

2024 Year in Review

SPECTRUM GROUP



Stream

Special
Olympics
Mangere

Special
Olympics
Mangere

SPECTRUM FOUNDATION

Ahākoa ko wai te tangata, ahākoa nō hea


**Spectrum
care**
Te Wai Kahukura Atawhai


**Homes
of Choice**
Ngā Kāinga Awhi

Spectrum Group

Chair-CE Report 2023-24



Graeme Edwards
Chair
Spectrum Foundation



Sean Stowers
Chief Executive
Spectrum Foundation

SPECTRUM FOUNDATION

Ahākoa ko wai te tangata, ahākoa nō hea

In 2023-24, Spectrum Foundation approved nearly \$900,000 of funding into the community to support disabled people and their whānau. All grants were aligned with our philanthropic priorities of empowering self-determination in employment, housing and education. More information is set out in our Statement of Service Performance later in this document.

In addition to our grants, the Foundation makes significant impact through its two wholly owned subsidiaries, Spectrum Care and Homes of Choice, providing support services and housing opportunities for disabled people and their whānau.

The value we place on self-determination is reflected in our commitment to ensuring that our decision-making for grants is guided by people with lived experience of disability. During the year we established a Philanthropy Moderation Panel – a diverse seven-person team with direct lived experience of disability and deep connections to their communities.

The Foundation collaborated with other philanthropic funders on a quarter of this year's funding initiatives. Collaboration will continue to be important for us, especially on larger social change initiatives.

An important function of the Foundation is the delivery of shared services for our operating subsidiaries – such as finance, HR, IT, communications, quality oversight and cultural support. We conduct regular reviews of these functions, and it's pleasing to report that most of our service KPIs continue to be met and, in many cases, exceeded.

During the year we established a Pou Tikanga role, with a specific focus on supporting Spectrum Group in developing relationships and partnerships with iwi and helping the Foundation to partner with tāngata whaikaha Māori and Māori-led organisations.

For Spectrum Care, a key focus for our Pou Tikanga has been assisting Service Delivery Management to build cultural capability, including tikanga and te reo Māori, to better equip staff to work with Māori in mana-enhancing ways.

For Homes of Choice, priorities have included supporting a better understanding of the housing needs for tāngata whaikaha Māori and their whānau, as well as building relationships and partnerships with iwi and hapū, government and other stakeholders, so that we can house more people and house people better.

The latter part of 2024 saw the final reports issued from the Royal Commission of Inquiry into Abuse in Care. The reports speak to the abuse and neglect that were pervasive within state and faith-based care, and highlight the circumstances that place disabled people at risk of abuse and neglect.

We're committed to continuous improvement initiatives that strengthen our safeguarding approaches and uphold the rights of disabled people to be and feel safe, respected and free from all forms of abuse, harm and neglect.

During the year, we refreshed our Vision and Values with involvement of staff from across the Group. Our Vision and Values provide a framework that empowers all our staff to make good decisions, while bringing their own personalities to their work.

Our Group Vision is:

'An Aotearoa in which all disabled people have equal opportunity to live good lives.'

Our Group Values are:

Equity – Mana taurite: *'We treat everyone fairly.'*

Dignity – Whakaute: *'We honour and respect each other.'*

Ambition – Pae tawhiti: *'We dream big.'*

Sustainability – Ka ora: *'We do what's best.'*

Our Group Whakatauki is:

'Ko te mea nui, ko te tangata. Ahākoa ko wai te tangata, ahākoa nō hea.' – *'The important thing is people. No matter who the person is, no matter from where.'*

Each of our three entities fulfill this Vision in different ways across our sectors of operation – philanthropy/shared services, disability support and community housing. Each entity therefore has its own supporting purpose.

Spectrum Foundation's purpose is:

'To break the barriers those most in need face in achieving equitable outcomes in health, housing, education, employment and self-determination.'

Spectrum Care's purpose is:

'To help maximise the potential of the people we support.'

Homes of Choice's purpose is:

'To empower new possibilities by providing welcoming homes, tailored to people's needs.'





Te Wai Kahukura Atawhai

We're committed to integrating disabled perspectives into all aspects of our organisation and activities. That aim was significantly reinforced this year by the addition of the role of Whānau Engagement Lead and the convening of a Whānau Advisory Group, described in more detail later in this report.

We've also continued to focus on supporting more independent service types, such as Supported Independent Living, with a close to 50 per cent increase in the number of people supported in these services over the past year. We're excited to now be delivering these support options in the Wellington region and continuing to grow independent options across our other key regions.

The past year saw us fully roll out our Coaching, Diversity and Leadership programme to our frontline managers to help them develop their leadership and coaching skills. Investments in our staff such as this have led to increasing engagement, with recent Staff Wellbeing Survey results reflecting positive feedback about Spectrum Care's role as a supportive employer and increasing staff satisfaction with the meaningful mahi they do every day.

The past year also saw us deliver against our strategic priority of strengthening our clinical governance framework and using data to continuously improve practice, reduce risk and enhance prevention. Examples of this work include our Speech Language Therapy Team enhancing a number of training programmes to align with the most current best practice, including Proactive Dysphasia Risk Screening which significantly reduces the possibility of choking incidents for the most vulnerable people we support. Our Health and Ageing Team has prioritised face-to-face Supporting Wellness Training and continued engagement with our Annual Health Assessment programme over the past 12 months, with positive results being seen among the people we support.

We'd also like to acknowledge the Quality Team and their evolving and very important work assisting Spectrum Care's service delivery in the areas of quality improvement, assurance and monitoring. This work is increasingly valuable in improving the way we deliver supports.

A key achievement over the past financial year was the launch of Gig Buddies Auckland, which is delivered with funding from Spectrum Foundation and aims to combat social isolation for disabled people by matching them with volunteers who share the same interests and passions.

Gig Buddies delivered a number of inclusive events over the past 12 months, including two 'Gig in the Park' live music festivals, co-hosted with Auckland Council's Music in Parks. While Gig Buddies' primary focus remains providing opportunities for social connection and enabling disabled people to build genuine, lasting relationships with like-minded people, these launch events provided unique opportunities for event hosts such as Auckland Council to better understand the needs of disabled people, and incorporate approaches and learnings identified by the Gig Buddies Team so that everyone has the opportunity to enjoy live music.

The beginning of 2024 saw the departure of Spectrum Care's Board Chair, Ronelle Baker, following her appointment to Whaikaha's Executive Team as Kaihautū (Chief Advisor Māori). Ronelle joined Spectrum Care in June 2022 as our first Board Chair with lived experience of disability and proved herself time and again a tireless advocate for improving wellbeing, equity and inclusion for disabled people and their whānau – further attested by her then concurrent roles as Principal Advisor Accessibility for Stats NZ and Children's Commissioner at the Children and Young People's Commission.

Our new Board Chair, Grant Cleland (ONZM), brings long-term expertise in business and governance in the health, disability and education sectors. Grant has lived experience of disability and has worked in the sector for over 30 years at governance, senior leadership and practitioner levels. He has both led and provided services for people with a range of impairments.

The end of the financial year saw a series of significant changes in the disability support sector, which came as the result of a review commissioned by the new Minister of Disability Issues. Key among its findings was that the Whaikaha - Ministry of Disabled People wasn't set up to effectively manage the scale and nature of its funding, and didn't have adequate budget controls.

That led to the Ministry being restructured, with responsibility for delivering support services shifting to the Ministry of Social Development. Further changes included funding for disability support services being kept at current levels, with no price increases to keep up with inflation, and a freeze on new referrals into community residential support (outside of a very strict set of criteria).



While it's still unclear exactly what impact these changes will have on the support disabled people receive, the minimal consultation and rapid roll-out of the changes has had a destabilising effect across our sector – and, most importantly, amongst the people and their whānau who are needing to access support.

This short-term funding uncertainty and the ongoing uncertainty from unresolved pay equity claims have resulted in significant budget pressures, both within Spectrum Care and across the sector, as we move into the new financial year.



Access to safe, affordable and accessible living options is a key enabler for disabled people to live their lives of choice, and Homes of Choice is determined to deliver on that need. Every day, Homes of Choice works alongside our customers and partners to create welcoming home environments, tailored to people's needs, and delivers on its strategic objectives of 'Housing more people', 'Housing people better' and 'Growing through funding and partnerships'.

Over the past financial year, this has included a significant increase in people served, a doubling of planned property upgrades, and a near doubling of the number of two- and four-bedroom units under development and management. This has helped grow our portfolio to almost 200 properties, of which more than 110 are owned outright.

All these recent developments have been exemplars of what can be achieved through collaborations with government partners such as the Ministry of Housing and Urban Development (MHUD) and investment partners such as Soul Capital, along with the support of an array of design and development partners.

We've also grown our tenancy management services – in collaboration with Kirva Trust and Emerge Aotearoa – in Wellington, where Homes of Choice manages 27 tenancies for disabled people in a new CBD apartment block.

Community housing providers play a pivotal role in both the development and delivery of social housing in New Zealand, and Homes of Choice is currently in the process of delivering a development pipeline that will see a total of 64 bedrooms added to its portfolio and more than \$23m invested into safe, accessible and affordable homes that are tailored to people's needs. This includes a partnership with MHUD, through their Affordable Housing Fund, which will provide 48 bedrooms in 14 homes across four development sites, with all downstairs rooms fully accessible.

We extend our thanks and appreciation to our stakeholders for their ongoing support, for it is through shared commitments and collaborations such as these that lifechanging outcomes can be achieved.

Conclusion

In closing, we'd like to acknowledge our trustees and directors across Spectrum Group and thank them for the significant value they bring to meeting the Foundation's objects.

We believe that governance across the Group benefits from having trustees and directors with diverse skills and experience, including direct and indirect lived experience of disability.

We also wish to acknowledge the Executive Team for their leadership and continued commitment to the implementation of our strategic objectives.

Thank you to our management and staff across the Group for ensuring our values are upheld and our promises kept, as we seek to make a positive difference within the communities we support. We continue to be inspired by the level of commitment given to uphold the Group's reputation in challenging times.

Thank you also to the people and whānau we support for allowing us to be a trusted partner, to walk alongside and work together, and to dream big.

We're confident that Spectrum Group is well positioned for the future and will continue to deliver on its vision of 'An Aotearoa in which all disabled people have equal opportunity to live good lives.'

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2024 Annual Reports



[Spectrum Group Annual Report – [click to download](#)]



[Spectrum Care Annual Report – [click to download](#)]



[Homes of Choice Annual Report – [click to download](#)]

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Ahākoa ko wai te tangata, ahākoa nō hea

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