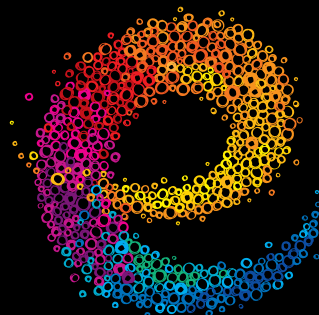




enrich

2015

ANNUAL REPORT



enrich+

education + employment + empowerment

ngā ara whakahura

Our Vision

A life like any other

*He oranga pērā tonu
ki ētahi*



enrich+

education + employment + empowerment

ngā ara whakahura

Our Purpose

Enrich+ works alongside individuals to develop their skills and abilities and enhance inclusion in the communities of their choice

*Ka mahi ā Enrich+ ki te taha o ngā
hunga kia whakapakari ai ā rātou
pūmanawa i roto i te iwi kāinga ō rātou
kōwhiritanga*

Our Values

Enriching Lives

**Whakahōhonu
Tauoranga**

Enrich+ educate and support people with the central purpose of enriching their lives. How we are of service is guided and influenced by their dreams and goals, and the choices they make.

Generosity of Spirit

Oha Wairua

Enrich+ endorse a culture of cooperation and helpfulness with each other, the people we serve, their whānau and the wider community.

Model the Way

Whakatauirā I Te Ara

Enrich+ employees conduct themselves with integrity and commitment to their work; role modelling positive behaviours through continued professional development and reflective practices.

Appreciating Diversity

Whakamiha Kanorau

Like the weaving of harakeke, bi-cultural practices are woven into the fabric of Enrich+ to continually reinforce the principles of the Treaty of Waitangi – Partnership, Protection, and Participation. We embrace a culturally diverse community and welcome diversity in all its forms.

Raising the Bar

**Te Whakatauiranga
I Te Poe**

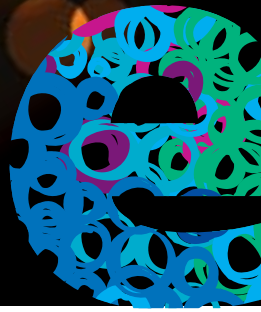
Enrich+ takes pride in being a leader of excellence and innovative practices. We strive to continually excel.



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Enrich+

Enrich+ is a not for profit charitable trust with our Service Centre located in Te Awamutu. We service the Waikato and King Country as well as Taupo and Rotorua, with 46.5% of our work based in Hamilton.

Enrich+ supports individuals to have a 'life like any other'. Through education, employment and empowerment, we help each person to be a real part of the communities of their choice. These paths of discovery (ngā ara whakahura) are about enabling the person to be in control of their own life. Our involvement may be very short term, or in some instances, may be over a number of years, depending on the persons situation.

We offer both formal (through our Education arm) and informal educational opportunities. We incorporate Tikanga best practice into our day to day work and support, and aim to help each person to feel comfortable with a bicultural approach. We welcome every person and their whānau, and respect their identity, whatever their culture.

Our team have high standards and expectations for the people we educate and support. Employees are innovative, open to new ways of doing things, and well educated. They work with students, clients and communities, to create opportunities for learning and engagement in a range of settings, activities and employment.

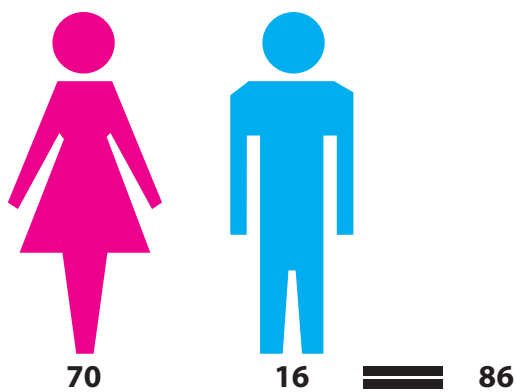
Enrich+ works in partnership with other organisations, such as Physio Plus Te Kuiti, with whom we have a rehabilitation service - Work Outcomes. We also work in partnership with Whakamarama Marae. Enrich+ has a close relationship with Manuka Health and PAK'nSAVE who have made it possible for people with disabilities to obtain work experience, and employment within these companies. Employment options for people with disabilities have also been created through contract work with Mystery Creek, Waipa District Council, the Waikato District Health Board and Claudelands Event Centre.



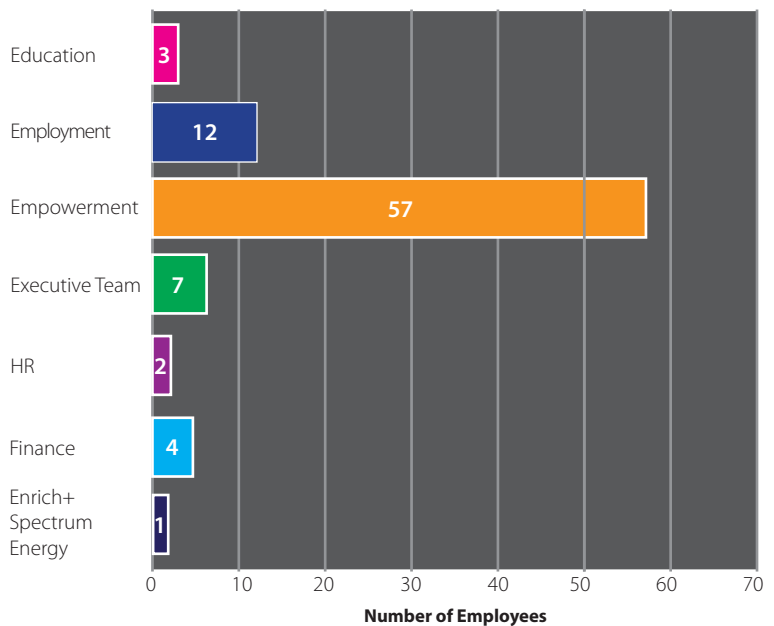
Employee Statistics

July 2014 - June 2015

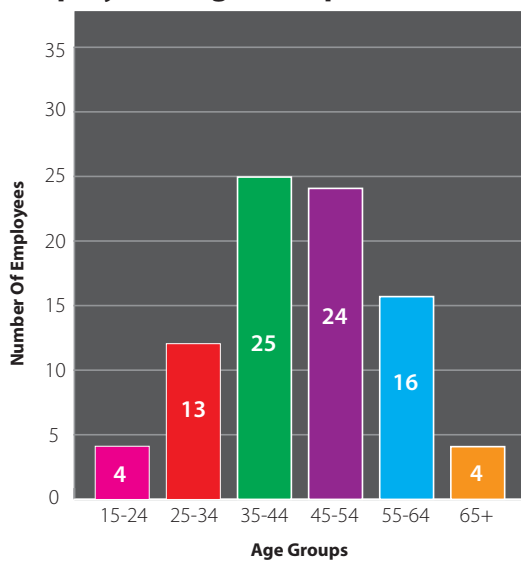
Employees by Demographic



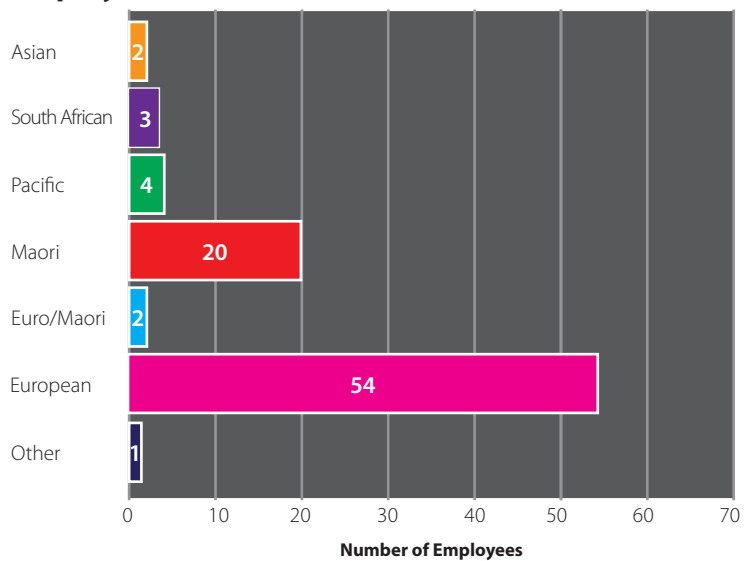
Employee Numbers by Service Area

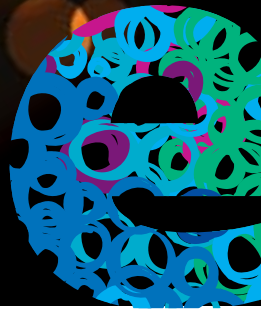


Employees - Age Groups



Employees - Ethnicities





Enrich+ Trust



Paul Bennett
Chairperson



Simon Lockwood
Deputy Chairperson



Caroline Arrell



Kataraina Hodge



Paula Baker



Raywin Balderston

The governing board for Enrich+ are responsible for:

- establishing and / or reviewing the goals and objectives of the organisation and ensuring an effective process for long-term planning based on the Trust Deed, trends for practices for such services and the contractual requirements of our funders
- determining the priorities and policies of the Trust
- endeavouring to ensure adequate funding for the Trust and being responsible to the funders, the clients and the community for the efficient management of the funds



Chairperson's Report

There have been some significant changes over the past 12 months or so. It is indeed a credit to the staff of Enrich+ that we do deliver such high quality services in such trying circumstances.

The substantial under-investment by successive governments over several decades reflects a lack of real value placed on the aspirations of disabled people. This lack of investment has affected workforce development, service quality, fair pay, service capacity and staff recruitment and retention. It is therefore not surprising that Government is struggling to implement new service models.

Wages make up a substantial part of our operating costs. Research has shown that wages in our sector are significantly lower than comparable roles in other parts of the workforce. Given this high staff turnover is inevitable.

This has the obvious flow-on effect on the sectors ability to provide a consistent high quality service. Investment at the right level will lead to the sector being able to pay a competitive wage which in turn will help to address this problem. A more stable workforce will help to improve the outcomes sought by many disabled people in terms of their living and employment options.

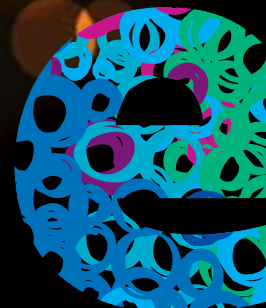
The moves towards individualised funding and personalised client budgets will lead to new demands on the workforce. There is a big difference in the skill-sets needed to work with a group of clients in a traditional setting compared to those needed when working with individuals in the community.

The way forward is surely genuine co-operation between service providers such as Enrich+ and government agencies such as MSD and MOH rather than the limited consultation that we have seen to date.

At Enrich+ we continuously look at how we do things. Given the change and uncertainty we continually face that is an inevitable consequence. (As an aside; I often wonder how much more we could achieve if that were not the case).

Having worked with Te Kuiti Physio Plus since 1998 in an equal Joint Venture arrangement we have now decided to enter into a General Partnership arrangement with them, again as equal partners. Our Work Outcomes Partnership contracts with ACC, insurers and employers to assist injured workers return to employment. The partnership is actively exploring additional ways of extending the service it currently offers. Additionally, we will continue to look at ways we can work with other providers in the sector.

In 2013, Enrich+ recognised that people on the Autism Spectrum are very poorly catered to in New Zealand, and scoped the development of what is now our Enrich+ Spectrum Energy autism service.



Chairperson's Report - Continued

We are now actively running a number of programmes under this banner including a Lego Club that helps young people on the spectrum grow their communication and social skills through play, Youth+ for those interested in extending social circles, building friendships, confidence and learning new skills, and the School Holiday Programme that provides day trips with a focus on building confidence and independence. Autism support services are poorly funded by Government. We are again grateful to the Greenlea Foundation for funding scholarships to support individuals to access Enrich+ Spectrum Energy services.

In August this year we hosted a fundraising dinner and auction that raised over \$30,000 for autism services in the Waikato and Waipa. With the lack of funding for these services this will enable families to access the support they need for the young people in their lives living with autism. We are grateful for the support of our guest MC actor Shane Cortese, and local organisations such as The Greenlea Foundation, Life Unlimited, PakNSave, to name a few.

We will need to keep accessing philanthropic funds in order to fund the services needed by this part of our community.

Our Executive Team, led by CEO Wendy Becker, face the challenges of this sector with spirit and resilience. Our organisation is very well managed and that gives the Board a great deal of confidence.

Finally, my thanks to my fellow Trustees Simon Lockwood, Paula Baker, Raywin Balderston, Kataraina Hodge and Caroline Arrell. I would like to formally acknowledge their support, wise counsel and commitment to Enrich+.

Paul Bennett

Chairperson



Enrich+ Property Trust



Sam Lewis
Chairperson



**Malcolm
Macpherson**



**Russell
Vincent**



**Simon
Lockwood**

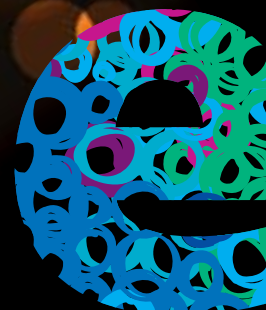
The Property Trust own a number of premises, which are leased to Enrich+. The organisation carries out its core activities, including service delivery, training and administration from these premises.

Chairperson's Report

This past year the Princes Street building was upgraded, enabling the Empowerment Services to move into town and share the facility with the Supported Employment and Education Teams. Bathroom modifications were made to enable better support to those with high and complex needs, along with a new automatic front door and protective wall coverings added to reduce the potential for damage from wheelchairs. The next upgrade will be to add a canopy to the front entrance to provide better wind and rain protection. The Mahoe Street facility has also had the bathrooms upgraded, and this is also on the agenda for the Service Centre in the coming year.

I would like to thank the current Trustees Malcolm MacPherson, Russell Vincent and Simon Lockwood, for their input and guidance over the past year, along with the staff who manage the properties on our behalf.

Sam Lewis
Chairperson



CEO Report

This year, Enrich+ celebrates its 25th anniversary. The organisation has come such a long way from its original beginnings, having started out in 1990 in a tiny farm house on Bond Road. Catering to 10 people who were still residing at Tokanui Hospital, two staff worked alongside these individuals as they were slowly re-housed and eventually supported fully in the community. Raewyn Pepperell, our longest serving staff member, recalls calling in at the farm house, where people were having a great time, making jam amidst other industrious activities. Now Enrich+ supports 1200 people per annum across a range of rehabilitation, employment, education and community inclusion (empowerment) services. We employ 85 staff, and our turnover is \$6.5M per annum. The organisation celebrated its 20th birthday in 2010 with a book and a party, and while we acknowledge our 25th birthday, we have decided that our 30th will be the next big party.

Members of the Enrich+ team embarked upon several new projects this past financial year. In November, we held an event to raise employer awareness of people with disabilities as potential employees. This social change event was funded through the Ministry of Social Development's (MSD) Think Differently campaign. Martyn Parkes, Executive Leader of Employment Services, coordinated 'Just One Day', and we were delighted to have 23 employers who attended the event. The event was aimed at challenging myths and sharing the experiences of employers, with the aim of increasing the

number of employers who may seriously consider employing people with disabilities. We were delighted with the feedback on the event, from both employers and from the disability sector and while there is no ongoing funding for such undertakings, we believe this type of social change project if rolled out nationally could make a real difference to attitudes, and of course to the ultimate goal, of the employment rate for people with disabilities being the same as the rates for the wider community.

Transformation of the disability sector is at the heart of the Waikato Enabling Good Lives (EGL) project. Suzanne O'Shaughnessy, Executive Leader for Empowerment Services, is on the Waikato leadership group of EGL, representing the New Zealand Disability Support Network. Suzanne and the leadership group have worked hard to promote the principles of EGL locally, and influence the system design along the way. Three of our services (Directions+, Potential+ and Enrich+ Spectrum Energy) were developed with these principles in mind. We were also audited this year by the Standards and Monitoring Service (SAMs) and the feedback from this audit gave us confidence that these services are true to the EGL principles. The outcomes being achieved by the people we serve in these areas have been inspirational and I commend our staff for their work in helping these individuals to be in the driving seat of their own lives.

EGL is at this stage a demonstration project, and we were somewhat dismayed to be informed recently that some MSD Community



Participation contracts were going to be cut, to help fund EGL. This has affected our Taumaranui Service, which receives a 6.7% reduction in funding in January 2016. Such reductions in funding affect not only the quality of service that can be offered, but also the number of people who can be supported. Those people who will want an EGL service, are not the same people who are currently using our Community Participation service. While the MSD have offered assistance in dealing with any negative consequences of the cuts, we believe cutting regular services to fund a demonstration project is yet again further evidence of serious underinvestment in the sector.

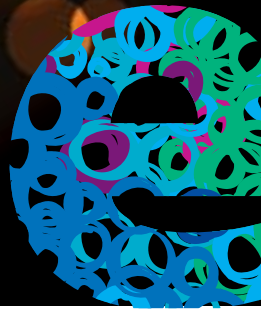
The autism services that had been developed in 2013/2014, have been further refined over the past year including the development of the brand. Because the services cater to a population many of whom have never received disability services, we had to think carefully about how we marketed what was on offer to attract those who would benefit from it. Having consulted our youth group and their families, we decided on Enrich+ Spectrum Energy as the brand. Those consulted were very clear that they did not want to have 'autism' in the name of the service, as felt that such a label was not attractive but loved the notion of Enrich+ 'spectrum energy'.

Amanda Phillips, our Service Manager, has developed two new services as part of Enrich+ Spectrum Energy including a short training option focused on employers and co-workers with the aim of improving their understanding

of what challenges the person on the autism spectrum and how to make the employment environment more accommodating for them. The other new service is tailored to individual children, their family, and school, to assist with ensuring better understanding of the child in the school environment and improving opportunity for learning.

Over the past three years, Amour de Nicolo, Business Manager, has worked magic to bring about both financial savings and efficiencies in relation to time and resources. This past year, \$28,000 was saved on vehicle expenses alone, and reallocation of tasks enabled us to down size our administration team, a necessary step to ensure we can live within our means. Our systems in relation to leave requests, booking of vehicles, and the likes, have all become much more user friendly and we are about to roll out a new Incident Reporting system, and Contact Data Base. Julie Gowan, Executive leader Education and Quality, has overseen a new Risk Management and updated Health and Safety system in line with the imminent legislation changes. We have also employed a part-time fundraiser, Stacey Ward. Stacey's focus is currently on attracting funding for the autism services.

With exiting Youth Guarantee Services at the end of last year, Empowerment Services were able to move from Innovation Park to the Princes Street facility – joining the Literacy and Numeracy Team and some of the Supported Employment team.



CEO Report - Continued

As part of this shift, there were several improvements made to the facility, including upgrading the bathrooms. Similarly, we have upgraded the bathroom facilities at our Mahoe Street facility, and have plans to do the same at the main service centre. This work enables us to better cater to those with very high personal care needs.

This past year, Enrich+ in conjunction with CBM, an international aid agency, engaged with Yakkum Rehabilitation Centre in Yogyakarta, Indonesia. Yakkum is primarily involved in vocational training for people with physical disabilities but this service had been seriously underutilised over recent years. While the team had some success in placing people as interns who had then gone on to be offered permanent jobs, their focus had not been on securing employment. The purpose of the engagement was to analyse gaps and opportunities and recommend strategies to assist with helping people with disabilities into open employment. Shinta Arshintia is the Director of Yakkum and I along with Grant Gardiner, our Supported Employment Coordinator, worked with Shinta and her team for a week last year. We recognised that Yakkum was well placed to refocus some of its efforts towards helping people with disabilities to gain open employment. To assist with this realignment Grant went back to Indonesia earlier this year, with Emma Careon, Edge Employment and together they delivered a workshop on Supported Employment to 30 of the Yakkum staff. This experience has been

valuable to Enrich+, in recognising similar barriers to employment across our two countries, while also respecting the cultural differences. Our relationship continues through email to coach and support the work that Yakkum staff are now undertaking. We hope to one day be able to host Yakkum staff here at Enrich+ to continue to learn from and support each other.

As our Board Chair Paul Bennett noted in his report, Enrich+ has this year entered into a partnership with Te Kuiti Physio Plus, to form a general partnership, Work Outcomes. This was done to help expand and grow our work rehabilitation services, which come through the ACC lead provider Active+. We have been pleased with the steady growth of our work rehabilitation services over the past two years in conjunction with Active+. It has been a steep learning curve, bringing together a 'for profit' and a 'not for profit' partner. Work Outcomes has purchased an Active+ physiotherapy franchise business which goes live on 1 October this year. We are in the process of fitting out the new physiotherapy practice in Te Rapa. This addition to our services helps secure our vocational rehabilitation work for the future.

Each year, we aim to support people with disabilities to share their own journeys, through newsletters, workshops and conferences. It is so important for people to feel proud of who they are, and what they have achieved – and individuals sharing their own stories is a very powerful way of helping others learn. It was a real thrill this year to support two young men who



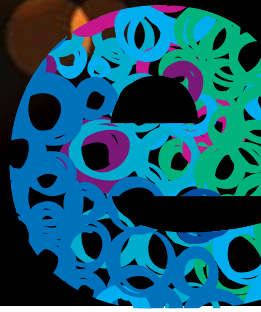
presented at the Altogether Autism Conference in Auckland, along with Amanda Phillips and Jacinda Herring. The sense of confidence and acceptance that this engendered was fabulous. Similarly, a person we support in the Worx Service presented at the New Zealand Disability Support Network Conference in Wellington in August, along with Vanessa James, Worx Service Manager. While there is significant work in preparing for such events, the outcomes are extremely valuable and uplifting for all. Enrich+ continues to be a facilitator for Outward Bound. This past year we have supported six people with disabilities to experience Outward Bound and the feedback and learning has been fabulous.

Thankyou to all who have contributed to another successful year for Enrich+. We could not do what we do without the guidance and commitment of our Enrich+ Trust and

Property Trust Boards; our staff I thank for their commitment to the people we support, helping them to have 'a life like any other'. To the people who choose to use our services, and their families, we thank for their faith in us, and for their advice and feedback as we strive to continually improve what we offer. And to our communities – we thank for their ongoing and un-wavering support of the work Enrich+ does. Supporting people with disabilities to have good lives in their own communities would not be possible without open minded welcoming community members and employers, who see the person, not the disability. Together we are making a difference.

Wendy Becker

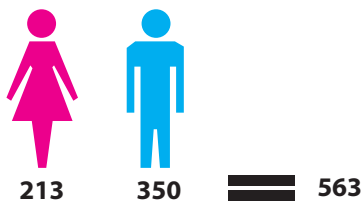
CEO



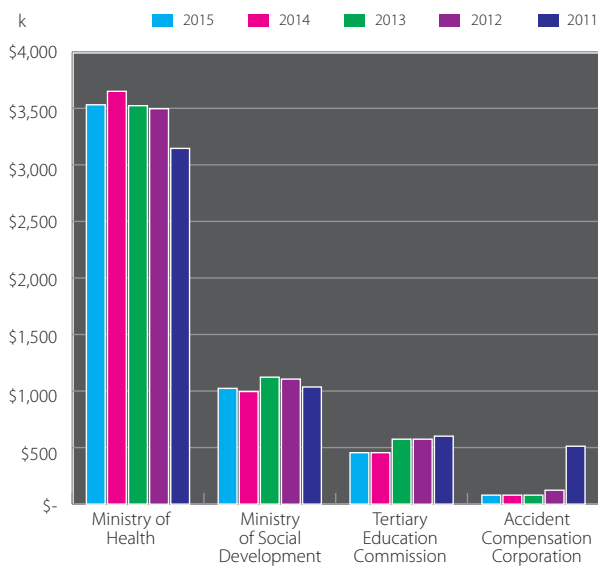
Student And Client Statistics

July 2014 - July 2015

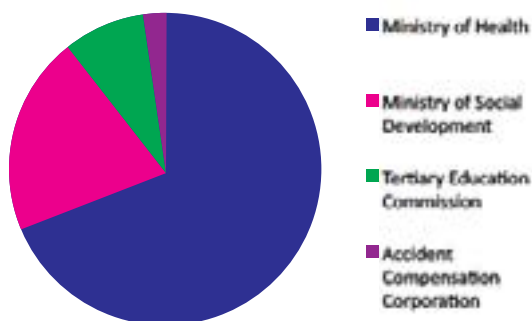
Students and Clients by Demographic
(Excluding Work Outcomes)



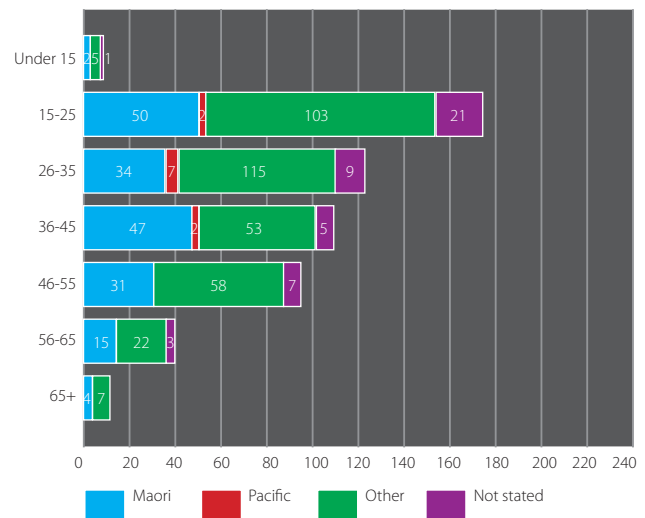
Government Contracts Income 2011-2015



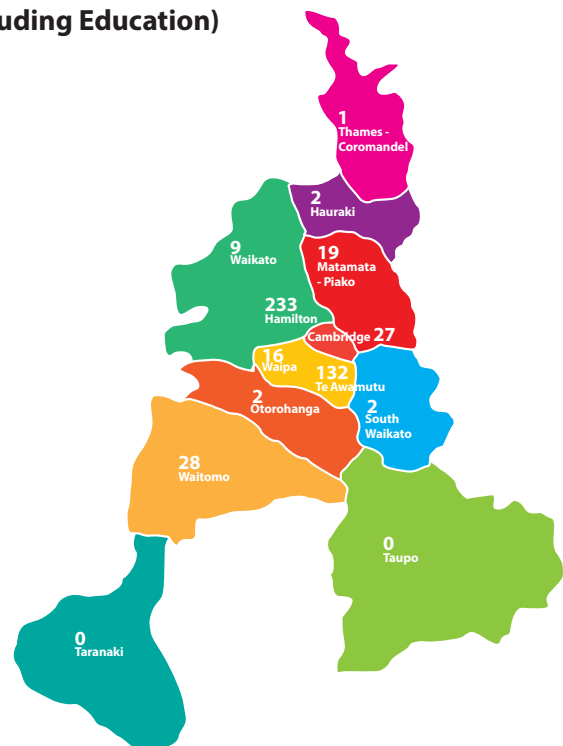
Government Contracts Income



Students & Clients by Age Groups & Ethnicity



Students & Clients by Geographical Area (Excluding Education)

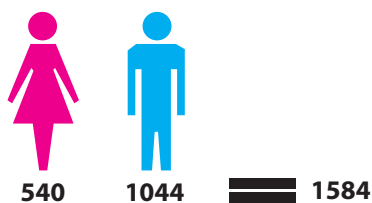




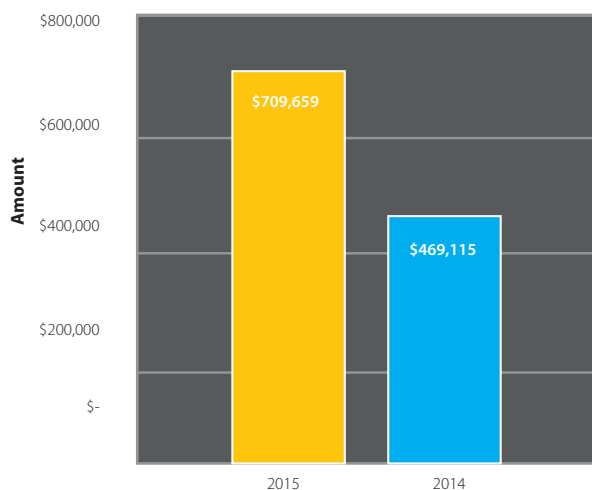
Work Outcomes Client Statistics

July 2014 - June 2015

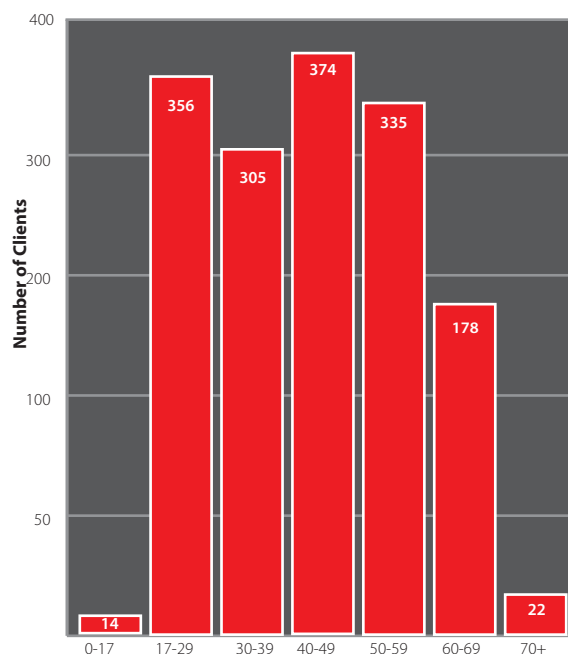
Total Work Outcomes Clients by Demographic



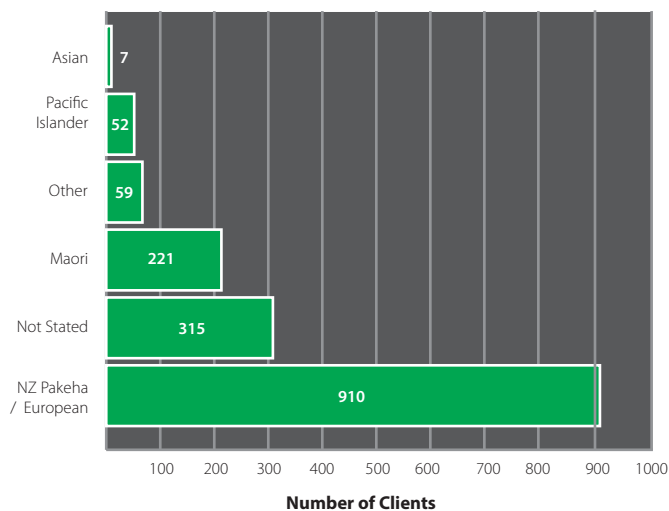
Work Outcome Sales



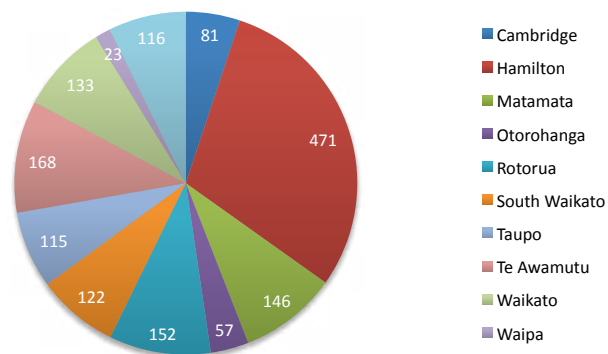
Total Work Outcomes Clients by Age Groups

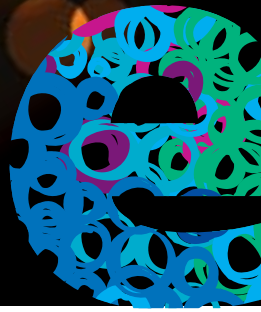


Total Work Outcomes Clients by Ethnicities



Total Work Outcomes Clients by Geographical Area





Education

Our Education team focusses on the provision of literacy and numeracy skills for our students, many of whom are disengaged with education, have 'fallen through the cracks' or have never experienced focussed education before. In a supportive and welcoming environment we work with the student to first identify their needs and then address these through innovative practice and experience. We keep our classes fun yet focussed, helping the student to understand the fundamentals of literacy and numeracy before building on these to broaden their future opportunities.

The classes range from beginner to advanced levels with an English Language (ESOL) programme available.

During 2015 we have helped more than 25 students gain their learners drivers licence and have seen more than 70 improve their literacy and numeracy.



Employment

The main objective of our Employment Services is to help people to achieve their dream of mainstream employment that will provide them with greater independence, greater confidence and the satisfaction of being able to contribute to their communities. We operate a 'work continuum' within Enrich+ which provides different levels of support depending on the previous work experience, confidence, motivation and skills of the person.

WORX SERVICE

The Worx Service enables the person to engage in work experience that can help to build their motivation and skill levels, as well as help them to better understand how they can be a positive, contributing member of a team. A short classroom based skills programme provides them with an overview of their responsibilities as an employee and what a prospective employer must provide for them. When they are recognised as being ready to seek permanent work, they are referred to the Supported Employment Service.

SUPPORTED EMPLOYMENT SERVICE

When a person is ready for work, an Employment Consultant will meet with them to understand their work aspirations and goals and help them to formulate potential career paths and jobs. At all times we 'walk alongside' the person with the objective of them being able to develop their own skills, techniques and 'natural supports' to job search independently. We provide guidance on creating a great CV and writing appropriate cover letters as well as preparing them to perform

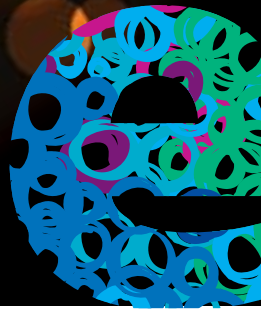
well in the interview. Once the person has found permanent employment, we continue to provide the appropriate level of support to both them and the employer that ensures the job is secure.

REHABILITATION SERVICES

Our rehabilitation services are focussed around a partnership that works primarily under the Active+ franchise business, which is a lead provider to ACC in Vocational Rehabilitation services. We provide a range of work focussed solutions for people referred by ACC and other workplace insurers following an accident or injury. In consultation with their employer, this often involves modifications to their role or the physical environment, the primary objective being to keep them in their current job or at least with the same employer. As a last resort, we will work with the person to secure a job with a new employer that better suits their abilities.

Under the franchise model, we also operate a physiotherapy clinic in Te Kuiti, with a new clinic due to open in Hamilton in November 2015.

We also provide advice to employers about preventative measures that can be utilised in their workplace to reduce the possibility of accident or injury that might lead to long-term absences and reduced productivity. Under our ACC Serious Injury contracts we provide a range of services that enables people significantly disabled due to accident or injury to engage with the community, learn new skills and secure paid employment.



Empowerment

Our Empowerment team support people to have the life that they want. We assist people to develop the connections, relationships, and every day skills they need to have 'a life like any other' in the community of their choice.

The support we offer is flexible and organised to make sure people have choices and they are in control of what they are doing. We offer people a one to one service, opportunities to learn in a group situation, or a mix of both. Each person has a personal plan designed around their goals and aspirations and we work with them and their whānau to get what they want.

Our services are mostly offered in everyday type environments – so if a person is interested in hair and makeup, then they can expect to be learning skills for 'looking good' in a salon. Or if they have a passion for farming, then we will help them to learn what they need to know on a real farm. We offer support to people to find their niche, and be contributing members of their local community, for example taking part in clubs or local events, or being a volunteer for an organisation they have a passion for.

We provide opportunities for people to recognise their strengths and build self-esteem and confidence. For some this is about developing the skills to speak up in front of others, build friendships, run meetings, and for those who are really keen, to present at conferences! For others it may be to learn about their own health and self-identity.



Enrich+ Spectrum Energy

Enrich+ Spectrum Energy supports individuals living on the autism spectrum to live 'a life like any other', through social skill development, building confidence, setting and reaching goals and also through training and building awareness of autism in the community.

Youth+ is a social group for people living with autism aged 13 -25 years. Though Youth+ we aim to develop social skills, understanding, build confidence and friendships in a safe and friendly environment. The group is close knit and the young people enjoy being part of a group where they can be themselves.

Lego Club is a social and communication group for children aged 8-16. Lego Club began in February 2015 and we are seeing very positive outcomes. Lego Club uses the joint love of Lego to build connections and friendships while developing social skills and communication. The group of youngsters meet on Saturday mornings and spend time working on Lego creations together where they develop skills in patience, turn taking, compromise and joint attention. Lego Club is a great, fun activity where the children learn through play and friendships.

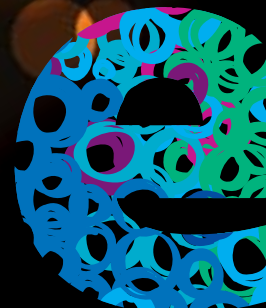
1:1 Mentoring involves walking along side people living on the autism spectrum so that they can achieve their goals, whatever their individual goals may be. We work with people around employment, confidence, emotional understanding, drivers licences, parenting skills and more. The foundation of 1:1 mentoring is

that it is a support system but the person with autism is in control and taking all of the steps with a little encouragement from our staff.

Our **School Holiday program** is not your usual school holiday program. It does not have a base and is not run every day. We plan and facilitate day trips out into the community so that young adults with autism can build their confidence in different settings. Participants are encouraged to be as independent as possible on these trips. Past trips have included the Hamilton Gardens, Hamilton Museum, Hamilton Zoo, Rotorua and Mount Maunganui.

Working with Schools came about from funding from the Te Awamutu Altrusa group, this is allowing us to work alongside 10 families and schools in the Waipa region to create a more positive educational experience for all involved. Our service is extremely flexible and we can attend IEP meetings, assist with resource development, run staff training sessions in autism, work 1:1 with the student and mediate between school and family.

Training sessions enable us to spread awareness and understanding of autism in the community. These may be with future employers of individuals with autism, professionals who work with people with autism, teachers and families. These sessions can go over autism in general or be more focused around a specific individual.



Licence to Learn

By Julie Gowan, Executive Leader Education

In May 2014 Enrich+ started its first Licence to Learn class. Our main aim was to provide an attractive incentive to help our students improve their literacy and numeracy skills.

The first of the three stages of the NZ drivers licensing system is an online theory based test. The applicant is required to pass 32 of the 35 questions posed. Unlike previous tests, the 35 questions could be any of the 200+ questions from the Road Code, and would be changed as new driving laws were introduced e.g. the recent changes to the give-way rule and alcohol limits.

At the time the media reported the pass rate for the Learners Licence ranged from 47% up to a maximum of 70% - the Waikato achieved the maximum of 70% for one month. The national average pass rate was 67%.

The Education Team believed there were a number of people either failing or not attempting their licence due to poor literacy skills. For anyone this test is an important milestone in life, and as such it brings with it a level of emotional anxiety. This anxiety combined with poor literacy skills would undoubtedly be a huge barrier for some. Without the ability to drive, (particularly in areas not well serviced by public transport) there are less options for social interaction and employment. There is also the group who persevere with driving without a licence or a reliable understanding of the road rules – exposing themselves and others to significant dangers.

It would have been simple to implement a programme that taught students how to pass the test, but we needed to do more than that. It was important to us that we not teach the answer to the question – but rather teach the question itself. It can be is easy to learn the answer to the question which asks “the maximum distance a load may extend on either side from the centre of the vehicle” is 1.25m. But what does a metre look like, and what is 1.25? This is what we focussed on, ensuring that our students understood the literacy and numeracy that went with the question.

Since May 2014 we have helped 24 students sit their learners licence and have achieved a 79% success rate.

This is a great number of learners who now have ticks in a lot of boxes; they have a licence, a form of identification, improved job opportunities, the ability to extend their community and social involvement, a proven ability to learn, and of course, strengthened literacy and numeracy skills. We must also remind ourselves that by providing someone with a better understanding of the road rules we have contributed to safer roads.

We are very proud of this programme and the impact it has had on our students.



Being Active in the Community Assists to Reach Goals

By Christina Crawford

I'm 46 and live in Cambridge. I'm an advocate and an active member of People First Midlands.

I've been living in my own flat now for nearly 2 years. I used to go to Enrich+ 2 days a week to do art, crafts and other things. Jo Morrow, Enrich+ Empowerment Facilitator has supported me to become more independent in my community and join in activities where I can meet other people. I now don't attend Enrich+ groups, but do things in my community in my own time and in my own way.

Since being involved with Enrich+, I have completed two literacy and numeracy courses which I have recently passed with the Open Wananga. Jo has supported me to find a volunteer through Volunteering Waikato who helps me with my Literacy. I see her every Friday afternoon, she is really nice. I'm looking forward to planning our graduation.

Jo also assisted me to find a placement as a volunteer at Bridges Church each Thursday morning which has met my hopes of meeting new people and developing friendships. I like that I'm always invited to special occasions at the church. I also had my photo in the paper with the ladies at the church.

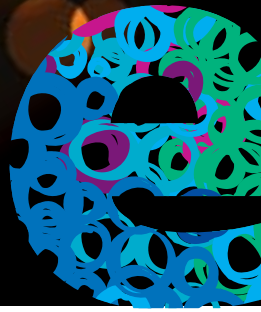
I also have work experience at the Leamington Kindergarten where I have formed wonderful friendships with the teachers and the children. There is a little girl at the Kindergarten who also has William's Syndrome. It has been said that the teachers feel very lucky to have an adult who volunteers and who knows about William's Syndrome and can help the teachers understand.

I believe in God but I hadn't found the right church for me. I was encouraged to try the Raleigh St Church which I'm loving and I attend every Sunday. I also attend a quilting evening on Tuesdays at my church. One of the ladies picks me up from home as I take my sewing machine with me. I'm currently being supported by the members of the church to make a new quilt.

I also love to go to the Leamington Rotunda to do art with Karen who is a community support person.

I enjoy craft and on Mondays I go to care and craft independently.

I swim for Special Olympics Waikato and enjoy the challenge. I go to competitions and I am doing very well.



Pushing Boundaries at Outward Bound

By Julie Gowan, Executive Leader Education

Marcus Davis attended an 8-day Horizons course with Outward Bound, in May 2015. Enrich+ has had a relationship with Outward Bound for a number of years and during 2015 aims to support more individuals through this experience than ever before.

Horizons is an 8-day course for people over 18 years of age. All of the course activities are adapted as needed so that people with a disability get to experience everything an Outward Bound course has to offer.

Marcus has been supported by Enrich+ for two years initially as a literacy student, and latterly with a focus on gaining employment. He does not let anything stop him from contributing to society and enjoying life. Marcus works, has fun, has friends, does karate and makes the most of life – just like any other 21 year old.

After attending the Horizons course, Marcus can now add to his list of achievements; rock-climbing, kayaking, sailing, high-wire ropes, camping and so much more. “There is no limit” are the words that helped Marcus through the high wire course. Marcus not only faced his fears, but he mastered them with the “leap of faith” (a jump across a gap 10 metres above the ground) becoming his favourite activity. “Words cannot describe it – I am a changed guy going home”, says Marcus.

Outward Bound, located in the Marlborough Sounds, helps individuals to reach their full potential through challenge in the outdoors. Individuals have experiences that are physically, mentally and emotionally challenging. The activities are based on real adventure and all activities involve situations where there are real consequences and are designed to promote learning that can be transferred to home and work.



Riding High on Life

By Suzanne O'Shaughnessy, Executive Leader Empowerment

Earlier this year Jason was unhappy with his weekly routine and wanted to gain some stability and increase his opportunities for work. He was unsure of where to go and what he wanted to do, but really looked forward to Tuesdays, where he did some voluntary work at the Bike Barn.

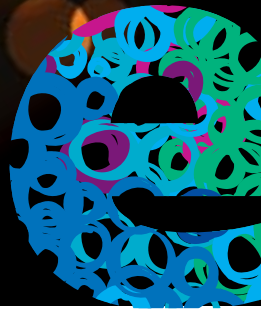
Jason wanted to gain more hours with his work experience and eventually be paid for this, however he was unsure of how this would affect his finances or how to go about introducing an income into his life.

After a good chat with his family and Bike Barn staff, Hannah from Enrich+ suggested a contract be drawn up for Jason as a casual 'Bike builder' so Jason could be paid per bike that he builds as an incentive to work quickly and thoroughly.

Jason's attitude to his work is positive and he

works well independently. "He has become part of the team at Bike Barn and we love having him on board" says his employer. "He fits in really well here and works quickly with a high standard of work. We are really impressed with his work ethic and reliability". 2015 has proved to be full of positive change and exciting new endeavors for Jason. He has replaced his usual vocational activities and the odd day of work experience with contracted paid employment! Jason's hard work and determination has paid off and has resulted in achieving his goals of gaining paid work and the independence of living a life like any other. It's great to see how far Jason has come. Not only has Jason made this achievement but he has also matured through this experience of stepping out of his comfort zone.





Change for the better

By Vanessa James, Team Leader Employment

Life wasn't always easy for Jon-Jon Barlow. Born and raised in Wellington, Jon-Jon struggled after leaving school early. He received very little support at home and drifted into the drugs and alcohol scene, ending up living on the streets.

Through many failed attempts at gaining employment that never lasted, or paid poorly, Jon-Jon was on the verge of a breakdown. Little did Jon-Jon know, but he was suffering from a mental illness.

It took a family member to guide him to seek professional help and get the medication he required. Jon-Jon sought help from IRIS, a

charitable organisation in Auckland. It was IRIS that referred Jon-Jon to the Enrich+ Supported Employment and the WORX team.

Jon-Jon's had to quickly adjust his attitude to working – it meant early starts in the morning, keeping relatively fit, and working many hours during the day.

Thankfully, life is now looking up for Jon-Jon. He has a positive attitude to work, and manages his mental health. He has gained further work experience and is confident in finding employment. He has developed a solid group of friends and a positive social life.

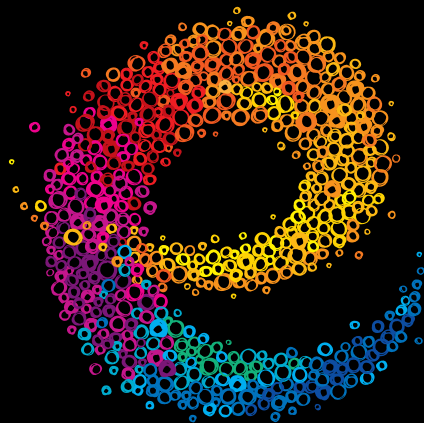


Contributors





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