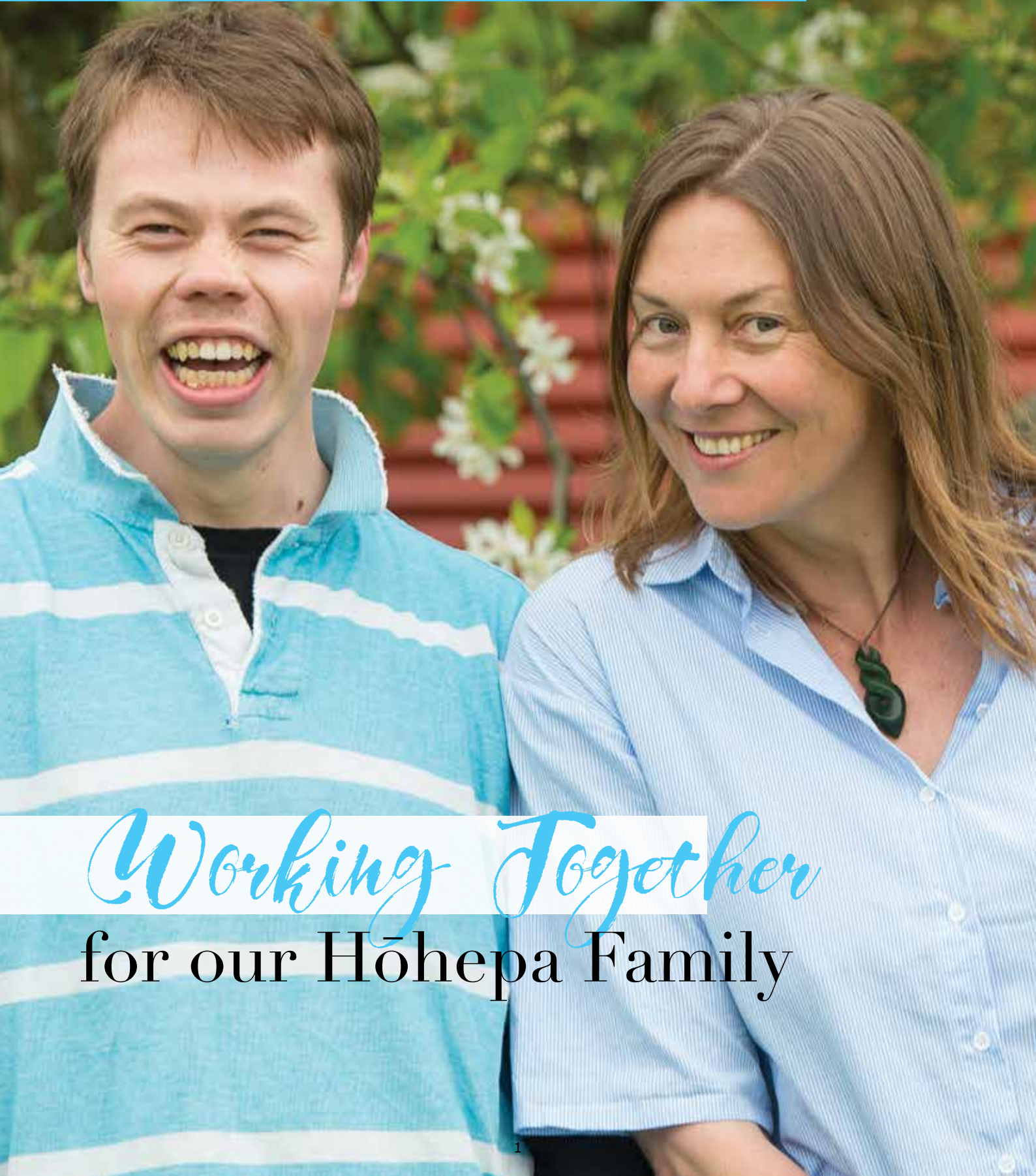




Hōhepa

every life fully lived

Community
Life



Working Together
for our Hōhepa Family

A portrait of a woman with dark hair, smiling, wearing a black top. The background is a soft-focus green and white.

From the General Manager

I consider myself fortunate to have discovered my vocation at the age of eleven. I had the privilege of volunteering in the 'special class' at my school every morning working on literacy and numeracy with six students with intellectual disabilities. At that age I thought I would become a 'special needs teacher'. While this dream has not been realised, I have had a wonderful and varied working life alongside people with an intellectual disability. I have been lucky to have great support from others in the sector to develop my skills, knowledge and career. I am a real-life example of someone who started out in a direct support role and soaked up all the learning, development and opportunities, enabling me to take up roles with expanding influence.

To my core I believe these experiences led me to Hōhepa in 2016. I often say that my coming here felt like the right place to be at the right time. Our community is the embodiment of all the best things about working in this sector; fabulous people to support, amazing team members, a unique philosophical approach and a wonderful environment. My wholehearted confidence in the experience we offer at Hōhepa means I have actively encouraged people to join us as a community or team member. It reflects well on the experience people have here when they live their whole lives with us or choose to remain working

for us for many decades. – such as Anna, Anne-Odile and Sophie who you will read about in this issue, and Jo Kuta, pictured on the front cover with Kieran, who started in a support role and is now our Volunteer Manager.

We genuinely make an impact, for everyone engaged at Hōhepa. We live and breathe every life, fully lived. Alongside Baz and Stephen, I recently presented to a distinguished panel about the impact we have on our community. It was a great opportunity to reflect on this and pull together our story, which you can read about in this issue on page 9. While we did not win the competition we have made created some wonderful new relationships. That is what being a part of this sector is all about.

I consider myself an ally of disabled people and I am a strong advocate for people working in human services. The experiences gained in doing so serve the individual, their communities and disabled people well into the future. I feel fortunate to be immersed in something I am passionate about every day, something that is truly impactful.

Nga mihi,

Anna Frelease

Finding Friendship at Work



Seeing the people she supports thrive brings Kaitlyn Church joy, something she didn't know could come from a job before she began working at Hōhepa. A psychology graduate, Kaitlyn came to Hōhepa a-year-and-a-half ago – her first job – and she now supports Stephanie Fagg three days a week. What has happened in that time for both of them has been transformative. “It really doesn't feel like coming to work,” explains Kaitlyn. “Each day I am here is a day where I can just be there for Steph to help her with everyday life, as well as encouraging her goals and walking alongside her as she unlocks more and more things that help her to be fulfilled.”

For Stephanie, the relationship she has built with Kaitlyn has been paramount in her taking on new challenges and growing her confidence. In the time they have been working together, Stephanie has started a dog-walking business, started experimenting more with her routine and food, become one of Hōhepa's most reliable Peer Supporters and is also the Hōhepa courier across our Hōhepa homes. “It's about Steph taking ownership of how she would like to spend her time,” says Kaitlyn. “My role is to simply be the extra pair of helping hands if and when she needs it.”

Kaitlyn credits the Hōhepa philosophy for the environment she and Steph both enjoy. Something she thinks comes from the dedication of the wider team to ensuring each person that is being supported has an individual pathway and every

opportunity to live it. “It's really about operating with kindness, empathy and collective goals,” she says. “Things that might have upset Steph only a few months ago she now takes in her stride. And that is because the team built a plan together with her around how to help her achieve the things she wanted to do.”

Stephanie and Kaitlyn look forward to planning activities and while Kaitlyn is there in a support capacity, she says often it just seems like quality ‘friend-time’. “We do all different kinds of things like going to the movies, baking, visiting other people on campus and heading out for coffee and cake,” explains Kaitlyn. “The people who live here being able to do the things everyone enjoys is also something that really sets Hōhepa apart.”

For Kaitlyn, now that she has experienced being a part of the Hōhepa family, she can't imagine following any other path. “I feel lucky that I found a place here and that I get to spend my days making a difference in the lives of people.”

But most important for her is that she has learned new skills and in that, empowering people's minds, spirits and bodies is wholly impactful. Something she sees every time she is with Stephanie. “Her success is my success,” she says. “Watching how far she has come is one of the most rewarding things I have experienced, and it truly does bring me happiness that Steph is able to not only have dreams, but make them a reality.”



FINDING HOME -

Aseem's Story

For Aseem Takhi, when he enters the Hōhepa grounds, it isn't like walking into work each day, he says it is more akin to 'coming home'. Aseem is our Community Support Manager and he has been part of the Hōhepa family for four years. He is humbled to have found a workplace that he finds fulfilling and joyous and is thankful his life pathway took the unexpected turn that led him here.

A registered pharmacist, Aseem came to New Zealand from India to undertake a post-graduate diploma in health and rehabilitation. But after taking his first role at Hōhepa as a Support Worker while looking for pharmacy work, his outlook on life changed and he developed a passion for supporting people who are intellectually differently abled, using his newly learned skills. "I had thought I wanted to continue with work solely in the medical field, but when I came to Hōhepa I

realised it was different," he says. "It is the true representation of how life should be lived and how natural and beautiful it can be.

"No matter what mood I'm in, as soon as I walk into the grounds and am greeted by big smiles and hellos, I feel comfortable and at ease. Everyone is excited to share what has happened since I saw them last and I am happy to share in that with them."

Aseem credits the 'great vibe' at Hōhepa to the model of working and having team members around him who all share a collective goal – to ensure each and every person who calls Hōhepa home is living their life as best they can. "Each person we support is involved in the development of their own journey," he says. "And the staff team are there to help them every step of the way. Every person at Hōhepa has different abilities,



// Every person at Hōhepa has different abilities, values and things they enjoy – our role is to assist them to nourish what brings them happiness //

values and things they enjoy – our role is to assist them to nourish what brings them happiness.”

Aseem says his progression to Community Support Manager felt natural and it was a chance for him to further the impact he can make each day. “Getting the role wasn’t important to me, it’s how I do it that is,” he says. “I see it as being the captain of a team, not one that sits on the outside and makes decisions, but one that works in it and does things together.”

His outlook on day-to-day work is one of combining planning and being reactive to the needs of those living at Hōhepa. “Our team plans pathways for each person with the aim of helping them to get to wherever they want to go, particularly out into the community” he says. “And not everything always goes to plan! But empathy and having close relationships with the people who are in our care means we can respond in a way that best serves them.”

“Every small success is celebrated,” he adds. “Even if it seems like a small success, because for that person who we are journeying with, it is significant.”

It is this ethos of real teamwork and everyone understanding the importance of the individual that Aseem believes is what makes working at Hōhepa so special. “Everyone we support sets goals and it is our job to help make them possible and ensure people can reach their visions,” he says. “Every day we ask ourselves: how can we help people to excel in the areas they are good at, to help them to live as independently as possible? We help to create progressions for people and we live that with them.”

Now that Aseem has been embedded in the richness of Hōhepa, he can’t imagine how his life would be without spending his work hours doing something he loves. “It really doesn’t feel like a job,” he says. “It’s an honour to be able to make a difference – Hōhepa really does embody ‘every life truly lived’ and that I can be a part of it is something I am grateful for each day.”

A Lifetime of Dedication

Anna Warner and Anne-Odile Roberts between them have been members of the Hōhepa staff for more than 70 years. The pair have seen Hōhepa grow from a small community into the place it is today, but say that the essence of it remains the same as its early beginnings – a home based on supporting the body, mind and spirit of those who dwell in it.

Anna began her Hōhepa journey doing 'odd jobs' and has done a huge variety of roles in her 50 years, all of which have been rewarding for her, which is something she puts down to the strong anthroposophical roots of the organisation. "I knew nothing about it when I came here," she says. "But as learned more I fell in love with the principles and knew this is where my life's work would be."

When she first took on support roles, Anna lived onsite with her family, a time that she cherishes as special. "Some of the children that I cared for when I first began at Hōhepa are still here today," she says. "And that is one of the amazing qualities about this place – the relationships that are built and how we support the people who live here."

Anna was so taken with anthroposophy, she decided to embark on a journey to learn the practice of eurythmy, a movement therapy embedded in the philosophy, so that she could better help the people around her. This took her to Europe in the 1980s and she remains a practitioner now. "It is quite something to see how people I have been doing eurythmy with for a long time have changed and progressed," she says. "It really does imbue how we do things here; each person comes as they are and I work with them to find what works for them and how best it is going to support their goals."



// But as learned more I fell in love with the principles and knew this is where my life's work would be //



Now the unofficial guardians of the Hōhepa way, Anna and Anne-Odile both still work part-time and Anne-Odile is the Advisor for Anthroposophy – a role based in ensuring new staff are trained well, and that it remains a part of the day-to-day life of the organisation. “While things have certainly changed over the years the basis of what we do has stayed the same and it is important we continue that,” she says. “You don’t realise the knowledge you have and the impact it can create till you are in a position to pass it on,” adds Anna. “For us both, supportive and real relationships are at the forefront of what we do.”

Being a part of Hōhepa for the length of time Anna and Anne-Odile have is recognised by the wider team as something quite extraordinary, and is a testament to how one’s work, can become one’s calling. For both women though, it has never

Anthroposophy too, is what led Anne-Odile to Hōhepa, having worked in a similar organisation in France. “When I came in as a support worker it was called ‘house-parenting,’” she says. “The idea of supporting people wholly and being a community drew me in and really was a way of life. My children were raised here and we considered everyone around us a family.”

Describing herself as a ‘square peg that didn’t quite fit the round holes’, Anne-Odile knew early on in her time at Hōhepa that she would be involved for many years. “I knew almost immediately that I was ‘home,’” she says. “The sense of everyone working together towards a collective goal was strong and I knew I could contribute to building an even stronger place.”

And that is exactly what she did, alongside her long-time colleague Anna. Collectively the pair have been responsible for embedding and growing the anthroposophical nature of Hōhepa and they have shared many great memories over the years based on the teachings. “Some of my favourite memories are the seasonal festivals, silent meals and performances,” says Anna. “For me, it has been seeing how each team member learns, grows and then lives how we work,” adds Anne-Odile.

been an exercise in ‘turning up for the job’, but more one of taking each day as an opportunity to nourish those around them. “We have a slightly different understanding of the human being that underlies what we do,” says Anna. “Each person has an individuality and abilities, and we are here to help them be the person they want to and can be. It is the love of the people here, Hōhepa has been my life.”

“Yes, we are a service provider, but above all we are a community and we are all in this together,” adds Anne-Odile. “But the sense of the whole is the most important thing and it has been my life to ensure that is a reality for the people we support. This is so much more than a job, it is a privilege and I am thankful Hōhepa has been a part of making me the person I am.”



Our New Houses are Officially Home

Our new houses on the Barrington Street campus were officially opened on 5 November 2021 by New Zealand's Disability Rights Commissioner Paula Tesoriero MNZM, after the huge efforts of our Hōhepa community to complete the much-needed project.

Lamar House is now home to Terry, Adam, Edward and Andrew, who are affectionately known as the 'Lamar Lads'. They have settled into their new space and are all enjoying the comfort of the house, which was designed to support every aspect of their lives.

Mel Reid, who has spent the past 17 years supporting people at Hōhepa, says the home is 'perfect for the Lads'. "It flows really well and it is a light and airy space which encourages togetherness, while allowing each person their privacy," she adds. "It is great for the Lads to be onsite and be able to participate in things and share experiences."

For Adam, his favourite thing about the house is that it is warm and cosy. "It is my home and I like it," he says. "I like to listen to music with my headphones in my nice room." Terry has taken on responsibilities around Lamar and enjoys the tasks he can do to help others. "I love doing the compost," he says. "And I like to take the bins out. It is nice to come back to the heat pumps which keep me warm."

Edward likes to empty the dishwasher and Andrew likes to stack it; they all like to do puzzles and enjoy dinner time in the evenings around the large, inviting dining room table.

"It's a pretty peaceful place," says Mel. "And somewhere the Lads really love living in as much as I like supporting them in it."

We are extremely grateful to all who played a part in making the new homes a reality. Because of that support, people are truly able to live, grow and create their own journeys – thank you.

Our GoodMeasure

We were honoured earlier this year to take second place in the inaugural BDO and ImpactLab's 'What's Your Impact' competition for not-for-profits and for-purpose organisations. The competition looks into impact measurement, something that is becoming increasingly important in the sector as funders look to understand data and the outcomes it creates. It also had focus on how an organisation's alignment with its vision can help to achieve it.

We were amongst 40 entries, five of which, including us, made it to the final. In this, we were

invited to participate in a live judging where we shared our strategic vision, how we are currently measuring our impact, the outcomes of that impact and how we are working towards our vision and strengthening our culture.

While we didn't win, second place still felt like we did, and we have now established an ongoing relationship with Manawanui, which is chaired by The Rt Hon Sir William (Bill) English, former Prime Minister and founder of ImpactLab.

Heartfelt thanks to our wonderful donors

Your support has helped every life to be fully lived!

As well as two new homes, these gifts have enabled us to deliver cycle safety lessons, art therapy, cooking classes, geocaching adventures, music classes, and a community choir – and many other wonderful activities that help enrich the lives of the people we, and you, support. Grateful thanks to each and everyone of you!

July 2021 - June 2022

A M Fahey, Adrian Griffiths, Amelia Davis & Stefanie Rixecker, Andrew Nuttall, Ann Blakeway, Annette Purvis, Audrey Cooper, Barbara & Peter Brookman, Ben Evans, Carolyn Middleton Trust, Charlotte Eleanor Winter Estate, Christchurch West Inner Wheel, Colin & Hilary Guild, Craig Murphy, Daisy Lee Chou, David & Vicki Hazlett, DGL Corporation, E L Jarvis, Edith Tripp, Ele Ludemann, Elizabeth Signal & Steve McNally, Ewan Chapman, Farina Thompson Trust, Foodstuffs South Island Charitable Trust, Fran Hobkirk, Guy Garland, Hamish & Nicky Wright, Harvey Weir Charitable Trust, Henry Hope, Hōhepa Foundation, Hugh Bethell, Hyman Marks Trust, Jane Burdon, Janine Oliver, Jean Marshall, John R Scott, John Radovonich, Jordan Falcus, Jos J W de Leijer, Judeth Baillie, Kiwi Gaming Foundation, Liz Austin, Maria Griffiths, Marina Chin, Mary Moodie Trust, Mary-Clare Clemence, Megan Wells, Melanie Fahey, Nicky Averill, Nigel Paterson, Nita Caroline Ball, Pamela Webb Charitable Trust, Peter & Ange Bosworth, Pip Marfell, Puru Koa Trust, Regan Baddeley, Sam Sehnert, Sonia Barrish, South Island English Masonic District Charitable Trust, Sue Hauser-Deakin, Susie Millichamp, U3A Ellesmere Incorporated Society, Zita Waldron

Raising a Family and Forging a Career

Sophie Steentjes understands what it means when we say that Hōhepa is family – she has been part of ours for 15 years and in that time, she has been supported to develop her career while raising her children.

Sophie started with Hōhepa as a volunteer as part of a project for tertiary Community Studies and as she continued towards a Commerce degree in Human Resources, she took a part time role as a support coordinator. “I enjoyed my time volunteering and it seemed like a natural step to become part of the team,” she says. “There was opportunity for career progression and Arnah (our General Manager) was really supportive of undertaking personal and skill development. Learning from her was a gamechanger.”

Now the Development Manager – Quality and Culture, Sophie is part of the Hōhepa leadership team having worked her way through several different positions. “Hōhepa recognised where I was skilled and how that could be applied,” she says. “That I have been in support jobs and many others means I understand the part each role at Hōhepa has to play and how important it is they work together while each staff member is respected.”

For Sophie, her being able to progress her career has been helped by our understanding of the value of our team members and supporting them to maintain their personal lives outside of work. “I have had three children in five years and each time I have gone on maternity leave Hōhepa has ensured I not only have a role to come back to, but new challenges to tackle,” she says. “They offered me a wonderful work and life balance so I could focus on my family and still be able to contribute to the organisation.”

She credits the Hōhepa ethos for the support she has had both in her work and while starting a family. “The philosophy of caring for the whole person extends to staff, not just the people we support,” she says. “The markers are building good relationships, collaboration and recognising individuality.”



When Sophie returns from maternity leave later this year, she is looking forward to being back in the environment that has helped to shape her, saying she can't imagine being a part of any other team. “I guess you could say I grew up at Hōhepa,” she adds. “You learn so much being in a place that supports people's different journeys.”

“Part of my job is to aim for high standards, because we want the absolute best for the people we support. Every day is different, and every day there is something to celebrate. My success is ultimately people having a happy and fulfilled life, and having the ability to cherish my own and my family.”



From the Board Chair

Winter is always the time for hunkering down, bracing for the outdoors, admiring the frost, but then warming up in a nice cosy environment thereafter. As you are aware, Hōhepa is focussed on providing welcoming environments and our new buildings are contributing to that – they look warm and welcoming from the street, and internally I’m noticing subtle little changes that show me families are living there – a painting on the wall goes up, curtains or coverings that show individuality are on display. This may not fit the architect’s brief for a stark, modern design, but it surely puts the stamp on the place for those that live and work there.

Unexpected changes for me have also occurred as a result of the recent housing developments. I’m sure you’ve all noticed how much more connected

the houses are to the whole campus, now that fences are removed. I’m certain this is good for our teams, as well as for the people we support – since there is greater visibility of the work, play, and restfulness of the whole campus.

But changes don’t have to be big and ‘street-front’ to make a difference. We also have a new workshop for the Property Team. Incremental changes like this make Hōhepa a better place to live and work. I have recently purchased a new dropsaw for the workshop which has been gratefully welcomed and is helping the team to make their mark on our Hōhepa grounds, which are such an important part of who we are. Now, we are on the hunt for tool chests to even better equip those that support the development of our campuses. I invite you to join me in fitting out the workshop so that together, we can support our Hōhepa family. If you would like to contribute, please get in touch with us.

As I write this, we have just celebrated our new public holiday, Matariki, and as we head towards Māori language week, it seems fitting to share this whakataukī –

Ehara taku toa i te toa takitahi,
engari he toa takitini

my strength is not as an individual,
but as a collective.

Whether you are an employee, volunteer, donor, whānau, friend of Hōhepa, or person we support, I thank you for your contributions that make Hōhepa a place for every life, fully lived.

Ewan Chapman

Regional Chair, Hōhepa Canterbury

We have a dropsaw and a new building.
Can you please help us

Fit out our workshop!

Donate online at hohepacanterbury.com/donate/
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