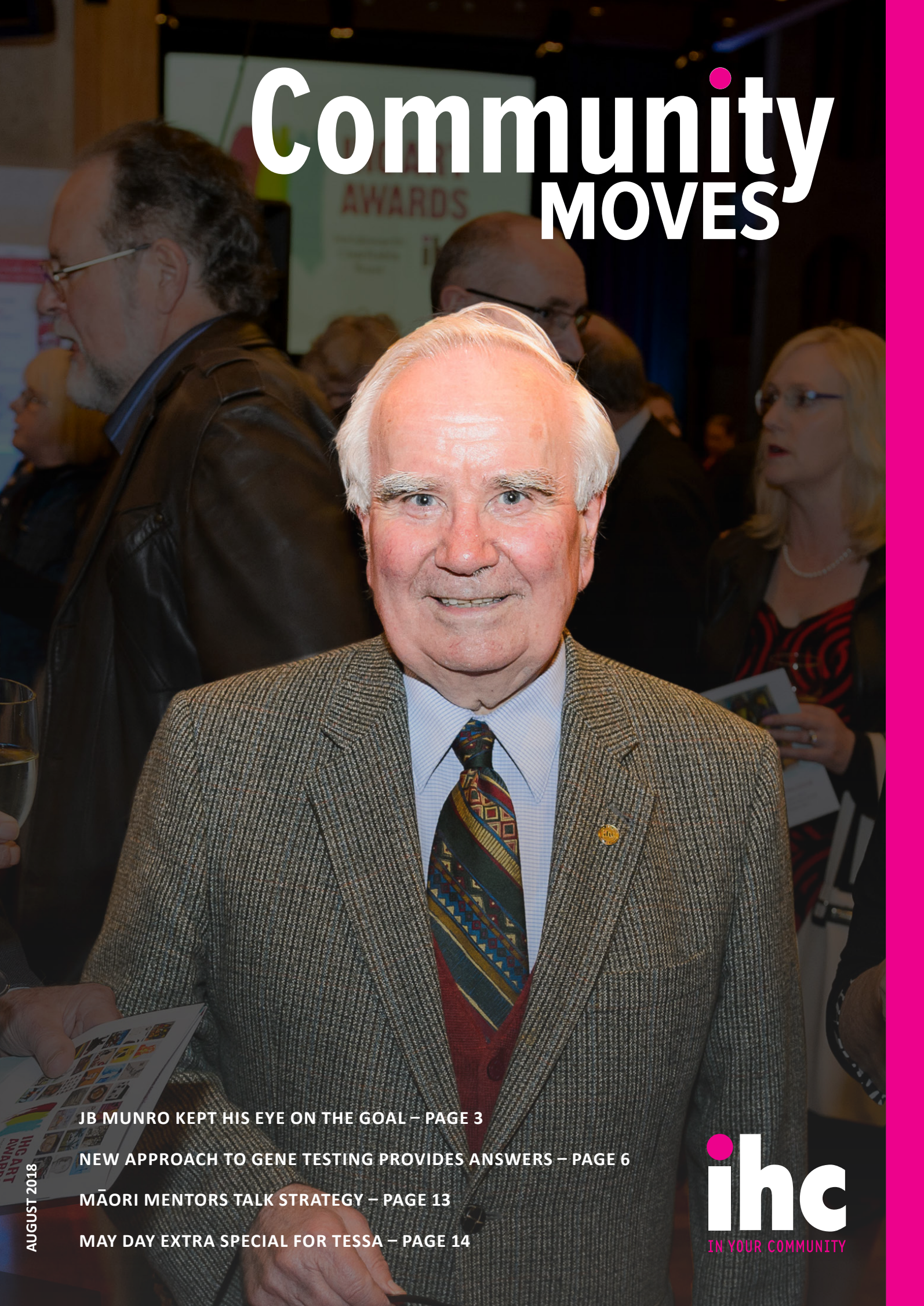


Community MOVES



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AUGUST 2018

ihc
IN YOUR COMMUNITY

Personally speaking

Early in June one of IHC's strongest advocates for people with intellectual disabilities passed away.

JB Munro QSO is highly regarded in the disability sector – working 30 years for IHC, including 20 years as National Director and then as Chief Executive until he retired in 1998. He was also awarded IHC New Zealand Life Membership that year.



JB's legacy was far-reaching. During his time significant progress was made in disability rights, challenges to social stigma and an end to institutionalisation. Through all this JB also formed lasting and personal relationships that made a difference to people with intellectual disabilities.

He was a friend to many of us and we will miss him. I want to personally pay tribute to a man who made a difference to so many.

The next step for people with intellectual disabilities has now come with the new disability support system prototype that will begin in the MidCentral District Health Board region from 1 October this year. Transformation aims to provide people with more choice and control about the services they use. This is consistent with the Enabling Good Lives principles. The Ministry of Health will provide local connectors to help people with disabilities find the services they need. We expect to have many more conversations with individuals and families in the months ahead about this new way of working.

Responding to this new environment was a key topic at the recent IDEA Services management forum in Auckland. More than 200 Service Managers, Area Managers and General Managers gathered to consider and discuss Transformation and ways to keep improving the services we provide. I'd like to acknowledge the family members and individuals with intellectual disabilities who generously gave their time to foster thinking and conversation – I know a highlight for many was taking time to reconsider the vital relationships we have with families.

On the eve of *Community Moves* going to print we had to make a significant announcement in relation to our fundraising programmes. Because of the risk of the spread of mycoplasma bovis disease we have had to suspend aspects of the IHC Calf and Rural Scheme. This was a tough decision for a programme that raises more than \$1 million each year in donations. However, we decided that we could not be part of an activity that could risk the livelihoods of the many farmers who have generously supported us over 33 years. We are very grateful that so many farmers are now discussing other ways to continue supporting people with intellectual disabilities – including by donating virtual calves through our website.

Finally, we will be holding our Annual General Meeting at 5pm on 7 September in Wellington. I know many of you will attend and I look forward to seeing you then.

Ralph Jones
IHC Chief Executive

JB Munro kept his eye on the goal



JB Munro accepts the Attitude Awards' highest honour in December 2014.

JB Munro wanted people with disabilities to have far better lives and he devoted his life to making that happen. There were plenty of barriers, which he helped to demolish. There were plenty of possibilities too, which he was determined to explore.

JB Munro QSO is a legend in the disability sector – spending almost 30 years working for IHC, including 20 years leading the organisation – as National Director and then as Chief Executive until he retired from that role in 1998. That year he was also awarded IHC New Zealand Life Membership – a distinguished honour given to a very small number of individuals who have made significant contributions.

JB won the Attitude Awards' highest honour in December 2014, being inducted into its Hall of Fame for lifelong service to the disability community.

IHC Chief Executive Ralph Jones paid tribute to JB, who passed away

in Christchurch on 4 June 2018, saying he was one of its strongest and best-loved characters. "People have said that JB kept a register with every name on it, so that he could make sure everyone's life was being improved.

"There was so much that happened during JB's time. It was an extraordinary time that saw the end of institutionalisation for thousands of people, who were integrated into mainstream life – often for the first time. It was also a time of the rise of disability rights, which was challenging social stigma and expectations around disability," Ralph said.

JB himself said, "It was a very hard battle, but I wouldn't change it for anything... No-one should be institutionalised."

At the time of his death, JB and his wife Val were helping disability researcher Dr Hilary Stace put the finishing touches to his biography,

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COVER IMAGE:

JB Munro led IHC during a time that saw a focus on disability rights and an end to institutionalisation for people with intellectual disabilities.



As IHC Southland branch administrator, JB Munro accepts a cot from St John Ambulance cadets, in Invercargill in 1968.

... continued from page 3

which has been funded by the IHC Foundation and is likely to be published later this year. Hilary says while a lot of focus on JB has been on his IHC years, he was working for people from a young age until well into his retirement.

“He learned how to organise people from his years as a youth worker when he was only a teenager himself – church and Boys’ Brigade and later with the YMCA. But he was interested in people whether they were children or adults with disabilities,” Hilary says. “I heard from someone who was a child at one of his YMCA outreach programmes that he never talked down to kids, and they appreciated that.

“His retirement work with Abbeyfield used his networking and organisational skills to get affordable community housing for older people, and one of his last official roles was as head of the international Abbeyfield organisation,” Hilary says.

JB was born on 15 August, 1936, the son of a teenager from Gore.

He understood about disability and about being in care. He contracted polio as a baby and he became a ward of the State. He was fostered, at a few months old, by Invercargill farmers William and Lily Munro. They fought to finally adopt him despite being told they were too old. His adoptive brother was Burt Munro, the motorcycle racer of *The World’s Fastest Indian* fame.

JB went on to be an Invercargill City Councillor and later, as Labour MP for Invercargill and Chair of the Social Service Select Committee, he helped bring in the Disabled Persons Community Welfare Act in 1975, which was a milestone in improving accessibility for disabled people. “I was so frustrated at the lack of action in getting people with disabilities recognised in the system,” JB said.

For seven years, JB was President of the New Zealand Federation of Voluntary Welfare Organisations. He was a supreme fundraiser for IHC and the sector. He was Vice-Chairman of the 1981 Telethon fundraiser for the International Year of Disabled Persons, which raised more than \$6 million. New Zealand’s Total Mobility scheme

(providing taxi discounts) and Teletext were both started with Telethon funding.

Hilary says JB was always interested in the potential of things like technology, including TV. “He first visited a TV station in Australia in the early 1960s and later used that knowledge to organise the 1981 Telethon and the broadcasts he made.” Long before *Attitude TV*, JB fronted for the camera at the Avalon Television Studios in Lower Hutt with a show focused on IHC news. The Sunday morning shows – *Get Together* and *IHC Update* – started in the early 1990s.

JB was a force on the national stage, in the Pacific and wider including with Inclusion International – an organisation that also made him an honorary Life Member in 2006. But alongside that determination was JB’s heart for individuals.

Hilary says almost everyone who interacted with him has a story – “whether he inspired or infuriated them or just kept them on their toes. He gave practical help and support to lots of people who have contacted me to tell me. So he made a big impact.”

Rural community comes out in support



Femi, a young Australian terrier, with a bull calf on a new Wendonside dairy farm near Gore. – Photo Michelle van Zyl, winner of the Calf Scheme Photo Competition last year.

As New Zealand grapples with mycoplasma bovis disease, we have decided that for the first time in 33 years we can't pick up calves or hold IHC sale days this year.

Since we announced this in early July we have been inundated with messages of support from farmers and the rural community.

IHC National Fundraising Manager Greg Millar says many people have already taken part in our 'virtual' calf scheme, generously donating \$300 in lieu of a calf, or choosing to make a \$25 monthly pledge. DairyNZ has proposed an alternative initiative and will help us to promote it; Jamie MacKay from The Country radio show has challenged his listeners in the rural community to get in behind a virtual pledge, and Twitter users immediately pooled their money to donate six virtual calves.

"We are still a long way from the \$1 million-plus shortfall this year, but it has been incredible to see the rural community come out in support of people with intellectual disabilities at this crucial time," Greg says.

"IHC has had a long and important partnership with farmers, which means, together, we have been able to make a real difference to the lives of people with intellectual disabilities – particularly those people living in rural communities.

"The Calf and Rural Scheme raises upwards of \$1.4 million each year. But, simply put, we couldn't be part of something that puts dairy farmers' livelihoods at risk. We have a real obligation to do what is right for New Zealand farmers and their long-term sustainability."

He says the decision to suspend IHC calf pick-ups and sales was a difficult one.

"Over many years, IHC has tightened its practices – only picking up animals with National Animal Identification and Tracing ear tags and Animal Status Declaration forms. Despite significant improvements in these systems, the risk remains too high.

"The scheme may look different as we move forward this year, and perhaps even for some years to come. We are keeping up to date with the latest findings on m. bovis, and are working to gather the best data possible, to determine how this will operate in the future."

Greg says the scheme is very much a legacy of former All Black Colin Meads, who supported it from the start.

"We think it is important to continue Colin's legacy for many years to come."

New approach to gene testing

A new approach to genetic testing funded by the IHC Foundation has provided diagnoses of rare genetic conditions for 11 New Zealand families so far, with more positive results expected from a pilot programme.

A research team, led by Professor Russell Snell, Dr Jessie Jacobsen and Associate Professor Klaus Lehnert at the University of Auckland, used the latest genome sequencing technology to look for genetic diagnoses for children with undiagnosed, rare neurodevelopmental disorders.

Twenty families from throughout New Zealand participated in a two-year pilot study to discover the genes responsible for disorders that couldn't be explained through standard tests. The team hoped to provide answers for at least 10 of the 20 families but the results are even more encouraging.

Of the 20 families, researchers discovered the gene or mutation responsible for the condition in 11 individuals. These results will now be confirmed by a diagnostic laboratory and clinicians will discuss treatment options and other implications with the families.

The results for a further seven families are still being analysed but Russell says he is optimistic that they will be able to provide diagnoses for at least half of these families.

Researchers were not able to provide diagnoses for two families, but Jessie says the team has no plans to give up and will now look for more



The University of Auckland research team (from left), Associate Professor Klaus Lehnert, Dr Jessie Jacobsen and Associate Professor Russell Snell, used the latest genome sequencing technology to look for genetic diagnoses for children with undiagnosed, rare neurodevelopmental disorders.

complex causes. She says they will look for things like deletions or duplications or more complex breaks in the chromosomal material.

"Sometimes I underestimate how brilliant it is to be able to provide a family with a diagnosis. Having an answer can be a real relief for the family," she says. For families dealing with very rare conditions, it means they can connect with others elsewhere in the world for support and to share information. For others it means the end of a

long 'diagnostic odyssey' to get an answer, or to know whether or the condition is inherited.

Russell says the team is achieving results with their streamlined sequencing process as good, if not better, than anywhere else in the world. "We are quite good at this. Most people use a simplified process that struggles to discover the very rare disorders."

He says their process is more cost-effective than standard tests that screen gene by gene. The team sequences the whole

provides answers for families



sen and Professor Russell Snell look for a genetic diagnosis for children with undiagnosed,

genome of the affected individual but only 1 percent of the DNA (the exome) of the parents. Sequencing the exome – the protein-coding regions – is about half the cost of sequencing the genome. The exome is thought to harbour about 85 percent of DNA variations that cause disease. Their aim is to provide evidence to the Ministry of Health that this is the best clinical approach to genetic testing.

“It will simplify clinical genetics in the broader sense. If you do what we are doing you can replace all

the clinical genetic tests with this single test – that is, sequence the genome and evaluate that. Because it’s simpler it will be more efficient and it will be cheaper in the long run. “It is of course hugely dependent on having biology experts with computer skills who can relate findings to the biology and we are very fortunate in having Klaus in our team.”

Former IHC Foundation Chair Sir Roderick Deane says the result of the research is great news.

“I cannot tell you how pleased I am with the quality of this work and its outcomes. For parents to know what the problem is becomes hugely important to the families. In the case of my wife Gillian and me, very many years ago, we did not know about our daughter Kristen having Rett syndrome until she was well into her teens. It was an agony not understanding.

“Some so-called specialists had the gall to tell us it was our ‘fault’ and others totally misled us with wrong diagnoses. In contrast, other medical people were marvellously supportive but did not know what the problem was. Then the specialist in the United States whom we saw wrote to us after we had returned to New Zealand and said she had just heard Andreas Rett talk at a conference and she immediately knew she had a patient with the syndrome. Even today, it moves me to think about it and what that information meant to us.”

Dr Juliet Taylor, Clinical Geneticist at Genetic Health Service New Zealand, says without this research many of the families would not have had access to the type of genetic testing that had the greatest chance of making a diagnosis. “The benefits of getting a diagnosis for these families are immense and include changes in medical management and/or reproductive options becoming available. Just as important, these families find out the reason why, and the benefit of this, for parents in particular, can never be discounted even many years after the birth of a child.”

The IHC Foundation funded the \$147,000 cost of collecting and reading the DNA.

Forum brings managers and families

More than 200 managers from IDEA Services came together in Auckland in June to share best practice and improve the quality of the services we provide.

There was also an awards dinner recognising Service Manager Excellence, acknowledging some outstanding efforts for the people we support.

It was a chance to consider our strengths and the areas where we can do more and talk about the changes in funding for services.

There have been a number of changes in services over the past year to make sure our Service Managers can spend more time with individuals, staff and families and less time in offices doing paperwork.

The forum focused on our efforts to continue to face the people. A key part of that is our relationships with family members. We know that the pressures on families are always changing. For this reason the forum included panel discussions and individual presentations from family members and people with intellectual disabilities.

“You need to communicate... honesty and genuineness come through. It’s better to be honest, don’t fudge it – people will know,” said Maureen Wood, parent and IHC New Zealand Life Member.

Tauranga-based parent Sharon Overington agreed: “I have to have trust – a whole lot of trust.”

Just as importantly the families reminded everyone that the support role of staff doesn’t finish with the person with a disability: “As a parent I think I need as much support as [he] does... I do seek a



A panel of parents share their experiences with IDEA Services staff (from left) Sharon Overington, Christine Member, and Jane Smith.

lot of support from [his] staff,” said Pukekohe-based parent, Jane Smith.

Self-Advocate Vince Tata told managers to focus on encouraging the people they support: “Give them independence and to learn to stand on [their] own two feet – like going on buses, visiting friends and catching up with your friends, or going shopping,” he said.

Self-Advocate David Corner challenged managers to think about how they choose to interact

with people with intellectual disabilities: “Knowing me involves a relationship between you and I. Can it be made more equal?” asked David.

“We’ve all got to learn to do scary things... I remember having a motorbike many years ago, probably gave my mother a lot of grey hairs.”

Dunedin-based Service Manager Adam Falconer said the move towards a more hands-on Service Manager role was positive:

es together



Maureen Wood, IHC New Zealand Life

“Talking to families in person is huge,” says Adam. “You’re more than just a name – you can be there to reassure them that their loved one is being looked after,” he said.

IDEA Services Chief Operating Officer Joan Cowan said the organisation never got tired of hearing from families. “We may have heard similar messages from people and their families a thousand times, but hearing people speak about what they need from us always resonates.”

Service Managers have key role in service changes



The winner of the IDEA Services Supreme Award Odhran Devlin, Waikato Service Manager, with MC Denise L'Estrange-Corbet and IHC Chief Executive Ralph Jones.

IDEA Services has focused on the key role of Service Managers as it works to improve the way we support people.

“Whether people choose us as a provider will be based on our relationships with the people we support and their families,” says Joan Cowan, IDEA Services Chief Operating Officer.

“Our ability to understand people’s needs and tailor our services with that understanding in mind is crucial to our future success. That’s why our Service Managers are having more presence in the services they lead and manage,” she says.

We’re making sure we now have Service Managers on hand 24/7 reflecting that ours is not a Monday to Friday 9-5 business.

“Our Service Managers are responsible for building those relationships with the people we support and their families, and making sure the decisions made in services are based on improving the experience of the person receiving our services,” says Joan.

“IHC and IDEA Services’ strength has always been in predicting and responding to changing environments,” says Donna Mitchell, IHC General Manager Service Development and Strategy.

“What we are seeing in the disability support sector with the system transformation initiative

The winner of the 2018 Service Manager Excellence Supreme Award was Hamilton’s Odhran Devlin. Odhran was awarded the IDEA Services Supreme Award for demonstrating outstanding leadership to his staff and the people we support.

The Supreme Award is given to the person who exemplifies IDEA Services’ values to the highest level within their leadership, and was selected from the winners of the eight Excellence Award categories.

is a shift towards people having far greater control and choice in how their services are delivered – meaning as an organisation we need to be more flexible in what we are offering.

“More than ever we will need to sit with people and ask: What is it that you want? And then we’ll have to work out how we can respond and give them the service they desire and demonstrate outcomes,” Donna says.

“We will continue to deliver the services we currently do to the same high standard. But we will be looking to build solutions within services to meet the challenges we face – just as we have always done.

“I am absolutely confident we will continue to provide an environment where the people we support and staff alike can thrive and prosper.”

There's more than money on offer for these artists

Every week, in studios around New Zealand, hundreds of artists with disabilities are making art. The annual IHC Art Awards is a powerful motivator, with prize money of \$5000 for the winner. But it's also a chance for artists to be recognised in the artist community, and to exhibit and sell work. Art educator Holly Aitchison and arts and culture consultant Tim Walker say the awards are not the only way these artists can find their community.

Holly Aitchison – artist and educator

Art Space artists don't spend the entire year thinking about entering the IHC Art Awards – just most of it.

“It's definitely the main event,” says Holly Aitchison, artist and educator at Dunedin's Art Space studio. “We are almost always thinking about it, except for a couple of months after the awards.”

Art Space is a Dunedin art studio in the centre of town run by IHC's services company IDEA Services. It hosts between 30 and 35 artists with intellectual disabilities.

Over recent years, a number of Art Space artists have been successful in the national IHC Art Awards – reaching the finals and winning top prizes. In 2016 a drawing, *Fashion Models*, by Rebecca Donovan won second prize. And it was a big year in 2013 when Melania Smith won third prize with her *Civet Box* sculpture, Eion Ireland was highly commended and Robert Jones reached the finals. Robert was also a finalist in 2011 with Darryl



Back row (from left) Eion Ireland and Art Space tutor Holly Aitchison (on the couch) Darryl Breen and Heather Jarvis and (foreground) Rebecca Donovan.

Breen, as was Mark Palenski in 2012, Karen Sutherland and Duane Harrington in 2015, and Eion Ireland again in 2017. This year 14 Art Space artists entered the IHC Art Awards and Rebecca Donovan claimed the top prize. (See the story on the next page.)

Art Space has been operating for 10 years and Holly has been working there from the start. She and colleague Wendy Baxter take turn about each month as activity leader to develop themes and ideas for different arts activities. Holly says this keeps the ideas fresh and prevents burn-out.

They take the IHC Art Awards very seriously and only an artist's best work is put forward – in Holly's words 'working-artist practice'. “I like people to have a body of work that we can pick the pieces from. I am very much an advocate for quality. I like the guys to show their best.”

Her goal is for the artists to be on an equal footing with other artists in the community. In early 2016 she invited six local artists to embark on a unique collaboration, which led to an exhibition at Blue Oyster Art Project Space in Dunedin.

The collaboration paired Saskia Leek with painter and drawer Darryl Breen; emerging artist Ed Ritchie with poet and zine maker Heather Jarvis; and local textile artist Desi Liversage with Kellie Shaw. This was an opportunity for practising artists to experience an alternative method of art making, and for Art Space artists to experience collaborative practices that are common among the local Dunedin artist community.

Tim Walker – arts consultant and judge

Tim Walker knows when he is on to a winner – it's when he feels invited into a private conversation between the artist and the artwork.

Tim says studios and art classes can sometimes produce work that is clearly the result of a group exercise and it feels dead. But the best art opens a connection with the viewer.

“What it does to me is to turn on pathways into your visual, psychological consciousness,” he says.

“If you are open to seeing them, it opens up your shared consciousness in terms of what it is to be human,” he says.

Tim, who also judged the 2016 and 2017 IHC Art Awards, says he believes that in last year's winning work, *Emma Lou* by Wellington artist Emma Lou, the viewer was sharing in a private dialogue that he likens to a kind of “visual murmuring”. The large work, completed over many months, was a finely detailed pastel drawing and painting composed of figures and characters in Cantonese and English. It featured tiny pictures of animals and fish and human faces, mysteriously submerged among floral symbols and very small lettering.

“That work was an unending conversation between the artist



Dunedin artist Rebecca Donovan's winning work *Cat, after Barry Cleavin*, was chosen by judges Sarah Wilkins, Tim Walker and Jae Kang.

Winner finds inspiration in uncomfortable images

Dunedin artist Rebecca Donovan won the 2018 IHC Art Awards with a drawing paying tribute to the style of Christchurch-based printmaker Barry Cleavin.

Becky's work *Cat, after Barry Cleavin*, won first prize and \$5000 at this year's awards, which were announced on 26 July in Wellington. Becky who came second in 2016 with her drawing, *Fashion Models*, works at the IDEA Services Art Space studio in Dunedin.

She used graphite to copy a

Barry Cleavin image, and then experimented with erasing what she'd done. Her intricately detailed stalking cat has its skeleton visible in places. Cleavin, who is fascinated by skulls and skeletons, has been making art since 1966. His work has been described as uncomfortable.

Becky's work was one of 428 entries in this year's Art Awards. The second prize of \$2000 went to Amanda Brennan and third prize of \$1000 to Colleen Bear, both from the Two4nine gallery in Te Atatu, Auckland, run by A Supported Life.

and the process,” Tim says. “It's an ongoing, gentle, iterative process – a dialogue with oneself. That is why I say murmuring, rather than talking. There is maybe never an intention for the painting to be ‘finished’.”

Tim says he has always been interested in what's often called ‘outsider art’. “It has a richness of visual information and visual expression that is so often so refreshingly unmediated by teaching.”

But he wonders why more artists with disabilities don't enter mainstream art awards and believes many have the potential

to succeed. “There are regional art reviews all around the country. I think that is a great space to submit works. And there are mainstream artists who would collaborate beautifully with someone from the sector.”

Tim is an Auckland-based arts and culture consultant. Over the past 30 years his roles have included Fine Arts Curator at Waikato Museum, Senior Art Curator at Te Papa Tongarewa in Wellington and Director at The Dowse/NewDowse in Lower Hutt. He now works with arts organisations, government departments, local government, iwi and tourism operators throughout New Zealand.

I get by with a little help from my friends

Lending a hand and paying it forward – that’s the concept behind the Good Neighbour initiative that Accessible Properties has adopted to make a difference in the Tauranga community.

Since last year, the partnership with the Good Neighbour Trust has blossomed, providing many tenants with help around the home – from mowing lawns and accessing firewood, to picking fruit and removing rubbish.

Accessible Properties Tenancy Operations Manager Suzanne Tana says it’s all about giving people a boost, whether it is a one-off job or regular assistance. “A lot of the time it is about money and this is a way to remove that barrier.”

Campbell Hill, a carpenter, co-founded the Good Neighbour Trust in 2013 and he is now the community coordinator. He says it’s a way to help Tauranga families get the support they need before they hit crisis point. “There’s a massive need out there and a lot of people are just getting by.”

At least 200 volunteers are on the books to provide various services, doing two-to-three-hour jobs twice a week. But it’s often more than just the service, with many volunteers connecting with tenants over kai and a cuppa before getting stuck in.



Good Neighbour volunteer Jade Leckner makes short work of the long grass.

Campbell says by building a network of people who love serving and helping others, the dream is to create neighbours building neighbourhoods – places where people have a sense of belonging. “Our neighbourhoods can be a better place with a ‘friend just over the fence,’” he says.

Suzanne agrees, and says there’s a lot more potential to build on the hard work put in so far. “As a community housing provider we can see the benefits of this business and the need for this organisation growing. This isn’t

just a service, but it connects people from all walks of life,” she says. “It’s a small outfit but the amount of help they provide is enormous.”

Looking forward, Campbell says they’re hoping to keep people in their homes by working towards sustainability. “Just getting the house isn’t the answer because not everyone is equipped to be a good tenant.

“We hope that by doing our part we can put a little support their way and help them to connect the dots.”

Māori mentors talk strategy at indigenous conference

Two IHC Māori mentors have been invited to speak to delegates at an indigenous conference in Australia later this year about how we are meeting the needs of Māori with intellectual disabilities in our services.

Denyse Wilcox, General Manager of Specialist Services, and Taki Peeke, Kaitakawaenga (Māori advisor), will travel to Brisbane in December for the First Nations National Disability Insurance Scheme (NDIS) conference 'Doing It Our Way'.

Denyse and Taki will discuss the steps taken by IHC over a number of years to achieve a consistent and appropriate response to Māori and their whānau. "We will describe the challenges and barriers throughout the journey and the significant achievement in developing and implementing an organisational Māori responsiveness strategy – Te Rautaki-Urupare Māori O IDEA Services."

Of a total of 4400 service users being supported by IDEA Services, around 17 percent identify as Māori (43 percent female and 57 percent male). Of these, 13 percent are aged under 25 and 7 percent over 65. The majority of Māori reside in the IDEA Services central and northern regions. The strategy is guided by Te Anga Pāua O Aotearoa – IDEA Services' National Māori Advisory Group – and supported by two Kaitakawaenga, Te Atakura Ryan and Taki. Taki has recently been appointed to Te Ao Mārama, the Māori Disability Advisory Group within the Ministry of Health.

The IHC Māori responsiveness strategy sets four priorities:



Taki Peeke and Denyse Wilcox will share our Māori responsiveness strategy at a First Nations conference in Brisbane.

improved outcomes for Māori disabled; good partnerships with Māori; responsive disability services for Māori; and better support for whānau.

Denyse and Vonny Davis, Northern Region General Manager, talk about the excitement that was generated with the launch of the strategy in 2014 and its update last year to keep pace with the Government's Māori Disability Action Plan – Whāia Te Ao Mārama. "We have actually been able to create a groundswell for change. Māori service users, their families and staff know we are serious," Denyse says. "It has seen more Māori service users and staff learning Te Reo, visiting marae, performing in kapa haka and connecting with their tikanga – customs and traditional values."

"I think there is definitely a real excitement for these people and their excitement is energising

other people," Vonny says. "It has set a standard for the organisation."

Denyse says implementing the strategy has led to increased cultural and leadership opportunities for Māori we support as well as increased recognition of the cultural values and skills that Māori staff bring to the organisation.

The Brisbane conference gives disability sector organisations, Service Managers and front-line workers the opportunity to share information about the successes and challenges they have experienced in the roll-out of one of Australia's largest social policy reforms, the NDIS. Introduced progressively across Australia since July 2016, it is aimed at providing people with disabilities with better choice and control over their own lives and their own care, and empowering them to make decisions.

May Day is extra special for Tessa

May Day – the international day honouring workers – was a very special day for young Wellington woman Tessa Haanen. Tessa started work at the Powder Room hair salon in Cuba Street, Wellington, on 1 May.

This followed years of trying to get work, doing interview-skills workshops and putting in many hours of unpaid work experience. Now when people say to Tessa, "What do you do?", she is proud to answer that she has a paid job as a salon assistant.

Tessa works for six hours a week on Tuesdays and Saturdays at the cool end of town. She washes, dries and rolls all the towels and keeps on top of the dishes. She has one checklist of jobs for Tuesday and another for Saturday – the salon's busiest day. She loves it.

Her boss is salon owner Lisa Ussher, who is keen for her business to be community-minded. The Powder Room was named Sustainable Salon of the Year in the 2017 Industry Awards. The award is for a business with an innovative approach to minimising its impact on the environment. Lisa has been in business for 14 years and employs eight staff.

Lisa has been a member of the IHC Smile Club, our regular giving programme, since 2016. But after a visit from Supported Employment Coordinator Krissy Gain, Lisa decided to get more directly involved by employing Tessa. Lisa's son Charlie, 10, has autism and the family already had a connection with IHC. "We have had all these people supporting



Tessa Haanen keeps on top of the towels at Wellington's Powder Room hair salon.

Charlie and watching him grow. I hope that one day someone might give him an opportunity like we are giving Tessa."

Tessa's mother, Heather Sinclair, says the job has been a huge boost to Tessa's confidence, which was being dented by not

being able to find work. "She has had to do a lot of interview-skills workshops, to the extent that we say, no, she doesn't need any more interview-skills workshops, she needs a job," Heather says. "It's been so encouraging and groundbreaking for the whole family for Tessa to have a job."



Powder Room client Jane with salon owner Lisa Ussher and Tessa.

Donors fund award-winning volunteers

IHC's Volunteer Programme, which encourages people to spend quality time with someone who has an intellectual disability, has won an 'Outstanding Achievement' award in this year's Minister of Health Volunteer Awards.

The programme was chosen as the joint winner of the award for Outstanding Achievement as a Community or NGO Health Service Volunteer Team.

IHC National Manager of Volunteering Sue Kobar says: "This award is a testament to all volunteers who support someone with an intellectual disability to participate in their community, to try something new and to enjoy life. The award



Pictured are volunteers (from left) Jade Joseph, Sophia Kennedy and Tim Bright, IHC National Manager Volunteering Sue Kobar and Director-General of Health Ashley Bloomfield.

also acknowledges the efforts of our Volunteer Coordinators who manage the programme within their communities."

Sue also says a big thank you to IHC's supporters. "The programme is completely funded by charitable donations. Without IHC's many donors, this programme would not be funded."

Notice of the 2018 IHC Annual General Meeting

5pm, Friday 7 September 2018, The Rydges Wellington, 75 Featherston Street, Wellington

Agenda

1. Calling of Meeting
2. Obituaries
3. Welcome
4. Apologies
5. Meeting Procedures
6. Minutes of the 2017 Annual General Meeting
7. Confirmation of 2017 AGM Minutes
8. Matters Arising from the Minutes
9. Presentation of Annual Report, including reports from Board Chair, Chief Executive and Board Committees
10. Board Appointments Committee - Appointment of Board Members
11. Election of Patrons
12. Appointment of the Auditor
13. Annual Membership Subscription
14. General Business
15. Next Meeting
16. Thanks and Closing

2018 Annual Report

The 2018 Annual Report and financial statements will be available at the Annual General Meeting. They will also be available at ihc.org.nz before the AGM.

Ralph Jones

Chief Executive

IHC BOARD

Neil Taylor, Chair
Anne Gilbert
Jason Hollingworth
Ralph Jones, Chief Executive
Shelley Payne
Michael Quigg
Barbara Rocco ONZM
Rob Steele

IHC MEMBER COUNCIL

Barbara Rocco, ONZM, Chair
Janet Derbyshire
David Howorth
Dr Diane Mara MNZM
Pip O'Connell
Kay Pearce
Robyn Stark
Danny Tauroa

PATRONS

Sir Roderick & Gillian, Lady Deane

NZ LIFE MEMBERS

Dr Terry Casey
Sir Roderick Deane KNZM
Jan Dowland
John Hanning
John Holdsworth ONZM
Lynne Renouf
Barbara Rocco ONZM
Tony Shaw
Neil Taylor
Donald Thompson
Charlie Waight
Maureen Wood

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