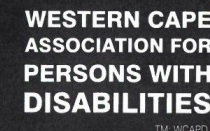


Beaufort West APD - 023 415 1650
 Bergivier APD (Veldrif) - 022 783 0420
 Bethesda Hout Bay - 021 790 7037
 Breede Valley APD - 023 347 2002
 Cape Town APD - 021 637 1204
 Drakenstein APD (Paarl) - 081 463 2068
 George APD - 044 878 0063
 Goukam Neuro. Life Assn - 028 713 4130
 Helderberg APD (Stellenbosch) - 021 882 8852
 Hessequa APD (Heidelberg) - 044 873 4959
 Jo-Dolphin Swartland APD (Malmesbury) - 022 486 4186
 Knysna APD - (044) 385 0126
 Moorreesburg APD- 078 137 0045
 Mossel Bay APD - (044) 690 3204
 Ocean View APD - (021) 783-1274
 Olifantsrivier APD - (027) 213 5764
 Oudtshoorn APD - 044 272 2106
 Overstrand APD - 028 315 1025
 Paarl Stimulation Centre - 021 862 7113
 Robertson House (Milnerton) - (021) 551 3780
 Die Sterreweg (Plettenberg Bay) - (044) 533 2639
 Tembaletu Day Centre (Gugulethu) - (021) 633-2100
 Tygerberg APD - (021) 592-4173
 Wallace Anderson Home (Riversdale) - (028) 713 3626
 West Coast APD (Saldanha) - (022) 714 4579
 Witzenberg APD - (023) 312 3935



320 Koeberg Road, Tigerhof, Milnerton, 7441
Telephone: (021) 555 2881 | E-mail: director@wcapd.org.za
Website: www.wcapd.org.za



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How can we help?	

How can you help?

- ☐ Motivate your colleagues to sign up for payroll giving
- ☐ Let us have your children's old toys, books & puzzles for our day care centres
- ☐ Wood offcuts lying around in your garage can be used in our workshops
- ☐ Keep an eye on our wishlist & see where you can help
- ☐ Place a link to our website on your e-mail signature
- ☐ Collect bric-a-brac in your neighbourhood for our opportunity shops
- ☐ Connect with us on Facebook & Twitter
- ☐ Select us as a beneficiary on your MySchool card
- ☐ Challenge your sports team or group to participate in a sporting event for our cause via GivenGain
- ☐ Send your furniture to us for re-upholstery
- ☐ Volunteer your skills or time
- ☐ Give in memory of a loved one
- ☐ Donate your birthday gifts
- ☐ Gift your shares
- ☐ Leave a legacy

Acknowledgements

Partners

National Council for Persons with Physical Disabilities in South Africa
Cerebral Palsy Association of the Western Cape
Muscular Dystrophy Foundation - Cape Branch
Western Cape Forum for Intellectual Disability
QuadPara Association of the Western Cape
Afrikaanse Christelike Vroue Vereniging
Western Cape Network on Disability
Western Cape Rehabilitation Centre
Inclusive Education Western Cape
National Institute for the Deaf
Multiple Sclerosis Society
Cape Mental Health
Kaleidoscope
RampUp

Funders

Western Cape Department of Social Development
National Lottery Distribution Trust Fund
Community Chest Western Cape
University of South Africa (Unisa)
Disgracefools Motorcycle Club
Coronation Fund Managers
The Cullinan Hotel
Spier Hotel & Spa
Redfern Printers
Protea Hotel
ER24

Affiliates

Autism Western Cape
Parkinson's Association
SA Haemophilia Foundation

Mission, Vision, Values

Mission

To work together with persons with disabilities and their families in facilitating social development and upliftment services whereby they take the lead in removing barriers and achieving independence.

Vision

Western Cape Association for Persons with Disabilities strives towards an inclusive society in which persons with disabilities are equal and active citizens.

Core Values

Respect

We believe that all people are deserving of respect and dignity, and everyone is to be treated with fairness and integrity

Inclusion

We embrace diversity and recognise the contribution of all individuals while including beneficiaries, volunteers, sponsors and staff in planning and decision making

Empowerment

We strive towards independence and equality of all people and undertake to build human capacity on every level of our organisation

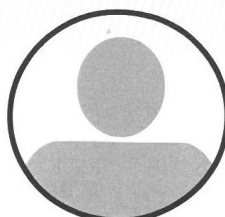
Office Bearers



Mr Michael Bagraim
Honorary President



Mr Peter Oscanoff
Honorary Vice-President



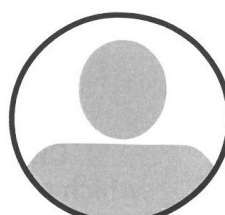
Mrs Alida Basson
Honorary Vice-President



Mr Jeremy Hazell
Chairperson



Mr Tommie Prins
Vice-Chairperson



Ms Crystal Abdoll
Vice-Chairperson



Mr Chris Botha
Treasurer



Ms Juliana Plaatjies
Member



Mrs Merle Stevens
Member



Mr Thys Blom
Member



Adv. J. Krige
Honorary Legal Advisor



Bagraim & Associates
Labour Law Advisors

Comments

The annual financial statements for the year 2016-2017 year were presented to the Annual General Meeting (AGM) accompanied by the auditor's report for the year. It is pleasing to note that the audit has not revealed any issues with the accounting practices and financial management at Western Cape Association for Persons with Disabilities.

Income Statement

All our revenue streams have come under pressure during the year and therefore the total income of the organization decreased from R4 156 054 in 2016 to R3 436 400 in 2017. Total expenses increased from R5 124 839 in 2016 to R5 500 238 in 2017.

The net deficit for the 2017 financial year amounted to R2 063 838, against a deficit of R968 785 during 2016. The deficit for the 2017 year was still within the budget loss for the year of R2 134 135. The current tough economic conditions are reflected by the loss on sale of investments and the deficit on the fair value adjustment of investments during the year of R318 751. Provision of R986 622 for impairment of loans to Branches was also made during the year.

The decrease in income is mainly attributable to the decrease in income from Trusts & Bequests and fundraising.

Our staff expense remains our largest expense and we managed to keep it in line with the previous year. Gross staff expenses increased by only 3% during the 2017 year.

Bequests

Trust Funds and bequests amounting to R476 529 were received during the year. (2016: R875 544)

Balance Sheet

The market value of the investments amounted to R11 833 234 at 31 March 2017 (2016: R11 717 080).

Money Market investments and in bank accounts was R1 327 148 on 31 March 2017.

Conclusion

The reality is that we need to source funding in order to keep our services going but also remain sustainable for longer than 5 years. We still have a strong balance sheet and that leads to funders not willing to fund our projects. In the process to keep our staff cost to the minimum, we experienced staff losses because of salaries not being market related.

Western Cape APD is however still on a sound financial footing. We look forward to strategic changes implemented by the Directors and are confident that the new direction will ensure a significant increase in future funding.

Chris Botha
Honorary Treasurer

A Word from the Treasurer

Treasurer's Report

Analysis of Income 2016/2017

Source of Income	2016/2017 R	%	2015/2016 R	%
Trusts fund and Bequests	476,529	13	875,544	21
Grants and Subsidies	2,344,634	68	2,314,034	56
Fundraising	67,500		174,573	4
Investment income	457,857	13	537,774	13
Donations	17,291	0	31,343	1
Other income	72,589	4	222,786	5
Total Income	3,436,400	1	4,156,054	100

Analysis of Expenditure 2016/2017

Expenditure	2016/2017 R	%	2015/2016 R	%
-------------	----------------	---	----------------	---

Staff expenses (professional and support staff)	4,160,305	76	4,054,634	79
General administration expenses	1,164,895	21	952,129	19
Bad debt	53,601	1	0	0
Wear and tear of fixed assets	121,437	2	118,076	2
Total Expenditure	5,500,238	100	5,124,839	100

NET DEFICIT FOR THE YEAR

(2 063 838)

(968,785)

Application of Funds at 31 March 2017 (excluding DSD Funds)

Application of Funds	2017 R	%	2016 R	%
Fixed assets	5,524,879	29	5,405,030	24
Investments at market value	11,833,234	62	11,717,080	53
Money market investments & bank accounts	1,327,148	7	3,665,456	16
Net other current assets	417,968	2	1,558,031	7
Total	19,103,229	1	22,345,597	100

Staff Members



Asanda Damesi
Marketing Coordinator
(till 31 August 2016)



Chadleigh Lintnaar
Human Resource Officer
(till 31 August 2016)



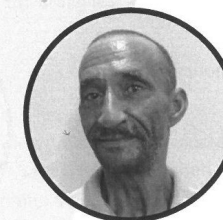
Elmien Grobbelaar
Provincial Director – Governance



Emma Walters
Admin Assistant
(till November 2016)



Erica du Toit
Awareness & Sensitisation



George Ceres
General Assistant



Esme Walters
Peer Support Administrator



Francis Robyn-Pretorius
Fundraiser



Lara Office
OT Manager
(till September 2016)



Gerald Meyer
Reception

Staff Members



Le-Ana vd Merwe
Chief Social Worker



Debbie Windell
PA to Directors



Loren Farmer
Finance Clerk



Madelie Voigt
Occupational Therapist



Neva Smith
Provincial Director
Professional services



Roeline Robyn
Chief Social worker



Tay-Yibah Jassiem
(from Jan 2016)
Occupational Therapist



Terca Barron
(from March 2016)
Admin Assistant



Trigeta Christians
Finance Officer



William Guillum-Scott
Social Media Coordinator

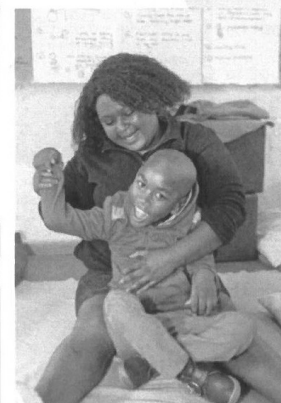
Nutritive Meal Plan : Die Sterreweg Day Care Centre, Plettenberg Bay

Many of our children come from under-resourced areas where putting food on the table is a daily struggle for parents and a balanced diet is not a priority. Malnutrition is a reality and has a negative effect on the children in our centre.

We therefore updated our meal plan to include healthy options which provide increased fiber, greater energy and strength throughout the day, while keeping them healthy. These small changes have benefitted our children tremendously. A quarter on quarter comparison of 2016 shows an improvement of attendance in school by 79% due to healthier children not remaining at home due to sickness. Additional benefits include weight loss, better brain function and skin health, reduced absenteeism and increased attention span and productivity in the classroom.

Knysna Little Angels Special Care Centre for Children with Disabilities: Knysna APD

Knysna Association for Persons with Disabilities proudly opened their new special care centre for children with disabilities, Little Angels which focuses on children between the ages of 0 and 18 years who are affected by a disability. We believe that every child has a right to education so the values and principles of inclusive education underpin our work in helping children with disabilities and their parents' access this right. Children with disabilities should as far as possible, receive the support they need to learn and progress in their local ECD centre and ordinary school together with other children from their neighbourhood. We believe that building an inclusive education system, will ultimately help build an inclusive society.



Chairperson's Report

Services in rural areas : Laingsburg APD

After a fair amount of discussion and correspondence between a concerned group of persons with disabilities and citizens in the Karoo town of Laingsburg, Laingsburg APD was established to support the needs of persons with disabilities in the area and immediately registered as a Branch of Western Cape APD. This is naturally still a very small Branch which is not able yet to deliver direct services, they already have an active activity group and will soon be researching the number of persons with disabilities in the area and the extent of their needs.

Disability Rights March & Community Service : Oudtshoorn APD

Disability day 2016 was held on 1 December 2016: The clients of APD Oudtshoorn and other stakeholders marched through the CBD area, raising awareness on the rights of persons with disabilities. Human Rights day was also celebrated on 22 March 2017 by handing over a memorandum to the Municipality and Western Cape Department of Education, focussing specifically on accessibility at school and the rights of learners to access schools and receive a quality education. Oudtshoorn APD also invested in their community by revamping the Department of Social Services offices in Bridgton in order to make the premises more inviting and accessible for persons with disabilities.



Dinner in the Dark Inspires : Overstrand APD

The dinner in the dark hosted by Overstrand APD together with Hein Wagner, was described as a real eye-opening experience. The focus of the awareness week which included the Dinner in the Dark was on raising awareness of both visible and invisible disabilities, as well as the diverse experiences of persons with disability in the community.

Paralympic gold medallist hosts tennis clinic : Overstrand APD

Paralympic gold medallist Monique Kalkman -van den Bosch from the Netherlands visited Hermanus to participate in the Global Golf Challenge. Monique, who became the first and only female athlete to win gold medals in two individual sporting events at the Paralympics, took time out of her schedule to host a tennis clinic for Overstrand APD.



With great pleasure, I present my Chairman's Report for our year ended 31 March 2017 for the Western Cape Association for Persons with Disabilities. Although this report covers the 12-month period under review I will comment later in this report on some matters that have arisen since our year end.

Although the move to the visible, smart and comfortable offices on Koeberg Road, Milnerton went relatively smoothly the ongoing challenges to WCAPD and its Branches remained. The Public Benefit Organisation sector continues to perform many of the functions of the Departments of Health and Social Development. We do have good relationships with these Departments but the resources of WCAPD and its Branches continue to be strained because the stagnant economy is not conducive to vibrant donor funding, on which we rely so heavily.

One of the biggest challenges financially, facing WCAPD and its Branches, is attracting and retaining professional staff. This year was no different and it was only through the dedicated and committed Directors and staff that enabled WCAPD to maintain a high level of service to the Branches. A big vote of thanks to all of you for your hard work and loyalty.

Training is one of the core services provided by WCAPD to the Branches and our professional staff should be congratulated on the high quality of this service.

The Peer Support programme, offered through 10 Branches, has been one of WCAPD's recent success stories. Our reach into the under-resourced communities continues to grow and it has also been an invaluable source of data on the extent of marginalisation of 'disabled' children and adults in these areas. WCAPD's training programmes played a crucial role in up-skilling peer supporters at the Branches.

The White Paper on the Rights of Persons with Disabilities (WPRPD), which came into effect in late 2015, has had an immediate impact on awareness-raising around disability issues. It sets out the road-map for much-needed legislation on the enforcement of measures to make society an inclusive environment for all. White Paper training sessions were presented to Branches in Southern Cape, Worcester and Cape Town, specifically on how it may be used to further lobby for the rights of persons with disability. It was also a timely reminder of the gross inequalities and marginalisation suffered by persons with disability, particularly those from under-resourced areas, at the hand of government and society at large.

The raison d'être of our organisation is in responding to the most pressing needs of the communities we serve. These needs are dynamic, they're forever changing.

Several programmes were rolled out and continue to grow. These included:

- Family Preservation Programme that is being piloted in Worcester, Ceres, Mossel Bay, Vredendal and Cape Town.
- New Branches were opened in Laingsburg, in the Overberg, and Special Care Centres were opened in Knysna, Great Brak River (Mossel Bay branch) and one is due to open soon in the Overstrand.
- Breede Valley branch has been very active, introducing two new projects, in addition to the Family Preservation Programme, viz. Partners 4 Life and Reduce/Re-use/Recycle.
- Helderberg APD decided to change its name to ChangeAbility, believing that this aligns more closely with their purpose of pioneering programmes that change communities by improving the lives of people with disabilities. ChangeAbility remains affiliated to WCAPD.

Our Management Committee has recently begun considering a Financial Turnaround Strategy presented by our Directors Neva Smith and Elmien Grobbelaar. Declining revenues and increasing costs have seen the steady erosion of our reserve funds over recent years. Raising donor funding and other fundraising efforts are being re-purposed. But, of necessity, we have also looked at the various services we provide to Branches, particularly training, which requires regular visits to Branches. Training of Branch staff is a core requirement in providing community services. As we all know, raising funds for Skills Development earns BEE points for corporate entities, in addition to the tax-deductibility of the expense. So, we are considering a project where Branches can raise funding to pay for staff training provided by WCAPD. Watch this space!

I close on a very sad note. In June, this year three WCAPD stalwarts passed away. We honour them for their dedication and loyalty.

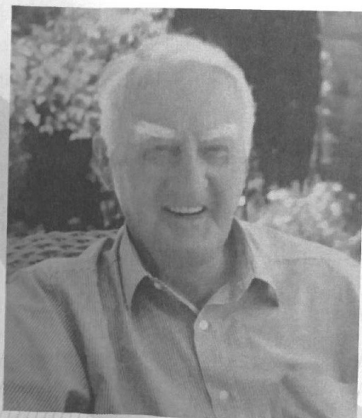
- Justice Pat Tebbutt – our President for 34 years
- Dr Reith Goldschmidt – past Vice-Chairperson
- Ms Dawn Hare - past Vice-Chairperson

I thank you all for your attention.

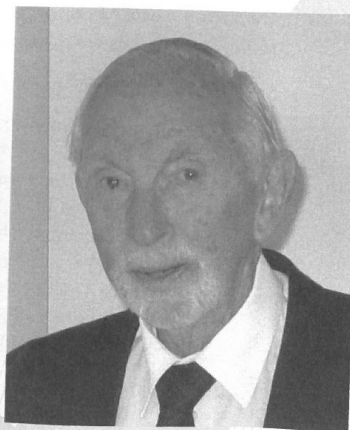
Jeremy Hazell



Ms Dawn Hare
past Vice-Chairperson



Dr Reith Goldschmidt
past Vice-Chairperson



Justice Pat Tebbutt
our President for 34 years

Authentic Purpose and Community Development : ChangeAbility

Helderberg APD became ChangeAbility on 29 March 2017 at a Special General Members meeting. Why? Because we needed to reflect our authentic purpose. A purpose is not your what. A purpose is your why. Why do we do what we do? We do it, because we love people and we dream of a world where all people are recognised for their abilities and potential. By working with people (with and without disabilities), understanding communities, and changing perceptions about what is possible, we believe that we can bring real change. We want to change how people see ability. We are ChangeAbility.

A highlight of the past year is the expansion of our Community Development Programme. The ultimate aim of our community development project is for every person with a disability to feel acknowledged, informed, supported and to have an opportunity to participate and influence change in each community that we serve. This programme started out as the Peer Support pilot project, but has since been incorporated into this programme.

In the 2016/17 year, we conducted a total of 334 new visits and 305 repeat visits by our 5 peer supporters in the communities of Cloeteville, Kayamandi and Franschoek in the Stellenbosch municipal area, as well as Macassar, in the Helderberg area.

As for reaching our intended outcomes, the following few examples are testament to the impact that we are making -

- 4 beneficiaries obtained SASSA disability grants for the first time;
- 5 beneficiaries obtained the correct assistive devices;
- 2 previously unemployed beneficiaries are now involved in the Extended Public Works Programme;
- 3 beneficiaries were assisted and have been approved for learnerships in Cape Town.

We feel honoured to continue our journey into the heart of South African communities and invite you to discover something we already know. With the correct support, people with disabilities can drive their own change and take their rightful place as valuable and crucial participants in our country's future.

Branch successes

Best ECD Program for Children & Babies with Disabilities : Masixole Day Care Centre, Beaufort West APD

The South African Early Childhood Development Awards is an annual event presented by the National Development Agency, in partnership with the Department of Social Development, SASSA, Department of Basic Education and Health, the South African Congress for ECD and UNICEF, which seeks to develop and empower the early childhood develop (ECD) sector by recognizing excellence, innovation, best practice, dedication and participation throughout South Africa, while emphasizing the importance of investing in early learning.

Masixole Day Care Centre in Beaufort West entered the "2016 Best ECD Programme that Support Babies and Young Children with Disabilities (Rural Category)" and won their category, receiving the award on 5 April 2017, a fitting 20th birthday present!

A small centre which began in February 1997 by a small group of APD staff and volunteers with 5 children and their mothers has since grown and developed into an award-winning Day Care Centre for 25 children with disabilities, employing 12 staff members. The Beaufort West community have supported the centre from the beginning, to the point where we are now able to offer -

- Day care for 25 children with disabilities for 5 days per week;
- 2 meals per child per day;
- Daily transport to and from the centre;
- An educational development program for each child;
- An individual exercise program for each child;
- Occupational and physiotherapy once per month per child;
- Quarterly social integration program;
- Parent guidance and support services.

Reduce, Reuse, Recycle : Breede Valley APD

According to an Environmental Affairs and Tourism media statement issued in 2007, South Africa has set a national target of reducing the amount of waste going to landfills by 70% in 2022, and to minimize and treat the remaining 30%. Since October 2010 Breede Valley APD has addressed two very important global issues with the implementation of the recycling unit: job creation for persons with disabilities and implementing measures to save our environment. Seventeen persons with disabilities, of which mostly intellectual disabilities, were employed in the recycling-unit where recyclable items from local businesses are collected on a daily basis while smaller households deliver themselves. The recyclable items are then sorted and processed before it is delivered to various depots. We now have new premises in Traub Street, Worcester. The project showed substantial growth and opportunities for persons with disabilities with wonderful support from the Breede Valley Municipality Department of Waste Management and their active approach on household waste management in Worcester, thereby attracting significant support from Engen Oil Petroleum.



Peer Support Programme

During this financial year, we secured funding for all our Peer Support posts in the form of EPWP stipends with the Department of Social Development's National Incentive Grant (NIG). These stipends allowed us to employ 76 Peer Supporters at 10 Branches across the Western Cape. These Peer Supporters performed 13 827 home visits, conducted 673 group sessions and 172 awareness-related activities.

The final two day Change Agent Training for Peer Supporters was concluded in Kleinmond during April 2016. 20 Peer Supporters and 11 APD staff members attended the training, which equipped Peer Supporters with the knowledge and skills to become agents of change in their communities.

Together with the Change Agent training, an evaluation of the Peer Support programme was conducted with the 9 involved Branches. During the evaluation, Peer Supporters and APD staff had the opportunity to give feedback on various aspects of the programme, reflect on what has worked and not worked, learn from each other's ideas and brainstorm on how the programme may be improved. Valuable lessons were learnt and Peer Supporters and staff returned to their communities with new motivation and ideas.

We were requested to present at the SASCA Conference and serve on the panel discussing the value of Peer Support for people living with spinal cord injuries

Various WCAPD staff members provide ongoing training with new as well as existing Peer Supporters at Knysna APD, Oudtshoorn APD, Hessequa development area, Overstrand APD, West Coast APD, Cape Town APD, Helderberg APD and Moorreesburg APD.

Sad news for the programme was the sudden passing of 3 Peer Supporters : Mlungisi Lupuwana (Co-ordinator for Khayelitsha), Dawie Cloete (Co-ordinator for Moorreesburg) and Kathy Maarman (Moorreesburg). Our thoughts and condolences go with their families and loved ones.



Governance

Western Cape APD focused on the implementation of the decisions made in March 2016 during the organizational development session which has led to essential and positive restructuring within the provincial office, and to;

- ☐ Improve the administrative functioning in the provincial office;
- ☐ Provide a more focused administrative, governance and service support to Branches;
- ☐ Build positive relationships with Branch staff and Management Committees.

In order to achieve these goals, there was particular emphasis placed on the following services to Branches:

- ☐ communication to Branches on a regular basis by means of the formal notices and circulars communication tool;
- ☐ launching a modern and interactive website to improve communication and to market the services of the provincial office and Branches;
- ☐ Directors' courtesy visits to Branches to determine which Branches require support and/or services from the provincial office;
- ☐ more training and development opportunities offered by the provincial office to Branch staff and Management Committees.

We have experienced Management Committees becoming smaller as there are insufficient community members from which to elect skilled and eligible volunteers. This could be attributed to a lack of time or interest in volunteering on governing bodies. Consequently, the same people are often elected year after year, resulting in worn-out Committee members and leaving little space for new energy and ideas. This is a tremendous challenge and we will have to look at creative ways in which to address this.

Another challenge is a lack of initiative, creativity and entrepreneurship at protective workshops which can be attributed to a lack of strategic vision within the Management Committee. Workshops with success stories have a Manager and/or Management Committee with visionary characteristics.

Provincial **Orientation** previously took place twice a year but since 2016/2017 quarterly Provincial Orientations were conducted for all new employees. In this way, smaller groups of 3-5 employees have the opportunity of being orientated on all aspects of our services, function, policies and activities within weeks of being employed. Research and surveys also revealed the need for **capacity building and training**. A human resource training program was developed for branch staff and Management Committee members, and conducted both in-house at our training facility in Milnerton and in the Southern Cape. Both the Service Contracts and Service Conditions were revised during the past year in preparation for the Provincial Council Meeting.

WCAPD provides **retirement benefits** to employees with contributions to a fixed contribution pension/provident fund. These retirement funds are managed with the assistance of professional advisors from Futura and is compulsory for all staff in permanent employment, including Branch staff. We also offer a **medical aid benefit** in partnership with Bonitas Health and with the assistance of professional advisors. Medical aid membership is compulsory and we contribute towards the monthly premium for each staff member.

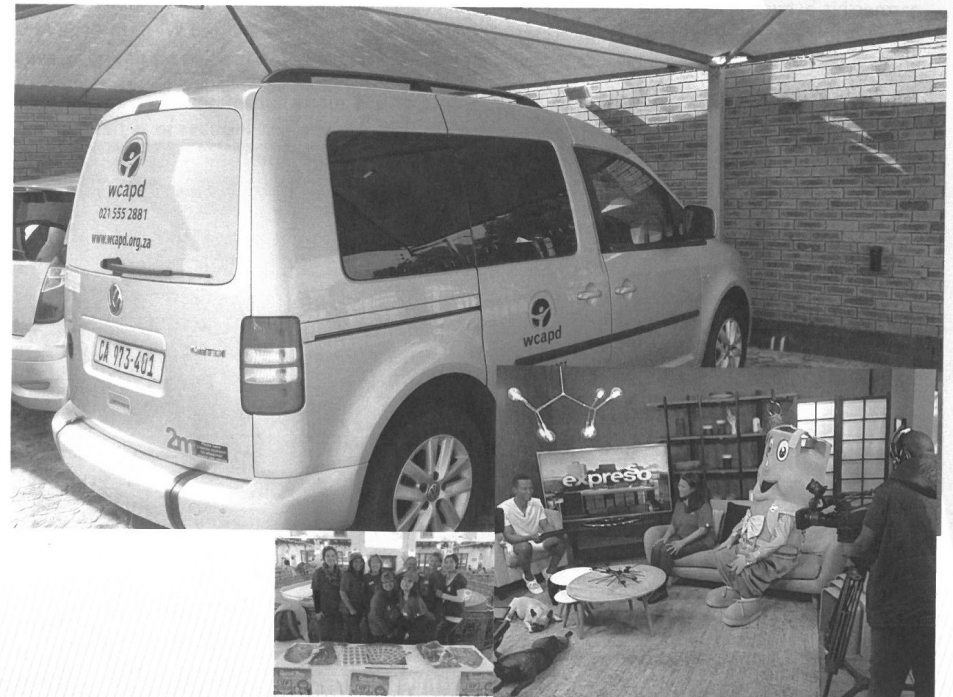
Marketing & Fundraising

The past year was certainly an eventful one in terms of our marketing, beginning with a group of film-making students who made a promotional movie clip for us. This was filmed at Tembaletu Workshop in Guguletu and Hout Bay APD, so our sincere thanks go to those 2 Branches for allowing us to use them! Our new office premises required new signage and we were fortunate to be able to place our acronym WCAPD on the front of the building and new signage just outside the front door, although a larger board viewable from the road is still planned.

Along with new premises came a new website which now has a back-end that serves as a communication portal with branch staff. All internal correspondence is posted to the website and the onus is on users to view regularly.

We continued our good relations with local and national radio stations, advertising several of our events, as well as our annual EspressoShow interview for Casual Day, while including regular slots on Good Hope FM and other smaller stations. An exciting addition is our membership of Cape Town TV which affords us the opportunity of broadcast time and limited access to their support in making televised clips.

This is the first year in which marketing and fundraising have worked so closely together and it is definitely paying much-needed dividends. Social media is an important part of this strategy and we are capitalising on that reach so as to further our fundraising goals.



Childcare & Education

A new Special Care Centre opened its doors in Great Brak River in May 2016 as a result of Mossel Bay APD's hard work and dedication, providing a much needed service to 20 children with disabilities from the local community. This should be followed by Special Care Centres in the Knysna and Overstrand areas in the near future.

The Occupational Therapy department provides ongoing support, mentoring and training to staff with regards to child assessments, programme development, disability related matters and more to the 10 special care centres in the Western Cape.



Developmental Social Services

Services in the provinces have increased mainly due to the Peer Support programme that brought services into the home of persons with disabilities, and for this we are grateful. Services rendered focusses on the physical and social needs of the client working towards independence and clients becoming contributing members of society.

These services are rendered through Social Work services to adults and children as well as Care and Stimulation services through Day- and Special Care Centres. Work and Employment services are rendered through placement of persons with disabilities able to enter the open-labour market and protective workshops for those who are unable to hold fulltime employment.

The need to develop services that are relevant to the needs of persons with disabilities in the province has become a very important aspect of the services to Branches. This has led to the development of the **Family Preservation Programme** that is being piloted in Worcester, Ceres, Mossel Bay, Vredendal and Cape Town with the focus on:

- Therapeutic services to persons with disabilities and their family in understanding the person's disability as well as how to deal with the specific needs of the person. The Peer Support programme has become an important link between the Social Worker and the person with a disability.
- The effects of transport in the rural and urban areas, looking at how local transport infrastructure could be used to provide accessible transport.
- Recruitment and training of foster parents and places of safety for children with disabilities that are at risk.

Work & Employment

We are also piloting a **Child Protection Programme** in some areas of the Western Cape with the aim of developing a provincial Child Protection Programme for 2017. The idea would be to develop a manual that is available to all Branches for implementation in 2017. The 2016 pilot, run during the last week of May and 1st week in June, included puppet shows at pre-schools and special schools for children with disabilities, articles for the website regarding child protection and a YouTube video of the puppet show. The aim is to reach children with disabilities, sharing the importance of protecting yourself as well as showing others that children with disabilities are also vulnerable to abuse.

All Social Worker Supervisors attended an enlightening Supervision course in May 2016 which opened up new ideas that will help facilitate supervision to all Social Workers.

As always, challenges abound :

1. Staff turnover remains a major concern as it leads to disruptions in services to the community.
2. The Social Worker supervisor within the Provincial office currently supervises 8 social workers instead of the industry recommended 6 social workers, while the Provincial Director : Services also supervises 5 Social Workers. The need is therefore to appoint at least 1 additional Supervisor to normalise the ratio of supervisors to social workers.
3. Services to mental health clients are difficult due to lack or limited access to mental health services or residential facilities. This has forced us to leave clients in their communities, often in danger of self-harm. Families and Social Workers are often not equipped to deal with the unique problems presented by those with psychosocial disabilities.
4. Placement of persons with disabilities in formal employment is not always easy due to companies not understanding the concept of reasonable accommodation in the workplace.

We welcomed Lizelle Ferus, a new Occupational Therapist who joined our OT team, during the period under review.



Although the APD protective workshops provides employment to many persons with disabilities throughout the province, the employment of persons with disabilities in the open-labour market is an ongoing struggle with a very low success rate. Even so, we managed to secure 50 employment opportunities for persons with disabilities and parents of children with disabilities through the Independent Development Trust's (IDT) Expanded Public Works Programme (EWP) during this financial year. The posts were allocated to 10 different APD Branches and utilized as special care centre assistants, cleaners, gardeners, administrative assistants and other general workers. These 50 employees gained invaluable skills and experience in this programme which resulted in 4 people since being appointed as Peer Supporters at their specific APD branch.

13 protective workshops and work groups currently provide employment and various forms of training and skills development opportunities to persons with disabilities. Our role is to provide guidance to protective workshop staff on client development plans, functional abilities of clients, skills development programmes, product development, and other relevant issues.



Statistics

Services

Special Care Centres	:	9
Residential facilities	:	2
Protective workshops	:	13

Service Objectives

Therapy & counselling	:	342
Social integration	:	77
Work & employment	:	277
Education & training	:	99
Health	:	95
Basic needs	:	220
Physical care	:	113

Volunteers	:	4 volunteers joined us
Sensitisation	:	14 sessions reached 455 people
Access scans	:	2

Beneficiaries

Types of disability

Mobility

Hemiplegia	:	228
Head injury	:	63
Epilepsy	:	77
Cerebral Palsy	:	133
Paraplegia	:	175
Quadriplegia	:	62
Amputee upper limb	:	38
Amputee lower limb	:	69
Polio	:	
Spina bifida	:	33
Congenital disabilities	:	55
Other	:	187
Sensory : Hearing	:	29
Sensory : visual	:	50
Intellectual	:	237
Psychiatric	:	
Multiple disabilities	:	66

Staff

Directors	:	2
Social Work Supervisors	:	5
Social Workers	:	41
Social Auxiliary Workers	:	6
Community Development Practitioner	:	1
Community Development Assistants	:	1
Occupational therapists	:	3
Day carers	:	24
Program implementers	:	7
Workshop Managers	:	13
Finance	:	9
Administration	:	35
Fundraising	:	2
Total staff	:	149

A look at Family Preservation in Worcester

The need for programs to attend to the needs of persons with disabilities living in their communities with their families, especially after discharge from hospital or crisis intervention, will be an ongoing need, especially with a lack of resources and infra-structure in our poverty-stricken communities. This group of people and their families need to be supported, empowered and their skills need to be developed for them to become as independent and mainstreamed into society as efficiently as possible. They often have very few or no support systems to help them in making the correct choices in terms of health, rehabilitation, social values and integration into their respective communities in general, etc.

With assistance and support from Western Cape APD, various BVAPD volunteers were recruited and trained to provide managed support and services to persons and families with disabilities within their families and communities on a long- and/or short-term bases, enabling persons and families with disabilities to reach an independent and optimal lifestyle. Following the initial training received during June to August 2016, the 16 trained volunteers were assigned to clients of Breede Valley APD. Service delivery took on many forms, including but not limited to peer- and parent support, household support, financial administration and support, facilitating support groups, developmental support (children and youth with disabilities) and the continuous identification of new persons with disabilities seeking support and services in the various service areas.

This project exceeded our highest expectations! A total of 77 new clients were identified in this period by the volunteers participating in the project. We had not realized the tremendous extent of the needs of persons with disabilities in our communities and the lack of accessible, quality services and support. Persons with disabilities who have never benefitted from any community services or participation are now being identified, supported and assisted by dedicated volunteers in their communities. The material needs of these clients were overwhelming and led to the establishment of the "Social Relief Fund" at Breede Valley APD, a resource for addressing some of these material needs.

The volunteers – both existing and newly joined – have showed tremendous personal growth and commitment to the project. From facilitating groups, to administrating All Pay, to cleaning a client's house – they have all showed a common sense of determination and passion in service delivery to persons with disabilities, acting as the Social Worker's eyes and ears in the community and literally being "an extra hand" in assisting the Social Workers.

This project has made its mark in our communities and is now undeniably a part of the development