



CONNEXU ANNUAL REPORT

1 July 2021 – 30 June 2022

He hononga.
He waka.
He aronga.



Connections.
Partnerships.
Choice.

ConneXu 2020 Trust

Trust Directory as at 30 June 2022

Nature of Business: Charitable Trust providing Residential Services

Charities Registration Number: CC58180

Trustees: Catherine Blake
Colleen Joblin
Campbell Jull
Terry Phillips
Amanda Hockley
Jan Ballantyne
Sylvia Pikari

Address: 105 Sloane Street, Te Awamutu

Auditors: Baker Tilly

Bankers: ASB Bank

Date of Formation: July 2020



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VISION, MISSION, AND VALUES

OUR VALUES

Social Justice

Equality, equal opportunities, no discrimination, responsibility, independence.

Integrity

Honesty, transparency, professionalism, respect, cultural sensitivity, individualisation.

Collaboration

Supporting, encouraging, working together, working with others, teamwork, partnership, cooperation, sharing.

Innovation

No boundaries, openness, communication, vision, creativity, new Ideas, pioneering, development.

Care

Toward the people we support, the staff we employ and the communities we are part of.

OUR VISION

ConneXu's vision is 'communities where people are empowered.'

OUR MISSION

We collaborate with people to create and sustain a life that is meaningful to them, and we contribute to the strengthening of our community and encourage inclusiveness.



BOARD OF TRUSTEE'S CHAIR REPORT

Firstly, we would like to acknowledge the people we partner with. We enjoy hearing about the amazing lives you are leading, and we thank you for choosing ConneXu to partner with you in enabling your good lives.

Secondly, we want to acknowledge our organisational culture, it remains strong and is a direct result of the example Fern Ryan sets as our CEO. Fern and her Senior Leadership Team live by the vision and values of the organisation in everything they do.

This year, we have well and truly settled into our head office. We have also refined our infrastructure, policies and systems to support the delivery of our services with a focus on quality supports in multiple regions. Our growing team based in Te Awamutu and the Bay of Plenty continue to support and enrich the lives of so many people.

Our Senior Leadership Team have undertaken an organisational review to align with System Transformation; and have shown great leadership with the ongoing Covid 19 situation, their level of knowledge and understanding of the sector, and their contribution to the growth of the organisation in both the Waikato and the Bay of Plenty, and with our imminent move into the Taupo region. As such, our ConneXu Senior Leadership Team have continued to demonstrate good management and are considered very highly by the Board of Trustees as an asset to the ConneXu organisation. We acknowledge their efforts this year especially considering it has been a difficult year for everyone.

We would like to thank Fern for her leadership skills, our caring and committed staff, and our Board of Trustees for their shared passion in making a positive difference in our client's lives. Fern has managed to keep our staff engaged, focused on staff retention and mitigated against national staffing shortages by ensuring and promoting that ConneXu is a great place to work.

Together, we continue to serve our people well while ensuring we meet all legislative requirements (including vaccine mandates) and remain financially secure.

MOVING FORWARD

We are embedding System Transformation into our business as usual, and in doing so, are developing new ways of working and interacting with the people we partner with to achieve their aspirations and dreams. We will continue to look for emerging opportunities to bring innovation and technology into our people's homes and into their lives.

Thank you everyone for your continued contribution to ConneXu and your passion to make it the best it can be.



Cath Blake & Colleen Joblin | Co-Chairs

BOARD OF TRUSTEE'S: About Us

Cath became involved with ConneXu primarily because she had an intellectually disabled sister and wanted to actively contribute toward creating opportunities to give people with disabilities better lives.

Cath has had her own successful business which was sold in 2019, and more recently has managed the education and training arm of DairyNZ (Dairy Training Ltd). She now consults to the PTEs and ITPs involved in education in the dairy industry.

She is passionate about vocational training, lifelong learning, and contributing to successful communities.



Cath Blake
Co-Chair

As well as being a Trustee for ConneXu, Colleen's governance experience includes being the President, Vice President and Council Member for Age Concern Hamilton. She has also previously been a Director for Asthma Waikato and Respiratory Inc. (Asthma Waikato).

Colleen has a background in the development of professional networks, strategic planning, stakeholder management, business analysis and risk management. She has developed these skills at the East Midlands Development Agency and De Montfort University in the United Kingdom, and more locally at the Waikato District Health Board.



Colleen Joblin
Co-Chair

Being committed to lifelong learning, She has completed a Post Graduate Certificate in Management Studies (in Governance) through a joint venture between the University of Waikato and the Institute of Directors in New Zealand. She has a Master of Business Administration (MBA) and also a Bachelor of Management Studies (BMS) from the University of Waikato with a double major in Marketing and International Management, and Management Systems. Colleen is a member of the Institute of Directors in New Zealand.

Colleen really enjoys spending time with friends and family. She goes fishing whenever she can and is still chasing the elusive marlin.



Campbell Jull

Campbell is a community pharmacist in Te Awamutu. After attending university and a brief stint working and travelling in the UK, he returned to his hometown, Te Awamutu, where he purchased Unichem Marshalls Pharmacy. The business has now grown to occupy two locations.

Campbell joined the board of ConneXu in 2010 and has witnessed the organisation grow and develop during this time. Having grown up in Te Awamutu, it is a pleasure

for Campbell to be able to contribute and put something back into the local community.

When he is not working Campbell enjoys spending time with his son and has developed a keen passion for cycling. He also enjoys a spot of fishing.

Terry brings a wealth of governance experience to ConneXu from his time as Chairman of the Board of Directors for Kawerau Enterprise Agency, Trustee and Director of Norske Skog Tasman superannuation scheme, and Chairperson and Trustee for a school board. As well, he has worked for national and multi-national based organisations including Norske Skog, Winstone Pulp International, PACT Group and his current role as a Health and Safety Business Partner at Waipa District Council.



Terry Phillips

From a personal perspective, Terry's son is supported by ConneXu. He feels his role on the board is his way of giving back and supporting the organisation, to continue its work to support others. "Our son is now achieving his goals in life and with this support from ConneXu, my wife and I are now able to enjoy the life we saw other couples living. We can now enjoy each other's company and explore new places within New Zealand and overseas knowing our son is in a safe and secure environment."



Jan Ballantyne

Jan has always had a commitment to give back to her community. This is reflected in her being awarded the distinguished Membership of the New Zealand Order of Merit for services to Education and the Community in 2017. Her career includes many years of advocating for young children with physical, mental and behavioural disabilities, as well as several governorship roles within public benefit entities, and two decades as a CEO.

Organisations she has worked with in the past include Central Kids Kindergartens (as Chief Executive), NZ Kindergarten Association (as Executive Officer), and Relationship Services (as both Regional Manager and General Manager). Jan was also Trustee for both the Maungatautari Ecological Island Trust, and the CNI Early Education Services Trust.

In addition, she has acted in an advisory/consulting capacity in many working groups and projects, including the government's 'Pathways to the Future: Ngā Huarahi Arataki – A 10-Year Strategic Plan for Early Childhood Education', and assisted in writing the early childhood strategic objectives and curriculum for the Supreme Education Council of Qatar.

Jan has retired from full-time work. As well as being an ANZI accredited Life Coach, Jan has a Diploma of Teaching (Primary), is a qualified Facilitator of Adult Learning, and has graduated from the Policy Governance Academy.

Jan's personal interests include cloth doll making, quilting, interior decorating, she is also in the process of writing a book on her life.

Sylvia's governance experience spans 8 years in the Disability Sector. Sylvia has been on the ConneXu board since 2019 and enjoys being part of ConneXu's work supporting people with disabilities. Prior to 2019 Sylvia held local, regional and national roles with Hearing NZ (formally Hearing Association of New Zealand).



Sylvia Pikari

Sylvia holds a Bachelor of Management Studies degree from the University of Waikato, and is a member of both Chartered Accountants Australia and New Zealand (CA ANZ) and Institute of Directors. Sylvia consolidated her own accounting practice post-covid and is now working within the Health Sector.

Sylvia and her husband Deon have 3 adult children, two living abroad and one in NZ. In her spare time, she is always working on a project or two around the house or planning the next intrepid adventure.



Amanda Hockley

Amanda is inspired by the work ConneXu does to empower people with disabilities and is keen to assist in working towards our vision.

Amanda is a Director at McCaw Lewis Lawyers in Hamilton and has had over a decade of experience working in law firms in both New Zealand and Australia, with a specialty area of asset planning. She earned a Bachelor of Laws (Honours) from the University of Waikato and was admitted to the Bar in 2009.

She is no stranger to being part of a group working towards a common vision – she is also a trustee of Angel Casts, a charity supporting parents, family and whānau through the loss of a child and Age Concern Waikato, an organisation dedicated to enhancing the quality of life for older people.

In her spare time, Amanda enjoys spending time with her young sons who keep her busy and entertained. She also enjoys travelling and keeping fit.

CHIEF EXECUTIVE REPORT



Tēnā koutou katoa,

Over the past year, ConneXu has continued to grow both within the Waikato and the Bay of Plenty. However, with the many challenges facing the sector we have consolidated our growth strategy, to focus on ConneXu's vision and prepare ourselves for System Transformation. To that end, I am thrilled with the work the team have undertaken over the past year striving to achieve our vision of 'Communities where people are empowered.'

We have implemented our System Transformation plan which included the appointment of Jess Adams, Advisor – Disability, Lived Experience as well as the development of a Project Team for Service Transformation made up of disabled partners and team members. These positions have been developed as part of ConneXu's commitment to ensure that the people we partner with hold leadership roles within the organisation, contributing to, and making decisions. The Project Team set eight streams of work for the organisation with the aim of increasing choice and control for the people we partner with.

1 **Communication Stream**

Ensuring all ConneXu stakeholders are clearly kept up to date and understand information from all work that is occurring within the system transformation project. The communication stream is responsible for timely and accurate communication provided through all forms of media to ensure every stakeholder receives and understands the messages and information they require.

2 **Culture Stream**

Tikanga Māori is to be embedded in all areas ConneXu operations. The cultural stream is responsible for ensuring the organisation's partnership with disabled partners and their whanau aligns with Te Whare Tapa Wha.

3 **Education Stream**

The Education Stream is responsible for ensuring disabled partners, team members and family/whanau are educated on the principles of Enabling Good Lives and its application. Education is being delivered through all channels, including e-learning modules, written and audio-visual resources to ConneXu stakeholders. The aim is to build capacity and capability through understanding and application of the Enabling Good Lives principles and in turn increasing choice and control for the people we partner with.

4 **My life, My Home**

In line with the outcomes of the visualisation sessions held with disabled partners in January 2022, the My Life, My Home stream is driving capability and capacity to ensure disabled partners are fully involved and make decisions in their homes.

5 **Language Stream**

The Language Stream is responsible for, and in collaboration with, the people we

partner with to define and agree upon language to be used throughout ConneXu in line with the principles of Enabling Good Lives, which empower disabled partners.

6 Recruitment Stream

The Recruitment Stream is responsible for ensuring only best-fit candidates are hired to match the needs of ConneXu's partners, which enables them to live their best life in line with the principles of Enabling Good Lives. The stream has a further responsibility for ensuring that the recruitment process is able to be driven by disabled partners.

7 Finance Stream

The Financial Stream has two primary focuses. A) To partner with disabled persons and their family/whanau to build capability and independence in their financial literacy, and B) for disabled people to understand how their funding works by building financial frameworks that are accessible and easy to understand for all ConneXu stakeholders.

8 Self-Review Stream

The Self Review Stream partners with ConneXu's three main stakeholder groups; the people we support, their family/whanau, and team members, to better understand how the organisation is currently delivering the principles of Enabling Good Lives. This process reflects individuals' experiences and assists everyone to get a clear destination. Results from this self-review process will be used to determine the organisation's system transformation journey.

The last year has seen the continued challenge of Covid-19 impacting health and well-being, supply chain, and an impact on the workforce. At ConneXu we have continued to work hard collectively and proactively to minimise this impact. The organisation has provided the best information and support to the people we partner with, their family/whanau and team members, however, there is no denying it has been tough. Our team members have continued to work tirelessly to support partners, but due to staffing shortages brought on by illness or workforce shortage it often means they are away from their families for long periods of time.

The Executive Group and Leadership teams have worked together collaboratively over the last year to ensure business as usual has been conducted as smoothly as possible while responding to the pressures of Covid-19 and sector workforce shortages. They have also been instrumental in the challenging, but exciting work we have embarked on with disabled partners to ensure people we partner with are living their best lives.

I wish to acknowledge and thank every member of my Executive Team and Leadership Teams for their commitment to our vision, the principles of Enabling Good Lives and for showing up each and every day and leaving nothing in the tank.

I would also like to thank ConneXu's committed Board of Trustees for their ongoing contribution, commitment, and support to both myself, and the organisation as a whole. We are grateful for the knowledge, guidance, and wisdom of the collective board. I wish to acknowledge Board co-chairs Cath Blake and Colleen Joblin who have led us through another challenging year.

Ngā mihi



Fern Ryan
Chief Executive

EXECUTIVE GROUP: About Us

Fern Ryan: Chief Executive



Fern has extensive experience and qualifications in adult education, business management and human services, as well as behavioural assessment and management. Fern has held senior roles and served on boards within the sector in some capacity for over 30 years.

She is committed to community development and enabling people to determine what is a good life for them, however that may look. She loves her role at ConneXu and is excited to be working with the board of trustees, the ConneXu team, disabled partners, family/whanau and other stakeholders to achieve the organisation's vision of communities where people are empowered.

Fern has lived in Te Awamutu for over 30 years and is married with an adult daughter and two dogs. She enjoys reading, walking, travelling, and spending time with friends and family.

Kate Shaw: General Manager Partnerships & Enablement

Kate has held leadership roles in the Disability Sector for 20 years, upon completion of a Bachelor of Organisational Psychology and Human Resource Management at the University of Waikato. Kate is currently fortunate enough to have been sponsored to be a member of the Community Enterprise Leadership Foundation (CELFF) class of 2023.



Kate has held her role at ConneXu for 10 years, she is responsible for strategic tasks, the development of new opportunities for the organisation, as well as ConneXu higher level partnerships, a team of 250 employees and the experience received by the people we partner with/work for.

Kate has been a member of the Enabling Good Lives (EGL) Waikato Leadership Group as a provider representative, a position that she held for 8 years. She is focused on ensuring that ConneXu holds the eight principles of EGL and the organisation's values at the forefront of every decision. Her aim is to ensure that the people ConneXu support live in an Inclusive Community, where they have natural connections and are empowered to live the life of their choice.

Kate grew up in Tauranga, before heading to the mighty Waikato to attend University. Kate, her husband and three children live at the base of Mount Pirongia, where they are equity owners of a 540-cow dairy farm, milking beautiful pure-bred Jersey girls.



Sharon Naylor: General Manager, Corporate Services (BMS, CA).

Sharon is one of those people who loves working with numbers. She has been working with ConneXu behind the scenes for a few years and thoroughly enjoys the work. Combining her passion for numbers with feeling she is part of an organisation that makes a difference is a winning combination for her.

As a Chartered Accountant, Sharon also runs her own practice, CN Chartered Accountants in Te Awamutu.

Sharon has lived locally for over 20 years and is married with two teenage daughters. When not working her magic with figures, she enjoys cooking and experimenting with new recipes. She can also be found relaxing on the beach or on a boat Fishing. Sharon also includes Pilates as part of her weekly fitness program.



Laura Etz: Group Manager Organisational Wellbeing and Quality.

Laura holds a Bachelor of Social Sciences majoring in human resources and industrial relations, and several diplomas: NZDipBus, DipOSH, as well as a DipTourism majoring in Event management.

Before joining the ConneXu team, Laura spent four and a half years working as a contractor for ConneXu, providing health and safety consultancy services. Previous to this, she worked at the Bay of Plenty District Council in an HR capacity on the Rena clean up. Laura also has experience in various other HR and recruitment roles, event management and general customer service positions, and worked as a care assistant in a rest home while at university.

When not working, Laura enjoys spending time with her family, cooking, reading and exploring our amazing country with her family and their dog Moshe.

Derek Lamb: Group Manager People, Performance Organisational Development.

After a career working in profit-orientated organisations, Derek's decision to join the ConneXu team was driven by a desire to contribute to improving the quality of people's lives. Derek thrives on creating systems and environments which support teams to grow personally and professionally, thus building an organisation's strength and ability to achieve their goals. And as ConneXu's organisational objective is to support people to live their lives, their way, it was a win-win for him.



Derek has a wealth of experience in the human resources and organisational development realms. He has worked in multiple industries, as both a consultant and internally within organisations, including as Head of People, Culture and Reputation at Acrow Limited, and as Organisational Development Manager at Hawkins Construction. He has also held several Training Manager roles.

Derek holds a Graduate Diploma in Human Resource Management and is an ICF (International Coach Federation) Accredited Coach.

As a father of five, with four daughters and one son, it is no surprise that he enjoys keeping busy. Outside of work, Derek enjoys keeping fit and can often be found running, cycling, hiking or camping. He also loves expanding his thinking and perspective on things, and enjoys meeting new people, philosophy and self-development, as tools for doing so.

CONNEXU'S COMMITMENT TO WELLBEING

Work Well Accreditation

As an organisation, we have identified that well-being can have a significant impact on the organisational culture, team members, and the wider community. Therefore, ConneXu saw the need for a committee to actively improve both the well-being and psychosocial risk for team members as well as the people we partner with.

The organisation's first step was to collaborate with WorkWell, a workplace well-being initiative that supports workplaces to 'work better through well-being'. This initiative has been developed by Toi Te Ora Public Health.

Through this partnership agreement, ConneXu has adopted a continuous improvement cycle to develop sustainable well-being action plans utilising a multi-level approach to workplace well-being, alongside all stakeholders.

As part of the collaboration with WorkWell, the organisation has commenced their accreditation journey and in December 2021 ConneXu was awarded Bronze accreditation! We are continuing this journey in 2022 and are working towards Silver accreditation.



6,733 hours of facilitation per week.

Our Response to supporting people with higher support needs, including physical and sensory disabilities, and chronic health issues.



160

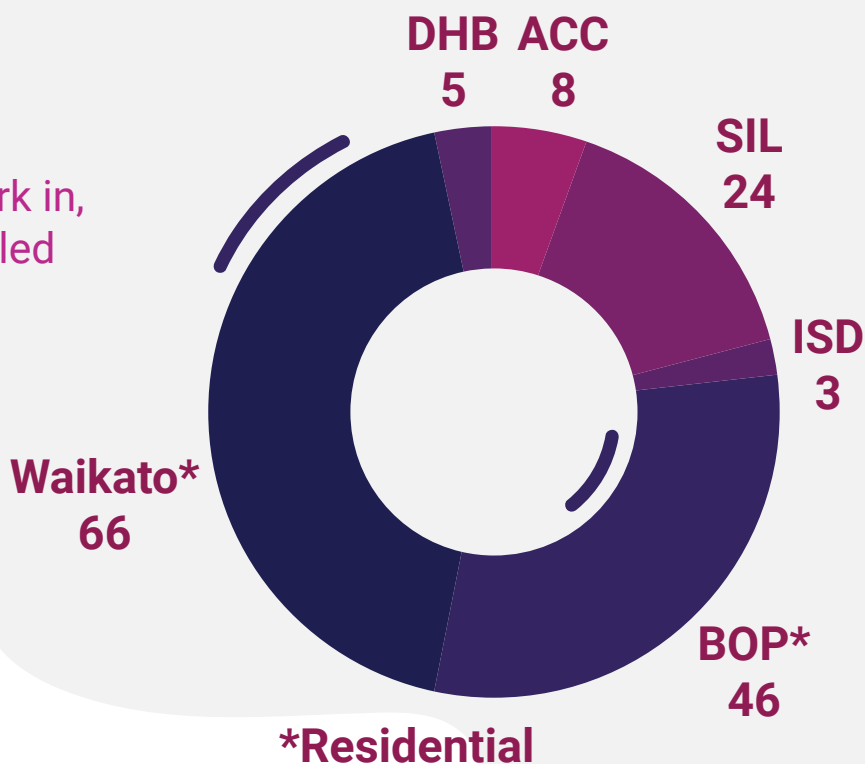
hours per week.

Our Response to collaborating with people to create a life which is meaningful to them.

160 hours per week of person-centred, facilitation through Supported Independent Living.

Facilitation offered

Across the regions we work in, we partner with 191 disabled persons under different contracts and services.



ConneXu Service Performance Financial Year 2021-22



Six Disabled partners employed in leadership roles at ConneXu.

▲
Our Response to Developing tools to enable Disabled persons to become leaders and educators.
▼

12 Educational workshops developed by and presented by disabled persons in educator role.



We are proud to support organisational wide engagement, encouraging personal & professional development.

16 Courses completed.*
95 Team members with Level 4 and above qualifications.
4,458 hours of training undertaken.



*based on number of First Aid and MAPA/CPI courses

System Transformation

The aim of the transformed disability sector is to ensure disabled people and their families/whanau have greater choice and control in their lives. On Friday the 29th of October 2021, the New Zealand Government provided greater clarity regarding the rollout of the transformation, which will be the largest change in the disability sector in 32 years.

This initial announcement was just the beginning of the next leg towards achieving the 'shared vision of transforming Aotearoa into a non-disabling society. One where we can proudly champion the inclusivity and accessibility of the place, we all call home.' As explained by Honourable Carmel Sepuloni.

System Transformation can be broken down into three areas:

Whaikaha - Ministry for Disabled People

On the 1st of July 2022, Whaikaha – Ministry for Disabled People was announced. The Ministry has a disabled person and whānau-led governance structure, and is led by the Minister for Disability Issues, Hon. Poto Williams. This is an independent agency that is responsible for driving better outcomes for disabled people, leading cross-government strategic disability policy, delivering, and transforming Disability Support Services, and progressing Disability System Transformation.

Accelerating Accessibility

Too often disabled people's ability to live life to the fullest and contribute to their full capacity is blocked due to the inaccessibility of so many spaces and places around New Zealand. Many disabled people continue to experience barriers, not just in access to build environments but also access to things like public transportation, education, health, information and communication services, and events.

Enabling Good Lives.

Begin the introduction and roll-out of the principles of Enabling Good Lives nationwide. Enabling Good Lives is centred on the 'person, their strengths, and aspirations, and it's an approach that works, as we've seen in the pilot regions. It enables disabled people and their family/whanau to have much more choice and control over their own lives and the support they receive.

Taking a partnership approach, ConneXu is committed to facilitating and creating an environment for positive change that is disabled person, family and whanau led.

We are proud that the system transformation we are undergoing, focuses on enabling disabled people, families, and whanau to exercise their basic rights for choice and control over their own lives.

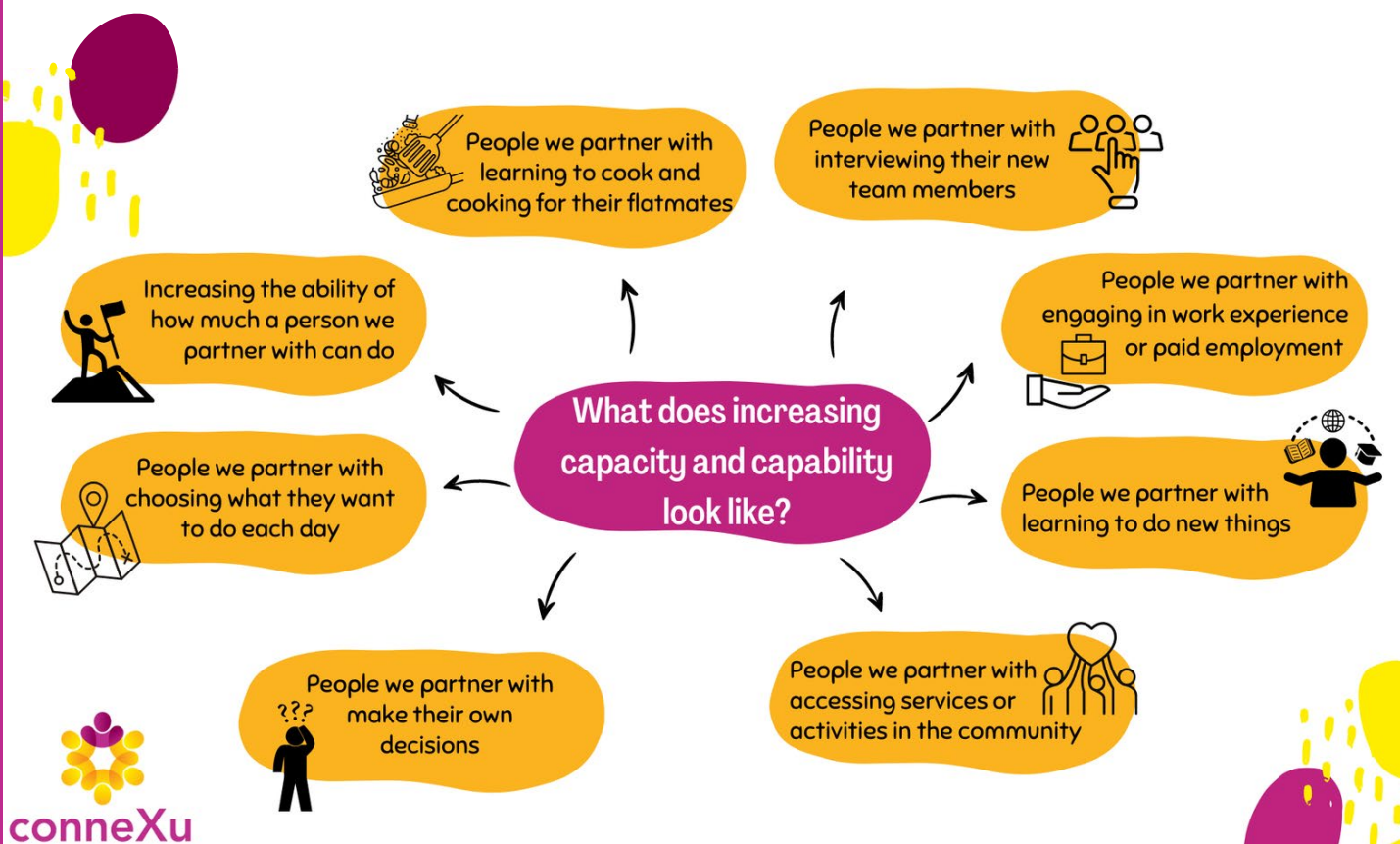
System Transformation | Project Team

System Transformation – Project Team

ConneXu has taken a project-based approach to this exciting opportunity, by forming a project team made up of disabled partners and ConneXu team members to navigate the codesign process, design solutions aligned with the principles of Enabling Good Lives and ultimately evolve the organisation, over time to become more disabled person centric.

The overall structure of the project involves the Steering Group (Fern, Kate, Derek, and Jess) that will communicate with the Board and guide the project team.

The project team has identified various streams of work, including education, recruitment, self-review, finance, home involvement, language, and culture that all work towards increasing the capacity and capability of disabled partners as well as their choice and control in their lives.



TRANSFORMATION ideas

20/1/2022

PETER
WILLIAM
TREVAN
CHRISTEL
KIRSTY
CAMERON
LILY
BETH
MEL
HAMMORA
HELEN
DAVE
DIANA
GREG
CHARLIE
MATTHEW
CONNOR
TASH
STEVEN
KAT
MAX
RYAN
STEPHEN

LAUREL
DYLAN



THINGS WE COULD BUY WITH OUR OWN MONEY

"EXCITED" "TEAMWORK!" "EXCITED" "JOYFUL"
 "HAPPY" "ENCOURAGING" "MOVING FORWARD POSITIVELY" "NIRVANA"
 "TRANSITIONAL" TEAM "INSPIRED" "HOPEFUL"
 "KA PARI" "FED UP" "EXOTIC" "HAPPY INSIDE" "AWARE" "POSITIVE"
 "A BIT CONFUSED" "EXHAUSTED" "MOMENTUM" "PROUD"



conneXu

live the life you LOVE love THE LIFE YOU LIVE!

18/1/22

LAUREL
DYLAN
HELEN
PETER
KIRWAN
KAY & BEN
TARA
SHARON
FIONA
TERESA
JASMINE
KELLY
NICKY
JACK
SUE
HELEN N
NIGEL
BILL
RON
KAA
LISA
GABBE
ASHLEE
EMILY
DEREK
CARMEN
HARRY
BEVAN
RONNIE
MICHAEL
HELEN



SERVICES WE MAY WANT TO BUY!

"INTERESTING" "NEAT" "OPTIMISTIC" "PERFECT"
 "INFORMATIVE" "HOPE" "PROGRESS" "TEAM-WORK" "AWESOME" "ENTHUSED"
 "FULL" "CONTAGIOUS" "INTERESTING" "IMPACT" "EXCITING" "BRILLIANT"
 "AWESOME" "TEAM EFFORT" "POSITIVE THINKING" "COOL"
 "EMLIGHTENING" "EXCITED" "SIREN"
 "ACHIEVABLE" "FUN"



Community based supports

Support tailored to the needs of the person. From budgeting, life skills, study support, numeracy and literacy skills, appointment support, looking for accommodation, nutrition, mobility and fitness goals and skills for independence. We are providing supports that are specific to the person we partner with to increase capacity and capability with creative supports. We are partnering with people in the BOP and the Waikato to live their best lives with support that suits their needs.

Supported independent living - GARY STERN

Easy to use: What I love most about my support is that it is flexible. I can have support any day of the week in a variety of places.

Person Centred & Self-determination: I got to be a part of my interviewing process and selected staff based on their skills and style of support that I wanted.

Ordinary life outcome & mainstream first: In the last year I have gone from living in emergency housing that didn't suit my mobility needs, no savings, limited social interactions, restricted diet, living day to day with no motivation for the next. Now, I live in my own home that I can safely move around in.

Relationship building: I have savings! I am interacting with my community and peers. I cook with my support to learn new skills and recipes that I can cook independently with my home-grown vegetable garden.

Mana Enhancing: I get up every day with new ambitions and goals, I'm proud of myself. ConneXu has walked with me to achieve my goals and a life that I didn't know I was capable of.



Individual Service Design - JAMESON

Jameson tell me what you like about your support: Stephen is good, he is my support. We do a lot of things like swimming, library, trikes and art. Stephen is with me from seven in the morning to five at night then I go home to dad.

Self-determination: Jameson has made some excellent progress on his goals this year. Jameson has selected goals for himself that have stretched him mentally, physically, and spiritually

Person centred: We have been creative in how we are incorporating numeracy and literacy into everyday activities that supports Jameson's independence and life skills finds fun such as baking with friends, art and finances.

Ordinary Life outcome: Jameson has been passionately working to his goals of independence and home management with cooking, cleaning and gardening.

Relationship building: Jameson has been working on social interactions and ques in partnerships with Stephen that offers reminders of people's names and previous encounters. Jameson has planned trips all over the Waikato with friends from Rotorua, Waitomo, Tauranga and Hamilton.

Mana Enhancing: Jameson has been working on his independence with management of his food, personal presentation and weekly planning.



WHOLE LIFE OF SUPPORT *Bill's Story*

Bill's Story

When sat down to Bill planned his dreams and aspirations, a big goal was to reconnect with his father in Australia, whom he had not seen for over 10 years.

Alongside his key community facilitator, Bill made contact and started working on a plan towards visiting him.

Planning started in 2018, and after he realised that the cost was going to be substantial, Bill focused on saving money from his part-time job to help get to his goal.

With support, Bill was able to plan his holiday, and after talking with his dad over the phone about the trip, he found the best time to visit to be able to spend quality time together.

Although it took a few years, in June 2022 Bill travelled to the Gold Coast to see his father. Making most of the time he had in Australia, he took time to visit the theme parks and attractions, and had a holiday of a lifetime.



WHOLE LIFE OF SUPPORT

Team member's perspective

(AKA Residential Support)

ConneXu offers the people we partner with innovative, flexible solutions to enable choice, control, and independence. We are proud to ensure that partners have the right in-home support to suit their needs.

Once a partner comes on board at ConneXu, we spend time focusing on their goals and aspirations. This involves creating a focus plan or map, agreed upon goals, as well as supporting partners to live independently where possible. It is our approach that "There is no decision about them, without them."

Starting with what a good life looks like based on the partner's current interests and hobbies helps the ideas start to flow. We then turn this into a visual roadmap using Te Whare Tapu wha and Enabling Good Lives principles.

We also use this approach for how our partners live in their homes. Our community facilitators understand that the practice of "lightest touch" makes certain that the people we partner with have responsibility for the day-to-day running of their homes, but with backup and guidance if they need it. So just like any other flatting arrangement, it is the partner's responsibility to ensure the house is clean and tidy, what to cook and to make sure that groceries are brought. If a contractor has been called, they would greet them at the door to tell them what needs to be fixed.

This approach allows partners to grow in independence and confidence, with the safety net of ConneXu Community Facilitators in the house if they need support.



DISABLED PARTNERS & LEADERSHIP

Profile/interview with Jess Adams

Jess Adams - Advisor - Lived Experience, Disability

Making the world a better place for others is a primary focus for ConneXu Change Consultant, Advisor – Lived Experience Jess Adams.

Fuelling her passion for change and social justice, Jess says her role enables her to follow her passion for equity and equality for all people.

As a change consultant, Jess' role includes advocating for the people ConneXu partner's with – which can be as simple as listening to their concerns and working with them to identify ways to resolve them, and ensuring their voices are heard.

"If further work is needed, I am involved in carrying out self-reviews, which is a questionnaire which is completed by the people we partner with, their family/whanau, and team members. This helps to identify what we are doing well, what we need to develop and work on further," Jess says.

"One large part of my role is empowering people we work with to advocate for themselves – brainstorming solutions with them, researching entitlements, using assistive technology and working with external providers to facilitate opportunities where they can express their experiences and desires of what a good life for them looks like."

One of the main strength's of ConneXu's Change Transformation team is that many of its members are living with disabilities themselves, giving a real perspective, on real lived experiences.

"The role was created because there is no one better to advocate for a disabled person than someone who has lived experience," says Jess.

"I am autistic and I received a diagnosis later in life. My late partner also had a high needs disability and I supported him and loved him and enabled him to live his good life for seven years. This experience really ignited my passion for advocacy and social justice. We have both been supported by Enabling Good Lives and it is great to see the new system transformation being implemented within the disability sector as I have lived this journey myself."

Three highlights of my role:

I work closely with:

Emily (Change Consultant)

Maddy (Community Outcomes Coach)

Kate (General Manager – Partnerships & Enablement)

System Transformation Team – **Gabbie Nelson, Toby Ure, Karolynne Thompson, Greg Niece, and Will Aitkin.**

Seeing the project team members thrive in their roles – proud mum kind of thing.

Seeing Reon empowering one of the people we partner with to improve communication with referrals to Talklink trust and Explore as this enables them to have more independence with communication.

Seeing the changes that have been made in the way ConneXu partners with disabled people.

PARTNERS RUNNING EDUCATIONAL WORKSHOPS



TEAM EMPOWERMENT

TRAINING & DEVELOPMENT

Over the last financial year all team members have attended a blended delivery induction process consisting of both online and face to face training in key areas. This allowed good practices to continue during induction even when staff were unable to attend the office all the time. ConneXu can confidently say all staff members had just right amount of training at the right time.

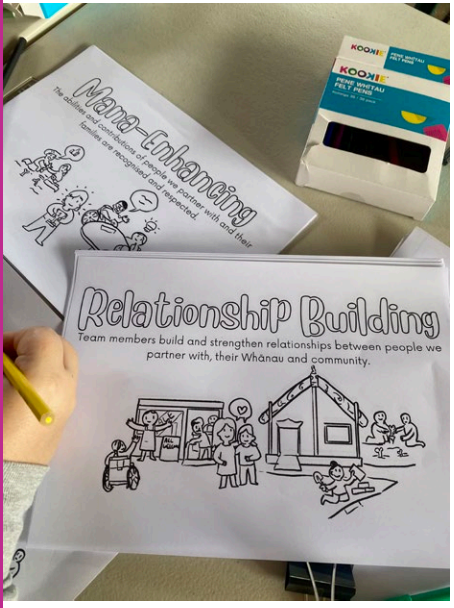
Team members were involved in safety intervention, first-aid training, and additional courses to support good practice. Community Facilitators and some leaders were supported in Health and Wellbeing qualifications to positively impact the people we partner with.

There had been e-learning rolled out to focus on key areas to support all areas of organisation including system transformation. In the year to follow training and development will continue to focus on strengthening ConneXu around system transformation and supporting people to live good lives through the further development of a targeted blended learning approach.

ConneXu continues to invest in the development of its people through the use of its human resource information system ELMO. The ELMO platform provides all team members with access to targeted learning modules, their own personal information and includes functionality that supports engagement with their leader regarding their performance, development and behaviour as it relates to their role in enabling our disabled partners to build capacity and capability.



How we connect with family/whanau



ConneXu 2020 Trust

Summary Statement of Comprehensive Revenue and Expenses
For the Year Ended 30 June 2022

	2022	2021
	\$	(4 months) \$
REVENUE		
Income from Exchange Transactions		
Ministry of Health Income	12,472,942	3,882,328
Residential Support Subsidy Received	1,439,059	393,740
Ministry of Health Sleepover Income	1,939,981	542,243
Supported Independent Living	682,784	124,525
Individual Service Design & Respite Income	145,089	70,743
DHB Contract Income	1,326,596	398,104
ACC Income	293,845	107,211
Client Contributions Received	52,790	5,015
Grant Funding Utilisation	39,500	41,358
Donations Received	1,000	-
Sundry Income	423,626	-
Pay Equity Funds Received	2,699,984	78,533
Interest Received	7,282	442
Total Revenue	<u>21,524,478</u>	<u>6,044,242</u>
EXPENSES		
Employee Related Costs	16,204,198	4,689,624
Direct Service Costs	2,750,083	909,181
Other Expenses	1,840,597	540,089
Depreciation	273,807	69,140
Amortisation of Intangible Assets	55,726	5,379
Total Expenses	<u>21,124,411</u>	<u>6,213,413</u>
Surplus/(Deficit) for the year	<u>400,067</u>	<u>(169,171)</u>
Other comprehensive revenue and expense	0	0
Total Comprehensive Surplus/(Deficit) for the year	<u>400,067</u>	<u>(169,171)</u>

Note: These are unaudited financial summaries. For a full audited version of the 2022 Annual financial statements please go to <https://register.charities.govt.nz/CharitiesRegister/ViewCharity?accountId=e7a2f3b0-63af-ea11-ba6c-00155d6b7730&searchId=e814562c-4a88-4dcf-a564-e339a5cfba59>

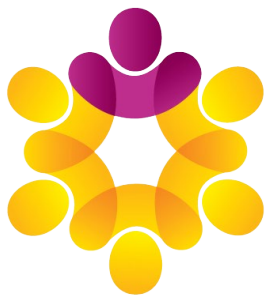
ConneXu 2020 Trust

Statement of Financial Position
As at 30 June 2022

	2022 \$	2021 \$
CURRENT ASSETS		
Cash and cash equivalents	1,972,301	1,837,663
Other current assets	175,528	141,739
Trade and other receivables	2,553,556	1,744,602
Total Current Assets	<u>4,701,385</u>	<u>3,724,004</u>
NON-CURRENT ASSETS		
Property, plant and equipment	4,042,860	2,402,445
Intangibles	95,127	52,501
Total Non-Current Assets	<u>4,137,987</u>	<u>2,454,946</u>
TOTAL ASSETS	<u>8,839,372</u>	<u>6,178,950</u>
CURRENT LIABILITIES		
GST payable	407,923	368,534
Payables	1,261,208	1,108,215
Employee benefits liability	1,860,384	1,344,578
Term Loans - Current Portion	20,168	-
Total Current Liabilities	<u>3,549,683</u>	<u>2,821,327</u>
NON-CURRENT LIABILITIES		
Term Liabilities	863,077	-
TOTAL LIABILITIES	<u>4,412,760</u>	<u>2,821,327</u>
TOTAL NET ASSETS/EQUITY	<u>4,426,612</u>	<u>3,357,623</u>
TRUST FUNDS		
Resettlement Reserve	4,195,716	3,526,794
Accumulated Revenue and Expense	230,896	(169,171)
TOTAL TRUST FUNDS	<u>4,426,612</u>	<u>3,357,623</u>



Thank you.



conneXu

He hononga.
He waka.
He aronga.

Connections.
Partnerships.
Choice.