

Community MOVES

IHC ESTABLISHES NEW MEMBER COUNCIL

Page 4

SARAH'S CHRISTMAS STARTS IN SEPTEMBER

Page 5

**'LOVE LETTER TO NEW ZEALAND'
WINS HEARTS AND PRIZE**

Page 6



November 2015

Keitha Taylor IHC Art Awards 2015,
People's Choice winner

ihc
IN YOUR COMMUNITY

Personally speaking

I'm pleased to report that we had a very successful Annual General Meeting in September, with great attendance and valuable discussions. Members voted to change the constitution which resulted in three significant changes to IHC's governance. We are already making good progress on implementing these changes. Donald Thompson has been confirmed as Board Chair, and the Board has been reduced to eight members including the Chief Executive and Chair of the Member Council. The members of the Board are Donald Thompson, Anne Gilbert, Shelley Payne, Susan Peterson, Michael Quigg, Barbara Rocco, Neil Taylor and myself.



Barbara Rocco, NZ Life Member and former President, has been confirmed as the Chair of the Member Council. We are working on establishing a Board Appointments Committee responsible for recruitment, appointments and succession planning and will update you further in the months ahead.

At the meeting Donald spoke about the importance of IHC evolving, striving to do better and being brave about making challenging decisions. It was great to have his perspective as both a Board member and a parent – and listen to his insight that there will always be challenges at a governance level with the organisation required to make difficult decisions to ensure that the support and services we provide are seamless.

There are still plenty of challenges facing services. We are operating under the pressure of several years without increases in funding in real terms. The recent release of the Productivity Commission report, *More Effective Social Services*, clearly defines those with “high complex needs who are unable to navigate the system” as the most vulnerable. It calls for early intervention, individualised funding and greater support so that individuals and their families can make their own decisions. We have had considerable involvement up to this point and I am very encouraged by the final report. The key now is to continue to work with the Government and other providers to ensure we take this work and turn it into better services and outcomes for the people we support.

Ralph Jones
Chief Executive

Five ways to feel great

Forty people are looking forward to feeling a lot happier thanks to a series of workshops run by IHC, the “All Right?” campaign and the Christchurch City Council.

The idea was kicked off by the IHC Community Advocacy team to make sure that Christchurch people with intellectual disabilities were included in earthquake recovery initiatives.

IHC Community Advocate Trisha Ventom says the workshops are based on the ‘Five Ways to Wellbeing’ – principles recognised internationally as a means to improve mental health. The initiative has been partly funded by the Christchurch Earthquake Recovery Authority (CERA) and the workshops are delivered jointly by IHC, the Christchurch City Council and “All Right?” – a campaign led by the Canterbury District Health Board and the Mental Health Foundation.

“The content has been put together by us, but with significant input from the other partners as well,” she says. Co-presenters include people with disabilities – members of integrated dance company Jolt will show the value of being active, and young people from SPACE, an IDEA Services programme, will talk about how they apply the five wellbeing principles in their lives. “The workshops will have quite a practical focus,” Trisha says.

The project follows on from other work IHC has done towards recovery in Christchurch, including its ‘Shaken not Stirred’ workshops and videos.



Members of SPACE, an IDEA Services programme for young people photographed on an SPCA visit, will talk to workshop participants about how they stay active and connected with their community

Trisha says members of the IHC Christchurch Reflection Group had given her feedback about wanting to feel well and happy and IHC took the opportunity to talk to CERA.

Ten workshops were held over six weeks in October and November at the Pioneer Recreation and Sport Centre in Cashmere. “All Right?” was delivered by Trisha, “All Right?” Health Promoter Emily Arps, and Christchurch City Council Inclusive Communities Coordinator Rachel Mullins. The workshops focused on the five principles of wellbeing: Connect, Be Active, Take Notice, Keep Learning and Give. Participants included 20 disabled people supported by a range of disability service providers and 20 support staff. The workshop content was tailored to both groups.

The workshops are evidence of a new approach to community advocacy by IHC. The idea is to raise community awareness about the human rights of people with disabilities by having greater engagement with other groups already working in this area. Programmes and resources are delivered free of charge to a range of audiences, and the Community Advocacy team will collaborate and co-design learning modules and events with community organisations.

CONTENTS

- 2 Personally speaking
- 3 Five ways to feel great
- 4 IHC establishes new Member Council
- 5 Member Council will tap into community support
- 6 ‘Love letter to New Zealand’ wins hearts and prize
- 8 A match made in pet heaven
- 9 Chef keen to make room for hard workers
- 10 Sarah’s Christmas starts in September
- 11 Tune in for a Saturday radio treat

**CHECK US
OUT ON
FACEBOOK**



KEEP UP WITH WHAT IHC IS DOING - FOLLOW OUR CAMPAIGNS AND BE THE FIRST TO READ OUR STORIES AND SEE OUR VIDEOS.

WE’LL KEEP YOU POSTED WITH NEWS, VIEWS AND BOOK REVIEWS FROM THE IHC LIBRARY.

WE’D LOVE TO HEAR FROM YOU.

SO JOIN THE CONVERSATION.

FACEBOOK.COM/IHCNEWZEALAND

COVER IMAGE:

Keitha Taylor IHC Art Awards 2015, People’s Choice winner



IHC Vice Presidents (from left) Michael Quigg and Shelley Payne, New Zealand President Donald Thompson, and Chief Executive Ralph Jones at the 2015 Annual General Meeting in Wellington

IHC establishes new Member Council

IHC has established a Member Council – to be led by former IHC President Barbara Rocco – to connect members more closely with the organisation.

Barbara, of Picton, current IHC Board member and parent of Stefano, a man with an intellectual disability, will be the ‘member face’ of IHC. Her role as Chair of the Member Council will be to represent the views of families and self-advocates to the IHC Board. The Member Council will have between eight and 12 members.

The Member Council was one of three important changes made to the structure of the IHC Group at its AGM in September. IHC New Zealand President Donald Thompson said the changes were necessary for two reasons. “We did not have the most effective arrangements in place to ensure robust governance. We needed to connect better with members, Associations and families.” Donald said he wanted to recreate a strong sense of ‘our organisation’.

The roles of New Zealand President and Vice President are disappearing, with Donald remaining as Board Chair. In two further changes, the IHC Board is being reduced from 11 members to eight and an Appointments Committee will recruit and appoint Board members in future, replacing the current election process. The Chief Executive will be a

voting member of the Board if also appointed a director of one of IHC’s companies.

Donald told AGM participants that it was incredibly difficult trying to reconcile the requirements of a member organisation with the management of a complex business. “IHC has managed that better than most,” he said. “The ultimate test of our success is reflected in how we support and care for people with intellectual disability – and that we survive.”

He said IHC’s history was one of adaptation. “Going back in time, one of the most significant changes – and the one that was probably the most painful – was removing the branches’ independent legal status and creating IHC as a single incorporated society.

“That change was strongly resisted by branches, which did not want to give up their autonomy and power to a national office. Many years on, we watch as so many other organisations are still struggling in a difficult environment as federations of separately incorporated branches.

“This change, I believe, is one of the reasons for IHC remaining strong today, and being able to navigate difficult times and take the hard decisions required in the face of some extraordinary pressures – the impact of the sleepover decision being the most recent.”

Donald outlined other key changes in IHC, including a change from a 52-member New Zealand Council to an 11-member IHC Board in 1998. Then, in 2008, after a drop in the number of branch committees and the difficulty in attracting new members, votes were assigned to individual members rather than branch delegates.

“I am the first to acknowledge that we have struggled with what the future of our membership organisation should look like. We have grappled with reconciling the demands of a membership organisation with

the expectations of good governance practice of a sophisticated and complex business.

“I believe it is absolutely what we need to do to meet current and future governance demands.”

Member Council will tap into community support

The Chair of the new Member Council, Barbara Rocco, says there is a lot of community support for IHC and she is determined to find ways of getting new people involved.

Barbara was appointed as Chair of the new Member Council by the IHC Board in October and her first task is to find Council members who share her passion for bringing the issues affecting people with intellectual disabilities to the attention of the Board. “We are going to be asking people to suggest names,” she says.

“I won’t be deciding what the work plan is for the Council; there will be a lot of getting out and finding what the burning issues are for our members. It’s really important that at the next AGM this Council has something concrete to report.”

Barbara wants to give a voice to IHC members who feel disconnected from the organisation. She said the old 52-member New Zealand Council made people feel part of the organisation. “They could speak up and were listened to. It was also a way of spotting future leaders. When we did away with the New Zealand Council we lost some of that,” she says.

“The Member Council is not going to be a miracle cure, but I hope it can help our members feel that they have a voice.”

She says IHC members have traditionally been the families of people using our services. Barbara’s son, Stefano, 40, has high needs and is supported by IDEA Services in Blenheim. “It gives you credibility and understanding because you are walking the same walk as other people.”



Barbara Rocco (right) with IHC member Jan Dowland at the 2015 AGM

Barbara also wants to connect with other people who share our values, but may not want to get involved in a local committee. She says IHC has a large number of volunteers and donors who are committed to ensuring meaningful lives for people with disabilities. “There are people who believe in IHC and what we are doing who would join us to support a cause, but do not necessarily want to be part of what goes on in their area.”

She says the families who founded IHC had to fight because their children’s rights were being ignored. They lobbied for better access to health and education services; they built schools and other facilities; they raised funds; and they campaigned to close institutions. “They did it all on the smell of an oily rag and it’s up to us to carry this on.”

While the issues are different now with services provided by paid staff not volunteers, she says there is still a lot of work to be done before people with intellectual disabilities are fully included in our communities.

Barbara says she often thinks of Margaret Anyon watching her efforts. Margaret founded IHC with her husband Harold in 1949. “She is there peering over my shoulder saying, ‘Don’t mess this up my girl’. We have been entrusted with looking after this organisation and trying to improve things as we go along.”

‘Love letter to New Zealand’ wins hearts and prize

Bidders who fell in love with a beautiful map of New Zealand embroidered on linen by Auckland artist Chris Wills pushed the price to \$3350, one of the top prices achieved for an artwork at the IHC Art Awards.

Chris, 42, who lives in Waiuku, used counted cross-stitch to illustrate his work titled *New Zealand*. He won this year’s IHC Art Awards and the \$5000 prize. Chris’s intricate map, complete with the New Zealand Coat of Arms and special names of places he knows, includes tiny yachts and fishing boats, lighthouses,



Chris Wills at work on a replacement map for the family’s lounge wall



Chris Wills is presented with his certificate for first prize from judges Boh Runga and Dylan Horrocks

off-shore islands and snow-capped mountains. Even ChristChurch Cathedral is there – still intact.

Auckland cartoonist and illustrator Dylan Horrocks, one of three judges of this year’s Art Awards, says Chris’s work is painstaking and thorough. “It’s kind of like a little love letter to New Zealand. It’s got simplicity, combined with this obsessive detail.”

Fellow judge Denise L’Estrange-Corbet, co-founder of WORLD fashion, calls the work “exceptional”. Judge Boh Runga says the piece is something she would love to own. “It’s just beautifully done and very detailed.”

When the bidding started and the price kept climbing, Chris’s step-Mum Gaylyn and Dad Don Wills looked on in pride and disbelief.

Gaylyn says Chris’s work is amazing because he is able to transfer a picture from a graph to fabric without appearing to count the threads, which is the usual way of working with counted cross-stitch. Gaylyn believes he sees the picture in pixels or tiny squares that he then transfers to the threads of the linen or canvas on which he is working. “He is absolutely amazing. He seems to see the picture in the graph far more than you and I can see it.”

Chris has autism and has difficulty communicating, although he is able to say names. “His life revolves around people’s names and place names,” she says.

“He was 21 when I met his father. When I came on the scene, he used to watch me doing the counted cross-stitch.” Gaylyn says he became fascinated by the patterns and symbols on the graphs and he learned simply by watching. “I haven’t really showed him how to do it because you can’t really talk to him and tell him how.”

Chris originally embroidered New Zealand for the family's lounge wall when they shifted house a year ago. But they agreed it should be entered in the Art Awards. Chris is now at work on a replacement for the lounge.

“He loves maps. He has put Waiuku in there – and Waiuku is not normally on a map,” Gaylyn says. “Islands are very important. He has added in other places that he knows.”

Dharmesh Chand, 20, from Otahuhu, won second prize of \$2000 with an acrylic and pastel work inspired by Salvador Dali's clocks, titled *A Train Station for Me and My Friends*. Third place and \$1000 went to Sheryl Mclroy, 51, from Nelson for *Best Friends*, a humorous compilation of photographs of four friends in four different hats. The People's Choice Award and \$1000 was won by young Gisborne artist Keitha Taylor, 17, for *Baby and Mother Giraffe*.

There were 540 entries in this year's IHC Art Awards and for the second year the Awards were sponsored by the Holdsworth Charitable Trust. Merrill Holdsworth told the audience



The 2015 top three (from left): Chris Wills, Sheryl Mclroy and Dharmesh Chand

that it was important to foster organisations that motivated, recognised and rewarded the endeavours of people with intellectual disabilities.

“Let's lose the ‘dis’ and focus on the ability. Let's use better labels for this community – athlete, dancer, actor, musician and, of course, artist.

“The IHC Art Awards play their role as a powerful motivator. Hundreds of entries are submitted for the regional competitions; dozens of artists have the joy of seeing their art displayed in a gallery.

“The Art Awards are too important to lose. They give recognition and reward to the talents of this community. The Holdsworth Charitable Trust is delighted and honoured to be associated with them.”

The winners were announced at the Michael Fowler Centre in Wellington on 27 August. The work by 30 finalists was auctioned on the night, with 100 per cent of the proceeds going to the artists.



Winner of the People's Choice Award, Keitha Taylor from Gisborne



IHC Art Awards sponsors John Holdsworth and Merrill Holdsworth with NZ Life Member and former IHC Chief Executive JB Munro (centre)



Paulette Trow and Fido do their hill walk and then it's play time

A match made in pet heaven

Before the front door is even open Fido starts a chorus of yapping that identifies him as a tiny dog with a large personality.

Fido, a chihuahua, loves his twice-weekly walk with Paulette Trow as much as she does. "I would like a little dog like this one. I would like to take over Fido if he needed a place – if I had my own place," she says.

Paulette lives in an IHC residence and isn't able to have pets, so she does the next best thing and works as a

dog walker and cat minder for Able Pet Care in Wellington, a social enterprise that for the past three years has been employing people with intellectual disabilities.

The routine is the same each time. Fido gets to walk all the way down the hill – sometimes reluctantly – then home again to play with his toys. This is the bit that Fido and Paulette like best.

"If he is patient, he knows he will get a prize sometimes," Paulette says.

Support worker Kathy Kirk says Paulette is very generous with her gifts to Fido. "He is owned by two little boys and he gets a bit lonely when they are at school," Kathy says. So Paulette comes to walk him, rain or shine. "If it is raining, they provide a little raincoat for him."

Kathy says Paulette has been walking dogs and feeding pets for two years and she gets particularly busy around holiday time. Paulette, who has 24-hour support, is able to do the dog walking accompanied by one of the five staff working at her residence in Kilbirnie – in Wellington's southern suburbs. They all take turns in bringing Paulette to where Fido lives, across town in the hill suburb of Karori.

Able Pet Care operates in Wellington, Marlborough and Rotorua. The enterprise was launched by the Paladin Project Charitable Trust in 2012. Last year, the Paladin Project was granted \$10,000 by the IHC Foundation to expand Able Pet Care's services. It has around 20 regular employees and up to 30 on the payroll.

All Able Pet Care employees are employed according to New Zealand employment law. The average hourly rate is \$20, with most staff also contributing to their own KiwiSaver accounts. Employees are coached on safety before they start.

Brian Sullivan, who until recently chaired the Marlborough steering group for Able Pet Care, has recently moved to Wellington and is keen to see the enterprise grow nationally. "To find a job for a person who has never had one is a major step. It is a responsibility that they take very seriously."

Brian says Able Pet Care is keen to work with the organisations that support people with disabilities – "the walkers will come more readily with support staff" – but the idea is to build the relationships between the pet owners and the pet minders. To find out more, visit ablepetcare.org.nz



Chef Theresa Ipsilos shows food safety trainee Rene Bunker how to test that a chicken is properly cooked

Chef keen to make room for hard workers

Chef Theresa Ipsilos challenged young Wellington food safety trainees to keep up the hard work if they wanted jobs in kitchens.

Theresa, from Dunlop Caterers in Upper Hutt, was congratulating the group on achieving their Food Safety Certificate unit standard. “You don’t have a disability; you have a different way of learning. Whatever you want to do, you can do,” she told them.

The Food Safety Certificate training was conducted over two days in August with eight young people supported by IDEA Services and funded by the Ministry of Social Development (MSD) through its ‘assistance to transition into employment’ programme. The course was facilitated and assessed by Theresa and Ma-ria of Dunlop Catering. All eight trainees completed the course and received their unit standards.

Jane Siene, from IDEA Services’ employment team, says she is talking to Dunlop Caterers about placing two young people with them for work experience before the end of the year. “It will be unpaid, but it will be an extension of their training. It will give them the opportunity to improve on things – to get their

work readiness up to where it needs to be.”

She says the trainees can work on their dishwasher skills as dishwashing is often the entry-level job in a kitchen. They will also be able to focus on their knife skills and accompany the caterers on the ‘bun run’, when they deliver food to clients around the Wellington/Hutt area.

Given the success of the first programme, Jane is hoping that MSD will agree to fund further training to upskill some of this first group, while also providing initial training to another intake. “This is the start,” she says, but “sustainable paid employment was always the goal”.

Ben Kingi, Managing Director of Sapphire Consultants, which managed the training for MSD, says he hopes this will be a way into the hospitality industry for these young people. “These guys are all keen to go out and find some part-time work in hospitality. It’s not as easy as it used to be for younger people, even without disabilities. But these guys are really lucky because they have got some good support networks around them with IDEA Services and MSD.”

Ben says the training was adapted to maximise their chances of success. “We all got together before the training to assess what would be the best teaching style. We knew where the potential risks were but we had already managed them before we started. It was a bit of a pilot in a way, but I knew it was going to work.”

Sarah's Christmas starts in September

The trouble with producing delicious Christmas cakes, puddings and other goodies is that while everyone is out at Christmas parties, Sarah Lear is working long hours over a hot oven right up until Christmas Eve.

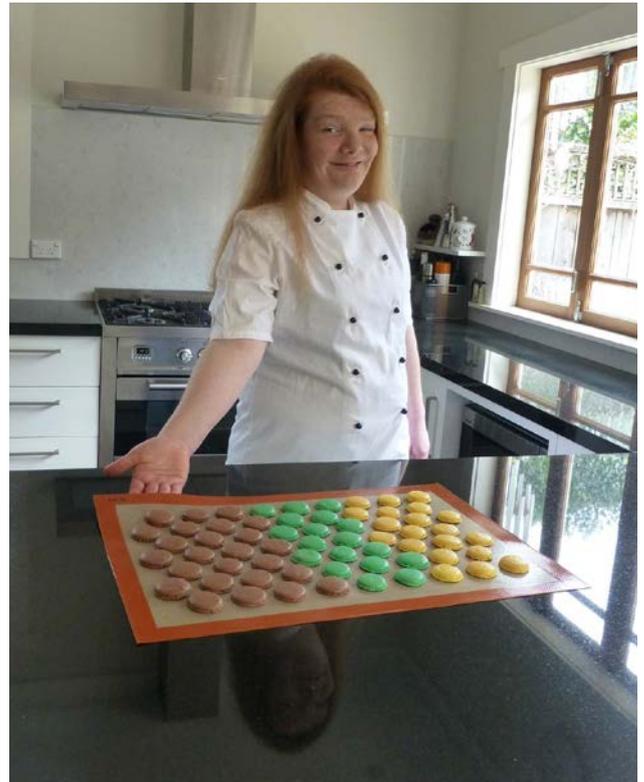
But for Sarah it's worth it. She has always loved baking – even at the age of five, she says, she baked cookies for Christmas presents. Since the age of 10 she has wanted to have her own café.

That determination took her to AUT University in Auckland, where she completed her Diploma in Pâtisserie at the end of 2011. A year later, and with vocational support funding from Ministry of Social Development, she launched her catering business, Sarah's Kitchen.

She specialises in finger-food catering and celebration cakes, and her Christmas range includes cakes, puddings, Christmas mince pies and shortbread. The biggest sellers are her small, 10-centimetre-round Christmas cakes, which are popular for corporate and family gifts.

Sarah's Christmas starts in September when she begins soaking the dried fruit in brandy. She makes her own fruit mix, with raisins, currants, sultanas, prunes, apple and peel that she candies herself, and decorates the cakes with glazed almonds and cherries. Suet is added to her traditional boiled puddings. She won't reveal her special ingredient for her Christmas pies – that's a secret.

She is resisting expanding her range of Christmas treats, because the increasing orders have her



Sarah and her sought after macarons.

run off her feet, although she is tempted to add macarons. Sarah says she can sometimes work 12-hour days in the lead-up to Christmas and still be racing around on Christmas Eve making deliveries. Last Christmas she made 60 cakes, 35 puddings, 25 packs of mince pies and 20 packs of shortbread.

Sarah's disability made it hard to keep up with her classmates at university during assessments. She says the stress of producing the goods on time made her feel as though she was on MasterChef. "I only had a short amount of time. I was slower and I took much longer but I was allowed extra time to get ready and this helped." Her website pays tribute to the great teachers, lecturers and support people who backed her.

Having her own business allows her to be in control of the pace. One of her strongest backers is her Mum, Heather. When she first set up her business, Sarah hired a commercial kitchen, but the cost and extra travel meant it wasn't sustainable. So Heather's kitchen had a makeover and Heather spent hours writing a food safety programme detailing how the food would be prepared, cooked and stored. This was approved by the Ministry for Primary Industries and an exemption given so that Sarah can use their new kitchen for her business. The food safety programme is audited once a year.

So at the end of all the hard work, can Sarah bear to look at a piece of Christmas cake on Christmas Day? She grins – "I like a Christmas mince pie".



Tune in for a Saturday radio treat

Tune the radio dial to 783AM Wellington Access Radio on Saturdays and you will hear voices you don't often hear on the radio.

Over the next year, a group of young Wellington broadcasters will be hosting their own radio show from 9am to 10am. It's all there – news and views, sport, quizzes and, of course, music. The programme is scripted, pre-recorded and fronted by Active Youth, a group of young people with intellectual disabilities supported by IHC.

The first of 52 programmes, jointly funded by the IHC Foundation and Wellington Access Radio – went to air in early September. Station manager Kristen Paterson says the plan is to make a year's worth of hour-long programmes. "They come up with the content themselves but liaise with us to a degree. The concept of Access Radio is by, for and about our community, so I don't editorialise. It's hearing their stories – that's what makes compelling radio," she says.

"They are intending to bring in some guests to talk about wider problems in the disability community." However, Kristen says the programme won't be focused on disability issues, but on getting young people to talk about their lives and experiences. "Some of them are very keen on sport and they actually get to talk about it instead of listening to professional commentary.

"It's very much them representing themselves – talking about positive things in their lives and talking about



Wellington Access Radio station manager Kristen Paterson and her team are supporting a group of young broadcasters to make a year's worth of programmes

the barriers that they face. It's them speaking in their own words; no one speaking for them. That is really what we specialise in here – letting people speak in their own voices."

Kristen says the group scripts the segments then records the show over two hours on a Thursday morning. "We have a run sheet that they fill out so they have an idea of the timing of the show and they pick music that they want to play between the segments.

"Tony Kemp, studio operator, takes them into the studio and pre-records the programme. He then cuts it together so it's a tightly produced piece."

Kristen says the young people were nervous to begin with – "now they love it; they are really confident".

If 9am is too early to tune in on a Saturday morning, you can catch the show later. It's repeated at 6pm on Saturday evening and available as a podcast on the Wellington Access Radio website accessradio.org.nz

IHC NEW ZEALAND INCORPORATED ihc.org.nz

IHC BOARD

Donald Thompson, Chair
Anne Gilbert
Ralph Jones, Chief Executive
Shelley Payne
Susan Peterson
Michael Quigg
Barbara Rocco
Neil Taylor

PATRONS

Sir Roderick & Lady Deane

LIFE MEMBERS

Dr Donald Beasley CBE
Dr Terry Caseley
Sir Roderick Deane KNZM
John Hanning
John Holdsworth ONZM
Sir Colin Meads KNZM MBE DCNZM
JB Munro QSO
Lynne Renouf
Barbara Rocco ONZM
Tony Shaw
Neil Taylor
Charlie Waigh
Maureen Wood

IHC NATIONAL OFFICE

Level 15, Willbank House, 57 Willis St,
Wellington 6011
PO Box 4155, Wellington 6140
Ph 04 472 2247, Fax 04 472 0429

EDITOR

Gina Rogers
Ph 04 495 2771
Email gina.rogers@ihc.org.nz

COPYRIGHT

Community Moves is published by IHC New Zealand Incorporated. The content of *Community Moves* is copyright. No part of this publication may be reproduced or transmitted in any form or by any means without the prior written permission of the publisher.

ISSN 1171-8587