

pathway.

A year of handovers and fresh starts
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Alloyfold Terminal adds acoustic pods to its range

A year of handovers and fresh starts.

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General Manager,
Alloyfold

Earlier this year we handed over Te Kaha, the biggest project in Alloyfold's history. There was not much time to sit and admire it.

Right now we are delivering two major projects in Australia at the same time, which together are bigger than Te Kaha in revenue. Managing work of that scale from across the Tasman brings its own challenges, but the team has risen to it.

Here in New Zealand, our sales team is well ahead of target and tracking toward its biggest year yet, including a project we first quoted eight years ago and have finally won. December will be busy, and my main job between now and then is looking after the team that delivers it.

People sometimes ask what Pathway's stories mean to those of us on the commercial side. The honest answer is that they are the reason the commercial side exists. Everything the team here builds, sells and installs

flows through to this work, and that is not lost on any of us. It is nice coming to work for something more than a pay cheque.

In the pages ahead, you will read about a man for whom ordering a flat white was anything but ordinary, and the years of trust-building that made it possible.

You will meet the Faith Support Group, recognised by Volunteering Canterbury for showing up every Monday evening. There is a profile of two long-time Navigate Initiative supporters, a look at how our property team keeps people in their homes, and an inspiring story about one of Oak Tree's crew members.

And you will see the newest addition to the Alloyfold Terminal range, a product I have been watching for four years and am glad we waited for.

Stories like these are why we do what we do. Thank you for standing with us.

Keep the wheels turning.

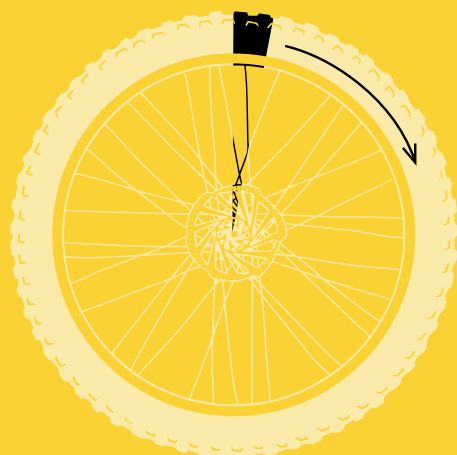
For nine years, volunteers have worked fortnightly with young people in the Youth Unit at Christchurch Men's Prison, teaching them to restore and rebuild donated bikes. The finished bikes go to men leaving prison and others in our community who need transport.

The project has never had dedicated funding. Parts come out of one volunteer's pocket. **We are raising \$4,500** to put it on a solid footing: parts and tools, volunteer petrol, and growing the volunteer team.

As the total climbs, this wheel fills up! Watch it come together in every issue.

Help us hit our target: pathway.org.nz/bikeproject

\$0 of \$4,500



Two hours on the kerb.

When his phone buzzed, Uelese already had plans that afternoon. But the message was from one of the men he works with saying he was stuck at work with no way home. Uelese made a call, apologised to the first client, and drove out to find him.

He found the man in a car park. Uelese put petrol in his tank, then asked if he wanted to talk. They crossed the road, bought drinks, and sat down on the kerbside. They stayed for two hours. For most of it, Uelese barely said a word.



“It was him unloading all his frustration of not knowing, wondering what’s wrong with him,” Uelese says. “He didn’t understand why he couldn’t just get things right.”

At Pathway, the men supported through reintegration are known as Tū Ora, a term gifted by Te Taumutu Rūnanga (Ngāi Tahu) meaning to stand in the place of wellbeing. This Tū Ora* had served 20 years in prison and come out with real things to work toward: a wife, a home, a job. From the outside, reintegration looked like it was working. But the years inside had shaped him in ways that didn’t disappear on release. He would drive to work and sit in the car park, unable to go in. The enclosed spaces felt safest. The open world didn’t.

Uelese had been working alongside this Tū Ora for nearly two years by then, staying closely linked through every turn. Long after most contracted services would have moved on, he was still there. That’s the nature of the work. It doesn’t follow a timeline, and the men doing the hardest yards of reintegration tend to know the difference between support that has an end date and support that doesn’t.

“I don’t know how you solve 20 years in prison in one or two years,” Uelese says. “All my focus was to stay closely linked with him.”

When this Tū Ora was recalled to prison, Uelese looked for a way to go and see him. He didn’t say he was coming, in case it didn’t work out. It didn’t. But as Uelese walked past the unit, this Tū Ora saw him through the window. When they saw each other again weeks later, he pulled Uelese into a hug and said thank you for coming.

Uelese is a Reintegration Navigator and Unit Lead at Pathway. He came to the role through chaplaincy work, and that background shapes how he operates: a willingness to sit with hard things, to listen without rushing toward a solution, to stay present in the gaps where formal support runs out. He’s honest about what the work costs. He takes things home. He sees his own support person regularly.

“That two hours might not benefit him immediately,” he says. “But further down the track, it deepens the relationship. It’s those moments, when you don’t have to show up but you do, that make all the difference in the long run.”

Uelese mentioned that this Tū Ora calls Pathway his family. Not because of a programme or a placement, but because of the people who show up.

*Our Terminology.

Tū Ora: The men we work with through our reintegration services. Gifted to us 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.

Not just ticking boxes.

The house was untidy. By most property management standards, that's where the conversation would have ended.

But Alison, Property Coordinator for Pathway Affordable Housing (PAH), noticed something else. The tenant was usually tidy. She'd been unwell recently, and she seemed unsettled. So Alison asked how she was doing.

What followed wasn't a breach notice. It was a conversation. The tenant opened up about her anxiety, about the new occupant moving into a neighbouring unit, about feeling on edge. The untidy house started to make sense.



“It's not just ticking boxes,” Alison says. “It's finding out the why.”

The primary goal for PAH is to keep people in their homes. So when something looks like a breach, the first step isn't enforcement. It's curiosity.

After that inspection, Alison connected the tenant with PAH's wellbeing team, who arranged a follow-up visit. The next inspection would tell them more. No breach

was issued. The concern hadn't been set aside. The cause had been found.

The approach plays out differently each time. Another tenant had let their lawns grow to knee height. A standard response would have been a formal notice. Instead, Alison asked why. The tenant didn't own a mower and couldn't afford one.

PAH contacted Eco Shop and sourced a push mower for ten dollars. It stays at the property for the tenant to use, and returns to Pathway when they leave. The lawns are maintained. A skill has been learned. The tenancy continues.

“We do a lot more than we have to in property management,” Alison says. “But we do it because we care about our tenants.”

Many of PAH's tenants have faced significant obstacles before they arrive. Some are working through mental health challenges. Some are learning how to run a household for the first time. Some are simply going through a rough stretch. The work is figuring out which, and responding accordingly.

The tick-box version of property management is faster. It is also, more often than not, the reason people end up without a home.

Ordinary broken men.

Jeremy Beavon's father-in-law did prison ministry for 20 years. Jeremy thought it was a strange thing to do. Something he could never do.

Nine years ago, a friend talked him into giving it a go.

Jeremy is now one of the volunteers who shows up every Monday evening at Pathway's Navigate Unit, part of a Faith Support Group that has been running Bible study, discipleship, and pastoral care for the Tū Ora for years.

The group was established when Pathway launched the Navigate Initiative and asked Steve Wyllie, who had spent years running church services inside Christchurch Men's Prison, to bring that same presence into the unit.

What draws both men back, week after week, is not straightforward to explain. But Jeremy puts it plainly.

“We're all guys walking life together,” he says. “There is no hierarchy of guys who haven't been in prison and those that have.”

Steve describes it the same way, in different words.

“Ordinary broken men,” he says, “bringing a message of love, forgiveness, healing,

restoration, and hope, to other broken men like me.”

That framing matters. The group does not arrive at the Navigate Unit from a position of distance. The volunteers understand something about carrying weight, and about what it takes to imagine a different kind of life.

Many of the Tū Ora arrive at the group uncertain. Some have been involved in gangs. Some don't yet know whether another way of living is possible for them, or where it would even begin.

Jeremy remembers one man who came along out of obligation. He stayed. Over the weeks that followed, something shifted. After he was released, Jeremy introduced him to his parents. The four of them had dinner together. At one point, Jeremy's father turned to the man and asked whether he'd always been so gentle.

“No,” the man said. “Definitely not.”

Jeremy later had the privilege of baptising him.

For Steve, who has been doing this work for about 15 years, first as an assistant chaplain inside the prison and then with the Navigate Unit since the initiative began, stories like that one are the reason he keeps coming back.



Volunteers Jeremy and Steve receiving the award.

“Doing this work is as much of a blessing to us as it is for the men we work with,” he says.

On the 15th of June, the Faith Support Group was presented with a Volunteer Recognition Award by Volunteering Canterbury. Jeremy says the recognition will mean something to the volunteers.

The Monday evenings continue.

Logan's story.

Logan* already knew Oak Tree before he needed them. When things went sideways, that connection proved to be the opening he needed. Now based in Australia, he is one of Oak Tree's top performers and has built a life that works on his terms.

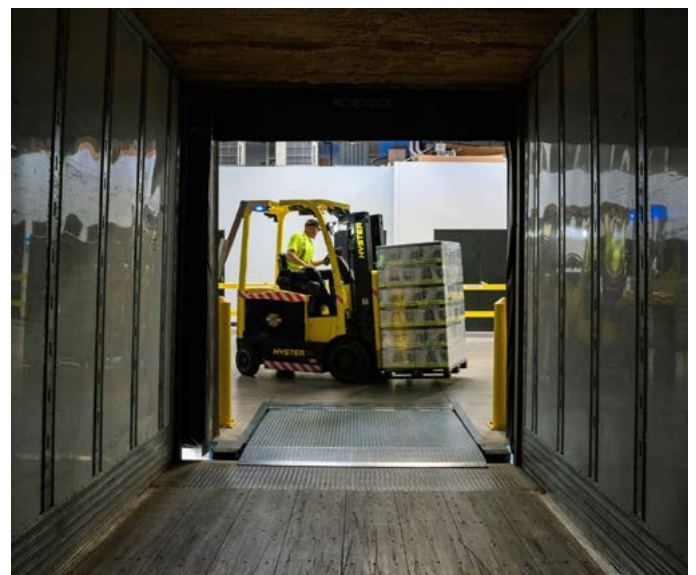
Before Oak Tree, Logan spent around five years working in distribution. Through that work he had crossed paths with Oak Tree, so when his time in that role came to an abrupt end, he knew where to turn.

"I'll be honest about it. I got fired. That was basically a turning point in my life."

Oak Tree gave him the opportunity to work for them, and it paid off. He worked with Oak Tree Auckland for around three years before eventually making the move to Australia. When he was back on the job hunt, a Seek listing for Oak Tree Brisbane caught his eye. The familiar name made the decision easy.

Since joining Oak Tree Brisbane, Logan has become one of the team's most valued members. Oak Tree Australia Business Development Manager Grant

oaktree.
DEVANNING



Thomson describes him as a senior member of the crew, highly regarded for his work on the forklift.

Logan has also reached Rocket Ship, the top tier of Oak Tree's performance bonus system. The programme, which runs through the ProDevan app, rewards staff for consistent, reliable work across seven levels. Reaching

Rocket Ship means earning up to 18 percent on top of base wages.

These days Logan works Tuesdays and Thursdays with Oak Tree, fitting around a landscaping business he runs the rest of the week. The flexibility is part of what makes it work.

"I'm not always on the forklift and I'm not always stacking. There's a good change between the two and I quite like that."

His goals are straightforward. A consistent wage, money in the bank, and eventually a house of his own.

For anyone thinking about it, his message is simple.

"It's flexible. You don't work every day so you've got free time to do other things as well. It's a nice place, a nice company to work for."

**Name has been changed.*

Navigate Initiative supporter profile:

Dr Malcolm McKellar

Decades ago, Anna Stevenson's grandfather would sit in his three-piece suit and tie, chatting with a man who had been in prison. A man ostracised and vilified by most around him. Papa listened to him. He treated him as valuable.

Malcolm's memories are similar. In his youth, a member of his church hosted 'Borstal Boys' on Sundays: the morning service, then lunch and dinner with the family. Everyone treated them with respect. One member of the family learned to play chess from them. They were very good players.

For Malcolm, an eye surgeon, and Anna, a public health physician, caring for people in and after prison was modelled early. When someone from Pathway spoke at their church, the idea landed on familiar ground. Malcolm began as a mentor before the Navigate Initiative existed, and it grew from there.

Today, Malcolm and Anna support Pathway both personally and through Malcolm's practice. Asked whether those feel like two different decisions, their answer is no.

"Crime affects every individual in every part of society. We pay in our taxes, our insurance premiums and our sense of safety and wellbeing. Supporting in both capacities seems an appropriate response."

They are deliberate about where their support goes: initiatives already in place rather than their own, and work that is less public and messier than the causes that usually attract sponsorship. What settled it with the

Navigate Initiative was the evidence. The programme was being evaluated, and the results were compelling.

The money is only part of it. Malcolm also sees Tū Ora in the unit who need eye care; up to half of all prisoners, Malcolm notes, have unmet visual needs. With a small network of fellow ophthalmologists and optometrists, most bases are covered. Without exception, he says, they are delighted to help.

And the mentoring continues. Rugby, concerts, fishing, jet boating, a lot of good food. Some bad coffee.

"Many of the men you end up helping are very smart and talented. You will learn a lot from them. It will change how you see crime and criminals."

If you would like to join Malcolm and Anna in supporting fresh starts, we welcome both individual and corporate investment. To learn more, visit pathway.org.nz/ni or contact connect@pathway.org.nz.



A flat white and a first step.

On a warm afternoon, Baz* ordered a flat white at a cafe in the Botanic Gardens. It sounds ordinary. For Baz, it was anything but.

Baz has been in Pathway's Navigate Unit for a long time. He has been in prison since 2002. Twenty-four years. When you spend that long inside, the ordinary texture of everyday life becomes completely foreign. Not difficult. Foreign.

As part of his reintegration plan, he was required to complete work experience outside the prison, what staff call "outside the wire." Due to his health, that option was not available to him. What was available, it turned out, was something more tailored.

Emma Wallis, Pathway's Wellbeing Navigator and trained occupational therapist, identified that Baz could benefit from a structured community outing focused on practical social skills. She completed an observational assessment, looking at how he communicated, problem-solved, and interacted with people in everyday settings. From there, Emma and Uelese, Reintegration Navigator and Unit Lead, made a request to the Christchurch Men's Prison Outside the Wire panel: could they take Baz into the community themselves, without custody, to practise those skills in real time?

It was a request that had not been made in years. The panel said yes.

The outing was simple. The Botanic Gardens, the Arts Centre, some food. But what Emma observed was significant. Within 20 minutes, Baz had stopped walking ahead of them and was just walking alongside them. He was relaxed. He talked freely. He noticed the quails. He stood on the bridge looking for fish.

At the cafe, Emma had asked him to work on eye contact. When his coffee did not arrive with the others, Baz looked up at the server and said, "I'm waiting on a flat white, thanks." He told Emma later that he had wanted to say something sharper. He chose not to. He was aware of it," Emma says. "That was huge."

When he got back, Baz said he had felt relaxed. Not rushed. His summary of the day was one word: excellent. Emma says she had never heard him use that word before.

The detail that stayed with her was not the eye contact, or the easy conversation, or even that word. It was that Baz had known what he wanted to say, and chose differently. That kind of awareness does not come from a programme. It comes from practice, and from someone believing the practice is worth doing.

Getting to that afternoon took years of relationship-building between Pathway and the Department of Corrections, and a willingness from both sides to try something that had not been tried in a long time. That trust made it possible.

What Baz did with it was his own.

**Name has been changed*

“It's called temporary release,” Emma explains. “We had him in our care for four hours. This hasn't actually been done for many years.”



Alloyfold Terminal adds acoustic pods to its range.

For most of its life, Alloyfold Terminal has been known for what happens in the big public spaces: the airport departure lounge, the ferry terminal, the train station concourse.

That background in high-traffic, high-noise environments is what led to the latest addition to the range. In airports, convention centres, universities and large event spaces, the team kept seeing the same need: somewhere to step away, take a call, or get 20 minutes of focused work done while the crowd moves around you.

That observation is behind the decision to add ZONE Acoustic Pods to the Alloyfold Terminal range.

ZONE pods create privacy and focus inside busy public spaces. They combine acoustic insulation, fresh-air ventilation, and ergonomic details for calls, meetings and focused work. The range runs from a compact single-person booth to a six-person meeting room, giving specifiers a configuration for almost any space:

- ZONE 1-Person: a self-contained solo booth, ideal for calls or heads-down work
- ZONE 2-Person: suited to one-on-ones and small video meetings
- ZONE 4-Person: a small meeting space with lounge seating
- ZONE 6-Person: a larger enclosed room for team meetings or interviews

The addition has been years in the making. Alloyfold General Manager Chris Colenso first spotted acoustic pods at the Orgatec trade fair in Germany

about four years ago, and watched the category grow rapidly from there. Rather than jumping in early, the team waited for the product to mature, then partnered with a manufacturer they had worked with before.

“We could see straight away that pods would fit the markets we already sell into, but we wanted to get the quality right,” Colenso says. “Airports, convention centres, education, large events: these are spaces full of people who need a quiet place to do 10 or 20 minutes of real work. That’s exactly what ZONE is built for, and it’s a natural extension of what we already do in those environments.”

The first container of pods has arrived, with more stock on the way for New Zealand.

The pods are available now through Alloyfold Terminal, which serves clients across Australia and New Zealand. To discuss a project or request specifications, visit alloyfoldterminal.com/acoustic-pods



The ZONE 2-Person acoustic pod.

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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