



HOHEPA HOMES TRUST BOARD

2018 Annual Review

Hohepa Goals 2020

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



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.



Our Purpose

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

The Taking it Forward group (TIF) has continued to focus its work on the delivery of leadership across Hohepa to enhance Anthroposophy, the Special Character of Hohepa.

TIF has identified the need to develop a role (TIF Lead role) to undertake the commitment of Hohepa Homes Trust Board to implement and maintain the anthroposophical understanding of human development in body, soul and spirit and to ensure these values are alive and embedded into every aspect and element of the Hohepa service model through developing relationship

and understanding through regular meetings, presentations and ongoing communication with boards, management, families, agencies and staff in all the regions.

HHTB has wholeheartedly supported this recommendation is committed through this work to support management and governance in fulfilling the Hohepa vision and mission in their local context celebrating anthroposophy as one of the core values and unique points of difference in the disability sector.

Santiago De Marco
Hohepa Hawke's Bay GM

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Chairman's Report

Over the past year we there have been a number of changes both nationally and regionally. In 2017 Hohepa Homes Trust board was focused on the case for change, and in October we visited regions, spoke to and heard from families.

In November, we reviewed the responses, with the outcome that early this year were refocused on the way forward. In July, HHTB met with regional boards and general managers. Our focus was to develop a new strategic plan, with the first step to hear from one another and formulate our Vision, Mission and Values. This workshop provided an opportunity for the boards and regions to meet and gain a greater appreciation of the other. Visits to the different sites has strengthened HHTB's awareness and understanding of the regions.

Within a few years we have seen an almost complete change of personnel on the national trust board. The transition has been an organic, positive and respectful. As long-term board members stepped back, we welcomed the energy of fresh and younger members. We thank Sue Gates and Neil Fergus, also Peter Bosworth and Shelly Witchalls, who will step back at the AGM, for the tremendous contributions they have made. There has been a loss of institutional knowledge but there is confidence that the present board members can guide Hohepa into the future.

In the last three years, all three regional general managers Christchurch, Hawke's Bay, and more recently Russell Carter, Auckland, have stepped back from the position. Our thanks go to them, they worked hard and served Hohepa with dedication and commitment, to provide the best possible life for the people we support.

The event of Enabling Good Lives and the development of Systems Transformation will bring change to the disability sector. This change comes from without, it's not clear what it will mean, but recent ministry audits and reviews affirm that our house is in order and though there are always improvements to be made, we are prepared to meet the change. Outer requirements ask boards and staff to understand clearly what gives Hohepa its uniqueness. This is a time to be awake and forward focused if we are to remain relevant and sustainable. We need to safeguard and nurture the essential impulse, ensuring Hohepa retains a rich and diverse cultural life and an integrated and healthy social life, while remaining financially viable.

A distinctive feature of Hohepa is its adherence to the principles and values formulated in the early years of the 20th century by Rudolf Steiner, known as Anthroposophy. Families have clearly stated that they want to see Anthroposophy retained in Hohepa. Anthroposophy has been a central theme in the strategic discussions both national and regional. It was wonderful to recently receive a draft copy of the Hohepa special character induction manual, prepared by the TIF (Taking it Forward) group. This paper provides a basis to help both staff and families better understand what inspires Hohepa.



Change brings promise and we also need to be aware of risks. The board need to know risk is well managed, ensure that good processes and reporting are in place throughout the organisation. The formation of a risk committee at a national level, has been a positive step towards identifying what is being done and clarify what needs doing. An overview at a national level provides the reflective body for good practice at a regional level.

Management of land and property brings challenges that each region has risen to meet. Canterbury continues to successfully work through the last remaining issues from the Christchurch earthquake. Hawke's Bay, faced with potential of flooding in Clive, has developed a tried and trusted evacuation plan, and is developing a strategy towards eventual relocation. Auckland, with little room for building on the present site, takes up possibilities for expansion. Kapiti has the satisfaction of another new building being completed.

Financially, Hohepa Homes reported a net operating surplus of \$1,577,957 compared with \$980,075 the previous year. This reflects some very good operational management by the regional teams. As at 30 June 2018, the Trust Board owns and manages \$29 million of property, plant and equipment for the purpose of providing quality facilities for our people. During the year total debt was reduced by \$824,000 to 16% of total assets so the group remains in a strong financial position.

The Board is anticipating some future capital funding challenges to replace assets that are no longer fit for purpose, require updating or to meet growing demand for the services we provide. We are very grateful for the wonderful support we have received from the community to assist with past capital work projects.

Thanks to the strong support of families and donors, the hard work of managers and staff, with good governance supporting them, Hohepa is presently well positioned to take on the changes that will come with Systems Transformation. My sincere thanks to all who support Hohepa and most strongly thank you to the people we support, it is you who bring us together and give meaning to Hohepa.

Sue Simpson
Hohepa Homes Trust Board Chair

General Manager Update

The 2017/18 year signalled a change in direction for the Hohepa Homes Trust Board and a shift in the focus of the Hohepa Homes Trust Board general manager role. When the Hohepa Homes Trust Board members engaged with regions on potential organisational changes in late 2017, the messages from parents and guardians, staff and regional board members were heard. Honouring the Hohepa Homes Trust Board Trust Deed we know is paramount, as is our collective approach to anthroposophy. There is understanding of the uniqueness of each Hohepa region, the importance of local decision making and the variations in service delivery, all appropriate to the needs of the people that Hohepa supports.

I and others believe there is significant traction to be gained from working together and we are seeing this starting to happen cross regionally with the sharing of information including policy and other documents, having staff with expert skills taking that expertise to other regions, developing joined up decision making groups and identifying projects that benefit from the contributions of each region.

Our financial performance has been very sound again this year and we are grateful to everyone that has contributed to the year end result. Building on the work from the previous year, the Hohepa Homes Trust Board Audit Committee has ensured strong governance of this aspect. The Trust Board said farewell to Neil Fergus in June and acknowledged his significant contribution to our financial performance over the last three years and we are about to farewell Peter Bosworth who has also been a strong contributor to the Audit Committee.



In January of this year the Trust Board established a Risk Committee chaired by Shelly Witchalls with governance representation from each region. This very active group has met monthly to assist the Board to provide leadership and policy in discharging its risk management responsibilities, including having a focus on the organisation's health and safety management system.

Three new board members joined The Hohepa Homes Trust Board over the course of the year, we are very fortunate to have gained the experience of Kath Fox, Chris Bunny and Stuart Campbell.

Regions are working to ensure Hohepa is well placed to support people with an intellectual disability as the future of the disability sector in New Zealand changes. The current focus on the organisations strategic direction is key to this. We have, and will continue to, keep close to developments in this area. We will ensure the people we support at Hohepa have access to high quality opportunities so they can continue to live the life they choose.

We offer our sincere thanks to everyone associated with Hohepa across New Zealand for your engagement over the course of the year.

Hayley Anderson
Hohepa Homes Trust Board General Manager

Auckland

- Residential services (Adult)
- Community participation and vocational services
- Transition services (School to the community transition programme)
- Flexible support (Disability)

Canterbury

- Residential (Adult)
- Day services
- Flexible support (Disability)
- Supported independent living

Hawke's Bay

- Adult and children residential service (including Oranga Tamariki placements)
- Adult community participation activities
- Children's school – private residential boarding school based on Waldorf principles (Rudolf Steiner education philosophy)
- More independent living (MIL)

Kapiti

- Adult and children residential service (including Oranga Tamariki placements)
- Adult community participation activities



Hohepa Homes Trust Board

This financial year we said farewell to Sue Gates and Neil Fergus from Hohepa Homes Trust Board and acknowledge the significant contributions both made to the organisation. At our AGM this year we will also farewell Peter Bosworth and Shelly Witchalls from the Hohepa Homes Trust Board. Hohepa is richer for the input and advice provided by all these Trustees/Directors.



Sue Simpson (Chair)



Peter Bosworth



Anne Read



Stuart Campbell



Shelly Witchalls



Chris Bunny



Kath Fox

HHTB Audit Committee Members

Stuart Campbell (Chair)

Mark Boyle

Peter Bosworth

Souvella Cumming

Sue Simpson

HHTB Risk Committee Members

Shelly Witchalls (Chair)

Craig Murphy (recruited June month to month appointment)

Anne Read

Chris Bunny



Roderick Stronach

Hohepa Life Member 2018

Roderick Stronach was born on the 27th of October 1947 and if it weren't for Roddy's birth none of us would be at Hohepa. His birth to Charles and Mary Stronach gave his aunty Midgie (Marjorie Allan) the impetus to begin Hohepa.

She and younger sister Mary were great friends and Marjorie wanted to do all she could to support the family after Roddy's birth. Marjorie travelled to Europe for further studies and, inspired by Eckwalden and the Sonnenhof Curative Home near to the Goetheanum (the main centre for Anthroposophy in Switzerland), she returned to NZ with a vision for what later was developed as the Hohepa Community. After considerable networking and partnering with local philanthropist Sir Lewis Harris, the Hohepa Trust Board was formed in 1956, nine years after Roderick's birth.

Roderick did not begin as one of the first fifteen new children, not to be favoured. Instead he arrived three years

later from Dunedin aged thirteen, bringing with him his mother Mary, who ran the house of Hohepa (and Marjorie the school), and later worked as a live-in House Parent at Wharerangi for many years. Roddy also brought two of his three sisters to Hohepa, Shona then fourteen, who later became a wonderful anthroposophical nurse for us, and Marian who went on to play a considerable part as House Parent at Wharerangi and as a Sunday Service holder, following in Mary's footsteps for a new generation.

From this beginning, an incredible amount has happened for literally hundreds of children and families, and thousands of people who have worked at Hohepa over the years.

Last year we celebrated Roddy's 70th birthday. The Hohepa hall was full of guests. Roddy was gifted two red rose bushes, that have been planted to climb outside his window. He received the first gifted copy of the new Hohepa Song Book, to sing at Harris House where he lives, and he received a picture of beautifully embroidered

Vietnamese Sarus Cranes. He also received a magnificent captioned photo book. He enjoyed speeches, songs, music and greetings from many people who came to honour him.

Shona remembers those younger years when Roderick would be ready with pen and paper and a bundle of notes to record the detail of any meeting he could get an invitation to. At any family weekend, meetings, IDPs he took notes, sat very centrally and often stood and spoke genuinely on behalf of the Trust. The Trust Board was always forefront in his conversations.

Roddy's importance for Hohepa cannot be underestimated. He has always shown a particular awareness and concern for the well-being of others, and has taken a deep interest in all Hohepa gatherings. He has been a valuable Hohepa community member who has enchanted many, and who has been an inspiration to those who recognise in him how one person's life can deeply influence the world in a positive way.

Deryn Menzies

on behalf of Hohepa Hawke's Bay

Life Members

T D C Cullwick

J N McGowan M.B.E

P Harris

U van Erp

B H Kivell

D Sloss M.N.Z.M

S Martin

Roderick Stronach



Hohepa Canterbury

Leadership Team:

From Left: Graham Barnett, Racheal Priestley, Mariska Jordaan, Amelia Davis, Sophie Steentjes, Arnah Trelease, Paul Else and Fleur Hyslop.

Absent: Rowan Rendle.

What's the overview from the regional board?

Our dedicated board have contributed significantly to Hohepa Canterbury in the past year, ensuring ongoing quality of services and supports while driving initiatives in pursuit of our strategic aims.

Board members regularly and willingly share their professional expertise with us to benefit the region in areas including legal, environmental science, financial, business development, property and fundraising. We are incredibly lucky to have a dedicated and enthusiastic board with the courage to think and act in the best interests of the organisation.

We know your focal point is on ensuring the people you support have a good life. Tell us about this.

Supporting good lives is a simple premise which we try to act on everyday.

We have had a number of different projects happening over the course of the year to create increased opportunities for people to work towards and attain a good life. This has included introducing initiatives such as individualised facilitation, LEAP and improved personal planning tools. We have also reinvigorated our Advisory Group, made up of people we support, with elections held earlier in the year to find eight representatives for the group.

Mostly this has been about individual successes, people who have realised their aspiration to go flatting with their girlfriend, get a job, find volunteering roles with real purpose, persevering to learn something new, or revelling in planning and going on a much anticipated holiday.

What has been your focus in working with families and guardians?

Whanau are a valued and core part of Hohepa Canterbury with a caring Parents and Guardians Association taking the lead. There is an emerging interest in engaging with siblings or peer age relatives to provide support and get involved in the organisation.

Communication remains a key theme that we continue to work to improve. We have created opportunities for families to meet directly with the board, and we have hosted guest speakers on important topics such as transforming the disability system or anthroposophy.

What have been two highlights from your region this past year?

Community connection has blossomed in the past year, with such momentum building we are looking forward to what will come. Wonderful examples include Greypower attending the debut show of our performance group, students from Christs College and their families

partnering with us, Cashmere High participating in our Te Reo O Te Wiki celebrations, a family member walking the length of the South Island to raise funds for us, and our fifth annual speech competition with the support of the Rotary Club of Lincoln. These are just a few examples of deep and rich connections that provide mutual benefit for people we support and the local community.

Growth of our own community has also been a highlight, with people new to Hohepa Canterbury seeking different kinds of support from us. We have been able to create new services, with the added benefit for the people we already support having an opportunity to try something new. If demand for our services and supports doesn't reflect a growing and positive reputation then what does?

Arnah Trelease
Hohepa Canterbury GM

"Growth of our own community has been a highlight, with people seeking different kinds of support from us."



Canterbury 2017/18

Exhibited
99
artworks raising
\$30,000

Mowed
150
acres of lawn,
across two
campuses

Upgraded lighting
decreased
power usage by
10%

Grew our
Facebook reach
by
26%

Cleaned
1.8km
of guttering

Partnered with
9 people
who share their passions;
including natural
horsemanship, The
Horticultural Society
talks, and model building

Assessed over
1,000,000
individual building
components,
to complete the
Canterbury Condition
Survey

Served
151
Hangi meals
as part of our
inaugural Maori
Festival

21
staff were
congratulated for
gaining further
qualifications



Hohepa Hawke's Bay

Leadership Team:

From Left: Jeremy Moore, Melissa Janson, Jane Parslow, Angela Stoodley, Stephen Evans, Jocelyn Freeman, Alfred Busch, Kate Hartland, Iain Worsley, Julia, Sobkowiak, Neil Kirton, Santiago De Marco. Absent: Eva van Veelen

What's the overview from the regional board?

This year the Hohepa Hawke's Bay regional board reaffirmed our vision, mission and values. As so much time has been spent considering changes to our governance structure, it is great to now look forward with new energy to the long-term sustainability of Hohepa Hawke's Bay, based on our core values. We have been inspired, from our earliest days, by the spirit of and anthroposophical values advanced by Dr Rudolf Steiner. The Hohepa Hawke's Bay community remains committed to drawing upon these anthroposophical values. They are our sustaining force that the people we support and their families/whanau understand and acknowledge. Our wider Hawke's Bay community, funders and supporters similarly appreciate Hohepa Hawke's Bay for its commitment to a vision for "every life fully lived".

We know your focal point is on ensuring the people you support have a good life. Tell us about this.

The spiritual, emotional and physical well-being of the people we support is nurtured. The persistent underlying goal is to support people on their life's journey, developing their human capacity to engage, participate and contribute in a meaningful way. The integration of therapies, the worth of

work, cultural activities, celebrations and the inclusion of our families draws our community together. This year we are celebrating Hohepa's place in the community. The establishment of the 'Hohepa Creative Works' hub in a central city location, enables the people we support to play a prominent and inclusive part of life in Napier City. Community participation and engagement are an essential part of enabling the people we support to have lives fully lived. We all have strengths and talents we all have something to offer. Hohepa Creative Works is another milestone in the Hohepa story that enables this sense of inclusion and belonging.

What has been your focus in working with families and guardians?

The management team has engaged quarterly with the Hohepa Hawke's Bay Families Association meeting. We have developed a renewed communication strategy to keep everyone well informed, engaged and empowered. Families have taken an active role in the strategic and governance discussions. They have contributed extensively to the affirmation of the Hohepa Hawke's Bay vision, mission and values statement.

The wonderful generosity of families arises through legacies and bequests, with people acknowledging Hohepa HB in distributions from their estates.

Over many years such legacies have enabled Hohepa to make major progress on significant capital building projects supporting the service provision to succeed.

What have been two highlights from your region this past year?

This year the Hohepa Hawke's Bay regional board and the leadership team have nominated Roderick Stronach to be awarded a Hohepa life membership. Roddy has been a member of the Hohepa community for 58 years and his role as our "elder statements is greatly valued.

We also recognise the outstanding team work achieved by our management team in producing another excellent financial result. Operational requirements have been met well within the budget approved by the regional board. Despite significant financial demands arising from pay equity and property improvements, prudent management and governance over-site has resulted in a financial surplus which can be used to support future growth and improved services.

Santiago De Marco
Hohepa Hawke's Bay GM



Hawke's Bay 2017/18





Hohepa Auckland

Regional Board members:

From Left: Mairead Needham, Anne Read, Sue Gunning, Surinder Ogra, Karen Fraser Payne.

Absent: Sean Maguire

Situated in Titirangi one of the most beautiful bush-clad suburbs where native birds and flora abound Hohepa Auckland has had a thought-provoking 2017-18 year. Trust, transparency, collaboration and communication are all key factors that we are collectively working hard on to ensure quality engagement and outcomes in the important work that we all do. With adjustment to our changing needs comes the prospect of us all being more connected as an organization.

I believe having a positive forward looking attitude and a willingness to take a fresh approach are vital for us to face the upcoming challenges of implementing Enabling Good Lives (EGL). The Board is collaborating with our community both locally and nationally with regard to our Vision, Mission and Values.

To strengthen our governance work the Board established new committees - Finance and Risk, and People and Governance. These committees are important forums that support our management team and their day-to-day operational duties.

In this period we welcomed onto the Board new members Sue Gunning, Sean Maguire, Mairead Needham and Surinder Ogra, and thanked and farewelled Derek Battersby, Stephen Curham, Ainsley McLean and Phil Read. The Board is currently seeking one more Board member who has strong anthroposophical values.

Notwithstanding Auckland's escalating cost of living, safeguarding Hohepa Auckland's capacity to deliver its services effectively and efficiently is a challenge. We have been busy on many fronts. We were thrilled to add another residence to our housing portfolio, taking the total to eight individual houses. Hilary House has three highly independent residents.

We believed it was timely to build a stronger executive management team and created two new positions. In May we welcomed Johnny Olsen as our People and Services Manager and Amber England as Operations Support Manager. We also farewelled Hohepa Auckland founders Russell and Silke Carter who both resigned after over 20 years. The Board acknowledges and sincerely thanks them for their dedication and contribution in building a solid legacy for the team to carry forward.

We have also focused on reviewing and implementing new policies to reflect a combination of our growth, sector needs and a requirement to fill our policy gaps.

The Board is grateful to all of our staff for their commitment to our people and their families and in particular their support of our people and their families following the resignations of Russell and Silke Carter. We've accomplished much this year and I'm excited to see what the next year will bring including the appointment of a new General Manager. The Board will focus on building a positive culture, based on our anthroposophical values, with strong employee morale and collaboration.

As we all know Enabling Good Lives (EGL) will be a transformative process that will take some time to implement. Ensuring the people we support live everyday lives and have greater choice is very important to us.

Anne Read
Hohepa Auckland Chairperson

"Trust, transparency, collaboration and communication are all key factors that we are collectively working hard on to ensure quality engagement and outcomes"



Hohepa Auckland 2017/18

71
community participants

41
people in the transition programme with opportunities in art, circus, drama, dance, film making, swimming, walking, craft, horticulture, woodwork, study, music, eurhythmmy and speech.

Two service users travelled to Russia to attend the first World Congress for People with Disabilities.

Service user Kaa Dekker started at UNITEC.

Community participant Lahiru Hettige, was a finalist in the IHC art awards for his piece *Spring time at the lake with Mum.*

Kaa also provides lawn mowing services.

Financial Statements

Operations

Income

	FY 2018	FY 2017
Government Subsidies	\$30,184,048	\$26,273,602
Invalid Benefits	\$2,326,047	\$2,201,589
Farm & Workshops	\$709,604	\$703,000
Other	\$865,546	\$520,022
TOTAL OPERATING INCOME	\$34,085,244	\$29,698,213

Expenditure

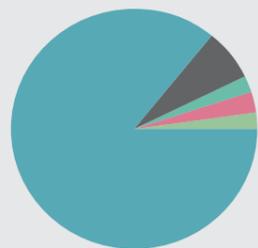
Cost of goods sold	\$457,001	\$376,224
Employee benefits expense	\$26,234,433	\$22,880,381
Depreciation and amortisation expense	\$1,366,480	\$1,350,236
Other expenses	\$5,381,473	\$4,657,384
Finance costs - net	\$68,266	\$138,941
TOTAL OPERATING EXPENDITURE	\$33,507,654	\$29,403,165
OPERATING SURPLUS/(DEFICIT) BEFORE FUNDRAISING	\$577,590	\$295,048

Fundraising income

Operational donations	\$447,349	\$365,125
Capital donations	\$553,019	\$319,901
Other Grants and sponsorship		
NET FUNDRAISING INCOME	\$1,000,367	\$685,026
NET SURPLUS/(DEFICIT) FOR THE YEAR	\$1,577,957	\$980,075

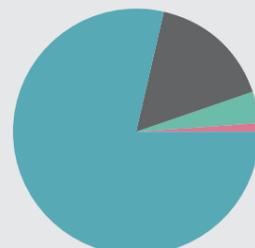
Income 2018

- Gov't. subsidies - 85%
- Invalid benefits - 7%
- Other Income - 4%
- Fundraising - 3%
- Farm & workshops - 2%

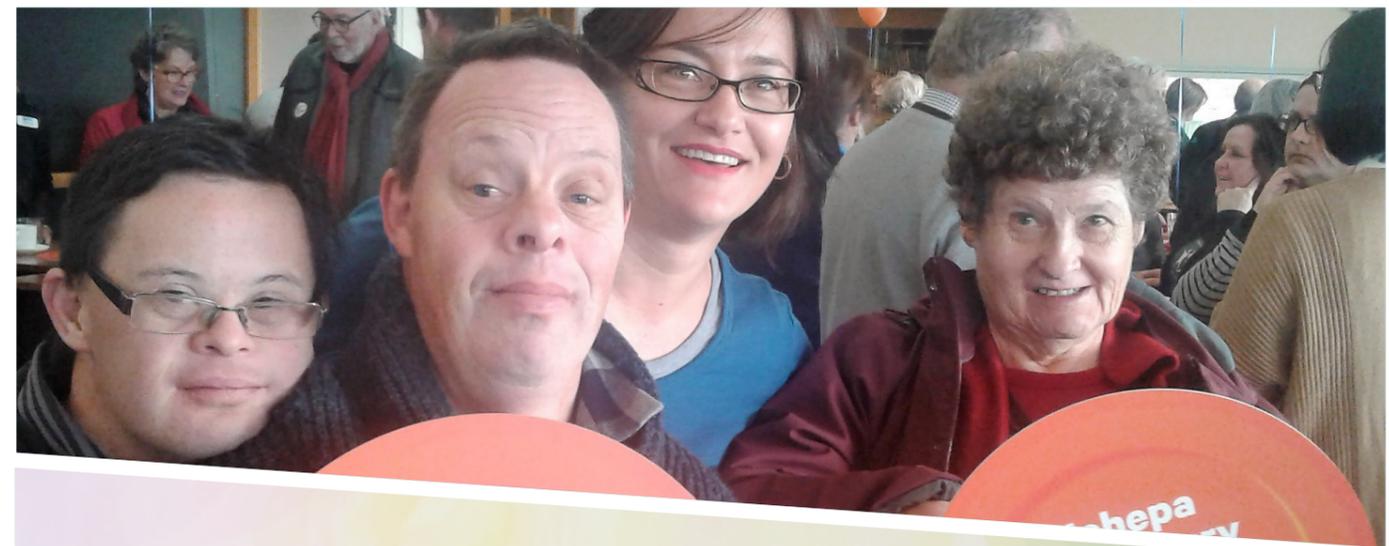


Expenditure 2018

- Employee benefits expense - 77%
- Other expenses - 17%
- Depreciation - 4%
- Cost of goods sold - 1%
- Finance costs - net - 0%



These summary figures have not been subject to audit.
These summary figures have been taken from the audited set of financial statements, available on request from hayley.anderson@hohepa.com



Thanks to Our Funders

Collectively Hohepa in Auckland, Canterbury and Hawke's Bay have raised many thousands of dollars to extend the supports and services we offer people with an intellectual disability. Whilst government funding pays for the immediate needs of the people we support, our special character - the events, festivals and therapies - are not funded. Likewise, investment in buildings, vehicles and infrastructure are also self-funded. For these reasons our generous donors deserve both recognition and thanks. Our families have been our most loyal supporters; via annual giving, major one-off gifts, and through bequests. Without them Hohepa would not be the flourishing success it is today. Thank you!

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

Picot Trust
Joynes Family
Ravi Shetty Cultural Concert
Ufloor System

Auckland brought new people into the Hohepa fold by being the recipient of the annual Swar Sadhana event celebrating The Golden Age of Hindi film music. Monies raised bought new instruments and equipment for their music program. They also got social media savvy – joining Give A Little to raise money for The Good Stuff bakery initiative.

Hawke's Bay

Boddy Estate
Carol Carr
Neil & Carolyn Fergus
Frimley Trust (Gisborne)
Christine & Richard Hammond
Inclusive NZ
Infinity Foundation Ltd
Joan Fernie Trust
AR Nelson Trust
Mountfort Estate
NZ Navy
Mr & Mrs Park
Pak'nSave Hastings
Pak'nSave Tamatea
Pub Charity
SBS Bank
Weaver Estate
Bayswater Motors

Hawke's Bay has continued success with its businesses and suppliers, including Pak N Save supermarkets in Hastings and Tamatea, SBS Bank, and a new partnership with Bayswater Motors in Napier (supporting 50 vehicles). These important local partnerships demonstrate the widespread support for Hohepa throughout the Hawke's Bay community.

Canterbury

Anonymous
Maurice Charter Trust
Jones Foundation
Kendons on behalf of an anonymous donor
Pamela Webb
Dougie Brown
Hazlett
Linda Robert
Hattrick Services
Sir John Hall
JER & KM Beaven
Sowman Family

Canterbury's community connections helped raise both profile in the community and much needed funds. These included: fundraiser Claire O'Connell walking the length of the South Island on the Te Araroa Trail; the Art & Sculpture Exhibition raising over \$30,000; and Z Energy's 'Good In the Hood' campaign, with our people being 'guest concierges'.



Hohepa

creating opportunities...

www.hohepa.com

