

2021
2022

Annual Report



**WESTERN CAPE
ASSOCIATION FOR
PERSONS WITH
DISABILITIES**

TM: WCAPD

Striving towards an inclusive society
in which persons with disabilities are
equal and active citizens.



A message from our Chairperson

Willem Mathys Blom

The world has changed a lot since December 2019, probably more than most of us would have anticipated when the first rumours of a dreaded disease started doing the rounds. We are thankful that WCAPD are still able to celebrate yet another successful year with friends and colleagues.

For vulnerable communities, structural barriers often impede access to essential services such as healthcare. With the outbreak of COVID-19, resources have largely been diverted towards fighting the pandemic. People with disabilities expected that access to basic services would not be hindered but it soon became clear that achieving this in practical terms proved difficult.

I am proud to say that despite the fear of the unknown during 2020, the dedicated employees of WCAPD identified that in order to overcome the social distresses, trauma and isolation brought on by the pandemic for

persons with disabilities, the answer lay in engaging meaningfully with APD Branches, communities and other organisations.

They rallied towards the Branches, supporting and guiding them to render the necessary services in communities, and this support has not ceased during 2021.

It is important that WCAPD continues to draw on this cohesion so as to invoke resilience amongst APD Branches and communities. The approach of collective participation has proven to alleviate fears and offer the opportunity to create awareness.

A heartfelt thanks to every Provincial Committee member who remained committed to the responsibility of governing an organization of this extent, sharing their time, skills and enthusiasm in guiding WCAPD to sustain their services and activities, and thereby support our beneficiaries. ■



A message from our Provincial Directors



Le-Ana van der Merwe

Elmien Grobbelaar

For the 2021/22 financial year, the Covid-19 pandemic continued to rewrite our daily lives and challenged us to lead in delivering our strategic objectives despite uncertainty. It is still difficult to summarize the complexity of 2020 in one word, but 'connected' comes to mind.

WCAPD is proud to have remained connected with our APD Branches, partners, funders and donors, and we experienced how staying connected enabled continued participation, new and innovative ways of rendering services and collaboration to promote and

“ ... this means being unequivocal about transparent, high quality services. ”

protect the rights of persons with disabilities. We believe that staying connected enabled WCAPD to replace words like “ruined”, “damaged”, “catastrophic”, “unable” and “demoralizing” with shared values such as Purpose, Agility, Nurturing, Innovation and Change - striving towards equality, dignity and justice for all persons with disabilities.

On a practical level, this meant being unequivocal about transparent, high quality services. It is our duty to understand and respond to the challenges and vulnerabilities APD Branches experience, and WCAPD have made great strides in delivering on our strategic priorities to support and guide APD Branches.

As we continue to identify and balance our urgent and important work, WCAPD continues to address the effectiveness of the organization to activate meaningful organisational change, to clearly define accountabilities for both employees and volunteers serving as Management Committee members to be capable in their roles. WCAPD's intentional journey is to lead with purpose, gain strength from our core values and develop high-performing teams to make it happen. This is something WCAPD can only achieve in collaboration, in other words, staying connected, with our APD Branches, sector peers, the private sector, civil society and government.

It is important to acknowledge that absolutely none of this is ever possible without our people, and I thank every one of our employees, Provincial Management Committee members and APD Branch colleagues and Management Committee members for helping us go beyond resilience and to thrive through whatever changes we are faced with. ■

1. Governance

The term 'governance' comes from a Greek verb κυβερνάω [kubernáo], meaning 'to steer'. NGO's need good governance for effective functioning, growth and sustainability.

FundsforNGOs emphasizes that "the principles of good governance hold true in the dynamic environment the NGOs face today as the issues of accountability, transparency, responsibility, disclosure practices and organisational relationships among the board and stakeholders have come to the forefront in the case of NGOs."

Therefore WCAPD follows good governance practices to strengthen its own internal structure & avoid any crisis arising out of poor governance, and works hard and tirelessly to establish organisational credibility by exhibiting transparency, accountability and responsibility. As part of our responsibility to the community and mandate from the Department of Social Development, WCAPD continues to support and guide APD Branches in transparent and good governance.

As a measure of good governance, WCAPD ensures that all its partners, beneficiaries and stakeholders are aware of the organisational plans, activities and achievements.

1.1 Independent Code of Governance for Non-Profits in South Africa

The Independent Code of Governance for Non-profits in South Africa was developed by civil society organisations to promote good governance, high standards and best practice amongst NGOs. WCAPD is committed to govern by this Code and to guide and conduct WCAPD's affairs and oversee those of APD Branches according to the set of principles, values and responsibilities stipulated by the Code.

The Independent Code of Governance is the standard of measure to which our performance is assessed and according to which guidance is given to APD Branches and Management Committees.

The mentioned code guides WCAPD and APD Branch Management Committees to provide overall vision, direction, purpose and oversight separate from the day-to-day management of the APD Branches. This ensures that the daily operations can be implemented according to the policies and procedures to accomplish the goals of the organization.

1.2 Extensive & Special Governance Support (EGS) program

In our Conditions for APD Branch Registration document, EGS is defined as follows:

"Extensive and Special Governance Support (EGS) is offered to a branch that for some of other reason become non-compliant. The purpose is to give extra and specialised support to the management committee:..."

Currently 5 Branches are on the EGS program to offer them the opportunity to rectify their non-compliance; to offer special training to the Management Committee to ensure the prevention of further of repeated non-compliance and to monitor and evaluate processes within the Management Committee and the daily operations of the branch to rectify non-compliance.

The EGS programme at these Branches will continue until they become compliant and are able to maintain compliance for at least six (6) months.

It is the responsibility of the Provincial Director of the region in which the Branch is located, to act on behalf of the WCAPD Management Committee and to report back to the WCAPD Management Committee on a quarterly basis regarding the progress of the Branches on the EGS program.

1.3 Policies & Processes for Accountability

To ensure that the Management Committees of APD Branches apply good governance and are accountable, WCAPD provides well drafted policies, which are periodically reviewed and updated. As needs arise, new policies are written to address the need and to comply with statutory expectations.

It is necessary that the policies are operational and WCAPD ensures that all employees, Management Committees and volunteers are aware and informed of the policies and procedures in our Operational Manual.

The following new policies were added to the Operational Manual during 2021/2022 which arose mainly as a result of the 2020 Covid-19 pandemic and the necessity to provide

direction for areas of functioning that were not previously part of the organization's frame of reference:

- WCAPD Cell Phone Policy
- WCAPD Online conferencing etiquette
- WCAPD Covid-19 Risk Assessment policy
- WCAPD Covid-19 Policy
- WCAPD Covid-19 vaccination procedures

1.4 Monitoring & Evaluation

Monitoring, a systematic and periodically recurring task, is executed by the WCAPD Management Team. During M&E, information is collected from APD Branches and programs for four main purposes:

- To learn from experience and to improve practices and activities in the future;
- To have internal and external accountability of the resources used and the results obtained;
- To take informed decisions on the future of the initiative;
- To promote empowerment of beneficiaries of the initiative.

Monitoring allows results, processes and experiences to be documented and used as a basis to steer decision-making and learning processes, checking progress against plans. The data acquired through monitoring is used for evaluation.

Evaluation is a systematic and objective assessment process, evaluating information that informs strategic decisions to improve the program in the future.

Due to a high Covid-19 presence in some areas and financial restrictions, M&E was only executed by WCAPD at the following Branches:

- Knysna APD
- Hout Bay APD
- Cape Town APD
- Robertson House
- Beaufort West APD
- George APD
- Mossel Bay APD

1.5 Annual Operational Evaluation & Planning

Annual planning is the process of defining a roadmap for the WCAPD and APD Branches, to a broader vision of where the organization aims to be by the end of the following year, including the organization's financial plan. These sessions are also used to review the year's performance and achievements, helping to analyse expectations and results from the previous year to create an annual plan that gives everyone in the organization a sense of where they're headed, and where they want to be twelve months from now. The Annual Planning clearly states who is accountable for different phases and activities of the execution. It also includes risk management strategies and flexibility to deal with unforeseen events without compromising the timeframe or methodology.

Evaluation & planning, and Strategic planning every 5 years, is an essential aspect of WCAPD's daily and annual functioning as it provides an opportunity to set the overall direction of the organization by discussing goals, budget, and performance.

Despite the continued implications of 2020, WCAPD continued to promote and integrate gender equality & human rights, introduced new and exciting strategies and awareness programs which contributed to enhanced effectiveness of all APD Services. We also continued to advocate for persons with disabilities and provide services to one of the most vulnerable groups.

WCAPD will continue with transparent, well-governed and innovative services focusing on:

- full social and economic inclusion of persons with disabilities;
- inaccessible physical environments and transportation
- discriminatory prejudice and stigma
- gaps in service delivery.

Go to the people
Live among them
Learn from them
Love them
Start with what they know
Build on what they have:
But of the best leaders
When their task is done
The people will remark
"We have done it ourselves."
- African proverb

1.6 Human Resources

by Gary Shorkend, HR Consultant

COVID-19

During June 2021 the Department of Employment and Labour published a consolidated directive based on the Occupational Health and Safety Act. The practical implementation of any policy was obstructed by the complexities of the Dept of Employment and Labour regulations, inconsistencies with labour legislation and Dept of Health regulations, lack of professional management skills at many of the smaller branches and the resistance to the vaccine by many employees, especially in the smaller communities. It is, however, important that each branch performs a risk analysis with regard to the Covid-19 pandemic and implement measures to mitigate against the spread of the Covid-19.

During October 2021 I did a presentation on Covid-19 and the vax during an APD Hour.

Employment contracts

There appears to be a wide-spread perception that employees can be employed on a fixed term contract of employment instead of probation period. This is a misconception in that the Labour Relations Act was specifically designed to avoid this practise. This practise is therefore very risky and I certainly do not encourage it.

The practise of employing staff on a Fixed Term Contract of Employment must be justified in terms that are acceptable in labour legislation. This is complex and I am available for consultation regarding these matters.

Notices have been sent to all branches regarding the POPI Act. Every employee must sign a POPI addendum which must be annexed to their Contract of Employment and all new Contracts of Employment must include a POPI clause.

Branches are not always focusing on the prime objectives when interviewing staff. It is important that the job description is conveyed to prospective employees before they agree to sign their contract of employment so that both, the branch as well as the employee are aware of the expectations and capabilities of the incumbent.

The Provincial Office has high quality appointment guidelines and branches should all request a copy to use in interviews.

Work performance, misconduct, disciplinary hearings

I noted an increase in the number of Branches approaching me with poor work performance and misconduct queries as well as requests to chair disciplinary hearings. It is important that these processes are followed through correctly and that staff become aware that there are consequences for misconduct and poor work performance. We have conducted numerous disciplinary hearings per webinar during the period under review and this has been successful when working with distant Branches.

National Minimum Wage Act & Protective Workshops

While National Council has appointed constitution lawyers from Johannesburg based law-firm Webber Wentzel to manage this process, there appears to be little progress. In the meantime, I continue to play a role in this matter, working with Wendy Nefdt of Epilepsy SA and Michael Bagraim, DA Shadow Minister for Employment and Labour in the National Assembly and Parliamentary Portfolio Committee for Employment and Labour member on moving forward with this matter.

A concern is that there are some Branches paying staff below the national minimum wage and so has led to a CCMA ruling against one Branch so far. It is important that no employee, under any circumstances, is paid below the national minimum wage and I am available to consult on this matter.

Restructuring salaries & long leave

A provincial-wide consultation on the restructuring of salaries and long-leave was held in February 2022 and the proposal was received favourably among the delegates.

General

It is encouraging that there is an increase in the number of Branches engaging with me, as well as the number of HR enquiries from each of those Branches. General enquiries are still primarily related around leave, absenteeism and sick-leave abuse and exchanging sick leave for annual leave. Poor work performance is on the increase and I urge all Branches to consult on these matters immediately they arise. These matters can be easily managed if handled immediately when they occur. Many of the branches management is not sufficiently decisive when issuing instructions, resulting in opportunistic misconduct and poor work performance. While there is an expectation of mutual respect between management and staff, management is also expected to command respect. Some Management Committee members, CEO's and Branch Managers have attended a workshop on management techniques, which I presented after the period under review.

2. Social Work & Branch Support Services



2.1 Ukhula

Western Cape APD's Ukhula Indaba 24 – 28 May 2021 for all social workers in the 2 regions took place in Hartenbos. The purpose of the Indaba was to re-align, re-purpose and inspire the team to ensure effective service delivery. During 2020 the Ukhula project was launched with the theme “I am”, focussing on giving social workers powerful tools to conduct group and community work to help their clients with finding their inner purpose and developing a strong identity.

Unfortunately, due to the pandemic, there were some challenges in implementing the programme as planned. The Ukhula theme for 2021 was “I can” and the focus was on the helper, as caring for the carer is vitally important, especially during these times.

The theme for the Indaba in Hartenbos was “(I can) Do it afraid”. The aim was to make everyone attending aware of the fact that we can do hard things, even if it scares us. The whole week was designed to challenge everyone to do it afraid. Most importantly, the Indaba succeeded in getting every single person to commit to the purpose of the WCAPD. This purpose is what unites all APD Branches and employees in what they do as well as how they will approach all service delivery going forward.

In line with the theme of doing it afraid; it was also important to clarify how this will be achieved. This will be achieved by...PANIC! And this does not refer to panic as we normally would. PANIC refers to doing what we do by:

Ø P – PASSION/PLEASURE/PURPOSE - We have pleasure in living our purpose with passion.

Ø A – AGILE - We never accept things for what they are but for what they can be. Constructive communication for change

Ø N – NURTURE - We nurture and care for potential and growth

Ø I – INNOVATE - We find creative ways to solve old problems

Ø C – CHANGE - To challenge ourselves, each other and communities in which we work.

The Indaba achieved its objective in getting everyone to do it afraid by using PANIC. They now have a shared language of what they are doing and why they are doing what they do. They can keep it each other accountable by asking: “Are you PANICing now?” How can I help you PANIC more?

The Ukhula programme was conducted and rolled out by the social workers at Drakenstein APD, Tygerberg APD and Witzenberg APD. Continued training on the Ukhula principles and group work was presented to newly appointed Social Workers in the 2 regions in order to ensure they will be able to present the program to clients in group work. ■

“ Western Cape APD's purpose is:
To disrupt limitations and shift perceptions
and stereotypes to ignite purpose. ”



2.2 Supervision

Social Work Supervision is a formal arrangement where supervisees review and reflect on their work. Individual Supervision takes place to ensure competent professional social work practice and the improvement of quality social welfare services. It is related to on-going learning and performance.

The following principles underpin supervision:

- Promote and protect the interests of beneficiaries.
- Promote active recognition of the cultural systems that shape the social workers practice.
- Professional development is valued and encouraged.
- Accountability.
- Respect for the inherent dignity and worth of every person.

All social workers must make ethically accountable professional decisions based on the SACSSP Code of Ethics. Three Regional Managers: Social Work employed by WCAPD provide individual Social Work Supervision to 38 Social Workers and 18 Social Auxiliary Workers at APD Branches. Supervision consultation is provided to the Regional Managers: Social Work by the 2 Provincial Directors.

P.A.N.I.C.

Pleasure | Passion | Purpose

We have pleasure in living our purpose with passion.

Agile

We never accept things for what they are but for what they can be. Constructive communication for change.

Nurture

We nurture and care for potential and growth.

Innovate

We find creative ways to solve old problems.

Change

To challenge ourselves, each other and communities in which we work.

2.3 Group supervision

WCAPD conducts group supervision for all professional social workers once a quarter in the Western and Southern regions.

These sessions are facilitated by either the Regional Managers: Social Work or an external presenter who is an expert on the topic. The topic of the group supervision depends on the goals for the year or identified areas of development. Group supervision is a complement to, rather than substitute for, one-to-one supervision but it may reduce the frequency with which one-to-one supervision is needed.

Main goals

Group supervision creates the opportunity for the professional employees to reflect on their work, pooling their skills, experience and knowledge to improve the skills and capability of both individuals and the group. The goal of the session may be to solve problems, plan work and set priorities, learn from others or make decisions.

Ultimately effective group supervision should result in better outcomes for the beneficiaries. This is the important distinction between group supervision and team meetings or other group sessions – group supervision is always centred on developing people with a specific focus on achieving better outcomes.

Effective group supervision can result in faster, more effective problem solving by drawing on expertise of a group of people. It also presents an opportunity to address the concerns and issues of individuals and an opportunity to develop teams. Some of the topics we dealt with during the year are -

- Psychology
- Abuse no more
- Anti-bullying and school violence
- Self-care
- Managing Mental Health and Disability
- Report writing in Social work practice

2.4 Orientation

The only orientation undertaken during the year under review was a 2-day training with 24 staff members of Milani Day Care Centre at Drakenstein APD, including social workers, administrative officers and carers. The training covered the background of the organisation and relevant policies and procedures.

2.5 Peer Support

Training for peer supporters at Branches continues for new appointees. There is a new group of 7 Peer Supporters at Olifantsrivier APD in Vredendal who received extensive training this year.



2.6 BrightStar Lifestyle

The WCAPD-trained Bright Star Facilitators presented the Lifestyle program at APD Branches and 11 employees from Olifantsrivier APD in Vredendal attended the 3 day session. Elmien Grobbelaar attended a one-day BrightStar Joyful ending training.

2.7 APD Hour

This exciting bi-monthly online (Zoom) APD Hour training opportunities for both staff and Management Committee members of the APD Branches continued in 2021/2022.

These sessions are effective in creating a platform for universal training to all APD branches in both regions as the online sessions are amongst others accessible to working Management Committee members. Employees of all post levels at APD branches are now able to attend staff development, awareness and information sessions online, where in the past it was unable for them to attend due to high travelling and accommodation expenses.

Themes identified for the year focused on APD governance, services, administration, finance, HR and awareness. Content of these sessions is of high quality and external presenters find them interactive and a positive contribution to different ways of staff development. They are well attended by staff but unfortunately few Management Committee members are able to attend.

- Sustainability
- POPI Act
- Spinal cord injuries
- Implications of leave and sick leave
- Sexuality and SCI
- Being a BrightStar!
- Sensitisation : Sensory vision
- Sensitisation : Mobility
- Physical Impairments
- Legislation and advocacy
- Medical Aid
- Inspirational speaker Grethe Wiid
- Leaving a Legacy in Tough Times
- Pension Fund and Benefits
- Protective Workshops - why & how they should function.
- Reasonable Accommodation ■

3. Resource Mobilisation

Awareness & Sensitisation

This year was certainly a year of firsts - never before have we presented our own radio shows, presented at conferences of other national organisations or done quite as many talks with local government!

Internal training with branch staff continued using the popular APD Hour slots with a total of 6 sessions devoted to awareness

raising topics. These included Reasonable Accommodation, Sensitisation on Visual Impairment, Legislation & Advocacy, Spinal Cord Injuries and Disability & Sexuality, reaching a total of 165 people.

Several sessions were held with 3 specific Branches who requested training on certain topics, aimed to help them better raise awareness in their communities, like how to present sensitisation sessions, public speaking, The White Paper on the Rights of Persons with Disabilities and the use of social media.

We continued to reach different groups on different aspects of disability through both online sessions as well as in person presentations and while many companies and organisations

We're presenting on radio!

Western Cape APD is now the presenter of short information slots focusing on disability issues at both Kaapse Kansel (Leefstyl) and Radio Tygerberg (Hou My Dop). We determine the topics which take the form of information pieces based on awareness days and topics of interest, and lasting 5 minutes each. The slots are recorded 2 months in advance and the same topic is dealt with on each station so as to reach a wider audience on any given subject.

We were also approached by Disa FM in Grabouw to do live interviews twice a month. These began in April and are proving beneficial to both ourselves and the radio station in terms of awareness raising in that community.

“Knowledge doesn't lead to change; understanding does.”
- Dr. Mehmet Oz

approached us, only a handful followed through with the process. This may be due to the uncertain financial time resulting from the COVID-19 pandemic causing companies to focus on their own sustainability.

We were invited to speak at various platforms including the National Conference of Cheshire Holmes in South Africa on “How we should think about disability”, Omni HR Consulting's open-source panel discussion on Equity, Inclusion and Transformation, an interview on access to Justice for Persons with Disabilities in the South African Criminal Justice System facilitated by the Centre of Human Rights (Faculty of Law) at University of Pretoria, the Provincial Dept. Social Development and ECD's disability awareness day on WCAPD services, and our first awareness sessions with a Boy Scout troop!

There is a need for training on accessibility and related issues at Branches, so it was decided that an 8-module training programme be formulated and rolled out to Branches during 2023. This is a huge task but is nearing completion of the first draft and we hope to have it complete and ready for implementation in February 2023.

Our involvement in the Western Cape Network on Disability has given us the opportunity of being included in several areas related to access through the Network's Task Teams on Transport, Accessibility, representation on the provincial Department of Health's Disability Health Forum and input into policy and legislative reviews. ■



4. Branch Highlights

Tygerberg APD

Out of all the Branches who participate in our Puppet Project, Tygerberg APD does so with the most energy and consistency! The best way to teach inclusion is to do so from an early age, before children are exposed to exclusive thinking and behaviour. We have found that small children love learning about disability in a fun and interactive way, and what better way to learn than by having fun!



Mossel Bay APD

Mossel Bay APD's new Respite Care project now has 4 Respite Care Workers who each provide home-based care for 5 children with disabilities, based on the Peer Support model.



Breede Valley APD

After establishing food gardens in partnership with the Kinderfonds Mamas – and with no existing gardens or experience – we were surprised at the possibilities and opportunities food gardens can provide. In Touwsrivier, Garden Champion Joseph Matras's garden is truly our prize garden. Although he has some challenges, he still produces enough vegetables to sustain the Caring & Sharing Special Care Centre, handouts for the group for youth with disabilities and the Saam-Staan Student Support project, as well as refreshment for the Partners 4 Life Mamas groups!

Despite food security, nutritional value and positive contribution to families and the special care centre's feeding schemes, the food gardens provide an incredible opportunity for skills training, structured day programmes and even employment opportunities for persons with disabilities.



Overstrand APD

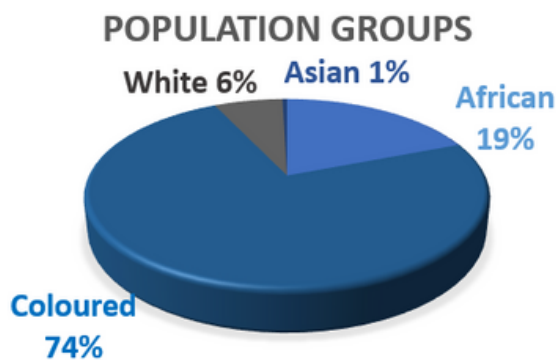
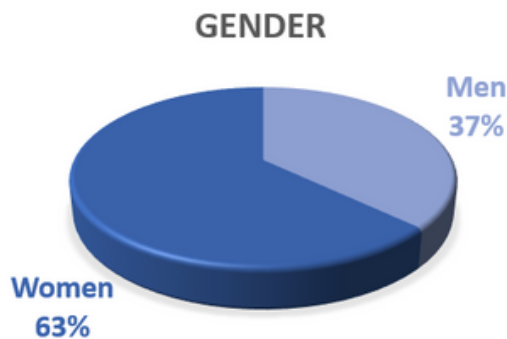
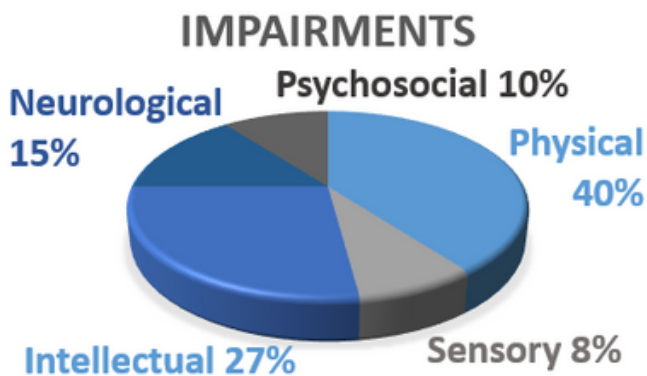
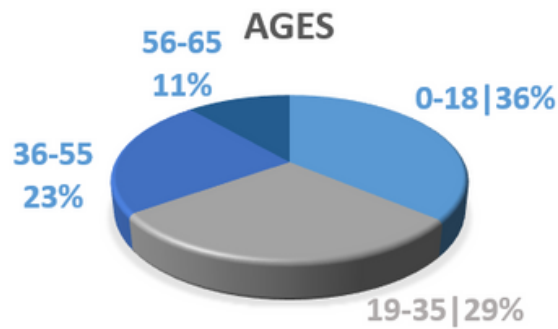
After many years of hearing a cry for help for children with disabilities from the Kleinmond community, we were finally able to respond to that call and opened Kleinmond Special Day Care centre in April 2021 with 8 children from the local community.

We were also able to secure our own building and an accessible bus!



Organisational Statistics

Impact



4
108
Group
supervisions
with
SW & SAWs

257
36
Supervision
sessions with
social workers

6
6
M&E visits
to
Branches

18
455
APD Hour
sessions
reached
people

18
Radio
interviews

9
214
Talks &
sensitisation
reached
people

329
10
Children
receive ECD
in
centres

45
5
Adults in
adult day care
centres

518
14
Beneficiaries
in
protective
workshops

48
8
Peer
Supporters
at
Branches

WCAPD Employee composition

2
Directors

3
Snr Social Workers

1
Occupational
Therapist

2
Financial
Administrators

1
Coordinator:
Awareness &
Sensitisation

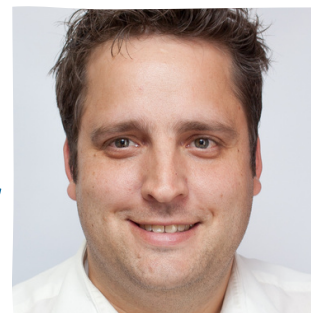
2
Personal Assistants

1
Receptionist

1
General Worker

A word from our Treasurer

Chris Botha



The annual financial statements for the 2021/2022 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 2022 financial year nett deficit amounted to R2 133 685 compared to a surplus of R111 511 during the 2021 financial year.

The total income of the organization unfortunately decreased from R5,773,449 in 2021 to R3 920 371 in 2022 and the total expenses increased from R5 661 938 in 2021 to R6 054 056 in 2022.

The decrease in income was mainly attributable to the decrease in income from surplus subsidy funds received in the 2021 financial year. The increase in expenses is mainly attributable to increase in depreciation and increase in provision for bad debt.

Our staff expense of R4 148 518 remains our largest expense.

Bequests

Trust Funds and bequests amounting to R945 572 were received during the year. (2021: R922 311)

Balance Sheet

The market value of investments decreased from R10 664 604 at 31 March 2021 to R10 415 194 at 31 March 2022. The deficit for the year was funded from this investments and Cash in the money market.

Cash in Money Market investments and bank accounts amounted to R804 058 at 31 March 2021. (2021: R1 268 044)

Conclusion

The economic consequences of the Covid pandemic will be felt for many years to come, since revenue from fundraising and donations, basically dried up. Our actual loss for the 2022 year, excluding depreciation and provision for bad debt, was R1 641 182. This actual loss for the year is well within our budgeted loss of R1 971 845.

The Western Cape Association for Persons with Disabilities, through its directors, management committee and staff took bold steps to protect the future of our organisation.

Western Cape APD is still on a sound financial footing with a strong balance sheet. We look forward to further cost savings measures implemented by the Management Committee, Directors and staff and look forward to new recommendations and initiatives to increase our income. ■

Analysis of income	2021/2022	%	2020/2021	%
Trust funds & bequests	945 572	24	922 311	16
Grants & subsidies	2 278 885	58	3 903 597	68
Fundraising	27 579	1	35 910	1
Investment income	367 898	9	389 734	7
Other income	300 437	8	162 734	3
Profit on sale of assets	0	0	359 163	6
TOTAL INCOME	3 920 371	100	5 773 449	100

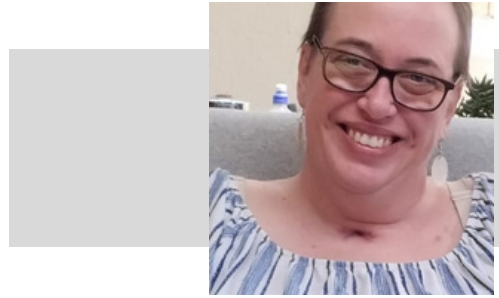
Analysis of Expense	2021/2022	%	2020/2021	%
Staff expenses	4 148 518	69	3 973 344	70
General administration	1 413 035	23	1 405 784	25
Bad debt	114 426	2	43 775	1
Wear & tear of assets	378 077	6	239 155	4
TOTAL INCOME	6 054 056	100	5 661 938	100
NETT (DEFICIT) SURPLUS	(2 133 685)	100	5111 511	100

Application of funds	2020/2021	%	2019/2020	%
Fixed assets	6 485 195	37	6 847 392	36
Investment at market	10 415 194	59	10 664 604	56
Money market bank a/c	804 058	4	1 268 044	7
Nett other current assets	23 650	0	96 128	1
TOTAL	17 728 097	100	19 976 168	100

Personal story

My Covid-19 Journey

by Celista Gerber



2021 was a challenging year! Actually, that is the understatement of the century. When Covid-19 hit SA in 2020, I would never have thought how it would impact my life. For days I read the statistics and got emotional when I heard about people dying by the thousands. At one point I decided to not live in fear – with that I do not mean be irresponsible – but not to overthink Covid-19.

Friday 2 July 2021 was my last day at the office. On Tuesday 6 July 2021 around 22:00 I received my Covid-19 test results and that night I was admitted to Netcare N1 City Hospital – not because of the Covid-19, but complications with my diabetes. A week later I was so weak that oxygen was no longer sufficient and the doctors made the decision to put me on a ventilator and under sedation.

I was under sedation for about three weeks and “woke up” for the first time on 09 August 2021. I have absolutely no recollection of that. The first date I have any memory of was 21 August 2021. I remember looking at the TV screen, thinking that “they” must set the date right, because (in my mind) it was May 2021. When asked if I knew where I was and why I was there – I could just shake my head.

All around me were drips, monitors and the steady breathing of the ventilator. I was scared to death. I was so weak that I could not move a muscle. I had no muscle memory, no trunk control, was totally dependent on everyone for everything I needed. I could not communicate – my hands were so weak that my smart phone did not register that I was swiping the screen! Trying to communicate using my lips was a challenge since the staff could not make out what I was trying to say. And then I would get impatient and shake my head and roll my eyes in frustration! The physiotherapist told them to ask me if I am speaking Afrikaans or English and then try to figure out what I am trying to say. I think he was the only one who understood me.

I had terrible hallucinations or nightmares. I suffered great anxiety and panic attacks. I was constantly worried that I have phlegm on my chest and cannot breathe and that increased my anxiety. I had to be tube fed and had several blood transfusions and every possible test that you can imagine. The doctors were concerned about my weakness and after extensive tests, an auto immune disease and Gilliam barre syndrome were identified as the possible cause.

On 26 August 2021 I had to sit up straight for the first time in months with my feet on the floor.

I could not. The therapist helps me to stand up and my legs were jelly and I was convinced that I will fall down. That was the first day of my rehabilitation. Every day I had to sit for an hour in the lazy boy chair. It was hell. All I wanted to do was to sleep. I was moved to another ICU and the therapist told me that today we are going to attempt walking. I managed three steps and had to sit. Three steps become ten, and every day a little more and a little further.

On 27 September 2021 I was transferred to a general ward and on 1 October 2021 to the Cape View Nature Health Rehab Centre. Three weeks in the rehabilitation centre consisted of physio and occupational therapy. I had to learn everything from scratch. How to brush my teeth, to bath myself, eat by myself, dress myself, to learn to write – and I had such a neat handwriting! I suffered great hair loss and asked my husband to shave my head. It was less traumatic to see the stubble on the pillow case than it was these clumps of hair falling out.

I pushed myself during physiotherapy – I was determined to walk out of that rehab. No wheelchair. I was discharged on 22 October 2021 and I walked out with a rollator although I was still dependent on oxygen. I promised myself that I would be driving again by the time I returned to work, which at that time the doctor indicated would be January 2022. By the end of November 2021 I was driving my car like a boss.

I still get emotional when I think about the journey I am on. We have yet to establish what the long-term effect of Covid-19 will be on me. I have gone for my vaccinations and I go for follow ups with the specialist. It will take up to a year to regain my strength and I miss the fact that I cannot sing. I still get tired and I have good days and some very bad days. I have memory loss and sometimes it freaks me out.

I have immense gratitude towards my management committee and my colleagues for supporting me during this journey. Apparently my first question was whether or not I still have a job! I have worked for APD for almost 16 years and I can honestly say that this experience gave me a whole new perspective of what our clients with disabilities experience on a daily basis.

I still have a long road ahead of me. I need counselling to come to terms with all the losses I experienced. When it is load shedding and the UPS starts beeping, I am immediately back in hospital with the monitors beeping.

I am grateful for the second chance I was given and I will never take anything for granted. ■

APD Branches

Beaufort West APD	023-4151650
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Hout Bay APD	021-7907037
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Cape Town APD	021-6371204
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Die Sterreweg	044-5332639
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Mossel Bay APD	044-6903365
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Overstrand APD	028-3151025
Robertson House	021-5513780
Tembaletu Day Centre	021-633-2100
Tygerberg APD	021-5924173
Wallace Anderson Home	028-7133626
Witzenberg APD	023-3123935

Personnel

Angeline van Rooi	PA to Provincial Director South Cape
Celista Gerber	Regional Manager: Chief Social Worker
Elmien Grobbelaar	Provincial Director Western Cape
Erica du Toit	Coordinator: Awareness & Sensitisation
Esme Makoloi	Administrative Assistant & Reception
Isabel Duvenage	Regional Manager: Chief Social Worker
Le-Ana van der Merwe	Provincial Director South Cape
Loren Farmer	Accounts Clerk
Caitlin Stott	Occupational Therapist Manager (Jan 2021->)
Martine Kock	Regional Manager: Chief Social Worker
Shaheeda Dollie	General Assistant (Part-time)
Terca Barron	PA to Provincial Director
Trigeta Christians	Manager: Finance
Gary Shorkend	Human Resource Consultant

Partners

National Council of and for Persons with Disabilities
 Western Cape Forum for Intellectual Disability
 QuadPara Association Western Cape
 Western Cape Network on Disability
 Cape Town Society for the Blind
 Goldilocks & the Bear
 Cape Mental Health
 RampUp

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