

enrich+

education + employment + empowerment

ngā ara whakahura

2016
ANNUAL
REPORT



Highlights of our Christmas function for the people we support - Wild West

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 o rātou
kowhiritanga*

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 Whakatairanga i Te Pae*

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



Enrich+

Enrich+ is a not for profit charitable trust with a Service Centre located in Te Awamutu. We service the Waikato and King Country as well as Taupo and Rotorua, with 55% of our work based in Hamilton.

Enrich+ supports individuals with disabilities to have a 'life like any other'. Through education, empowerment and employment, we help each person to be a real part of the communities of their choice.

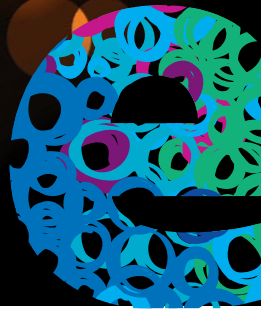
These paths of discovery (ngā ara whakahura) are about enabling the person to be in control of their own life. Our involvement may be very short term, or in some instances, may be over a number of years, depending on the person's situation.

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 whanau, and respect their identity and culture. Enrich+ works in partnership with Whakamārama Marae, where staff and clients attend a pōwhiri.

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

Enrich+ works closely with a great range of Waikato businesses, 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 various organisations and private homeowners. We are grateful for their continued support.



Contents

Enrich+ Trust and Chairperson's Report.....	5	New-found Confidence Pays Off for Car Enthusiast.....	18
Property Trust and Chairperson's Report.....	8	These Boots Are Made for Walking.....	19
CEO Report.....	9	Say Cheese	20
Enrich+ Services	13	Jason's Story	22
Employee Statistics	16	In The Media	23
Client Statistics	17	Contributors.....	24





Enrich+ Board of Trustees



Paul Bennett
Chairperson



Simon Lockwood
Deputy Chairperson



Caroline Arrell



Raywin Balderston



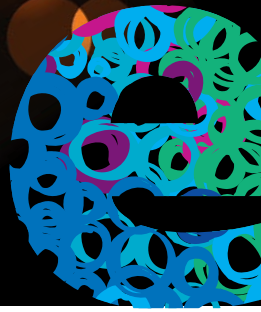
Paula Baker



Scott Ratuki

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

Over the past year, the Government have started to change their systems for contracting disability related services, in line with their goal of investing in outcomes. Our team at Enrich+ have over the past few years, been improving their reporting against key performance indicators, along with completing training in results based accountability, and this has enabled us to be ready for the changes that are now being implemented in the sector. The most recent changes have come in the Supported Employment contract which in 2017 will move to a milestone payment system based on outcomes. Enrich+ is currently reviewing its capability and capacity to deliver to the new contract. All providers will be required to re-tender for the contract in 2018, and thus the next 18 months will be crucial in preparing Enrich+ for the new environment.

Over the past year, the Enrich+ Board has explored opportunities for working in partnership with other organisations. We recognise that in addition to working collaboratively with other like-minded local organisations there are other opportunities that may arise with others outside of our region.

At the end of 2015, the Enrich+ exited the provision of Tertiary Education Commission (TEC) funded training, closing its Private Training Establishment (PTE). This decision was not taken lightly, and followed decisions taken by the TEC, which made it very difficult for smaller boutique PTEs to survive.

Since the service began in 2006, competition had slowly increased in the PTE sector, as the

breadth of courses reduced, and an outcomes framework was introduced.

Our efforts in 2015 in the literacy and numeracy arena for people both with and without disabilities, did enable students to achieve their milestones. However the disability population required significantly more investment of time to demonstrate improvement on the assessment tool, than our non-disabled students. The proliferation of other Literacy and Numeracy courses made it very difficult to attract the number of students required to meet our targets, and these two factors coupled together made the situation unsustainable. Our experience was mirrored across the PTE sector, with a significant number of PTEs' having either been taken over by larger entities, or closed their doors.

Over recent times we have been expanding our service offerings in the area of vocational rehabilitation and autism, with separate governing boards in place for each. The Enrich+ Trust and the Enrich+ Property Trust boards remain in place, with the new additions as of 1 July 2015 being Work Outcomes GP Limited, and Enrich+ Spectrum Energy Charitable Trust.

The Work Outcomes Board oversees the vocational rehabilitation service, including the new physiotherapy clinic established in Te Rapa. Late 2015, The Work Outcomes Board purchased an Active+ franchise, to further secure its vocational rehabilitation services and to grow these in the greater Waikato region.

The Enrich+ Spectrum Energy Board oversees the autism services established three years ago.



These services have grown considerably over the past year, and we are delighted with the outcomes being achieved with people on the autism spectrum.

Autism is a service that is very poorly funded by government. We manage to deliver an extraordinary level of service thanks to seed funding from the parent body Enrich+, some magnificent fundraising activities and very generous donations from Life Unlimited and our long-time supporter Greenlea Foundation.

In November 2015, Enrich+ Trust Board said farewell to Kataraina Hodge after completing eight years on the Board. Enrich+ still maintains a close relationship with Kataraina in her role as Chair of Whakamārama Marae, and Kataraina remains a Kuia for our services. We welcomed Scott Ratuki to the Board in June 2016. Scott is a partner in Tompkins Wake Lawyers, in Hamilton. In preparation for the departure of Caroline Arrell from the Enrich+ Board in October 2016, having also reached the eight year tenure, the Board were keen to recruit another person with disability related experience, along with sound governance skills.

This proved quite challenging, and as a result Enrich+ Trust Board put forward a suggestion to the Waikato branch of the Institute of Directors to develop a new Aspiring Director Award, focused on the disability sector. The Aspiring Director Award is designed to foster upcoming talent in governance through mentoring, practical experience and formal governance training. Enrich+ agreed to be the sponsoring Board, and we were delighted to welcome the

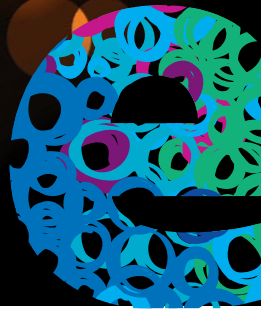
Award winner, Maree Haddon to join us. Maree has two boys with special needs, is a Chartered Accountant, and is Deputy Chair of the McKenzie Centre Charitable Trust. The disability sector is fast changing and significantly underfunded. It is characterised by people facing what are sometimes very challenging issues that not only impact themselves but also their families and the wider community. These are factors that Maree understands from personal experience. We look forward to her contribution to Enrich+ over the coming year.

Our Executive Team, led by CEO Wendy Becker, have faced a number of challenges during the year extremely well. Our organisation is very well managed and that gives the Board a great deal of confidence.

Together the Board and Executive Team will continue to monitor and review our Strategic Plan and to look for new opportunities that will enhance the services we offer while providing for more certainty into the future.

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, contribution 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 year has seen modifications take place at three properties with a bathroom renovation at Te Awamutu, and a new canopy installed at the main entrance to Princes Street, Hamilton. Mahoe Street premises now have added shade in the garden, with the addition of new shade sail, kindly donated by Hamilton Sails.

We have been fortunate to receive funding from Waipa DC Discretionary Grants, John Logan Campbell Estate and Trust Waikato Transpower Community Care Fund towards these new projects, for which we are extremely grateful. Property valuations were completed this year, and rental assessments have also taken place.

I would like to thank the current Trustees Malcolm MacPherson, Russell Vincent and Simon Lockwood for their continued support over the past year, and commend Enrich+ staff who manage the properties on our behalf.

Sam Lewis
Chairperson



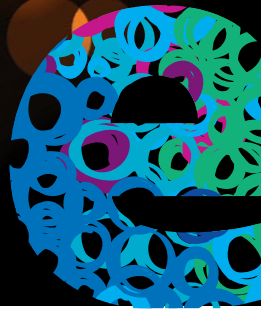
CEO Report

Over the past year Enrich+ has been in communication with a number of organisations, to explore potential collaborations and opportunities that we considered may add value to what we are able to offer people with disabilities. For example, Amanda Phillips, the Enrich+ Spectrum Energy Manager has worked closely with the Altogether Autism team, and assisted with the delivery of the PRISM training. We have shared ideas and helped to market each other's services. This has been to the benefit of the people we serve and to the growth of both organisations. Enrich+ has similarly worked closely with other providers exploring the values fit, synergies and potentials for collaboration. We recognise that the Government is moving more towards larger contracts with national and international organisations, and that leaves smaller organisations vulnerable. To maintain and expand what Enrich+ offers, is going to require us to build strategic alliances with organisations that share similar values, and through which we can add value to each other's portfolios. Enrich+ is a well-respected and recognised brand in the Waikato, and any such collaborations with other providers, will need to enhance our unique offering rather than homogenise it.

In late March 2016, the Executive Leader for Enrich+ Employment Services, Martyn Parkes, resigned and took up a new role within our Work Outcomes partnership, as a contracting vocational consultant. Martyn had worked for Enrich+ for 11 years, and over that time had managed many of the business enterprises, the Private Training Establishment, and the Employment Services. We were delighted that Martyn has not left us altogether, and continues

to use his knowledge and experience to the benefit of our Work Outcomes partnership. Dr Micheal Brown has taken up the role of Executive Leader for the Employment Services, and also oversees the organisation's training and development portfolio. Micheal has a background in the social services sector, having worked previously for Barnardo's. Since taking up his role with Enrich+, Micheal has been accepted onto the New Zealand Disability Support Network Employment Advisory Committee.

The Enabling Good Lives (EGL) demonstration in the Waikato has continued to positively influence service delivery locally, offering individuals and their whanāu, some new choices and greater control over their own lives. Suzanne O'Shaughnessy, Executive Leader for Empowerment Services, is on the Waikato EGL Leadership Group, representing the New Zealand Disability Support Network (NZDSN). Suzanne is passionate about the EGL principles, and has been a driving force at Enrich+ in orienting our services accordingly. Over the past year, there has been a notable shift in our team's understanding and implementation of the principles, which has resulted in an increase in the achievement of outcomes for individuals. There are a number of people Enrich+ had previously supported who have moved to the EGL Demonstration, enabling them greater flexibility in the use of the funding. Several of these individuals have then purchased back off Enrich+ some aspect of service on a 'fee for service' basis. The power thus sits firmly with the individual and their family, and has required our staff to rethink their roles along the lines of 'customer service'. Enrich+ have also been contracted by the EGL Waikato Demonstration



CEO Report Continued

to provide services to individuals in Taumarunui and our facilitator Michelle Fokerd, has done a great job in assisting people involved to work towards their goals in their own community.

Day Services are now generally considered an outmoded means of delivering services to people with disabilities. However, other than EGL, there are very few other alternatives, particularly for those with high and complex needs. Enrich+ 'community day services' are funded by the Ministry of Health (MoH), but there is a sinking lid policy on these services, in that the MoH ceased funding new referrals at the end of 2013.

Enrich+ currently supports 91 people with high and complex needs (excluding RIDSAS), and approximately half of this group are people who were institutionalised from Tokanui Hospital. Each individual is as deserving of 'a life like any other' as anyone else with a disability. Most of the people Enrich+ support with high needs are living in residential services, and as such the challenges of providing support are much the same as for residential providers. Recently the MoH announced it was providing a small increase in funding to residential providers – but the needs of this same group of clients in relation to their vocational support, have been forgotten. It appears that neither MoH nor Ministry of Social Development (MSD) have this group on their radar – and they are falling between the cracks. Enrich+ is finding it harder to meet the needs of people with high and complex needs, because of the shortfall in funding and have recently had to reduce some of the community engagement we've been supporting as we can no longer manage the personal cares and safety aspects. As

our staff numbers have reduced in line with the MoH funded diminishing disabled population (due to ill-health and some having passed away) the economies of scale are being lost. Enrich+ have recently raised their concerns with Minister Sam Lotu Iga, Associate Minister of Health, and with the NZDSN, and will continue to advocate for people with high needs to have a better life.

Despite the financial challenges, and increased expectations of individuals and families to have choice, control and sustainable community activities, we continue to be innovative in the ways we are working. We have developed a fee for service structure and now have contracts with individuals purchasing our services; we have expanded the supported, facilitated Direction+ model of service delivery from Te Awamutu, into the Club Enrich and Te Rapa services and are moving towards baseless service delivery for the individuals involved who are moving towards independence. Our Potential+ Service has also seen an increase in the uptake of a range of fee for service options, tailored to the persons' desired outcomes. This includes 1:1 flexible individualised facilitation, coaching and mentoring, and school to life planning and support.

The Cultural Ambassador Training Service is in its second year. This leadership training helps individuals to build skills and confidence to become an ambassador for Te Ao Māori, supporting them to increase their knowledge and understanding of their hāpori (community), whānau (family) and hapū (extended family), and to become role models and mentors for others.

Approximately 28% of the people Enrich+



supports (outside of its specific services for people with autism) are individuals who have a diagnosis of or have significant traits commensurate with a diagnosis of autism spectrum disorder. Over the past year, there has been additional training provided to staff on working with people on the spectrum. Behavior support services have been further refined along with our system for coaching and mentoring of staff in relation to safe practice. This has resulted in an increase in staff knowledge and skills in working with this population, and anecdotally, an improvement in client achievement of their own goals. There has also been a reduction in significant incidents with individuals on the spectrum. The specifically tailored autism service, Enrich+ Spectrum Energy, has seen a significant increase in referrals. The Youth+ social skills development group numbers are such that we are having to look at additional sessions. The Autism Action programme for mainstreamed children has also grown significantly and the one to one mentoring and coaching services on offer are also growing.

The biggest challenge for Enrich+ Spectrum Energy is funding. Most families cannot afford to purchase services, and thus the service has been reliant on philanthropic funding. In August last year, a fund raising dinner and auction was held. We were delighted to have Shane Cortese as our Master of Ceremonies. Shane shared his personal experience as a dad of Kees who is eight years old and is autistic. Shane set the tone for a wonderful evening, assisted by Chris Ryan, our auctioneer extraordinaire, and between them with the very generous audience, helped us to raise \$42,000. The Greenlea Foundation again provided us

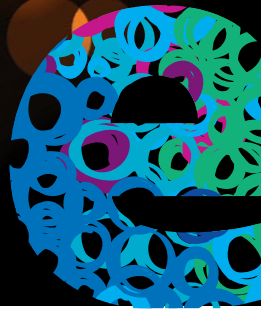
with a substantial donation towards the service and Stacey Ward, our Fundraising Coordinator, managed a range of other applications to philanthropic organisations which saw us finish the financial year with a very small shortfall.

We will continue to listen to the voices of individuals through their involvement on committees, forums, surveys, Health and Safety Hazard reviews and HR processes. Without the voice of the people we serve, we would be unable to provide the supports and services they require.

Work Outcomes Ltd contracted human resources, financial, quality and marketing services from Enrich+ over the past year. There has been significant work in the establishment of the policies, procedures and systems for Work Outcomes Ltd, and I wish to acknowledge Amour de Nicolo, Gill Turner, Felicity Beets, Jenny Smith and Anna Kensington for their ongoing contributions to this new entity.

This year Enrich+ upgraded the toilet facilities at the Te Awamutu Service Centre and Mahoe Street premises, to better accommodate people with high personal care needs. Enrich+ has reduced its reliance on facilities over recent years, and continues to work to deliver as much support as possible in the community. However, there are no public toilets available in the Waikato, or in New Zealand, that cater for the high personal care needs of adults.

In December 2015, Enrich+ achieved the ACC Work Safe Management Practices secondary accreditation. There have also been further



CEO Report Continued

developments of the Enrich+ policies and practices in relation to the changes in the Health and Safety in Employment Act. Enrich+ is confident it has the necessary procedures and practices in place to ensure the safety of our team, and those we support.

Last year, Enrich+ entered in the Waikato Business Awards, and was selected as a finalist in the not for profit category. The process of entering in the Awards was affirming, in that it required a summary of progress and achievements to date, against a robust set of business criteria. The standard set is also different to the sector audit type evaluations, which measure the organisation against the minimum standard. Business Awards are about demonstrating excellence, the benchmark being other businesses, and we have found the learning in this to be extremely useful. Annette Kershaw, Empowerment Services Manager at Enrich+ was awarded the People Manager of the Year, at the Waipa Network Business Awards this year. We are very proud of Annette, and this was a wonderful accolade for the work she does with our staff.

While there have been little or no increases in government funding over the past five years, the expectations of staff have increased exponentially. Enrich+ has worked hard to keep pace with staff remuneration, and over this period of time has increased wages by 12% cumulatively. Despite this, one of Enrich+ greatest challenges this year, and for the foreseeable future, is being able to remunerate staff fairly for the work that they do.

To truly assist people with disabilities to be able to make choices, and be in control of their own lives, our staff must have excellent relationship building and community development skills. They must be great listeners and have problem solving skills. We need to attract people with the above skills, and yet the remuneration on offer is not commensurate with the skills required. The Enrich+ workforce, like the wider disability sector workforce, is aging and we do need to find a solution to the situation very soon.

I wish to thank the Enrich+, Enrich+ Spectrum Energy and Property Trust Boards for their vision, support and guidance over the past year. I thank our staff for their commitment to assisting people with disabilities to achieve their dreams and goals. Their dedication to our vision and our values is key to enriching peoples lives – they are ideally trying to do themselves out of a job, assisting individuals to take more control, develop their independence and leave our services. To the families and people we support, thank you for choosing Enrich+. And to our local communities, we thank you for the inclusion of the people we support, and of the work that we do; and we thank you for your financial support. Together, we are helping people with disabilities to have ‘a life like any other’

Wendy Becker
CEO



Enrich+ Services

EMPLOYMENT

The objective of our Employment Services is to move people toward their dream of mainstream employment – where they will experience independence, confidence and freedom to contribute to the communities of their choice and the activities of their choice. Enrich+ offers varied levels of employment support with a person-centred approach which ensures that the Enabling Good Lives Principles are met where each person has choice over the supports they get and is in control of their own employment dreams.

Worx Service



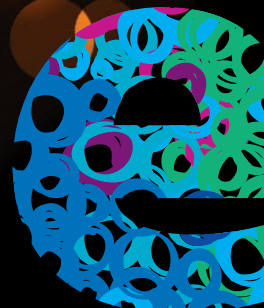
The Worx service engages a person in work experience of their choice and helps to build confidence and motivational skills necessary to enable the person to better understand how they become a positive, contributing member of the employment community of their choice. The process involves a measurable learning based skills programme where responsibilities and understandings of what it means to be an employee are extended on and developed in line with the expectations the employment market places on employers. Skills around personal presentation, literacy and numeracy, time management, health and safety and engagement

with the employer are explored and developed in line with the goals and dreams of the person. Practical work experience is provided in a variety of industry settings and the person has the choice to engage and develop their skills in the industry they choose.

Supported Employment Service

When a person is work ready, an Employment Consultant Broker is assigned to the person to discuss their employment aspirations and goals. The Broker listens to the person's goals and dreams and develops a specific person-centred plan into employment. When required, a whakawhānaungatanga (relationship/kinship) approach is employed to help ensure cultural elements of the person's dreams are recognised and aligned to their individual employment aspirations. The objective of the the Broker is to guide the person along a journey where skills, techniques and understandings of employment opportunities are met in a timely manner, are consistent with a person-centred approach to employment, and will result in open employment with natural supports. The process involves writing and understanding a curriculum vitae, cover letter and supporting documentation, and guidance on preparing the person for an employment interview.

A key element to the process is the ability of the Broker to find suitable and sustainable employment opportunities for the person. When the person has achieved employment placement, the Broker continues to offer ongoing support to both the person and the employer to ensure the ultimate outcome of open employment with natural supports in place is met.



Enrich+ Services

EMPOWERMENT

Empowerment Services support individuals to develop connections with their community, relationships with their peers and every day skills to support them to have 'a life like any other' in the communities of their choice. Based on the Principles of Enabling Good Lives, we promote person-driven services that are centred on the needs and goals of each individual person. The support we offer is flexible and organised to ensure people have choices and they are in control of what they are doing, and not just confined 9.00am to 3.00pm. The ultimate aim of our services is that individuals leave us because they have developed the skills, independence and sustainable community connections that they no longer require disability support services. Some of our current services are:

Vocational services (or Community Day Services) provide services around an individuals' specific desired outcomes. Flexible supports enable individuals to have choice and control, ranging from one on one support through to group activities, which enable people to follow their interests, develop skills and participate in the community through real and meaningful opportunities, leading to sustainable community involvement as desired.

Potential+ empowers individuals through coaching and mentoring, to take responsibility and control of their life in order to make their own choices and reach their goals. Services include, but are not limited to, personal plan development, developing connections with people and communities, work skill development, finding

volunteer or paid employment opportunities, transitioning from school, employing people to provide support in home or community activities, HR support, exploring living options, support to use individual funding packages, or simply one on one coaching and mentoring to provide support, guidance and motivation to achieve goals.

Transition from School is offered to students in their last year of school. Working with the students, whānau and schools, we offer flexible supports built around the individuals' needs to explore available options to smoothly transition from school. This may include further education, options towards employment, living and future flatting arrangements, support to contribute to communities of their choice.

Cultural Ambassador Training Service assists people to build skills, confidence and leadership to become an ambassador for Te Ao Māori, supporting individuals to increase their knowledge and understanding to their hāpori (community), whānau (family) and hapū (extended family). Ambassadors are not required to be of Māori descent but should be prepared to learn about Te Ao Māori me ona tikanga.





ENRICH+ SPECTRUM ENERGY

Enrich+ Spectrum Energy provide support and services to assist people living on the autism spectrum to have 'a life like any other'. We offer support with 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 old. 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. At Lego Club we use 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.

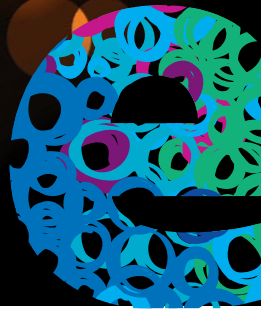
1:1 Mentoring involves walking along side people living on the autism spectrum so that they can achieve their goals, whatever their individual goals may be. We have worked with people around employment, confidence, emotional understanding, drivers licences, parenting skills and more. The foundation of 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, we do not have a base and we do 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. Although facilitated everyone is 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.

Autism Action 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.

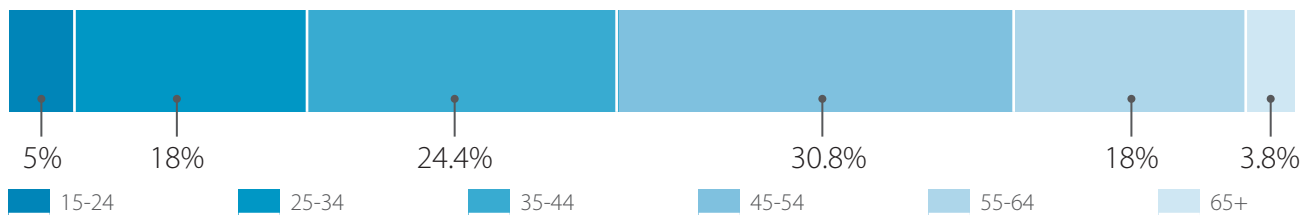


Employee Statistics

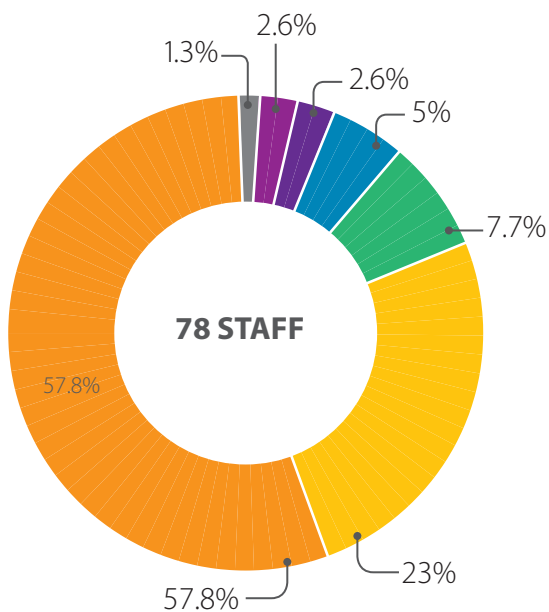
Employees by Demographic



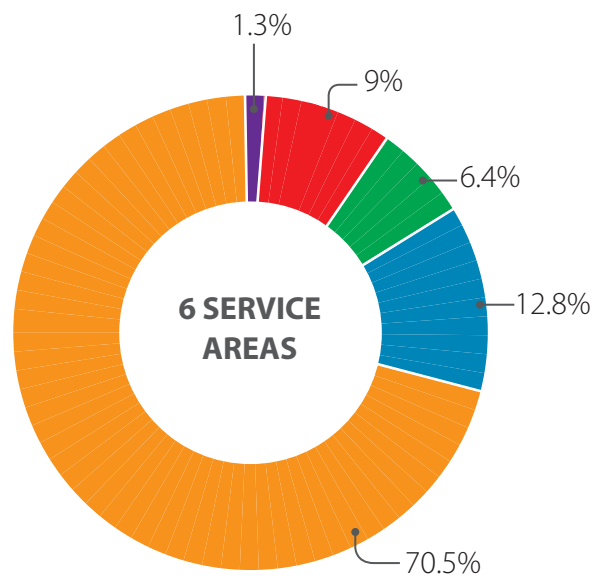
Age Groups of Employees



Ethnicities of Employees



Service Areas of Employees

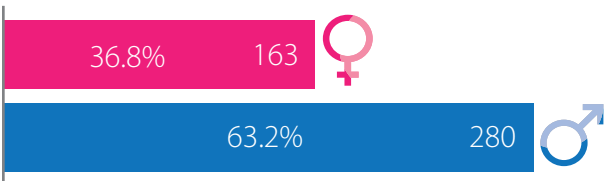




Client Statistics

The Enrich+ Education service supported 35 students between July 2015 and December 2015, after which date the Education service ceased offering Literacy and Numeracy services.

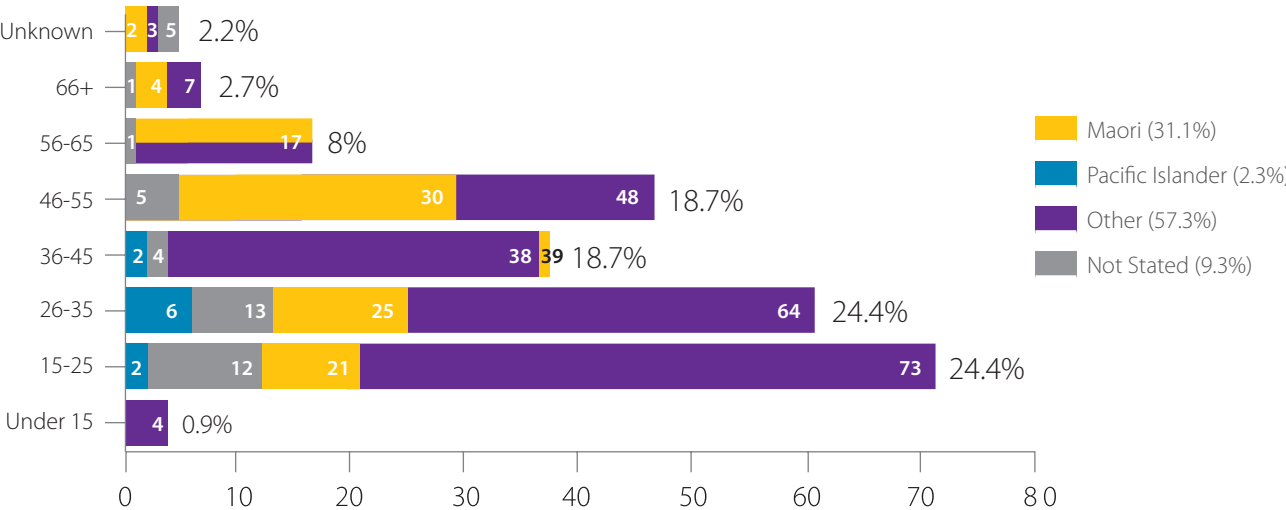
Clients by Demographic



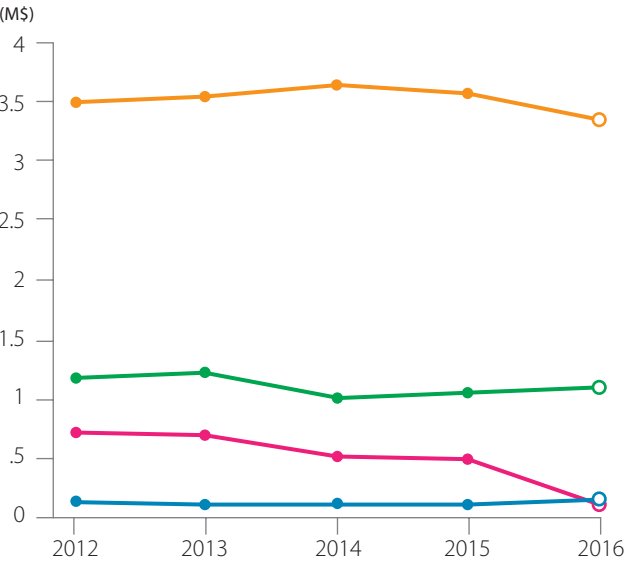
Location of Clients

Hamilton	242	Waipa	12
Te Awamutu	106	Hauraki	6
Cambridge	26	South Waikato	4
Waitomo	23	Matamata-Piako	3
Waikato	19	Thames-Coromandel	1

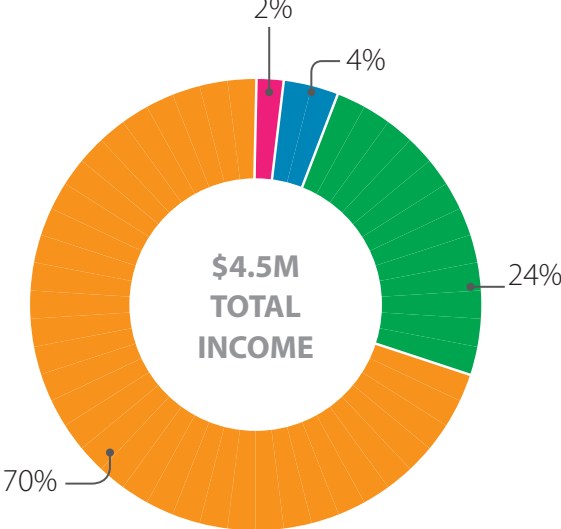
Age Groups and Ethnicities of Clients



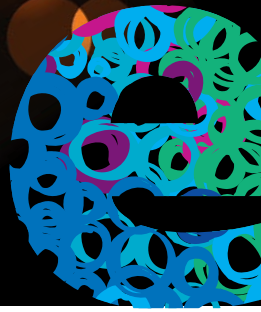
Government Contracts Income 2012-2016



Breakdown of Government Contracts Income for 2016



Ministry of Health Ministry of Social Development Accident Compensation Corporation Tertiary Education Commission



New-found Confidence Pays Off for Car Enthusiast



Shem Hale was 4 years old in 2000 when he was involved in a car accident that left him with a permanent, serious brain injury. He came into Enrich+ Supported Employment services as an ACC client in 2015. He was unemployed at the time, having unsuccessfully held short-term positions in factory work, and had been turned down for numerous jobs.

When Shem came into our service he was struggling to find motivation to become independent of a state-provided benefit. Shem's dream job was to be a car groomer. His brain injury makes it difficult for him to initiate relationships at an introductory level, so he needed assistance from our Supported Employment Coordinators

to seek out and approach employers who may be willing to give him an opportunity. Many turned him down, (some less politely than others!) before Nicholson Autos in Morrinsville offered him 4 weeks work experience as a car groomer to learn the business – there were however no guarantees of employment.

Being involved in work that was meaningful and enjoyable enabled Shem to show off his abilities in the workplace, and at the end of the work experience, the manager being so impressed with his attitude and the pride he took in his work, offered him a part-time position.

Shem will admit that his life has turned around and he is full of newfound confidence. His success story was recently showcased in the Piako Post, and the increase in his self-esteem is evident in his dealings with both his peers and strangers in his local community in Te Aroha - "Did you see me in the paper?" he asks them! He is currently working 15 hours a week, and has ambitions to increase this, and is inspired to one day become a car dealer. Shem's job has not only given him impetus in many aspects of his life, it has also helped define his place in the community.



These Boots Were Made for Walking



Daniel Warner loves shoes, and now his dream of working with shoes has become a reality. Quality Shoe Repairs in Hamilton have given Daniel an opportunity for work experience. Daniel was supported by Enrich+ to develop his work skills, so he knew what to expect from an employer, and was comfortable with the work he was required to undertake, while at the same time build his confidence.

Daniel reports, "At work I made myself a pair of jandals. I enjoyed doing the gluing and I liked very much the way the Manager showed me what to do. I am so proud of my jandals, and I so love the colour of them too".

We are excited that Daniel is taking the lead in his life and having more choice and control. He also decides what level and type of support he requires from our Empowerment Facilitator. For example, after the initial 3 weeks of work experience, Daniel reduced his level of support. He now goes to work independently and only requires a quick catch-up at the shop with our staff member.

We congratulate Daniel on the progress he has made and his steps towards independence.



Say Cheese



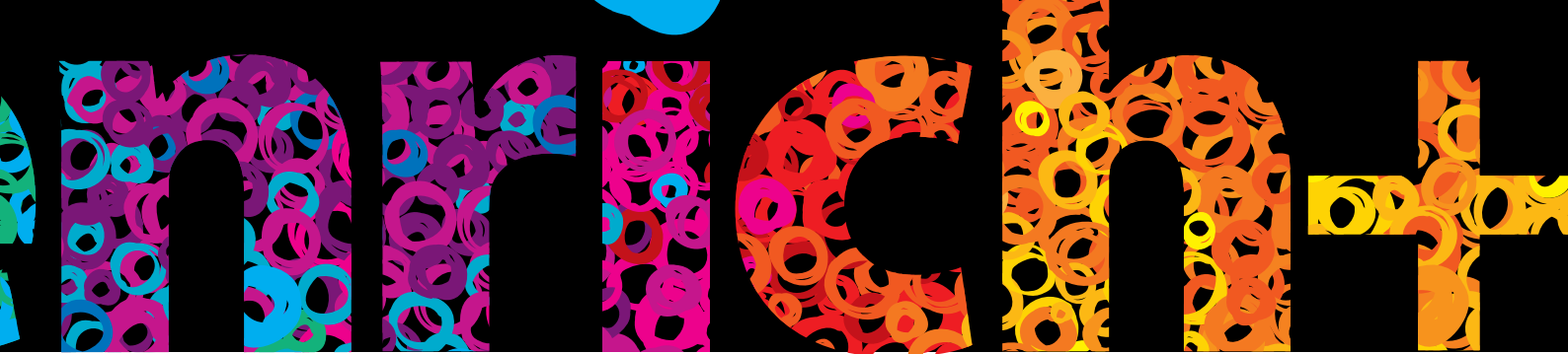
This is a story of success, success for an individual looking for work and success for an organisation looking for an employee. However, the road to success was a rocky one.

A naturally shy individual, getting Hari Davis into work was going to be an interesting challenge. Hari had a problem with motivation and decision making.

The Enrich+ team encouraged Hari's confidence, by having him join the Worx team, where he carried out general contracting work. This included working at Fieldays and Manuka Health, and general lawns and gardens. This helped Hari get used to a regular work routine, and enabled him to work alongside other individuals. During this time, Hari also completed the Worx 6- week skills training course to prepare for open employment.

After some months developing his work-ready skills, an opportunity came up for Hari to join Cilantro Cheese, an award-winning artisan cheese company in Hamilton. Hari enjoyed a day's work experience where he was introduced to the two managers Jenny and Mônica.

At an initial meeting between Supported Employment staff and Cilantro the question of



using the Mainstream MSD contract scheme was discussed. As it is designed to help people with a disability move into full time employment, it seemed to offer a perfect opportunity for Hari to learn on the job, while also increasing his independence and confidence. Under the Mainstream contract, the government will pay 100% of a salary for first year and 80% for the second year, and after then it falls on the employer.

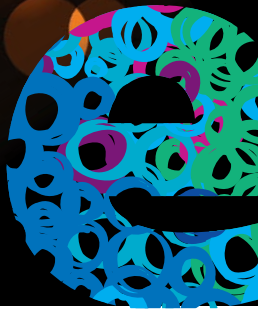
The only hiccup was that Ministry of Social Development (MSD) viewed Cilantro Cheese as ineligible under this scheme as they were too small. They wanted a company of 19 employees or more to grant the assistance, citing that larger companies offered greater security for their investment. Cilantro only had two staff.

Over the months, a number of negotiations took place, and the MSD agreed to the Mainstream support for Hari, on the understanding that Hari would continue to receive support from Enrich+, backing up the usual contractual agreements with Cilantro.

Success came early October, when Hari had his first day at work, and Cilantro employed their first employee! Co-owner Mônica Senna Salerno says Hari is already making a huge contribution, "Hari is a very diligent and hard working employee and has settled in well. He is enjoying helping with a little bit of everything, mixing the milk, packing cheese and keeping the work spaces clean".

Mônica comments that Hari's start with the company has been timed perfectly "We are extremely busy at the moment, having gone from processing 100-125 litres of milk per week to processing over 400 liters per week".

We wish them the very best of success.



Jason's Story



Jason Roberts has always wanted to share his story about the accident that left him with a brain injury when he was a young man.

As a typical young 15 year old, Jason enjoyed hanging out with friends and testing boundaries. As a sports enthusiast Jason played rugby for Cambridge United, and boxed at a national level. But when Jason fell from the back of a Ute as a result of an alcohol related prank, he sustained a severe head injury, paralysis of his left side and memory problems.

To support Jason to achieve his dream, our Empowerment Facilitator helped Jason find someone that would mentor and work with him. By advertising through Volunteer Waikato, Jason connected with a volunteer and former teacher, who had the skills to help Jason write his story and develop a presentation. This was an emotional journey for Jason, and he wants others to learn from his experience. After a year of hard work Jason presented 'My Story' to some of the staff at Enrich+ and his parents.

Jason's presentation was very impactful and there wasn't a dry eye in the room. It is Jason's hope that he can present this to youth in the community, in particular to under 18 rugby players who think they are invincible. Jason says that if he can stop just one person from making the same mistake he made, then his job will be done.

Ramble funds 500 Autism programme



Energy Service Manager Amanda Phillips accepts a cheque from Westgate Rescue Helicopter and this year, Enrich+ Spectrum Energy, the goal of Enrich+ Spectrum is to provide a service to support families to enhance autism - has been fantastic and we are proud to have a data base of work in it.

Enrich+ Spectrum Energy has been funding 500 Autism programme for the last year. The programme is a free service for families with children who have autism. The programme is run by Enrich+ Spectrum Energy, which is a not-for-profit organisation. The programme is run by Enrich+ Spectrum Energy, which is a not-for-profit organisation. The programme is run by Enrich+ Spectrum Energy, which is a not-for-profit organisation.



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Tangi leads to QSM for a life of service



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Enrich+ artists exhibit

BY CATHY ASPIN

There's going to be a public hanging at the Redoubt. But before you start wondering, it's not a return to the brutal days of the Wild West. This one involves art, and will benefit artists from Enrich+ (formerly Graceland's Group of Services). Shelley Blair says the idea of an exhibition at the Redoubt came about after the Te Awamutu establishment showed tremendous support for the local Special Olympics. "We felt it would be a way to connect with the community and show the work these artists are producing at the Rosebank Art House."

In all 13 artists are exhibiting 21 pieces of art on Sunday afternoon. Owner Mick Henderson says the Redoubt sees involvement in the community as one of its core values.

"We liked the idea of featuring art at the Redoubt. It will be just the second exhibition to be staged here, and is sure to be a talking point for patrons." A range of media will be displayed and all pieces will be for sale.

Public (Art) Hanging at the Redoubt Bar & Eatery (corner Alexandra, Rewi Street) runs from 2pm - 4pm on Sunday afternoon.



ARTIST Simon Heke looks over one of his pieces that has a tribal/cultural feel to it. Simon was placed in the IHC awards and he was proud to see his work featured on the front of the sale catalogue.



ARTIST Stevie Cook with one of her intricate drawings that will be on display at the Redoubt on Sunday.

Enrich+ fix for the not so hot sign

Te Awamutu Library Supervisor Sheree Jones says the community spirit shown by a group of Enrich+ artists is a real community spirit. We are proud to have a data base of work in it.



New hoist bringing people back to hydrotherapy pool



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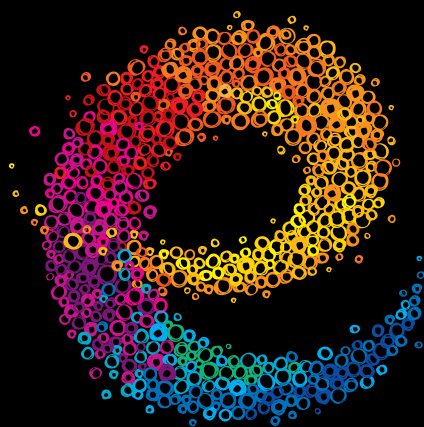




Contributors

Altrusa Te Awamutu
Community Organisation Grants Scheme (COGS) Kirikiriroa
Community Organisation Grants Scheme (COGS) Waikato West
D V Bryant
Four Winds Foundation
Hamilton City Council
John Logan Campbell Estate
Len Reynolds Trust
Life Unlimited
Lottery Community Waikato
Greenlea Foundation
Perpetual Guardian
Scotlands Te Kiteroa Trust
The Lion Foundation
Transpower Community Care Fund
Youthtown Incorporated
WEL Energy Trust

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