

There is life after
THERE IS LIFE AFTER
disability



2011

REPORT ON ACTIVITIES

1 April 2010 – 31 March 2011



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ASSOCIATION FOR THE PHYSICALLY DISABLED

GREATER JOHANNESBURG

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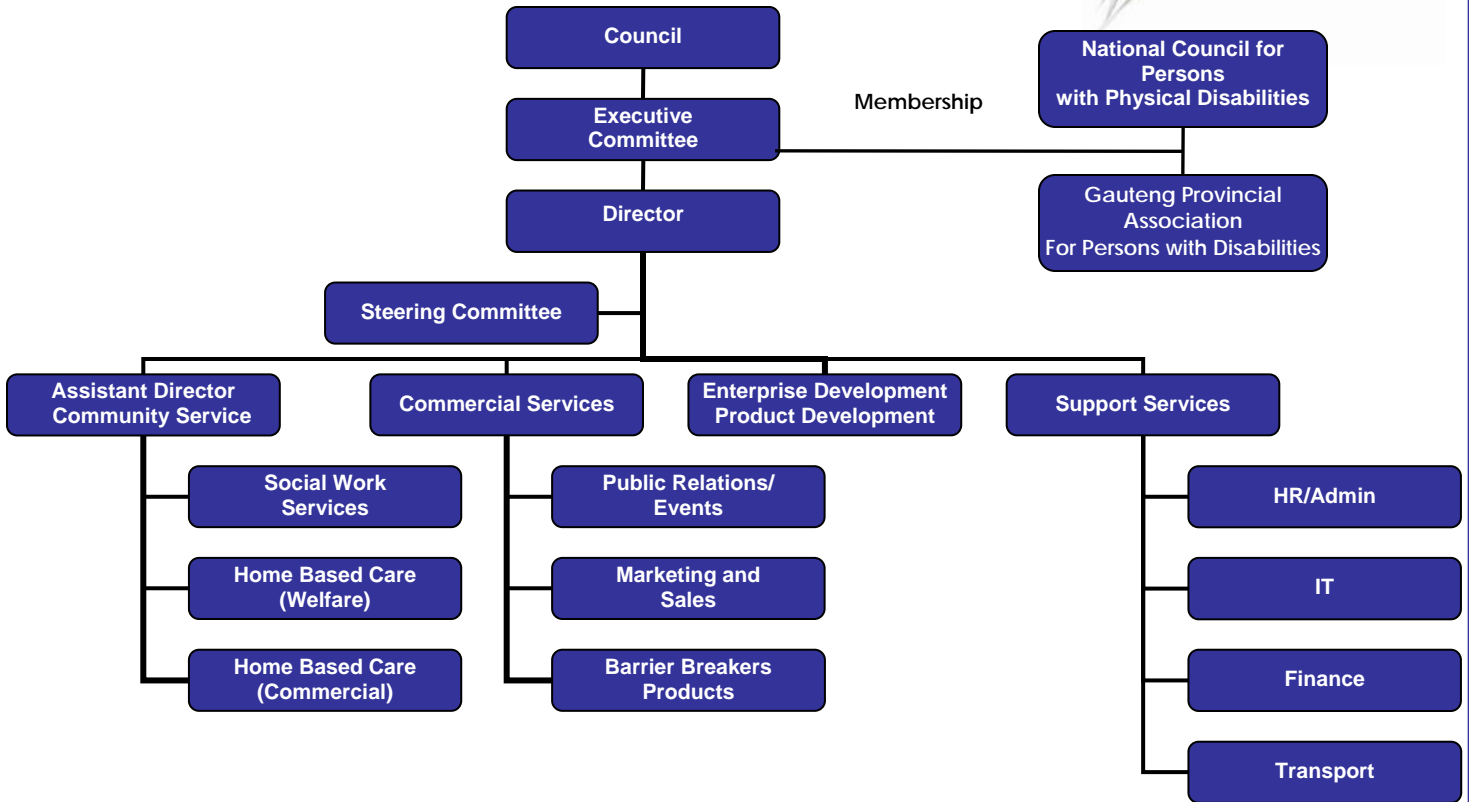
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Governing Structure

Association for the Physically Disabled
Greater Johannesburg



Council		Executive Committee	Sub Committees
President	Mr D Thompson	President	
Chairperson	Ms P Mabunda	Chairperson	
Vice Chairperson	Dr A Pretorius	Vice Chairperson	
Honorary Treasurer	Mr G Julyan	Treasurer	
Member	Miss S Heyman		
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Member	Mr S Niacker	Member	
Member	Ms T Moodley	Member	
Member	Mrs J Thompson		

MANAGEMENT	
Director	Mrs R Legasa
Assistant Director: Social Work	Ms M Retsuri
Commercial Service Manager	Mrs L Arnott
Office Manager	Mrs A Lewis
Enterprise Development Manager	Mrs J McLean

REPRESENTATIVES			
Gauteng Prov Assoc	Member: Mancom	Mr P Mabunda	
Hope School	Governing Body	Mrs R Legasa	
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ASSOCIATION FOR THE PHYSICALLY DISABLED
GREATER JOHANNESBURG

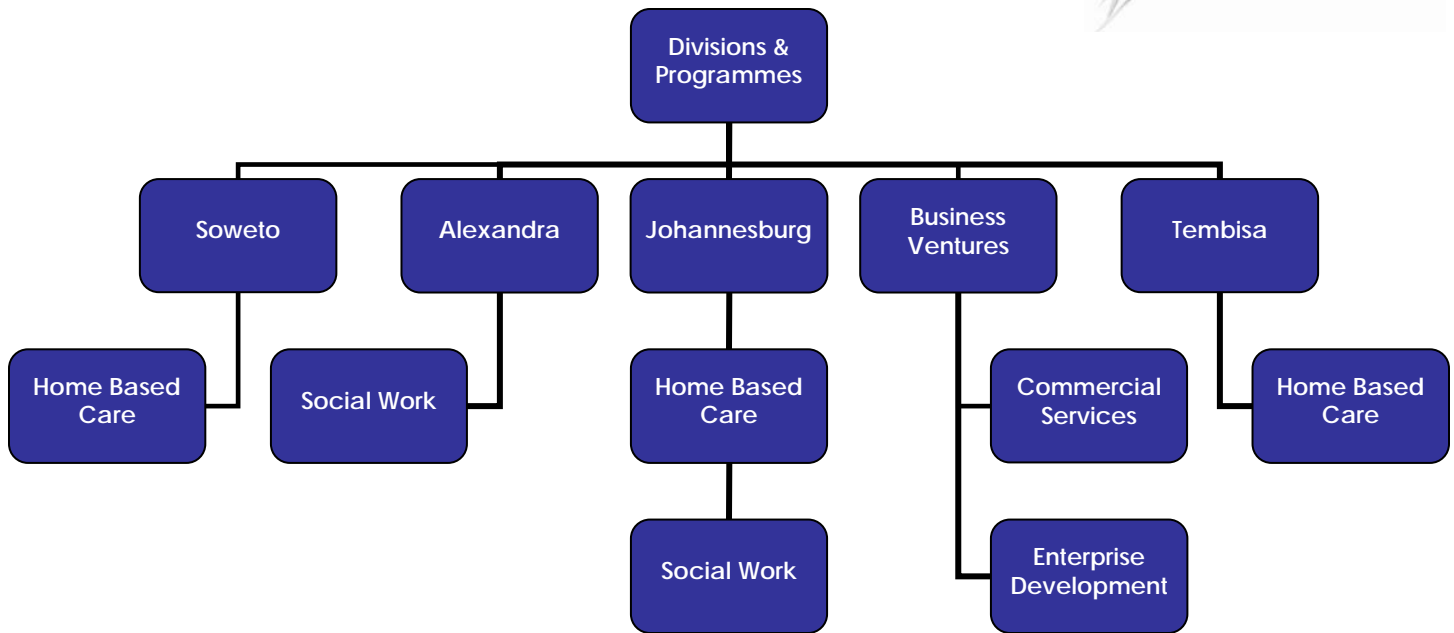
OUR ACTIONS SPEAK LOUDER THAN WORDS
77 years of service excellence

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Divisions and Programmes

Association for the Physically Disabled
Greater Johannesburg



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

Mutual Respect

Professionalism

Initiative

Team Work

Accountability

Chairperson's Report

Restructuring for Positive Development



It's that time of the year again, when reports on the performance of the organisation have to be evaluated in order to establish if our aims and aspirations for the Association have been achieved; if not, where our shortcomings are and how we can eradicate the obstacles in reaching our goals.

Our Constitution defines physical disability as follows: "A physical disability means a temporary or long term partial or total loss of a bodily function or part of the body which in interaction with various barriers may hinder an individual's full and effective participation in society on an equal basis with others." This is where the APD comes in; to address those "hindrances" in order to empower a person with disability or disabilities to be able to help her/him self. There are other challenges that a person with disability is faced with, including violence and abuse, that must be addressed as well. The ways and means are arduous. However, despite the difficulty and the many challenges, the Association this year provided a range of support and developmental services to more than 35,500 persons with disabilities and their families. Full details of our services are given in this report.

The area of concern stated in the year-end report of 2007 regarding the recruitment and inducting of new board members has been comprehensively addressed and induction and recruitment policies, which take account of the relevant governance and other recommendations of the King III report, have been developed. Worthy board members are hard to find. However, I am pleased to report that the Director and I have recently interviewed a number of interested individuals and have already identified three potential candidates for board membership. In my experience, there are three kinds of people:

1. Those who *watch* things happen.
2. Those who *wonder* why things happen.
3. Those who *make* things happen.

If you are in group 3, and you want to make a difference in the lives of persons with disabilities, please contact us as soon as possible.

The outcome of the first induction training workshop that was held for Executive Committee members and senior management in August 2010 was a review of the Association's governing structures in line with the recommendations contained in the King III report.

Due to immense pressure on Executive Committee members, who are all volunteers, it was decided to establish a sub-committee to direct and report back on some of the duties of the Executive Committee. The primary focus of the sub-committee, known as the Commercial Services Steering Committee, has been to support and guide management in the development and implementation of income generating initiatives to make the Association's services more sustainable. I would like to thank all the members of the sub-committee for their expert inputs over this past year.



Patrick Mabunda

This year saw the completion of our strategy to develop community led structures to take over the governance of services rendered by the Association in their communities. The last two community services i.e. protective workshops in Soweto and Tembisa are now fully independent after an exhaustive mentoring process that lasted some three years.

Chairman's Report (Continued)



We believe the committees are well placed to take responsibility for the management of their organisations and we wish them every success in the future.

The Director, management and staff have been such an inspiration to work with and much has been achieved through their dedication and hard work especially given these changing economic and business times. I look forward to all of us continuing to work together with the incoming board members to ensure progress with the important work of the Association.

Disability is here to stay. Much as we would like to eradicate it, degenerative diseases and traumatic incidents are a constant cause of disability. Fortunately, thanks to our many loyal and generous supporters, the APD is also here to stay and will continue to provide the resources and skills necessary to alleviate the many challenges faced by persons with disabilities.

In conclusion, I would like to thank the members of the Executive Committee for their contribution and commitment to the Association. The good work does not go unnoticed. Your efforts and involvement are greatly appreciated by me, by our beneficiaries and by the community at large.

Thank you.

Patrick Mabunda
Chairperson



Patrick Mabunda and Moses Lehayane enjoy the opening match at the Soccer World Cup

Treasurer's Report

Our Foundations are being Undermined



Passive income, in the form of interest and dividends from our investment portfolio, has been a substantial contributor to funding our expenditure requirements. This has been eroded and needs to be rebuilt.

Fortunately, according to the financial results, the Commercial Services business ventures are starting to make a noticeable impression in the financial statements.

The erosion of our investment portfolio has, to a large extent, been created over a number of years, during which government authorities were significantly late with their contracted payments. These delays resulted in the need for us to use our investment portfolio as bridging finance for extended periods of time. We also had to assign staff to the process of following up on these payments.

Whilst we are gratified that efforts have been made to improve the payment process of these government grants and subsidies, there are periods within each quarter when we still need to subsidise from our investment portfolio until payment is received.

It should also be noted that government funding made up only 27.03% of our total income in the 2010-11 financial year. As a result we are becoming increasingly reliant on income that is not guaranteed.

What this means is that we have fallen very far behind on our ability to create the money we need to keep up with the need to improve and grow the services supplied to our clients.

The serious nature of this problem should not be underrated.

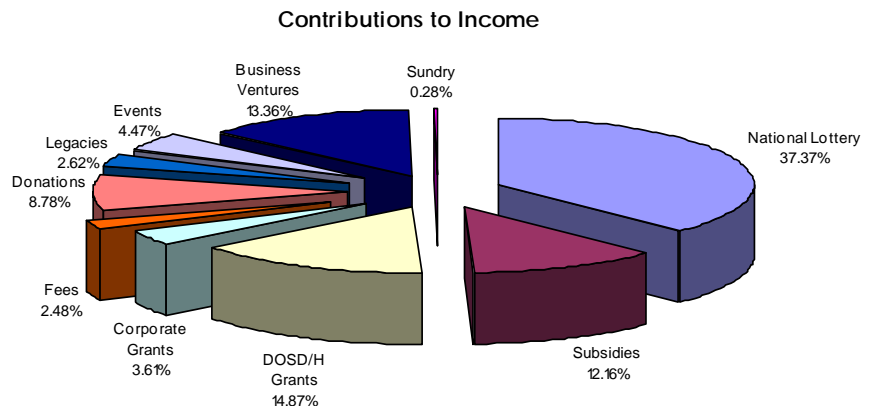
In 2000, our investment portfolio was valued at R 10 million. The portfolio at the end of our recently completed financial year has been eroded to R 4 million.

Complaining about a problem however, does not solve that problem.

Essentially, we need to find a way of generating a substantial amount of cash that can be placed into our investment portfolio, or the investment portfolio will disappear.

The perfect situation is that we generate about 60% of the money required to run our operations or become beggars, which is what has happened to many other welfare organisations.

The business ventures department is beginning to contribute to our recovery but is taking a long time to get going, because we are asking our staff, who are mainly people with the qualifications to assist our clients, to become business people.



Gavin Julyan
Treasurer

We need volunteers, both retired and active, business people to take up the cause of creating capital for the Association. This report is therefore also an appeal for these people to contact us so that we can build a way of working together.

Once again, the staff of APD, have managed to work within the limitations of funding to provide a wonderful service to our clients.

I wish to thank the management and staff for so professionally dealing with the hard, and sometimes frightening, task of working at APD

Financials

Our Investments Continue to Disappear



Summary of Sources of operating income and expenditure for 1 April 2010 – 31 March 2011

OPERATING INCOME		
National Lottery Distribution Fund-2009	422,840	1,933,488
National Lottery Distribution Fund-2010	1,510,648	
Subsidies		629,060
Appeals, Donations & Corporate Grants		527,231
Events, Sales & Street Collections		231,471
Legacies		135,689
Business Ventures		691,172
Grants for Home Based Care		883,629
Fees for Services		128,072
Sundry Revenue		16,075
TOTAL INCOME		5,175,887
OPERATING EXPENSES PER COST CENTRE		
Support Services		
- Governance		112,739
- Transformation		171,711
Attendant Care Services		1,470,947
Commercial Services		2,434,399
Social Work Services		839,079
Workshops		371,529
TOTAL EXPENDITURE		5,400,405
NET OPERATING SURPLUS/(DEFICIT)		(244,518)
Income from investments		239,892
NET SURPLUS/(DEFICIT) FOR THE YEAR		15,374

PERFORMANCE OVER LAST 6 YEARS

YEAR	SURPLUS/(DEFICIT)
2006	(97)
2007	499,113
2008	(596,437)
2009	(1,770,454)
2010	48,913
2011	15,374

Directors Report

Moving Forward



Our organisation faced many challenges – both internal and external – during my first year as Director. These were as diverse as the amalgamation of the Department of Social Development and the Department of Health, to the impact of a global recession, the hype and associated drop in the pace of business during the Soccer World Cup, the time-consuming process of developing community based organisations, and the difficulties in finding suitable high-level employees in a very competitive job market.

I am, therefore, very grateful that I can today look back on a very constructive year during which we not only met the needs of those people with disabilities who required our community services, but also managed to attract some very competent staff members who contributed to us ending the year with a comprehensive income.

Strategic Restructuring Process

The restructuring process, which involved the re-incorporation of Barrier Breakers into the Association's structure and the establishment of three divisions - Commercial Services, Enterprise Development and Community Services, went well.

Strategically this has been a good move as there has not only been a growth in return from our commercial ventures, but several new projects have also been developed which will provide the organisation with new income streams during the coming year.

CBO Development

I'm proud to report that all our workshops are now independent of APD Greater Johannesburg and that 2011/12 will be the first year that we will not be directly involved with any of them. The hands-on involvement will in future come from the Gauteng Provincial Association for Persons with Disabilities (GPAPD).

Since 2003 we have facilitated the independence of:

- The Independent Living Centre.
- The AIM Centre.
- Shad-Vaal (Self Help Association for the Disabled – Vaal).
- The St Raphael Workshop in Eldorado Park.
- The Ithuseng Protective Workshop in Tembisa

As from 1 April the last chick to leave the nest, the Soweto Workshop, will be operating as the *Soweto Association of Person with Disabilities*.

Our staff members who were based at the Soweto Workshop left our employment on 31 March 2011 and have started working as employees of Soweto APD on 1 April 2011. However, as per agreements reached with the relevant governing structures, we will retain the Soweto and Tembisa home based care programmes for the foreseeable future.

I wish Soweto and the other new organisations the very best of luck for the future.



Rachel Legasa

Directors Report (Continued)



Expansion of Services

As an organisation we remain committed to rendering desperately needed services to people with disabilities. In response to a needs assessment undertaken by the Community Services Division our focus for the coming year is going to be to introduce a training programme which will give us with the necessary manpower to:

- provide an 8 (instead of the normal 1) hour home based care service to bedridden clients who have no one to care for them;
- extend our home based care service to 19 residential facilities in the poor areas of Johannesburg.

In addition, we want to provide an essential laundry services for those people with disabilities living in Tembisa, Soweto and Johannesburg who cannot do such chores themselves.

The implementation of these projects will obviously depend on us obtaining the necessary financial support. In this regard we have already applied for funds from the National Lotteries Distribution Trust Fund (NLDTF) and we will also be approaching private sector funders in the year ahead.

Another exciting development is that we have been approached by a group of people with disabilities residing in Alexandra who want us to assist them to start an income generating workshop. A decision in this regard will be taken once we have obtained all the necessary information.

Thank You

I would like to express my sincere thanks to the volunteers who serve on our Executive Committee, the management team and all the staff of APD for their continued support and loyalty to our organisation. Without our staff, none of the services would be possible and clients would not be able to achieve independence.

I am also very grateful to our partners at the departments of Social Development and Health, the NLDTF, our business clients, our corporate donors as well as all our wonderful individual donors; without your financial support we would not be able to render vital services to people with disabilities.



Rachel Legasa and Patrick Mabunda

In conclusion, I would like to encourage all our supporters to continue supporting our organisation, as this enables the APD to move forward and to achieve its objectives.

Rachel Legasa
Director

Social Work Services

Empowerment of People with Disabilities and their Support System



Social work services for greater Johannesburg are rendered in region B, E and F in both the formal and informal settlements.

Target Group

Persons with physical disabilities and/ or mobility impairment, their families/support systems, children, youth, women, the elderly, HIV/AIDS infected and affected.

Care and Support

Social work services are rendered to capacitate people with appropriate knowledge to access relevant services and the skills to resolve their problems and to achieve their full potential to lead independent lives. In 2010/11 over 338 intakes were attended to and 307 home visits were conducted. 1580 interviews were conducted either telephonically or face to face.

Inquiries which were attended to include the following:

- Applications for social grants and identity documents.
- Psychosocial support of people with disabilities and their families.
- Unemployment issues and placements in the workshops.
- Residential facilities and school placement as well as applications for bursaries.
- Application for assistive devices and RAF claims.
- Application for housing.
- Workman's compensation claims.



About one hundred and thirteen referrals were made to different government departments, law firms, schools, physiotherapists, occupational therapists, as well as other NGOs. Fifty five clients were placed in different places like residential homes, schools, workshops and so forth depending on their need. Fifteen clients received assistive devices from APD, Baragwaneth Hospital, Westbury and Hillbrow clinics. Two clients were also assisted to get off the street by APD by sending them back to their homes, as they were from other provinces here in South Africa.

Poverty Alleviation

Reducing the levels of poverty by empowering people with disabilities (PwD's) to establish and maintain income generating projects has always been a challenge.



Social Work Services (Continued)



There are currently, four income generation projects which are administered by APD social auxiliary workers in Alexandra, Coronationville and Newlands. They are all running and 63 members and their families are benefiting. Thirty eight meetings were held with the members of the four projects. The main focus of the projects is to empower the members with skills to set up sustainable income generating projects. However, there are challenges including selling of the product and learning disabilities of some of the members. Other members are involved in the projects, specifically for their therapeutic purposes as they have mental disabilities.

Alexandra *Sizakhele community project* members are doing bead work, sewing and finishing eye patches projects continue. They have made an income of R7,000 from the sales of their products.

Community work project for the physically and mentally challenged still continues at *Coronationville Care Centre and Workshop*. The bead work product (necklaces and bracelets) has been sold. R400 has been generated and members managed to benefit from the income.

Sithandiwe disability care project in Alexandra for bead work is now affiliated to GPAPD and is still functioning. The project has progressed as Green Stone Mall approved the selling of the bead work.

Education and Awareness

One hundred and thirty education and awareness programmes were conducted in Region B, E and F clinics, hospitals and other organizations during the period under review. Places where the awareness' were conducted include: Helen Joseph Hospital, Usizo Oluntwini senior citizens, Coronationville, Crown Gardens Clinic, Klipspruit, Joubert park, Clermont, Bosmont, Ebenhouse, Mayfair, Malvern and Alexandra F.M.



The aim was to inform the community about APD services, creating partnership with the clinics and hospitals for referral purposes, educating communities about the rights of people with disabilities and making people with disabilities aware of their rights.

Over one thousand people were reached through education and awareness programmes. Topics covered included APD services, rights of people with disabilities, care for people with disabilities, HIV/AIDS, sexual abuse, social work services.

Life Skills Development

To promote individual self – development and provide supportive services through group work methods. There are three support and life skills groups which were facilitated by social auxiliary workers in 2010/11. Thirty seven group sessions were conducted by the workers.

Seventy members benefited from the group sessions and the beneficiaries consisted of adult women, men, youth and children with physical and intellectual disabilities.



Social Work Services (Continued)



The topics which were covered during group sessions include: Hygiene, social skills, Identification of different colours, self employment, disability and dating, reading the clock, self awareness and development, communication skills, problem solving, assertiveness training, anger management, decision making, positive lifestyle, HIV/AIDS, health issues, language and disability. The group members had two outings to JACOD and Johannesburg Zoo to facilitate group cohesion and for educational purposes.

One group which was conducted at *Women for Peace* has been running for more than a year and it was terminated. Initiation for starting another group has been made for extension seven in Alexandra.

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 workers receive training in Trauma, Dementia, Main streaming and Mental Screening.



Networking

Networking is done at a local level with different service providers. This is done through forums and with individual contacts with the purpose of discovering resources, skills and knowledge available to us.

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 auxiliary worker represents APD at the Service Providers Meetings.

Challenges

- Lack of social auxiliary workers with driver's licenses, which is an essential requirement of the profession.
- Lack of funding for staff training and capacity building of community based organisations.
- Lack of support from regional and local government structures to capacitate income generation projects.
- High illiteracy rates in the townships and informal settlements, apathy with regards to community involvement and dependence on social grants.
- Lack of available residential facilities for placing PwD's during crisis and lack of adequate housing/accommodation.
- In accessibility of public schools for children with disabilities.
- In accessibility of public transportation for people with disabilities.
- Lack of enough functional computers and machinery, especially at Alexandra office.
- A vehicle for staff to attend to emergencies.



Fun in the sun with our beneficiaries

Social Work Services (Continued)



Special Vote of Thanks

Our social work personnel, who operate at grassroots level continue to render the much needed services, are greatly appreciated.

- Ms Nokuthula Mahlangu- social auxiliary worker
- Ms Johannah Mkhari- social auxiliary worker
- Ms Mmasello Badumedi- social auxiliary worker
- Ms Tamari Taruvinga- social worker

Donors

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

- SARS for clothing.
- Rosebank Union Church for the beads.
- ABC Vutomi for clothing, toiletries and household goods.
- APD staff members for clothing and other household items.
- Hillbrow health care centre, Baragwaneth hospital, The Rotary Club and Westbury Clinic for their sponsorship of assistive device.
- Women for Peace for the venue for community work and group work in Alexandra.



From the left: Nokuthula Mahlangu, Tamari Taruvinga, Mmasello Badumedi and Johannah Mkhari

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 we sincerely apologise.



Miemie Retsuri
Assistant Director
(Community Services)

Attendant Care Services

Poverty – Poor Health – Persons with Disabilities



Financially, 2010/11 was not a very good year for most people with disabilities living on a disability grant. When food prices go up they are also affected and the situation is getting worse every year. For some, the option of choice of meal does not exist as they often do not have anything to eat in the house.

Only partnerships between the government, private sector and civil organizations can reduce poverty and improve the health of people with disabilities.

Johannesburg Attendant Care Service

A total of 35 clients were assisted in Johannesburg during 2010/11. From the 35 clients:

- 8 became independent;
- 3 moved to residential homes, and;
- 7 clients sadly passed away.

Currently there are 17 clients who are enjoying the Attendant Care service in Johannesburg. From these 17 clients:

- 5 of these clients have arthritis;
- 4 have suffered a stroke;
- 3 have HIV/AIDS;
- 2 are epileptic;
- 1 is quadriplegic;
- 1 is paraplegic; and
- 1 requires care because of old age.



Zanele Mashaba (Supervisor), Julian Moumakwa (Reliever), Hendrietta Kaunda, Zandile Nkologwane (Care Givers)

Ngubane Family

Edwin is epileptic, mentally challenged and is also bedridden. His brother Nicholas is epileptic and uses a walker to get around, as he can not walk unaided. The two brothers stay with their younger sister who also has two children. The whole family stays in one room and their only income is the disabilities grant paid to Edwin and Nicholas.

Both brothers were cared for solely by their sister before she called us to assist. It is quite a relief for their sister to be getting our assistance as she is the only family that her brothers have as their parents are deceased. Edwin and Nicholas need assistance with bathing and exercising. When we started with the service Edwin had bedsores. which have now healed and he can sit without support.

This is just one family amongst many where poverty has compromised the health of people with disabilities. Even if there is family support, families can often only give limited assistance.

Home based care service helps improve the lives of people with disabilities and their families, like the Ngubane family.

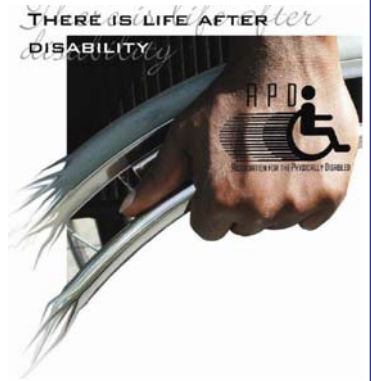


Edwin Ngubane



Nicolas Ngubane

Attendant Care Services (Continued)



Tembisa Attendant Care Service

A total number of 66 clients were assisted in 2010/11. From these 66 clients:

- 8 became independent;
- 3 moved to residential homes ;
- 17 clients improved but still receive the service, and;
- 10 clients sadly passed away.

Currently a total of 28 clients enjoy the service. From these 28 clients:

- 14 have suffered a stroke;
- 2 have HIV/AIDS;
- 7 have arthritis;
- 1 has multiple disabilities;
- 3 are quadriplegic
- 1 has osteoporosis.



Shirley Sono and Xoliswa Nhlanhlo

The attendant care supervisors Zanele Mashaba, Stellah Madi and Tebogo Itumeleng were proud to report that although the attendant care staff had challenges with clients and their families, they continued to render a high quality of service. This clearly shows their loyalty and commitment to serving people in our communities. To all our care givers, you are the ones who see how often clients do not have food, toiletries and other basic necessities. Regardless of the lack of resources, you carry on providing a service including bathing, dressing and exercising clients. We can never thank you enough, APD, clients, South Africa, the world can never thank you enough. We can only hope that you continue to provide this essential service with love.

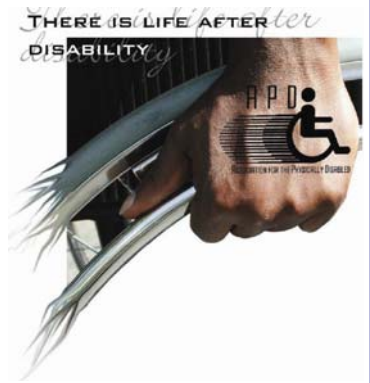


From the left: Shirley Sono, Gloria Moel, Elizabeth Maisela, Elizabeth Mmadi, Stellah Madi (Supervisor)

And, we don't want to forget to extend our gratefulness to Anglo American and De Beers, Department of Health and Social Development for supporting attendant care services.

In addition, we are very pleased to report that, for the first time, we received support from the National Lottery Development Trust Fund. We would like to thank the National lottery's board for a wonderful contribution of R493, 697 towards the attendant care service

Attendant Care Services (Continued)



Soweto Attendant Care Service

Soweto has progressed well in 2010/11 with a total number of 72 clients receiving assistance. From these 72 clients

- 3 became independent;
- 11 cancelled the service;
- 2 moved to residential homes ;
- 5 now receive care from their families;
- 4 clients improved but still receive the service, and;
- 9 clients sadly passed away.



From the left: Thabisa Masiza, Tebogo Itumeleng (Supervisor), Thandi Vilakazi, Lungile Mahaye, Busi Mkatshwa

There are currently 38 clients in the service. From these 38 clients:

- 7 are quadriplegic;
- 10 are paraplegic;
- 6 have arthritis;
- 9 have suffered a stroke;
- 1 has spina bafida;
- 2 have HIV/Aids, and,
- 3 have multiple disabilities.

Overall challenges for home based care services in 2010/11

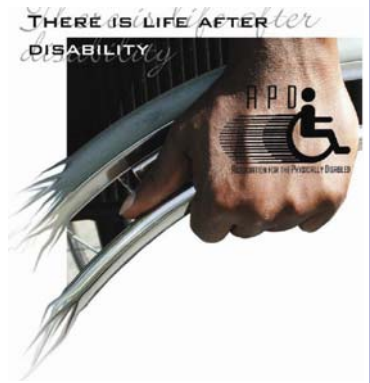
- Lack of basic requirements such as food, blankets, clothes, toiletries, nappies, etc.
- In Johannesburg some clients stay alone and they only get assistance from care givers.
- Lack of transport for clients who need to go for their medical check ups, this results in some clients not being able to go to the hospital.
- Public transport is not accessible and is not even an option for some people with disabilities.
- Care giver spend most of their time traveling from one client to the other, this is a particular problem in Johannesburg as it is such a large area and clients live in different areas.
- Lack of support from family members for some clients.

Lean On Us Home Care Agency

The current socio-economic conditions have impacted greatly on the progress of this project. The people in the intended market do not seem to be able to afford market related fees and accordingly the project will be referred to Enterprise Development to establish its financial viability.

Commercial Services

"Passion is the single most powerful competitive advantage an organization can claim in building its success." - Richard Chang



How many managers can claim that they work with a team of people who are passionate about what they do? I for one can.



Lorna Arnott

In the 11 months that I have been with APD I have been privileged to work with a team of dedicated people who are passionate about the work that they do and the people they represent.

However, passion alone does not guarantee success. An ability to work in partnership is vital to the success of any commercial enterprise and what great partners we are fortunate to have!

Looking back over the year, it is clear that the passion of our people and the tremendous support of our partners have seen us through a particularly challenging year.

Although the first few months of the year were relatively unproductive as a result of the FIFA World Cup, the team continued to plan and take forward projects for later in the year.

Sophie Baloyi looks after specific projects, including our Easter and Christmas appeals, Casual Day, Christmas cards and tin collections. Local authority strikes hindered Sophie in some of these projects but Sophie still achieved a great deal by adding a total of R91, 573 towards the budget for the division. Without the continued support of the partners with whom Sophie works, it would have been a very difficult year. Thank you to everyone who gave their support to these projects and my grateful thanks to Sophie for her persistence and hard work in making the projects successful.



Sophie Baloyi



Undeterred by the challenge of the limited availability of sponsorship, huge thanks go to Nicki Wigget of Daisy Chain and Desiree Muller (APD PRO) who worked tirelessly to ensure that the 25th APD Golf Day was a resounding success. A total of 19 4-ball teams took to the field on Thursday, 2 September 2010 at the stunning Randpark Golf Club. A total of R34, 114 was raised from the day. Our sincere thanks go to all the golfers who made it such an enjoyable day, the sponsors and donors who dug deep into their pockets to make the event as profitable as possible, Randpark Golf Club and the members of our Executive Committee who added their support to the day.

Unfortunately Desiree left the APD in November 2010, and her departure has impacted hugely on the ability of the Association to publicise the work that it has done. The PRO position remained vacant at the end of the year but we remain hopeful that we will be able to identify a suitable candidate soon.

The details of some of the Barrier Breakers projects undertaken during the last 12 months are reported separately on page 19. I would however like to note that the efforts of the team in these projects raised R408, 316, a very welcome and significant boost to our budget. My very grateful thanks also go to Gina, Agnes, Calvin and Pamela for this achievement. These projects were enhanced by the participation of our partners in other NGO's and similar organisations

In addition to the amounts noted above, ACSA also provided funding for the running costs of our Quantum to the tune of R202, 880 and a further R97,505 towards our new Wheelchair Badge project.



Commercial Services (Continued)



Barrier Breakers Recruitment is also noted separately on page 20. Through the hard work and determination of Thapelo Rachidi, the budget for the division received a total of R111,301. I know that the candidates successfully placed will join me in my grateful thanks to Thapelo for everything that she has done throughout the year.

Additional income of R152, 618 was very gratefully received from Barrier Breakers Donations, Corporate Grants, Legacies, our Commercial Web, BB Balloons and sales of APD products.

We also received a wonderful R98, 254 from additional appeals and regular monthly donations.

Our sincere thanks to the National Lotteries Distribution Trust for the provision of R1,510,648 in funding to continue and expand our services to people with disabilities.



It goes without saying that without our partners none of this would be possible. Our heartfelt thanks to everyone who supported us throughout the year.

Lorna Arnott
Commercial Services Manager



Commercial Services Team (clockwise from the top)
Gina Khoza, Sophie Baloyi, Ashir Jugathpal, Calvin
Kunene, Thapelo Rachidi, Pamela Banda

Barrier Breakers



Welcome Back.....



As reported last year, Barrier Breakers is again part of the APD structure and forms a fundamental part of the Commercial Services team.

Following a challenging period before, during and after the FIFA World Cup, the BB team evolved into a powerful force working tirelessly to raise awareness about people with disabilities.

The team lost one of its members in December when Agnes Davids sadly moved on to pastures new. The current team consists of Gina Khoza and Calvin Kunene (both Marketing and Sales Executives) supported by Pamela Banda (Administrative Assistant).

Activities undertaken included accessibility audits, the largest of which were for Denel and FET Colleges. Gina was also invited back to Sun City to help them work through the progress they had made in making their premises accessible.

Awareness and sensitisation sessions, too numerous to mention individually, formed part of a seemingly endless list of activities undertaken by the BB team throughout the year.



Gina Khoza, Calvin Kunene



Standard Bank came to the party on International Day for Persons with Disabilities, 3 December 2010, by enabling us to provide a full day Disability Awareness event. The day was a great success with Standard Bank staff members being involved with interactive activities bringing a better understanding of people with disabilities. Exhibition matches were also on display by wheelchair tennis players which attracted a great deal of attention.

Pamela Banda

Also on International Day for Persons with Disabilities, INSETA got involved in the hosting of a National Disability Awards Ceremony to recognise the achievements of individual people with disabilities making a difference in their communities. To add to the day, entertainment was provided by Muzi Pooye, a talented singer who is a person with disabilities. Muzi was accompanied by Sindy Letghole, a very well respected blind jazz musician.



Muzi Pooye

We were delighted to have the generous support of the Airports Company of South Africa (ACSA) once again. ACSA provided funding to cover both the running costs of one of our vehicles and the BB Schools Awareness Program.



The 2010 ACSA schools program was a tremendous success with 9,139 able bodied children from 27 schools receiving disability awareness from the BB team. ACSA is very committed to assisting people with disabilities and we are very grateful for their continued support.

The NLDTF has again supported BB in some of its ventures; this support is very much appreciated.

Our sincerest thanks go to everyone who has supported the work undertaken by Barrier Breakers. All funding raised by Barrier Breakers projects is used to provide services to people with disabilities.

Lorna Arnott
Commercial Services Manager

Barrier Breakers Recruitment

(Formally known as SkyWard Employment)

Experts in our Field

"The greatest gift you can give a person who has lost hope is to bring a purpose back into his life" - unknown.

So often we hear our candidates explain how excluded they feel from their community. Their neighbours often see them as people who have nothing to offer, sometimes feared and requiring nothing but pity.

Sadly as a result of these perceptions, access to fruitful employment sometimes becomes a challenge.



Thapelo Rachidi

Under the stewardship of Thapelo Rachidi, Barrier Breakers Recruitment has made great progress in identifying new employers who wish to make a difference in the lives of people with disabilities. These new employers are helping to bring a purpose back into the lives of the people they employ.

With more than 20 years experience in assisting people with disabilities in their search for suitable employment, we understand that working in partnership enables both employers and candidates to feel comfortable about the recruitment process.

We ensure that our relationship with both parties does not end when the placement is finalised and we continue to offer our support should it be required.

Our services are not limited to the placement of interns, learners, permanent or temporary employees, we also offer expertise in the establishment and management of learnership programs.

Our relationship with our candidates ensures that their commitment is of paramount importance. In addition, the Barrier Breakers team also provides further services aligned to the employment of people with disabilities. Please refer to page 19 of this report for further details.

During the last 12 months, 247 new candidates were interviewed and registered with Barrier Breakers Recruitment and a total of 30 placements were made in the following sectors:

Permanent Placements

- Buyers (retail) – 2
- Administrative Clerks - 4
- Receptionists – 2

Learnerships / Internships

- Business Administration – 10
- Risk Management - 4
- Retail Marketing - 1
- Insurance - 2
- HR - 1
- Industrial Gases Internship – 4



Whilst we are very proud of our achievements in assisting people with disabilities find suitable employment, we also recognise that some of our candidates require additional support to enable them to be ready to enter the workplace.

Barrier Breakers Recruitment (Continued) (Formally known as SkyWard Employment)



We are in constant search of suitable opportunities where candidates can develop their skills in areas such as basic computer literacy, communication and correspondence when English is not a first language, etc.

We are very grateful to Lifestyle on Location for providing life skills and communication training to 8 people with disabilities. Thank you Lifestyle on Location, this sort of support is vital in developing skills for people with disabilities.

An appeal has been submitted to the NLDTF for the expansion of our recruitment services. If successful, our services will be expanded to enable us to provide skills assessment reports to form part of package to employers. In addition, candidates identified as requiring skills development will be assisted in-house as a result of the additional computer facilities requested in the appeal. Training will be provided by one of two additional staff members skilled for this purpose. The remaining additional staff member will assist Thapelo in the expansion of our recruitment services to enable us to help a much larger group of people.

Our grateful thanks to everyone who has partnered with Barrier Breakers Recruitment during the past 12 months, your support of people with disabilities is greatly appreciated.

Congratulations to all our successful candidates, we know that you share in our gratitude to the employers with whom you now work.

Lorna Arnott
Commercial Services Manager

LOOKING FOR A JOB ?



We are here to help.....

Job seekers email your C.V to:
recruitment@apdjhb.co.za

or

Fax to: 011 646 5248

ATTENTION EMPLOYERS



Considering the employment of
people with disabilities?

Please contact Thapelo Rachidi
on: 011 646 8331

or

Email: recruitment@apdjhb.co.za

Enterprise Development

Is the Gamble Paying Off?



1 April 2010 saw the birth of the Enterprise Development Division of the APD. A year later it is only fitting to ask whether this bold step by the Executive Committee has borne any fruit. In order to evaluate Enterprise Development's performance, it is important to understand its mandate. This is documented as follows:

To identify and pursue income opportunities within the existing product range of the APD as well as to conceptualise and create new, financially viable, products and business ventures that will generate an income for the association.

Modus Operandi

The division's modus operandi involves presenting any ideas to the Director for evaluation. Should the Director agree with the viability of the concept and approve the project, it is developed into a business plan which is then discussed with the Executive Committee-appointed Steering Committee and, if ratified by them, is implemented by the relevant division of the APD (Commercial Services, Community Services, Support Services or, in exceptional cases – mainly skills development - Enterprise Development).

As Enterprise Development does not physically promote or sell the products it develops, its ability to comply with its mandate to ensure that income is generated for the organisation is therefore largely dependent on the other APD divisions' ability to effectively explore the anticipated potential of the project/product.

In meeting its mandate, Enterprise Development obviously has to monitor the success of the new products/projects. The relevant divisions therefore have to compile progress reports which will enable Enterprise Development to evaluate the practical viability of the project/product and to analyse and find solutions for problems experienced during implementation which could negatively impact on the projected income/expected results.



Jeanette Maclean

Initiatives

It is most gratifying to see the financial contribution the Barrier Breaker products have made as part of the Commercial Services Division's activities during the past year. Further analysis will be undertaken during the year ahead in order to gauge the financial viability of independent structures which could not only derive a sustainable income from these products, but also qualify for Enterprise Development funding as defined in the BBBEE Scorecard.

Enterprise Development has been involved with several initiatives during the past year. Some have already resulted in new income streams for the APD, while others will start contributing in the year ahead. The most notable ones are:

1. APD Badge Campaign

APD Greater Johannesburg has obtained permission from the National Council for Persons with Physical Disabilities in South Africa (NCPDPSA) to use its Trade Mark in the development of five products which will be promoted during an annual brand awareness and income generating campaign. NCPDPSA has also approved APD Greater Johannesburg as the project leaders of the campaign which will be taking place nationally twice a year.

Enterprise Development (Continued)



2. Small Business Skills Training for Self-Help Groups

A needs assessment has been undertaken and training programs with appropriate educational material developed to address identified financial management, income generation and business development needs. Training sessions will be presented in the new financial year.

3. Services & Training Hub

Research undertaken as part of the Smalls Business Skills Training Program has identified a need for a hub which can provide specific services and training sessions. A business module is being developed in this regard.

4. Lean On Us Home Based Care Services

Seven possible funding streams have been identified. Feasibility studies are being undertaken. To date, one viable business opportunity has been identified and a business plan developed. Although funding has been requested from the NLDTF in order to implement this concept, the business plan will also be submitted to other potential funders in the new financial year.

5. Community Services

Enterprise Development was responsible for formulating an appeal to the NLDTF for the expansion of the APD's home based care services to certain bedridden clients as well as residents of specific residential facilities. During the process a viable business opportunity was identified and included in the appeal. This business plan will also be submitted to other potential funders in the new financial year.

6. BB Ratings

All aspects of this accessibility assessment project, which could provide the APD with a guaranteed annual income have been finalised. The concept has already been well-received by potential clients and a concerted roll-out process should get underway in the year ahead.

Monetary Contributions

The various activities of Enterprise Development facilitated the following monetary contributions for the APD:

EXISTING PRODUCTS/SERVICES

DIVISION	DESCRIPTION	INCOME		
		2010/11 SECURED	2011/12 PROJECTED	APEALS PENDING
Commercial Services	Quantum Operating Costs	172 880		180 500
Commercial Services	Funding - Barrier Breaker services	398 818		
Commercial Services	Capital Goods: Quantum & Trailer	301 437	30 000	
Commercial Services	Funding - Assistive Device/Accessibility		211 078	
Community Services	Expansion of existing services			1 024 223
	TOTAL	873 135	241 078	1 204 723
	COMBINED TOTAL	R2 318 936		

Enterprise Development (Continued)



NEW PRODUCTS/PROJECTS AND BUSINESS VENTURES

DIVISION	DESCRIPTION	INCOME		
		2010/11 SECURED	2011/12 PROJECTED	APPEALS PENDING
Commercial Services	Two-phased, annual, national campaign	109520	105 000	230 350
Lean On Us	Care-Giver Training Programme		48 000	356 600
Home-Based Care	Laundry Service			111 900
Community Services/ED	Small Business Skills Training	75 000	9 000	
Community Services	Capital Goods			184 582
Support Services/ED	Services and Training Hub		24 000	
	TOTAL	184 520	186 000	883 432
	COMBINED TOTAL	R1 253 952		

The Year Ahead

As can be expected during any restructuring process, the past year has presented many time consuming challenges. Most of these teething problems have, however, been addressed. In this regard my sincere gratitude goes to APD Director, Rachel Legasa, for her support and encouragement, and for creating such a positive environment in which to operate.

External factors which will definitely have an impact on the operations of this division are the new Consumer Protection Act and the new Companies Act. Time will therefore have to be spent on ascertaining exactly how significant this will be and, if necessary, develop an appropriate plan of action to address these issues.

As can be seen from the above project analysis, there are many opportunities that will be further explored during the coming year. By the grace of God these endeavours will be successful, and 2011/2012 will be a very fruitful year.

Jeanette Maclean
Manager: Enterprise Development

Support Staff

The APD Support Team



Pulling it all Together

A lot has been written about our people who work on specific projects. However, their success is only possible with the support of their colleagues working in the background.



Mary Reichert

The APD support staff team takes care of everything from ensuring our IT and telephones work to looking after our transportation and finances.



Martha Raphulu



Angie Lewis



Gladys Chauke



Sonja Botha



Joseph Kedige



Jan Madisa

During 2010/11 the APD team members were involved in a number of initiatives that brought everyone together as a team.

Bafana Bafana

June of course brought the excitement of the FIFA World Cup, members of our team lent their support at the Bafana Bafana Parade in Sandton.



Walk the Talk



The APD "Walk the Talk" team braved the chilly July winter morning to walk 5kms to raise awareness about people with disabilities. Entering Marks Park at the end of the walk proved a challenge for wheelchair users as a result of rough areas of the ground.



With less than 1km to go the wheels literally came for our receptionist Sonja. Undaunted, Sonja determined to finish, transferred from her wheelchair to crutches and made it to the finish line to the loud applause of everyone around her.



Challenge to Give

September brought a "Challenge to Give". Initiated by Miemie, the staff of the APD were encouraged to bring an item from home to make a difference to the beneficiaries with whom our Social Workers and Attendant Carers work on a daily basis. Rising to the challenge as always, a host of toiletries, household goods, food stuff and clothing were collected.

Service Awards

With gratitude to our devoted staff



Long Service:

The Association recognizes those individuals who have devoted a considerable amount of their working life to the organization. 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 R1000
- 20 Years: A certificate and a cheque for R1500
- 25 Years: A certificate, a cheque for R2000 and a watch to the value of R500
- 30 Years: A certificate and a cheque for R2500
- 35 Years: A certificate and a cheque for R3000
- 40 Years: A certificate and a cheque for R3500

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	15 Years
Ellen Nkoane	Linah Makgopa

Service Excellence

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

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

CARERS	SUPPORT STAFF
Hendrietta Kaunda	Agnes Davids

CONGRATULATIONS TO ALL THE 2010 AWARD RECIPIENTS



Agnes Davids



Hendrietta Kaunda



Ellen Nkoane



Linah Makgopa

Achiever of the Year

Ithuseng – Centre for persons with disabilities



The Association for the Physically Disabled – Greater Johannesburg (APD) proudly recognises the achievements of Ithuseng Centre for Persons with Disabilities, in the steps they have taken towards developing an autonomous and independent centre for persons with disabilities.

They are to be commended on developing the skills of their members and for finding employment for their members.

The Centre has transformed into an independent business unit with its own auditors, board, and logo and conducts its own financial and business planning which includes affiliation to GPAPD and applying for funds from the National Lottery.

APD – Greater Johannesburg congratulates Ithuseng for making their dreams come true. They have given us and other projects of a similar nature a very good example of how to move in the direction of transformation and making a difference in the independence of persons with disabilities.

Rachel Legasa
Director

Wording on Certificate

The Association for the Physically Disabled- Greater Johannesburg recognises the achievements of Ithuseng Centre for Persons with Disabilities for their outstanding efforts in developing an autonomous and independent centre for persons with disabilities.

We believe that Ithuseng Centre will keep providing excellent services in the future.

Thank You

For Making a Difference



Donation of a Wheelchair



Osman Bhoola, his helper Yaseen and Melanie Friend

Melanie Friend considers herself to be very fortunate to be alive today. As a result of a serious motor vehicle accident Melanie has endured many painful surgeries and still has some way to go before she is fully recovered. Throughout all of this Melanie still found time to think of others.

Through her friend Andre Wepener, Melanie made contact with the APD and asked if it would be possible to supply a wheelchair to a person with disabilities, we were of course delighted to assist.

With the help of his APD social worker Johannah Mkhari, Osman Bhoola was identified as the lucky recipient.

Osman is paraplegic as a result of muscular dystrophy and had been making use of a motorised wheelchair. Unfortunately the batteries on his old chair were failing. As Osman's disability progressed he relied more and more on his helper and the old chair was too heavy to use manually.

On the morning of 24 December 2010, Osman met Melanie and Andre for the first time and was delighted to receive his new chair.

On behalf of Osman, a huge thank you to Melanie for this fantastic support. We wish Melanie all the very best for a complete recovery.



18 July - Mandela Day touched us too!

Just over R1,000 was raised by Tania Pinto Correia and her colleagues at International Housing Solutions. The funds were well-spent in buying 16 care packages for the APD Home-based Attendant Care Service and also 2 packs for children.

The care packs each contain a toothbrush, toothpaste, deodorant, ear buds, soap, body lotion, lip balm, face cloth and tissues.

In addition, Linda and Barrie van den Berg donated a bath chair and pillows.

On behalf of all the grateful recipients, our sincerest thanks to everyone who made this initiative such a success, you really have made a difference.



