



ANNUAL REVIEW 2019/2020



A word from the *Chairperson*

The welfare sector is no stranger to disruption. COVID-19, severe human suffering and major economic crisis are just a few consequences of the pandemic that will have an impact for years to come. Service to the most vulnerable has been deeply affected by the lockdown and uncertainty but we recognised the importance of getting used to a new way of working to ensure survival in these extraordinary circumstances.

This report however, covers the 2019/20 period.

WCAPD plans for the long term. We value certainty and stability. It is critical to the long-term sustainability of our operations that these plans are properly aligned with those of the APD Branches ensuring that when WCAPD is successful as an organization, our Branches also benefit. This includes our beneficiaries, communities and employees. I am particularly proud of the work the team has done over the year to strengthen our relations and I am even more proud of how they are handling the impact of COVID-19.

The Board's ability to deliver long-term sustainable success relies on a detailed understanding and reflection of the views of our workforce and partners, senior management team and all our APD Branches. The organisation's governance structures include a network of arrangements to ensure that interests of all are represented in the boardroom and are considered as part of deliberations. The relationships with our partners and donors are critical to the sustainability of the organisation and I thank them for their continued support. Please allow me to convey my deepest appreciation to my fellow board members for their valuable guidance, contribution and support over the past year.

The future will bring opportunities as well as new challenges. We face many uncertainties as the COVID-19 global emergency continues to unfold. In addition to the health crisis, we are facing one of the most severe economic declines in many decades, impacting on the organisation's. The effects of this economic decline will be felt by many organizations for years to come and some may not survive. Much work lies ahead of us, including the pressing need to advance transformation. Now is the time to unite and pursue our common goals. In times like these we must focus on our purpose, running efficient operations, controlling costs, and managing innovation and development programmes, so that we may advance towards a more sustainable and inclusive organization.

Finally, let me close by taking this opportunity to thank all our employees working across the Western Cape during these challenging times. Their contribution has helped make WCAPD what it is today and together we shall face the new challenges the future brings.

Warm regards,
Thys Blom

Removing Barriers



A word from the

Directors

Elmien Grobbelaar - Western Cape

AGM time signals the fact that another year is fast coming to an end and giving us the opportunity to look back on the successes and growth opportunities of the past financial year. Amidst a worldwide pandemic we are more aware of the devastating effect it has had, especially on persons with disabilities and other vulnerable groups. For many, life is generally not easy and they suffer silently under the many challenges disability and poverty presents. The social consequences thereof are vast and shocking. Limited opportunities exist for persons with disabilities due to inaccessibility, attitudes, stigma and other societal barriers. In response to the WCAPD's vision of an inclusive society in which persons with disabilities are equal and active citizens and being mindful of these challenges, the team developed the UKHULA programme. The aim of the programme is to make individuals see growth and development within themselves, their community and greater society.

In recognising that the need of persons with disabilities is too great for one organisation to meet, strategic partnerships were formed in particular with the Goldilocks and the Bear Foundation (gb4adhd). Employees of WCAPD and APD Branches are the ones who keep the strategy initiatives going. Significant training investments were made in internal and external training which impacted on the organization being able to reach set outcomes and implement the appropriate and relevant services.

The foundation of financial practice was 1) to maximise income and consolidate expenses to ensure the continuity of services and 2) to keep a watchful eye on issues of risk and compliance. Maintaining and promoting the integrity of WCAPD was maintained and promoted during the year.

WCAPD remains strong with committed staff, donors and partners. The WCAPD Provincial Management team and in particular the members of the executive team, have honoured their fiduciary responsibilities with care and have been invaluable in guiding and supporting the work of the organisation.

Having taken stock of what we achieved in the previous financial year and with the knowledge gained during the testing times we are currently in, we are looking forward to the challenges of the next financial year. Our priorities will continue to be promotion and support to persons with disabilities so as to have control over their own life by making choices, decisions, taking risks and taking responsibility.

Being a well-structured organisation, with a defined mission and vision, competent staff, protocols and guidelines for operational execution, WCAPD is able to respond to the challenges that await us.

A word from the

Directors



Le-Ana van der Merwe - Southern

When you have been employed at an organisation for a long time, you tend to forget the passion and excitement from the first year or two after you joined the organisation. I started employment within the WCAPD family on 14 June 1999 (the previous millennium!) as a young and energetic social worker, ready to change the world. Little did I know how the APD world will change me. Positive change, if I may add.

The world renowned motivation speaker, Oprah Winfrey, once said: *"There is no greater gift you can give or receive than to honour your calling. It's why you were born. And how you become most truly alive."*

Working at WCAPD is a calling. It is like attending a daily festivity. It is a gift we give ourselves every day, the opportunity to give to others. As we visit our branches with the gift of support, we receive the gift of growth. When we leave our offices to take the gift of passion to social workers on branch level, we return to the office with the gift of excitement. We visit protective workshop with the gift of new ideas and return with the gift of even more ideas. When we visit special day care centres we do so with the gift of care and we return with the gift of joy. When our paths crosses those of persons with disabilities, we bring the give of understanding, but we also receive the gift of inspiration.

Branches in the Southern Cape region are situated far from each other with some in deep rural areas. Services rendered in groups seems to be inspiring and offers the opportunity to get to know staff at others branches and to swap ideas. It is often energising and most branches grab the opportunities that are available. It is for this reason that the Southern Cape started forums for workshop managers, Program Implementer peer groups and continue with group supervision. We also strive to offer training opportunities for staff on all levels.

We were fortunate to acquire the services of Mrs Isabel Duvenage as Regional Manager: Social Work Supervisor, who is based in Oudtshoorn. She joined the team on 1 September 2019 and is responsible for individual supervision of the 8 social workers, 8 social auxiliary workers and 10 community development assistants. She is also jointly responsible for group supervision with myself. Mrs Madelie Voigt is actively involved with support and training at the 4 workshops and 6 special day care centres in the region, as well as support and training of peer supporters of 5 branches. Governance support, financial compliance, training of management committee members, development of new and emerging branches and *Extensive and Special Governance Support* of branches remains my responsibility. The team is supported by Mrs Angie van Rooy in administration functions and networking.

We were also very fortunate to acquire the services of Heosa (Healthcare Employers Association of South Africa) on an ad hoc basis to support with all Human resource functions.

The Southern Cape region was honoured to be the first host of the provincial Ukhula training and the base from where Ukhula planning took place.

"The heart of human excellence often begins to beat when you discover a pursuit that absorbs you, frees you, challenges you, or gives you a sense of meaning, joy, or passion."

—Terry Orlick

We are privileged to share our dreams and passion for persons with disabilities in the beautiful Southern Cape region.

Governance

The Extensive and Special Governance Support program is an intensive support programme by WCAPD for branches who experience governance challenges. The Program allows WCAPD to apply affirmative action and thus ensure sustainable services to Persons with Disabilities. A branch will be put on this Support program in the event there is no constituted Management Committees; where governance issues are negatively impacting services to Persons with Disabilities and when there is a risk of losing NGO registration and/or subsidy.

Extensive and Special Governance Support program of WCAPD

West Coast APD have not had a constituted Management Committee since 2014 and the branch has been under the Extensive and Special Governance Support program of WCAPD since then. Several attempts have been made to recruit suitable volunteers to serve as Management Committee members, but without success. A decision was taken to dissolve the branch as there was no local Committee that could manage the organisation on sound business principles, and due to the financial unsustainability of the branch. The Saldanha community formed a steering committee and, assisted by DSD, applied for a name change at the NPO Directorate. The organization's name subsequently changed to Harbour of Wellness Centre for Persons with Disabilities and is currently operating as a project of Siyabonga. In effect the organization is still an APD Branch until a new organization with its own NPO number is registered. The dissolution of the branch is pending a litigation process.

Paarl Stimulation Centre has been under the Extensive and Special Governance Support program of WCAPD since April 2018. During the past year several human resource challenges occurred and the branch currently faces possible closure due to financial constraints.

The Management Committee of **George APD** was found to be un-constituted in March 2019 and therefore dissolved and placed on the Extensive and Special Governance Support program of WCAPD. Many dysfunctional aspects were identified which needed to be corrected to ensure financial compliance. A new Management Committee can only be elected once these issues have been addressed. Even so, the support program is starting to bear fruit.

Oudtshoorn APD was placed on the Extensive and Special Governance Support program during October 2017 after their Management Committee was declared unconstitutional. With support and guidance, their service rendering remained unaffected and the program focussed on the recruitment and training of members so as to have a pool from which a properly constituted Management Committee could be elected, and training and support of those newly elected Management Committee members. The committee still functions under the supervision and support of WCAPD Southern Cape, but it is expected that the program will be terminated soon in the new financial year and that the Management Committee will take over full responsibility for the running of the branch.

ORGANIZATIONAL DEVELOPMENT

Ukhula Programme

In response to WCAPD's vision of an inclusive society in which persons with disabilities are equal and active citizens, the **UKHULA programme** was developed, with the aim of making individuals see growth and development within themselves, their community and the greater society. This programme will focus on beneficiaries of our services (persons with disabilities and their families), staff, and children in special care centres, as well as the public. Persons with disabilities are often deprived of or have limited opportunity for growth due to inaccessibility, attitudes, stigma and other societal barriers.

Ukhula is a Xhosa word that means "grow" or "to grow". It speaks of change; the action of increasing; to become stronger; to expand or to advance.

Ukhula offers people the opportunity to plant a seed that could germinate, grow and evolve as they discover their hidden abilities and talents, and in turn can impact others around them to learn that they too have a voice and life purpose.

The Ukhula programme consists of two parts -

Social Work Groupwork is mainly to be used and implemented by social workers and auxiliary workers with adult clients in the community or in centres, like protective workshops. **Ukhula Play & Learn** is to be used with children with disabilities – either in special care centres or with groups of children in the community.

The content and sessions of both parts may be adapted according to the specific clients to whom it is presented.

Ukhula Play & Learn was developed mainly by our two occupational therapists for children with severe and profound intellectual disability. The same Ukhula themes were used and the sessions and activities may either be used within the special care centres or be presented as a separate stimulation programme for out-of-school children.



ORGANIZATIONAL DEVELOPMENT

A 5day training workshop on the programme was presented to all social workers from all APD branches during 24—28 February 2020 at Hartenbos. further training of programme implementers, carers and other support staff planned for the future.

We truly hope that this ready-to-use 20 session programme will allow social workers to provide a much -needed service to marginalised children and adults who were previously unstimulated at home while also providing special care centres with new and exciting ideas to further the children's development.



Establishment of new APD Branches

Blue Crane Ability is a newly established group in Bredasdorp who are in the process of registering as an NPO and who work in close collaboration with the Cape Agulhas Municipality. The group aims to offer activities and sheltered employment opportunities to persons with disabilities. WCAPD facilitated a strategic planning session with the Management Committee of the group.

Feedback 2019 new established APD Branch

Laingsburg APD

There has always been a need for sustainable services and programmes for persons with disabilities in the Laingsburg community, to expand the branch's service delivery and to render specialized services and programmes to persons with disabilities. The branch has been in negotiation with the Laingsburg Lutheran church for office space since February 2020, and the church board subsequently approved and handed over the keys to Laingsburg APD on the 3 September 2020. This is a huge landmark reached, as it forms part of establishing services that are essential and applicable, and reaching the clients' direct needs, focused on stimulating and developing all persons with disabilities. The Management Committee's main objective is to have the offices officially open by 3 December 2020.

Services

Day Care Centres

During the 2019 AGM, Western Cape APD reported on our Toy Library Pilot project for out-of-school children. Due to the feedback received and interest showed by various branches in the project, the next step was to find a way to roll this out to more (or all) APD branches. It was therefore decided to incorporate a 'Play & Learn' section, specifically for children with disabilities, in our new and exciting Ukhula programme. See *Ukhula Training Programme* for more information on Ukhula Play and Learn Programme.



PARTNERS FOR LIFE ADULT DAY CENTRE, WORCESTER



The weight of economic pressures, specifically between 2011 and 2015 in the Breede Valley area, has resulted in an increase in the poverty levels. These increased levels of poverty had a substantial effect on the social wellbeing of the Worcester community, giving way to a high prevalence of substance abuse and in addition children born with Foetal Alcohol Syndrome and other neonatal related syndromes .

The challenge of addressing poverty and a lack of resources through social work services lies beyond the level of the provision of handouts of basic assistance. Breede Valley Association for Persons with Disabilities has to find creative ways in which to render developmental social services that are relevant to the personal needs experienced by children, youth and families with disabilities.

Through the well-established Partners for Life Parent Support Programme, we were able to do a needs assessment with the caregivers of children and youth with disabilities. An overwhelming need for accessible and specialised care services for young adults with profound intellectual disability was identified.

They require 24-hour support and care and frequently also have other physical limitations and depend on others for all aspects of their daily lives and have extremely limited communication abilities. In many cases the home-based care of persons with profound intellectual disability leads to caregiver burnout and the serious neglect and abuse of these persons.

A non-residential Adult Day Centre was destabilised in Worcester for 10 young adults between the ages of 18 and 40 with profound intellectual disability that further provides for the physical development, training, stimulation and care of these young adults.

Through the implementation of an adult care centre for young adults with profound intellectual disability, we provide opportunity for specialised care and development, but prevent caregiver burn-out and uphold the basic human rights of this vulnerable group of people.

With the Partners for Life Adult Day Centre, we strive to impact positively on the lives of the young adults with profound intellectual disabilities and their caregivers residing in the Worcester area. For many of them it is their only opportunity for specialised care within a safe environment. It allows caregivers the opportunity to take some time off and in the process avoid burnout and/or seek employment.



SOCIAL WORK SERVICES – COMMUNITY BASED

Marlene le Roux, CEO of Artscape and activist for people with disabilities, brought a piece of the Artscape to Hawston as part of their annual Rural Outreach Project. This was aligned with the work done by the local arts fraternity to ensure that the region is firmly established on the itinerary of art enthusiasts.

The Rural Outreach Project, a partnership between Artscape, Overstrand Municipality, Catalyst Foundation and Overstrand Association for Persons with Disabilities, aims to bring the best cultural experiences to the community and to involve the youth in the arts.



This event will be remembered by persons with disabilities for a long time. It was a fantastic opportunity for OAPD to fundraise as well as a wonderful opportunity for networking. The beneficiaries will always remember this opportunity they had to experience arts and culture in their small town.

Protective workshops

APD Oudtshoorn'

The protective workshop in Oudtshoorn enjoyed several successful projects during the year. A member of the community taught the workers needlework skills which they were able to use for the making of aprons and pencil cases. The clients planned and established a vegetable garden which was beneficial to them all in not only learning a new skill, but also providing nutritious food. A donation of wood from PSP Timbers was painted by clients and used to erect a fence around the premises.

Clients in Dysseisdorp were involved in an information session presented by the Department of Social Development which empowered clients with information on financial mismanagement and abuse. The workshop also collected gift boxes during December 2019 so that each client received a gift for Christmas.



Miracles Workshop at Tygerberg APD

A group of our beneficiaries completed a leather craft training course sponsored by Woodheads Leather academy in Woodstock, Cape Town. This was made possible by grant monies received from Lotto. Various leather items were manufactured by beneficiaries, including clutch bags, wallets and card holders. Parents of the beneficiaries are actively engaged with the workshop, even making financial or goods donations of cleaning products and toiletries to the workshop.

Young People at Work sponsored Miracles with two beginners computer courses, 2 clients have been trained and their skills will be used in the near future.



Two beneficiaries completed their learnerships with Kukhula Global Projects based in Claremont, Cape Town. 11 Beneficiaries were also enrolled in the EPWP programme hosted by the IDT in collaboration with the Department of Public Works. All beneficiaries progressed well on the IDT Learnership and successfully completed their IDT EPWP placement..

Contract work from Conro and Flexo factories were at a peak and extremely successful, generating an income of between R8 000 to R12 000 for assembly work.

The positive and ongoing partnership with Filia School continued when 17 of their school leavers were placed with Miracles in the final stage before completion of their Work Preparedness Programme—their version of a matric year.

Once completed, the learners are placed either at Miracles or another protected environment, or the open labour market.



Residential facilities

Allan has been a resident of Goukam Health in Riversdale since 17 January 2018 after referral from a night shelter in George. After his arrival, Allan began with several projects in an effort to make a success of his life and his stay at Goukam Health. He makes wooden products which include trays, plant boxes and wood-burning art, furniture restoration and painting. The sale of these items also provides a small income for the organisation.

He now has a safe and permanent home with Goukam and is able to lead a meaningful life. Goukam are so grateful to be able to make a positive difference in the lives of people who need support by providing a safe living environment, healthy food and opportunities for meaningful and productive lives.

Peer support

Since its inception in 2009, the peer support programme has developed into a well-known and established programme – not only within APD, but within the disability sector of the Western Cape. We can therefore proudly report that Western Cape APD still uses our home-grown Disability Inclusive Development training programme to continuously train new peer supporters who join the programme. Thirty-six new peer supporters and staff from 8 APD branches were trained in this 7-module programme to enable them to provide a quality service to persons with disabilities in their communities. A total of 75 peer supporters were actively working at 10 APD branches during the 2019-2020 year.





Awareness raising

The need for awareness and education around disability becomes more and more evident, specifically the rights of persons with disabilities. We are seeing more and more cases where the rights of persons with disabilities are ignored and replaced with outright discrimination.

Much of our focus during this year has been on radio interviews so as to reach the greatest amount of people possible.

Local radio stations are particularly welcoming and we use them unashamedly! Another way of reaching large amounts of people is social media, where our Facebook page takes centre stage in educating the public on disability matters.

We believe firmly in practising what we preach, so we arranged for all our staff to have their hearing screened, courtesy of National Council of and for Persons with Disabilities and HearEx. Too few people test their hearing so NCPD has introduced a screening service which gives a pass or refer result, an indication of whether the individual needs a hearing test. Timely treatment of hearing loss is crucial in order to gain maximum benefit from assistive devices and technology.

Nappy Run has always been a great support to our clients but the 2019 campaign was outstanding. We received a total of 240 boxes of nappies which were distributed to Branches for the benefit of 348 people. We have begun discussions for a partnership with Nazareth House who provide care for vulnerable individuals including children with disabilities, to combine their nappy drive with Nappy Run and hold 1 large event. This will be followed up in during the next year.



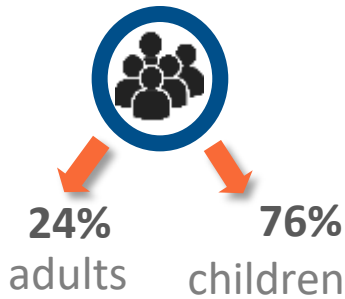
Accessibility is being addressed in partnership with the Western Cape Network on Disability, particularly around accessible transport and non-motorised transport, and 1 or 2 key public spaces which are not accessible in terms of universal design principles, thereby excluding many persons with disabilities.

2020 services

summary

clients

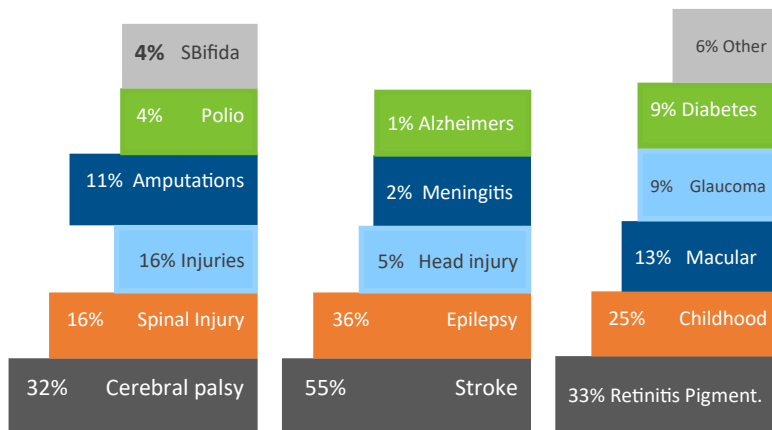
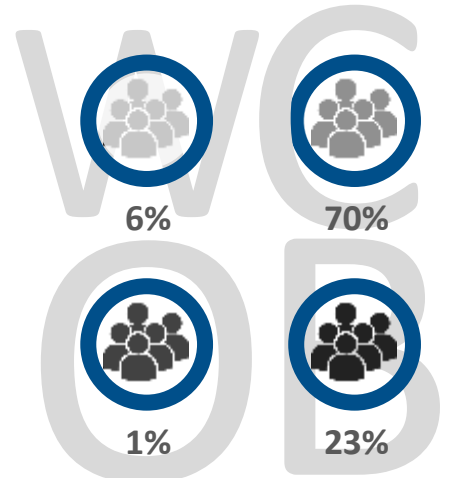
clients



52%



48%



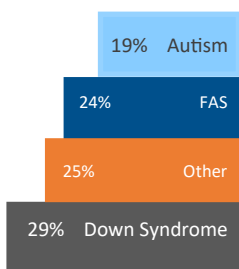
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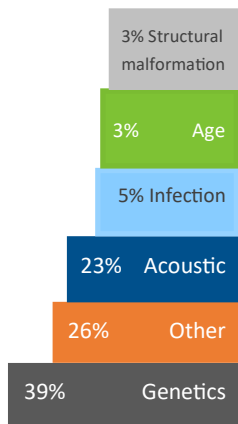
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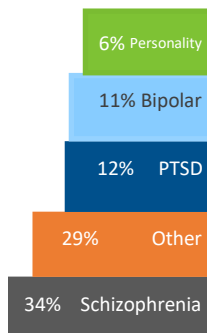
4%



26%



4%



6%

84 Peer Supporters made 7 603 visits

20 Placed in permanent employment

Placed in 18 learnerships

254 In protective workshops

176 Clients trained in 45 sessions

181 Clients socially integrated

114 People sensitised over 11 sessions

7 Placed in residential care

240 Packets of nappies sent to 178 children & 170 adults

336 Children receive ECD in day care centres

11 Talks reached 374 people

12 Branches for

impact

Financial report

The annual financial statements for the year 2019-2020 year were presented at the Annual General Meeting (AGM) along with the auditor's report for the year. It was pleasing to note that the audit report has not revealed any issues with the accounting practices and financial management at Western Cape Association for Persons with Disabilities.

Income Statement

The 2020 financial year net surplus amounted to R6 481 compared to a deficit of R355 065 during the 2019 financial year. The total income of the organisation increased from R4 471 436 in 2019 to R5 152 729 in 2020 and total expenses increased from R4 826 500 in 2019 to R5 146 248 in 2020.

The increase in income was mainly attributable to the increase in income from Trusts and Bequests. Our staff expense of R3 878 768 remains our largest expense.

Bequests

Trust Funds and bequests amounting to R1 569 360 were received during the year. (2019: R976 749)

Balance Sheet

COVID 19 had a negative impact on the market value of investments. The market value of investments amounted to R9 286 620 at 31 March 2020 (2019: R11 287 711). Cash in Money Market investments and bank accounts amounted to R966 911 at 31 March 2020. (2019: R1 337 133)

Conclusion

Based on the 2020 result, the Western Cape Association for Persons with Disabilities, through its directors, management committee and staff, continue to take bold steps to protect the future of our organisation.

Western Cape APD still has a strong balance sheet and maintains a sound financial footing.

Chris Botha
Treasurer

Source of Income	2019/2020 R	%	2018/2019 R	%
Trusts fund and Bequests	1,569,360	30	976,749	22
Grants and Subsidies	2,703,479	53	2,221,863	50
Fundraising	98,819	2	98,733	2
Investment income	530,508	10	502,297	11
Other income	250,563	5	226,902	5
Reversal of loan impairment	0	0	444,892	10
Total Income	5,152,729	100	4,471,436	100

Expenditure	2019/2020 R	%	2018/2019 R	%
Staff expenses (professional and support staff)	3,878,768	75	3,535,559	73
General administration expenses	1,095,059	21	1,161,338	24
Bad debt	37,674	1	35,268	1
Wear and tear of fixed assets	134,747	3	94,335	2
Total Expenditure	5,146,248	100	4,826,500	100

NET SURPLUS (DEFICIT) FOR THE YEAR

6 481

(355 064)

Application of Funds	2020 R	%	2019 R	%
Fixed assets	5,776,084	35	5,888,075	31
Investments at market value	9,286,620	57	11,287,711	60
Money market investments & bank accounts	966,911	6	1,337,133	7
Net other current assets	310,367	2	424,574	2
Total	16,339,982	100	18,937,493	100

Major funders

Aecom | Department of Social Development | PhilWest Motors
Charles Harding Trust | Estate Late O Snyman | L&W Franks Trust
Schonegeval Benevolent Trust



apd

**WESTERN CAPE
ASSOCIATION FOR
PERSONS WITH
DISABILITIES**

TM: WCAPD

Branches

Beaufort West APD • Bergrivier APD • Breede Valley APD • Cape Town APD • Changeability • Drakenstein APD
Goukam Health • George APD • Hout Bay APD • Jo-Dolphin Swartland APD • Knysna APD • Laingsburg APD
Mossel Bay APD • Ocean View APD • Olifantsrivier APD • Oudtshoorn APD • Overstrand APD
Paarl Stimulation Centre • Robertson House • Die Sterreweg • Tembaletu Day Centre • Tygerberg APD
Wallace Anderson Home • Witzenberg APD

Office Bearers

Honorary President : Mr Michael Bagraim • Honorary Vice-President : Mr Peter Oscroft
Chairperson : Mr Thys Blom • Vice-Chairpersons : Ms Elwyn Hansby-Consul and Mrs Priscilla Jansen
Treasurer : Mr Chris Botha • Additional members : Mr Michael Koch • Mr Richard Marshall • Mr Johan Cronje
Legal Advisors : Adv. Joel Krige; Bagraim & Associates
Human Resource Consultant : Mr Gary Shorkend

Personnel

Elmien Grobbelaar—Provincial Director • Le-Ana van der Merwe—Provincial Director : Southern Cape
Celista Gerber - Regional Manager : Chief Social Worker • Martin Kock - Regional Manager : Chief Social Worker
Madelie Voigt - Occupational Therapist Manager • Isabel Regional Manager : Chief Social Worker
Erica du Toit - Awareness & Sensitisation Coordinator • Trigeta Christians - Manager : Finance • Loren Farmer - Accounts Clerk
Terca Barron - PA to Provincial Director • Angeline van Rooi - PA to Provincial Director : Southern Cape
Esme Makoloi - Administrative Assistant & Reception • Shaheeda Dollie - General Assistant (Part-time)

Partners

National Council of and for Persons with Disabilities | Cape Mental Health | CapeMobility
Cape Town Society for the blind | GunFreeSA | Inclusive Education Western Cape | Multiple Sclerosis
Muscular Dystrophy Foundation Western Cape | QuadPara Association Western Cape | RampUp
UCT Disability Service | Western Cape Forum for Intellectual Disability | Western Cape Network on Disability
Western Cape Rehabilitation Centre

Appreciation & thanks

The Association is sincerely grateful for the support we have received from the public, State Departments, corporates and local business, civil society and individuals, without which we are unable to function. A tremendous debt of gratitude also goes to volunteers, Office Bearers, Management Committee members, staff and consultants for their untiring efforts towards achieving our goals for an inclusive and equal society.

