



Hōhepa

every life fully lived

Hōhepa Homes Trust Board

2025 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.

Our 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)
Flexible support (Disability)

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

Community Residential Living
Flexible Disability Support
Supported Independent Living
LEAP

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2024 / 2025 Chairperson's Report



Kia ora,

I am pleased to report another year of continuing progress and good outcomes.

The group delivered a net surplus of \$2.5m from Revenues of \$83m. Total assets increased by \$2.5m with total equity now \$57.5m

Across our 4 regions, we support 360 people in residence and 60 in non resident day services. Those that we support across NZ live meaningful lives in our Children's, Rangitahi, Adult and Elder communities.

Our work and future direction is aligned to our Vision of 'every life fully lived', our Mission of 'supportive communities inspired by anthroposophy which celebrate the diverse ways of being human' and our Values of 'Whakamana' and 'Sustainability'

We are committed to the wellbeing of those we support with healthy and safe homes, the Hōhepa School, the worth of work, participation in the community, programmes for learning and development, recreational pursuits, festivals, the arts in all of its forms and the pursuit of happiness.

Our General Managers ensure high levels of communication with families, staff and key stakeholders. Thank you for your regional leadership. Thank you to all of our management teams and staff for your commitment to our work. Success rewards effort and you should all be very proud.

Regional highlights and strategic initiatives are many.

In Auckland, We have made steady progress with our building programme. Two new 5 bedroom homes are nearing completion. Our property plan includes continuing improvements and potential for further property acquisition. Community programmes, festivals and stakeholder engagement are all highlights.

Our Hawkes Bay community is strong and accomplished. The exit of residential services from Clive is continuing with delivery of significant new infrastructure and homes at Poraiti and a new property acquisition in Taradale. Community life, social enterprises, festivals, education, Rangitahi, Adult services and elder care are empowered by a healthy culture.

Wellington continues to make progress with a growing number of people we support. Our management and staff are very focused on striving for excellence in service delivery. Our plan for new infrastructure and landscaping at our Otaihanga site continues. Development of work programmes and utilisation of the natural attributes of this site is ongoing.

In Canterbury, we have continued to refine our service delivery programmes. Our management and staff have worked hard to meet stakeholder expectations and to meet targets. Plans for renovations and new home builds have been approved for the next 3 years. Community life is active and rewarding.

Across NZ, volunteers made a significant contribution with diversity of experience and life skills.

This year has seen change in Government contract systems. This presented an opportunity to reflect on efficiencies and outcomes. We are grateful to Government for continuity of funding.

We thank our Regional Board members for their work and dedication. At the Trust Board, we welcomed two new Trustees and Directors. Ed Eadie was appointed Chair of the Auckland Regional Board and Nalini Meyer Chair of the Canterbury Regional Board. We are delighted to have them at the Trust Board, bringing professional skills and new perspectives.

The commitment of our Trustees and Directors to the oversight of all of the Trusts activities and to the success and sustainability of our mission is acknowledged with gratitude.

To the families, friends and all of the funders of Hōhepa we thank you sincerely for your support and encouragement.

Finally, to those that we support, it is a privilege to be a part of your lives and wellbeing.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Boyle', followed by a period.

Mark Boyle
Chair

HŌHEPA HOMES Trust Board



Mark Boyle (Chairperson)



Andrew Brown



Ed Eadie



Nalini Meyer



Neill Culley



Melanie Kenrick



Sandra Budd



Stuart Campbell



Tracey Lanigan

**Audit Committee
Members:**

Stuart Campbell
(Chairperson)
Ed Eadie
Josie Willis
Paul Rickerby
Souella Cumming
Mark Boyle

**Risk Committee
Members:**

Sandra Budd
(Chairperson)
Nikki Fisher
John Grant
Nick Kearns
Sandra Arathimos
Melanie Kenrick
Tracey Lanigan
Mark Boyle

Over the past year, Glenn Livingstone and Sean Maguire stepped down as Directors of the Hōhepa Homes Trust Board. We warmly thank Glenn and Sean for their contributions and commitment to Hōhepa and wish them every success in their future endeavors.

During the financial year, the Hōhepa Homes Trust Board was also pleased to welcome two new Directors: Nalini Meyer as Chair of the Canterbury Regional Board and Ed Eadie as the Chair of the Auckland Regional Board.



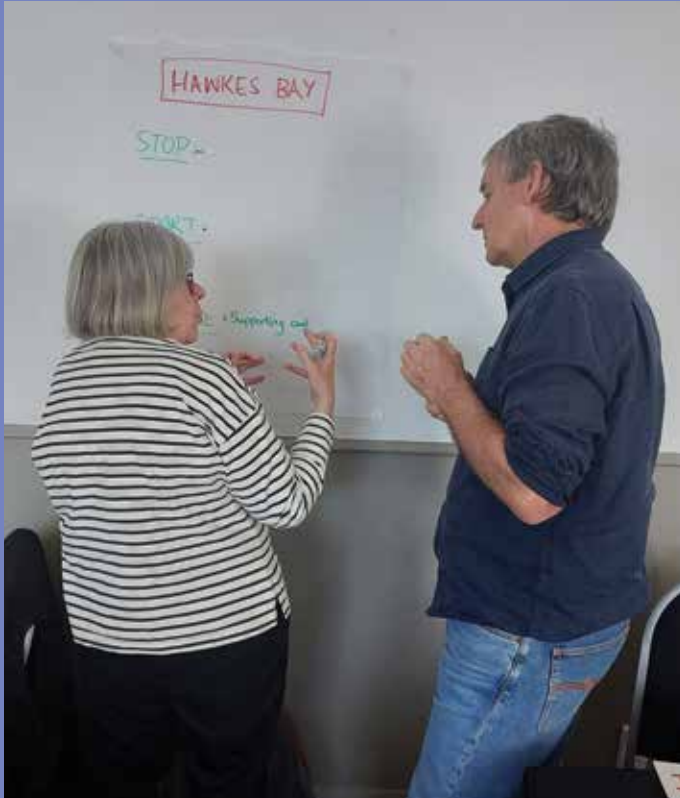
National Governance Hui



This year the National Board and all four Regional Boards gathered in Wellington for our annual hui, a special opportunity to come together as governors of Hōhepa.

We were privileged to hear from Jackie Lloyd, former President of the Institute of Directors; Dianne Bardsley, long-time parent and former Hawke's Bay and Wellington Regional Board member; and Barrister Ella Tait, who shared their insights on the vital topic of safeguarding. Their perspectives brought depth and inspiration to our shared responsibility as governors.





The hui was also a time to connect, share challenges, and exchange ideas. With skill and energy, Tanz van Ooyen facilitated the weekend, even bringing laughter and friendly rivalry through the lively game of "on the waka, off the waka." These hui are recognised as a valuable way of strengthening our governance community. They ensure that, together, we remain focused on our shared purpose: to support people so that every life is fully lived.

HŌHEPA Auckland

As we look back on 2025, it's impossible not to smile at how far we've come - the moments we've shared, the support we've received from our amazing whānau, and the incredible work by our wonderful staff and the people we support.

This year has been filled with milestones, events, achievements, and those beautiful everyday moments that have become part of the story of Hōhepa Auckland. This year, our community showed up with heart... again and again... and again. We had many occasions to see the joy on the faces of the people we support - which is why we do what we do.

Early May, construction officially began on brand-new house - a space designed with love, care, and the future in mind. Week after week, we watched it grow, foundations, frames, walls, transforming right before our eyes. And to capture the journey, here are some photo snippets showing the progress of the construction. What a journey it has been so far... and knowing what's still to come makes it even more exciting. This home is already filled with aroha and warmth, and we can't wait to officially open the doors.

And just as we're all getting excited about the new house nearing completion, we were given the merriest Christmas gift we could ever imagine to end the year - and the BEST way to start a brand-new one. We have officially acquired the house RIGHT NEXT DOOR! Another beautiful space added to our Hōhepa Auckland community. This means:

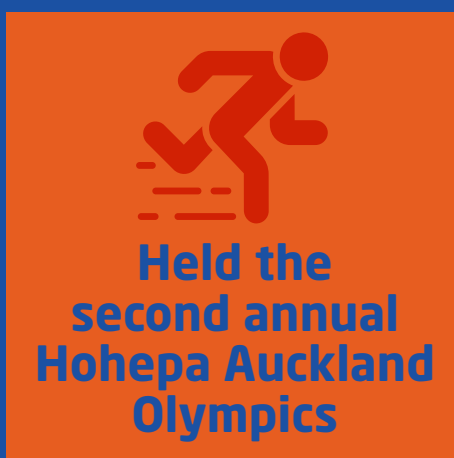
- More room, more opportunities, more support spaces
- More future possibilities for the people we support

This is a HUGE step forward for our vision, for our growth, and for creating even better living and support environments in the years ahead.

Emma Ratcliff



Did you know?



HŌHEPA Canterbury

It has been a uniquely challenging year for Hōhepa Canterbury, with a number of unforeseen events creating impetus to reflect on our plans, re-prioritise and make some significant change. It has been an impactful year, simply not in the way we imagined.

In particular I want to acknowledge the under-recognised mahi of our direct support staff. A key unanticipated event was the cancellation of Pay Equity claims, including those to improve remuneration for these roles. Our direct support staff often work in challenging circumstances, caretaking important life rhythms with the impetus to enable people to identify and pursue the things that have meaning and purpose for them. This is the most impactful role at Hōhepa and I am grateful for the work our direct support staff do each day.

Our administrators, managers and leaders also rise to the challenges of their roles. These are varied across a number of disciplines and yet each team continues to bring forward initiatives to improve Hōhepa and make the mahi safer and easier to do.



The members of this team have done well to look to the horizon, anticipate issues and make suggestions to correct the course that means we have landed in a strong place at the end of a complex year.

Whānau continue to be supportive of our mahi and we value the input and partnerships being created. We are stronger together and we look forward to further strengthening this in the coming year.

2025 was planned as a year of celebration for Hōhepa Canterbury, our 60th year diamond jubilee. This challenging year has been punctuated by events to recognise the legacy of six decades of support of disabled people and their whānau. Kicking off with our hangi, a highlight has been our inaugural Gala event and we will round out with families weekend in October.

The experience of the organisation is not always shared by the people we support, whānau or all of our staff. So, while our leaders considered ways to balance the need to make financial savings



with delivering quality support, the people we support continued to have fantastic experiences, demonstrating the strength of the impulse for every life, fully lived. From people experiencing everyday things to bigger, long-held dreams there is much to celebrate and recognise.

Did you know?

1086
maintenance
tickets
completed



605.5
hours worked
by the people
we support in
paid roles at
Hōhepa



Two
Taonga
Awards
gifted



863
Spark
interviews
have been
completed



\$10,286
invoices
processed
to the value
of \$7.99m



19 people
we support
in volunteer
roles



428
art
therapy
sessions



632 glasses
used at the
Hōhepa
Diamond
Jubilee Gala



6895
volunteer hours



HŌHEPA Hawkes Bay

Looking ahead

As our world navigates increasing complexities, Hōhepa Hawke's Bay remains steadfast in our commitment to building a brighter future for members in our communities. The past year has seen remarkable achievements and unwavering community spirit.

Our success is rooted in our unwavering commitment to the people we support and our dedication to our values of whakamana, community, subsidiarity and sustainability. These underpin our culture of inclusivity, connection, and resilience.

Key Accomplishments:

- Service Growth and Community Engagement
- Sustainable Practices
- Quality Programs and Staff Development
- Financial Stability

The coming year will see continued dedication to our mission of creating a supportive community inspired by anthroposophy which celebrate the ways of being human. We remain committed to fostering the resilience of our Hōhepa Hawkes Bay identity and upholding our core principles of inclusivity and connection. We are confident in our ability to navigate future challenges and continue providing exceptional care and support to all within our community.

Finally, we extend our heartfelt gratitude to the people we support, our dedicated staff, families, community partners, and all those who have supported our efforts over the past year. Together, we will continue building a brighter future for everyone we serve.

Thank you for your ongoing support and for being a vital part of the Hōhepa Hawkes Bay community.



Did you know?

4 Awards



**87
vehicles**



30,000
native plants produced



**650
staff**



**1000m
of farm
fencing**



**2
regenerative
farms**



retail stores

60 cows



core values



HŌHEPA Wellington

2025 has been a challenging year with positive results, made possible by the resilience, creativity, and commitment of our workforce. Working in a shifting landscape, keeping us vigilant in honouring our commitment to our service vision as it related to Hōhepa and our wider community.

And yet, we head toward the end of this year with a sense of momentum. We are heartened by the progress we have made and energised by the opportunities ahead. Over the year, we have launched new initiatives, strengthened staff capability, and taken meaningful steps toward transforming our sites in ways that are sustainable, inclusive, and mana-enhancing.

KEY ACCOMPLISHMENTS: FUNDRAISING

This year marked our formal launch into fundraising. From our highly successful inaugural Golf Day to a growing culture of strategic grant applications and individual giving, we have begun to build a foundation that will assist us into the future.

Thanks to these efforts, we welcomed:

- A new electric vehicle into our fleet—an investment in both service and sustainability.
- Secured funding to develop our vision of a community garden that will nourish both our bodies as well as our relationships.
- A generous proportion of money toward the establishment of a stand-alone sensory room, an opportunity to make further offerings to the wider disability community.

These wins reflect more than financial success—they show the power of community, storytelling, and shared belief in our Kaupapa.

BUILDING STAFF COMPETENCY

Our people are our greatest taonga, and this year started a journey to strength our responses to mahi we do. Highlights include:

- A six-session leadership training programme for house managers, fostering confidence, clarity, and connection.
- An organisational development session that helped us reflect and understand organisation growth – where we have been and where we are headed.



- A roles and responsibilities workshop that clarified expectations across service delivery.
- The starting blocks of a competency framework across the distinct roles, to support a career development pathway and self-reflection.
- The creation of a comprehensive 13-week orientation programme for support workers, ensuring every new team member is welcomed, informed, and prepared to uphold the health and safety of those we support.



These initiatives are shaping a culture of excellence, consistency, and care - where every staff member feels confident and equipped to carry out the responsibilities attached to their role.

SITE DEVELOPMENT

We are privileged to steward the whenua we occupy, and this year we have taken important steps toward phase 1 of our site development programme of work.

Phase 1 of our site development journey is underway, carefully balanced between the generosity of key donors and the imperative to move forward. We have held fast to our commitment to creating spaces that uplift, connect, and endure.

COMMUNITY CONNECTION

In July we secured new funding from the Ministry of Social Development to expand and enrich the range of activities and opportunities we offer. This support will enable us to deepen the experiences we offer, create stronger community connections, and explore inclusive pathways for new experiences. A new Engagement Facilitator has been recruited to lead this work - designing opportunities for the people we support that uplift, connect, and grow.

This year has asked much of us. It has stretched our capacity, tested our systems, and reminded us of the importance of clear vision and collective effort. And yet, through it all, we have emerged stronger and look forward to what the next year brings.

Did you know?

250 vegetable seedlings were planted as part of our Matariki celebrations



23 teams joined the inaugural Golf Day



We welcomed our first community volunteers, who supported the mahi in our gardens and nursery each week

We purchased our first electric vehicle, thanks to Meridian Community Decarbonisation Fund



Over 100 native plants were added to our wetland restoration project



Weekly music therapy sessions have begun



A new composting initiative was launched by the people we support



We introduced two new weekly classes onsite - arts & crafts and cooking



HŌHEPA Financial Statements

OPERATIONS

Year ending
30 June
2025
\$000

Year ending
30 June
2024
\$000

INCOME				
GOVERNMENT SUBSIDIES	74,373		70,239	85%
INVALID BENEFITS	4,613		4,257	5%
FARM & WORKSHOPS	1,098		1,145	1%
OTHER INCOME	1,821		1,757	2%
INTEREST	256		281	0%
TOTAL OPERATING INCOME	82,161		77,679	

EXPENDITURE				
COST OF GOODS SOLD	661		754	1%
EMPLOYEE BENEFITS EXPENSE	63,400		60,145	79%
DEPRECIATION & AMORTISATION EXPENSE	2,779		2,426	3%
OTHER EXPENSES	12,930		11,620	15%
FINANCE COSTS	455		389	1%
OTHER LOSSES	60		363	0%
TOTAL OPERATING EXPENDITURE	80,285		75,697	

OPERATING SURPLUS BEFORE FUNDRAISING	1,876		1,982	
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FUNDRAISING INCOME				
OPERATIONAL DONATIONS	341		466	
CAPITAL DONATIONS	342		4,317	
TOTAL FUNDRAISING INCOME	683		4,783	6%
NET SURPLUS FOR THE YEAR	2,559		6,765	

TOTAL ASSETS	77,527		71,241	
TOTAL LIABILITIES	19,936		16,209	
	57,591		55,032	

THANKS TO OUR Funders

At Hōhepa, we know it takes a community to make a difference. The kindness of our supporters enables us to continue providing opportunities, care, and connection.



Canterbury

Keith Laugesen Charitable Trust	KGF – Kiwi Gaming Foundation	Richard Smith
Air Rescue Services Ltd	Kirby Trust	Rob van Nobelen
Aotearoa Gaming Trust	The Mortgage Girls	Rose McKellar
Brent Smith	Linzi Bull	Sandy Low
Cathryn McEwan	Lions Club of Christchurch South	Sarah Lamb
Chris Averill	Mainland Foundation	Sharp Glass Services
Christchurch Casino Charitable	Estate of Marian Hutchinson	Sir John Gall Charitable Trust
Community Trust	Mark Booker	Sue Allison
Hazlett Ltd	Mark Rocket	Terry Pierson
Doctors on Riccarton	Maurice Cater Charitable Trust	The Lion Foundation
Elizabeth Ball Charitable Trust	New Zealand Community Trust	Tim & Mandy Austin
Farina Thompson Charitable Trust	Z Christchurch	Avonhead Rotary
Guy & Diana Garland	A & J Nicol	Rata Foundation
Heart Specialists	Pamela Webb Charitable Trust	Hattrick Services Ltd
Hōhepa Foundation	Pub Charity	Ron and Arnah Trelease
Jill Dampier-Crossley	Rachael Cone	
Jones Foundation	Reon Taylor	

Wellington

Mark Dunajtschik and	Pub Charity Limited
Dorothy Spotswood	Meridian Energy
Kapiti Coast District Council	MusicHelps
Nikau Foundation	Pelorus Trust

Auckland

Jonathan Watts
Jane Collins
Peter and David Picot
Charitable Trust

Hawkes Bay

Ministry of Business	Neil & Carolyn Fergus	Richard Still
Innovation & Business	Lisa Morris	Shelly Witchalls
Ministry of Social Development	Hohepa Families &	Tremains Real Estate Limited
Hōhepa Foundation	Caregiver Association	Allan Pike
Lotteries Commission	Hawke's Bay Foundation	Jane Auton
Frimley Foundation	Ian & Alison Barron	Susan Bannister
Napier City Council	David Giblin	Josie Willis

The Hōhepa Homes Trust Board acknowledges and thanks the Hōhepa Foundation for their support across all 4 regions.



Hōhepa

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www.hohepa.com