking, has continued to evolve across all three regions this year. As Oak Tree has grown, ProDevan has grown with it.

Expanding into a new country has not been without its challenges. Building a client base from scratch, navigating Australian employment regulations, and maintaining consistency in service delivery and culture across three regions has required constant focus. It is a good problem to have, and one we are committed to getting right.

2026-2027 outlook: In Brisbane, the focus is on building momentum and growing our customer base. Auckland will continue on its current path, and in Christchurch we will keep doing what we do best while exploring new opportunities. We look forward to continued collaboration with Alloyfold on seating installations across both countries, and further development of ProDevan to support our expanding operations.

Through all of it, the reason we exist has not changed. We exist to create meaningful employment for people who face barriers, and to channel the success of the business back into the community through Pathway Trust. We are proud of what we have achieved and excited about what lies ahead.

Jamie Dale
Oak Tree Operations Manager



200+
new staff



53
people hired who previously received a government benefit



54
people had barriers to employment



5,271
total containers devanned



yes. oak tree gave me a fresh start.

John's Story

All he needed was a chance.

After more than a decade away from work, John had faced more than most people deal with in a lifetime. What he needed was someone willing to give him a chance. Oak Tree did exactly that.

John spent around 15 years living in the South Island, working only five or six of them. For a significant part of that time, he and his partner were full-time caregivers for his father, a role that brought both heartbreak and meaning in equal measure.

"One of the saddest experiences I've had to deal with in life, but was blessed at the same time to be there for my dad too!"

When his father passed away, John found himself on a job seekers benefit with barriers that made the search harder than it looked from the outside. Interviews came and went. Nothing eventuated.

Then in 2024, his mother had a mini stroke. She was in Auckland. John and his partner packed up and moved north, partly to support her and partly in the hope that a bigger city might bring better opportunities.

It took until March 2025 before something finally clicked. A Trade Me listing caught his eye: a devanning position with Oak Tree. He noticed it was part of Pathway Charitable Group, an organisation that helps people with barriers to employment. For someone

who hadn't worked in over 10 years, that mattered.

"I just needed a chance for employment and Oak Tree gave me that chance."

John rang through to follow up on his application and spoke with Operations Coordinator Deane Rose, who walked him through the process. A few days later he was signed up, the ProDevan app downloaded, paperwork done.

His first assignment arrived about a month later, a text message about a 20-foot container. He showed up, met his teammate, got a quick briefing, and got to work.

"I was a bit nervous but settled in within the first couple minutes. I thought the work was quite physical actually in a good way though and I really enjoyed it."

Since then, Oak Tree has supported John to gain his forklift licences and certificates, opening up more of the work he can take on. He has recently stepped into a site liaison role for Auckland, a new challenge he is finding his feet in with growing confidence.

"Looking back now and seeing where I'm at and where I've come from is so rewarding, especially being in a better position now than I was before. Now that I have come this far the best thing for me is to keep going!"

"I just needed a chance for employment and Oak Tree gave me that chance.

John, Oak Tree Employee



yes. one chair can change a life. alloyfold.

One NZ Stadium at Te Kaha,
Christchurch, New Zealand
25,090 Victory Stadium Seats,



As a social enterprise, Alloyfold is a major financial contributor to Pathway's social endeavours and its mission to help people make a fresh start.

Its established position in the New Zealand, Australian and United States commercial wholesale furniture markets held firm in 2025-2026, with the business posting one of its strongest overall results to date.

Alloyfold as a whole has had a strong year, finishing at approximately 105% of target for the 2025-2026 financial year. That result has been driven primarily by Australia, which performed exceptionally well, tracking at around 135% of target and recording its biggest year on record. New Zealand and the United States both experienced flat sales conditions, but the delivery side of the business told a very different story.

In New Zealand, the standout achievement of the year was the delivery of Alloyfold's biggest project for 2025/26. The 25,000-seat Te Kaha Stadium in Christchurch represents a milestone for the business, and significant credit goes to Project Manager Chris Camm, who oversaw the installation from start to finish. The project also brought real benefits across the wider Pathway Charitable Group, with Oak Tree providing container devanning and labour hire. While the sales pipeline in New Zealand remained challenging, Te Kaha demonstrated what Alloyfold is capable of at scale.

In Australia, two significant firsts were achieved. We delivered our first project for

Event Cinemas, Australia and New Zealand's largest cinema chain, and completed our first international terminal project at Avalon Airport, located between Melbourne and Geelong. Avalon became the first airport in Australia and New Zealand to install Kusch+Co seating, a German-designed range we hold exclusive partnership rights for across both countries. The fit-out covers the departure lounge, food and beverage areas and children's zones, and reflects the growing appetite among commercial clients to align procurement decisions with genuine community outcomes.

Sales of Alloyfold products in the United States remained steady but flat. The market continues to evolve and, as in previous years, we are focused on maintaining our position and responding to shifting conditions.

2026-2027 outlook: The year ahead is shaping up to be one of Alloyfold's most significant yet. In Australia, we are set to deliver the domestic terminal for the same airport where we completed the international terminal this year, our largest ever Event Cinemas job at Bondi Junction, and a number of other projects in the pipeline. It is shaping up to be a landmark year for the group.

Chris Colenso
General Manager



Event Cinemas Burwood
NSW, Australia
247 Seats (Tchaikovsky Recliner,
Rossini Elite, Tchaikovsky Sofa Bed)



Life Church Sunshine Coast,
QLD, Australia
1478 Viva Auditorium Seats



Avalon Airport International
Departure Lounge
VIC, Australia
674 Kusch+Co Seats & Tables

yes. we need your support.

Pathway Fundraising



When I look back on this past year and consider the moments of change we have witnessed and the community that makes it all possible, I am

once again left humbled. None of this work happens without the generosity of the people who choose to stand behind it.

Whether you give monthly or once, whether you are an individual supporter or a grant partner or a foundation, your contribution keeps this kaupapa alive. Consistent funding at any level is the lifeblood of Pathway. It is what allows us to walk alongside Tū Ora through the full arc of their journey, from inside the wire to life in the community, without compromise.

This year the financial environment has remained challenging, as it has for many organisations in this space. Resourcing reintegration work requires ongoing commitment, and we continue to work hard to grow and diversify our supporter base. We are genuinely grateful to every individual, trust, foundation, and business that has chosen to invest in this work. Special thanks to the Rata Foundation, Christchurch City Council, David Ellison Trust, Frimley Foundation, Maurice Carter Trust, New Zealand Charitable Foundation, and the many individuals and organisations whose continued generosity makes this work possible.

What has been a true highlight this year is seeing the generosity of our supporters matched by the engagement of the men in

the unit. Volunteers have played a meaningful role inside the wire throughout the year, and the connections formed between Tū Ora and the people who give their time so freely are a reminder of why community is at the centre of everything we do. Our Supporters Thank You Night in November at the Silky Otter was our best attended yet, and the energy in the room reflected the strength of the community we are building together.

We genuinely consider every supporter a partner in this mahi. It is not Pathway and Corrections doing this work while others watch on. It is a collaboration, and the community is as much a part of what we are building as anyone.

2026-2027 outlook: We continue to need more supporters, and our focus for the coming year will be on growing our base, including among corporates and businesses who want to play an active part in creating safer communities. We are also committed to getting out into the community more, through talks, events, and education, because we know that when people understand the reality of reintegration, they want to help. We are encouraged by the quality and commitment of the people who do come forward, and we remain optimistic about what we can build together.

Kirsten Billcliff
COO



yes. is not possible without you.

Thank You to Our Volunteers

As a co-facilitator with Pathway's Navigate Initiative writing group, Meg brings a counsellor's curiosity and a genuine love of storytelling to her mahi inside Christchurch Men's Prison and in the community. Studying a Master of Counselling at UC and working as a counselling intern, Meg came to Pathway not knowing quite what to expect, and left her first session wishing she could have stayed longer.

Meg first heard about the Navigate Initiative through Te Whare Awhero, where she was facilitating a creative writing group at a primary school. When she learned about the writing group running both inside the wire and in the community, she put her hand up straight away.

"Everyone has a story," Meg says of what drew her to the work, "and I believe that given the opportunity and support, they can re-write their narrative if they wish."

Seven months in, Meg co-facilitates fortnightly writing sessions inside the prison and at Turanga, bringing writing prompts, zines, and pictures to help spark creative expression. Sessions start with a simple check-in, sometimes a cup of tea, and an invitation to write, share, or simply be present. Nothing is required. Everything is welcome.

"Sometimes we share what we have written, sometimes not," she explains. "Everything is an invitation."

She admits she was nervous before her first session, carrying assumptions about what it would be like. What she found was something far more human.

"Once you start talking and getting into writing, you realise that everyone is just doing their best to get through the day. Some of the poetry the guys have written has been extremely moving. I wish more people were able to witness those moments."

For Meg, the learning has been as much hers as anyone's. She describes the bravery it takes for Tū Ora to try something new with people who may never fully understand what they've walked through and says the experience will make her a better counsellor.

"Being part of the Navigate Initiative is a privilege," she reflects. "The learning is a reciprocal gift."

Volunteers like Meg are at the heart of what makes Pathway's work possible. Their consistency, openness, and willingness to show up creates the kind of community that helps Tū Ora move forward, one session at a time.

"Being part of the Navigate Initiative is a privilege," she reflects. "The learning is a reciprocal gift."

Meg, Volunteer

Pathway Trust financial report.

2025-2026



The 2025-2026 year has been a good one across the Pathway Group. Each of our divisions has performed well, and it is encouraging to see

our social enterprise model continuing to deliver real results for those we support. At the same time, we have navigated a more challenging funding environment, and that context is worth reflecting on honestly.

Alloyfold has had its biggest income year on record, and with that, made its largest ever contribution to Pathway Trust. Business always has its cycles, and this year the conditions worked in our favour. We are grateful for the hard work of the Alloyfold team, and this result gives us greater confidence and flexibility across the group as we plan for the year ahead.

Pathway Affordable Housing continued to stand on its own feet. Our properties remained tenanted, our tenants were well supported, and the division still managed to return a small surplus to Pathway Trust. It is heartening to see this part of our model working as it should. We would like to grow this area of our work, and we are currently working through the requirements to do so. Any expansion will depend on Alloyfold's continued performance and our ability to secure one of the limited project approvals being offered by the Ministry of Housing and Urban Development in the Canterbury region.

The funding environment for Pathway Trust has continued to tighten. Two of the larger

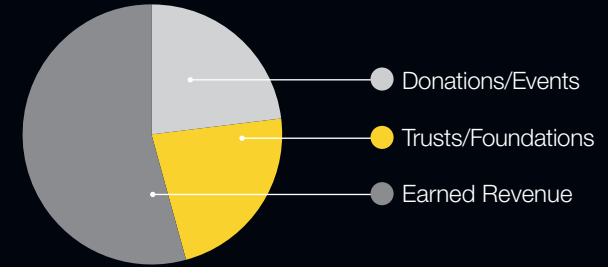
foundations that have supported us in the past have not been able to contribute at previous levels, and that reduction is expected to continue into the coming year. To offset this, we have welcomed new support from a number of smaller funders, and we are pleased to have brought several new corporate Navigate shareholders on board, each committing several thousand dollars per year. These new relationships are valued and we look forward to building on them.

Approximately 40% of our funding continues to come from individual donors and foundations. We cannot overstate how important this support is. Every donation enables us to do more than we could on our own, and we remain deeply grateful to each person, family, church, and business that has chosen to invest in what we do.

2026-2027 outlook: Our focus for the coming year is to protect and, where possible, grow what we have built. We will continue to seek new funding partners to offset the reductions we have seen, support Alloyfold to maintain its strong performance, and pursue expansion of Pathway Affordable Housing if conditions allow. Thank you, as always, for your trust and your support.

Randal Jordan
CFO

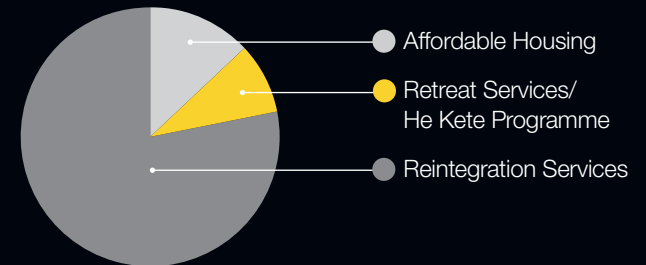
Pathway Trust operational social services Revenue summary 2026



| | 2026 | 2025 |
|--------------------|-----------|-----------|
| Donations/events | \$268,952 | \$279,273 |
| Trusts/foundations | \$263,470 | \$275,000 |
| Earned revenue | \$632,846 | \$833,829 |

| | | |
|----------------------|--------------------|--------------------|
| Total revenue | \$1,165,268 | \$1,388,102 |
|----------------------|--------------------|--------------------|

Pathway Trust operational social services Expenditure summary 2026



| | 2026 | 2025 |
|------------------------------------|-----------|-----------|
| Affordable housing | \$156,068 | \$145,345 |
| Retreat Services/He Kete Programme | \$104,291 | \$251,387 |
| Reintegration services | \$920,492 | \$948,856 |

| | | |
|-----------------------|--------------------|--------------------|
| Total expenses | \$1,180,851 | \$1,345,588 |
|-----------------------|--------------------|--------------------|

| | | |
|----------------------|------------------|-----------------|
| Profit/(Loss) | -\$15,583 | \$42,513 |
|----------------------|------------------|-----------------|

yes. to business beyond profit.

Pathway Social Enterprise Hub

pathway.
SOCIAL
ENTERPRISE
HUB

 **Hoia Motuhake**
Changing lives through sport

Hoia Motuhake Sports Trust joined the Social Enterprise Hub this year, bringing with them a powerful mission to use sport and mentorship to break the cycle of trauma and adversity affecting tamariki in high-risk communities. Founder Sandy van Heyningen reflects on the year that's been.



"It's been an incredible year for Hoia Motuhake in so many different ways. A year of growth, we started 18 new tamariki into the programme, which

means we're now supporting 68 young people across our programmes.

We've had some changes in our staff, which resulted in an opportunity for Hannah to join the team, which has just been incredible. But it's been a challenging year in some respects. We're a team of three, and we've been one man down for a large portion of the year. But we've had really exciting things happen too, like being awarded the Community Impact Award at the New Zealand Sport and Recreation Awards, having our story featured on 7Sharp, and for the first time being able to introduce two incredible camps into our programme.

The highlights for the year are the relationships that we've built with each child and their whānau. Seeing the impact that the programme has on each child and the way their confidence grows, their sense of well-being, and their sense of belonging too.

Our Cardrona Ski Camp was another incredible highlight. There were just so many moments of gold. Only one of our young people had ever seen snow before, so to be able to take them to the mountain, to give them ski lessons, and see them experience so many new things was very, very special."

Spending the last six months with the Pathway Trust has been really positive for us. It's the relationships we've built and the inspiration we've taken from the incredible work Pathway does. We've been made to feel so at home and part of the team.

We had six boys graduate from our programme this year, which was an extremely proud moment. One in three kids in care go on to serve a prison sentence in New Zealand, so to see that these six young men have not engaged in any youth offending and are building positive lives is incredible. I'm so excited to see what they're going to do in their lives.

Looking ahead, our greatest challenge is around the funding space because there is such a need and there's such a demand. We've got over 60 young people on our wait list right now. We're in the strongest position we've ever been in for mentors. We've had over 75 incredible people volunteer. The challenging thing right now is making sure we've got the funding to be able to start a new cohort of tamariki in the programme.

Our focus moving forward is going to be supporting young tamariki in care to be able to participate in sport and physical activity. We would welcome anyone who has any interest in any shape or form. There are lots of opportunities to become part of the team if anyone is interested."

Sandy van Heyningen
Trust Founder



yes. to a year of fresh starts.

Highlights from 2025/26



A group of Tū Ora in the NI Unit performed alongside members of the Christchurch Symphony Orchestra at our annual musical showcase.

Some of our Tū Ora help out at a reintegration flat working bee.



We hosted our team of volunteers at the Pathway office.

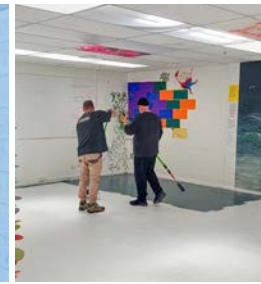
Project Esther visited Pathway, sharing more about their mahi.

Matiu shared our work with the NZ Police.



Grant Thomson came on board to head up Oak Tree's expansion into Brisbane. Oak Tree Australia got to work!

We welcomed Hoa Motuhake into the Social Enterprise Hub.



Our Tū Ora came together for a community day, spending time together and helping to spruce up Drug ARM's Art East studio.



Some of our awesome Writer's Group volunteers visited Pathway.



We held our annual Supporter Thank You Night.



Several UC students collaborated with us alongside Salisbury St on an ex-offender employment project.

Two of our amazing volunteers treated our Tū Ora to a day on the water!

EcoShop Christchurch partnered with us, providing our clients with essentials for life in the community.



Finn and Matiu spoke to ten different churches and rotaries about our work.

Oak Tree and Alloyfold collaborated to complete the installation of 25,090 stadium seats for the One NZ stadium at Te Kaha in Christchurch, NZ. Alloyfold's biggest job of the year!

**yes. we help
people make
a fresh start.**

pathway.

Scan the
QR code
to subscribe



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