

There is life after
THERE IS LIFE AFTER
disability
DISABILITY



2010

REPORT ON ACTIVITIES

1 APRIL 2009 - 31 MARCH 2010

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The Association for the Physically Disabled
Greater Johannesburg

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THANK YOU

We are grateful to the following companies who made donations towards the printing costs of this Report:

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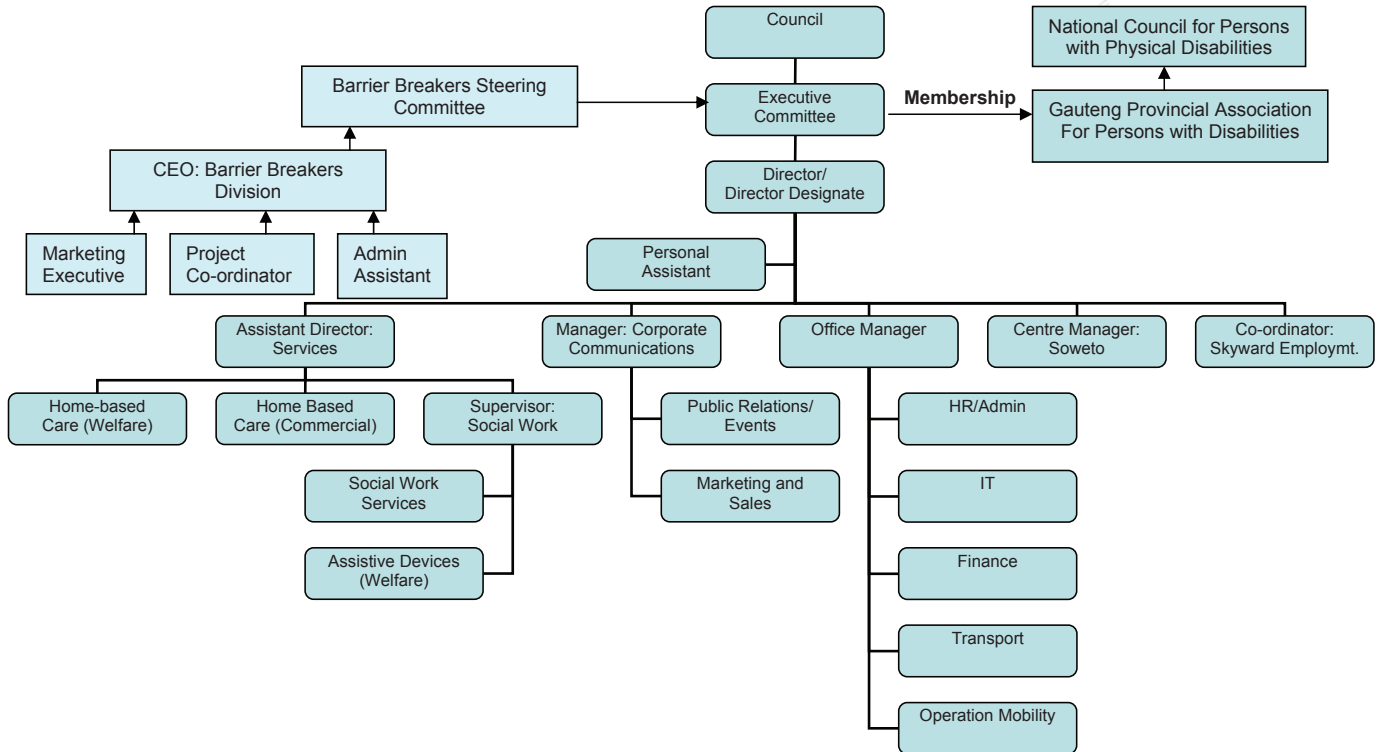
INTERMARKET MEDICAL TECHNOLOGIES

STONED CHERRIE



GOVERNING STRUCTURE

ASSOCIATION FOR THE PHYSICALLY DISABLED
GREATER JOHANNESBURG:



GOVERNING MEMBERS - ELECTED ON 07 AUGUST 2009

Council		Executive Committee	Sub Committees
President	Mr D Rolihlahla	President	
Chairperson	Ms M Lesoro	Chairperson	
Vice Chairperson	Mr P Mabunda	Vice Chairperson	
Vice Chairperson	Dr A Pretorius	Vice Chairperson	
Honorary Treasurer	Mr G Julyan	Treasurer	
Member	Miss S Heyman	Member	
Member	Mrs P Du Plessis	Member	
Member	Mr S Eastoe		
Member	Mrs O Hochstadter		
Member	Ms T Matlala		
Member	Dr A Pretorius	Member	
Member	Mrs S Shorten		
Member	Mr D M Thompson	Member	
Member	Mrs J Thompson		
Member	Mr S Naicker	Member	
Member	Ms T Moodley	Member	

MANAGEMENT	
Director	Mr WD Fox
Director Designate	Mrs R Legasa
Assistant Director: Community Services	Ms M Retsuri
Manager: Corporate Communications	Vacant
CEO: Barrier Breakers	Mrs J Maclean
Office Manager	Mrs A Lewis

REPRESENTATIVES		
Gauteng Province Association for Persons with Disabilities	Member: Mancom	Mr P Mabunda
Hope School	Governing Body	Mr WD Fox
AUDITORS: KPMG, Private Bag 9, Parkview 2122 Tel: 011-647-7111 Fax: 011-647-8000		

The Association for the Physically Disabled
Greater Johannesburg

Pallinghurst Road
Westcliff

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PARKVIEW
2122

OUR ACTIONS SPEAK LOUDER THAN WORDS
Over 75 years of service excellence

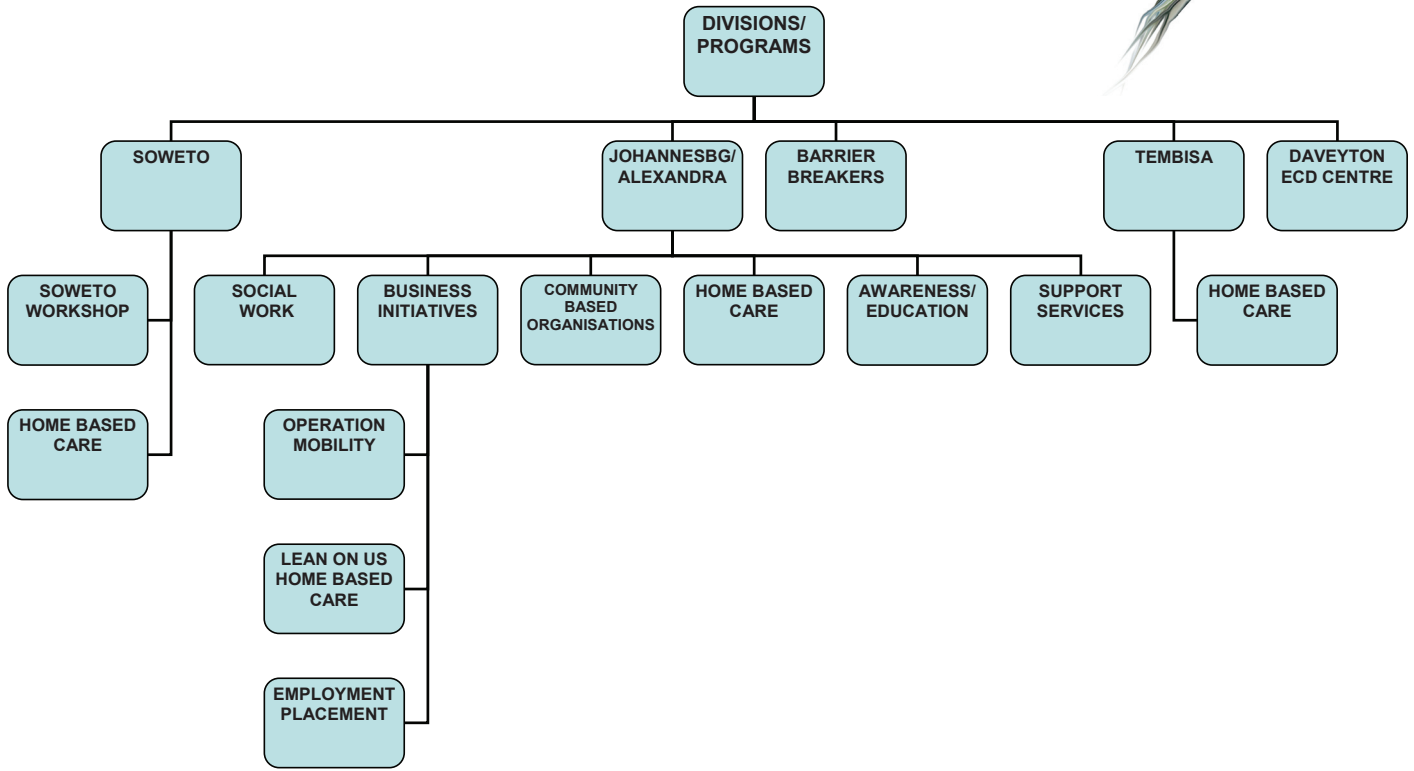
1934 - 1986 as the Cripples' Care Association
1987 - today as the Association for the Physically Disabled

Tel.: 011 646 8331
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www.apd.org.za

DIVISIONS AND PROGRAMMES

ASSOCIATION FOR THE PHYSICALLY DISABLED
GREATER JOHANNESBURG:
DIVISIONS AND PROGRAMMES



OUR VISION

We are totally committed to working in partnership with people who have physical disabilities, their families and the community as a whole, in order to promote their integration into society, and to enable them to achieve their full potential.

OUR MISSION

Our Mission is to provide relevant and quality services to persons with primarily physical disabilities and to the community as a whole, including services that:

- Promote and protect the interests and well-being of persons with physical disabilities.*
- Further the development and empowerment of persons with physical disabilities.*
- Prevent the occurrence of disabling conditions.*
- Remove physical, legal and psycho-social barriers and foster non-disabled/disabled relationships to make it possible for persons with physical disabilities to live independently and to participate fully in their communities.*

OUR VALUES

*INTEGRITY
INITIATIVE*

*MUTUAL RESPECT
TEAM WORK*

*PROFESSIONALISM
ACCOUNTABILITY*

CHAIRPERSON'S REPORT

GOOD DECISIONS

There is life after
DISABILITY



For over 75 years, the Association has been providing community development and welfare services to South Africans with primarily physical disabilities. Given the changes that have taken place in our country during this period, this is a truly remarkable achievement.

Having steadily walked the road, through many difficult economic seasons, the Association is proud to have stood the test of time. The most recent economic crisis has sadly forced several major organisations to close shop and to retrench their employees. For the Association, it really has been a time for us to reflect and to compare ourselves to the global phenomenon of survival. Acknowledgement of where we stand and where we are is, it seems to me, an essential precondition to good decisions about where we want to go, and how we might get there.

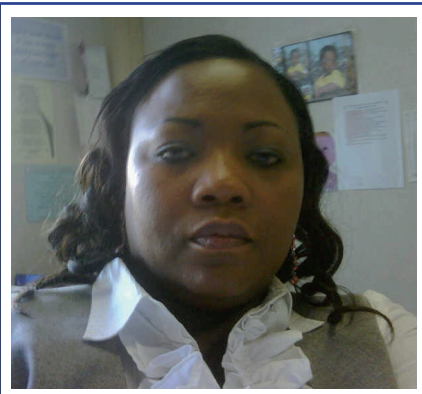
In the disability world, of course, we are not much used to front pages. So a recent and very welcome development was the establishment of a Cabinet portfolio for Women, Youth, Children and People with Disabilities. The new Minister will ensure a high level of representation in Parliament on disability matters. This development, I think, rates as one of the biggest achievements in human rights that the South African Government has committed to in its whole existence: in terms of the numbers of people who will benefit into the future, and the level of practical change in social inclusion which will result in the alleviation and eradication of poverty for people with disabilities. In the spirit of acknowledgement of this important development, can I also pay tribute to the people who helped make it happen, people in this and previous governments, in industry and regulatory bodies and in the disability communities who have got the interest of people with disabilities at heart.

In its achievements, the Association prides itself to operate according to the principles of good corporate governance. Members of the Executive Committee will receive training in the coming year on the implications of the King III report. This training will also include the overall induction of all Executive Committee members which will educate and inform each of us on what the business of the Association really is as well as our respective roles and responsibilities.

I am proud to announce that in this last year the Association has managed to recruit two additional and highly skilled volunteers as Executive Committee members. Both are females and both are persons with disabilities: Ms Luthando Kekana has a wealth of experience in disability management. Luthando is currently working as a Media Relations Specialist with Rand Water and will surely assist the Association in being more visible. Ms Kashree Rajoo is the Commercial Manager for Route Gaming Solutions and has extensive experience in the world of commerce. Her expertise will add greatly to the Association's financial and commercial decision making capacity.

While on the subject of skilled resources, it would be a serious indictment on me not to mention the appointment of Mrs Rachel Legasa into the position of Director with effect from 01 April 2010. Rachel, who is a long serving member of staff and management, was appointed Director Designate on 01 July 2009. Since then, she has worked hard and with considerable commitment to ensure the smooth takeover of the Director's responsibilities from the retiring incumbent, Mr Dave Fox. I would like to thank Mr Fox for his valuable contribution to this organisation. He will be sorely missed by our staff and board members.

I am very proud of the organisation's achievement with regard to the succession plan for the Director post as I believe that it bears testimony to the benefits that can arise from the successful implementation of a policy of internal staff development.



Mapuleng Lesoro
Chairperson

As always, the future remains uncertain. However, I am confident that the Association has the character and the characteristics to endure and to continue to provide a range of essential services to persons with disabilities for yet another 75 years.

In concluding, I would like to thank my Executive Committee members, the management and staff of the Association and our many faithful partners and friends for their steadfast support during the year. Very special thanks go to all those at the Association who have given me support and allowed me to manage and who have guided me on this journey. This year has been a particularly difficult and challenging one for me as I changed jobs in the middle of my time as Chairperson. However, even when I felt it was too difficult to juggle all around, I had support and encouragement from you all. My sincere thanks to you all!

TREASURER'S REPORT

PREDICTING INCOME IS ANYONE'S GUESS



A business which sells either products or services has the relative luxury of being able to set an income target and then build a strategy designed to achieve the income target. Even with very conservative income budgeting and therefore expenditure planning to fit this conservatism, the association is dependant on contributors keeping their promises regarding the timing of subsidies, grants and awards.

Without money, an organisation can do nothing. Fortunately we have an investment portfolio that we can, and have to, use as bridging finance while we wait for money to arrive. This should be a simple administrative task if payments are slightly delayed. This becomes a concerning nightmare when you deal with delays that stretch into months.

The effect of very long delays is the removal of the associations ability to add to its income from investment activity. Simplistically, by using our investment portfolio money to finance operational expenditure for long periods of time while we wait for someone to do their job, has slowed the income generating ability of our investment portfolio.

The graph shows the massive changes in our income figures, especially recently, which have caused our investment income to drop and therefore our ability to provide our services being curtailed.

The financial year under review shows a surplus of R 48 913.00. This should be, and is, cause for celebration, but is in fact the late receipt of payments from the previous financial year.

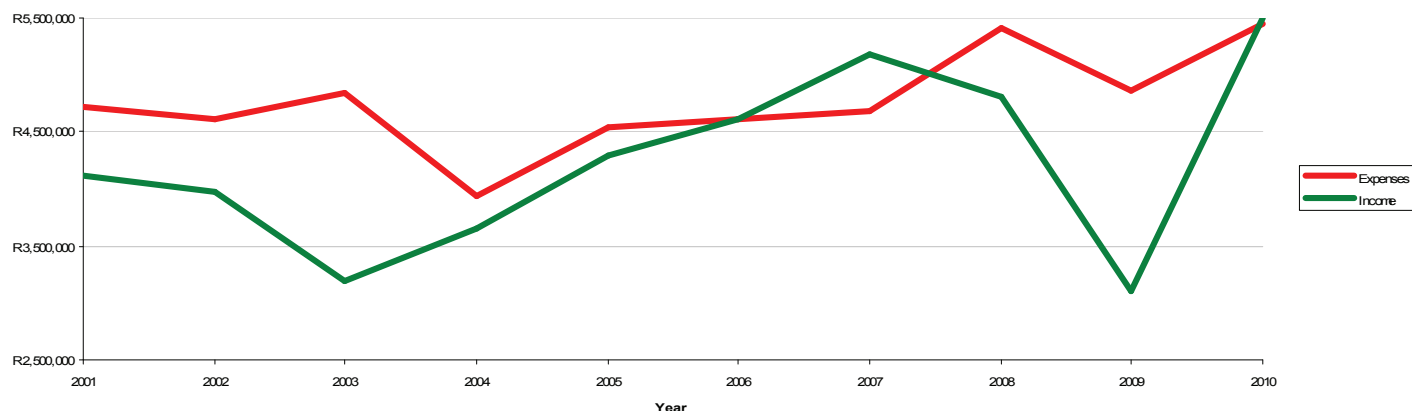
The future financial focus of the association will still be in the area of defining and starting projects that are commercial in nature in order to bring a semblance of stability to our income. The creation of these projects is difficult without the ability to pay salaries commensurate with similar positions in profit based businesses.

I once again wish to thank the management and staff of APD for working really hard to deal with whatever situation our unpredictable incomes create and still managing to provide a high level of care and service to our clients.

I particularly wish to thank David Fox for creating a management team that has the confidence and skills to carry on the work of the association and wish him well in his retirement. David has admirably caused an unfussy, controlled and gradual handover of the management to the new management team.

Gavin Julyan
Treasurer—APD Greater Johannesburg

APD Greater Jhb - Income vs. Expenditure



FINANCIALS

LOTTO BOOSTS

BOTTOM-LINE

SUMMARY OF SOURCES OF OPERATING
INCOME AND EXPENDITURE FOR 01 APRIL 2009
TO 31 MARCH 2010



OPERATING INCOME		
National Lottery Distribution Fund – 2007	1 064 649	1 638 635
National Lottery Distribution Fund – 2008	573 986	
Subsidies		573 175
Appeals, Donations & Grants		1 414 018
Events, Sales & Street Collections		423 306
Legacies		314 825
Sundry Revenue		29 155
Fees for Services		365 609
TOTAL INCOME		4 758 723
OPERATING EXPENSES PER COST CENTRE		
Support Services		
- Governance		521 962
- Transformation		175 588
- Other		926 884
Attendant Care Services		1 320 699
Corporate Communications		997 189
Social Work		696 205
Workshops		605 307
Skyward Employment		206 163
TOTAL EXPENDITURE		5 449 997
NET OPERATING SURPLUS/(DEFICIT)		(691 274)
Income from Investments		(740 187)
NET PROFIT/(LOSS) FOR THE YEAR		48 913

A complete set of the audited financial statements is obtainable upon request.

Performance over last 6 Years

YEAR	(LOSS)/PROFIT
2005 *	(242 296)
2006 *	(97)
2007 *	499 113
2008 *	(596 437)
2009 *	(1 770 454)
2010 *	48 913

* includes fair value of held for trading investments

DIRECTOR'S REPORT

MAY YOUR SHADOW NEVER GROW SMALLER

There is life after
DISABILITY



"May your shadow never grow smaller".

That was an often used phrase in our family when I was growing up. It normally followed some achievement or event. "Well done on passing your exams...and may your shadow never grow smaller" or "Happy birthday....and may your shadow never grow smaller." The phrase had come down from my Mother's side of the family and when I asked what exactly it meant, my Mother confessed that she did not know. Her parents had used it and in those days children were "seen and not heard", so no-one had ever dared to ask!

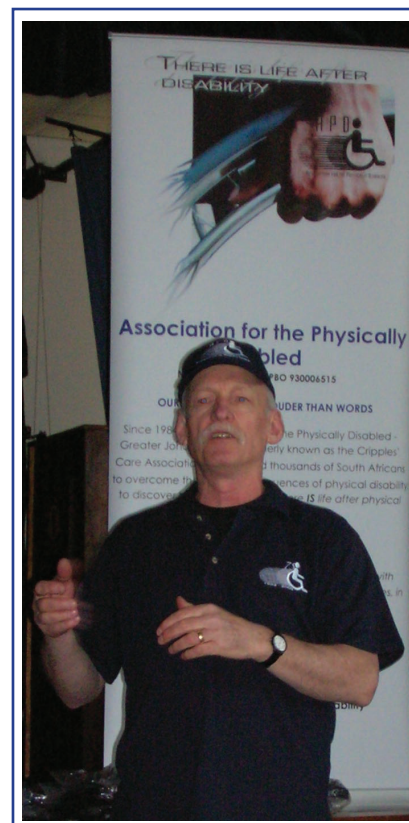
For my part, I believe that the phrase draws reference to one's character and one's sphere of influence, which together combine to form the "shadow" that each one of us casts over friends, family, colleagues and, in fact, over all of those whose lives we touch every day. And it is in this context that I use the phrase in this report.

In August of this past year, the Association's 75th in existence, the Executive Committee and management took time to review the Association's "character" and "influence" in a strategic planning workshop and it is with much pride that I can report that the Association casts a mighty shadow. Its character is sound. It includes a Vision, Mission, Values, Constitution and strategies, which are current, relevant and well defined; skilled and dedicated management and staff; a solid track record of financial accountability and programmatic impact; strong performance monitoring and evaluation systems; and a governing board of volunteers which is representative in terms of colour, disability and gender of its beneficiaries. And the Association's sphere of influence is just as impressive. At an operating cost of some R4.5m in 2009/2010, its staff have delivered social welfare and developmental services to more than 3 500 persons with disabilities; and a further estimated 30 000 persons with disabilities have benefited indirectly from its education and awareness programmes, which are designed to create a more favourable environment for the integration of persons with disabilities into the community. An additional estimated 3 000 persons with disabilities and their family members have been directly assisted as the result of telephone and e-mail queries.

However, as I write this report, my last as Director, I feel certain that the Association's shadow is poised to grow much larger. Fuelling this growth will be initiatives actioned in response to the strategic review. Perhaps the most significant is the re-incorporation into the Association's structure, from 01 April 2010, of the Barrier Breakers Division. The associated strategic reorganisation will guarantee that the necessary resources are available to generate a meaningful and stable stream of income from Barrier Breakers and from the Association's other commercial ventures. This will greatly reduce the organisation's dependency for income upon government subsidies and once-off donations and will ensure that the Association can continue, and expand, its vital services to people with disabilities for many more years to come.

From next year, overseeing the growth of the Association will be its first Director of colour, Mrs Rachel Legasa. Rachel, who has managed the Attendant Care Services since joining the organisation in 1992, was appointed as Director Designate in July 2009 and it has been my great pleasure to work closely with her for the bulk of this last year. She will move seamlessly into the position of Director on 01 April 2010 and I wish her every possible success in the future.

To Rachel, to the special group of volunteers that comprise the Executive Committee, to my talented management team and to the loyal and committed staff of the Association, I say a sincere thank you for all your support this last year and during my seven-year tenure as Director and may your shadows, and the shadow of the Association, never grow smaller!



W. David Fox
Director

VOLUNTEERS AND DONORS LIVING A LIFE THAT MATTERS

TO OUR VOLUNTEERS AND INDIVIDUAL DONORS

In March 2010, I retired as Director of the Association. It has been a huge pleasure for me to be a part of this great organisation since 1998, the last seven years in the position of Director; and it has been a particular privilege for me during that time to come into contact with a very special group of individuals, our volunteers and individual donors. Not for them "returns on investment" measured in terms of equity targets, socio-economic development spend, B-BBEE recognition or marketing advantage. Just the knowledge that through their contributions, they have made a difference in the lives of people less fortunate than themselves.

As I was clearing out my office, I came across the wisdom below. It has been a fixture on my wall for more than six years and I would like to dedicate it to this group, without whom our services to persons with disabilities would not continue.

WHAT WILL MATTER?

Ready or not, someday it will all come to an end.
There will be no more sunrises, no minutes, hours or days.
All the things you collected, whether treasured or forgotten, will pass to someone else.
Your wealth, fame and temporal power will shrivel to irrelevance.
It will not matter what you owned or what you were owed.
Your grudges, resentments, frustrations, and jealousies will finally disappear.
So too, your hopes, ambitions, plans and to-do lists will expire.
The wins and losses that once seemed so important will fade away.
It won't matter where you came from, or on what side of the tracks you lived, at the end.
It won't matter whether you were beautiful or brilliant.
Your gender and skin colour will be irrelevant.

So what will matter? How will the value of your days be measured?
What will matter is not what you bought, but what you built; not what you got, but what you gave.
What will matter is not your success, but your significance.
What will matter is not what you learned, but what you taught.
What will matter is every act of integrity, compassion, courage or sacrifice that enriched, empowered or encouraged others to emulate your example.
What will matter is not your competence, but your character.
What will matter is not how many people you knew, but how many will feel a lasting loss when you are gone.
What will matter is not your memories, but the memories that live in those who loved you.
What will matter is how long you will be remembered, by whom and for what.
Living a life that matters does not happen by accident. It is not a matter of circumstance but of choice.
Choose to live a life that matters.

My sincere thanks go to all our volunteers and individual donors for choosing "to live a life that matters" by supporting the Association in its work; and if you are reading this and you are not yet part of this very special group, please give us a call. We would love to welcome you into the APD family.

W. David Fox
Director

Five of the members of the Exco on the occasion of signing the Healing our Rainbow Nation Pledge which is Against Prejudice and Discrimination.
Left to right: (Front) Mr Patrick Mabunda and Mrs Primrose du Plessis;
(Back) Dr Anlia Pretorius, Mr De Villiers Rolihlahla, Mr Dave Thompson.



SOCIAL WORK SERVICES WORKING WITH THE COMMUNITY AS A WHOLE



Social Work Services are rendered in the Greater Johannesburg Region B, E and F in both the formal and informal settlements. 2009/10 was the best year for the Social Work Division. This is because we did not have any resignations from the division. This made it easy to monitor and evaluate clients' progress. I am happy to say that we worked with the clients instead of working for the clients. Our target groups are people with physical disabilities and their families/support system.

Over 350 intakes were attended to during the period under review and about 389 home visits were conducted to address some of the social problems below:

- Applications for social grants and identity documents.
- Psychosocial support of people with disabilities and their families and supervising foster care cases.
- Unemployment issues and placements in the workshops.
- Refugees with disabilities.
- Mismanagement and abuse of social grants.
- Residential facilities and school placement as well as applications for bursaries.
- Alcohol/substance abuse and domestic violence.
- Application for houses.
- Application for assistive devices and RAF claims, and so forth.

Appropriate referrals were conducted for grant applications, residential facilities placements, law firms, housing, schools, physiotherapy, occupational therapy, relevant service providers, and so forth. A total number of plus minus 2 573 people were interviewed, including clients, family members, other professionals and so forth.



Social Auxiliary Worker -Johannah Mkhari (standing).

Thank you APD

Ms Jennifer Paul has been a client of APD from 1990. She asked Nokuthula Mahlangu (Social Auxiliary Worker) to thank APD for all the social support she has been receiving for the past twenty years.

WHEELCHAIR DONATIONS FROM SERVICE PROVIDERS

Clients who received assistive devices with the assistance of Social Workers:

Qhubeko Mbatha, Phezile Gogo, Sebastian, Alan Corey, John Banda - walker, Oesman Dreyer, Hendry, M. Scheepers, Janice, Miriam - walker, Hendry Monty, Oesman, Janice, John Banda, Miriam Majatladi, and Julio Cowen Julio.

POVERTY ALLEVIATION

Reducing the levels of poverty by empowering PWD's to establish and maintain income generating projects is always challenging. As for this year the good thing is that we did not have resignations. This assisted with facilitating income generating projects which yielded concrete results, because of the efforts which were made by staff members.



Poverty alleviation by empowering PWD's through income generating projects like beadwork.



The finished product. Beadwork to be proud of and ready to be sold.

Progress at Alexandra (Region E)

Members' beadwork, sewing of shoes and finishing of eye patches projects are still continuing at Sizanani Community Project. Community members also started sewing cushions, pillows and traditional attires. The community members still have a challenge when it comes to marketing their products. 13 members benefit from the projects.

There are 2 other projects by different members at Alexandra; 1 is at Sithandiwe Disability Centre and the other at extension 7 Alexandra. Sithandiwe members are also doing beadwork and 21 members are involved.

Newlands and Coronationville (Region B)

Vukuzezela gardening project, at the Coronationville Training Centre in Newlands, has 2 members and is still functioning very well. The members sold some of the produce to the local community and they generated some income. The Social Auxiliary Worker, in partnership with Coronationville Care Centre, started a sewing and beadwork project in February 2010. There are 13 members that are involved.



Vukuzezela gardening project in Newlands.



Far left standing is Nokuthula Mahlangu - Social Auxiliary Worker - with a beadwork group.

Mother Theresa - Yeoville (Region B)

This is a bead making project which operates from Mother Theresa Home. There are 4 members that are involved.

EDUCATION AND AWARENESS

Over 26 awareness programmes were conducted during the period under review. Awareness programmes were conducted at clinics and schools and Alex FM. Service providers meetings were held at Alexandra and Alexandra Disability Movement and other public areas within region B, E and F. Topics which were covered included: APD services, rights of people with disabilities, care for people with disabilities, HIV/AIDS, sexual abuse, social work services and so on.

LIFE SKILLS DEVELOPMENT

To promote individual self – development and provide supportive services through different types of groups, which are support, therapeutic and educational groups. 37 group sessions were conducted both from the head office and Alexandra sub-office in the period under review and over 70 adult women, men, youth and children with physical and intellectual disabilities benefited from the sessions.

Areas of focus were: self awareness and development, communication skills, problem solving, assertiveness, anger management, decision – making, positive lifestyle, HIV/AIDS, health issues, stroke awareness and understanding disability in general. The challenges experienced were the need to repeat programmes with children and youth who have intellectual disabilities.

STAFF TRAINING

To enhance the education and development of Social Work personnel (Social Workers and Social Auxiliary Workers) and to ensure a high standard of service delivery, the management team of the Social Work Department provided some of the following internal and external training programmes:

- Project management
- Child care act amendment training



Life skills development through support, therapeutic and educational groups.

NETWORKING

Networking still continues to be conducted at a local and provincial level via Service Providers' Forums/ Local Forums and with individual contacts for the purpose of sharing resources skills and knowledge. The Social Work Department represents APD at the Provincial Disability Forum hosted by the Department of Social Development – Provincial office, the Gauteng Welfare Social Service Development Forum, Region B Disability Forum and The City of Johannesburg Disability Forum. At Alexandra the Social Auxilliary Worker represent APD at the Service Providers meetings.

CHALLENGES

- Lack of material and equipment - eg. televisions, video/DVD players, videos/DVD's and educational toys - to make group work programmes fun whilst learning is taking place.
- High illiteracy rates in the townships and informal settlements. Apathy in community involvement and dependence on social grants.
- Lack of available residential facilities for placing PWD's during crisis and lack of adequate housing/accommodation.
- Inaccessibility of public schools for children with disabilities.
- Difficulty in finding sponsors for assistive devices which are expensive, for example motorised wheelchairs, callipers and prosthetics. We are grateful for the funds from SAB which helped some clients, but due to assistive devices being very expensive, we could not help all those we envisaged or wanted to help.



Nokuthula Mahlangu - Social Auxillary Worker - working with a therapeutic group.



Mmasello Badumedi - Social Auxillary Worker - leading a support group.

SPECIAL VOTE OF THANKS

A special vote of thanks go to our Social Work personnel, who get first hand experience of the psychosocial challenges which people with disabilities and their families, are faced with on a daily basis.

- Ms Nokuthula Mahlangu – Social Auxillary Worker
- Ms Johannah Mkhari – Social Auxillary Worker
- Ms Mmasello Badumedi – Social Auxillary Worker.
- Ms Tamari Taruvunga – Supervisor Social Work

DONORS

Special thanks to our kind and generous donors, without whom we cannot function:

- Tswelopele Home for the Physically Disabled.
- Mobility Aid for donating a wheelchair to one of our clients.
- Hillbrow Clinic for donating wheelchairs.
- Alexandra Disability Movement for their continuous support and for donating wheelchairs to some of our clients.
- Coronation Care Centre for Physical and Intellectual Disabilities.
- Sithandiwe Disability Centre in Alexandra

In acknowledging our donors, every effort is made to ensure that their names appear in this report. Any omission is not deliberate and should this accidentally occur I sincerely apologise.

Miemie Retsuri
Assistant Director (Community Services)

ATTENDANT CARE SERVICES ALWAYS READY TO SERVE

There is life after
DISABILITY



2009/2010 may be ranked amongst the good and progressive years in the history of APD Greater Johannesburg.

JOHANNESBURG ATTENDANT CARE SERVICES

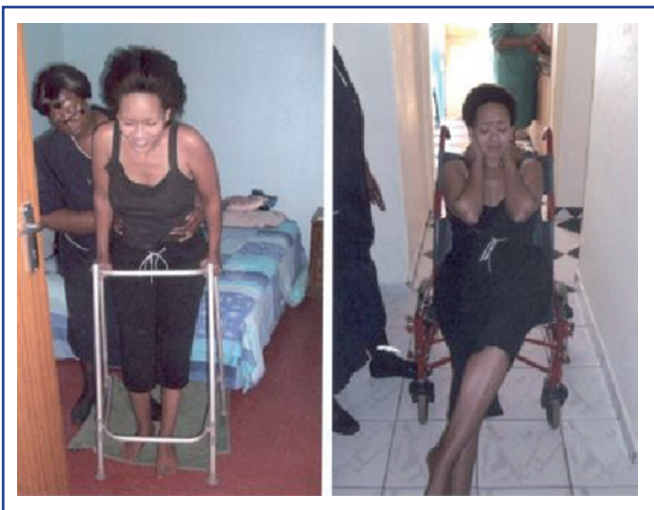
Johannesburg Attendant Care Service is growing from strength to strength. During the past year, the different services offered were rendered to 23 clients. Of the 23 clients, 6 clients became independent and cancelled the service, 3 clients moved to residential homes and 4 clients died. There are 10 clients, who are currently using the service, who were all carried over from 2008/09. 5 clients had a stroke, 1 client is a paraplegic, 2 clients have arthritis and 1 client is a quadriplegic.



**Zanele Mashaba - Supervisor -
Attendant Care Johannesburg.**



Johannesburg Staff:
Standing: Zanele Mashaba (Supervisor), Pretty Khoza;
Seated: Hendrietta Kaunda, Thabile Gabela (Caregiver Reliever), Zandile Nkologwane;
Inset: Lungile Goco (Caregiver Reliever).



Liesel was overcome with emotion when she stood up.

Progress of Liesl Ruiters

Liesel is a mother of two children. She was a healthy person.

Her life changed after she had spine problems.

When Liesl started using our service she was bedridden. She did not think that she would ever walk again. It was through the help and also the words of encouragement she received from the APD Caregiver, Hendrietta, that the unexpected happened for Liesel. Most of all, Liesel's own commitment and willingness to exercise enabled her to walk again.

The pictures on the left, were taken on the day Liesel finally stood up after weeks of painful exercise.

Lean On Us Home Care Agency

Progress has been slow. An advertising campaign will soon be launched in the coming year to promote the service.

TEMBISA ATTENDANT CARE

Business continues as usual. A total number of 87 clients were assisted during the period under review, which included: 43 stroke cases, 15 arthritis and 9 quadriplegics, 7 diabetic, 5 HIV/Aids and 8 clients have cancer. 14 clients are independent. A total number of 18 clients improved visibly. When they started using the service they could not bath, dress or feed themselves. Their progress is amazing and is attributed to the exercises which they do with Caregivers. 11 clients died in the past year, because of medical complications.

SOWETO ATTENDANT CARE

A total number of 60 clients were assisted in 2009/10 which included: 7 quadriplegics, 9 paraplegics, 6 arthritic clients, 25 stroke victims, 1 spinal bifida client, 2 HIV/Aids clients and 10 multiple disabilities. From all the clients 6 improved and cancelled the service, 2 moved to an old age home, 1 client has been placed at the Soweto Workshop and 6 clients died.



Tembisa Staff:

Left to Right (Standing): Lina Makgopa, Lucy Mekwa, Elizabeth Mmadi, Stelah Madi (Supervisor); (Seated) Thabisa Masiza and Gloria Moela.

THANK YOU

To Attendant Care Supervisors, Zanele Mashaba, Stelah Madi and Tebogo Itumeleng, I thank you for your commitment and support during the year. To all the Caregivers: the service which you provide to clients is outstanding and very much appreciated and I can only say thank you.

A quote for all the Caregivers:

"What ever the human mind conceives and believes, it shall achieve" - Napoleon Hill.

Clients make progress because you, the Caregiver, along with the client believe that they can do it.

And, not forgetting to extend our gratefulness to Premier Freight for donating funds to assist with transport costs for Caregivers. Anglo American and De Beers for supporting Tembisa and Soweto Attendant Care and The Department of Health and Social Development.

Miemie Retsuri
Assistant Director (Community Services)

OVERALL CHALLENGES FOR HOME-BASED CARE SERVICES:

- Lack of support from family members for some clients.
- In Johannesburg, some clients stay alone and they only get assistance from Caregivers.
- Lack of transport for clients who need to go for their medical check ups which results in the condition of some of these clients worsening as they are unable to get to the hospital.
- Caregivers spend most of their time travelling from one client to the other. In Johannesburg, the problem is compounded as distances are far to cover.

Social Workers assist with some of the cases to overcome the challenges and as a solution.



Soweto Staff:

Left to Right: Jane Sanyane, Lungile Mahaye, Tebogo Itumeleng, Busi Mkatshwa, Thandi Vilakazi, and Irene Mboweni.

DAVEYTON CENTRE FOR CHILDREN WITH DISABILITIES A SAD FAREWELL BUT THE FUTURE LOOKS BRIGHT



The Head of the Daveyton Main Clinic expressed interest in taking over the running of the Daveyton Centre in 2009 after the provincial government employed therapists and placed them at the clinic. The clinic head (Sister Alegeria Nyoka) met with APD programme manager (Mrs Rachel Legasa) to discuss issues regarding the centre. After the discussion with APD management and Sister Alegria Nyoka, APD decided to hand over the centre to the clinic as long as the clinic continued to provide the services to the children and their parents.

Throughout the years APD applied for financial support from the Government and private sector and it has been difficult to secure funds for the running of the centre. The centre closed down on the 31 July 2009.

We would like to thank Mrs Jennifer Thompson and her friend Mrs Jill Frew for their wonderful support to the centre throughout the years. Jennifer and her friend gave up their time, energy and donated towards organising a party for the children every year when the centre closed for the December holidays.

Rachel Legasa
Programme Manager



Archive photographs of the year-end party given at Daveyton Centre by Mrs Jennifer Thompson and Mrs Jill Frew.



Left:
Archive photographs of
some of the children and
mothers who were helped at
the Daveyton Centre.

SOWETO ASSOCIATION FOR PERSONS WITH DISABILITIES (FORMERLY THE SOWETO CENTRE AND PROTECTIVE WORKSHOP)



As was reported last year, a new committee of volunteers was elected on 18 April 2009 to take responsibility for the governance and operation of the Soweto Centre and Protective Workshop.



Unemployed community youth helping beneficiaries.

One of the main reasons for the failure of the previous committee was the high workload associated with overseeing the operations of the Centre. In this regard, whilst the Association attempts to guide and support wherever it can, new governing boards need the assistance of capable, permanent staff if their organisations are to prosper and grow. For this reason, it was decided to increase the resources attached to the Soweto Centre by appointing an acting Manager, Mr Lawrence Masera, with effect from 01 April 2009. The new committee, under the leadership of Ms Shoni Mazibuko and supported by Mr Masera, has worked hard in this last year and has made excellent progress.

Achievements worthy of note include:

- Minuted regular and special committee meetings.
- The review and amendment of the Centre's Constitution. The amended Constitution was formally adopted at a meeting of members in September 2009.
- The updating and submission to the Directorate of Non-profit Organisations of the documentation necessary to ensure compliance with the requirements of the Non-profit Organisations' Act, 1997.
- Preparation, submission and motivation to the Department of Social Development (DOSD) of an application for funding for 2010/2011. The DOSD has since advised that the application has been approved and that the Centre's activities will be subsidised by the Department in the coming financial year.

In September, the Committee, the staff of the Centre and most of the 64 beneficiaries and their parents were involved in the Casual Day project. Almost R2 000 was raised for the Centre through their efforts. In addition, during the year, donations of fruit and vegetables were received from the Johannesburg Fresh Produce Market, and the local Jabavu Methodist Church donated cleaning detergents. Income generating projects undertaken by beneficiaries included the cleaning of hangers for Hangerman Hanger Recyclers, the sewing of door-mats and the recycling of plastic and steel materials. However, the income generated through the contract work and other initiatives remains minimal and is a cause for concern.



Contract work for Hangerman Hanger Recyclers.

In conclusion, I wish to thank everyone, volunteers and staff, involved in the process of transforming to independence the Soweto Centre and Protective Workshop. But my special thanks must go to the members of the new governing board for their time, their energy and their commitment to making the Soweto Association for Persons with Disabilities an organisation capable of making a meaningful and sustainable difference in the lives of persons with disabilities from the Soweto community.

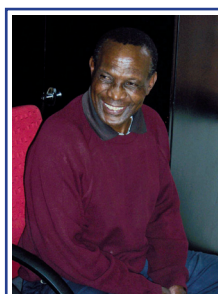
W. David Fox
Director
and
Lawrence Masera
Centre Manager



LAWRENCE MASERO
SOWETO WORKSHOP
MANAGER



Padre Noke
Soweto Workshop
Supervisor



Enoch Sediane
Soweto Workshop
Driver



Ellen Nkoane
Soweto Workshop
Cleaner

SKYWARD EMPLOYMENT SERVICE THE KEY TO INDEPEDENCE IS EMPLOYMENT



Historically, people with disabilities in South Africa have been marginalised and excluded from society. In particular, their access to education and employment has been severely restricted, resulting in widespread poverty.

In 2001, a study by Global Business Solutions of over 100 large and small South African companies covering more than 150 000 employees found that less than 1% of the total workforce comprised people with disabilities. Only 0,35% of new appointments were people with disabilities. Almost a decade later, the situation is largely unchanged.

Employment is a key factor in the independence and poverty alleviation of people with disabilities. Skyward Employment has been operating for more that 19 years with the objective of turning the dreams of unemployed persons with disabilities for regular employment, prosperity and independence into realities.

Our services range from recruiting suitable persons with disabilities for permanent or part-time positions and learnerships, to ensuring that the work environment is conducive to the employment and retention of staff with disabilities. We offer a different kind of service based on the knowledge and understanding of disability and the motivation to empower people with disabilities to take charge of their own lives through work.

In this last year, 29 persons with disabilities were provided with opportunities through Skyward.

Nine were placed in permanent positions as:

Administration Clerks (2), Receptionists (2), Hansard Recorder (1), Finance Clerks (2), Photo Copy Assistant (1) and Merchandise Clerk (1).

20 persons with disabilities were placed in learnerships at various NQF levels, namely:

Call Centre, Level 2 (10), Merchandise Clerk, Levels 3 and 5 (4), and End User Computer, Level 3 (6).

The huge challenge we are facing at this moment is that companies are still not comfortable about having people with disability in the working environment. That is why it is so important to change perceptions of potential employers and their staff through awareness and sensitisation training.

A big thank you to my Director, colleagues and my family for supporting me and helping me to make a success of this challenge. I look forward to assisting many more people with disabilities and their families in the years to come.

Sizakele Khumalo
Project Co-ordinator



**“Jobs, jobs and jobs are the dividing line in many families
between a decent life and a wretched existence.”
NELSON MANDELA**

CORPORATE COMMUNICATIONS A DIFFICULT YEAR

There is life after
DISABILITY

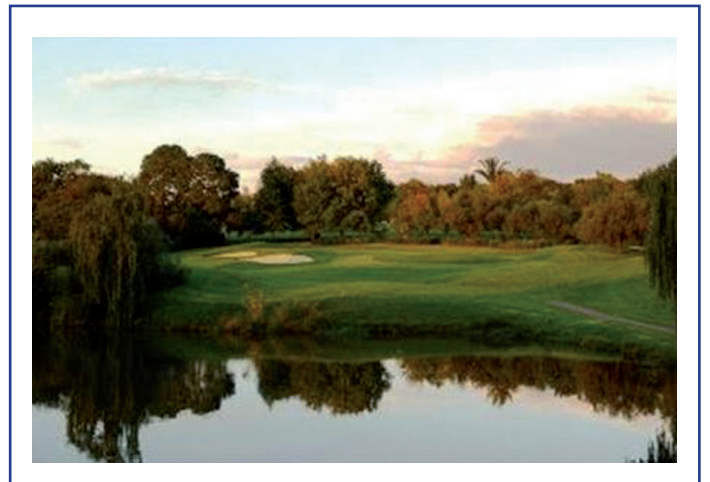


This has been a difficult year for staff in the Corporate Communications (CC) section due in part to the sudden departure in mid July 2009 of the Public Relations Officer and in part to the decision in the latter part of the year to deploy sales capacity from CC to the Barrier Breakers Division.



That said, the year could not have started better thanks to a grant of R1 064 690 from the National Lottery Distribution Trust Fund (NLDTF). The grant was in respect of the Association's 2007 application and was received on 03 April 2009, just three days into the new financial year. Later in the year, the NLDTF gave us more reason to smile by granting the Association a further R996 826. This grant, R301 437 of which was in favour of the Barrier Breakers Division, was in respect of our 2008 application and was received on 14 December 2009. Given the continuing downturn in the economy, which has negatively impacted upon donations from both corporates and from individuals, the two grants could not have come at a better time. So, on behalf of the thousands of largely indigent persons with disabilities who are the beneficiaries of the Association's social and developmental services, I say to the NLDTF "Thank you and may you always be blessed!"

Undeterred by the prevailing poor economic climate, Corporate Communications staff worked hard throughout the year to maintain, and in some cases improve upon, net income from regular events and projects. The Association's 2009 Golf Day was held on 03 September at the Randpark Golf Club's Windsor Course. Although the number of 4-balls was down on the previous year, a thoroughly enjoyable time was had by all of those who took part and the event netted some R32 000. My thanks go to Nicki Wigget and Daisychain Promotions for organising the day under difficult circumstances. Casual Day 2009 took place on 04 September and I thank everyone who purchased their "Join the Team" stickers from us so that they could dress up or dress down on the day. A truly wonderful effort by Sophie Baloyi and Agnes Davids resulted in total net income from the project of some R70 400. A number of other initiatives, the trade directory (R37 859), BB Ballons (R59 862), Christmas Cards (R26 937), also contributed to raising all important income to fund our services to persons with disabilities.



Randpark Golf Club

No report on fundraising can omit the critical role played by our loyal and hugely appreciated regular individual and corporate donors. Because of the Association's favourable Broad-Based Black Economic Empowerment (B-BBEE) credentials, details of which are available on www.apd.org.za, their ranks were swelled this year by companies seeking recognition under the Socio-economic Development category of the B-BBEE scorecard. Collectively, these companies donated almost R190 000 to the Association. I would like to take this opportunity to sincerely and mightily thank both our regular and our new donors for their generous contributions to the cause of disability.

As mentioned elsewhere, with effect from 01 April 2010, the Barrier Breakers (BB) Division will be re-incorporated into the Association's structure. BB and Corporate Communications will merge to form the Commercial Services Division and, in consequence, this will be the last Corporate Communications annual report.

In concluding the report, I should like to recognise the significant contributions made over the last twelve months by the staff of Corporate Communications. It has not always been smooth sailing and my sincere thanks go to Thapelo Rachidi, Sophie Baloyi, Agnes Davids and, more recently, to Desiree Muller for their patience, tolerance and sustained hard work.

W. David Fox
Director

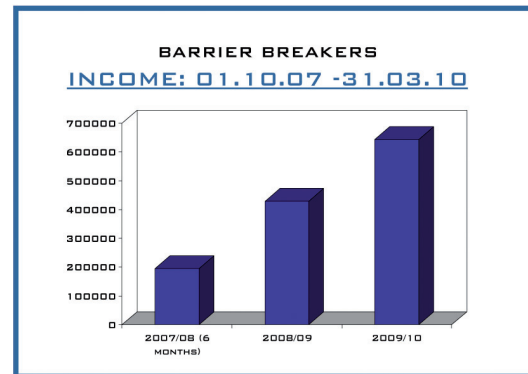


ABLE
Casual Day Mascot.

BARRIER BREAKERS WHEN THE ECONOMY GIVES YOU LEMONS.. LOOK FOR GUIDANCE ON HOW TO MAKE LEMONADE

2009 – the year in which South Africa experienced its first recession in 17 years; the year during which financial experts say an estimated 1 000 000 South Africans lost their jobs, personal bankruptcies soared by more than 20% and around 4 000 companies failed; and the year in which Barrier Breakers did not perform anywhere near its budgeted figures.

Yes, the economy definitely gave us lemons, but, by the grace of God, we managed to make lemonade... I am extremely grateful to report that we not only survived 2009, but managed to grow our business year-on-year by 49.7% and to show a profit!



There are obviously many negative aspects to a recession. One of the positives, however, is that one has to take a very critical look at every facet of your business. And it was during the strategic planning of the APD in August 2009 that a lack of resources was identified as the major growth challenge faced by Barrier Breakers.

Initial plans to address this situation included sharing some of the human resources of the APD, but it was eventually felt that it would be in the best interest of both Barrier Breakers and the APD if this division was re-incorporated into the APD. And so it is that, as from 1 April 2010, Barrier Breakers' services will form part of the products on offer by a restructured Commercial Services division of the APD.

In its two-and-a-half years of operation Barrier Breakers has generated a total income of just under R1.3m. But, more significantly, it has laid the foundations of a business operation that could generate substantial sums for the APD in the future and play an important role in securing steady income streams for the organisation that could dramatically reduce its dependence on unpredictable, non-guaranteed donor funding.

OUR HEROES

Our success can obviously be ascribed to two things; firstly the support of our clients. Bless you all for your support of BB and your commitment to ensuring a better South Africa for people with disabilities. We look forward to our continued partnership with you in this regard. And secondly the wonderful and much appreciated efforts of the BB team: Gina Khoza (Marketing Executive) and Pamela Banda (Admin Assistant).

Through a shared vision some of our clients have become good friends of Barrier Breakers, most notably the Airports Company of South Africa. ACSA is quickly gaining recognition as a true champion of the cause of people with disabilities and we are extremely grateful and proud that they are the financial stakeholder in several of our present and future projects.

During the past year they enabled us to bring disability awareness to 6 736 learners and their parents as well as 291 educators. Media exposure around these activities reached a further 678 935 people. A second project involved the empowerment of schools for learners with disabilities in the art of corporate fundraising. This project saw the hands-on involvement of the female employees of ACSA Johannesburg and provided much needed funding in the amount of R42 500 for specific schools/learners. Bravo ACSA!



Another huge blessing that came our way this year was a funding allocation from the National Lotteries Distribution Trust Fund. We are very grateful for this support and hope that this will be the first of many allocations to come.

A SAD FAREWELL

For the second time in three years I have to bid a sad farewell to one of my babies; in 2007 it was Corporate Communications and now it's Barrier Breakers. As from 1 April I will be serving the APD as the Enterprise Development Manager. My sincere gratitude goes to the Executive Committee of the APD and BB's Steering Committee for their past support and their vote of confidence in this new division. As always you have my guarantee that I will serve to the best of my ability.

Jeanette Maclean
CEO



ACHIEVER OF THE YEAR FROM A COMA TO RUNNING TWO BUSINESSES

There is life after
**THERE IS LIFE AFTER
DISABILITY**



James Mohangwane had an accident in 2004, at age 27, while travelling to his home village in Giyani. He became bedridden, could not talk and was fed with a tube.

After five months of being in a coma, the doctors informed James' family that they had no hope of him recovering, and discharged him from hospital. James' mother left her home in Giyani to come to Johannesburg to care for him.

APD started the home-based care service for James on 08 March 2005. Caregiver Lina Makgopa assisted James in activities of daily living, such as washing, dressing and exercises. James' mother learned quickly and she and the Caregiver worked as a team to help James.

Awake from his coma, James could initially only move his eyes, but, after a few months, he started to move his body and was able to eat solid food. His Caregiver continued with his exercise regime while his mother bathed and fed him. After a year, James could sit, eat independently and even transfer himself to his wheelchair without assistance, but he still could not speak.

Some time later, when Rachel Legasa (Manager) and Stellah Madi (Supervisor), visited James, they found him sitting outside in his wheelchair and they were shocked when he responded when they greeted him!

In 2008 his Caregiver reported that James was never at home when she called to assist him with exercises and APD decided to terminate the service. What we did not know, is that he was busy setting up some business ventures!

We are proud that after four years of hard work by James, his mother and the APD Caregiver, James now walks with crutches when he walks distances, but around the house he walks unaided. His big achievement is that he has started two businesses. He has a taxi that operates in Tembisa and he owns a telephone shop.

Rachel Legasa

Manager: Attendant (Home-based) Care and Daveyton Centre



James, after his hard work of rehabilitation, receiving his award as Achiever of the Year.

Wording on Certificate

The Association for the Physically Disabled – Greater Johannesburg proudly recognises the remarkable achievements of James Mohangwane. His extraordinary courage and determination enabled him to confront, and to triumph over, the serious effects of his accident to lead a full and meaningful life.

We believe that he will pursue his future goals with the same vigour and continue to act as living proof of the potential and abilities of people with physical disabilities.

SERVICE AWARDS WITH GRATITUDE TO OUR DEVOTED STAFF



LONG SERVICE:

The Association recognises those individuals who have devoted a considerable amount of their working life to the organisation. As it is important that these individuals are formally acknowledged for their contribution, the following Long Service Awards policy exists:

Long Service Awards to members of staff are as follows:

5 YEARS:	A Certificate and a cheque for R250.
10 YEARS:	A Certificate and a cheque for R500.
15 YEARS:	A Certificate and a cheque for R1 000.
20 YEARS:	A Certificate and a cheque for R1 500.
25 YEARS:	A Certificate, a cheque for R2 000 and a watch to the value of R500.
30 YEARS:	A Certificate and a cheque for R2 500.
35 YEARS:	A Certificate and a cheque for R3 000.
40 YEARS:	A Certificate and a cheque for R3 500.

Presentation

The award and certificate are presented at the AGM held during the year in which the required period of service is completed.

5 YEARS	20 YEARS	30 YEARS
Julia Mashiane	Joseph Kedige	Sophie Baloyi
Gloria Moela	Johnson Nong	
Khosi Pasiya		

SERVICE EXCELLENCE:

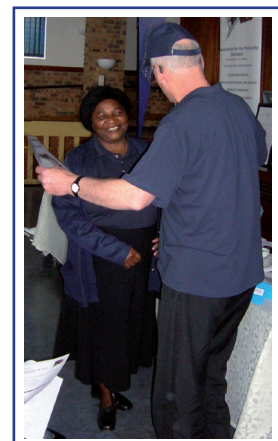
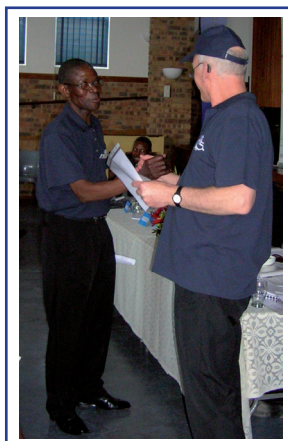
There are two categories of service excellence award. One is for the Carers, such as the Home-based Caregivers and Social Work staff, who deal directly with our clients. And the second is for the support staff, without whom our Carers and the organisation, would not be able to function effectively.

The Association proudly recognises the following members of staff who have achieved service excellence in the last year:

CARERS	SUPPORT STAFF
Lina Makgopa	Gina Khoza (Barrier Breakers – Marketing Executive)
Mmasello Badumedi (Social Auxiliary Worker)	

CONGRATULATIONS TO ALL THE 2009 AWARD RECIPIENTS

Receiving their awards are (left to right): Gloria Moela, Joseph Kedige, Johnson Nong and Sophie Baloyi



Harold Taylor:

"The roots of true achievement lie in the will to become the best that you can become."

GOLDEN KEY AWARD RECOGNITION FOR COMMUNITY SERVICE

There is life after
DISABILITY



The University of Johannesburg (UJ) Chapter of the Golden Key International Honour Society recently recognised two members of the Association for the Physically Disabled Greater Johannesburg (APD) for their service to the disabled community of Johannesburg.

The Golden Key International Honour Society focuses on academic excellence, leadership development and community service and has 375 chapters at colleges and universities in eight countries, and almost two million members.

On 29 April 2010, the UJ Chapter held its New Member Recognition Ceremony. During the ceremony, which was attended by Vice-Chancellor and Principal Professor Ihron Rensburg, the National Director of Golden Key SA, Charlene Gunter, conferred honorary membership of the Society upon Gavin Julyan and Dave Fox for their contributions to the APD and to persons with disabilities.

The APD has existed since 1934 to provide developmental and support services for the empowerment, rehabilitation, education, training, employment and care of physically disabled children, youths, adults and their families. It also campaigns to educate the community about the rights and dignity of persons with disabilities, and their achievements and skills. Direct services are offered to more than 3 500 persons with disabilities each year and a further 30 000 persons with disabilities are indirect beneficiaries of the education and awareness programmes which create a favourable environment for the integration of persons with disabilities into the community.

Mr Julyan has been a volunteer and Treasurer of the APD for more than twenty years and Mr Fox has been Director of the Association since 2003.



The National Director of Golden Key SA, Charlene Gunter, confers honorary membership of The Golden Key International Honour Society upon Mr Gavin Julyan, volunteer and Treasurer of the APD - Greater Johannesburg.

