



The Champion Centre  
Tamariki Toiora

# 2019

## ANNUAL REPORT

Christchurch Early Intervention Trust  
CC22708 July 2018 - June 2019



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## Vision

'Realising every child's potential.'

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## Mission

The Champion Centre is committed to providing high quality family and whānau based early intervention services for children/tamariki with multi-faceted developmental delays. In partnership with our local rūnanga (Te Ngāi Tūāhuriri), The Champion Centre will educate about early intervention and act with parents/mātua/tamariki with developmental delays as advocates for adequate and appropriate community services for them and their children/tamariki.

Tuia te rangi e tu iho nei  
Tuia te papa e takoto nei.

*As the sky joins the earth, so people depend on one another.*

## Board Chair's report

Board Chair's report for the Financial Year 1 July 2018 to 30 June 2019



Tēnā koutou  
katoa  
Greetings to  
you all.

I had the privilege of being appointed to the role of Chair of the Christchurch Early Intervention Trust (CEIT) from the last Annual Meeting in November 2018. I acknowledge the eight years that Carol Bellette had ably chaired the Trust.

The Champion Centre has provided services to 230 children and their families during the last financial year. These children and their families have received a service unparalleled by any other early intervention provider.

On behalf of the Board I acknowledge the work of Dr Susan Foster-Cohen, Centre Director, her senior team and that of the staff. Their commitment and dedication to the children and their families results in very positive outcomes with staff and families seeing the child and not the disability.

I acknowledge the expertise, commitment and contribution of the trustees of the CEIT. We welcomed Vince Barry (CEO of Pegasus Health) onto the board this year.

I acknowledge the financial contribution made to the CEIT from the Champion Foundation Trust and the commitment of the Foundation Trustees to the Champion Centre.

This year the Christchurch Early Intervention Trust and the Champion Foundation Trust have held joint meetings. This has given us the opportunity to better understand each Trust's purpose and in particular for the Trust Chairs to form a closer working relationship.

Finances are an ongoing challenge for the Centre. However, with the support of individuals, charitable organisations and in-kind donations, the Centre remains financially viable. The 2018 – 2019 Financial Performance Report indicates a positive year end result which is testament to the prudent financial management of the Centre.

A challenge for the Centre is operating on a sound financial basis whilst seeking donations from organisations who want to see the organisation as financially viable rather than operating under a deficit. Others want to see that financial donations are required to ameliorate the financial situation.

We were appreciative that Government funding increased over this financial year.

We sincerely value and appreciate all organisations and individuals who donate funds and in kind to the Centre. Without your support we would not be financially viable.

The Board, in consultation with the staff, reviewed the Vision Statement (purpose of the Champion Centre).

The new Vision Statement is:  
**'Realising every child's potential.'**

The CEIT also reviewed the Strategic/ Annual Plan earlier this year including consultation with the staff of the Centre. The reviewed plan will be operative from 2019 – 2021. A copy of this is included in the Annual Report. The Director reports on each of the strategic goals in the Strategic/ Annual Plan to the Board at each meeting.

The CEIT have developed a self-review plan of governance policies to ensure that the trustees' obligations as a good employer are met. These policies are to be reviewed on an annual basis.

There is no doubt that the Champion Centre is held in the highest regard by the wider community. This reputation has been built over the years by the contribution of staff, trustees, families and professionals and the very positive outcomes achieved for the children who have the good fortune in receiving support and services from the Champion Centre.

We all believe in *realising every child's potential*.

Ngā mihi/best wishes

A handwritten signature in black ink, appearing to read 'Graeme H Daniel'.

Graeme H Daniel MNZM  
Chair

## Trustees

Meet the current Trustees of the Christchurch Early Intervention Trust

### Graeme H Daniel (Chair)

Graeme has recently retired having held a number of principal positions in special education over a 30-year period and was a member of regional and national advisories. He also worked for the ERO for several years. Graeme is currently an education consultant/advocate and advises in the area of Learning Support and leadership.

### David Lang (Deputy Chair)

David is a partner in the law firm, Saunders & Co, and is currently the Chairman of the Nurse Maude Association. David became involved with the Champion Centre when his wife, Lois, was working at the Centre as a speech-language therapist.

### Vince Barry

Vince Barry is CEO at Pegasus Health (Charitable) Ltd in Christchurch. He commenced his health career 35 years ago as a nurse assistant in psychiatry, progressing through a nursing career and into management in the mid 1990's following the establishment of Forensic Psychiatric Services. Vince's management career in hospitals involved general management of mental health, aged care and rehabilitation services, as well as coordinating the elective surgical services programme for Canterbury before embarking on his CEO role with Pegasus Health in 2008.

### Carol Bellette

Carol is a finance professional with governance experience in both the not-for-profit and commercial sector. Her current role is General Manager Finance & Commercial (CFO) at Christchurch City Council. Carol has been associated with the Christchurch Early Intervention Trust since 2006 as both a parent and a Trust Board member.

### Andrew Hall

Andrew is the National Programme Manager for the NZ Spinal Trust and is responsible for managing the Trust's Peer Support Network and the Vocational Rehabilitation Programme.

He is currently on the boards of the New Zealand Rugby Foundation, the Burwood Academy of Independent Living, the Sporting Futures Charitable Trust and is a founding trustee of both the Ben Lei'a Trust and the Pacific Disability Support Trust. Andrew is also a past parent of the Champion Centre.

### Other attendees:

- Dr. Susan Foster-Cohen (Director)
- Jan Murphy (Clinical Practice Manager)
- Karon Storr (Grants and Funding Coordinator)

"Their tried and tested therapy model, is supported by over 40 years of research, with children and their families getting the right support for their needs, exactly when they need it."

*Leighton Evans, Chief Executive, Rata Foundation*



## Director's report



Kia ora koutou,

After all the excitement of our 40th Anniversary

last year, you might think 2019 would feel a bit uneventful. But actually, there have been so many wonderful things happening, that it is hard to remember them all.

We kicked off the year by winning the Archibald's Drive for Good competition. The campaign, led by our Development Director Abby Shaw (whom we were sorry to lose to another organisation later in the year), proved the capacity of social media to raise our profile and it brought out our supporters in droves. We proved the positive power of social media again more recently when Jan Murphy, Clinical Practice Manager, won a Westfield Local Hero award; and it is to the credit of our Grants and Funding Coordinator, Karon Storr, that we have kept up and expanded our social media presence throughout the year.

We have also spruced up our public image by refreshing our website and beginning to explore how we can share our knowledge and expertise more widely than just to the children and families in our service. We recently launched a video aimed at helping those wanting to replicate our highly successful Learning Through

Musical Play programme which is now available as a streamed resource on our [online shop](#) on our website. The Champion Foundation also created the beautiful *Earlybird* book for children and whānau born prematurely. Both of these are described in more detail later in this report, and you should keep an eye out for other offerings as we develop them.

As always, our shortfall in funding has needed to be a major focus of activity this year. Despite a significant increase in funding from the Ministry of Education, for which we are extremely grateful, we still need to raise in the region of \$700,000 this year alone to close the gap between programme costs and government grants. To address this we have two new fund-raising initiatives, one for corporates and one for individuals or groups of individuals who want to help. Both of these are detailed later in this report.

Every little bit helps and sometimes it is the small donations that contribute to larger outcomes. When past client Max Aldridge came to the Centre to give us a donation he had generated through a mufti day at his high school, I discovered he was making waves with a fabulous singing voice. And when he agreed to add his talents to the already awesome line-up put together by Blackboard Theatre Collective for their fundraiser concert for the Champion Centre,

I knew we were on to something special. See Max's story and photos from the fundraiser later.

It is the success of our graduates that makes it all worthwhile, and we are now building a kete of graduate stories to help demonstrate the effectiveness of what we do. We would love other families, young people and adults who have come through our service to come forward to be interviewed. Achievements large and small against the odds are worthy of celebration and we would be so grateful to anyone willing to share their story and the role the Champion Centre has played in setting them on the path to where they are now.

The successes of our programme are the result of the combined efforts of staff, families and trustees and my thanks go to everyone who has made and continues to make our world-class programme not only possible, but thrive.

Ngā mihinui,

Dr Susan Foster-Cohen  
Champion Centre Director

## Who are we and what is our purpose?

### What is the Champion Centre?

The Champion Centre provides a range of services for children whose developmental progress is impacted by conditions such as Down syndrome, other genetic disorders, cerebral palsy, the consequences of prematurity, epilepsy, developmental dyspraxia, Autism Spectrum Disorder and brain injury. We offer a number of services at the Centre including:

- An early intervention programme for children from birth to primary school age who have delays in at least two areas of development;
- A specialist early intervention programme for children with relating and communicating difficulties;
- A monitoring programme for children who are at developmental risk either because of prematurity or because of other health-related vulnerabilities;
- Individual assessment for children for whom there are concerns about their development.

### Who does the Champion Centre provide services to?

The Champion Centre provides a range of early intervention services to children and families in the Canterbury region. All the children had been diagnosed with significant challenges to their development and been referred by a paediatrician to the Early Intervention Coordination Service. Parents identified the Champion Centre as their provider



of choice from among the Christchurch/Canterbury providers. Most of the children and families who enrol with the Champion Centre do so when their child is less than a year old and stay with the service until they transition to school. The Champion Centre prides itself on getting in early when developmental challenges can most easily be addressed and on supporting the parents/whānau to support the child, so that each child's therapy programme can be maximised at the Centre, in the home and in the community.

### How is the service delivered?

Most children and families attend the Champion Centre, located on the Burwood Hospital site, once a week during school terms. The programmes are multi-disciplinary, involving teams (including physiotherapists, early intervention educators, speech therapists,

music specialists, social workers, and more) who work in partnership with parents/whānau to help each child reach their full potential. All areas of development are attended to (physical, intellectual, communication, social and emotional) and the programme provides both practical and emotional support to the families raising these children. The service embraces the principles of whānau ora in supporting whānau to support tamariki in the ways that work for them.

### What makes the Champion Centre special?

The Centre model uses a holistic approach based on a working partnership with parents/whānau as first teachers. There are several core components – Physiotherapy/ Occupational Therapy, Speech and Language Therapy, Early Intervention Teaching and

"The team often notices specific skills that my child is developing. They also help me understand the nuances of my child's development compare to a typical child."

*Excerpt from client survey*

Psychology. They are augmented and integrated at age appropriate stages with learning through musical play, technology supported learning, early childhood play, and early intervention educator programmes. Family Support Team services are available throughout.

This Centre-based approach is constantly reviewed and updated incorporating cutting edge research. It achieves ecological validity through the systematic incorporation of the child's family and home life, early childhood centre and finally school into the child's programme. This "wrap-around" service includes visits by a dietician, podiatrist, vision and

hearing resource specialists, Early Childhood Centre teachers and school personnel. It is a programme, which celebrates the whole child and their whānau and is recognised on the international stage for the quality of its early intervention practice.

#### **How do we know our programmes work?**

Both in-house and independent research has demonstrated that the programmes work. Every child makes positive change over time and achieves many milestones that were thought to be unachievable. Almost all children go on to attend mainstream primary schools when they leave, and our transition to school programme routinely receives high praise. The Champion Centre's early intervention programme is internationally recognised, and staff members have delivered papers and published articles in international conferences and in peer-reviewed journals on the success of the programme.

#### **How are the programmes funded?**

The programme is funded by a combination of central government funding and fundraising through grants, events and philanthropy. Currently the government (Ministry of Education, Ministry of Health and Oranga Tamariki/Ministry of Social Development) funds 73% of the \$2.5 million it takes to run the Centre annually. This leaves a shortfall of approximately \$700,000 to fund through fundraising efforts.

## **Our children and whānau**

On 30 June 2019, our quarterly return to the Ministry of Health showed we were providing service to 230 children. Of those, 98 were born very prematurely with consequences ranging from moderate to severe; 56 have identifiable chromosomal or other pervasive disorders; 36 children have a diagnosis of global developmental delay; 11 children have a primary diagnosis of autism and 29 have other diagnosis.

During the year, 40 children 'graduated' from the programme by moving onto school or being discharged. We accepted 58 new clients into the programme over the course of the year.

Our family support team successfully completed 198 family support plans including providing a range of practical and emotional support for families raising children in the service.

On 30 June 2019, 89% of children were aged between birth and four years and the remaining 11% were between five and six. 17% (33 families) identified as Māori and 2% (4 families) identified as Pacific Island. These percentages are greater than the general population of these ethnicities in our catchment area.

## Closing the Gap

In order to make the Champion Centre financially sustainable, we not only have to raise \$700,000 this year, but we need to find as many ways as possible to raise funds that can carry us into the future. To that end we have created a range of ways for people to donate:

**Make a donation.** A one-off donation of any amount will have a ripple effect in the Champion Centre community. Donate online today at: [bit.ly/championdonate](https://bit.ly/championdonate) or make a donation to our bank account: Christchurch Early Intervention Trust, ASB, 12-3240-0034924-01.

**Help support a child.** If you'd like to contribute to a particular part of our programme, such as our internationally acclaimed Music Therapy programme, the Technology Supported Learning programme, (a primary means of communicating for many of our children), the Family Support programme, Hydrotherapy or Feeding Programmes.

**Regular giving.** It's easy to set up 'Regular Giving' for our Centre children directly through our website.

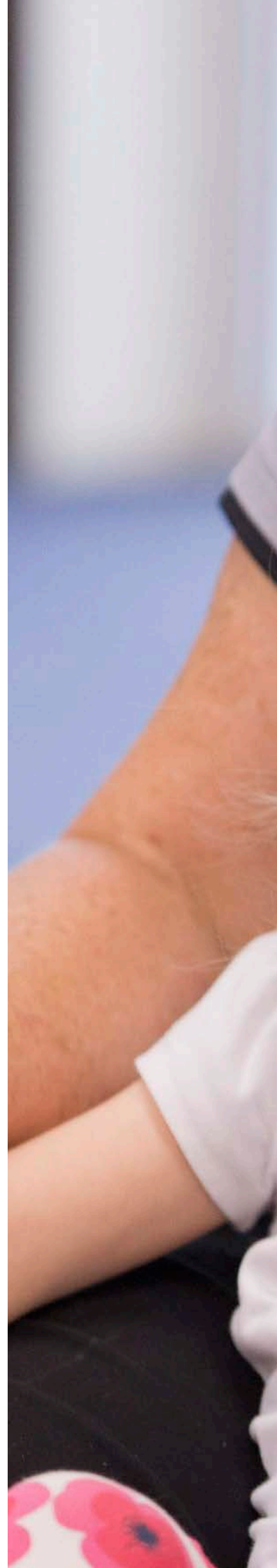
**Payroll giving.** You can 'give as you earn'. Donations are given from your pay, so it comes straight to us, is regular and allows us to plan for the future. You also get the tax rebate from your charitable donation back immediately.

**Donate the Difference.** With a \$7,000 shortfall for each child attending our full centre-based programme, we are challenged with raising this difference through community funding. Choosing to make a \$7,000 donation means one child's early intervention programmes are covered for one whole year. Download the Donate the Difference brochure at: [bit.ly/donatediff](https://bit.ly/donatediff) to find out more.

**Corporate Champions.** Your organisation can help champion these children, ensuring every child realises their potential. Download the Corporate Champions brochure at: [bit.ly/corpchamps](https://bit.ly/corpchamps) to find out more.

**Fundraising events.** Want to host a fundraiser? The ideas are limitless, from a sausage sizzle to a gala dinner. If you, your organisation or club would love to select the Champion Centre as the beneficiary of a fundraising event, we can provide brochures, banners, information and speakers, and support your efforts through social media and marketing.

To find out more contact Karon Storr, Grants and Funding Co-ordinator  
[karon.storr@championcentre.org.nz](mailto:karon.storr@championcentre.org.nz)







"We are so appreciative  
of all the energy, thought  
and support shown to our  
child and family. I find our  
weekly visits as important  
for me, the support and  
encouragement I receive.  
Thank you!"

Excerpt from client survey



The Children's Centre  
MĀKARIKI TOIORA  
Carol

## Supporters snapshot

Every year we are sincerely grateful to the individuals and organisations that take the time and initiative to raise funds for the Champion Centre. Some of these include:

**High tea fundraiser** - one of our Centre mums, Susie Chisnall and her business partner Becs Taulango from Salon Parlour hosted a successful High Tea and Charity Auction in March.

**Snap Fitness New Brighton** - has a children's room 'dedicated to the champion', where gold coin donations are given to the Centre.



**Six Christchurch Muffin Break stores** - have collection boxes, with proceeds regularly gifted to the Centre.

**Recipient of 10 laptops from the Christchurch City Council** - resulting from an upgrade to council computers, through their Computers for the Community initiative.

**Two dishwashers donated** - one from a current parent and one from a relative of a past parent.

**Blackboard Theatre Collective** - produced variety performance, *He Says, She Says* at The Piano Performing Arts Centre. Many thanks to Centre mum Georgia Heard and her Starlets (pictured below) and to Jeremy Hinman, Nomi Cohen and the Blackboard crew organised the event. Champion Centre graduate Max Aldridge, was given a standing ovation for his stunning voice (see Max's story later in this report).



"The impact the Champion Centre has is well documented and internationally acclaimed, and there is evidence of how the impact delivers outcomes that are reasonable and have long term positive effects on the children."

Dr David Kerr, former Champion Centre Board member



## Corporate initiatives

### Archibald Motors Drive for Good

To celebrate their 100th birthday, Archibald's ran a charitable initiative whereby the Centre was voted to be one of 10 worthy charities to be in the running for a share of \$150,000. After a three-month intensive online voting campaign, the Centre was lucky to be awarded \$50,000. These proceeds will go towards the vital work of the family support team.



### Shine On, online clothing retailer

In May, women's online clothing retailer, Shine On chose the Champion Centre as their charity of choice to 'give back' through their Give Back Collection. The initiative allows Shine On and their members to make a difference by raising funds through online clothing sales as well as by individual donations. We were very grateful to one of our Centre mums who nominated us as the charity of choice.

### Our Westfield Local Hero, Jan

**Murphy** Jan Murphy, our Centre's Clinical Practice Manager, has been recognised as one of three recipients of the Westfield Local Hero awards, with a \$10,000 donation being given to the Champion Centre. Westfield Local Heroes were nominated and voted for by their communities, with the outcome of the public vote determining the three successful 2019 nominees for every Westfield centre.

### Five Amazon Alexa gifted through the Perpetual Guardian Foundation

Thanks to one of our mums, we received five Amazon Alexa donated in partnership with Sonnar Interactive and through the TVNZ Breakfast Show. Recently the organisations partnered to develop a world-first English-Te Reo Māori storytelling Skill on Amazon Alexa, the tech giant's proprietary virtual assistant. In the first skill of its type for Alexa and Google Home, the developer Sonnar Interactive's goal was to make language learning entertaining, fun and accessible, especially for children with vision impairment. The development team combined passionate storytelling, sound effects, music and visuals to create a highly engaging experience.

"You have made an invaluable contribution to your community over many years. I would like to acknowledge your commitment, care and compassion in supporting the children and their parents."

*Hon Poto Williams, Minister for the Community and Voluntary Sector*



## ERO review, February 2019

The last week of term for 2018 was busier than usual as we welcomed the team of reviewers from the Education Review Office (ERO) who undertook a thorough routine review of our operations and services.

ERO is the Government department which evaluates and reports on the education and care of children and young people in early childhood services and schools across New Zealand. The ERO Review looks at how we reach positive learning outcomes for all our children and families, reporting back findings and recommendations, to ensure all providers have quality systems and programmes in place.

The last time the Champion Centre was reviewed was back in 2013, and once again we are pleased with the reported results, which clearly stated that:

- 'The Champion Centre Tamariki Toiora is well placed to promote positive learning outcomes for all children;
- 'Children are supported to be confident and motivated learners. They are well supported by a team of multi-disciplinary professionals who know each child and their family very well;
- Our connection with parents was also commended; 'parents are valued as key partners in their child's learning and wellbeing. Their aspirations are central to decision making, monitoring and evaluating their child's learning and progress.'

The full report is available at <https://www.ero.govt.nz/review-reports/the-champion-centre-tamariki-toiora-20-02-2019/>



## Earlybird book launch

Twenty excited primary students from Ao Tawhiti or Ao Tawhiti Unlimited Discovery school, were treated to a reading of *Earlybird*, at the book launch at Tūranga, Christchurch Central Library on 26 July. The illustrated children's book tells the moving story of Peri Pukeko, the baby bird who hatched too early, and his journey as he gets ready to go home and learns to fly. The book is written by Julie Burgess-Manning and illustrated by Jenny Cooper and translated into Te Reo Māori by Kaharau Keogh.

*Earlybird* has been created by The Champion Foundation and published by Kotuku Press. *Earlybird* is currently gifted to any family with a child or children born prematurely who go through one

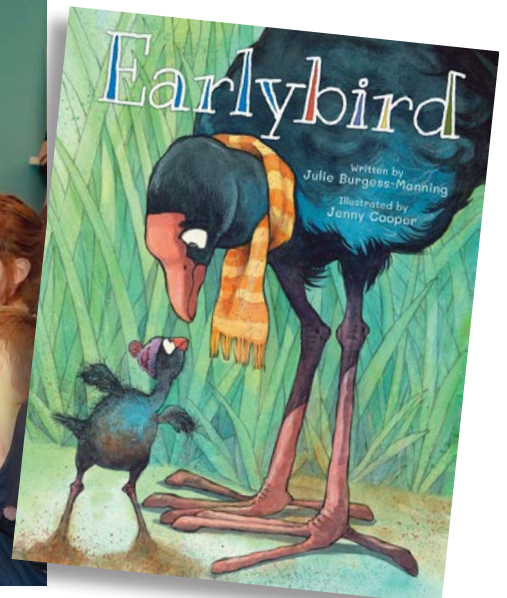
of New Zealand's six Neonatal Intensive Care Units (NICU). The project has been brought to life thanks to the Champion Foundation Trust and its project supporters, the Wright Family Foundation, the Elizabeth Ball Charitable Trust, Blogg Charitable Trust and CERT.

The story came into being from the efforts of Dr Patricia Champion, founder of The Champion Centre. The book was written to give children born early, a story about their own precious beginning.

All proceeds from the sale of *Earlybird* go to the work of The Champion Centre. The book is available to purchase either at the Centre reception or online <https://www.championfoundation.co.nz/>

'As a doctor and importantly as a father who has health challenges thrown at him, *Earlybird* is a lovely story about seeing what is special in something that can be hard at the same time. Premature birth often results in emotions like fear, anger, concern, grief and often gratitude and love.'

Dr Lance O'Sullivan,  
New Zealander of the Year 2014



## A full dance card - Bella's story

**Bella Lammers, aged 17 | Attended Champion Centre: November 2001-2007**



Bella has a full dance card, so much so, I ask her if she has much time for sleep?

Bella works at Coffee Culture in Rolleston twice a week. Every Monday for the last two years, Bella walks to her afternoon shift where she helps with dishes, clears tables and delivers food to customers. Bella's school, Rolleston College, are trying to incorporate her work experience at Coffee Culture into the Transition Programme.

'I like cleaning the tables and talking with the customers. The staff are mostly young, and they are all nice to me. It's a fun place to be,' says Bella.

Straight after her work shift at Coffee Culture, Bella attends Jolt Dance. Jolt Dance is based on the belief that everyone has the right to

dance and find their own creative voice. Jolt also believes that their communities are strengthened by the beauty of diversity. Bella is passionate about dance and has been coming to Jolt for over 10 years.

Bella has Down syndrome and had a stroke just after birth, affecting a large part of the right side of her brain. A lot of focus at the Champion Centre was on getting Bella to use both hands and use her fine motor skills. The therapy worked so well that now you can't even tell that she has a brain injury on top of her Down syndrome.

Another Transition activity Bella and six other students are involved in is at Orana Park, where they make treats for animals. 'Treats for tigers and cheetahs', Bella proudly informs me.

Wednesday, she heads off to swimming training, where she has won a gold medal in a freestyle relay team at the last National Special Olympics in Wellington in 2017. She has also won medals in breaststroke and freestyle.

Thursday is shopping day for the next day's school lunch club. 'We make chicken wraps and mini pizzas,' says Bella, who does a second shift at Coffee Culture after school on Thursdays.

Socialising with other young adults is important and on Friday evenings Bella meets up with other young adults with Down syndrome at UPP Club. Held at Middleton Grange School, they are involved in a myriad of fun social activities such as dinners out, Laser Strike visits, discos or cooking.

It's not all fun and leisure activities for Bella however, as she helps with her fair share of chores at home, namely vacuuming the house and folding the washing. She also takes Mr Brown, the spoodle dog out walking around the block. However, when relaxing, Bella is a fan of watching reality TV shows such as Britain's Got Talent or Masterchef Australia.

When asked what's in store for the next five years, Bella rattles off the names of her potential flatmates she will be sharing a house with, in Rolleston. With work experience lined up at a local pre-school, Bella lights up at the thought of helping the children, 'like with directions around the centre, doing laundry and making playdough', says Bella.

Bella loved going to the Champion Centre and is still great friends, both with her peers and their parents and they meet up many times every year.

Bella enjoys travel and was off with her two younger brothers and parents to Europe at the end of September, for her Dutch Oma's (grandma's) 85th birthday. 'We will go to London first and visit Harry Potter World,' says Bella with a big smile.

## Highlights from the year

**230**

Children and their families accessed the internationally recognised services of the Champion Centre.

**40  
Grads**

40 children 'graduated' from the programme, moving on to the next phase of their education journey.

**58**

New children and their families were welcomed to the Champion Centre, enrolling in our programme.

**Refreshed  
website**

A 'refreshed' look, feel and functionality of the Champion Centre website. Site now optimised for tablet and mobile.

**Recognition**

Jan Murphy, one of three recipients of the Westfield Local Hero awards, with a \$10,000 grant being given to the Champion Centre.

Julie Wylie – recognised for being awarded in the Queen's Birthday honours list 2018, Member of the NZ Order of Merit (MNZM).

Dr Susan Foster-Cohen – finalist in the Education category of the NEXT magazine Woman of the Year awards.

**\$798,335**

Total donations, grants and fundraising generated.

*If you would like to share a story, please contact Communications Advisor, [andrea.heffernan@championcentre.org.nz](mailto:andrea.heffernan@championcentre.org.nz)*

# Champion Centre Strategic/Annual Plan 2019-2021

Strategic Goals	Expected outcomes
<b>1. To ensure all families/whānau feel accepted, valued, respected and supported to achieve their aspirations for their children.</b>	<ul style="list-style-type: none"> <li>Staff members will have increased cultural competence, particularly with respect to Māori and Pasifika families/whānau and families who are culturally and linguistically diverse.</li> <li>Families will have a strong voice to advocate for their child; families will have no cultural barriers at the Champion Centre; families will feel empowered to lead their child's development.</li> <li>Staff will have increased capability in te Reo Māori and New Zealand Sign Language.</li> </ul>
	<ul style="list-style-type: none"> <li>Staff will have increased capabilities in engaging with families, understanding their aspirations for their children, and supporting them to support their children.</li> </ul>
	<ul style="list-style-type: none"> <li>Increased funding and staffing in the Family Support Team.</li> </ul>
	<ul style="list-style-type: none"> <li>Staff members both within and outside the Family Support Team will be able to support families/whānau to navigate the complex systems of support services relevant to their needs both while they attend the Centre and beyond.</li> </ul>
<b>2. To ensure all children will reach their full potential through developmentally tailored individual programmes incorporating appropriate and achievable goals.</b>	<ul style="list-style-type: none"> <li>The Champion Centre will continue to meet SSS and ERO indicators of good practice.</li> </ul>
	<ul style="list-style-type: none"> <li>Teams and families will continue to work together to plan and implement children's developmental programmes.</li> </ul>
	<ul style="list-style-type: none"> <li>Staff will be able to sustain, support and develop the Champion Centre model of practice during and after the changes in Centre leadership that will occur over the next two years.</li> </ul>
	<ul style="list-style-type: none"> <li>The EIE team will have strong leadership and a sustainable team of appropriately qualified individuals effectively supported to provide the best support for children in their community ECCs.</li> </ul>
	<ul style="list-style-type: none"> <li>Centre-based and community-based team members will work together to ensure a holistic understanding of each child's developmental path and how to support it.</li> </ul>
	<ul style="list-style-type: none"> <li>All schools will welcome children who have attended the Champion Centre and engage in meaningful relationship with them as learners.</li> </ul>
<b>3. To ensure all families/whānau will feel empowered to advocate for their child at ECC, school and in the community.</b>	<ul style="list-style-type: none"> <li>Staff and families will increase their capacity to advocate for children in ECC, school and community.</li> </ul>
	<ul style="list-style-type: none"> <li>The new Early Intervention Services Manager position created in 2019 will achieve its goal of supporting EIEs, in particular, to advocate for children and support parents to do likewise.</li> </ul>





Measure of progress 2019 - 2021
<ul style="list-style-type: none"><li>Review engagement with Māori and Pasifika. Survey/interview all families/whānau new to Champion Centre and/or who have recently moved teams. Evaluate findings.</li><li>Evaluate cultural and linguistic training needs of staff and provide appropriate PD, including, te Reo Māori, NZSL and the use of interpreters.</li></ul>
<ul style="list-style-type: none"><li>Provide additional training in motivational interviewing for all staff.</li></ul>
<ul style="list-style-type: none"><li>Work with government and private funders to increase long-term financial support for the Family Support Team.</li></ul>
<ul style="list-style-type: none"><li>Provide additional support and training for staff to help families/whānau navigate support systems, including health, education, social welfare and other NGOs.</li></ul>
<ul style="list-style-type: none"><li>Annual evaluation of SSS and ERO indicators of good practice across the Champion Centre.</li></ul>
<ul style="list-style-type: none"><li>PD will be provided to teams to support the ongoing collaboration between families and teams.</li></ul>
<ul style="list-style-type: none"><li>Staff will receive ongoing support and training in reflective practice and sophisticated multi-disciplinary early intervention thinking based on the science of early human development.</li></ul>
<ul style="list-style-type: none"><li>Undertake succession planning and PD to ensure sustainable effectiveness of EIE team.</li></ul>
<ul style="list-style-type: none"><li>Provide greater opportunities for collaborative discussion between on-site and off-site team members.</li></ul>
<ul style="list-style-type: none"><li>Undertake a review of transition to school practices, following on from the recent changes to transition reports, to ensure we are continually striving to have all children understood as people and as learners from school entry.</li></ul>
<ul style="list-style-type: none"><li>Review the new Early Intervention Services Manager role in supporting EIEs to support parents' advocacy for their children.</li></ul>
<ul style="list-style-type: none"><li>Provide training and support to key staff (team leaders and EIEs) to support advocacy throughout the Champion Centre.</li></ul>

## Champion Centre Strategic/Annual Plan 2019-2021 cont.

<b>4. To ensure all intervention team members will feel valued for the expertise they bring and supported to develop that expertise over time.</b>	<ul style="list-style-type: none"> <li>Over time staff will be paid at market rates.</li> </ul>
	<ul style="list-style-type: none"> <li>All registered teachers will have a Teaching Council approved appraisal process.</li> </ul>
	<ul style="list-style-type: none"> <li>PD that supports strategic goals will be given preference within the limits of funding availability.</li> </ul>
	<ul style="list-style-type: none"> <li>All EIEs will feel valued by other team members and an integral part of the teams that support the children they are alongside in the community.</li> </ul>
	<ul style="list-style-type: none"> <li>There will be sufficient EIEs able to work with children with challenging behavioural responses in the team.</li> </ul>
<b>5. To ensure that The Champion Centre will continue to be recognised as a centre of excellence in early intervention and a leader in early intervention practice.</b>	<ul style="list-style-type: none"> <li>The Champion Centre's reputation will be preserved by its staff, families and board of trustees.</li> </ul>
	<ul style="list-style-type: none"> <li>The Champion Centre will develop a more active research programme to support understanding of excellent early intervention practice.</li> </ul>
	<ul style="list-style-type: none"> <li>The Champion Centre will have a larger audience both nationally and internationally for the knowledge and expertise it has to share.</li> </ul>
<b>6. To ensure that The Champion Centre will continue to build bicultural responsiveness in all aspects of its operation.</b>	<ul style="list-style-type: none"> <li>The Champion Centre will continue to build on the current basis of cultural responsiveness.</li> </ul>
	<ul style="list-style-type: none"> <li>The Champion Centre will increase the number of Māori staff.</li> </ul>
<b>7. To ensure that The Champion Centre will be effectively managed and run under the governance of the board of trustees.</b>	<ul style="list-style-type: none"> <li>A new strategy document and internal evaluation plan will be developed cooperatively between management and governance and implemented from 2019/2020 based on existing internal evaluation processes and outcomes monitoring.</li> </ul>
<b>8. To ensure the financial sustainability of the Champion Centre</b>	<ul style="list-style-type: none"> <li>Government grants will stay stable or increase over time to support the children and families of the Champion Centre.</li> </ul>
	<ul style="list-style-type: none"> <li>The proportion of philanthropic income needed will reduce over time as government financial support increases.</li> </ul>
	<ul style="list-style-type: none"> <li>The Champion Foundation Trust will increase its fundraising activities to increase the reserves it holds for the Champion Centre and to increase its contributions through generated returns to the Christchurch Early Intervention Trust operational account.</li> </ul>

<ul style="list-style-type: none"> <li>• Increase levels of fundraising to allow for regular salary increases that reflect qualifications, experience and longevity in the organisation with the aim of reaching market levels of remuneration.</li> </ul>
<ul style="list-style-type: none"> <li>• Develop and implement revised appraisal process for registered teachers in line with Teaching Council requirements.</li> </ul>
<ul style="list-style-type: none"> <li>• Review the training needs Centre-wide and preference support for those activities that contribute to the strategic goals.</li> </ul>
<ul style="list-style-type: none"> <li>• Expand the mentoring programme for EIEs beyond the regular supervisory relationships.</li> </ul>
<ul style="list-style-type: none"> <li>• Train EIEs for work with children with challenging behavioural responses.</li> </ul>
<ul style="list-style-type: none"> <li>• Develop a business case for provision of early intervention training both internal and external to the Champion Centre.</li> </ul>
<ul style="list-style-type: none"> <li>• Develop a business case for seeking funding for engagement in Champion Centre research in early intervention.</li> </ul>
<ul style="list-style-type: none"> <li>• Develop a case for increasing dissemination of information, research and training nationally and internationally will increase.</li> </ul>
<ul style="list-style-type: none"> <li>• Continue to build bicultural responsiveness through te Roopu Kaiarahi and continued implementation of the 2015 cultural review recommendations.</li> </ul>
<ul style="list-style-type: none"> <li>• Actively work to increase the number of Māori staff.</li> </ul>
<ul style="list-style-type: none"> <li>• Existing internal evaluation processes and action plan/outcome monitoring will be documented and reported to the board. It will include reporting on key policies, targeted self-evaluation and spontaneous evaluation.</li> </ul>
<ul style="list-style-type: none"> <li>• Strategic planning will be strengthened through consultation between management and governance in the development of the new plan.</li> </ul>
<ul style="list-style-type: none"> <li>• New Centre leadership for the Director and Clinical Practice Manager responsibilities to be appointed and supported to reach strategic goals</li> </ul>
<ul style="list-style-type: none"> <li>• The Director and senior staff, supported by the Christchurch Early Intervention Trust chair and trustees, will continue to take every opportunity to lobby for additional financial government support through the Ministries who currently provide funds to the Centre.</li> </ul>
<ul style="list-style-type: none"> <li>• The Christchurch Early Intervention Trust supported by the Director, the Grants and Funding Coordinator, and where appropriate the Champion Foundation Trust will continue to raise the balance of operational income required to enable the continued support of children and families.</li> </ul>
<ul style="list-style-type: none"> <li>• The Champion Foundation Trust will increase its holdings in trust for the Champion Centre and will move towards making regular, untaged, contributions to the Christchurch Early Intervention Trust for operational spending from generated returns.</li> </ul>

## Pure grit and determination reaps rewards - Max's story

**Max Aldridge, aged 17 | Attended the Centre from aged 8 weeks to approx 3 years**



In August, Max sang as part of *He Says, She Says*, a variety performance put on by Blackboard Theatre Collective as a fundraiser for the Champion Centre. Max, who had impressed music specialist Julie Wylie with his lovely singing voice even as a toddler, sang so beautifully that he was given a standing ovation.

However, Max's early start in life was fraught with many challenges. Max spent his first 27 days of life in an incubator in intensive care as he was born with pneumonia, an infection that moved to septicaemia, and contracted meningitis which delayed his development and put him at significant risk of disability. An MRI scan identified permanent damage to the right part of his brain, which was expected to affect the motor skills on the left side of his body. Max's parents, Carmen and Kirk, were

twice told that baby Max was not going to survive.

When I ask Carmen about their experience of first coming along to the Champion Centre she says, 'as parents we just entered into the process. We went along twice a week and trusted the Centre to do the best for the future quality of life for our baby. Our first impression was that they were very open.'

'The therapist we worked with was very friendly, and we embarked on our journey with Max. I can remember the stations we moved around.' Carmen says they didn't feel isolated as they were always with other families. 'It was all very transparent, with respect shown and no comparison with other children or families.'

Max entered the early intervention programme at 8 weeks of age and, despite the severity of his initial condition, was reaching his milestones by age 3 or 4. 'I was always comparing Max to other children and seeing what developmental milestones they were achieving,' says Carmen. However, when Max started primary school, he showed no definitive disability, but they were always careful of his head because of his early meningitis. Max had seizures until the age of 8.

The first time Max walked back into the Champion Centre, after about 13 years, he recognised the rocking horses in the music room and the train-patterned wallpaper. 'Memories came flooding back, I even found the smell of the surroundings familiar,' says Max.

Max has always shown sheer determination and pure grit. 'Life is short, there is so much to live for so take every opportunity as there is no point sitting around being sorry for yourself,' says Max.

Now a year 12 student at Burnside High, Max is in the specialist music programme. In year 8 he earned the Most Promising award at the New Zealand Jazz Competition. But life is not always centred around the performing arts for Max, as sport is his current pursuit of choice. These holidays he has been spending 30



hours a week playing and coaching tennis. He has bounced from sport to sport as, 'I was pretty accident prone', says Max. 'So much so I spent a large part of intermediate school on crutches due to a bike incident.'

The odd issue crops up now, but they are far and fair between, such as Max learning to drive in an automatic car as he has problems co-ordinating the left and right movement in a manual vehicle.

When I ask Max what kind of person he has/or is becoming as a young man, he replies, 'I'm the guy who people come to when they want to talk.' For a young man he appears to have great insight and empathy. 'People go through things like this, big hurdles, but they don't see the lessons. I see the importance of not judging a book by its cover, and show empathy and understanding,' comments Max.

Max has always shone academically. He was in the Gifted and Talented programme in primary school, with a talent for maths and then was in extension classes for English.

'I want to be able to change people's lives, like the Champion Centre changed mine.'



Photos from He Says, She Says concert, August.

## Our funders

The Champion Centre is sincerely grateful for the generous support of our community, through donations of time, energy and funds during the financial year ending June 2019. We thank the following supporters of the Champion Centre. Grants and Donations over \$200 are listed below.

### Regular givers

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### **Events**

Edukiwi - Sausage Sizzle  
Lincoln High School - Mufti Day  
Salon Parlour - High Tea and Charity Auction  
Scene to Believe - The Palms  
St Patricks School Bryndwr - Mufti Day  
The Palms - Gift Wrapping

### **Donations in Kind**

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Gwyn Hughes

Many thanks to Rainbow Print

## Our people

Name	Profession	Name	Profession
ADCOCK-WHITE Liz	Social Worker	HOSKINS Piki	Play Specialist
ANSLEY Amie	Physiotherapist	HOUSE Angela	Early Intervention Educator
BARE Ali	Music Specialist/Early Intervention Educator	KERRY Deborah	Physiotherapist
BENNETTS Lee	Speech Language Therapist	KINLEY Jasmine	Early Intervention Educator
BERESFORD Ally	Physiotherapist	KOSTER Janine	Early Intervention Teacher
BIRD Kerry	Early Intervention Educator	LEIGH Olivia	Occupational Therapist
BISLEY Amy	Early Intervention Educator	MALZARD Margaret	Early Intervention Educator
BOYD Victoria	Music Specialist	MANGOS Sally	Senior Office Administrator
BRACKEN Huia	Kaiwhakapuawai	MARRA Sarah	Music Specialist
BROOKS Emily	Speech Language Therapist	MILLAR Grace	Music Specialist
BROOM Jesse	Playroom Specialist/Early Intervention Teacher	MCPHILLIPS Judith	Early Intervention Educator
CARPENTER Sonja	Speech Language Therapist	MURPHY Jan Clinical	Practice Manager/Speech Language Therapist
CHILVERS Emma	Playroom Specialist	NORTON Corin	Physiotherapist
CREAN Paula	Social Worker	NORTON Jenny	Early Intervention Educator
CRESWICK Beccy	Early Intervention Teacher	O'LOUGHLIN Jannie	Early Intervention Educator
CRIPPS Gwenda	Early Intervention Educator	PARKER Jenene	Early Intervention Educator
CROY Carol	Speech Language Therapist	PARKINSON Natasha	Speech Language Therapist
DANIEL Maureen	Playroom Specialist	PORTER Margaret	Education Support Worker
DAWSON Miriam	Early Intervention Teacher	POWELL Sarah	Speech Language Therapist
DELANEY Jane	Accounts Clerk	PRISK-VINK Margi	Occupational Therapist
DUNNAGE Leanne	Computer Supported Learning Specialist	REDPATH Chris	Visuals Coordinator
DUTHIE Lisa	Early Intervention Teacher	REID Celia	Physiotherapist
ENTWISTLE Wendy	Early Intervention Services Manager	RITCHIE Robyn	Occupational Therapist
FLANAGAN Leanne	Video Capturer	ROBERTS Carol	Early Intervention Teacher
FOSTER-COHEN Susan	Director	SMITH Bethany	Playroom Specialist/Office Administrator
FRANKLIN Jasmine	Early Intervention Educator	SMITH Rebecca	Speech Language Therapist
FREW Julie-Ann	Occupational Therapist	STEVENSON Marie	Early Intervention Teacher
GOSTEVA Aleksandra	Psychologist	STEWART Leanne	Early Intervention Teacher
GOVAN Jody	Speech Language Therapist	STOCK Hilary	Computer Supported Learning Specialist
GRAY Alison	Psychologist and Family Services Manager	STORR Karon	Grants and Fundraising Coordinator
GRIEVE Natasha	Early Intervention Educator	TATTERSON Clare	Psychologist
HAMMOND Raewyn	Early Intervention Educator	TOWNSHEND Liz	Communication Facilitator
HANCHARD Linda	Music Specialist	TROTTER Jennifer	Speech Language Therapist
HANCOCK Jackie	Early Intervention Teacher/Computer Supported Learning Specialist	VAN DER PLAS Jill	Speech Language Therapist
HAWKYARD Toni	Occupational Therapist	VAN RENSBURG Mariana	Occupational Therapist
HEFFERNAN Andrea	Communications Advisor	WATSON Chloe	Speech Language Therapist
		WILKINSON Belinda	Office Administrator
		WILSON Marguerite	Social Worker
		WYLIE Julie	Music Specialist
		YOUNG Emma	Early Intervention Educator



### Clinical presentations by staff 2018/2019

Foster-Cohen, S. Invited lecture on the ethics of decision making and disability, Philosophy Department, University of Canterbury.

Foster-Cohen, S., van Bysterveldt, A. and Papp, V. "Non-linear communication trajectories in children with multi-system disabilities". Paper presented at the International Society on Early Intervention conference, Sydney, Australia 25-29th June 2019.

Foster-Cohen, S., Papp, V. and van Bysterveldt, A.K. "Unpacking Pragmatic Development in children with developmental disabilities" Paper presented to the Linguistic Society of New Zealand conference, Wellington, November 2018.

Gray, A., Champion, P., McKenzie, J., Foster-Cohen, S. "Evaluation of an Intervention Programme for Moderately Preterm Infants". Poster presented at the International Society on Early Intervention conference, Sydney, Australia 25-29th June 2019.

Gray, A. Invited presentation to Christchurch East Plunket nurses about Champion Centre services for premature infants.

Gray, A. Invited lecture on Childhood Disability, Psychology Department, University of Canterbury.

Davie-Gray, A. Moor, S., and Woodward, L. "The Early Social Communication Skills in Toddlers Prenatally Exposed to Methadone." Presentation to the 2019 New Zealand Psychological Society Annual Conference.

Van Bysterveldt, A. K., Foster-Cohen, S. and Papp, V. "Describing the transition from sign to word in the early vocabularies of young children with Down syndrome." Paper presented at the International Society on Early Intervention conference, Sydney, Australia 25-29th June 2019.

Wilson, M., Crean, P. and Gray, A. Invited series of presentations to Oranga Tamariki local offices about Champion Centre services.

Wylie, J. Multiple workshops under the auspices of the Music Education New Zealand Association in Christchurch, Westport and Whanganui.

Wylie, J. "Singing for Life". Presentation to the New Zealand Choral Connect Conference, Wellington Friday July 12th 2019.

Carpenter, S. Presentation and workshop on implementing Augmentative and Alternative Communication with children with multiple disabilities. AAC Conference in Rajanagarindra, Thailand, January 2019

### Staff New/Additional Professional Qualifications 2018/2019

- Liz Adcock-White (Social Worker) Post Grad Certificate in Palliative Care.
- Jesse Broom (Playroom Specialist/Early Intervention Teacher) Post Graduate Diploma in Specialist Teaching
- Andrea Heffernan (Communications Advisor) gained Accreditation in Public Relations and Communications (NZ PR Institute).
- Leanne Stewart (Early Intervention Teacher) Post Graduate Diploma in Specialist Teaching (with Merit)

"The Champion Centre is staffed with a group of skilled people who are compassionate and committed to bettering the experience of these children and their families/whanau."

*Dr David Kerr, former Champion Centre Board member*





"It is such an incredible team and amazing culture of love and support. I can't praise the organisation enough! Thank you so much."

*Excerpt from client survey*





The Champion Centre  
Tamariki Toiora

**The Champion Centre**

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