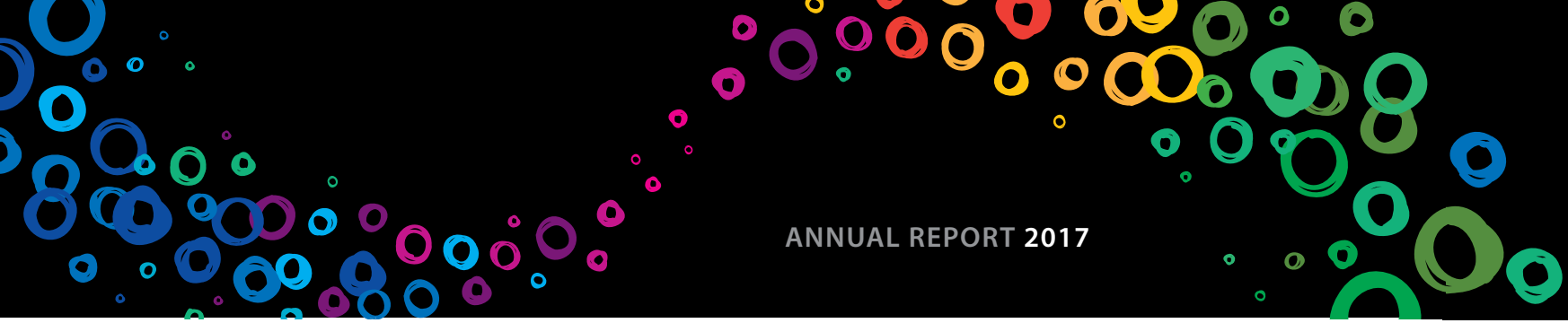




2017
ANNUAL
REPORT

Contributors





Enrich+ Spectrum Energy Trust

Enrich+ Spectrum Energy is a not for profit charitable trust with our Service Centre located in Te Awamutu. We service the Waikato, Bay of Plenty and King Country, as well as Taupō and Rotorua, with 62% of our work based in Hamilton.

Enrich+ Spectrum Energy supports individuals on the Autism Spectrum to have a ‘life like any other’.

The current numbers suggest that 1:88 people are on the Autism Spectrum to some degree. People with autism have always had limited support and funding options so there is a huge need for support services in this area. Enrich+ Spectrum Energy receives no funding from the government and as such relies on a fee for service structure and philanthropic funding. We are working hard to raise funds to enable us to decrease the fees and enable all people with autism to access our support services.

Enrich+ Spectrum Energy is very grateful for the amazing support of several philanthropic funders, who have seen the potential and supported this exciting service, making it possible to offer services to autistic people, regardless of their ability to pay.

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Enrich+ Spectrum Energy Trust



Simon Lockwood

Chairperson



Paul Bennett

Deputy Chairperson



Maree Haddon

Observer as part of the Institute
of Directors Waikato – Emerging
Director Award

The governing board for Enrich+ Spectrum Energy 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

Enrich+ first explored the possibility of developing services for people with autism in 2013. There was general recognition that people with a primary diagnosis of autism were often unable to access or find suitable support services, unless they also had a diagnosis of mental illness or intellectual disability. Most services were focused on parent training and support, and there was little or no support directly available to those living with autism in the community. Enrich+ was also aware that gaining employment was very challenging for people on the spectrum, and the lack of awareness in almost every walk of life, resulted in autistic people experiencing significant alienation and discrimination. The Enrich+ Board of Trustees supported the evaluation and scoping of a service, and following this, the employment of a manager to establish such a service. Various services were then trialled and refined, and began to be marketed to Waikato communities.

Enrich+ had provided funding for the initial evaluation of service need, and a long term loan to be repaid within the first five years of the Trust having been established. Because the autism services at the time did not attract any Government funding, a separate Trust was established and went live on 1 July 2015. The separation of the autism services from other Enrich+ services was necessary to enable us to attract funding from philanthropic organisations, without the expectation that Enrich+ should be subsidising these services, given Enrich+ receives specific funding for a range of related but different services.

The objectives of Enrich Spectrum Energy are:

1. Assisting people to develop skills and coping mechanisms required to enable them to be in the driving seat of their own futures.
2. Supporting people and whānau to extend their abilities and potential through learning, in relationships, in employment and engagement in the community.
3. Supporting the community to have greater awareness and understanding of Autism Spectrum Disorder to enable better community inclusion for those on the Autism Spectrum.

It is estimated that 1:88 people in New Zealand have autism. This means that there are more than 40,000 people in New Zealand with autism but it is thought that there are many others who have not received a formal diagnosis (Ministries of Health and Education, 2016). The Waikato region holds 9.5% of New Zealand's population (Statistics NZ, 2013), suggesting that at minimum, there could be approximately 4000 people with autism in our region alone. If these figures trend the same way as data overseas, then this is likely to continue to increase over the coming years (Ministries of Health and Education, 2016).

In late 2014 the Ministry of Health recognised autism as a condition for which Disability Support Services funding could be used, and since this time, there has been an evident increase in the disability community interest and awareness of the needs of those on the spectrum. Enrich+

Chairperson's Report Continued

Spectrum Energy has built many relationships with other autism related organisations in the Waikato, and has started this work in the Bay of Plenty. By keeping up with the range of services available, and in talking with families of the young people we are already supporting, Enrich+ Spectrum Energy has then been able to address some of the gaps in what is on offer. We are committed to providing high quality services and support to people on the spectrum, and the results of our two yearly consumer survey demonstrated that the services we are providing to young people both in group situations and one to one, are rated very highly.

As our services have become better known, there have been requests for support in many rural Waikato locations, and from the Bay of Plenty. In March 2017, we expanded our services into Tauranga, and intend expanding the range of services in the Bay over the coming year.

Enrich+ Spectrum Energy provides services through a mix of fee for service and philanthropic funding. Possibly our greatest challenge as we continue to grow the services, is the ongoing sourcing of philanthropic funding. Many families we work with are not able to pay for services, and yet are desperate for the expertise of our team.

We are extremely appreciative of the Greenlea Foundation's support over the years, which has enabled us to offer individuals and families the services they have needed to ensure 'a life like any other'. We are also appreciative of the funds provided by Lotteries Waikato, Life Unlimited, Frozen Funds (Public Trust), Hamilton City Council, Len Reynolds and the various smaller funders who have made our work possible.

I wish to convey my thanks to the other contributors to our Board, Paul Bennett and Maree Haddon. I also wish to acknowledge the tremendous work of the Enrich+ Spectrum Energy team. They are passionate, innovative and energetic, and have taken our vision of autism services and made it a valued reality.



Simon Lockwood

Chairperson

CEO Report

The last year of operation has seen many developments at Enrich+ Spectrum Energy. In September 2016, Amanda Phillips went on maternity leave, and we welcomed Karen Sluter as her replacement. We were also joined by Tanwen Ward, who became a part time Facilitator for Enrich+ Spectrum Energy. Initially Karen was employed between Life Unlimited and Enrich+ Spectrum Energy, working half time for each organisation. This arrangement remained in place for six months, but when the Enrich+ Spectrum Energy workload became too great, Karen moved to a full-time appointment with Enrich+ Spectrum Energy. We are delighted to have Amanda Phillips back on the team as a part time Facilitator, along with Tanwen and a team of a further six Facilitators, of whom four are based in Hamilton and two are based in Tauranga.

Many of the individuals we support have high functioning autism. This term can be misleading, along with the fact most individuals do not have any physical features which would make their disability visible to others. Thus often autistic people are labelled as 'odd' and are somewhat ignored when they may be facing very debilitating social and communication challenges. When anxiety is added to the mix, the challenges can be extreme for some individuals. Anxiety is a very common co-occurring condition for autistic people, with research indicating that as many as 84% of autistic people will also meet the criteria for an anxiety disorder (Purkis, Goodall & Nugent, 2016).

The key services that Enrich+ Spectrum Energy has been delivering over the past four years include Youth+, a service focused on the development of social and communication skills for youth and young adults, and mentoring. Youth+ now supports 25 young people in the Waikato, and has seen many successes in relation to improved social skills and confidence, and across the group the establishment of many friendships. The benefits of attending Youth+ extend beyond the once a week meeting; in the form of the social connections and conversations clients learn to have, the independence of attending activities and the ability to generalise the information learnt in the sessions to everyday life.

Mentoring has encompassed assisting individuals of a wide range of ages to set goals, and then work towards the achievement of those goals. Individuals goals have included obtaining drivers licences, tertiary study, employment and more. These two services have grown significantly over the past year, and in March 2017 we expanded these services into the Bay of Plenty.

Our team experimented with offering Lego Club in Te Awamutu and Hamilton for younger groups of children over the past two years with the aim of similarly developing social and communication skills. Trial and error brought us to a new set of understandings, and we now offer Kids+ with the same aim, for children between the ages of 5 and 12 years of age. Lego is incorporated into the group work, but it is an adjunct, rather than the primary delivery methodology. Kids+ has been

CEO Report Continued

on offer in Hamilton since July 2017. Feedback from families about the group has been very positive, and the numbers of children accessing the service, while fluctuating, is growing.

We developed the Autism Action service three years ago, to provide short term input and support for children at school. This service focuses on helping the child get the best possible outcome from the educational environment. Our team have worked closely with the teacher(s) around the referred child and their whānau. Much of the work is about educating teachers about autism, and helping them to understand the child's behaviour, and then offering practical ideas and strategies to help the child's overall learning and school experience. This service is for the most part philanthropically funded. The success of the interventions has had a lot to do with whether the school has welcomed the support or not. We have had some real successes in the work we've done, but also have seen that even when the family are requesting help for the teacher and school, if the school does not believe they need the help, or are unprepared to follow through on the practical recommendations, then it is highly unlikely that the interventions will be of any value.

Clinical supervision has been an important aspect to ensuring quality service delivery, along with maintaining client and staff safety. Karen Sluter, Service Manager, has appreciated the support and guidance of Jenny Gibb, Clinical Psychologist. This year, we expanded our services to also offer behaviour support and having

clinical supervision in place has been essential in relation to this work given a level of greater risk than typically encountered previously. Risks include working with individuals alone (mentoring) who may react unexpectedly and working with individuals with severe challenging behaviour which could pose a physical danger in the worst case.

Behaviour support services have grown somewhat organically, having started when we were approached by other service providers and families requesting our assistance. Those referred have in some instances, not reached the threshold to be able to access fully funded behaviour support services. In other instances, we have worked alongside the funded behaviour support services, and some families have chosen Enrich+ Spectrum Energy as an alternative to what is available free.

Finding funding for the work we do has remained high on our agenda. While much of the group work is funded on a fee for service arrangement, several of our more individualised services are a mix of this and philanthropic funding. We have introduced bulk purchasing of sessions, both group and one to one. We have attracted some Enabling Good Lives funding (Government funding specifically for individuals), and remain extremely appreciative of the many funders who have made resources available for our work.

The marketing of the autism services has been an important part of letting families and providers know about what is on offer at Enrich+ Spectrum

Energy. This year the team have worked hard to have the Facebook page regularly updated, and it has become more useful as a tool for advertising our services with several enquiries having come through this channel. We had a stand at the Altogether Autism Conference in Auckland, and at the Health and Wellbeing Expo in Hamilton, and at the Hei Awhi Tauranga Information Expo in the Bay of Plenty. We are about to launch a video that was funded by Health and Disability Expo Trust which shows cases Youth+ and this will be uploaded to our website shortly. However, by far the best means of attracting people to our services has been word of mouth, and we thank the many families, autistic people, staff, professionals and others, who have shared information about the services we are offering. We have also appreciated the support of Rachel Schnauer, the Autism Coordinator at the Waikato District Health Board, who has shared our brochures and information with the many families she has met through her role.

Attending the Altogether Autism conference was a personal highlight for the Service Manager recently, but more importantly for our client who attended and presented as well. This was a huge challenge for her, made possible only through

the confidence she had built at Youth+ and through Mentoring with the Service Facilitator. Several months later, she is still riding on this wave of confidence, and has made and followed through on some exciting decisions for her future career.

Enrich+ Spectrum Energy staff work closely with the Enrich+ Supported Employment and Supported Living Teams. This has been important in further developing the skills of the team in working with people with autism. Several of the people who have used the Enrich+ Spectrum Energy services, have since progressed through to the Enrich+ Employment and Supported Living services. We continue to see autism as a niche area that will grow across the two organisations, and we look forward to the next layer of work this coming year in expanding the services further in the Bay of Plenty.



Wendy Becker
CEO

Services

Enrich+ Spectrum Energy provides support and services to assist people living on the autism spectrum to have 'a life like any other'. We offer social skill development, support to build confidence, guidance in setting and reaching goals and training to build awareness of autism in the community.

Kids+ is a social and communication group for children aged 5-12. The sessions are based around developing social skills and communication, while also allowing people to make friends and be with like-minded people in a safe space. Kids+ is fun, and learning occurs without realisation from participants, through a combination of Lego play, art and visual representation, age appropriate discussion and independent and small group facilitation.

Youth+ is a social group for people living with autism aged 13 -25 years. Youth+ develops social skills and understanding, and builds 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.

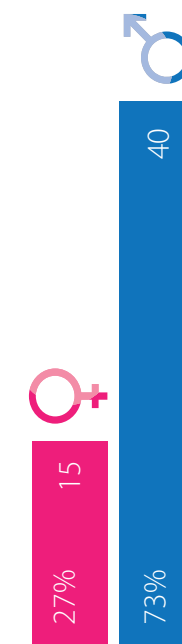
1:1 Mentoring involves walking along side people living on the autism spectrum to assist them to achieve their goals, whatever their individual goals may be. We have worked to help them gain employment, and improve their confidence, emotional understanding, get their drivers licences, develop parenting 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, and coaching from our staff.

Our **Autism Action** service is about creating a more positive educational experience for students, teachers, and whānau. Our staff are very skilled at providing practical advice to help reduce sensory challenges, for the child in the classroom, and assist teachers to understand and be able to work with the autistic child's behaviour, and interactions. 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 be about autism in general or be more focused around a specific individual.

Client Statistics

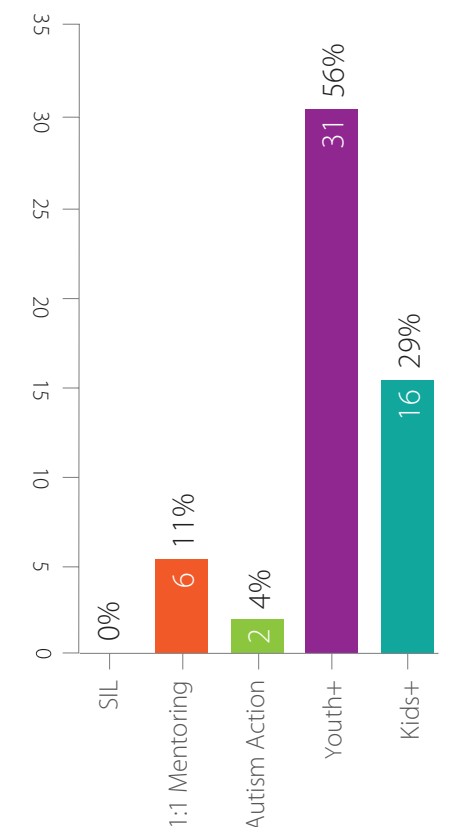
Clients by Demographic



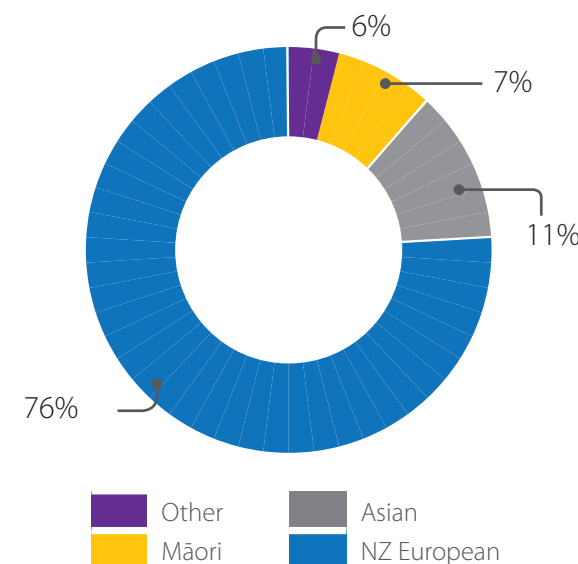
Location of Clients

Hamilton	34
Te Awamutu	8
Tauranga	7
Other Waikato	5
Cambridge	1
Total Clients	55

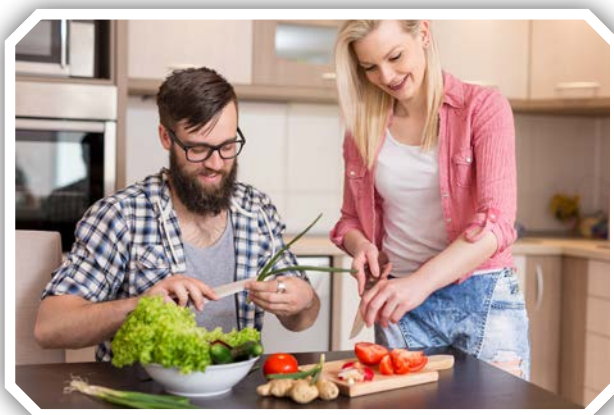
Number of Clients in Each Programme



Ethnicities of Clients



Supporting People to Live Independently



In March 2017 Enrich+ Spectrum Energy began offering a Supported Living (SL) service. Supported Living services help individuals with disabilities to be as independent as possible. It may include offering one to one support to:

- Find somewhere to live
- Learn household tasks
- Be aware of safety in the home and community
- Complete personal shopping
- Budget money and pay bills
- Read and understand mail and keep records
- Travel independently
- Deal with agencies such as WINZ or the bank
- Access community facilities
- Develop friendships

Subcontracting to Community Connections, Enrich+ Spectrum Energy offer SL services in the Waikato and Bay of Plenty. Enrich+ Spectrum Energy and Community Connections share similar values as organisations and have been working together on this project for almost a year. Community Connections have Supported Living services on the Kapiti Coast, in Hutt Valley, Wellington Palmerston North, and Hawkes Bay.

It is really important each person gets to choose their own staff, to help them on their journey to greater independence. Vikki Lynn, Enrich+ Service Manager, meets monthly with each person receiving support to check how things are going, and to make changes to the support plan if need be. Whānau are also a key part of getting the support package right. Family remain in a person's life long after support services change or are no longer needed, and they are so important to the person having 'a life like any other'.

To access the service, the person needs to have had a Needs Assessment through Disability Support Link or SupportNet. The agency identifies how many hours per week the person will need. The person and their family then choose the provider that suits their needs best. If you are looking for a Supported Living service, we do hope that you will check out Enrich+ Spectrum Energy!



Leaping Around



With the votes in and counted there was almost a unanimous decision for the Youth+ group to celebrate the end of term at Leap and Laser Tag in Te Rapa. Youth+ is a social group for people aged 13 – 25 with autism. Through term time the group focus on developing social and communication skills, to enable them to understand the complexities of social communication in our daily lives.

Developing general conversational skills, and understanding jokes and sarcasm, can be challenging for someone with autism. A lot of hard work goes into developing social and communication skills. Getting out into the community during the term as a group really allows our youth to practise what they are learning, extending comfort zones, and having fun as a teenager or young adult.

The group also encourages those attending to 'be themselves', so it's a relaxed and

welcoming place. Real friendships have grown spontaneously. Being able to choose an activity together, like Leap, and celebrate what they have achieved is a great way to end the term.

Leap staff were fantastic at adjusting the lights and sound to make the environment friendly to those with autism. There was a competitive edge at Laser Tag with the group splitting into 3 teams; Green, Blue and Red with the Red team taking out the other two by a significant margin. Dodge ball proved to be a hit too, the classic playground game of chucking a ball at someone didn't damage any friendships but showed people's throwing ability and enabled them to demonstrate their communication skills.

Getting to jump around on the trampolines also proved to be great fun, and having had a great term and burnt off some energy leaping around Youth+ are looking forward to starting back next term with fresh activities!

Bethany's Transitions



Leaving school can be daunting, especially if you are unsure of what to do and what direction life is going to take you. For someone with autism, this change can be extremely unsettling and hard to adjust to. With the support of Enrich+, Bethany's transition from school to life has been made easier.

Two years ago, Bethany was diagnosed with Autism and Obsessive-Compulsive Disorder. At the age of 17, and just before she was due to leave school, this provided a sense of relief and a new understanding for Bethany of the anxiety she often felt, the difficulties she had socially, and the problems she had with sensory issues. Bethany also knew she was going to struggle to adjust to life outside of school.

Life up until leaving school consisted of routines set by Bethany's mum. These routines helped

mask her autism and helped Bethany to imitate those around her for answers in what to do in social situations. Change was always difficult for Bethany. Any change in pattern or routine was met with panic and distress. School had a steady structure where Bethany always knew what was happening at any given time. There was no part of the day where she didn't have somewhere to be. Going from this structured school day into limbo, Bethany became lost very quickly.

Bethany felt that she needed some support and coaching to develop coping strategies moving away from high school and realised that being able to develop friendships and have conversations with strangers was going to be vital. She started having mentoring sessions at Enrich+ with our Facilitator, Tanwen Ward, as well as attending Youth+, a facilitated group designed to build teenagers and young adults social, communication and life skills. Bethany says that "the mentoring sessions at Enrich+ became a life line in developing tools, knowledge and confidence to move forward from high school".

Uncertain about what she wanted to do after leaving school and the desire to further develop her social skills and confidence in speaking to strangers, Enrich+ supported Bethany in gaining employment at Columbus Café. While working some people didn't know how to interact with Bethany because of her body language and social behaviours. Bethany had to quickly learn to manage her quirks, and accept that others may struggle with understanding and coping themselves with her autism. With on the job

coaching from Enrich+ around coping strategies Bethany's experience of employment has been positive, and enabled her to think further about her future.

With a new aspiration since the beginning of this year, Bethany attended an open day at the University of Otago. This was daunting for Bethany as she had never been away from home or her mum. With Tanwen by her side Bethany's visit to Otago was a huge success, discovering the wide variety of resources that would be available to her because of her autism. The changes in Bethany through her mentoring sessions, attending Youth+ and the resources that the university will have for her made Bethany confident in her transition from life at home to life at university.

When the theme for the 2017 Altogether Autism conference, in Auckland, was announced as 'Transitions', Tanwen and Enrich+ Spectrum Energy Service Manager, Karen Sluter knew that it would be amazing if Bethany would share her journey with others with autism, their whānau and professionals.

The first time at a conference, and only the second time away from her parents, Bethany was nervous. There were many strangers surrounding her and a sensory overload of sounds. Bethany was well prepared for her presentation, having made herself cue cards, and having rehearsed it many times on her own. Standing up in front of 70 conference attendees the nerves soon faded away. The cue cards weren't needed. Bethany

responded to the audience brilliantly. She went off script accordingly and added a few jokes which made people laugh.

Answering questions at the end of her presentation, Bethany said she "felt an overwhelming sense of support" and the talk gave her so much confidence for the rest of the conference where she raised her hand and asked questions of other speakers, talked to other attendees, and socialised at the conference dinner.

Reflecting on the conference, Karen says "it was amazing to watch Bethany at the end of the conference, in incredibly high spirits, say goodbye to people she had met, people that were complete strangers to her two days ago and to think that eight months ago Bethany wouldn't look or say anything to a stranger".

Bethany is still riding this wave of confidence. Opportunities have since arisen, with Bethany taking part in an interview for Te Pou about experiences with funding and support and she is writing an article for the Altogether Autism journal. Bethany is also thrilled to have found out that she has been accepted to study first year Health Sciences at Otago University; Bethany has achieved her goal and is looking forward to the next chapter.

Advice to anyone considering attending a conference, or even presenting – give it a go. You never quite know where it will lead!