



Hōhepa Homes Trust Board 2022 Annual Review

OUR VISON Every life fully lived

Our Mission

Supportive communities inspired by anthroposophy, which celebrate the diverse ways of being human.

Our Values

Whakamana and Sustainability.

Purpose

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



Regional Map

Auckland

Residential services (Adult) Community participation and vocational services Transition services (school to the community transition programme)

Wellington Adult residential service

Adult community participation activities

Hawkes Bay

Residential services (Children, Youth and Adult)

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 Services (Youth and Adult) Flexible Disability Support Supported Independent Living Community Participation

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2022/2023 Chairperson's Report

I am pleased to report a rewarding year for Hōhepa with continued progress across our Economic, Cultural, Social and Environmental wellbeing.

Our group financial statements confirm strong performance. Operating revenue increased by 18% to \$64.7m. Our net surplus of \$6.4m includes donations and grants of \$4.4m. Total assets increased by 19% to \$55m. Competent regional management and governance has delivered an excellent operating result. Hōhepa is in a strong financial position with \$45m in net equity.

The culture of Hōhepa continues to flourish. All regions are dedicated to our Vision of 'every life fully lived' and our Mission of 'supportive communities inspired by anthroposophy which celebrate the diverse ways of being human'. Our Values of 'whakamana' and 'sustainability' underpin our commitment to those we support, those who work in our communities, families and friends. An enabling, collegial, professional and committed culture is evident throughout our entire organisation.

Our social life is healthy and rewarding. The lives of those we support are paramount. We pride ourselves on healthy, warm and engaging homes. The opportunity to work and socialise in the wider community brings satisfaction and goodwill. Graduation of pupils from our school to our adult community is always a highlight. Celebration of our achievements and participation in festivals and events brings happiness. Our General Managers ensure high levels of communication with families, staff and key stakeholders.

With the world focused on protection of our environment, Hōhepa is committed to sustainability of our resources. Our native tree seedling nursery, wetlands planting, waste management, renewable power sources and planned maintenance of our assets are examples of our work in this area. Each region continues to develop outcome driven plans that are beneficial for our environment.

Regional highlights during the year are significant.

In Auckland, the response to COVID was quick, efficient and successful. A comprehensive property review was completed and progress made in improvements of buildings and the Titirangi site



generally. A medium-term vision for new buildings and further improvements has been developed. This will be underpinned by a fundraising campaign.

In Hawkes Bay, the COVID response was successful and acknowledged by the District Health Board. The most recent family survey confirmed a high degree of satisfaction. The Ministry of Health awarded certification through the DAA auditing agency. The Clive residential move continues to make progress with new homes built in Taradale. A further acquisition and new homes construction is underway at Poraiti. Delivery of significant new infrastructure at our Poriaiti site positions us well for ongoing development in the years ahead. We were successful with Gold, Silver and Bronze at the NZ cheese awards and won the inaugural Sustainability award. Strengthening our anthroposophical impulse aligned with Te Ao Māori continues. Development of the Höhepa Enabling Good Lives Hub model is ongoing.

Wellington delivered an effective response to COVID through good communication and goodwill of all parties. We have seen additional growth with the acquisition of new homes at Otaihanga and Paraparaumu. A new partnership with Kainga Ora was formed for the design and build of two new homes. Our 10 year vision and growth plan is making good progress. We acknowledge the generosity of Mark Dunajtschik and Dorothy Spotswood and their commitment to our plan for the years ahead. A transition governance group continues to build capability in readiness for Wellington to stand alone as our fourth region in the foreseeable future.

Awhi and Aroha are the two words that Canterbury use to describe their COVID experience. The coming together of the community in the face of a challenging time has been heart warming. Two further house acquisitions, McDougall and Whenua has allowed three new ladies to join Hōhepa and to attend a local High School. The growth of independent living which offers people of all ages the opportunity for a more typical 'flatting' experience with minimal hours of support is a highlight.

I would like to thank our trustees and regional board members for their service. Thanks and congratulations to our Management teams and staff. You can be proud of your achievements. To the families, friends and funders of Hōhepa we thank you for your support and encouragement.

Finally, to those that we support, you are our reason for being. Helping you lead a life fully lived is a privilege.

Naku iti noa, nā

Mark Boyle Chair

Hōhepa Homes Trust Board



Mark Boyle (Chairperson)



Sean Maguire



Ewan Chapman



Waylyn Tahuri-Whaipakanga



Stuart Campbell



Tracey Lanigan



Sandra Budd



Melanie Kenrick

Audit Committee Members:

Stuart Campbell (Chairperson) Mark Boyle Ed Eadie John Stinson Paul Rickerby Souella Cumming

Risk Committee Members:

Sandra Budd (Chairperson) Mark Boyle Dianne Bardsley Ewan Chapman Melanie Kenrick Sean Maguire Tracey Lanigan Last December Anne Read and Chris Bunny resigned as Directors from the Hōhepa Homes Trust board. We would like to thank Anne and Chris for the the time and contributions to the organisation and wish them well for their future endevours.

This financial year the Hōhepa Homes Trust Board welcomed two new Directors; Waylyn Tahuri-Whaipakanga as Chair of the Hawkes Bay Regional Boad and Sean Maguire as Chair of the Auckland Regional Board.



Sean Maguire

Having a family member live at Hohepa for 40 years, it has always been a part of my life. Stephen started his journey at Hohepa in Hawkes Bay and then moved to Auckland in 1997 as one of the 'pioneers' living in the first house on the site that now has 7 houses and many more people as part of the community.

Whilst studying I worked at Christopher House, which opened the world of Hohepa up to me even more than it had already. The unique character of Hohepa makes it a special place, and every visit makes you appreciate it more and more. Once I graduated, I left New Zealand and worked in the education sector for 15 years in Japan and Singapore. After returning to New Zealand, I still continue to work in education at The University of Auckland. I also wanted to connect again with Hohepa, and become a board member, and now the chair of the Auckland Regional Board, I find myself fully immersed in ensuring the growth of Hohepa continues and that the people we support live their lives to the fullest extent.



Waylyn Tahuri-Whaipakanga

He ao te rangi, ka uhia, mā te huruhuru te manu ka rere ai

Waylyn Tahuri-Whaipakanga of Ngāti Kahungunu, Tamaterangi and Ngai Tūhoe, Tamakaimoana whakapapa is currently Chief Executive Officer (CEO) of Kaupapa Māori Service provider, Te Taiwhenua o Heretaunga.

Waylyn was born in Wairoa, cutting her teeth in the health industry as a Drug & Alcohol Counsellor and was the second ACC Māori approved counsellor in Hawke's Bay. She continues to be actively involved in her hometown as a Trustee of Rangiahua Marae and is Chair of the Tātau Tātau o Te Wairoa Housing Limited Partnership.

She has held several leadership roles in the Kaupapa Māori NGO sector, Iwi and District Health Boards. Waylyn is a member of The Institute of Directors and in addition to the above is a director of Waingākau Housing Development LTD and Hōhepa Homes Trust Board.

Since 2016 she has been a proud serving member and Chair of the Hōhepa Hawke's Bay/Wellington Board, sits on the NZ NGO Council, Chair of the Springhill Advisory Group, member of the Heretaunga Housing Strategy Governance Group, and sits on the Ngāti Kahungunu Iwi Te Wero provider board.

Recently, in her role as CEO of Te Taiwhenua o Heretaunga, Waylyn, along with the CEO's and Board Chairs from Te Hau Ora o Ngāpuhi, Te Arawa Lakes Trust and Whakarongorau Aotearoa formalised the Taki-o-Autahi partnership creating employment in smaller communities by delivering by Māori for Māori telehealth services from the regions.

Wellington Campus Developments



This plan is indicative only. The final layout and design is subject to Kapiti Coast District Council approval and feedback and further detailed design. Main entry enhanced to foster a sense of arrival

edro

Bedroc

Planting along boundary to provide privacy to Hohepa community at the same time as retaining views and sunlight for neighbours

Elevated seating area overlooking the rural landscape to the east

Existing and proposed housing to be supported by individual & communal outdoor entertainment facilities, amenity planting and car parking

Open lawn area for ball play retaining park like setting

> Viewing and seating area to be framed by low growing native vegetation adjacent to site boundary

Bedroom

Bedroc

Hous

Bedroc

1:500 @ A1, 1:1000 @ A3

Bedrooi House

> Structured active play facilities including volleyball, half basketball court and swings

Extension of existing deck and communal outdoor entertainment area to include pizza oven, BBQ and undercover seating area

Rem

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the o

west asso

House & Office

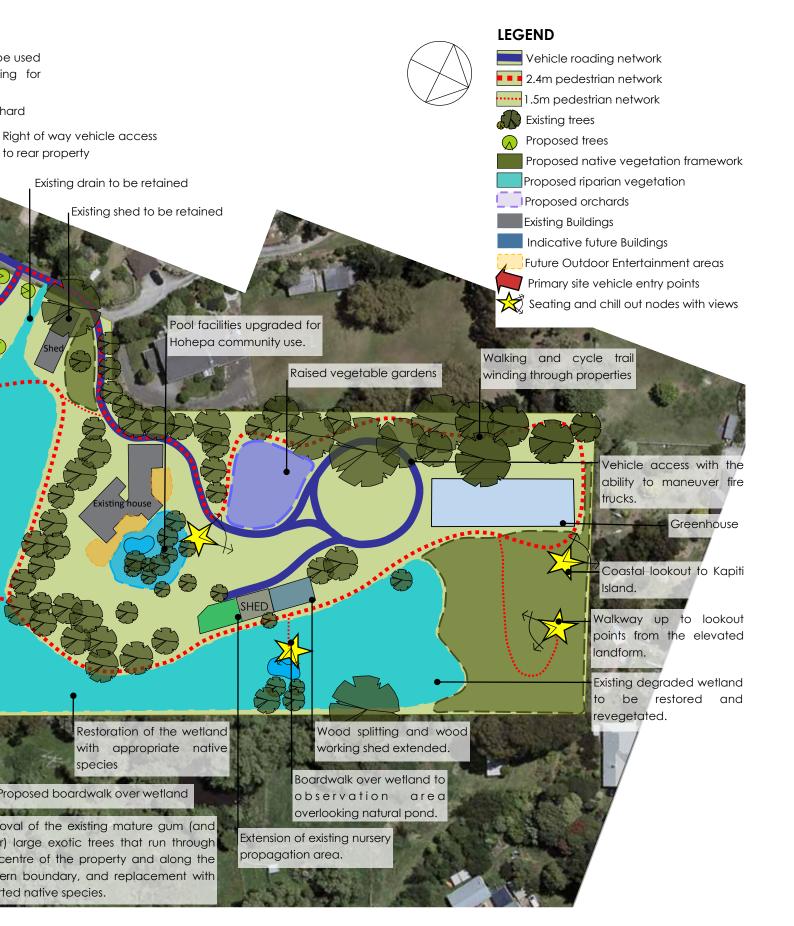
ommunit

Open lawn area to k for over flow park

large events on site

Proposed Orc

Amphitheatre to cater for up to 150 people during festival events and 50 to 80 people daily



HÖHEPA Auckland

2022 has been both and exciting and challenging year for Hohepa Auckland. We are a diverse community thriving in our natural surroundings. Our team of

dedicated staff continue to support our community to ensure every life is fully lived.

This year we commenced our Building project which will see the development of new housing being built on our current site that will ensure the development of Hohepa Auckland for future generations. A family meeting was held where information was shared regarding the future of our site. We expect to commence building three of our intended new homes in the next 12 months.

We have a strong management team and this year has seen the recruitment of a new Services Manager and Training and Development Manager. Both incumbents have integrated well into our community and are supporting the General Manager into a new year.

COVID-19 has come through our community and bought with it challenges that we have worked through. We remain dedicated to ensuring the safety of our community with the focus remaining on risk minimisation and the wellness of our people.

Our highlights for the year have been developing our current properties to meet the needs of our ever-changing community. The homes we have were modelled to meet the needs of the community at the time, and this year has seen a progressive remodel to a number of homes, to improve both the longevity and practicality of the homes for the people we support. This initiative will see Hohepa Auckland grow and develop into a stronger disability service that will be better enabled to offer supports for adults of all ages and needs.

The initial phase of our building proposal will see our residential service grown from a 32-bed service to a 42-bed service, and the second phase will be us develop further into a 50-bed service. The building proposal will see Hōhepa Auckland maintain our current footprint with no current spaces being taken away from our residents.

This build will also see the development of an Anthroposophical oasis in the suburbs, with a full landscaping plan being implemented, which will be designed through an Anthroposophical lens.

Our Community Participation Service has undergone a review with new programs being designed and implemented that emphasise every life fully lived. We have integrated further into our communities while aligning ourselves to the Enabling Good Lives Principles which will support the growth of the service into the future.

In the past year we have recruited a new Transition Service Coordinator that has been busy networking across the Auckland region to deliver the best outcomes for the young people we support who are entering into adulthood.

With the development of our new Training Centre, and Learning Management System platform, we are now better equipped to deliver training to staff on site and have space to hold multi-disciplinary meetings on site for the betterment of our people.

The continuous lockdowns that Auckland has experienced, has put Hōhepa Auckland in a position where we had to look at alternative modes of communication for our community which led to a full redesign of our IT systems in all aspects of service delivery. One example is the design and development of Story Park, which is an online application that enables our people and their families to experience real time communications ranging from their daily activities to support plans, and has the capability to send out instant notifications to families, which we have found to be important in the ever-changing world we are currently living in.

The next year will be a year of growth for Auckland that will see growth both internally and externally, and build confidence and trust within our community. Our focus continues to be the people we support, their every day lives, celebrations and achievements. This is what drives us both today, and into the future.

Michelle Ashby Sean Maguire General Manager Regional Board Chair

Beautification of outdoor areas	Strengthening of the executive team	Anthroposophical support from the regional board
Development of the Twin Streams Project	Launch of the 10 year vision	Development of the learning management system online
Successful support of 20 people leaving high school into adult programs and plans	Supported 51 people to attend meaningful programs daily	Supported 32 residents to ensure every life is fully lived



We are fortunate to hold a privileged place in people's lives that honours their past, makes a difference in their present and influences their future. As an organisation committed to a home/ support for life it is important that we take this holistic approach. Our Regional Board and Leadership team take a

similar approach to the wellbeing of Hōhepa when developing and pursuing our strategic horizon.

As we have continued to respond to global challenges people's motivation to indulge in all that life has to offer has endured. Team members have been inspired to continue to create more opportunities to learn, grow and positively contribute to their community. Everyone has adapted to our ever changing world and persevered in pursuit of a life, fully lived!

Hōhepa, as an organisation, is no different. We have not stopped looking forward, while also ensuring that what has been happening at any moment is well supported. We are focussed on considering and measuring our social impact so that we can better inform our way forward. Our team are reaching into different spaces to influence: digital inclusion, human rights, our commitment to anthroposophy and accessible housing to name a few. We want to be part of building towards the future, we want to get involved in aligned communities with the goal of ensuring an inclusive world.

As we take a moment to reflect on the year in review I want to give a heartfelt thank you to all of our team members, paid and voluntary, who show up each day with the intent of making a difference. Their ongoing commitment and tenacity is the beating heart of Hōhepa.

I want to acknowledge the ongoing commitment of whānau to ensure that Hōhepa thrives. Whānau share in the journey of the people we support and we value these partnerships.

Every person contributes in both big and small ways to the culture, community and connection that make Hōhepa a truly special experience. He aha te mea nui o tea ao? He tangata, he tangata, he tangata.

We are looking forward to the challenges that 2022-2023 will bring, because I am confident that, the impulse for every life to be fully lived will ensure the human spirit endures.

Nga mihi Arnah Trelease



HŌHEPA Hawkes Bay



of SUSTAINABILITY for now and for the future

We are continuously looking for ways to leave a lighter footprint here in Hawke's Bay and across all Aotearoa. Upholding principles of anthroposophy, and Te Ao Māori we celebrate our values:

Whakamana. Empowering and giving strength to individuals while acting with integrity.

Community. A place of belonging where everyone is treated with courtesy and respect.

Subsidiarity. Ensuring that functions are performed by the people closer to the issues or problem.

Sustainability. Taking a holistic approach to recognising ecological, social and economic dimensions.

This past year we have focused on sustainability.

Legacy for the land. Tuku iho mo te whenua

Organic, biodynamic, regenerative and sustainable, the Hohepa farm in the Hawkes Bay provides nutrient-rich produce, valued by our communities, and customers alike.

A close connection to the land, seasons, environment, and life rhythms are all part of the unique Hõhepa experience and the joy of involvement, achieving and learning is a wonderful way for our people to grow and contribute.

At Hõhepa Hawkes Bay we take the learnings from the past and look to the future. Built on and around what is now New Zealand's oldest biodynamic farm, Hõhepa was established in 1956 inspired by the work of Dr Steiner to support people with intellectual disabilities to lead their very best lives.

Since that time, we have embraced a holistic approach to learning, fostering individual development, autonomy, responsibility, community, initiative, and sustainability. This inspires a



different way of thinking and feeling and forms the foundation of who we are and how we behave.

Goodness for Good

Having adopted Dr Rudolf Steiner's biodynamic principles, Hõhepa's dairy and horticultural production has been practicing regenerative farming for six decades now. With internationally recognised Demeter and Bio-grow certification, we are also well on our way to becoming carbon-zero.

Hõhepa's values align closely the concept of kaitiakitanga with the connection to the land and responsibility towards the environment at its core, which is another reason that our dedication to sustainability is ingrained in everything we do.

We have taken proven steps towards mitigation of carbon emissions and waste minimisation such as solar electricity, the introduction of electric vehicles to our fleet, reusable and recyclable glass bottles for our fresh milk and compostable packaging for our award-winning cheeses. In keeping with our circular food economy, the milk is pumped just eight metres from milking shed to cheesery, with our milk crates made from recycled wood right here in our workshop.

We maintain rotational grazing, and only naturally occurring soil supplements are used, with an emphasis on natural, organically generated fertilisers. All farm waste goes back to the land as fertiliser, and garden waste and food scraps are composted and used in the no-till gardens.

We have also established multiple wetland and riparian areas through our projects within the community, and using eco-sourced seeds from our native plant nursery, over 30,000 native plants and trees have taken root across Hawke's Bay. That includes contracts with the Department of Conservation, Hawke's Bay Regional Council, private landholders and nurseries.

We have a comprehensive recycling programme with 129 stations throughout the Hõhepa community, and we are introducing recycle stations to our shops in Clive and Taradale, to give our customers a helping hand.

Each of our residential facilities contain food bins and all compost scraps go back to the gardens. All our bottles are 100% recyclable, and at end of life are made into concrete chairs for the construction industry. The packaging for our cheese is made from renewable corn starch which goes into our compost bins and back into the land.

With environmental sustainability at the heart of Hõhepa, our bio-dynamic whole milk can't help but reflect the passion, care and aroha our dairy team put into each and every bottle they fill. Every day the Hōhepa houses receive fresh milk in stainless steel billies, with surplus milk sold in reusable glass bottles at retailers throughout Hawke's Bay.

While our milk receives accolades from coffee drinkers and cereal eaters alike, it's our organic cheese that wins big at award shows all over Aotearoa. Our artisan cheesemakers work with the people we support to produce a range of awardwinning cheeses, including the inaugural Countdown Sustainability trophy at the 2022 NZ Champions of Cheese Awards. Our commitment to a greener community doesn't stop there though. Due to threats from rising oceans and climate change, we have made the difficult decision to move our vulnerable residents from our Clive location, building purpose built, energy efficient homes to the standards of the World green building council, in Poraiti and Napier.

A different take on PR

Here at Hõhepa when we talk about PR, it's through a sustainability lens.

This is core to our purpose of every life fully lived and contributes to meaningful work for everyone here.

- **P** stands for people, planet and prosperity
- **R** is all about reducing, reusing, recycling and renewing.

Santiago De Marco General Manager





37,500 litres of bio-dynamic

whole milk per annum



300 times our glass bottles are refilled



186 residents

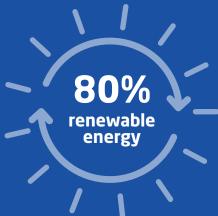
fed through our organic produce



60

people who

are engaged on the farm







2022 Countdown sustainability award at the NZ Champions of Cheese





нонера Wellington

Hōhepa Wellington took seed in 2015, when land was purchased at Otaihanga on the Kapiti Coast by Hōhepa Hawkes Bay in order to enable people from the Wellington Region who are attending Hōhepa Hawkes Bay to have the option to relocate closer to family members. Since then, we have invested significant effort and resource into establishing a residential service with purpose-built facilities.

The initial focus has been on establishing a local management team, completing the necessary infrastructure and first residential buildings to establish a footprint for services which in time will serve the Greater Wellington Community.

A 10 year vision 2021 - 2031

- currently support 19 people in residential care
- vision is to build the capacity to accommodate up to 65 people by 2031

From the beginnings the aim was to build service capacity and capability so that in time the service will be self-managed and governed by the local community. The Hōhepa Wellington Transition Governance Group (TGG) was set up in 2020 to plan the establishment of Hōhepa Wellington as a stand-alone region.

Hōhepa Hawkes Bay and the TGG have agreed that it is now feasible to separate the Hōhepa Wellington operation from Hōhepa Hawkes Bay setting it up as a separate region with effect from 1 July 2023 (to align with the beginning of the new financial year).

The governance arrangements for Hōhepa Wellington will follow those of the other regions (Auckland, Hawkes Bay and Christchurch).

We look forward with confidence and hope for the exciting opportunities ahead.





HÕHEPA Financial Statements

OPERATIONS	Year ending 30 June 2022 \$000		Year ending 30 June 2021 \$000	
INCOME				
GOVERNMENT SUBSIDIES	55,158	85%	46,289	85%
INVALID BENEFITS	3,510	5%	3,139	6%
FARM & WORKSHOPS	818	1%	791	1%
OTHER INCOME	1,538	2%	1,411	3%
INTEREST	30	0%	17	0%
TOTAL OPERATING INCOME	61,054		51,647	

EXPENDITURE				
COST OF GOODS SOLD	515	1%	425	1%
EMPLOYEE BENEFITS EXPENSE	47,062	81%	39,093	80%
DEPRECIATION & AMORTISATION EXPENSE	2,003	3%	1,880	4%
OTHER EXPENSES	8,462	15%	7,482	15%
FINANCE COSTS	78	0%	46	0%
OTHER LOSSES / (GAINS)	220	0%	148	0%
TOTAL OPERATING EXPENDITURE	58,340		49,074	

FUNDRAISING INCOME				
OPERATIONAL DONATIONS	365		804	
CAPITAL DONATIONS	3,346		2,287	
TOTAL FUNDRAISING INCOME	3,711	6%	3,091	6%
NET SURPLUS FOR THE YEAR	6,425		5,664	

TOTAL ASSETS	55,338	46,610	
TOTAL LIABILITIES	10,235	7,933	
TOTAL EQUITY	45,103	38,677	



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:



Canterbury

Anonymous Ann Blakeway Barbara Brookman Cashmere High School Colin Smith Automotive Denise Middleton DGL Corporation F Thompson Ele Lidemann Ewan Chapman Harvey Weir Charitable Trust Hilary Guild Hyman Marks Trust Kiwi Gaming Marina Chin Mary Moodie Trust Nigel Paterson Nicky Wright

Nita Caroline Ball Pamela Webb Charitable Trust Peter & Ange Bosworth Puru Koa Trust Sir John Hall Sheelagh Thompson Te Pou

Hawkes Bay / Wellington

SG Brown Properties Ltd The Osborne Estate Hamish & Janet Dixon Carol Carr Hohepa Foundation The Findlay Family **Bayly Family** Marion & John Hicks **Firmley Foundation** Gwen Malden Trust **Royston Health Trust** David Giblin Peter Pavze Eastern & Central Community Trust Christopher Bunny Elizabeth Rothwell Joan Fernie Trust

Neil & Carolyn Fergus Anne & Marcus Fabig Nancy Woodhouse Philip Kitchin Galbraith Earthmovers Ltd Susan Bannister Kelly Olsen Lotteries Community HB Mitre 10 Mega Corry & Leonard Krook Winifred Jackson Maria Hegedus Murray Fmaily **McGimpsey Family** Penelope Radburnd Ad Bone Building **Bardsley Family Cornelius Family**

Auckland

Peter and David Picot Charitable Trust Te Pou Cynthia Green

Culley Family **Courtney Family Cunningham Family Giblin Family Gudsell Family H** Found Family Leader Family **Olsen Family** Still Family Willis Family **Couch Family Cavanagh Family** Parslow Family Perrett Family Witchall Family Mark Dunajtschik Dorothy Spotswood

Good Causes Pukeko Charitable Trust





www.hohepa.com