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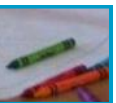
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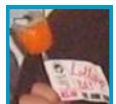
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Affiliated to



The National Council for Persons with Physical Disabilities in SA

Letter from the Chairperson

It is truly an honour for me to report on the activities of the Association after my 5th year as Chairperson.

While this past year has been a challenging one, as it has for most non-profit organisations who struggle to provide much-needed services, often in adverse conditions, it has also had its share of triumphs and successes.

Perhaps the most notable development was our partnership with the Department of Social Development, where the Association has been contracted to administer the APD cluster, and conduct monitoring and evaluation at Branches on behalf of the Department. This caused much skepticism within the organisation, but we have managed to turn it to our advantage, and I am pleased to report that Branches are reaping the benefits.

Ongoing training on effective governance with Management Committees at Branch level will continue, so as to ensure that Branches are run responsibly in a sustainable manner. This will only have a positive knock-on effect on the impact of our services.

The Association's core business is developmental social services, not only to persons with disabilities but to their families as well. A substantial challenge for us is the securing of trained social workers, who have recently been declared a scarce skill. Nevertheless we aimed, during the past year, to reach out to those persons with disabilities who do not yet receive services in an effort to make a greater impact on people's lives. To this end, several Branches embarked upon community profiling, and we are now able to utilise those findings in planning future services.



The Association's most valuable asset is its staff and volunteers, and a large portion of our budget this year was allocated and spent on building capacity, thereby creating a strong foundation for service delivery.

Much effort has also been spent in training carers of children with severe disabilities

in our 8 day care centres, as well as mothers of children with cerebral palsy on ways in which to support their children. The Peer Supporter Programme was completed during this year, and we are extremely excited to see how this important resource has improved our service delivery.

Of tremendous concern is the worldwide rise in incidence of disability from 10% to 15% of the population. This is increasingly due to stroke and diabetes, lifestyle diseases which are preventable to a certain degree. For this reason, our awareness raising could be regarded as the most important focus area, so as to prevent the occurrence of disability. Our efforts in this regard continue relentlessly.

As always in a report such as this, finances come under close scrutiny and are always lacking. However, sound financial planning in the past has placed us in a reasonably secure position. Fundraising has increased somewhat, with rises in income from all 3 of the provincial initiatives.

My special thanks go to the Management Committee who have devoted much time and loyalty to the affairs of the Association. It is this dedication from volunteers that has played an extensive role in creating an organisation that is a leader in adding value to the lives of persons with disabilities.

Thys Blom
Provincial Chairperson

Governance

Good governance with effective, timely management decisions, as well as financial management against annual budgets with monitoring and control is of the utmost importance. Over the past year, we have spent much time and resources ensuring that Branches practice good governance.

This includes -

- An updated and revised WCAPD Operations Manual, containing administrative and financial systems, procedures and policies, was made available to all branches;
- WCAPD Pocket Guide for Management Committee members (constitutional guide) was forwarded to all branches;
- Monthly Branch reports were received and used to monitor branches performance and plan our services to branches;
- Advice, supervision and consultation services to branch Management Committees continued on a regular basis;
- Annual organisational Branch assessments and evaluations were done in

terms of our Transfer Payment Cluster Agreement with the Western Cape Department of Social Development and strategic planning workshops were facilitated at most Branches.

Recruitment and orientation of volunteers receives our ongoing attention, including members of Management Committees who also require sensitisation to the needs of persons with disabilities so that they may make informed decisions in the best interests of our client base.

Due to changes in office bearers of Management Committees, this is an ongoing service that WCAPD will render to Branches and their sub-structures to ensure effective governance and service delivery at all times.

We are looking to implement an orientation program for all volunteers of APD, which will include sensitisation, office bearers portfolio guidelines, organisation management and role of social workers, in the near future.

Human Resource Management

Human Resource Management (HRM) is the function within WCAPD and Branches that focuses on issues related to people such as compensation, hiring, performance management, organisation development, safety, wellness, benefits, employee motivation, communication, administration, and training. Human Resource Management also has a strategic approach to managing people and the workplace culture and environment. Effective HRM enables employees to contribute effectively and productively to the overall direction of the Association and the accomplishment of the Association's goals and objectives.

WCAPD believes that training and development of employees is crucial to the effectiveness of the organisation, and optimizes the utilization of human resources that further helps the employee to achieve the Association's goals as well as their individual goals.

In this aspect we have achieved many goals during the year. There has been increased awareness on Labour Relations issues and Branches have been responding to these issues in an effective manner. Personnel files are also being updated

and relevant documents can be found in personnel files. The labour turnover in Branches remains a challenge, especially with social work being a scarce skill. The goal should therefore shift in ensuring that HRM add value to the strategic utilization of employees and that employee programs impact the business of the Association in measurable ways.

WCAPD held our annual orientation program which was attended by 23 new Branch staff members. During this week a lot of learning took place but friendships were also built which allows for networking between the APD Branches. A different approach was followed with the group supervision.

This year the Department of Social Development discussed the new Child Care Act and the importance of this Act on the work of APD social workers. WCAPD's receptionist attended an office administrative and communication skills development short course. This course has been a tremendous learning experience for him and he believes that this will help him to achieve greater heights in his current position.

Developmental Social Services

Developmental Social Work is the core service in APD and addresses the needs of persons with disabilities through Casework, Group Work and Community Development services. Social Workers are encouraged to render community based services that are accessible to persons with disabilities and their families. It has also become important to reach out to clients that are not registered on our caseloads, work at protective workshops or attend the special care centres.

Currently therapeutic and other social work services are rendered to about 3568 individual persons with disabilities and their families as well as various work- and life skills groups, protective workshops and special care centres. These services are rendered by 52 Social development staff.

Supervision to social workers takes place on a monthly basis as well as quarterly group supervision that helps facilitate peer support to social workers, social auxiliary workers and community development workers.

Our Challenges

- Difficulty in filling social



work posts once they are vacant which often results in social workers carrying high caseloads.

- Services often do not reach all the persons with disabilities.
- Poor organisational infrastructure.

Our Hope

- social work services to persons with disabilities in Mosselbay, Riversdale, Helderberg and Citrusdal in the next 12 months.
- To fill all Social Develop-

ment posts in order to ensure effective and consistent services.

- Facilitate services to as many persons with disabilities in the communities we serve.

We want to give recognition to all the social workers and their support teams that are really proactive in their services to persons with disabilities and who walk that extra mile to create an enabling environment for their clients. We want to thank the Branches that have made it their duty to accomplish this.



Addressing the needs of the growing number of persons with disabilities is a task that the branches cannot do alone. We encourage them to keep on working in an integrated manner, considering that it is also the responsibility of the bigger community.



Throughout the year **consultation with staff of APD Branches** and **on-site training at Branches** aimed to support the development of services to children with disabilities and their families. APD Branches in turn are seeking to strengthen support / services to those children who are out-of-school and not attending special day care centres e.g. Breede Valley APD's Partners for Life programme offered ongoing support and training to parents in a number of communities; George APD facilitated a training week for parents; at Olifantsrivier APD families were visited at their homes and home programmes for children with disabilities were shared with parents.

BUILDING CAPACITY

There are currently **special day care centres at 8 APD Branches** which offer day care to between 15 and 40 children with disabilities.

We are extremely grateful for the invaluable input of **Elmien Nel** (retired teacher from Eljada Special School in Oudtshoorn) who has visited a number of the **APD special care centres** over the past year and conducted **on-site training** focusing on effective planning and implementation of themed daily stimulation programmes. She has very kindly continued to send through teaching material on the new theme for each quarter.

The **annual assessment** of centres sought to strengthen in particular the governance, administration and

financial and human resource management of the APD centres.

FACILITATING ACCESS TO EDUCATION

Many APD Branches can be commended for their sterling efforts to help children with disabilities access their right to education - this is often an uphill battle and even arranging for a child to be assessed for school placement is not an easy matter. Through sharing **information and resources**, WCAPD has endeavoured to empower branches in this task. We have also been excited to be a part of a **National Campaign for the Right to Education of Children with Disabilities** - this campaign was initiated by the UWC Community Law Centre and has brought together a number of non-government organisations in a united lobbying and advocacy campaign.

PARTNERING WITH PARENTS

We have realised the need to shift from **providing services** to parents to actually **partnering with** parents from local communities in planning and implementing community-based services. Over the past year WCAPD has done much **research, planning and networking** in preparation for the implementation of two new projects which will hopefully help us to start making this shift:

Hambisela Parent Training Programme:

We hope to secure funding to train 2 Hambisela facilitators from each of

our participating Branches, who will be equipped with skills to offer training to parents of children with disabilities using the Hambisela Training Programme. At least one of the Branch Hambisela facilitators will themselves be a parent of a child with a disability. This programme was designed by the Eastern Cape Cerebral Palsy Association and is a highly interactive, 8-module, small group training programme specifically designed for training at a grassroots community level. We have conducted a successful pilot run with a group of parents at Paarl Stimulation Centre. Therapists from the Department of Health in the different districts, have expressed their willingness to provide mentorship to Branch Hambisela facilitators following their initial facilitator training.

Partners for Life Parent Leadership and Support Programme:

We have embarked on a journey with 5 Branches (West Coast APD, Breede Valley APD, Drakenstein Centre, Overstrand APD and George APD) through which we hope to develop a model for establishing a safety net for children with disabilities and their families in local communities through parent leadership and support. This model will build on and expand the existing Partners for Life Model. During the past year much time was spent on researching other similar models, consulting experts and planning together. The plan from here is to launch the implementation of pilot projects by Branches with a workshop on Partnering with Parents in August 2011. After 2-3 months branches will regroup to share challenges and successes and to problem-solve together. At an evaluation workshop after 6 months we will draw together our learning and best practices and start to develop a model for practice.

Work & Employment services has focussed on providing **needs-based support** to staff at Branches to deliver quality Work & Employment services to persons with disabilities. The Occupational Therapy department has developed easier tools for Assessment and Individual Development Plans for clients. This will further strengthen our vocational rehabilitation services by empowering and up skilling clients to enter into the open labour market. Individual Development Plans are an important part of W&E services - it represents a joint journey of both the client and staff in getting the individual more 'employable' and participating as an economically productive citizen.

Various businesses in the open labour market have invited WCAPD to **share information** regarding employing people with disabilities and accessibility. We would like these information sharing talks with corporates to become more common as it is vital in promoting relationship building with the open labour market and raising awareness about disability and the **employment needs of persons with disabilities**. We would like to encourage Branches to engage with their local businesses and assist them, and raise awareness, in the employment of persons with disabilities.

Sexuality & HIV/AIDS skills training by the Western Cape Forum for Intellectual Disability was offered to Branches in the Cape Metropole. This training enabled staff to train and educate persons with intellectual disability about sexuality and HIV/AIDS. We have purchased training kits and are hoping to offer this training to other Branches in the future.

YOUTH DEVELOPMENT PROGRAMME

Branch assessments revealed the need for skills development for youth/school leavers. The programme will equip youth to master their environment, vocational preparation and basic social skills. Various Branches have each compiled a lesson plan for the programme which will ensure that learning material remains practical and resources needed affordable. Tygerberg APD is assisting WCAPD in compiling the programme where training on the programme will be available for Branch staff. This programme is proof that the WCAPD

family has the resources and talent to develop a home-grown life skills package!

PEER SUPPORTER LEARNERSHIP

The Peer Supporter project unfortunately came to an end in Jan 2011. 81 peer supporters successfully completed their training and practical hours. The Peer Supporters can play an important role in support service delivery in the community. Currently, the Peer Supporters are registered as volunteers at Breede Valley, Drakenstein, Cape Town, Tygerberg and Oudtshoorn APD. Their role in the organisation is vital in terms of rendering needs-based services on a grass roots level. The power of peer support is invaluable and is lifelong as they are enablers of practising true Community-Based Rehabilitation. It is vital that we as an organisation deliver services **with** persons with disabilities.



Job shadowing at George airport



Second intake of Peer Supporters

Our mandate for Marketing, Promotion and Awareness is taken from Article 8 of the UN Convention on the Rights of Persons with Disabilities, which states that we will raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities; to combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life; and to promote awareness of the capabilities and contributions of persons with disabilities.

Over the past few years, we have looked at creating a strong brand and marketing that brand within society. However, there was still little being done in the field of awareness of all aspects of disability and so, during the year under review, we paid particular attention to this area.

Relations with local **radio** stations were strengthened, especially in the West Coast and Southern Cape areas, and we now have access to a database of sound clips which are distributed monthly to 13 community radio stations in the Western Cape, concerning a variety of disability issues.

A highlight of note was the 5th **Wheels 4 Wheels Campaign** in partnership with Chrysler Jeep Dodge, who donated 1 wheelchair for every

Jeep sold during September, amounting to 17 wheelchairs distributed to clients in the Breede Valley and Witzenberg areas. This brings the total amount of wheelchairs distributed over the last 5 years to 132!

Another highlight was the partnership with the National Institute for the Deaf's **Caring Women** project, aimed at motivating women to join hands in raising awareness on disability in their own community circles. This project will be launched during the coming year, and we are confident that it will become the cornerstone of our awareness raising initiatives!

Our marketing has increased vastly, with a complete makeover of our **website**, now aimed more at provision of information which has resulted in a steady increase in the number of monthly visitors. Branches have been slow to establish their own pages on the site, but many are seeing the potential benefits and we hope to include them in the near future.

We have begun using **online social media**, particularly Facebook, which has proved extremely useful not only in marketing our services so that those who require assistance know where to find us, but also in increasing awareness on various aspects of disability. Regular updates on GreaterGoodSA has been profitable in linking our needs with donors who have time, skills or

goods for donation to a cause of their choice.

We were also able to print information leaflets on ways in which to interact with persons with a mobility impairment and persons with hearing loss, as well as the correct terminology to use when speaking about disability issues. Together with updated business cards, fridge magnets, Roll-In Shop banners and a branded gazebo for exhibition purposes, our **marketing package** has received a welcome boost, and is being put to good use.

Exhibitions were conducted at various opportunities which created much-needed publicity for our Roll-In Shop, providing advice and assistance on assistive devices which aid independent living.

A national initiative from **Round Table SA** resulted in several Branches working closely with their local Round Table in projects aimed at children with disabilities. We hope this continues for another year.

We have a total of 19 candidates currently enrolled in the **Train-the-Trainer programme**. Exciting to report is the opening of a satellite classroom in George for 6 learners from the Southern Cape, made possible with funding from the National Lottery Distribution Trust Fund. An extremely successful puppet training workshop was held, teaching Branch staff how to present puppet shows in order to educate small children on disability.

Support to Branches continued mainly with younger and less-resourced Branches. Additional funding has allowed us to plan for more intensive support to Branches.

Lack of funding meant that we could not participate in the **Buckle Up Road Safety Campaign** during 2010, but were able to acquire funding to expand the campaign to 5 Branches and 7 participating garages for the 2011/2012 year.



Fundraising

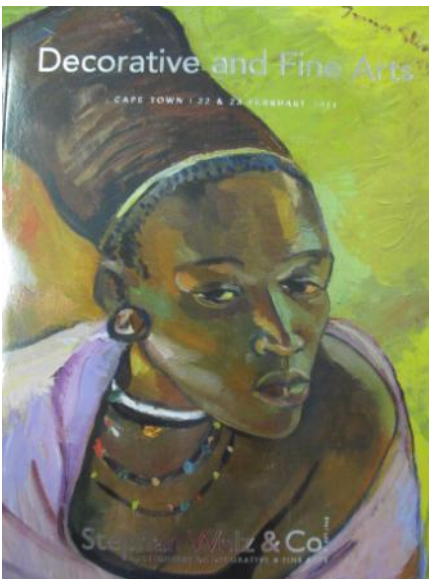
Our existing campaigns continue to perform well under difficult financial conditions.

In addition to campaigns, several funding proposals were prepared and scrutinised by major funders within South Africa. These would include applications to Tshikululu Social Investments, National Lottery, Chana SA and others.

This year we will celebrate our Silver Jubilee Race Day - 25 years and still going strong. This is an extraordinary milestone in the life of any fundraising initiative, and will be celebrated as such.



This year we sold over 20 000 more lollipops than last year—an incredible improvement! This campaign is gaining significant momentum and interest within the community, specifically because it is affordable to children who are by far the largest buyers.



We were also pleased with the overall result of our very first Art Auction which was held in February, including fine art, ceramics, glass, resort getaways, game reserve trips and fine wines.

This was our first foray into the auction world, and we will have to fine-tune our efforts in order to reap the maximum rewards.



The Car Competition remains our largest provincial fundraising project, raising urgently needed funds for our Branches whilst serving as one of our most successful awareness raising tools within communities.

This project saw unprecedented growth over this financial year, and more Branches participated than ever before. We also opened this up to other provinces which proved to be extremely successful.

Western Cape Association for Persons with Disabilities

Analysis of Income : 2010/2011

Source of Income	2010/2011 R	%	2009/2010 R	%
Bequests and Trusts	649,753	17	1,024,306	25
Grants and Subsidies	1,321,045	35	1,078,124	26
National Lottery Distribution Trust Fund	599,557	16	824,047	20
Fundraising	820,969	22	625,656	15
Investment Income	280,013	7	392,176	9
Donations	27,867	1	77,710	2
Roll-In Shop	86,679	2	78,892	2
Other Income	25,344	1	40,465	1
Total Income	3,811,227	100	4,141,376	100
Transfer to Special Funds	(601119)		(846047)	
	3,210,108		3,295,329	

Analysis of Expenditure : 2010/2011

Expenditure	2010/2011 R	%	2009/2010 R	%
Staff expenses (professional and support staff)	2,495,178	65	2,299,846	67
General administration expenses	445,521	12	463,312	13
Roll-In Shop (including staff expenses)	106,736	3	103,874	3
Fundraising expenses (including staff expenses)	683,888	18	466,839	14
Wear and tear of fixed assets	89,117	2	96,732	3
Total Expenditure	3,820,440	100	3,430,603	100

Application of Funds as at 31 March 2011

Application of Funds	2010/2011 R	%	2009/2010 R	%
Fixed assets	1,919,647	17	1,488,551	13
Invested in shares at market value	4,726,840	42	4,454,205	39
Invested in collective investment scheme at market value	1,578,130	14	1,499,293	13
Money market investments—WCAPD Funds	624,500	6	2,170,389	19
Money market investments—Special Projects	1,472,057	13	1,310,649	12
Net current assets	829,242	8	393,533	4
Total Income	11,150,416	100	11,316,620	100

Comments on the Summarised Annual Financial Statements

Income Statement

The net deficit for the 2011 financial year of R610 322 (2010—R135 274) is mainly attributed to:

- Reduction in income from Trust Funds of R374 553, mainly due to the decrease in interest rates;
- Decrease in investment income of R112 163 as a result of the decline in the interest rates and the withdrawal of the deposits on money Market and at call;
- Decrease in donations received of R49 843.

The Department of Social Development increased their subsidy by R242 921 to reimburse WCAPD for expenditure incurred to administer the funds on behalf of the Department, in terms of a Transfer Payment Agreement.

The grant received from the National Lottery Distribution Trust Fund is transferred to Special Funds to be administered for the specific approved projects. The grant has, therefore, no affect on the financial performance of WCAPD for the year.

The net income from fundraising for the year amounts to R137 081 (2010: R158 817).

The net deficit from the Roll-In Shop amounts to R20 057 for the year. (2010: R24 982 (deficit)).

The staff and administration expenditure increased by 5,9% to R3 029 816 (2010: R2 859 890).

Balance Sheet

The increase in the fixed assets is mainly attributable to the improvements to the Beaufort West property.

The market value of the shares amounted to R6 304 970 at 31 March 2011 (2010: R5 953 498).

Money Market investments and money at call decreased by R1 545 889 over the year, mainly to finance:

- the deficit for the year—R610 332;
- The improvements to the Beaufort West property and other fixed assets—R544 216;
- Loans to branches—R296 165;
- Net current assets—R139 544.

Mr Jack Smith
Treasurer



**WESTERN CAPE
ASSOCIATION FOR
PERSONS WITH
DISABILITIES**
TM. WCAPD

**PO Box 1544
Millerton
7435**

**Phone : (021) 555-2881
Fax : (021) 555-2888
E-mail : director@apd-wc.org.za
Website : www.apd-wc.org.za
Facebook : Western Cape Apd**

**ShareCall : 0861 APD INFO
0861 273 4636**

**Labour Law Advisor
Mr Michael Bagraim**

**Auditors
Rademeyer Wesson Auditors**

**Honorary Legal Advisor
Advocate J Krige**

**Honorary President
Mr Michael Bagraim**

**Honorary Vice-Presidents
Mr Peter Ocroft
Mrs Alida Basson**

**Chairperson
Mr Thys Blom**

**Vice-Chairperson
Ds Eddie Orsmond
Mr Hennie Jacobs
Mrs Annatjie van Niekerk**

**Treasurer
Mr Jack Smith**

**Members
Ps Andries Julies
Ms Therese Kotze
Mr Jacques Swartz
Mr Ivan Jurens
Mr Abe Abrahams
Mr Allan Kock**

Acknowledgements

The Association extends our sincere and grateful thanks to all those who assist us in our mission, be they volunteers, donors, staff, partner organisations, sponsors or friends.

Your commitment, dedication and loyalty are an encouragement to us in our service to persons with disabilities and their families.

Partners

National Council for Persons with Physical Disabilities in South Africa
Cerebral Palsy Association of the Western Cape
QuadPara Association of the Western Cape
Western Cape Network on Disability
Western Cape Forum for Intellectual Disability
Inclusive Education Western Cape
National Institute for the Deaf
Cape Mental Health
Institute for the Blind
Afrikaanse Christelike Vroue Vereniging
Western Cape Rehabilitation Centre
Chrysler Jeep Dodge Century City
Round Table SA

Funders

Western Cape Department of
Social Development
National Lottery Distribution Trust Fund
Community Chest Western Cape
British American Tobacco
Koeberg Power Station (Eskom)
Telkom Foundation
Conro Precision
Allan Taylor
Sanlam
Hyundai

Affiliates

Autism Western Cape
Multiple Sclerosis Western Cape
Muscular Dystrophy Foundation
Parkinson's Association
SA Haemophilia Foundation

Staff

Provincial Director	Mr Johan Joubert
Director's PA	Mrs Rita Scott
Developmental Social Services	Mrs Neva Smith, Mrs Roeline Robyn & Mrs Le-Ana van der Merwe
Occupational Therapy	Mrs Lara Office & Mrs Leigh-Ann Richards & Mrs Madelie Voigt
Human Resource Management	Ms Jani Kriel & Ms Bianca Henn
Marketing, Promotion & Awareness	Mrs Erica du Toit & Ms Asanda Damesi
Fundraising	Ms Heather van Wyk & Ms Valda Botha
Finance	Ms Marisa Hanekom, Ms Monique Cook & Ms Gaillian Coetzee
Roll-In Shop	Mrs Evelyn Mostert & Ms Emma Walters
Reception	Mr Gerald Meyer
Domestic	Ms Esme Walters

Registered Branches

Beaufort West APD • Bergrivier APD • Bethesda Hout Bay • Breede Valley APD
Cape Town APD • Cederberg APD • Drakenstein APD • George APD
Goukam Neurological Life Association • Heidelberg APD • Helderberg APD
Jo-Dolphin Swartland APD • Knysna APD • Mossel Bay APD • Ocean View APD
Olifantsrivier APD • Overstrand APD • Oudtshoorn APD • Paarl Stimulation Centre
Robertson House • Die Sterreweg Day Care Centre • Tembaletu Day Centre
Tygerberg APD • Wallace Anderson Home
West Coast APD • Witzenberg APD

Affiliated Partners

Camphill Farm Community