



**Hōhepa**

every life fully lived

# Hōhepa Homes Trust Board

## 2020 Annual Review

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## 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



## Auckland

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

## Kapiti

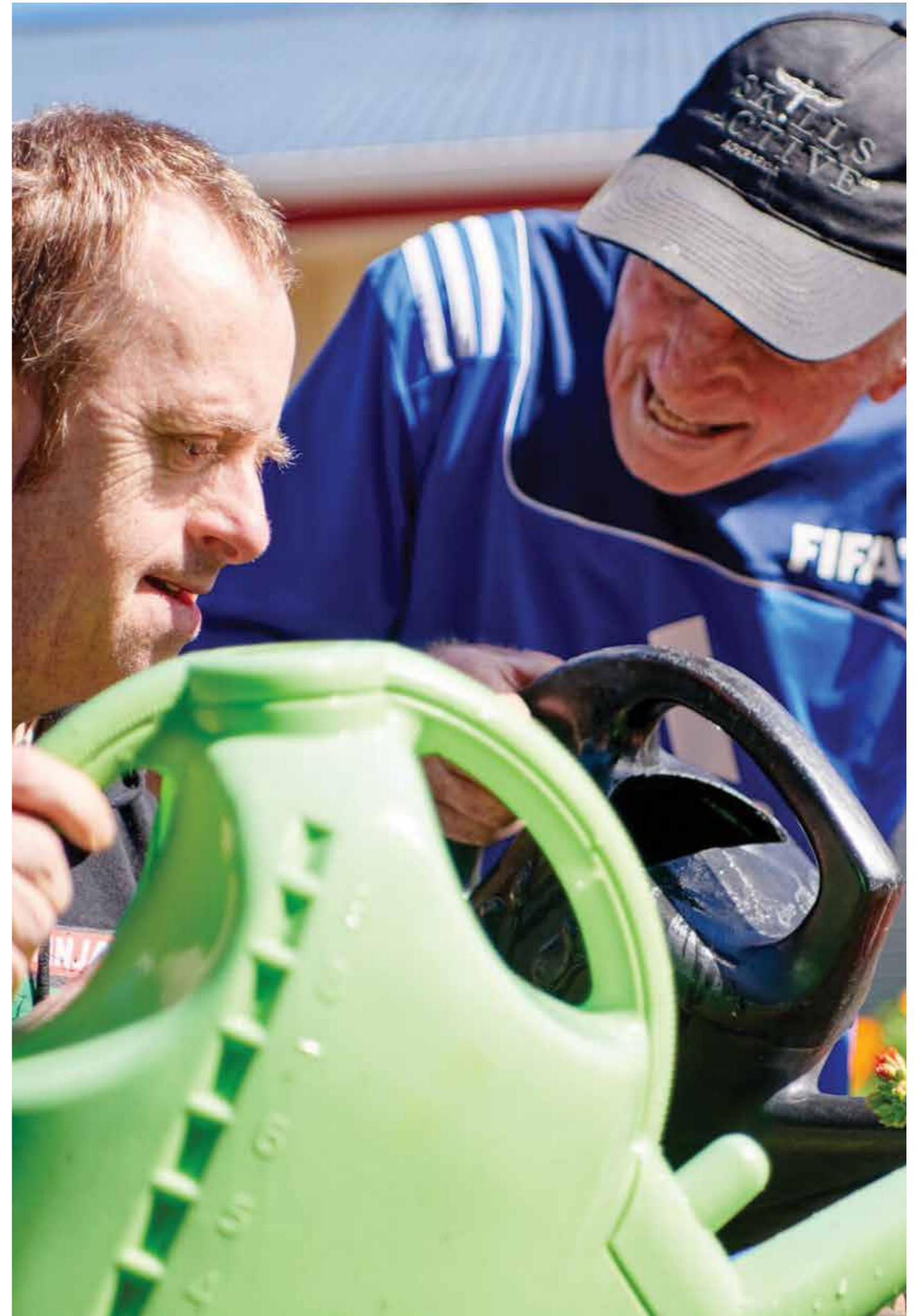
Adult residential service  
Adult community participation activities

## Hawkes Bay

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

## Canterbury

Residential (Adult)  
Flexible Disability Support  
Supported Independent Living  
Community Participation  
Oranga Tamariki Children and Young People





## 2019/2020 Chairperson's Report

As 2019 drew to a close, the crises we were about to face was far from our thoughts. By March the word Covid had entered our vocabulary, with warnings of a potential pandemic. The first cases were diagnosed in New Zealand and April saw the country move into level 4 lockdown. Some families took the opportunity to have their family member at home, while the majority of people that we support, remained onsite. As intensive and demanding as it was to manage Hōhepa through that time and on into levels 2 and 1, in all four regions management and co-workers rose to meet the situation and prioritise the wellbeing of all. It has been expressed to the HHTB by the regions that our people reacted well during this time and indeed prospered.

Was Hōhepa prepared to meet this challenge? Reviews from across the country would say, Hōhepa was ready. Prioritising the wellbeing of the people we support, respecting and responding to the diverse needs of our people and staff, required effort and commitment from those on the ground, both management holding the overview of each region, those working with our people in our communities and those working in isolation in the homes. What we witnessed was an amazing effort from all.

As the world came to a standstill, so too did the day services and activities. Through lockdown, festivals and social events were curbed; what great joy and relief when the restrictions lifted, and people reunited and engaged with one another.

Along with the social aspect in the life of Hōhepa, the financial wellbeing still had to be managed. Without the additional financial support from the ministry, which was greatly appreciated and needed, this would have been difficult. As an example, in Hawkes Bay both the farm and Napier shop had to close during the lockdown with an inevitable loss in income.

At the beginning of the year, regions were well underway with preparations for fundraising events and activities. This is where Hōhepa reaches out to the community, and while warmly welcomed and supported by the wider communities their absence is also felt. Group activities had by necessity to be postponed or cancelled, but despite the limitations on fundraising, we continue to see and receive generous donations.

Several years ago, the initiative was taken to secure the future of the Anthroposopic impulse in Hōhepa. Though the work of TIF (Taking it Forward) has this year been slowed, it has also evolved. A lead role was created to support the Hōhepa communities in living their identity and fulfilling their mission in their local context, celebrating anthroposophy as one of the core values and unique points of difference in the disability sector. The Hōhepa Certificate Training (HCT) training certificate has been developed to assist those working in the organisation, to take up and grow the Anthroposopic impulse. Each region has a regional TIF group with representatives on the inter-regional TIF team. The link with the international body, Anthroposopic

Council for Inclusive Social Development (ACISD) provides valuable contacts and resources for the work.

Unfortunately, this year the trust board has not had the opportunity to visit the regions. Ideally, we would be well underway with the development of a national strategic plan, but it too has been delayed until we meet face to face. Like many organisations, our meetings have been via Zoom, and while technology is a great asset, we look forward to meeting in Hōhepa Canterbury in October for the AGM. The lack of travel limits any direct interface with the regions. Where we would have experienced growth, change and new initiatives, we are left to imagine them through reports. The development of building projects was interrupted but plans and work are again underway.

Thanks to technology, the financial and risk committees of the trust continue to meet regularly. The cooperative and constructive work between the accountants in each region, with agreed policies, procedures and allocation of tasks, has created a high standard of work. The risk committee has reviewed and developed Health & Safety, Fundraising and Social Media Policies. While policies are developed at a national level, they require cooperation and input from the regions.

Our group revenue increased by 11% to \$43.1 million this year. Most of the increase was due to the receipt of addition government subsidies to cover increased employee benefits. Fortunately, the Covid economic shutdown did not affect Hōhepa as much as many other entities because our operations and income flow generally continued except for farm and workshop sales in the Hawkes Bay. The net surplus for the year was \$687,000 which was lower than the previous year but an encouraging result considering the extraordinary end to the year.

Hōhepa remains in a strong financial position, ending the year with total assets of \$39.6 million and equity of \$32.8 million.

Our financial results are enhanced by many donations of funds, goods and services. We are sincerely appreciative of these kind gifts which are used to enhance the lives of our residents.

This year we have experienced how challenging the unknown can be. We strive to act with respect and dignity, to retain a safe and caring environment and give of our best, we also see and experience in response to the unknown, the growth of anxiety, fear and uncertainty. I'd like to share passage shared by Rudolf Steiner that speaks to facing and meeting such challenges.

We must eradicate from the soul all fear and terror of what comes out of the future.

We must acquire serenity in all our feelings and sensations about the future.

We must look forward with absolute equanimity to everything that may come, and

We must think only that whatever comes to us, is by world-direction, full of wisdom.

It is part of what we must learn in this age. Namely, to live out of pure trust without any security in existence, trusting only in the ever-present help of the spiritual world.

Truly nothing else will do if our courage is not to fail.

Let us discipline our Will, and let us seek the awakening from within ourselves, every morning and every evening.

It is good to close the year with a positive sense for the future of Hōhepa and sincere gratitude to all who enable Hōhepa to be the wonderful place that it is.

# Hōhepa Homes Trust Board



Sue Simpson (Chairperson)



Mark Boyle



Anne Read



Ewan Chapman



Stuart Campbell



Chris Bunny

This financial year we said farewell to Craig Murphy from the Hōhepa Homes Trust Board. We would like to thank Craig for his contributions to the organisation.

**Audit Committee Members:**

Stuart Campbell (Chairperson)  
Mark Boyle  
Sue Simpson  
Craig Murphy  
Mairead Needham  
Souella Cumming

**Risk Committee Members:**

Chris Bunny (Chairperson)  
Mark Boyle  
Anne Read  
Craig Murphy  
Stuart Campbell



# Two New Children's Homes Opened at Hōhepa

We were doubly honoured on Thursday 10th September 2020, with two Government ministers present to open new homes in our children's community. The opening is a very special milestone in the Hōhepa story.

Children's Minister, the honourable Tracey Martin, officially opened the replacement Tobias House. Napier MP, the honourable Stuart Nash, officially opened the new 3-bed, Whetū House. These new homes are tremendous additions for the Hōhepa children's community. They have been specifically designed to better meet the needs of the children we support at Hōhepa.

Along with the government ministers we welcomed the revered local kaumatua Piri Prentice, chairman of the Mana Ahuriri Trust Board. Piri was accompanied by Tipene Cotterill and Morehu Te Tomo, who welcomed guests with a karakia and mihi blessing over the homes. It is very important to us at Hōhepa that we acknowledge the tangata whenua, who have kaitiaki over our children's community. The land Hōhepa occupies is very special to local hapu - Ngāti Hinepare, Ngāti Mahu, Ngāti Paarau, Ngāti Tu, Ngāi Te Ruruku, Ngāi Tawhao and Ngāti Matepu.

Ryan Gedy, Stella Augustine and Natalia Mahi represented the students

and young people from the Hōhepa children's community. Ryan and Natalia offered some wonderful words to welcome the visitors and helped lead the Hōhepa waita.

Santiago De Marco acknowledged the 63-year Hōhepa history and the people who have played a part in weaving the Hōhepa story. Santiago acknowledged the Hōhepa founders, Sir Lewis Harris and Dame Marjorie Allan and other pioneers. Our founders adopted the anthroposophical teachings of Dr Rudolf Steiner and it is this kaupapa that inspires our work and special character up to the present day. Dr Steiner was a humanist, an environmentalist, a spiritualist and an entrepreneur who was concerned with human and social development. His wholistic view of the human being are the foundations of the Hōhepa community approach.

House managers, Luke Badger and Camille Iona, led by community manager Jeremy Moore, have done a wonderful job throughout the building process. They have diligently met the challenges faced during this time, keeping our children safe during the build time. At the same time offering practical advice on the best workings of the new homes. The team, including Sandra Gamarano helped turn the buildings into happy new homes. Most importantly, we thank our tamariki and rangatahi, who are the inspiration we have for achieving the Hōhepa's vision for "Every life fully lived".

This vision could not be achieved without the generous support of sponsors which include the Gwen Malden Trust, the Frimley Trust and the Joan Fernie Trust.

Following Santiago's address, Mark Boyle paid tribute to all current and past trustees and acknowledged the presence of Hōhepa national board chairperson, Sue Simpson. On behalf of the board, Mark thanked Santiago De Marco and the management team for successfully delivering these special homes. Mark reinforced the significance of the Hōhepa purpose and the commitment to continue to build on this for years to come.



**Following a special karakia for each home and the unveiling of each homes plaque, Luke Badger shared the meaning of the name for each dwelling:**

## Whetū house:

The tradition of naming buildings can be found in many cultures across places and time. Here at Hōhepa we also practice the tradition of naming buildings. Naming this house Whetū, which means 'Star' in Te Reo, we acknowledge our special character and the relationship between ourselves and the universe. Astrophysicists have found that the elements which make up the earth and its creatures contain particles from Supernova. We are literally made from the remnants of exploding stars.

While this stardust may be millions of years old, nonetheless, this building which is also made from the dust of a star, is located here, in Aotearoa, in the 21st century. So it is, with respect for our place and our time, and with gratitude to the stars, that we have given this building the name Whetū.



## Tobias house:

The name Tobias had been given to the building by those who came before us. The name Tobias comes from a Hebrew name meaning "Goodness of God".

In the naming of the new home here, there was some discussion around do we carry forward the legacy of the name Tobias or do we start something new? However, it became clear during the building process that the structure, which emerged like new fruit on a tree in springtime, had already been called, the new Tobias House. And so it is, its proper name.

The name Tobias in the tradition of our community was brought over from Europe in the context of a play performed each spring for the children and young people of the school here. That play is 'Tobias and the Angel'. The angel in the play is Raphael, who symbolically is the angel of healing and traditionally rules over the season of spring. In the play Tobias helps a stranger who reveals himself later to be the archangel Raphael and who, in return for the kindness of Tobias, heals several people whom Tobias cares deeply for. Such is the name of Tobias and such is the legacy we carry forward with this building.

Dave Walls from Platinum Homes (house builder) gifted a Maori carving for each of the houses and shared information on the special features of the buildings. Native trees were planted in each home to mark the occasion.

Santiago concluded the celebrations with the following words from Rudolf Steiner as a source of inspiration and as a personal plea for all whom work and develop in these homes and community:

"I place myself steadfastly into existence.  
With confidence I tread the path of life.  
Love I nurture in the core of my being.  
Hope I lay into all my doing.  
Confidence I impress into my thinking.  
These lead me to my goals.  
These give me my existence."

# HŌHEPA Auckland



Tēnā koutou katoa

As we near the end of 2020 we are able to reflect on the opportunities the year has brought us and look forward to the coming year.

Due to COVID-19, we in Auckland have definitely experienced a change in pace for our people, and we have been able to slow down and enjoy our community. As a region we acted very early and have remained one level above government directed Alert Levels throughout the COVID-19 situation, which has ensured the wellness of our people and staff through this journey. We are thankful for the support of our staff for the way we have all come together to get through this year.

It has been a year of achievements for Hōhepa Auckland. We have grown and developed a stronger region both within the way the people we support are cared for and the way our staff are supported and developed. This has seen an improvement in our people's care and behavior, staff morale and achievements, and growth and development in the people we support. Having the right people, offering the right support, with the right focus we are working strongly towards our vision of "every life fully lived" for our people.

We have been working to renew and deepen our special character and the application of Anthroposophy to better support the people we support. As a region we have focused on training that will benefit our staff by supporting the promotion of our special character with the people we support. This ranges from our gardens, festivals and celebrations, medicines and nutrition therapies and our organisational development and structure. Going forward this will continue to blossom within our region and our community will continue to grow because of this.

From a governance perspective we have finalised our strategic plan which we will be presenting to the Families Association at our joint AGM this year. The Board has undertaken a comprehensive journey of discovery and planning and is working together well for the future of our region. The Board is fortunate to have the people we do, bringing passion, diversity of thought and a broad range of skills. Their contribution of time and skills has been received with much gratitude by the families.

December 2020 will see a repeat of our Family / Whanau survey that took place in December 2018. The expected outcome of the survey process will be to gain in-depth knowledge of our family's engagement with us, our service delivery practices and family / whanau general satisfaction. We will also be utilising the results to analyse any improvement areas which can then be communicated back to families / whanau.

An important theme for us in the coming year will be building our relationships and, within that sharing our experiences and learning from others. We are hopeful that this will involve all staff and families of Hōhepa Auckland as well as having both domestic and international supports in this area.

We have set some ambitious goals for the year ahead within our strategic plan, with a focus on the people we support and ensuring we continue to be a great place to work for our staff.

We look forward to supporting and involving the community in the year ahead and I know with the support of all those mentioned above we will have another fun and rewarding time achieving our new Strategic Plan and goals.

We will continue to deliver for the people we support against a backdrop of significant change within the sector. Thank you to all our families, staff and volunteers, all of whom underpin our efforts for the people we support.

Michelle Ashby      Anne Read  
General Manager      Chair Auckland Regional Board

Human life is vindicated only when we place our thoughts at the service of the good and the beautiful, when we allow the very heart's blood of divine spiritual life to stream through our intellectual activities, permeating them with moral impulses.

*Rudolf Steiner*

## Did you know?

**1** of our people enjoys spending time in her teepee.



Our favourite game is elephant bowling.



We have the sun and the Hōhepa Waka that lead our way.



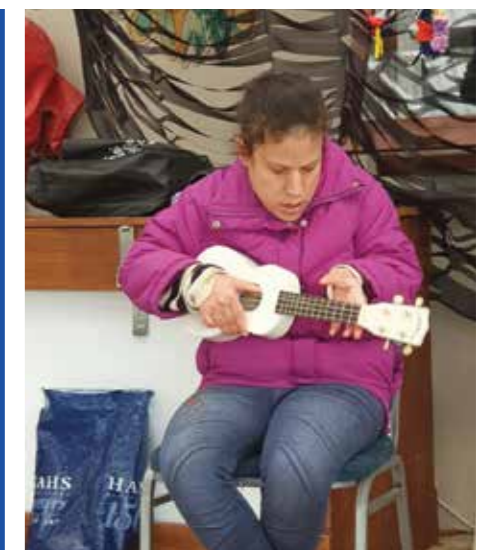
Our professional sport is garden golf.



We had a ribbon wand parade at our Spring Festival, and a walking flower pot.



If you come to our offices you will find ducks knocking on our office door.



# HŌHEPA Canterbury

This year has reminded us all to take some time and to use that time to acknowledge, appreciate and celebrate the little and the big things. For us at Hōhepa that means reveling in fleeting moments and epic events for individuals, teams and the organisation.

In a year where we have experienced complexity, uncertainty and ambiguity, our community has pulled together to ensure everyone is safe, happy and still able to engage in things that have meaning and purpose. If the measure of a community is how well people pull together in these times, then we certainly have a lot to celebrate.

As a board and leadership team we count ourselves lucky to be part of an organisation where success is measured by how fully people are living their lives. We are fortunate to have Hōhepa as a part of our lives and part of the story of how we are living to the fullest.

A key part of the responsibility we have as a board and leadership team is ensuring that Hōhepa will thrive in the future. We have taken time this year to develop an updated strategic horizon to 2025 that rests on the themes of being dynamic, innovative and strengthening our identity.

We have taken the initiative to engage our team members in caring for their health and wellbeing and pulling together as teams. We have celebrated as our staff have achieved nationally recognised qualifications or completed long-term studies outside of their role, moving into their chosen fields and taking the value of their experiences at Hōhepa with them. We strive to be an important part of our staff's lives, fully lived.

Our most significant focus has remained the people who we support. We have continued to develop

support options that give people opportunities to experience meaning and purpose in their lives. LEAP has adapted within a changing environment. The number of people engaging with our Independent and Personalised support options have grown. Our Peer Supporters and Advisory Group blossom in their leadership roles. We are observing people take increased ownership over their lives and their choices.

Our most important successes are those experienced by the people we support – new friendships that develop, increased confidence, a sense of belonging, an achievement – these are the heart-warming and engaging moments.

All of these moments are connected through the fabric of our community, what happens for one is an outcome of the support of the whole. We have thoughtfully anchored ourselves in the latter part of the year with Steiner's motto of the social ethic, this has been important for reminding us of this connection.

The annual review is a moment to reflect, recognise and celebrate the year in review. It continues to be a privilege and delight for the Board, Leadership and all team members to be part of Hōhepa, for Hōhepa to part of our lives being fully lived and to look to the next year with excitement and anticipation.

With dynamic plans for the year to come we look forward to taking time to acknowledge, appreciate and celebrate – taking moments for gratitude is not only great for our mental health and wellbeing it reminds us that our lives are all able to be fully lived because of our part in the Hōhepa Community.

Arnah Trelease      Ewan Chapman  
General Manager      Chair Canterbury Regional Board

## Did you know?

Our Social Worker sent **8,803** emails and received **12,479** emails.

98 staff recruited - 60 of them for newly created positions

**6** new community based services created

Our expressions of interest are well-balanced with **50/50** ratio of male/female



72% of our support staff have qualifications



Implemented **SIX** new IT systems, covering every aspect of the work we do



Welcomed two new independent board members



There were **21** nominations, **70** votes cast, for **8** Advisory Group roles - made up of the people we support.





# HŌHEPA Hawkes Bay & Wellington

Isolation, not isolated  
Distance, not distant  
Aroha from afar

This past year has seen us continuing the development of our communities in Hawkes Bay and Wellington with a relentless commitment to the people we support and all stakeholders.

We have remained committed to our strategic direction and have achieved the desired outcomes across the five specific strategic outcomes, that take into account four key perspectives - the people we support, financial, our internal process and the growth and development of our organisation.

The governance group and management team are dedicated to achieving both our annual business as usual goals and longer-term strategic objectives. We have clarity on where we are headed and what must be achieved. We are continually building capability. We value all of our management and staff and the wonderful work they do. We strive for excellence at all levels.

The COVID response approach in our communities focused on our people being well, our environments being safe and our communication being clear and accessible. We successfully leveraged on our strong culture to overcome the significant complexities in front of us. At the heart of getting through this together we strengthened the following three key messages:

Some significant milestones this year were: the relocation of 10 people from Clive residential, the completion of two new houses for children Whetū and Tobias house, the alignment of our brand with our values and origins, the work towards imbuing Te Ao Maori at Hōhepa and the improvement on our farm enterprises towards a more sustainable operation.

Above all, those that we support are always uppermost in our minds. Their wellbeing, their happiness and the celebration of their very special lives is what drives us in our mission to fulfil our vision of every life fully lived.

We continue to engage with families and key stakeholders to celebrate our legacy, work in alignment in the present time and build a sustainable and vibrant Hōhepa community into the future.

Santiago De Marco  
General Manager  
(Hawkes Bay &  
Wellington)

Mark Boyle  
Chair Hawkes Bay &  
Wellington Regional Chair

## Did you know?

16 houses  
in the wider  
community

543  
Staff on  
Payroll



179  
People supported  
by Hōhepa  
Hawkes Bay



We fill 300 milk  
bottles per hour.

1300kg  
of bee's  
wax made  
into Hōhepa  
candles



10,290  
Face Masks  
in stock

3579  
Stories  
shared  
through  
Storypark



4 hectares  
of new  
wetland  
established



# HŌHEPA Financial Statements

OPERATIONS	FY 2020 \$000		FY 2019 \$000	
<b>INCOME</b>				
GOVERNMENT SUBSIDIES	39,820	88%	34,696	87%
INVALID BENEFITS	2,868	6%	2,514	6%
FARM & WORKSHOPS	617	1%	704	2%
OTHER INCOME	1,048	2%	514	1%
INTEREST	26	0%	20	0%
<b>TOTAL OPERATING INCOME</b>	<b>44,379</b>		<b>38,448</b>	
<b>EXPENDITURE</b>				
COST OF GOODS SOLD	349	1%	372	1%
EMPLOYEE BENEFITS EXPENSE	34,924	79%	30,415	79%
DEPRECIATION & AMORTISATION EXPENSE	1,789	4%	1,549	4%
OTHER EXPENSES	6,550	15%	5,909	15%
FINANCE COSTS	53	0%	79	0%
OTHER LOSSES / (GAINS)	529	1%	388	1%
<b>TOTAL OPERATING EXPENDITURE</b>	<b>44,194</b>		<b>38,712</b>	
OPERATING SURPLUS / (DEFICIT) BEFORE FUNDRAISING	185		(264)	
<b>FUNDRAISING INCOME</b>				
OPERATIONAL DONATIONS	126		918	
CAPITAL DONATIONS	556		734	
<b>TOTAL FUNDRAISING INCOME</b>	<b>682</b>	<b>2%</b>	<b>1,652</b>	<b>4%</b>
<b>NET SURPLUS FOR THE YEAR</b>	<b>867</b>		<b>1,388</b>	



## THANKS TO OUR Funders

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

### Auckland

Auckland  
Auckland Transport –  
Waterview Tunnel Project  
James Laursen Trust

### Canterbury

Canterbury  
Anonymous  
Ben Evans  
Burrows Brothers Charitable  
Trust  
Elizabeth Ball Charitable  
Trust  
Ewan Chapman  
Harvey Weir Charitable Trust  
Farina Thompson Charitable  
Trust

Frozen Funds  
Jones Foundation  
Kirby Trust  
Lamar Charitable Trust  
Linzi Bull  
Lions Club of Christchurch  
South  
Pamela Webb  
Purukoa Trust

### Hawkes Bay

Hawkes Bay  
Carol Carr  
C Bunny  
Kay & Richard Still  
Gwen Malden Trust  
SG Brown  
Graeme Reeve  
Anne Smith Trust  
Mary-Ellen Warren  
Karen Bagg

Crawford & Co  
Pak n Save Hastings  
Pak n Save Tamatea  
Department of Conservation  
Ministry for the Environment  
Hōhepa Wellington Families  
Association  
Eastern & Central Community  
Trust  
Frimley Foundation  
Forestry NZ

Greenscene  
Hawke's Bay Regional Council  
Joan Fernie Trust  
Lotteries Environment Fund  
Mitre 10 Mega  
Office Max  
Napier City Council  
Platinum Homes  
Spark  
Willis Legal



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[www.hohepa.com](http://www.hohepa.com)