

# StrongVoices

EMPOWERED LIVES

Summer 2022

IHC launches  
money game

Emily knows how  
Runaway coffee cart

**ihc**  
IN YOUR COMMUNITY



# Kōrero

We are heading rapidly towards the end of year – the weather is supposedly warming up (though I’m writing this in Wellington, where November is notoriously windy and disappointing) and many of us are dreaming about holidays ahead.

At IHC we often talk about the luxury of down time (weekends, time off, holidays and perhaps even retirement) as we know it’s an idea that really only makes sense for those of us who are fortunate enough to work.

In this edition of *Strong Voices* we have some great success stories, of people with intellectual disabilities who are enjoying their jobs and receiving the right support for success.

Gabe Beyrer found his job at a place he already loved, his local café, where he’s now part of the team. This is changing his life – he can save for the things he wants, is learning new skills and can even see more ways to contribute and learn. Having a job is providing him with independence and choice – all because he had the right support and was given a chance.

The right support is key, and our teams in IDEA Services and Choices NZ work hard to connect people with opportunities and the right support to make sure nothing gets in the way. So that when an employer and an individual are ready to take a chance, it’s all go.

IHC has been involved in setting up a great new app called Stand Tall, which helps people learn to manage their money and budgets in a game setting. A group of individuals were pulled together to test and provide feedback, and a number of them have secured work as paid testers, in animation and even as a voice-over artist.

We also have the story of a Dare to Dream winner who has set up a training café to show employers that young disabled people make great employees. You can also read that a coffee cart was just the beginning for entrepreneurs who have added a drive-through hāngī and a contract with the Ministry of Social Development to train 30 young people in horticulture, hospitality and social care in Northland.

New Zealand’s unemployment rate is at its lowest since Stats NZ started monitoring in 1986. So let’s be clear: it’s time to shout even louder about the abilities of people with intellectual disabilities for the good of the individuals, businesses and the economy. We must encourage employers to take a chance and support individuals in grabbing those chances with both hands.

Then perhaps we can all take it in turns for a well-deserved holiday.

From all the team here at *Strong Voices* and the wider IHC team I would like to wish you a happy and safe holiday season, and for those of you who celebrate Christmas, Meri Kirihimete.

**Gina Rogers**  
Editor

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**COVER IMAGE:**

Annie Cunningham was one of a team of young game testers who helped refine the new IHC money game. See the story on page 4.



# It's hard to be patient

## VOICES

**It's hard to be patient when there's a lot of talk about improving lives for people with intellectual disabilities, but the better times still feel out of reach.**

Chief Executive of Whaikaha Ministry of Disabled People Paula Tesoriero acknowledges the weight of expectation from people in the disability sector, but says that while she works to get the new ministry functioning at full speed there is plenty that can be done to realise the aspirations of disabled people.

She says the sector now has "a moment in time" when there is a focus on disability and a platform to start talking about delivering change.

This moment in time refers to the establishment of Whaikaha on 1 July, the Accessibility for New Zealanders Bill, the recent challenge from the United Nations to do better in meeting our obligations under the UN Convention on the Rights of Persons with Disabilities, and the shortcomings revealed by the Royal Commission of Inquiry into Abuse in Care hearings.

Paula, who was appointed inaugural CE in August, says Whaikaha is in an embryonic state. "We are taking the time to develop a strategic plan, in partnership with the disability community, and a full work plan to support that. This will position us to do the important work we have ahead.

"We have been given a very clear priority from the Government to ensure that supports are delivered in an 'enabling good lives' way." She says she recently met a young woman with Down syndrome who was managing a personal budget for services, and this led to positive change in her life. Choice in how to live is what is wanted for all disabled people.

"Enabling good lives is here now," Paula says. It is a set of principles that needs to be embedded in government agencies and disability service providers. These principles have existed for a very long time.

"I am hugely optimistic about what we can do in partnership with the community and in partnership with disabled people.

"We are building the plane as we are flying it," Paula says. "We want as many people building the plane and being part of it as possible."



She says that while Whaikaha is in temporary modified offices with other government agencies, within a couple of years it will have its own bespoke disability-friendly offices. "That will be a place where community can come together."

Paula says the role of Whaikaha is to influence change across government and to demonstrate leadership on disability issues. It did not want to, nor could it assume the responsibilities other agencies have to create better outcomes for disabled people, but it can provide guidance and support. Where there are sticking points, as in the long-running debate between IHC and the Ministry of Education, Whaikaha can help Ministers to have conversations.

In the case of policies, such as the Government's Digital First policy, it is making sure that disabled people and their families are involved upfront and early in the development, and communications are tailored appropriately to the audience. "I acknowledge that this is one of a number of important issues that need to be addressed for disabled people, and it will be important to work with the disability community to find solutions."

**Above: Paula Tesoriero, Chief Executive of Whaikaha Ministry of Disabled People.**

# Young testers put new IHC game through its paces

IHC

**Young game testers have put their stamps on a new simulation game designed to make it easier for young disabled people to manage money.**

‘Stand Tall’ will help them to dodge those tricky money situations – like getting to the end of the week and finding there’s no cash left for dinner.

The game, developed by IHC and online gaming company InGame, was launched in November. It has been in development for the past two years and workshops have been held with young testers with disabilities to try out various ideas and test early prototypes.

One thing has led to another – and resulted in some paid work for these young testers.

Annie Cunningham has worked on avatar design for Stand Tall, Louis Hall has provided the voiceover for one of the characters and Caleb Baxter and Harry Crawford have worked as paid testers for the level-two development in the third workshop, involving scenario feedback and testing.

Auckland-based InGame specialises in educational and serious gaming that provides a cycle of action and choice and instant feedback. In the Stand Tall context, the game challenges participants to think about the day-to-day spending choices they make, and the consequences of those choices. If they spend too much on entertainment, will they have enough to pay their bills?

It’s a character-based game, where a player starts by choosing their avatar, or character for the game. As players make choices and spend money, the background changes from their flat to the supermarket and the gym.

InGame app designer Melanie Langlotz says in addition to workshops there was online testing to understand some of the struggles faced by disabled young people and to get feedback on how well Stand Tall was meeting their needs. But more than that, InGame wanted to involve some of the testers more deeply in the project.

Annie was a tester at the first workshop, where concepts and ideas were presented on paper. “I loved how vocal she was at the workshop,” says Melanie. “She would tell us what worked for her in the game and what she liked about the game.”



Melanie says Annie’s dream is to be an animator and they met when Annie asked to do an internship with Geo AR Games and did various animations for the Wizard World of Numbers, a maths game helping young people with severe cerebral palsy to understand how to count and the principle of numbers.

After the first Stand Tall workshop, Annie was offered work to create bodies, hairstyles and accessories for some of the avatars. Melanie says working with a mentor helped Annie to develop her eye for detail. “When you look at her website and her portfolio, you see a very definite upskill.”

Annie, 23, from Bayswater on Auckland’s North Shore, says her goal is to find a permanent role in a gaming company, as an illustrator or in animation or 3D modelling. She has loved her work with Stand Tall. “It has been a lot of fun,” she says. “It has been an awesome experience. It’s given me a good insight on working in the industry.” Annie says she realises success is about teamwork and good communication. She is now studying for a Bachelor of Creative Technologies – Game Art degree at Media Design School in Auckland and plans to keep her social media channels and portfolio up to date while she looks for other work.

At the second Stand Tall workshop, there was more great feedback from Louis, a young man with his own game review channel on YouTube. “He is very articulate,” Melanie says. “He is quite phenomenal in how he can pick the game apart. All his suggestions made sense.”

Melanie says Louis is very keen to work in the gaming space as a game reviewer. “The job that Louis is after is only just in its infancy. He does very good reviews and he needs to get better known.”

After working as a tester Louis, 19, from Northcote in Auckland, won an audition for a paid role to provide the voice-over for one of the Stand Tall characters, Jono, the difficult boyfriend of one of the flatmates. Louis was expecting to have a lot of fun with the role. “He is a self-centred person. He is an abrasive person,” he says.

“I finished school two years ago and I have done a Level 5 course in radio journalism at Manukau at the New Zealand School of Broadcasting. I didn’t really want to get into game development, but I wanted to get into game journalism.”

The Stand Tall Project has been led by the IHC Library and co-designed and developed with disabled people, so the learning scenarios have been chosen by those in the know. The game’s development is partly funded by Ministry of Social Development COVID-19 funding, and is available free at Google and iTunes app stores and online at [ihc.org.nz/stand-tall](http://ihc.org.nz/stand-tall)

**Right: Game tester and reviewer Louis Hall has provided the voice-over for one of the Stand Tall characters.**

**Above: InGame app designer Melanie Langlotz at work with Annie Cunningham. Annie created avatar bodies, hairstyles and accessories for Stand Tall.**









## Super recruiter helps to ease staff shortages

**IDEA Services could do with more people like Ghanshyam Diyora. And thanks to him, we have more people like him.**

Ghanshyam, a support worker in Dunedin, took on the challenge of recruiting other support workers – encouraged by a \$200 incentive every time one of his friends started work at IDEA.

He is from Gujarat, India, and came here in 2019 to study at Otago Polytechnic. He started work with IDEA in July 2021.

Ghani, as he is known by his workmates, encouraged three friends to sign on with IDEA and that was a handy \$600 that will no doubt have helped him with his recent shift to Hamilton. All the new support workers are from Gujarat and were living in Dunedin too.

Service Manager Charlotte McCracken says Ghani had been supporting people in a six-person residential home. “It is a very busy house,” she says. “He was always very reliable and always happy to pick up extras as well. I did say to him when he was leaving, ‘Where are we going to get all our staff from?’”

Ghani moved to Hamilton because that is where his fiancée Minal Avaiya is studying. He will be transferring to our Waikato team.

“I’m very passionate about the healthcare profession, so I like to care for people,” he says.

Open days are also being held throughout the country to recruit people to work for IDEA Services.

Staff and people with intellectual disabilities are on hand to talk to potential candidates about the support worker role. A recent open day, in Christchurch in October, attracted 20 people. We’ve also held open days in Tauranga, Rotorua, Whakatāne, Gisborne, Napier, Dannevirke, Palmerston North, Oamaru and Dunedin.

IHC Recruitment Manager Tracy Robertson says the open days are helping to fast-track recruitment, with service managers doing initial screening of candidates. Tracy says it has been fantastic the way the people we support and staff have come together to do the open days. “It’s being part of the solution,” she says.

**Above: Ghanshyam Diyora and fiancée Minal Avaiya.**



## IHC fundraiser wins top award

IHC

**Not everyone could handle it, knowing that people were depending on you to raise \$14 million in a year. But IHC’s National Manager of Fundraising Greg Millar likes having a target. “It’s always somewhat challenging,” he says.**

Last year 35,500 IHC donors gave \$14.2 million – \$1.8 million more than in the previous year.

It’s that kind of tally that helped Greg to win the top award from the Fundraising Institute of New Zealand (FINZ). Greg was made a fellow at the FINZ Conference 2022 in August. FINZ Co-Chair Gwen Green said Greg was a strong advocate for innovative and best-practice fundraising and an enthusiastic supporter of individual fundraisers across New Zealand.

“He is an internationally recognised fundraiser with over 30 years of experience in the not-for-profit sector and has brought a wealth of overseas knowledge and expertise to the New Zealand fundraising space.

“Under Greg’s management, IHC holds an organisational membership for the fundraising team. He strongly encourages the team to participate in FINZ events and opportunities.”

Greg says one of the things he likes about fundraising is trying something new and then evaluating it to see if it’s working. “It’s not exactly easy. I am now a great believer in looking at the data,” he says.

Greg has worked as a fundraiser in the non-profit sector in New Zealand and overseas for more than 30 years. His first job in fundraising was in London for the National Society for the Prevention of Cruelty to Children. He worked for UNICEF

in Geneva between 1999 and 2003 before coming back to take up a role as National Fundraising Manager for IHC. In 2007 he returned overseas to work with the United Nations High Commissioner for Refugees in Rome and Washington. He rejoined IHC in 2017.

Greg’s New Zealand-based work includes roles as Head of Fundraising for the World Wildlife Fund and Fundraising Manager for Auckland City Mission.

“I think people do gravitate towards organisations who have learned to know how to communicate the meaning of what they do and the impact of their donation. Sixty percent of the people who give to us have no close connection with intellectual disability,” he says.

“We have 22,000 monthly donors and all of them are amazing, and you try to talk to them in a way that is meaningful to them and respectful.” Last year Smile Club members gave \$7.154 million.

IHC’s fundraising activities pay for programmes to enhance the quality of life for people with intellectual disabilities and their families, including support from IHC Advocacy, Family-Whānau Liaisons, events, the IHC Library, and friendships made through IHC Volunteering.

Another of IHC’s flagship fundraising programmes, the IHC Calf & Rural Scheme, celebrated its 40-year anniversary in May. The scheme has raised more than \$40 million, mostly from around 10,000 dairy farmers. In the past year it brought in \$1.1 million to support IHC’s work in rural communities.

**Above: IHC fundraisers Trilby Benge, Josie Durney and Greg Millar celebrate at the Fundraising Institute of New Zealand Conference 2022 gala evening.**

# Huge database to be mined for disability statistics

IHC

**The last time we had comprehensive information on the health of New Zealanders with intellectual disabilities was a Ministry of Health report in 2011.**

That is about to change. After hearing there was no plan to update the *Health Indicators for New Zealanders with Intellectual Disability* report, IHC has commissioned a research team to do the job.

Kōtātā Insight researchers Luisa Beltran-Castillon and Keith McLeod will be working inside a massive and very private database at Stats NZ, known as the Integrated Data Infrastructure or IDI, which links the information that government agencies hold about New Zealanders. There is information about nine million people in the database, mostly from the 1990s and 2000s, including temporary migrants, deceased people and other historic data.

Not only have the researchers been asked to report on the latest health status of people with intellectual disabilities but also to produce data relating to a range of issues affecting their lives, such as education and training, justice, housing, income and work.

The IDI holds microdata about people and households – about life events, education, income, benefits, migration, justice and health. The microdata comes from government agencies, Stats NZ and non-government organisations.

Access to the IDI is restricted to authorised researchers working on authorised projects, and all the information is anonymised before researchers see it to guard the privacy of individuals. Stats NZ has had to give permission for the project, which is scheduled to start in early December and be completed by mid-2023.

In 2011, *Health Indicators for New Zealanders with Intellectual Disability* reported that males with intellectual disabilities had an average life expectancy of 59.7 years – 18 years less than all New Zealand males. Females had an average life expectancy of 59.5 years, about 23 years less than all New Zealand females.

We don't know what the average life expectancy is now. We also don't know if it's still the case that people with intellectual disabilities are 1.5 times more likely to be treated for certain chronic health conditions,



1.5 times more likely to have chronic respiratory disease, 1.5 times more likely to have cancer and twice as likely to have coronary heart disease – and over four times more likely to have public hospital admissions that could have been avoided.

IHC Advocacy was told by the Ministry of Health that the work of updating the report now belonged with Whaikaha Ministry of Disabled People. IHC realised that it could be some time before the new ministry was able to do this.

IHC Director of Advocacy Tania Thomas says having accurate data enables good planning to meet the needs of people with intellectual disabilities. It helps central and local government and disability support providers to set priorities.

“It points to the places we are getting traction against the United Nations Convention on the Rights of Persons with Disabilities. It helps us see what we should be doing more of in support of disabled people.” Tania says it also shows where there is unfair treatment in the intellectually disabled population compared with the general population.

IHC Advocate Shara Turner says the research will provide invaluable knowledge on if and how the health of intellectually disabled New Zealanders has improved or worsened since 2011. She says New Zealand has recently been told by the United Nations that it needs a comprehensive plan for improving the health of intellectually disabled people.

The researchers plan to provide a report with data and analysis that becomes a valuable resource across the sector. Luisa Beltran-Castillon says that as well as a report they will be creating a data set that can be picked up and interrogated by other disability researchers. Keith McLeod says the computer code developed for the research will also be freely available to other researchers.

**Above: The project team, from left, IHC Advocate Shara Turner, IHC Self-Advocacy Coordinator David Corner, and Kōtātā Insight researchers Keith McLeod and Luisa Beltran-Castillon.**



# New secure unit promises a fresh approach

## SECTOR

**A new national secure facility in Porirua is trying to achieve an uneasy balance between providing privacy and therapy and managing high-risk behaviour.**

Manawai, the \$13.3 million national individualised service unit, was opened in July by Health Minister Andrew Little. It is for people with intellectual disabilities who may also have significant mental health conditions. It provides individualised

treatment for six people under compulsory care orders, whose behaviour has resulted in them becoming involved with the criminal justice system.

Manawai is located next to Haumietiketike, a regional adult forensic intellectual disability inpatient unit. But unlike Haumietiketike, which houses people together in three and four-bed clusters, Manawai has single units, where people are supported in their own living environments.

The new unit was opened against a background of commentary by Chief Ombudsman Peter Boshier about the treatment of people with intellectual disabilities in forensic mental health units. The new secure unit is promising an improvement, offering people more space and privacy, and therapeutic programmes aimed at reintegration into the community.

“This six-unit facility will provide a better quality of life for those receiving care





MHAIDS provides services across Wellington, Porirua, Kāpiti, the Hutt Valley and the Wairarapa as well as some central region and national services.

Paul says clients will spend much of their time engaging in social and therapeutic activities with staff who will come in and out of their units. They will also take part in vocational activities, such as cooking and gardening, on the Rātonga Rua o Porirua hospital campus and spend time in the local community. How much time each client spends outside their unit will be based on an evidence-based risk assessment.

Paul says the opportunity to live a good life in the community is the goal for every Manawai client, however long that may take to achieve. “The person has to be at a point where it’s possible for them to live with support in a less secure environment. There is no such thing as a home for life. A hospital is not a home for life.” While people may require long-term care in Manawai, Paul says the service’s model of care ensures there is a pathway to community reintegration. Without that constant focus on the community, clients could become stuck.

“Our services should be places where you would want to be cared for, or you would want your family member to be cared for.”

He says MHAIDS has been looking to recruit staff from the United Kingdom with specialised training in intellectual disability. This kind of tertiary training doesn’t exist in New Zealand, with most staff coming from a mental health background and receiving additional on-the-job training.

Architect John MacDonald of McKenzie Higham Architects led the team that designed Manawai. He says a lot of work went into trying to achieve the right balance between safety for the occupants and staff, and privacy. The team members were also

conscious that while they were designing a medium secure facility with a lot of hard surfaces and limited soft furnishings, it was also going to be someone’s home.

“I am very pleased with the light and feel, and we were able to get some colour in,” he says.

Each unit measures 51 square metres inside and has a large bedroom with inbuilt storage space; a basic kitchen with sink, a microwave and fridge; an ensuite bathroom/shower room; a living room with purpose-built, secure and colourful seating; a large TV with video camera to allow video calls with whānau; and a private, fully enclosed courtyard with a planter – measuring an extra 14 square metres.

The kitchen has sockets for a kettle and toaster, if it is appropriate to provide these, and people will be allowed to host their families for visits. Whaikaha funds visits from whānau living out of town and there are whānau/family flats nearby for accommodation.

Manawai also has two communal rooms, one for use in art therapy and the other a dedicated Zoom room.

A panel made up of representatives from Whaikaha and clinical experts from around the country decides who will be housed in the units. Four clients have so far been accepted by the access panel and are being transitioned into the unit, two at a time.

The panel will meet again next year to decide who will take up the remaining two units.

**Left: Colour and soft furnishings take the edge off the hard surfaces at the Manawai medium secure facility in Porirua.**

**Below: Manawai is located next to Haumietiketike, a regional adult forensic intellectual disability inpatient unit on the Porirua Hospital campus.**

through more individual therapeutic programmes in a more private, home-like environment,” Andrew Little said at the opening.

“These are people who have been engaging in behaviour that can be of high risk to themselves and others. They therefore require long-term care and rehabilitation in a secure setting, and these units will go a long way to better support their rehabilitative gains.”

Paul Oxnam, the Executive Clinical Director for Mental Health, Addiction and Intellectual Disability Service (MHAIDS), says the people who live in Manawai come from one of the five Regional Intellectual Disability Secure Services around the country. “The units in Manawai are for people with mental illness or an intellectual disability and they present in ways that means their behaviour poses a risk to other people.”



# Mark's slice-of-life art wins again

IHC

Mark Warner's 'slice-of-life' drawings of people have earned him the top prize in the IHC Art Awards for the second time.

Mark, an artist working at Hōhepa Auckland, is the only artist to have won the first prize of \$5000 twice. His intricate pen-and-ink drawings first captured the judges in 2006 and did again this year.

In his 2022 drawing titled *Meeting* everything is highly detailed, from the decorative clothing of four figures under a tree to the tree branches and foliage and the sky beyond, which is filled with activity.

Mark works quickly but only completes a work once he has researched the subject matter. He says the people in *Meeting* are talking about serious things. "The people talk about life and death."

This year Mark was one of 412 disabled artists who entered the competition, which was judged by actor Libby Hunsdale, sculptor Simon Lewis Wards and Chief Executive of the Student Volunteer Army Sam Johnson.

"I liked this work for its detail and thoughtful display of the complexity of life," Sam says.

Mark's 2006 winning drawing was also a very detailed piece that the judges at that time – artists Dick Frizzell and Andy Leleisi'uao and arts facilitator Louis le Vaillant – said revealed an incredible amount of skill, particularly his



ability to capture the people around him.

Hōhepa Auckland art tutor Ester Saporito says Mark might spend up to 10 hours a week on his art. "He is a natural talent. He didn't have a specific training, or school, it's just inside him."

Mark, 54, has been attending art classes at Hōhepa Auckland since the centre opened in 2008.

He was born in England and his family emigrated first to South Africa and then to New Zealand. He arrived in Auckland as a teenager. His mother lives in Auckland too and he has a sister and two nephews living in Sydney.





## Sarah makes her mark

Sarah Holten, 28, won second place and \$3000 with an ink-on-paper drawing titled *Serious Strokes*. Sarah is a Māori mixed media artist living with Rett syndrome whose work is grounded in expressive mark-making techniques. Having very limited use of her hands, Sarah employs a range of techniques, including a head pointer, to create her work.

The head pointer gives Sarah freedom of movement to create sweeping marks of expression, and mood. Sarah is also skilled at making purposefully delicate marking details by hand. These are always unique to her particular range of movement.

## Passion for music

A passion for music is proving inspirational and successful for Te Kuiti artist Emma White. This year the 40-year-old artist won third prize and \$2000 for her acrylic painting *Portrait of Lorde*. In 2021 she also won third prize for her *Portrait of Amy Winehouse*.

She researches the musicians online, downloads their photographs and then paints their portraits. Her works have included Lady Gaga and Prince. Emma says she found painting Lorde's portrait "quite tricky ... because of lots of layers and colours in the hair".

Emma learns all the lyrics of her favourite artists. "We can be driving along, and she will know all the songs," says her mum Diana White. She travels to Hamilton each week and spends Wednesdays and Thursdays doing art at the IDEA Services Sandz Gallery.

## Double win for youngest artist

Helena Brocklebank from Kāpiti might be the youngest of the Art Awards winners but has come away with two prizes. The Paraparaumu College student won the \$2000 L'affare People's Choice Award in online voting for her cartoon-style pencil drawing *Angry*. The work also won the Youth Award and a further \$1500.

Helena, 13, spends many hours a week on her art. "At college I sketch. At home I do mainly digital art, using ibisPaint."

She says a lot of her work is cartoon style and, while she mainly uses pencil, she would like to learn to paint. Helena is hoping for a career that involves art. "I am still thinking about what I want to be. I think I want to be a storyboard artist or maybe something to do with animation."

The IHC Art Awards, supported by major sponsor The Holdsworth Charitable Trust and L'affare, has been running since 2004. Previous winners have gone on to exhibit their work throughout Aotearoa and overseas.

Art Awards Ambassador and IHC New Zealand Patron Dame Denise L'Estrange-Corbet paid tribute to the families, art tutors and support staff for encouraging artists, and to the artists for the brilliance and versatility on display.

View their art at [ihc.org.nz/art-awards-2022](http://ihc.org.nz/art-awards-2022)

**Left: IHC Art Awards winner Mark Warner at work on a new drawing at Hōhepa Auckland. Mark's winning work *Meeting* is below.**

**Above (from left): Second place winner Sarah Holten with *Serious Strokes*, third place winner Emma White with *Portrait of Lorde*, and Helena Brocklebank, winner of the L'affare People's Choice Award and Youth Award with *Angry*.**

# A winning moment on a gloomy day



## IHC

**The winning moment for Dunedin photographer Callum Flett came on a gloomy day in the middle of the pandemic. The Dunedin Railway Station was a good place to find shelter. It was a good place to find inspiration too.**

The photograph Callum took from the station platform won him first prize of \$2500 in the IHC 'Capture the Moment' competition.

Callum's photograph, titled *Dunedin Railway Station*, looks along the platform to two women in the distance. At one kilometre it is the longest railway platform in New Zealand. His photograph highlights the architectural elements of the platform roof and captures the light coming through the platform's pillars.

Callum loves taking photographs of the architecture in that part of the city. Sometimes he goes to the Railway Station just to eat lunch. The day he took the photograph was a gloomy, cold day and there were not many undercover outdoor spaces away from home where he could go in a pandemic with his support worker. The shot was a spontaneous one.

"There's an awful lot in that image," says photographer Bridgit Anderson, one of the competition judges. "It's a really sophisticated composition and there's a lovely sense of distance. A big, impersonal space contrasting with the intimacy between two people."

Callum, who is profoundly deaf and has cerebral palsy, needs assistance to take photographs. His camera can connect remotely to his iPad on his wheelchair tray

and whoever is with him will set the camera on a tripod. Callum can zoom in or out and take photographs. His camera has a flip-out screen, and he will eye point and finger point to where he wants the camera to point and indicate when they are ready to take the shot together.

'Capture the Moment' grew out of the success of the IHC Art Awards, as an opportunity for disabled New Zealanders to create in a photographic medium.

Bridgit worked with co-judges photographer Mark Coote and co-founder of New Zealand fashion house WORLD and IHC Patron Dame Denise L'Estrange-Corbet to choose 30 finalists and winners.

Second place went to Heni Tawa for *Out for a Walk in the Community and Saw a Beautiful Tree*. Third place went to Emma Flintoff for *Tui in the Sun*. The Youth Award went to Lachlan Pearson for *Farm at Te Horo*.

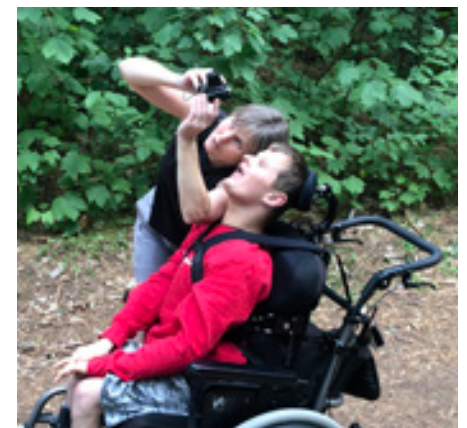
The finalists were exhibited as part of FOTO FEST in Hastings. FOTO FEST, a city-wide visual art and cultural event, was held in the first week of October.

Manager of FOTO IWI Charitable Trust Shayne Jeffares, who initiated FOTO FEST, says the IHC finalists exhibited alongside photographers from the Hawke's Bay Photographic Society and a group of 27 individuals – 10 of whom were exhibiting for the first time. He says FOTO FEST provided access to people unsure about showing their work and he hopes to run it again next year.

Shayne says photographs are best seen in an exhibition, not online. "What you don't get online is that human connection – the conversation. It's really important, and we haven't been able to do that for the past few years. And, of course, to have IHC involved was very special."

**Above: *Dunedin Railway Station*, by Callum Flett, was the winner of the IHC 'Capture the Moment' photographic competition.**

**Below: Callum Flett and his mother Barb Gee review an image that Callum is about to photograph in Hanmer Springs.**





# Emily knows how – and shows how

IHC

**Emily Webber takes over her mum's kitchen with the confidence of a young woman who has worked at the bench many times before.**

Today the Hutt Valley Year 6 student is having fun in the holidays making guacamole and, like Jamie Oliver or Nadia Lim – the television chefs she loves – she is more than happy with an audience. “Tonight, I will make a vegetable dinner,” she says.

Emily, 11, has two YouTube channels – ‘Chef Emily NZ’ and ‘How to Emily NZ’ – filmed and edited by Susan Webber, her mother.

“She likes the fun, and she loves other people watching her videos,” Susan says. Susan takes a lot of care over the editing. “I want people to look at Emily and see her looking professional.”

Susan started making the videos to encourage Emily's passion for cooking, to show other young people how to prepare food and tackle other life skills, and perhaps find a future career for Emily.

‘Chef Emily’ shows viewers how to make chocolate banana ice cream and chocolate banana waffles. The chocolate theme carries over into her cookie baking too. “I do lots of baking. Cookies,” Emily says.

But it's not all baking and treats. “We are trying to eat healthy whole food – rather than cut things out,” Susan says.

Baking can be tricky if you are trying to avoid flour that contains gluten. “Because we are gluten-free, we are always experimenting. It's also very expensive. That is why we try to make our own.”

Susan says Emily is learning about food safety at the same time. “We taste with a clean spoon,” Emily says. And she's clear about dishwasher protocol. Emily knows that dirty dishes are packed and clean dishes are unpacked, and she definitely knows who is responsible for each job. Emily's older sister Bella, 13, packs the dishwasher and Emily's job is to unpack it.

Susan says Emily has always liked helping her in the kitchen and she has been good at cutting things up since she was a small child. “She loves watching cooking shows. One day she decided she wanted to be a chef.”



“Not a café, a restaurant,” Emily says.

The ‘Chef Emily’ channel includes some visits from Science Emily. There is a video where Emily demonstrates how to make foam bubbles with liquid soap, baking soda and food colouring – first in a small container, then on a large scale with multi-coloured foam swirling in a paddling pool.

Her second channel, ‘How to Emily’, shows viewers how to make toast, unpack the dishwasher and check books out from the library. Emily reads from a script and Susan says this makes the videos shorter and easier to edit than the cooking demonstrations.

More videos are on the way. Look out for Emily on IHC Media next year at [ihcmedia.org.nz](http://ihcmedia.org.nz).

**Above: Chef Emily loves an audience. She connects with them on YouTube.**

**Right: Emily and Susan Webber.**





# Jolt Dance is out to shake exp

## SECTOR

**The word ‘jolt’ can mean shocking someone or something into change. And change is something that drives Christchurch-based dance company Jolt Dance.**

“We need to challenge this whole deficit view of disability,” says Artistic Director Lyn Cotton. “We need to see people as individuals with their own unique way of moving and thinking.”

Jolt Dance is an inclusive dance company made up of people with intellectual disabilities. It was founded by Lyn in 2001.

“I’d been relief teaching at a school for people with learning disabilities in London. I’m a trained secondary English and drama teacher with no training or background in teaching people with high needs, but I fell in love with the work. There was a dance class some of the senior students would go to, run

by a guy called Wolfgang Stange.”

Wolfgang Stange is the director of the Amici Dance Theatre Company, a physically integrated dance company in the UK that includes performers with physical and intellectual disabilities.

“I had no background in dance either, but I sat in this dance class and within five minutes I knew. This is what I want to do. There was so much freedom and humanity and joy.”

Lyn spent two years with Stange’s performance company before returning to New Zealand to found Jolt.

Jolt Dance has more than 160 dancers aged between five and 60-plus and presents a weekly Zoom session on IHC Media ([ihcmedia.org.nz](http://ihcmedia.org.nz)) to an audience across the country.

In 2013, Lyn and Jolt colleague Renée Ryan

started up the Move programme, in which people with intellectual disabilities learn to develop choreography and lesson plans and teach weekly classes for people with complex disabilities, as well as lead workshops in mainstream schools and rest homes.

“I knew we couldn’t call ourselves a properly inclusive dance company if there were no pathways for our dancers to be teachers, to be leaders. If we’re going to have change, we need these people to be leaders not followers.”

The training given in the Move programme is based on the individual, with the dancers being at the heart of it, and there’s a strong community focus. Through the workshops in mainstream schools and rest homes, the programme brings together diverse communities with the aim of changing the nature of relationships.





# Expectations

"It's about gifting the mainstream community with the joy and freedom of engagement with the disability community. To strip away the competitiveness, the desire to fit in, the peer pressure, that ability to just be yourself."

"I had this big vision that the mainstream school kids would go away from these sessions saying, 'Oh wow, people with Down syndrome can do anything! But the reality is after five minutes in the class, the kids forget about disability altogether. One of the teachers in our first session remarked: 'It creates a sense of belonging for everybody' and it does. It flips everything on its head. It makes the kids think a bit differently."

Last year the IHC Foundation contributed \$17,800 towards the Move tutor and community programme.

**Above: Nylla Tamati engages with an audience member in Jolt's interactive show *Song*.**

## Dancers go online with their moves



Rochelle Waters and Joel Forman are part of Move. They both teach regular classes and workshops and are the presenters of Jolt's Zoom sessions on IHC Media at 11am on Wednesdays.

Rochelle has been with Jolt for 16 years. "Dance is my passion," she says. "I love music and I love to dance." Rochelle has the special knack of getting some of the noisier kids they teach to be quiet and focus. "I just count down – 5, 4, 3, 2, 1 and get their attention."

Joel teaches a range of students through Move and adapts the way he teaches to his classes. He gets a lot of satisfaction from teaching.

"It's fantastic seeing people learning to express themselves in their own way," he says. Joel is also developing his first work as a choreographer. The work will be called *Whakapapa* and is about him researching his Māori birth family and discovering his whakapapa.

"The training needs to be ongoing and there's a huge amount of expectation," says Lyn. "I'm not going to put anyone in a leadership position if they aren't ready to show what they're capable of."

She admits that sometimes they [Lyn and Renee] are tough.

"We're always making decisions about who we need to be soft with and who we need to push. A few weeks ago, some of them did a really rubbish job and we were like, 'That's not OK. We're paid for these classes, so you better get your act together'. But they keep wanting to come back, so I can't be that bad." She laughs.

Rochelle is one who will keep coming back.

"Teaching is important," she says, suddenly very serious, "because a lot of people in the world don't know that people with [intellectual] disabilities can teach and it's important I show them."

Jolt travelled with a Chamber Music New Zealand tour across the country in November with members of the Christchurch Symphony Orchestra to perform Max Richter's *The New Four Seasons*. They performed in Wellington, New Plymouth, Hastings, Christchurch, Dunedin and Invercargill.

**Dancers and teachers Rochelle Waters (above) and Joel Forman (below).**





## Op Shop offers job opportunities too

IHC

**The most popular day of the week at the IHC Opportunity Shop in Pukekohe is Thursday – the day when you can ‘fill a basket for \$10’.**

But recently a Tuesday topped the Thursday crowd. That was when the shop filled up after COVID mask restrictions were lifted, says IHC Retail Assistant Kathleen Felix.

For 40 years, the Op Shop has offered great deals to raise funds for people with intellectual disabilities. Elaine Brown has volunteered at the shop from the start and now, at over 80 years of age, still sorts clothes at the back of the shop once a week, never sure what she is going to find.

Some of the surprises are pretty grim but, she says, one day a man's suit jacket came in with \$300 in the pocket. They put the money in the safe for several months and contacted the police, but no one came looking for it.

Elaine and her husband Lewis had four children. Their eldest, Arthur, has an intellectual disability and is supported by IDEA Services. Elaine has lived in the Franklin area for more than 50 years.

A team of 20 volunteers and three paid staff work at the Op Shop. Two of the paid employees are young people with disabilities. Rebekah Baker and Amber Williams are employed as cleaners, sharing

the week between them and working two-hour shifts alongside Kathleen.

“It’s my first job in my entire life,” says Rebekah, who will leave school this year. She has done work experience in several other places too, but she would love to find a role that involves music. She has played the guitar since she was a child.

Amber says that apart from cleaning she helps in sorting the clothing that comes in. “I love being there. I love the company and the old ladies love me.”

The Op Shop is a success story. Before COVID it was turning over \$5000 a week. The money provides many extras for people we support, including sports participation, gym memberships and kapa haka uniforms.

The shop took a hit during the pandemic, but sales are increasing again according to Janet Wallington, former IHC Counties Association secretary, who looks after the shop’s finances.

IHC Op Shops have come and gone throughout the country – the first one opened in Newtown in Wellington, but the Counties shop is one of the survivors.

As business at the Pukekohe shop expanded, so did the size of the shops. In March 2021 the Op Shop moved to a 2500-square-metre premises at 7 Hall Street – its fourth shop



in 40 years of trading. The first shop opened in 1981 at a former barber's shop in King Street. In 1998 it moved down the road to an electrician's at King Street. Another shift took the shop to 41 Seddon Lane.

The IHC Op Shop had something for everyone. Along with the usual second-hand clothes and household items, it sold fresh fruit and vegetables, jams and pickles made by IHC volunteers and new furniture handmade by disabled people in various IHC vocational centres throughout Auckland.

These days the fresh fruit and vegetables are gone, and so are the jams, pickles and handmade furniture. But the shop continues to hit the sweet spot in Pukekohe.

**Top: IHC Op Shop staff Rebekah Baker and Amber Williams keep the Pukekohe store shipshape.**

**Above: Elaine Brown, Kathleen Felix and Janet Wallington.**



# From steady customer to steady job

## SECTOR

**After spending most of this year looking for work, Gabe Beyrer found it, right on his doorstep in his favourite café.**

Every Sunday for as long as he can remember Gabe has had lunch after church on Sundays at Terra Viva Café with his mum, Jenny. Now he works there too.

Gabe left Middleton Grange School in 2020 and spent last year with Project SEARCH in Christchurch on a workplace internship at Burwood Hospital. Earlier this year Choices NZ, an IHC company providing tailored disability services, started working to find Gabe a job.

Choices NZ Facilitator Joanna Hannah says she made the connection between Terra Viva Group Manager Sarah Dillon and Gabe without the café realising he had been a regular customer for years.

“We were ecstatic when we found out it was Gabe,” Sarah says. “As soon as we found out who he was we thought this is going to work.”

Gabe started at Terra Viva, a garden centre and café in Burnside, in October working 20 hours a week, Sunday to Thursday, on a Ministry of Social Development (MSD) Flexi-wage contract. That means his wages are subsidised by MSD for 36 weeks.

“He is based in our cold drink section, and he has been a huge help with clearing tables and washing glassware. Now he has progressed to making smoothies,” Sarah says.

There is scope for him to move into the kitchen and work in food preparation or in the garden centre. And Sarah says they have arranged a later start for Gabe on Sundays so he can still go to church and have lunch with Jenny.

Jenny Beyrer can’t remember exactly how long she has been going to Terra Viva with Gabe, but she can remember him being there in a push chair. “It is one of our happy places.”

“All my life, pretty much,” says Gabe. “I do have fries every Sunday. I buy myself lunch.



“Work is absolutely fun. I like the atmosphere. I like the people. I get to have some good conversations with them.”

He says he might work in the garden centre later but for now he is just thinking about the café, “washing glasses, making juices and smoothies”.

Gabe’s wages will go towards a more independent future for himself. “I am

saving up for trying to move out of home because I am going flatting soon.” His job still leaves him time to play football on Monday afternoons with the Sunshine Football Club and to learn German. His father, who died when Gabe was six, was German and one of Gabe’s older brothers lives in Berlin.

**Above: Gabe Beyrer is learning what it’s like to work in his favourite café.**



# Project Employ has a new strategy to reach employers

## SECTOR

**Sarah Dann-Hoare is out to convince employers that young disabled people make great employees.**

She has set up a training café to give young people a start in the workforce. Flourish Café opened in Takapuna in August – an initiative by Project Employ with support from the IHC Foundation.

Sarah is one of the founders of Project Employ, an organisation committed to finding jobs for young people. In 2017 she won an AMP Dare to Dream award and used the money to make 10 short films featuring interviews with disabled young people working in New Zealand workplaces and with their families and employers to show that employing young disabled people does work.

Sarah used to be a special education teacher at Wairau Valley Special School on Auckland's North Shore. She worked with a transition class of 17- to 21-year-olds on a work-ready programme.

"We created a range of work experience opportunities. It was all about the work ethic and employability skills." She says the programme was getting to be well known in the area. But she found it was getting harder to reach out to businesses. There was resistance to taking on disabled young

people and concerns from employers about health and safety.

So Sarah started researching training cafés operating in the United States and the United Kingdom and in August set up her own training café. Flourish Café opened with five trainees, who each work four shifts of four hours a week. There are two trainees on each shift working with a café manager, a barista and job coaches. Sarah is one of the job coaches. Trainees rotate through the various tasks, including running the dishwasher, operating the till, clearing tables, warming food, doing coffee runs and helping prepare catering orders.

She says even though the trainees are working in a café, most of the skills – timekeeping, teamwork and customer service – are transferable.

"One of the things we focus on more than anything is anxiety. As much as you practise, there are some things you can't prepare them for, such as if something goes wrong or a customer leaves without ordering and the trainee thinks it's something that they have done and gets upset."

The training lasts six months, although Sarah says there is no set finish date.

In December, Sarah will be working on interview skills with the trainees. "During January they will start leaving us and starting with their new employers."

Project Employ partners with employment advisory service PolyEmp and Autism New Zealand to find jobs for the trainees.

Project Employ takes trainees who live in Auckland, are aged between 18 and 28, identify as having an intellectual disability and want to gain future paid employment. There is growing demand, Sarah says, and schools are showing interest. Applications have already closed for the January 2023 intake of trainees. Sarah is planning to increase the number of trainees to eight.

**Above: The Flourish Café team, from left, Achinna Medis (café manager); Zahira Champion (barista); Hannah Sykes (job coach); Terence Harpur (Project Employ board member); Quinn Simpson (trainee); Sarah Dann-Hoare (Project Employ director/job coach); Ariel Knight (trainee); Billy Lupton (trainee); Alexandria Heels (job coach) and Jonathan Squirrell (trainee).**





# Taimahi took a coffee cart and ran with it

**Taimahi Trust has come a long way from a coffee cart with four guys on the side of the road to a group of micro-enterprises providing great food and eco-products to Whangārei and beyond.**

Taimahi still operates its mobile coffee cart but has added a drive-thru hāngī every Friday night in Whangārei. Its retail store provides affordable fresh fruit and vegetables in partnership with the Foodtogether national collective. Its online store, Earth & Honey, sells eco-friendly beeswax food wraps and sustainable, organic products. Taimahi is also developing an organic herb garden in its hothouses for use in its commercial kitchen and for sale through its Foodtogether Fresh store and online.

The vision of Taimahi founders Rachel and Alison Faithfull was always greater than a single coffee cart – it's about independence not dependence. Both women have a business background and sons with Down syndrome and see the potential of micro-enterprises in providing meaningful and ongoing employment.

"That coffee cart started this whole thing off. I bought it to give Nathan a job – because for him there were no jobs," Rachel says.

That was in 2017. In 2019 Rachel and Alison started Taimahi to develop the abilities they know their sons, and other people with intellectual disabilities, have. The IHC Foundation contributed \$5000 towards a new \$7000 coffee machine and after that there was no stopping them.

"This coffee machine has enabled real barista training for Nathan and for others who would never have had the opportunity to develop this capability. And our customers love the coffee they make."

In September 2020, Taimahi Trust received \$995,000 from the Provincial Growth Fund to train 30 people aged 18–25 with intellectual disabilities and high social needs to work in horticulture, hospitality and social care. Trainees do an initial training programme that focuses on employability, for example personal hygiene and how to catch the bus. There is an automatic progression from trainee to intern.

Rachel says Taimahi is getting support from the Ministry of Social Development to pay wages, and its aim is to be a self-sufficient social enterprise.

"Our approach is work-based. Our people learn by seeing, then doing and receiving feedback to help improve and master their work. This is, for most of our team, the first time they have had real workplace expectations placed on them."

She says families are reporting a huge growth in confidence and relationships as trainees discover their identities through working, having their talents and skills recognised and working with others.

"Customers and visitors to the Trust say there is a feeling about Taimahi that is hard to describe. It's a feeling of positive energy they say. It's all about building capability to make better decisions.

"There is no shortage of ideas when you take an entrepreneurial view."

**Above: Nathan Owre at work at the Taimahi Foodtogether Fresh store.**

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