



HOHEPA HOMES TRUST BOARD  
2017 Annual Review



PEKO TAITO

LILY CURHAM

KERRY WOOD

BALA VENKATESH



DEBBIE BAILEY

ANDREW NUGENT



## Our Purpose

Creating opportunities for people with an intellectual disability to live a full life and find a valued place in society

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# Hohepa Goals 2020

Hohepa Goals 2020, informed by an anthroposophical understanding of human development

## Individualised, age-related support for people

- Evidence-based and outcomes-driven
- Appropriate models of support including social therapy
- Greater vocational opportunities
- More integration in the community
- Opportunities with children services

## Improve relationships with stakeholders

- Engaged people with intellectual disability, parents and caregivers
  - Alliances developed
  - Partnerships established
- Membership on key boards and committees
- Fit-for-purpose contracting framework

## Strengthen Hohepa and act as one (internal)

- Ownership clear
- Best governance
- Strong financially
- Operationally efficient across all NZ sites
  - Fundraising options explored
- Best advocates for the people we support
  - Special character enhanced

## Fit-for-purpose facilities, environments and work practices

- Modern, safe environments for people to live and work in
- Facility development planning
- Contemporary information capture and management

## Strengthen the Hohepa identity (external)

- National visibility and recognition
  - Politically active
- Local community visibility
  - A clear Hohepa story
- One look, feel, tag line and logo
  - Clear joined up communications

## Employer of choice in disability sector

- Strong organisational culture, lived values
- Capable and competent people
- Empowered leaders growing talent
  - Improved employment terms and conditions

# Our Values

## Accountability

Delivering what is expected to the people we support and being transparent with families, funders, staff, and the wider community.

## Courage

Having an open mind, speaking up and out, trying new things, being open to feedback, backing ourselves and acting out of our principles.

## Empathy

Acknowledging the rights, aspirations, interests, dreams, value and worth of people.

## Integrity

Being open, ethical, honest, genuine, trusting, professional, team-focused and compassionate.

## Respect

Respecting peoples choices, voices, spirituality and opinions, being individualised, suspending judgment, listening and supporting each other.

# Chairman's Report

Sixty years ago, an inspired group of six people founded Hohepa in Hawke's Bay. This year Peggy Harris, the last living member of this group, passed away.



As memories of the pioneer years fade, Rodney Stronach, a founding resident, continues to maintain a strong presence in Hawke's Bay. Hohepa is pleased to honour Ulla van Erp, who carried the flame and responsibility for Canterbury Hohepa over many years. Auckland celebrated its 20th anniversary and Kapiti, the fledgling initiative, is growing. As Hohepa expands and diversifies, it is challenged to not only retain its unique essence but demonstrate that what it offers continues to meet the demands of the present.

The highest priority of Hohepa Trust is to ensure that the people are well supported. We understand that for them, the greatest support and security comes from Hohepa's immediate staff. It is important to have the chairs of the regional boards on the Hohepa Trust, and to have the support of the general managers, as they are our link with the regions. We need people who keep the Trust awake to potential opportunities, and those who anticipate potential challenges for Hohepa. We ask what can be done better and what will strengthen Hohepa for the future, questions we will ask families when we visit the regions in October.

Special thanks go to Hayley Anderson, national general manager, for the work she and the regional general managers have done to develop a cooperative and cohesive approach to national issues. In the backroom, work has been done to strengthen our structures and bring greater clarity

to areas such as finance, insurance and property. Change has been gradual as we juggle diverse regional approaches with greater uniformity, and simplify and streamline reports and processes. In time, we hope that change will free staff to have greater quality time with our people. Hayley's report speaks directly to some of the year's achievements.

I am pleased to be able to report a positive upturn from last year's deficit after depreciation. The Hohepa Homes Group is continuing to show a strong statement of financial position (balance sheet). Operating cash flows (prior to capital renewals) are strong at just over \$3 million. Group net operating surplus for the year will be in the order of \$980,000. Credit goes to the regions who have all worked very hard to achieve these results. Our special thanks, to all the regional boards and the staff for the effort they've given to the finances.

The full audited financial accounts for the year will be available on the Charities Commission website, [www.charities.govt.nz](http://www.charities.govt.nz).

Thank you for sharing in it and giving your support to the ongoing life and rich culture of Hohepa.

**Sue Simpson**  
Hohepa Homes Trust Board Chair

# General Manager Update

We have been working to progress our strategic intent over the past year and have made this the focus of our annual review.



The Hohepa Homes Trust Board members and the Hohepa Homes Audit Committee have both been reviewing processes and making improvements that ensure Hohepa is operating in a best practice governance environment. The role of the secretariat has been to support that process.

I'm incredibly proud of how well regional general managers are collaborating; we are all in agreement that we want to strengthen Hohepa and work as one in areas that make sense. We see significant benefits for the people we support by reducing variation across the Hohepa network and working on projects of common interest.

Some key pieces of work included:

- Ensuring Kapiti has a solid capital development plan in place and that the model of support is right for people with a disability. As a consequence of this work Kapiti is now in a position where we can move forward with the next phase of building. This will commence in the next quarter.

- Ensuring we understand the entire Hohepa finance function and to assist, we engaged KPMG Wellington to support us. The process has helped us identify a substantial work programme that supports our finance team members nationally. There have been some real improvements made to standardising financial reporting, improving the time frame for receipt of month end reports, and streamlining the year end audit process. We have also upgraded Accredo, the finance management system.
- Our integrated approach to valuing and insuring our property portfolio, which has led to a decrease in the premiums we are being charged by the insurer
- Supporting our anthroposophical approach, ensuring a national body is resourced to take this forward, and funding annual representation at Dornach.

Everything we do within the national body is aimed at our purpose: Creating opportunities for people with an intellectual disability to live a full life and find a valued place in society

**Hayley Anderson**  
Hohepa Homes Trust Board General Manager



PEGGY LEUNG

NICHOLAS DAVIS



MARGARET DOUGLAS

## Auckland

Residential services (*Adult*)

Community participation and vocational services

Transition services  
(*School to the community transition programme*)

Flexible support (*Disability*)

## Kapiti

Adult and children residential service  
(*including CYF placements*)

Adult community participation activities

## Hawke's Bay

Adult and children residential service  
(*including CYF placements*)

Adult community participation activities

Children's school – private residential boarding school based on Waldorf principles  
(*Rudolf Steiner education philosophy*)

More independent living (*MIL*)

## Canterbury

Residential (*Adult*)

Day services

Flexible support (*Disability*)

Supported independent living

# Hohepa Homes Trust Board

The Hohepa Homes Trust Board has met two monthly over the past year and has held two workshops to progress governance best practice initiatives. Three members of the Trust Board form the Hohepa Audit Committee membership and this group has met monthly.

## Our People



**Sue Simpson**

HOHEPA HOMES TRUST BOARD CHAIR



**Peter Bosworth**

HOHEPA HOMES TRUST BOARD AUDIT COMMITTEE



**Greg O'Connor**



**Neil Fergus**

HOHEPA HOMES TRUST BOARD AUDIT COMMITTEE CHAIR



**Sue Gates**



**Shelly Witchalls**



**Anne Read**



We sincerely thank Peter Phillips of Canterbury who resigned from the Hohepa Homes Trust Board during the year



## Ulla van Erp

Canterbury Life Member 2017

Ulla van Erp's life has become woven into the fabric of Hohepa since her arrival at Hohepa Canterbury in 1967.

Her commitment to the handful of children she met as a young therapist has not wavered as the community has grown in age and numbers. Her training, deep understanding and long memory of people's life stories have established her as a taonga for Hohepa; a source of wisdom and enthusiasm who still, today, inspires and encourages younger colleagues.

In 1971, Ulla began to take on shared responsibility for the growth and direction of Hohepa, continuing until a transition to the appointment of a general manager in the '90s. Her work with the young people as a teacher, carer, therapist and enthusiastic creator of plays and celebrations has never ceased.

Now retired (for at least the second time), Ulla is as active as ever within the community. Ulla animates the weekly choir group, supports the fortnightly Sunday lay service, and carries an unofficial but real role as "grandmother", confidante and friend to several residents, besides quietly supporting a

number of ageing family members. She still produces plays for the community, working enthusiastically with the people we support in encouraging their artistic endeavours. Ulla is the de facto wardrobe mistress, curating the large collection of precious costumes acquired over the years of plays and celebrations.

Woven into the lives of the residents with whom she grew up, Ulla's love and dedication is manifest in the wholeness of their personalities. Her experience and wisdom are there, quietly, for all.



## Greg O'Connor

Hohepa Homes Trust Board Member 11 years

We farewell Greg from the Hohepa Homes Trust Board after 11 years of dedicated service.

It's no secret that Greg has had an enduring passion for Hohepa and his commitment to activities across the country has been immense. Greg took a special interest in Hohepa Kapiti and has ensured parents and caregivers of people with an intellectual disability who come from the greater Wellington region have had a voice. Here is what Greg had to say prior to his last Hohepa Homes Trust Board meeting:

*"As a parent of a Hohepa service user, I am privileged to have had the opportunity to contribute to the health, development and continued relevance of*

*Hohepa by serving on the board for the last decade.*

*Understanding the true meaning and relevance of the term 'special character' was the defining moment of my time on the board. Maintaining Hohepa's special character underpins all decision-making and strategy, and balances with the essential accountabilities imposed by funders.*

*Another humbling aspect of serving on the board was the contribution of fellow board members with no direct ties to the intellectually disabled community, but who offered their skills and time for purely altruistic reasons.*

*Most of these trustees bring professional skills which would otherwise require the expensive use of outside agencies.*

*Of course it is the absolute dedication and commitment of our caregivers and staff who dedicate themselves to our often challenging dependants that is*

*the real feature of Hohepa. That families are able to live routine lives and give other siblings attention is one of the great unsung achievements of Hohepa.*

*As an outgoing trustee, I encourage parents and family members to remain involved with Parents Associations and other stakeholder groups so that you become aware of the broader issues impacting on the world of our dependants and Hohepa.*

*Trustees must make decisions for the long-term health of Hohepa, the rationale for which is not always apparent.*

*Finally, having an intellectually disabled son has brought challenges to our family's life, but one massive plus has been the opportunity Michael has given us to become part of the unique and enlightened organisation and movement that is Hohepa. Thank you."*

We know this won't be the last we see of Greg and we wish him all the best as he begins his political career.



## Families Associations

We acknowledge the Families Associations across each of the Hohepa regions that continue to support their loved ones as a collective in a raft of different ways.

Hohepa Homes Trust Board pays sincere tribute to the memory of Mark Weaver. Mark was known to many, he supported Hawke's Bay in his role as chair for many years and his love for his daughter Saffron was paramount in his mission to see Hohepa thrive. Mark also provided significant support and advice to the Hohepa Homes Trust Board general manager and is truly missed.

Hawke's Bay also farewelled Matthew Trubridge who retired from his role on the Families Association due to his work commitments. Matthew is acknowledged for his passion to ensure Hohepa continues as a strong community in support of people with an intellectual disability.

The Hohepa Homes Trust Board continues to appreciate the efforts made by all members of the Hohepa Families Associations across the country.





## Hohepa Auckland

### Leadership Team:

Left to Right: Russell Carter, Shaun Wood, Sharon Wood, Silke Carter, Karen Hammond, Steph Jury, Barbara Corcoran, Simone Rueckert, Theresa Tu'ulima, Beatrice Reichmuth, Nicky Robertson, Stephanie Stoessel, Anthony Lebis. Absent: Trisha Glover, Jessica Justice

**To what extent has your region met the organisation's purpose, "Creating opportunities for people with a disability to live a full life and find a valued place in society"?**

What is the secret to living a full life? Having a supportive and loving family is key and having a great support network – through Hohepa – can really add some spice. Having the right attitude matters. In working closely with families and wider support networks we can provide more individualised and better support for each person. Hohepa's objective is to enable people with learning disabilities to have as much choice and control as possible over their lives and the services and support they receive. We promote relationships that are of equal value and share mutual respect. We value people by supporting their personal perspectives, their beliefs, and their preferences. We also value the human characteristics that makes each person unique.

It was great seeing two people from Hohepa being supported to visit the first world congress for people with disabilities, held in Yekaterinburg, Russia. They were the only people representing New Zealand and travelled the longest distance. Not only did they visit Russia to attend the congress; on the way, and back again, they had great adventures in Dubai, Germany, and China.

We have created "opportunities" by becoming more entrepreneurial. Social business enterprises currently in development include the Good Stuff bakery, a key area of development. How we provide residential support

in Auckland is changing. The new approach with the development of Hilary House was made possible by engaging in a willing partnership. Our ongoing striving to be alongside people in the community and support them – in a real way – is shown through these developments and in many other smaller ways as well.

**Which of the Hohepa Goals 2020 have you focused on and what have been the results of this work?**

- We have taken bite chunks out of each of our major goals:
- To be more informed by anthroposophical values
- To strengthen relationships with wider community networks and services
- To provide more individualised support
- To support micro-business initiatives
- To seek opportunities to support people in the home and community of their choice

Revisiting our anthroposophical values has been important for us. The creation of a national Hohepa 'Taking it Forward' (TIF) working group has helped to bring all the regions of Hohepa closer together. The Hohepa Certificate training was welcomed by quite a number of staff and is providing opportunity to better understand anthroposophy in the context of our work.

We have established collaborative relationships with organisations such as the New Zealand Disability Support Network, Disability Connect,

Real World Living, and many other disability providers, specialist services and schools. We are supportive of 'Enabling Good Lives' concepts and the transformation of disability support systems needed in order to better provide disabled people and their families/whānau with more choice and control.

**What is one thing your team feels proud to have achieved over the past year?**

We are proud – and privileged – to be able to support people. We don't take these responsibilities lightly, particularly when suddenly we find ourselves supporting a person who is terminally ill.

We are proud of the sincere, positive relationships that we have with the people we support and their families/whānau.

We are proud to be told by a number of schools that they choose to endorse Hohepa Transition Services to the students and their families as a provider that is creative and reliable and able to handle complex situations and support requirements.

We feel proud that the values we work from are positively enabling the people we are here to support.

**"Revisiting our anthroposophical values has been important for us."**



## Hohepa Auckland 2016/17

We currently support **113** people

**82** people live in the wider community, with their families or in their own home

**46** people are transition students. Their average age is **20.8 years**

**11%** of people Auckland supports receive 'Very High Needs' (VHN) funding support from the Ministry of Social Development

**80%** of VHN support is delivered in the community or at people's own home

**2** people travelled over **40,000 km** to visit people in **Germany, Russia and China**

**2** people supported by Hohepa travelled the furthest (of over 1000 attending the World Congress for Persons with a Disability in Russia)

The bakery produced over **750** loaves of bread

Over **200** transition progress reports entries were made in the year

**2%** of people with Prader-Willi syndrome (PWS) in NZ are supported by Hohepa Auckland

**16** employees and volunteers attended the Anthroposophical Conference 2016 in Hastings

**30** sessions for the Hohepa Certificate (Auckland) were attended by **14** staff



## Hohepa Hawke's Bay

### Leadership Team:

Left to Right: Alfred Busch, Neil Kirton, Kate Hartland, Santiago de Marco

To what extent has your region met the organisation's purpose, "Creating opportunities for people with an intellectual disability to live a full life and find a valued place in society"?

Hohepa Hawke's Bay is unique in fostering a community 'space' that responds to the needs of the whole person. Our service delivery supports people's choices and aspirations in the wider community context. At Hohepa we engage people in all of the essential elements of life that enable us to function and contribute as full members of society and as whole human beings.

We achieve this by enabling people to explore and find the meaning and purpose in life we all seek. We foster a sense of connection to the natural world, the seasons and the land. We value education, and our international exchange of young people from all over the world adds to this sense of connectedness. Our relationship with the wider community is expressed through meaningful work enterprises, such as on the farm, our workshops, environmental protection, alongside cultural, sporting and recreational engagement.

Which of the Hohepa Goals 2020 have you focused on and what have been the results of this work?

The Hohepa values and philosophy share much with a Māori world view. We have endeavoured to recognise and understand this factor in a way that Māori concepts help us explain and describe our organisational values. Manaakitanga is about having a moral purpose and believing in self and others. Whenua describes our connection with the land and about taking responsibility for the environment. Whanaungatanga expresses our desire to work as a community to make a difference. Tūrangawaewae describes our connection with the place where we feel a special belonging, our place in the world, our home, our foundation.

What is one thing your team feels proud to have achieved over the past year?

This year our greatest moment has been reflecting and focusing on celebrating the 60th anniversary of Hohepa Hawke's Bay, what commitment, dedication and personal sacrifice people have offered this community so that Hohepa as a living social organism can thrive. We are all humbled with the work and the community we have collectively built with the people and families we support. This is a 60-year achievement and we are all proud of all goals achieved during these years. We continue to build on those foundations laid by those who have gone before us.

"This year our greatest moment has been reflecting and focusing on celebrating the 60th anniversary of Hohepa Hawke's Bay."



JORDAN MALONE

## Hawke's Bay 2016/17

28 international volunteers across all communities	400 staff on average	45,720 international hours for the year	27 regular community activities per week
178 pieces of furniture made ranging from a child's stool to a 10-seater table for a kindergarten	20 different types of furniture and 557 wooden toys made this year	26 service users (S/U) on the books; busiest day sees 19 in Woodwork	All 104 adult S/U participated in the wider community and 18 people in supported employment
100 coreboards used every day in all classes for spontaneous communication	10 students from upper school regularly had work experience in studios in Clive as part of their transitioning to adulthood	22 adults now live in the MIL (More Independent Living) houses	16 adult houses 9 MIL houses 7 children's houses
MIL houses are made up of 2 large houses 3 flat shares 4 single chalets	15,000 eco-sourced native plants grown from seed in the year and planted by 20 people	The Cheesery produces 20 different types of products	We have 100 external cheese customers throughout New Zealand



## Hohepa Canterbury

### Leadership Team:

Left to Right: Amelia Davis, Paul Else, Mariska Jordaan, Arnah Trelease, Sophie Steentjes, Graham Barnett

To what extent has your region met the organisation's purpose. "Creating opportunities for people with an intellectual disability to live a full life and find a valued place in society"?

We have really started to challenge ourselves in the past year around how well we create opportunities and what a full life really means. While this will be defined very differently by each person we support, the organisational factors that facilitate this are consistent. We are becoming increasingly mindful that our systems and processes must enable the people we support. For example, we have ensured that people have keys to their own home; worked with some people to move out of traditional residential services into flats, on and off campus; and challenged ourselves around how we support decision-making, so that control is put into the hands of people we support as much as possible. Our growing team of Peer Supporters continue to be key to achieving this purpose.

Which of the Hohepa Goals 2020 have you focused on and what have been the results of this work?

Canterbury has invested energy into: the vision of strengthening Hohepa to act as one, and to create individualised aged-related support for people. Our focus has been on improving our systems and processes across the administration teams so that we can direct our resources to our core purpose of providing support to people with a disability. We have worked with our colleagues in Hawke's Bay and Auckland on key projects, which has been a positive and energising experience. As a team, we have also spent time realigning supports and services for some people to better meet their needs with some really great outcomes; fourteen people have moved within our services and all have made great gains as a result.

What is one thing your team feels proud to have achieved over the past year?

There is a real sense of pride right across our whole team that we have created a service specifically for supporting people with intellectual disability and dementia. It has been a joy to be able to give people the choice to age in the community where they have lived since they were at school here. It has been a privilege to support two of these people to be at home when they passed away this year, with friends and family around them. We are offering something really unique that adds great value to people who are at a challenging time in their lives. Who wouldn't be proud of that?

"There is a real sense of pride... that we have created a service specifically for supporting people with intellectual disability and dementia."



## Canterbury 2016/17

Introduced a <b>dementia service</b> so the people we support can remain at Hohepa Canterbury	Maintained <b>26 homes</b> in 4 suburbs	Broadcast <b>270 minutes</b> of our stories - <b>Hohepa on Air</b> with Plains FM	Championed <b>14</b> people to move house
Enjoyed the company of <b>3 pets</b> - a cat, a bunny and a budgie	Supported <b>96</b> people across all our services	<b>124</b> golfers played in our charity golf tournament raising <b>\$30,000</b>	Managed <b>2 campuses</b> on <b>46 acres</b>
Encouraged <b>7 people</b> to live independently with support from Hohepa staff	<b>16</b> peer supporters trained	Celebrated <b>4</b> festivals	Supported <b>3</b> superannuitants, <b>2</b> secondary students and everyone in between
Supported <b>11</b> people working in the community	Welcomed <b>7</b> new people to Hohepa Canterbury	Choices workshops training over <b>35</b> staff and <b>40</b> people we support	Sold <b>530</b> loaves of bread



LISETTE EVANS

TERRY GIBBONS

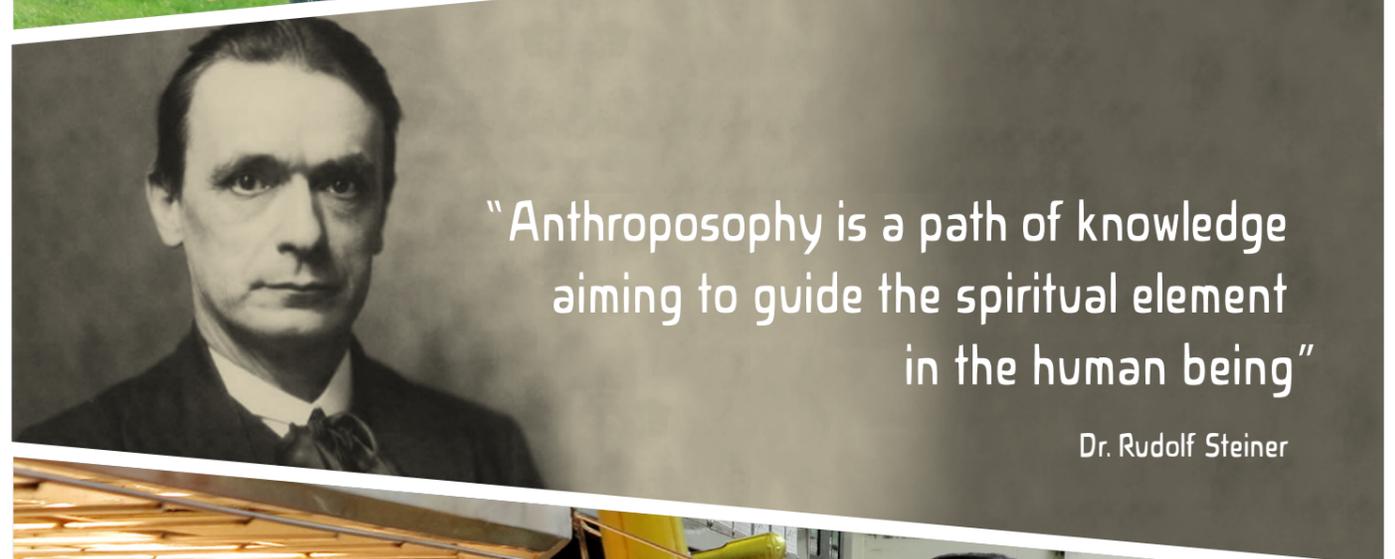


ANDREW DOWNER



DAVID MATHESON

KELSEY TRUBSHOE



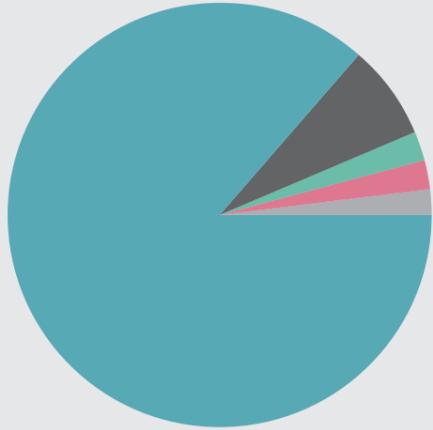
“Anthroposophy is a path of knowledge aiming to guide the spiritual element in the human being”

Dr. Rudolf Steiner

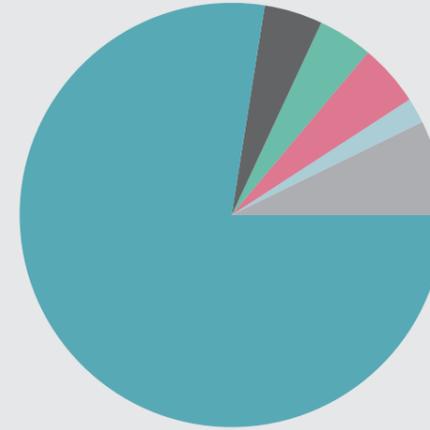


KAY GUNNING

# Financial Statements



Income	16/17	15/16
Government	\$26,273,602	\$24,057,715
Invalid Benefit	\$2,201,589	\$2,152,864
Farm & Workshops	\$703,000	\$747,333
Donations	\$685,026	\$592,926
Other	\$526,325	\$1,168,386
<b>Total Operational</b>	<b>\$30,389,543</b>	<b>\$28,719,224</b>



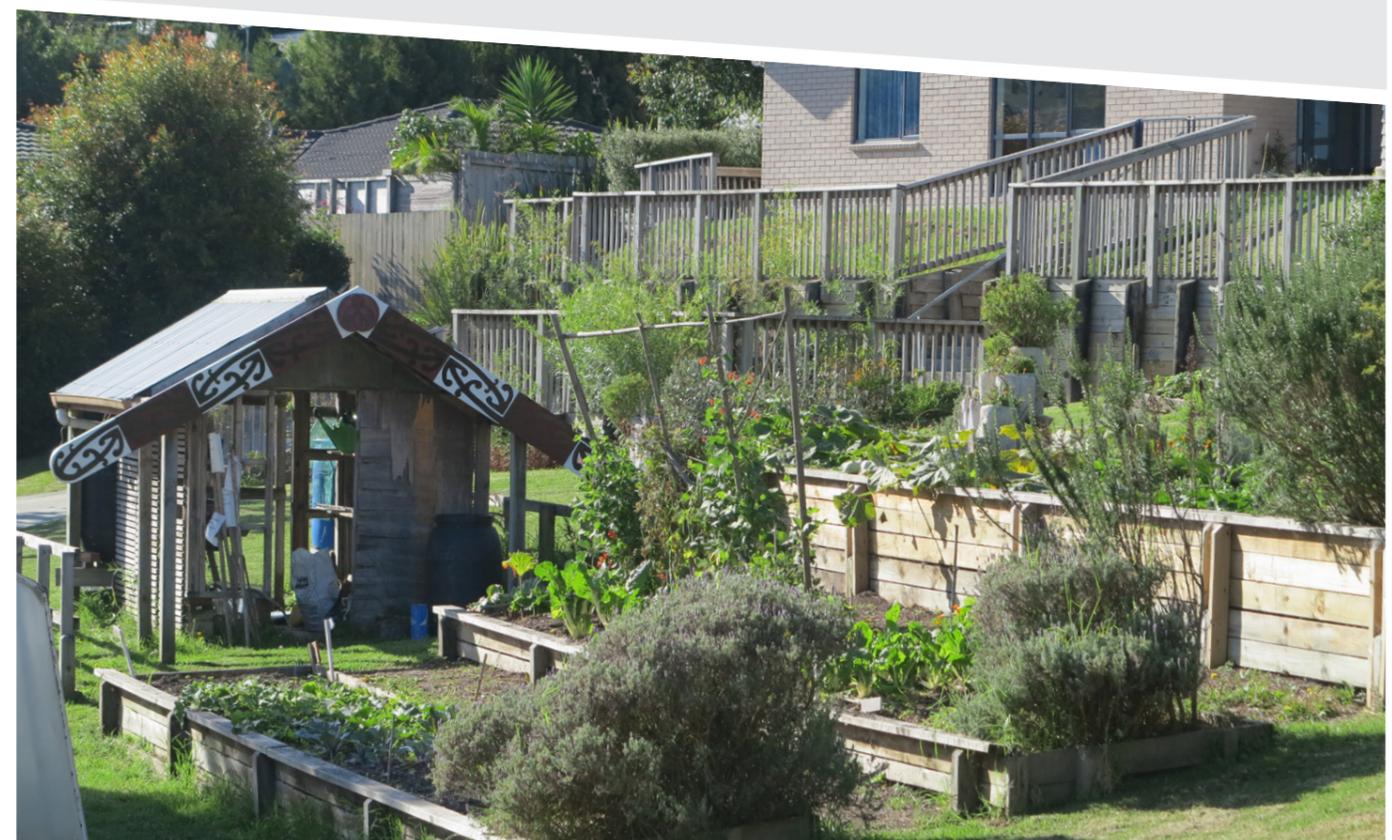
Expenses	16/17	15/16
Staff	\$22,880,381	\$22,294,741
Food, etc.	\$1,313,133	\$1,586,952
Property	\$1,218,093	\$1,426,730
Depreciation	\$1,350,236	\$1,321,300
Secretariat	\$570,067	\$388,172
Other	\$2,077,558	\$2,130,989
<b>Total Operational</b>	<b>\$29,409,468</b>	<b>\$29,148,884</b>
<b>Net surplus/(deficit)</b>	<b>\$980,075</b>	<b>(\$420,413)</b>

*The figures in this annual report have not been audited.  
The full set of audited accounts are available on request  
from [hayley.anderson@hohepa.com](mailto:hayley.anderson@hohepa.com)*



KERRY WOOD

KELLY BLOMFIELD





KAY GUNNING

## Thanks to Our Funders

Thank you to all these individuals, trusts and organisations who have so generously supported our work this year with gifts of \$1,000 or more:

### Auckland

"Give A Little"  
– crowdfunding for Bread Project

Diane de Saint Quenti  
Dr. Roger Leitch  
G W Macfarlane  
Jenny Smith (Japonica Ltd)  
Leung Family  
Picot Trust  
STS Electrical

Sutherland Self Help Trust  
Variety The Children's Charity  
The Warehouse Ltd  
Mountfort Estate  
Sandra Pearson Estate  
Grant for Environmental  
Services Projects  
Department of Conservation  
Community Fund  
Ministry for Environment  
Community Fund

NZ Lotteries Environment Fund  
SBS Bank  
Pak N Save Hastings  
Pak N Save Tamatea  
Hogeschool Van Arnhem

Hilary Guild  
Hohepa Foundation  
J E R & K M Beavan  
Jones Foundation  
Kendons  
Kirby Trust  
Mainland Foundations  
Matt Gauldie  
Maurice Carter Charitable Trust  
MH Robinson  
Nigel Garland  
Parliamentary Sport Fundraiser  
Perpetual Guardian Pamela Webb  
Charitable Trust  
Pub Charity

### Hawke's Bay

Café Ahuriri  
Carol Carr  
Creative Communities Scheme Napier  
First Sovereign Trust  
Fonterra Limited  
Frimley Foundation  
Hammond Cranes  
Homeland Trust  
Joan Fernie Charitable Trust  
John Holt Memorial Trust  
Katrina Mitchell  
Kiwanis Napier  
Matthew Trubridge  
Napier City Council  
Pub Charity  
Richard Holmes

### Canterbury

A & J McIntosh  
Christchurch City Council  
Craig Murphy  
Cynthia Greg  
Earthquake Recovery Trust  
Ewan Chapman  
Farina Thompson Charitable Trust  
Flow Hot Yoga  
Four Winds Grant payment  
Frimley Foundation

Rannerdale  
Rata Foundation  
Riccarton Rotary  
Rosma Family Trust  
Sir John Hall Charitable Trust  
Southern Trust  
The Keith Laugesen Charitable Trust  
The Lion Foundation  
Z Petrol - Hattrick Services Limited



TESSA SELWYN

NERAV BAYMOLA



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NICOLA HARTIGAN

MAUREEN MORRIEL