



Hōhepa

every life fully lived

Hōhepa Homes Trust Board

2022 / 23 Annual Review

OUR VISION

Every life fully lived

Our Mission

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

Our Values

Whakamana and Sustainability.



Regional Map



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2022/2023 Chairperson's Report

Kia ora,

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

Our group total operating income increased by \$6.3 million to \$67.4 million. Our net surplus of \$2.7 million includes fundraising of \$2.1 million. Fundraising is in the main used for building projects and upgrades which enhance the wellbeing of the people we support. Total equity is now \$47.8 million.

Strategic initiatives across the regions are aligned 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' and under pinned by our Values of 'whakamana' and 'sustainability'

As a group, we have a professional, collegial and enabling culture.

As always, we have a high degree of focus on the people we support, ensuring healthy and safe homes and workplaces. Choice, the opportunity for community participation, work opportunities and recreational pursuits bring satisfaction and meaningful lives. Those that we support across NZ are aged from 8 to 76. Our school and children's community in Hawkes Bay continues to flourish as do all of the Rangitahi and Adult communities in all of our regions. Celebration of festivals and events have again highlighted our strong culture and community engagement.

Our commitment to Enabling Good Lives has national focus and alignment. We are committed to the continuity of our anthroposophical impulse.

Our General Managers ensure high levels of communication with families, staff and key stakeholders.

Our commitment to sustainability of our resources is ongoing.

Social enterprises such as our milk and cheese production, artisan garment weaving, bath products, wooden furniture and toy production, our native tree seedling nursery and wetlands planting continue to prosper.

The Trust Board has committed to the development of our risk management framework and content, ensuring we are safe, compliant and fit for purpose.

Regional highlights and strategic initiatives are many.

In Auckland, a new 10 year vision has been finalised. This will maximise the potential of our Titirangi site and allow expansion of our services.

In Canterbury, we have continued with our plan for growth and diversification with support to younger residents with Enabling Good Lives funding, new independent residential living options and an Oranga Tamariki partnership for at risk Rangitahi.

Ongoing work to establish Wellington as a standalone region has been completed, with the appointment of a new Regional Board and local Management team effective 1 July 2023. The realisation of this initiative driven by Hawkes Bay since its beginnings in 2013 is a highlight. We are grateful for the high levels of commitment to achieve this goal with the resulting benefits to those that we support and their families. We acknowledge with much gratitude the generosity of Mark Dunajtschik and Dorothy Spotswood who have funded the purchase and building of new homes and facilities in recent years and who are committed to our future growth plans.

In Hawkes Bay, the exit of residential services from Clive has continued with significant work in progress for new infrastructure and homes in Poraiti. Our work in a variety of social enterprises has been recognised with a number of awards. These include the Sustainability Award in the Hawkes Bay Business Awards, a National Sustainable Business Network Award and Gold, Silver and Bronze medals at the National cheese awards. We also featured on National Television in the iconic Rural Television programme Country Calendar. On 14 February 2023, Cyclone Gabrielle hit NZ with record rainfall and flooding. Hawkes Bay was one of the hardest hit regions leaving many communities destroyed. With very short notice, our management and staff led by Santiago De Marco moved at risk residents to higher ground. For 8 days after the cyclone hit, with no electricity, extremely limited means of

communications and limited transport options, our Hawkes Bay team demonstrated extraordinary resilience in keeping everyone safe, warm, fed and healthy. Thankfully we suffered little damage to our facilities. The aftermath of the cyclone has necessitated a massive regional build back. The dedication and ability of the Hawkes Bay team to maintain our services through an extremely challenging period was exemplary.

In August, Roddy Stronach, the inspiration for the establishment of Hōhepa passed away. Our community came together, to celebrate his life. In 2019 we acknowledged Roddy's significant contribution to Hōhepa with Life Membership. A true Statesman of Hōhepa, his legacy will inspire our future work for generations to come.

Thanks and congratulations to all of our management and staff for your work to ensure business continuity and progress with our strategic initiatives. You can be proud of your achievements. I would like to thank our trustees and regional board members for your service. Ewan Chapman, Chair of our Canterbury Regional Board and a National Trustee has decided to retire. Thank you Ewan for your 9 years of service. Welcome and best wishes to new Regional Chairs and Trustees - Andrew Brown in Wellington and Glenn Livingstone in Canterbury.

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.



Mark Boyle

Hōhepa Homes Trust Board



Mark Boyle (Chairperson)



Sean Maguire



Ewan Chapman



Waylyn Tahuri-Whaipakanga



Stuart Campbell



Tracey Lanigan



Sandra Budd



Melanie Kenrick



Andrew Brown

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



HŌHEPA Auckland

Hōhepa Auckland has had an interesting year with the future building plans firming up as well as the improvements to one of the existing homes. This progress was somewhat dampened by the storm at the beginning of 2023 that caused flooding to the site. The lower end of the property sustained water damage to one the homes and the training room, as well as one of the fleet vehicles being written off after being partially submerged. But in true Hōhepa fashion we bounced back with the upgrading and future proofing of Michael House which now has three new wet bathrooms, that will meet any changing needs as people mature with age.

A memorable and thoroughly enjoyable trip was organized to Hobbiton for the entire Community Programme (CP) as everybody got to see the Hobbit houses up close and with a great lunch in the Shire public house.

The CP Day programme is proud of the growing relationship with Circability where we are one of the partners and supporters of this very popular programme. <https://www.circability.org/> Despite the first six months of the year being notable for the record rainfall, Viv the new grounds man was not only able to maintain the site, but also bring the standard up to amazing heights.

There were so many neighbours who kept asking how it was possible when their own gardens were unmanageable. Many families and visitors have also commented on the site and how the vegetable gardens have not only survived but flourished with the attention and devotion of Miwon and the gardening group.

In June this year Michelle Ashby who had been the General Manager for the last 4 years resigned and moved on to new challenges.

The new GM is Emma Ratcliff who knows Hōhepa well as a previous board member. A strong anthroposophist, Emma will take Hōhepa through its next stage of development and continue the great work of all those who came before her.



350 visits to the swimming pool



31



people supported to living lives fully lived



3 houses and 1 car damaged in the storm and floods



4 wheelbarrow loads of kumara harvested from the gardens



new bathrooms for Michael House



Huge demand and great results for our transitions from school service

HŌHEPA Canterbury

Supportive communities are both a foundation and outcome of all that we do at Hōhepa. Being both a part of and making valued contributions to communities is at the core of being human. Embracing the full spectrum of life's experiences, from triumphant celebrations to challenging tribulations, is a profound privilege that we cherish.

Hōhepa Canterbury has responded to numerous challenges this year. The awahi and aroha that comes from doing this as part of or with the support of our communities has been awesome. We are sensitive to our operating environment and deeply appreciative of the collective effort involved.

Working collaboratively with all kinds of amazing organisations and the very dedicated individuals within them has enabled some fantastic and at times unexpected outcomes for tangata whaikaha and whānau. We've observed people flourishing, whether by securing volunteer or paid positions, launching small businesses, choosing new living arrangements, or forming meaningful connections with likeminded friends. All these positive outcomes are made possible through the support of our communities.

We continue to develop our anthroposophical impulse with increasing touch points to weave this into our practice. Our team continues to actively engage with knowledgeable, skilled, and willing individuals from their respective communities, contributing to the evolution of our approach. We are looking forward to continuing to develop

and deepen our understanding of core principles that will underpin our mahi: UNCRPD, EGL Principles and Te Tiriti O Waitangi.

We remain fortunate that Hōhepa Canterbury is served by a dedicated team of staff and volunteers. The connections, enthusiasm and intent to positively contribute is warmly appreciated.

Our whānau remain committed to holding us to account so that Hōhepa will continue to thrive. A willingness to be a part of the community around their family members is what keeps us connected.

Supportive networks that are inclusive of disabled people enable good lives, our mahi is to inspire and develop these all around us. This year the strength that comes from our community ethos has ensured that every life is fully lived.

Nga mihi
Arnah Trelease



95 different activities offered in LEAP each week



Thousands of trees planted as part of LEAP activities



12 Festivals held



8772 volunteer hours

50 formal hours of anthroposophy training

83% of STAFF completed our annual staff survey

1938 helpdesk tickets raised



4700 masks used



HŌHEPA Hawkes Bay

The whole Hōhepa Hawkes Bay community has demonstrated extraordinary resilience in the face of recent catastrophic events experienced in the region. Our Hōhepa community remains strong, prosperous and in great heart. We have successfully responded to the Covid-19 pandemic and to Cyclone Gabrielle, the most significant weather event experienced by the region in a lifetime, causing massive distress to the wider Hawke's Bay community.

The key to our resilience during these challenging times is undoubtedly our dedication and commitment to the Hōhepa vision, mission and values. Building resilient leadership at all levels has been our highest priority. Our focus is on creating a nurturing and inclusive environment for all. The strategic imperative has been to nurture a dispersed leadership model that promotes autonomy and self-sufficiency. Across the organisation, leaders are empowered to contribute and to make decisions in the environments they know best. This has created an enabling culture that values creativity, adaptation and innovation in the face of challenges.

Above all, Hōhepa Hawke's Bay has fostered a strong sense of community and connection. This sense of community provides a source of strength and resilience for everyone involved. Our inclusive culture fosters a workplace where everyone feels valued, respected, and empowered to contribute their unique talents. This diversity enables us to adapt and thrive in the face of challenges, as we draw upon a wide range of perspectives to find creative solutions.

Earlier in 2023 Hōhepa Hawke's Bay received the Resilience Award from New Zealand Disability Support Network. The award acknowledges and celebrates our commitment to a culture of resilience that has served the people we support so well.

More recently we were humbled to receive of the Ministry of Primary Industries Good Employer 'Inclusive and Diverse Workplace Award', at a ceremony hosted by the Minister for Primary Industries the at NZ Parliament. This award celebrates and shines a light on our good employment policies that put our people, no matter their background, at the heart of the work we do. Our inclusive culture is the cornerstone of

our resilience as an organization. We believe that diversity is not just a buzzword, but a fundamental strength that fuels our success. By embracing individuals from different backgrounds, abilities, experiences, and perspectives, we create a rich tapestry of ideas and innovation, always promoting leadership.

With this in mind we seek to build on our successes so we can continue to ensure our mission of being a 'supportive community inspired by anthroposophy which celebrate the diverse ways of being human'. Fostering the resilience of our Hōhepa identity is our best response in a changing service environment. Remaining true to our connected community principles remains the best means of continuing our success and in delivering on our vision of 'every life fully lived'.



2 Biodynamic farms in Hawkes Bay



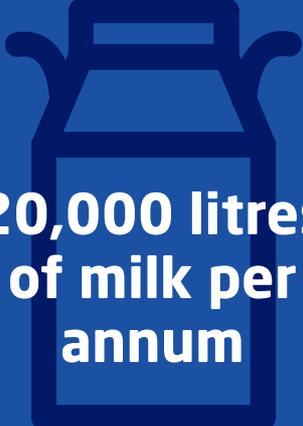
24 species of grazing grass promoting biodiversity



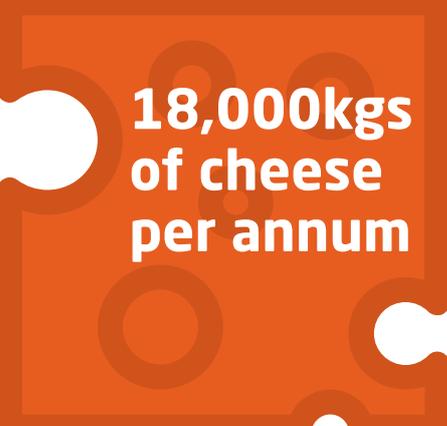
62 cows on our land



20,000 litres of milk per annum



18,000kgs of cheese per annum



90 000 native trees grown from eco-sourced seeds



60 people work on our farm and land enterprises



SIX awards recognizing our work won this year

HŌHEPA Wellington



With the impact of the COVID 19 pandemic having tested Hōhepa Wellington's resilience to the extreme in the period ending 30 June 2022, the 2023 year has been one of rebuilding our capacity and laying the ground work in anticipation of Hōhepa Wellington becoming an independent region of the Hōhepa federation.

Instrumental in enabling this to happen was the management restructure and appointment of a Director of Services and two Service Managers, enabling support and guidance to the house managers to be closer and more "in- tune" with the daily lives of the people we support.

During the year we welcomed 5 new members into the community of people we support, opened three new houses and all but completed the construction of another.

The number of people supporting the people we support also increased, bringing the total number of people employed by Hōhepa Wellington to 70 at the end of the period.

Our Business Plan continues to gain traction, setting expectations and guiding our development. Based on the Balanced Scorecard approach the plan seeks to define and improve the results sought from Business as Usual activities as well as identify and implement the Learning and Growth Initiatives (L&Gs) needed to support the organisation's ongoing maturity.

One of the key L&Gs for this period, (and one that was important to get right!) involved the setting up and implementation of an independent HR and Payroll system. Having reviewed several systems, our very small HR team was tasked with designing and implementing the system in time for the new financial year. With hard work and dedication and some invaluable support from the Hawkes Bay HR Team we were able to successfully integrate our HR/Payroll records from Hawkes Bay, and introduce a new HR/Payroll system using the "Employment Hero" platform in an almost seamless manner.

We also commenced working with Aspirico to design and implement a new Client Management System IPlanIt, it is expected that this system will come on stream midway through the 2023-24 year.

Staff training and development continues to be an important priority, with more than 1150 hours of staff training delivered over the previous 12 months in a variety of areas including, First Aid, Positive Behavioural Support, Makaton, CPI's Verbal and

Safety Intervention, Autism and the HDC Code of Rights. In addition, we have supported 26 staff to complete the requirements for a NZQA Level 2, 3 or 4 qualifications in Disability Support.

Another major initiative in this year was the work done with CREATE Ltd to design a high-level master plan for the development of the 29 Pitoitoi Street and 39 Otaihunga Road sites, which we were able to discuss with the Kapiti Coast District Council's planning team who indicated their "in principle" agreement to what is being proposed.

One of the highlights of the year was the Official Opening of John Spotswood house. Koro Don our newly appointed Kaumatua presided over the blessing and laying of a Mauri stone from Kapiti Island. Our guests of honour were Mark Dunajschik and Dorothy Spotswood who generously donated the funding to allow Hōhepa Wellington to purchase the property. The guests (who included several of Dorothy's extended family) were treated to some singing and a Poi dance performed by some of the people who reside at John Spotswood.

The official opening and blessing of Hinemoa Street was another highlight. The event was again presided over by Koro Don and was attended by representatives from Kianga Ora, from whom we are leasing the property.

Hōhepa Wellington continues to enjoy the support of Hōhepa Hawkes Bay, as we progress in our journey towards increasing the Community's understanding and commitment to the core principles of Anthroposophy. Over the course of the year Hōhepa Hawkes Bay's Culture and Development Manager visited our Wellington service on average twice a month; delivering our introduction to Anthroposophy training to new staff and working with the House Managers on a one-on-one basis and in groups to deepen their understanding of Anthroposophical principles and home making.

Festivals continue to be an important component of the Hōhepa Wellington yearly rhythm, with most Parents accepting an invitation to celebrate one of these events as part of the Hōhepa community. At the recent Matariki Festival the new Board took the opportunity to commemorate Hōhepa Wellingtons' move to an independent region of Hōhepa by planting a Totara Tree.

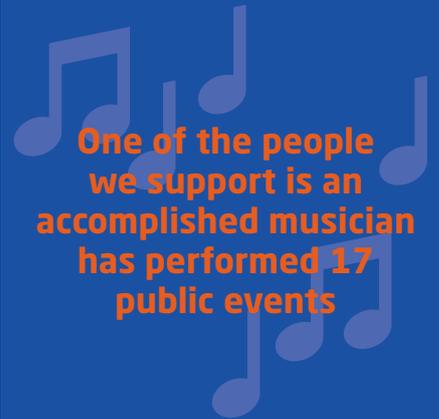
We have introduced and had delivered 5 new training programs for our front line staff



58% of our Staff have a level 3 or above qualification



One Volunteer travelled to Berlin to play for the NZ Special Olympics soccer team, and was the first from New Zealand to score a goal at the Special Olympics world games



One of the people we support is an accomplished musician has performed 17 public events



5 people entered the IHC Art Awards, 1 reached the top 10, and 4 reached the top 100 players



HŌHEPA Financial Statements

OPERATIONS	Year ending 30 June 2023 \$000		Year ending 30 June 2022 \$000	
INCOME				
GOVERNMENT SUBSIDIES	60,317	87%	55,158	85%
INVALID BENEFITS	3,861	6%	3,510	5%
FARM & WORKSHOPS	1,055	2%	818	1%
OTHER INCOME	1,922	3%	1,538	2%
INTEREST	178	0%	30	0%
TOTAL OPERATING INCOME	67,399		61,054	
EXPENDITURE				
COST OF GOODS SOLD	499	1%	515	1%
EMPLOYEE BENEFITS EXPENSE	53,862	81%	47,062	81%
DEPRECIATION & AMORTISATION EXPENSE	2,248	3%	2,003	3%
OTHER EXPENSES	9,984	15%	8,462	15%
FINANCE COSTS	196	0%	78	0%
OTHER LOSSES / (GAINS)	19	0%	220	0%
TOTAL OPERATING EXPENDITURE	66,808		58,340	
OPERATING SURPLUS / (DEFICIT) BEFORE FUNDRAISING	591		2,714	
FUNDRAISING INCOME				
OPERATIONAL DONATIONS	234		365	
CAPITAL DONATIONS	1,874		3,346	
TOTAL FUNDRAISING INCOME	2,108	3%	3,711	6%
NET SURPLUS FOR THE YEAR	2,699		6,425	
TOTAL ASSETS	60,684		55,338	
TOTAL LIABILITIES	12,883		10,235	
TOTAL EQUITY	47,801		45,103	

40 Pitoitoi Street is being renovated to act as the new admin building for Hōhepa Wellington. This will be completed before the end of the year.



Lewis House in Hōhepa Wellington, is a new two bedroom house completed this year



THANKS TO OUR Funders

Special thanks to all those who generously gave to the Hōhepa Hawkes Bay Give a Little page after Cyclone Gabrielle, helping to raise over \$25,000 towards recovery efforts.

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

Nina Acland	Hōhepa Foundation	South Island English Masonic District Charitable Trust
Barbara Bailey	Mike Freeman	Stephen and Charlotte Montgomery
Maria Barsema	Lois Gage	AM & J Nicol
Linzi Bull	Guy Garland	Perpetual Guardian
Hilary Chapman	Maria Griffiths	Josh Robb
Christchurch West Inner Wheel	Mike and Jan Halliday	John Scott
Christchurch South Lions Charitable Trust	Hazlett Rural Ltd	Lois Sidery
Jocelyn Davison	Joanna Hickman	Spark
Petra Dyer	IHC Foundation	Dame Adrienne Stewart
Yvonne Evans	Kiwi Gaming Foundation	Tony Trolove
Farina Thompson Charitable Trust	Mainland Foundation	TSA
Rebecca Fisher	Maurice Carter Charitable Trust	Kathryn Wakefield
Archie Flint	Julie Kidd	Wilson and Hill
Foodstuffs South Island Charitable Trust	Jones Foundation	Z Energy
	Denise Middleton	

Hawkes Bay

Anne-Marie & Leo Leader	Lion Foundation	Newlands School
Paul Wood	Westpac New Zealand Limited	Hawke's Bay Regional Council
Carol Carr	Hōhepa Hawkes Bay Families Association	D & I Bardsley
Anne Smith	Neil & Carolyn Fergus	Timothy Stephens
Lotteries Commission	B & S Cumming	Susan Bannister
KMT Wood	David Giblin	Nicola Jordan
Hōhepa Foundation	Richard Still	Josie Willis
Band Limited	LJ Hooker	A D Bone
Eastern & Central Community Trust	W Jackson	Bob & Anne Couch
		Dorothy Spotswood

Wellington

Mark Dunajtschik and Dorothy Spotswood

Dixon Family

Auckland

Picot Charitable Trust



The gardens and grounds in Hōhepa Auckland are showing their appreciation of the care they receive, despite some challenging weather events. There will be plenty to harvest next year.



Hōhepa

every life fully lived

www.hohepa.com