



CONFIT 
PATHWAYS

2025

Annual Impact Report

Prepared By : **Jessica Pantano**

We acknowledge the Traditional Custodians of the lands on which we work and meet, and pay our respects to Elders past and present.

We recognise that many of the young people within the juvenile justice system are Aboriginal and Torres Strait Islander, and we acknowledge the deep and continuing impact of colonisation, intergenerational trauma, and systemic injustice.

We honour the strength, resilience, and cultural knowledge of Aboriginal and Torres Strait Islander peoples, and recognise the vital role of family, community, and culture in healing and wellbeing.

We commit to listening, learning, and working alongside Aboriginal and Torres Strait Islander communities to support young people with dignity, respect, and hope for a just and positive future.



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PHOTO: JOE WITH YOUNG PERSON ON REGIONAL PROGRAMS.

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Empowering youth at-risk and incarcerated through fitness and mentorship—driving personal growth, stronger communities, and reducing the chances of reoffending.

What we do

We employ mentors with lived experience in the justice system to challenge social bias and provide relatable role models for young people at risk of, or currently in, custody. Through fitness and mentoring programs inside Youth Justice Centres, we help young people improve their wellbeing, build self-belief, and gain the confidence to make positive choices. This supports a smoother return to the community and lowers the risk of reoffending.

The Why

Many of these young people come from unstable homes, carry deep trauma, and have been denied access to education and opportunity. Detention often worsens their disconnection from society, fuelling reoffending rather than preventing it.

We are committed to disrupting this cycle. By focusing on early intervention, mentoring and advocacy we can reduce reoffending, create safer communities, and allow government funding to be redirected into the areas that need it most.

Every young person deserves the chance to rewrite their future—and we're working to make that possible.





442 Young People



8 Youth Justice Centres



3 States



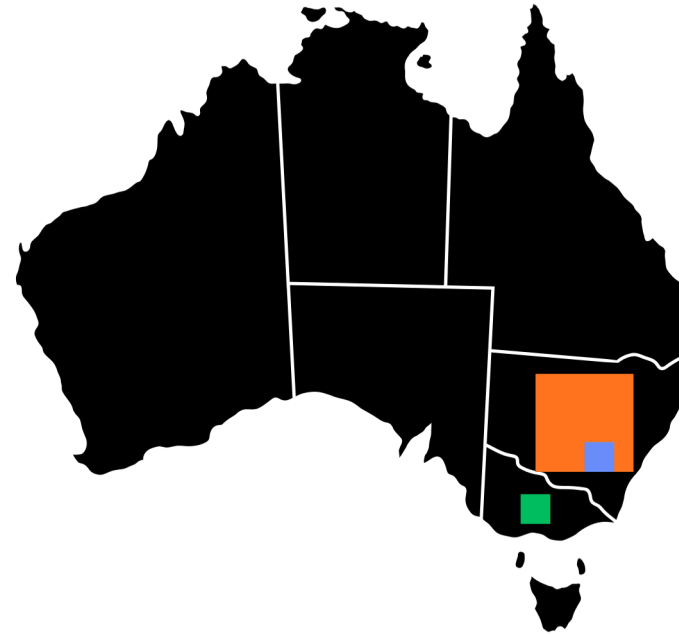
349 Hours of Service



187 Sessions



10 Average attendance per session



Youth Justice Centres

- **New South Wales**
Acmena
Cobham
Frank Baxter
Orana
Reiby
Riverina
- **Australian Capital Territory**
Bimberi
- **Victoria**
Parkville

50%

Of the 884 young people in custody as of December 2025 (AIHW), we reached half.

17 years old

average age

Over 40%

identified as Aboriginal and/or Torres Strait Islander

Over 300

young people were new to Confit Pathways

Nearly every centre

across 3 states (NSW, VIC & ACT)

FROM OUR CEO

2025 has been a defining year for Confit Pathways, one marked by consolidation, strategic growth, and a renewed focus on impact.

Following a period of challenge at the end of 2024, including the closure of our gym and changes in Board leadership, we took the opportunity to pause, reflect, and strengthen the foundations of the organisation. Rather than retreat, we used this moment to sharpen our purpose and ensure that our work was aligned with where the justice system and the communities we serve with the most needed support.

Our focus has always been clear, which was to intervene early with young people affected by the justice system, supporting them to shift their mindset, build accountability, and develop the personal and practical skills required for successful reintegration. Grounded in fitness, wellbeing, and education, Confit Pathways continues to deliver programs that address the underlying drivers of offending, not just its symptoms.

In 2025, we launched the Confit Pathways Digital Hub, delivering live, mentor led programs online. This innovation has transformed our reach and delivery model, and as a result, we want to deliver programs in every Youth Justice Centre across NSW, VIC, and the ACT. This will be a significant milestone for Confit Pathways and a demonstration of what is possible when evidence informed practice meets lived experience.

To support this growth responsibly, we strengthened our capability, particularly across operations and finance, ensuring that Confit Pathways is both impact driven and operationally resilient.

What we have demonstrated in 2025 is a simple but powerful truth

that sustainable change in the justice system requires more than compliance or control. It requires investment in identity, agency, and hope. When young people are given the opportunity to reconnect with their sense of purpose and capability, the outcomes extend far beyond custody and into families, communities, and future generations.

Looking ahead, we are preparing to expand into Queensland, beginning in Mount Isa, with a focus on prevention and early intervention in remote communities. We are also extending our work into adult Correctional Centres, recognising the importance of continuity of support across the justice system. These next steps position Confit Pathways as a trusted and credible partner to government in delivering scalable, preventative, and rehabilitative solutions.

I'm proud of how Confit Pathways has evolved stronger, more adaptive, and more resilient than ever in our charitable mission. We want this to be the true representation of a lived experienced organisation leading the way in the justice space in Australia. I'm deeply grateful to our partners, supporters, and lived experience mentors whose commitment and integrity continue to pave forward meaningful social change.



Joe Kwon
CEO & Founder

CASE STUDY: ALEX

PHOTO: ALEX SPEAKING AT AN EVENT IN SYDNEY POST RELEASE.

For Alex, the Confit Pathways program offered a space where he could connect with people who understood his experiences. The combination of mentorship, peer connection, and structured activities helped him develop confidence and a sense of agency over his choices:

“The post-workout talks were the best... everyone’s tired and sweaty, and then you’re talking about goals, weekly themes, and connecting with mentors and the other boys. It was a really good moment.”

Since participating, Alex has remained closely involved as a Youth Lived Experience Consultant with a new organisation ConX, where he is sharing his story, speaking on panels and contributing to an app to support young people like him navigate life after incarceration. He has found a passion for public speaking and leadership, and is now exploring further education and a career in politics:

“The first event I did with ConX was proof to me that this is what I want to do. I felt so comfortable on the panel, and I love doing that stuff... I actually might have a career in this.”

Reflecting on his growth, Alex describes the impact Confit Pathways has had on his well-being:

“If I have to pick one thing... confidence. Belief in myself. The support made me believe in myself. I had the skills, but I didn’t have faith that I could use them for good.”

And when asked what he’s most grateful for today, he said:

“Just where I am. Looking back at last year and now, I’m doing well, working, going to university soon... sometimes I struggle to believe that I actually made it.”

For Alex, Confit Pathways has been transformative as he looks forward to applying to university to study Law through Confit Pathways’s partnership with UNSW’s Gateway Admission Pathway (GAP).

Pathways to Education

Confit Pathways partners with University of New South Wales to offer study placements to young people who are in pursuit of higher education.

The UNSW Gateway Admission Pathway (GAP) gives students from low socio-economic backgrounds, Gateway schools, and Aboriginal and Torres Strait Islander communities a fairer shot at getting into university. Through GAP, eligible students can receive early or conditional offers to study at UNSW, often with lower ATAR requirements.



"I wasn't training at all, now I have a goal to train three times per day. It made me believe no one is here to save me and I need to save myself. Confit helped me to be independent."

-Young Person

PHOTO: CONFIT PATHWAYS SESSIONS.

Sydney based

Frank Baxter Youth Justice Centre – Kariong, NSW

At Frank Baxter we delivered weekly programs throughout each semester in 2025, providing consistent and reliable engagement for young men in custody. While physical training is a strong entry point, meaningful conversation can be limited by safety concerns and centre dynamics. In response, we intentionally use smaller group formats and activity-based mentoring to build trust, strengthen relationships, and support open dialogue.

Mentors: Hammie, Daniel, Junior

Cobham Youth Justice Centre – Werrington, NSW

At Cobham, we delivered weekly programs throughout each semester in 2025, offering young men in custody a steady and supportive space to engage. With nearly entirely new groups each term, the program fosters ongoing guidance, meaningful connections, and opportunities for growth at key moments in these young people's lives.

Mentors: Vi, Alex and, Andrew

Reiby Youth Justice Centre – Airds, NSW

At Reiby Youth Justice Centre—which houses the majority of young women in youth detention across NSW—our female mentors delivered two sessions each week, providing consistent, dedicated support for young women in custody. This program is intentionally tailored to recognise the distinct needs of young women, whilst they represent a smaller proportion of the overall youth detention population in NSW and the ACT, the depth of impact of this program is significant.

Mentors: Danielle, Moana, Tara and Charlotte (volunteer)

Digital Hub

We reached **86** young people
Over **53** sessions

In 2025, we launched our Digital Hub program to reduce geographic isolation for young people in regional and interstate youth justice centres, delivering consistent training and mentoring through digital engagement. The program operated at Riverina (Wagga Wagga), Bimberi (ACT), Acmena (Grafton), and Orana (Dubbo) Youth Justice Centres.

Despite attendance fluctuations due to operational constraints, engagement remained strong. Delivered in 8-week cycles, the program supported physical wellbeing, goal-setting, motivation, and positive identity development. As a first-year initiative, the Digital Hub was refined throughout 2025, resulting in a responsive, scalable model positioned for continued growth in regional settings.

Mentors: Vi, Andrew, Hammie, Joe and Daniel

Impact

100%

reported
feeling more
confident

83%

have a sense of
belonging to a
group

100%

are ready to
take on new
opportunities

Impact results based on 13 young people selecting 'strongly agree' or 'agree' on a Likert Scale from 1-5.



Regional

We reached over **200** young people
Over **26** sessions

"I'm trying to change my life, Confit made me have hope."

-Young Person from Acmena Youth Justice Centre

In 2025, our regional in-person program reached every Youth Justice Centre across NSW and the ACT, strengthening young people's access to consistent, face-to-face support while in custody.

Across the January, April, July, and September school holidays, we delivered intensive two-day programs at Bimberi (ACT), Riverina, and Orana Youth Justice Centres, alongside a first-time visit to Acmena Youth Justice Centre. These visits reinforced continuity of engagement, reconnecting young people who had previously participated in our Digital Hub program and creating seamless pathways between digital and in-person experiences.

By combining these approaches, we were able to deepen trust, foster meaningful relationships, and amplify the impact of our regional programs beyond a single interaction. Through fitness workshops, skill-building activities, and sustained engagement, participants were empowered to explore their potential, express themselves, and strengthen connections with peers and facilitators, contributing to positive, long-term outcomes in their lives.

Reported figures may include potential duplication from the Digital Hub, as individual participant names are not consistently provided. Participant movement across youth justice centres statewide further limits the ability to track unique individuals.

At Confit Pathways, we prioritise evaluation and monitoring to understand the real impact of our programs on young people's lives. By collecting and analysing social impact data, we can continually improve our programs, demonstrate meaningful outcomes to our partners and funders, and ensure that our work supports lasting, positive change.

It also allows us to capture the voices and experiences of participants, sharing their stories and achievements to inspire others and advocate for the broader community.

What we measure

We take a pragmatic approach to social outcomes achievable for young people in custody, informed by the practical limits of engagement within custodial settings.

Health and Wellbeing

Improved physical and mental health, outlook on life, self-worth, and sense of identity.

Personal and Social Development

Increased trust, self-discipline, personal growth, understanding of choice and program engagement..

Connection

A stronger sense of belonging, positive relationships with others and participation in activities.

Agency

Better able to ask for help, increased resilience, and willingness to embrace challenges that life brings.

Readiness

Empowered to pursue opportunities like employment and study with self-determination.

Stronger Communities

Bias and stigma is challenged, lived experience is valued and there is reduced recidivism and government spending on youth crime and justice.

Across the 2025 program, **55** young people responded in post session surveys:

98%	are ready to seek out other opportunities like employment and study in the community
83%	felt physically fitter
81%	reported positive mental wellbeing
91%	indicated improved self-discipline
94%	expressed feeling more resilient
97%	believed in their potential to achieve what they want in life
80%	are able to ask for help when they need it
96%	want to stay engaged with Confit Pathways in the future

"I have been able to flourish in my purpose, which has made me feel grounded in all aspects of my life."

-Mentor

Justice Reform Initiative

Confit Pathways was proud to have Danielle Hogan and Joe Kwon speak at the Justice Reform Initiative's Reintegration Puzzle Conference. Danielle brought powerful lived experience and insight to the conversation, while Joe contributed leadership and sector expertise. Their participation reflected Confit Pathways' growing role in shaping national dialogue and reform.

TedX Wildcard Event

Our CEO, Joe Kwon, spoke at the TEDxUNSW WildCard event, sharing his journey from being sentenced to 13 years in prison at age 21 for leading a criminal enterprise to becoming CEO of Confit Pathways, a Westpac Social Change Fellow, and a leading voice for justice reform in Australia. His story highlighted the transformative power of second chances, and we were proud to stand alongside Joe in advocating for real rehabilitation and a more just future.

First time visit to Victoria

In 2025, we expanded into Victoria for the first time, delivering programs at Parkville Youth Justice Centre. The team quickly built strong relationships, with high engagement in workouts and mentoring, demonstrating the scalability of our model beyond NSW and the ACT.

SXSW

In October 2025, CEO Joe Kwon spoke at SXSW Sydney's The Impact Stage, sharing Confit Pathways' story and impact with leaders in social innovation.



Joe Kwon

CEO & Founder

Joe is the Founder and CEO of a charity Confit Pathways which focuses on mentoring youth in the justice system, fostering positive mindsets toward employment, education, and societal reintegration. Joe's contributions include reducing recidivism rates in Australia by collaborating with Youth Justice Centres, community organisations and education departments to deliver transformative programs. These initiatives reflect a commitment to justice reform and social impact.

With a Bachelor of Commerce in Marketing and Management from UNSW Business School, Joe's expertise lies in innovative solutions, strategic leadership, and advocacy. Joe was sentenced to 13 years in prison for directing a criminal enterprise but today he is known as a social entrepreneur. By leveraging lived experience, Joe's initiatives inspire societal change and challenge preconceptions about individuals with justice-involved backgrounds. his vision remains rooted in creating opportunities and breaking societal barriers for formerly incarcerated



Libby Beeching

Operations Manager

Libby Beeching is a senior risk and operations professional with over 20 years' experience across Australia, the UK, and Asia, including senior roles at Macquarie Bank. She has extensive expertise in governance, compliance, and operations management, with a strong focus on embedding practical frameworks and improving organisational resilience.

Over recent years, Libby has applied this experience in the not-for-profit sector, supporting justice-focused organisations to strengthen their operational effectiveness and risk management.



Annie McCallum

Finance Manager

Annie is the Finance Manager at Confit Pathways, overseeing financial governance, reporting, and long-term sustainability. She brings experience in not-for-profit finance, including budgeting, compliance, and grant reporting. Working closely with the leadership team, Annie ensures financial systems are clear, accountable, and aligned with the organisation's mission.

Her work supports Confit Pathways to deliver high-quality programs and create positive outcomes for young people.



Jessica Pantano

Impact Evaluation Consultant

Jess works at the intersection of arts and social impact in Australia and internationally. She is the Manager of Impact evaluation and measurement working on strategy and national projects at Milk Crate Theatre, has consulted on impact strategy and evaluation at Confit Pathways, and is a member of the Social Impact Hub's Professional Impact Network.

She holds a postgraduate degree in Human and Community Services, is a Social Impact Hub Fellow (2025) and has received awards: NSW Business Awards Outstanding Employee (Metro and State) 2025 and others from her work at Milk Crate Theatre.



**Andrew
Truong**

Andrew is a youth mentor, personal trainer, and program facilitator with a background in strength and conditioning for combat sports. He combines lived experience and professional expertise to help young people in the justice system build discipline, confidence, structure, and a stronger sense of self through fitness-based mentoring.



**Alex
Simon**

Alex has been part of Confit Pathways since 2023, and is a former all-time Australian powerlifting champion and current professional MMA, boxing, and kickboxing fighter. He draws on his experience and determination to mentor young people, share his story, and demonstrate that a better way forward is possible.



**Daniel
Parks**

Daniel is a mentor at Confit Pathways and a youth justice case worker who combines professional expertise and lived experience to create practical, trauma-informed pathways that empower young people, and support meaningful, long-term outcomes.



**Danielle
Hogan**

Danielle is a mentor, trainer, SMART recovery facilitator and public speaker with a Certificate III in Community Services who draws on her lived experience in her work. She started the InsideOut mentoring initiative to support young people, particularly young women, in rebuilding identity, developing accountability, and discovering what's possible beyond their circumstances.



**Junior
Niquila**

Junior brings lived experience alongside professional insight to his work with young people and communities facing disadvantage. He is committed to creating practical, trauma-informed supports that promote accountability, growth, and long-term positive change.



**Hamilton
Hughes**

Hamilton grew up in the juvenile and adult justice systems, and has over a decade in the fitness industry with high-level rugby league experience. He mentors young people, using sport and training to build accountability, resilience, and show that past mistakes do not define one's future.



**Moana
Saiz-
Rutene**

Moana is a lived experience mentor, qualified personal trainer, SMART recovery facilitator, and sports nutritionist. She draws on her own experiences to support young people navigating life's challenges, using consistency, positive role modelling, and genuine connection to help them discover new pathways.



**Tara
Bentley**

Tara is a mentor with Confit Pathways who draws on her lived experience of overcoming 15 years of addiction. She is currently completing her nursing degree specialising in Mental Health, to support young people in seeing that change is possible and the past does not define their future.



Vi Long

Vi has been a fitness coach for over a decade, is a SMART Recovery facilitator, and a Confit Pathways youth mentor. He uses fitness, nutrition, and mindset coaching to help young people and adults in the justice system build discipline, confidence, and lasting positive habits.

In 2025, Confit Pathways focused on consolidating our operations while successfully expanding our programs to additional centres, reaching more young people than ever before. Looking ahead, we are pursuing multi-year government funding to support sustainable growth and long-term impact across our communities.

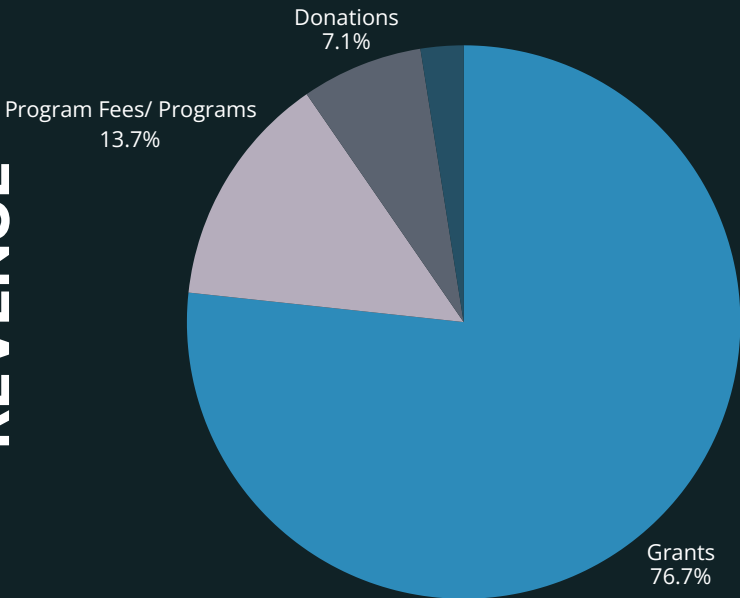
Revenue

Revenue Subcategory	Amount (AUD)	% of Total Revenue
Grants	485,054.68	76.7
Program Fees / Programs	86,419.88	13.7
Donations	44,695.62	7.1
Interest & Other Revenue	16,049.51	2.5
Total	630,219.01	100

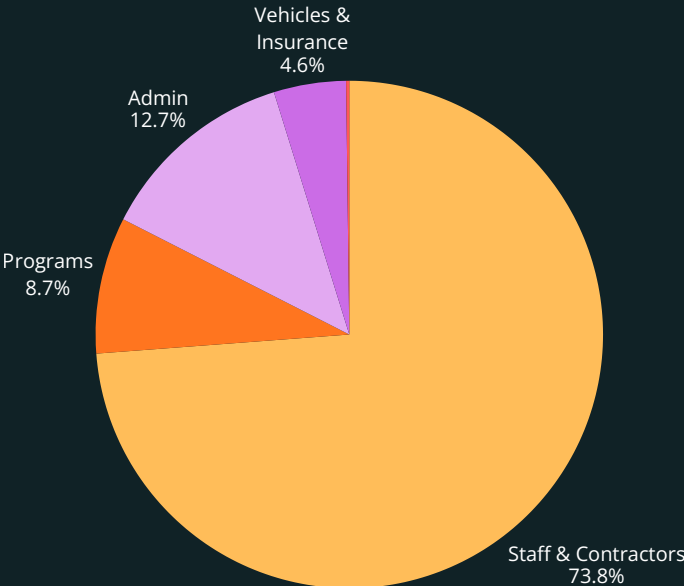
Expenses

Expense Subcategory	Amount (AUD)	% of Total Expenses
Staff & Contractors	420,867	73.8
Programs	49,342	8.7
Admin	72,390	12.7
Vehicles & Insurance	26,347	4.6
Gifts & Training	1,323	0.2
Total	570,269	100

REVENUE



EXPENSES



At Confit Pathways, we are deeply grateful for the generous support of our funders, whose commitment made our 2025 programs and projects possible.

As a not-for-profit organisation, we know that the continued and significant support of these partners—many of whom have walked alongside Confit Pathways for many years—is vital to our ability to grow, sustain our work, and create meaningful impact within the communities we serve.

Funders and Donations

- Alexandria & Lloyd Martin Family Foundation
- The Blackwood Foundation
- Charter Hall
- Community Capital
- Department of Youth Justice ACT
- Goldman Sachs
- Honig Foundation
- Minderoo
- Moss Foundation
- Mutual Trust
- NSW Department of Communities and Justice
- PRF
- Snow Foundation
- 10X10
- TFN
- VIC Department of Justice and Community
- Waratah Education Foundation
- Westpac Foundation

Partnerships and Supporters:

- I'm in the Right
- Minter Ellison
- Orchard Recruitment
- Social Impact Hub
- University of New South Wales

Emom 1

10 mins

1. 8 burpees
2. 30 push ups
3. 10 burpees → 2 Rounds.
4. 30 Squats
5. 12 burpees

Emom 2.

10 mins.

1. 20 Alt V-sit ups
2. Hr push ups 20
3. Low plank 45 Secs
4. Squat Jumps
5. Wall

CONF

CONTACT

PHOTO: CEO JOE AND MENTOR HAMILTON RUNNING A SESSION



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