

There is life after
THERE IS LIFE AFTER
disability



2012

REPORT ON ACTIVITIES

1 April 2011 – 31 March 2012



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ASSOCIATION FOR THE PHYSICALLY DISABLED

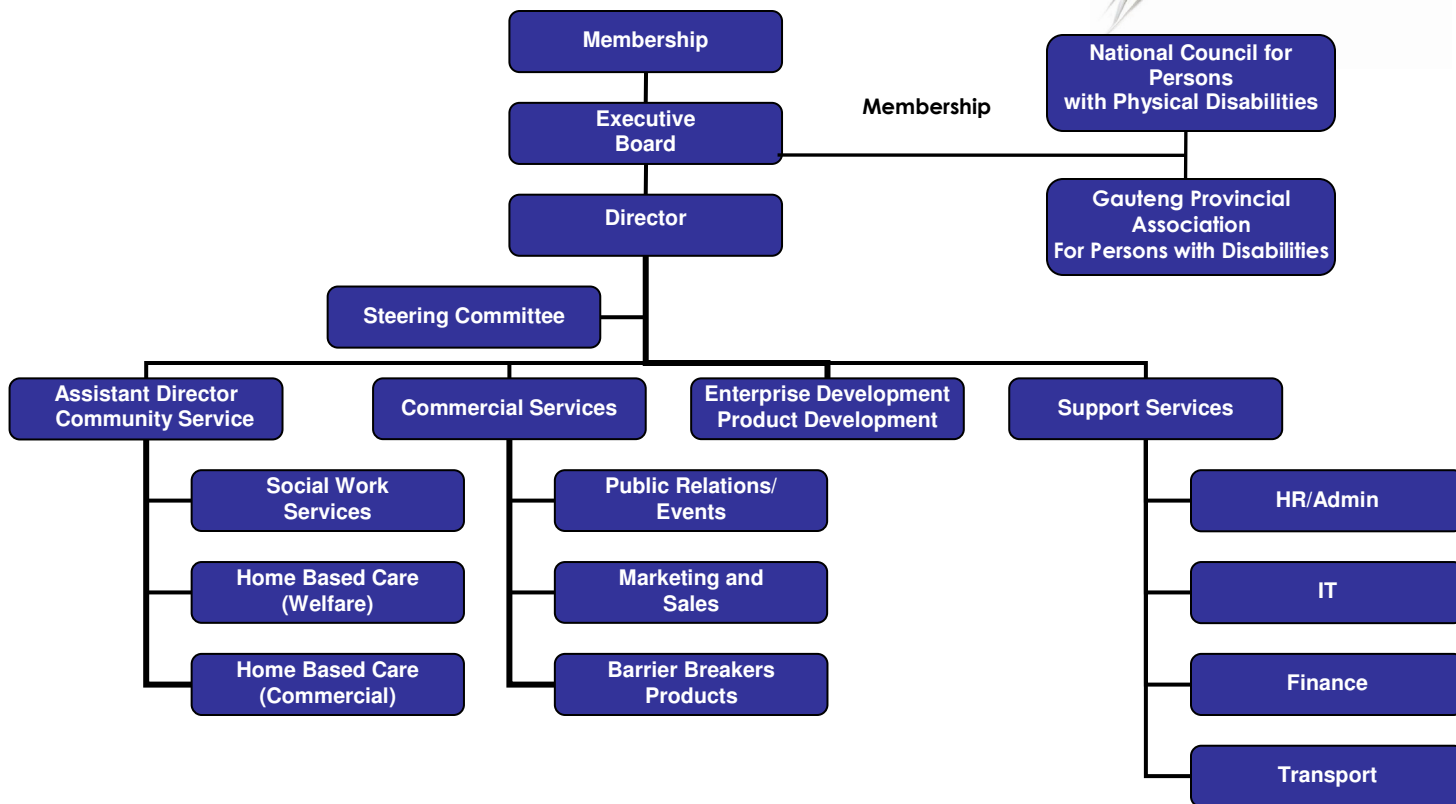
GREATER JOHANNESBURG

NPO NO 000-865

PBO NO 930006515

Governing Structure

Association for the Physically Disabled
Greater Johannesburg



Members		Executive Board	Sub Committees
Member	Ms. P Mabunda	Chairperson	Commercial Services Steering Committee, Finance
Member	Dr. A Pretorius	First Vice Chairperson	
Member	Mr. G Julyan	Treasurer	Commercial Services Steering Committee, Finance
Member	Miss S Heyman		
Member	Mrs. S Eastoe		
Member	Mr. J Cloete	Member	
Member	Ms. L Kekana	Second Vice Chairperson	
Member	Ms. T Moodley	Member	
Member	Mrs. N Gongxeka	Member	
Member	Ms D Mumba	Member	
Member	Mrs. H Fox		
Member	Mr. D Fox		Commercial Services Steering Committee

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

REPRESENTATIVES		
Gauteng Provincial Association	Member: Mancom	Mr. P Mabunda
Hope School	Governing Body	Mrs. R Legasa
AUDITORS: KPMG, Private Bag 9, Parkview Tel: 011 646 7111 Fax: 011 647 8000		

Pallinghurst Road
Westcliff

Private Bag X1
PARKVIEW
2122

ASSOCIATION FOR THE PHYSICALLY DISABLED
GREATER JOHANNESBURG

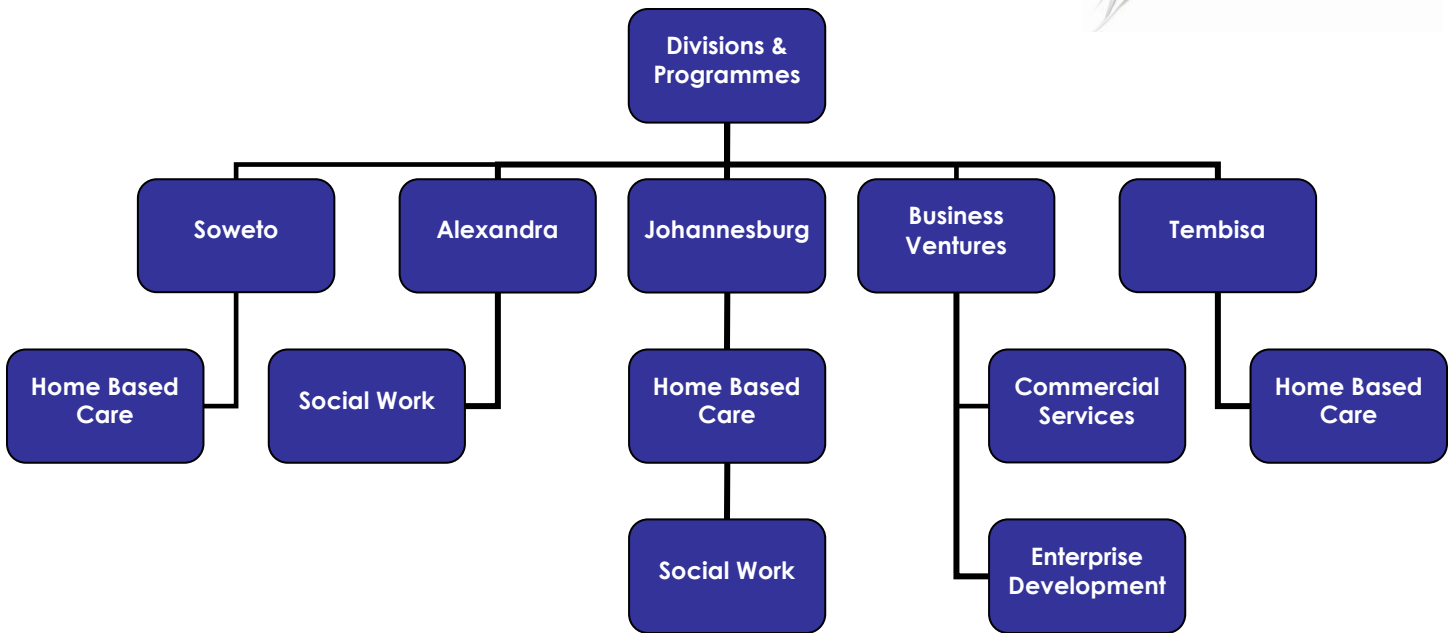
OUR ACTIONS SPEAK LOUDER THAN WORDS
77 years of service excellence

Tel: 011-646-8331
Fax: 011-646-5248

info@apdjhb.co.za
www.apd.org.za

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

Working for the rights of people with disabilities



The "Convention on the Rights of Persons with Disabilities" that came into force, in May 2008, was created to uphold the rights of persons with disabilities, thus protecting them from discrimination and promoting their inclusion into society. As a signatory to the convention, our government has committed to working with disability organisations to make sure that all persons with disabilities can realise all their rights. The Association is also in support of the ideal of the convention, as can be seen by our values.

However, it would seem that not everyone who undertook to promote the rights and needs of people with disabilities have followed through on their undertakings.

Whilst the efforts made by the Government to encourage the employment of people with disabilities through the Department of Labour and the Employment Equity Act are laudable, the lack of legislation to make this a requirement results in very few opportunities becoming available.

The promotion of skills development through learnerships have assisted some people with disabilities in their search for employment, however a large number of participants are becoming disillusioned by being involved in a number of learnerships without employment opportunities being made available.

All the above results in less people with disabilities being able to achieve independence and being able to contribute to the growth of our economy. As a result, the government has to shoulder a greater burden with many more people with disabilities being dependent on support from Government grants.

Structures that have been a support to the Association in empowering it to provide the desired service to people with disabilities have become minimal and inadequate. This puts added pressure on our Social Work staff that have to find creative ways in finding solutions for some of the challenges facing their beneficiaries.

Disability is also low on many corporate agendas when it comes to Corporate Social Investment (CSI) spend which impacts greatly on the Association's ability to raise funds for its essential services. With that being said, the efforts made by the people involved in our business ventures, which is the combination of the Commercial Services and the Enterprise Development, under the guidance of the Steering Committee, will hopefully find new opportunities to see us through this extremely difficult financial period.

Thanks to the determined endeavours of our staff, we reach the needs of as many beneficiaries as possible; however there are many more people with disabilities who would greatly benefit from the services provided by our Social Workers and Home Based staff. I would like to thank everyone in our Community Services team, who have provided counseling, home-based care and advice to our beneficiaries and are hands-on in the services that we provide. Your hard work and dedication is invaluable to meet the needs of the people with disabilities that we serve.

Much as we live in the era of technology and devices, the human factor is essential in our kind of business. I'd like to take this opportunity to thank our Support Services for all that they do to support the various divisions of the Association whilst promoting a positive image of the APD.

A particular note of thanks goes to Rachel Legasa, the Director of our Association who has ensured the continued success of the Association even during these hard times.

Chairman's Report (Continued)



In closing, I would like to note my great appreciation for the ever present Executive Board, who have shown commitment and dedication through their participation at our Board meetings. Their support of the Director and ensuring good governance at all levels is invaluable to the continued success of the Association.

These are the people who have made it an honour to serve as Chairman of the APD.

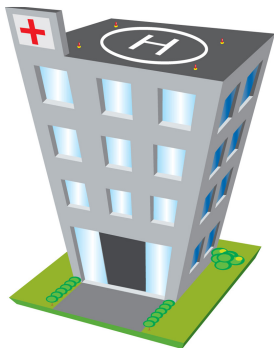
The credibility of the Association rests on all the above-mentioned people. A sincere note of gratitude to everyone involved with the APD for improving the quality of life for persons with disabilities. I look forward to your continued participation and meaningful contributions in year to come.

Thank you.



Patrick Mabunda
Chairperson

WORRIED BECAUSE YOU MUST GO TO HOSPITAL AND YOU DON'T HAVE ANYBODY WHO CAN TAKE CARE OF YOU AT HOME ONCE YOU ARE DISCHARGED?



STOP STRESSING! YOU ARE NOT ALONE:

You Can.....



Please contact
Rachel Legasa on
011 646 8331 or
rachell@apdjhb.co.za
for more information
and assistance.

Incapacitated? We've been helping since 1990

We have care-giving packages available that will suit all your needs as well as your pocket. We will ensure that our experienced caregiver fits into your home environment and is suitably skilled to deal with your specific condition. During our time with you we will undertake all the duties pertaining to your general well-being and safety, personal hygiene and dressing, meal preparation and feeding, toileting, light domestic work, etc. And, when you are stronger we can help you get to and from work

Treasurer's Report

Our Income, the moving target



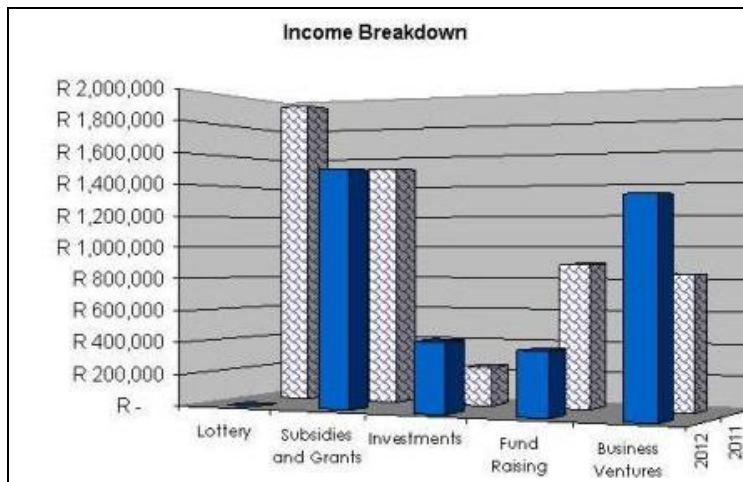
I would like to thank the management and staff of the APD for their wonderful efforts in shifting our emphasis from fund raising to business ventures. The results show the effect of this change in focus.

In both 2011 and 2012, fund raising and business ventures raised R1.7 million. The shift in emphasis shows that business ventures made up 74% of this income, up from 41% in 2011.

This is important, because the business ventures are on-going income, while fundraising tends to be once off and demands more effort to achieve.

The subsidies and grants income, which is consistent, demands a lot of paperwork from management and staff for the submissions required by the authorities, which view each submission in isolation. This means that we cannot re-submit historic submissions as existing projects.

The lottery has disappointed us in this financial year by delaying their payment to us until after the year-end. This delay necessitated the use of the investment portfolio to bridge the financial requirements of our operations.



The estimated effect of using the investment portfolio to bridge the financial requirements of our operations is approximately R 200 000.00 loss of potential investment income.

I wish to repeat my opinion that the National Lotteries Distribution Board will continue to reduce the contributions they make to welfare organisations as time continues. We therefore have to make ourselves independent of the reliance on funding from these sources by continuing to grow our business ventures. There is a legal problem, regarding our registration as a welfare organization, if we are very successful with

our business ventures. This problem is one of ensuring that we are not viewed as a commercial venture. This means that our business ventures need to be focused, on products and services that are acceptable forms of "fund raising" and easily identified as logical activities of a welfare organisation, servicing people with disabilities.

We will be very grateful if you have any business ideas that we can consider. Please speak to the management, staff or volunteers so that we can investigate these.

I wish to thank the management and staff of APD for the professional and measured way in which they are changing the organisation. We still face many challenges, but I am certain we have the right team in place to do this.



Gavin Julyan
Treasurer

Financials



Summary of Sources of operating income and expenditure for
1 April 2011 – 31 March 2012

OPERATING INCOME	
National Lottery Distribution Fund	0
Subsidies	610,462
Appeals, Donations & Corporate Grants	225,878
Events, Sales & Street Collections	103,654
Legacies	84,482
Business Ventures	1,256,700
Grants for Home Based Care	854,382
Fees for Services	53,160
Sundry Revenue	489
TOTAL INCOME	3,189,207
OPERATING EXPENSES PER COST CENTRE	
Support Services	
- Governance	100,756
- Transformation	-
Attendant Care Services	1,328,413
Commercial Services	2,858,501
Social Work Services	761,729
Workshops	77,138
TOTAL EXPENDITURE	5,126,537
NET OPERATING SURPLUS/(DEFICIT)	(1,937,330)
Income from investments	434,221
NET SURPLUS/(DEFICIT) FOR THE YEAR	(1,503,109)

PERFORMANCE OVER LAST 6 YEARS

YEAR	SURPLUS/(DEFICIT)
2007	499,113
2008	(596,437)
2009	(1,770,454)
2010	48,913
2011	15,374
2012	(1,503,109)

Directors Report

Sharing our experience and expertise



Fundraising has been the biggest challenge faced by the Association during the year under review. Due to the world recession, private sector companies and individuals are not in a position to offer as much funding as they have done in previous years. This has resulted in us once again being forced to withdraw funds from the Association's investment portfolio to enable the continuation of our essential services.

As a result of these challenges, much of our effort was devoted to business initiatives and the development of new projects, such as the wheelchair badge campaign.

Although the Commercial Services Division under the banner of Barrier Breakers (BB), impacts directly on the lives of people with disabilities through its employment placement and environmental assessments services, it is its awareness and educational programmes that reach thousands of people nationally each year.

BB products have generated income equivalent to 29.4 % of our annual budget in the last financial year and we envisage that it will generate 40.1% in the coming year. These initiatives are important for the long term sustainability of the Association. The greatest challenge that we face is the ability to recruit suitable candidates who have the skills and experience to sell and for us being able to retain their services. We are in direct competition with the private sector that can afford to pay much higher salaries than we, as NPO, can afford and this has prejudiced us greatly. However we are trying to do as much as we can, with limited resources, to overcome the obstacles we encounter on a daily basis.

Community Based Organisation (CBO) Development

The Soweto Association of Persons with Disabilities (SAPD) became independent of the APD on the 1 April 2011 to become a CBO serving people with disabilities in Soweto.

The need for CBO development is increasing. We were approached in the last financial year by the board of, what was formerly a branch of the APD, the Ithuseng Centre for Persons with Disabilities, to mentor their Centre Manager and to attend their board meetings. This we did for a period of six month's and charged a fee for the service. Based on this experience, in the coming financial year we hope to get involved with the Soweto Association of Persons with Disabilities and other similar organizations who require mentorship. We have applied to the Gauteng Economic Propeller to provide funds to enable us to mentor these organisations. Not only will we be imparting knowledge to these organizations but we will also be generating income for the Association.

Services

Through the home based care and social work services rendered by the Community Services Division, we have a direct and positive impact on the lives of hundreds of people with disabilities in Johannesburg, Soweto and Tembisa (please refer to the detailed report by the head of this department under "Community Services").

We have already identified that there is a great need for these services and we continue to provide them despite the value of the grants allocated for home based care from the Department of Social Development remaining unchanged for many years. This situation remains regardless of the ever increasing cost of living and in the increase in the number of beneficiaries requiring the service.

The provision of these services by twenty dedicated APD staff members, their associated running costs and the essential support they receive from six support services employees cost the organisation nearly R2.1m during the last financial year.

Directors Report (Continued)

Sharing our experience and expertise



Expansion of Services

Our goal is to reach out to many people with disabilities who need our services in our area of operation.

Unfortunately we were not able to undertake the training programme that we referred to in our report for 2011. This training is essential to enable the expansion of our home based care service to include:

- provision of an eight hour (instead of the normal one) home based care service to bedridden clients who have no one to care for them, and;
- the extension of our home based care service to nineteen residential facilities in the poor areas of Johannesburg.

This was due to the fact that the National Lotteries Board only allocated funds after the end of the financial year, and, the Association being allocated only 12.5% of the funds for which we applied. The National Lotteries Board advised that the restriction of funding was as a result of them not having sufficient funds to allocate to all organizations that applied. However we will continue to apply for funds to implement this training programme as soon as funding becomes available.

In closing, I would like to express my grateful thanks to our Executive Board for their guidance throughout the year, to our partners in the private and public sectors for their support during these difficult times, to the APD management team, who have had to make some difficult decisions during the last 12 months and to all the members of the staff who have worked hard to enable the management team to achieve the results that it has.



Rachel Legasa
Director

Community Services

“A successful man is one who can lay a firm foundation with the bricks others have thrown at him”, David Brinkley.



The goal of Community Services is to serve and assist people with disabilities (PWD's) in partnership with their families and the community as a whole in the huge task of making sure that their health care and social development needs are effectively and efficiently met in line with their human rights needs as stated in the South African Constitution and the United Nations Convention on the rights of people with disabilities. We do the latter with very limited financial and human resources, limited medical supplies and using unreliable public transport.

This is one department where staff members' multi -skills i.e. professional and life skills are put to the test on a daily basis. Our care givers and social auxiliary workers with the outstanding assistance of their supervisors always come together to assist beneficiaries in any way possible as we provide social work and home based care services. APD is setting a good example for government that home based care services are the way to go as the current residential homes which we have do not have the capacity to accommodate all PWD's. HBC promotes community integration as it utilizes resources available within the local community and builds the capacity of families to provide care. There are PWD's who qualify to be in frail care or residential homes, but they have to been on long waiting lists as they can not afford private homes which cost over R8, 000.00 per month. All we can do for them while they are on the waiting list is to send our care givers everyday for at least one hour per day Mondays to Fridays and over the weekend where they are at the mercy of God. Our social work staff provides social work services as required.

99% of community services beneficiaries receive state grants such as an old age pension or, disability and care dependency grants.

Social Work Services

Enhancing social functioning for Persons with Disabilities

The goal of social work services, in line with the vision of the Association as a whole, is to be 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 the society and to enable them to achieve their full potential. Below is a summary of the achievements and challenges for the 2011/12 financial year.

Target group for social work services

Our target group are persons with physical disabilities and/or mobility impairment, their families/support systems inclusive of children, youth, adults, the elderly and those infected and affected by HIV/AIDS.

Areas of operation for social work services

APD Greater Johannesburg Social work services are only rendered in Region B (including Newlands, Westbury, Sophiatown and the surrounding communities), Region E (including Alexandra and the surrounding communities) and Region F (including the Johannesburg CBD, Yeoville, Rosettenville and the surrounding communities).

Objective 1: Care and Support Achievement

The goal is to conduct comprehensive assessments and render psychosocial services to people with disabilities and their families/support systems. During the year 2011/12 at least 402 intakes were attended to and most of the referrals were from other organisations, community members and other professionals in the public and the therapeutic system.

Community Care (Continued)

Social Work Services



People who were referred needed assistance with one or more of the following :

- Application for different government grants and identity documents,
- Application for houses (RDP) and RAF assistance,
- Employment placements and special school placement,
- Assistive devices,
- Referrals to other professionals and service providers,
- Residential homes placements, and
- Reporting abuse and neglect of PWD's in the community.

To address the above our social work staff did the following:

- Interviewed over 1300 people, both telephonically and face to face.
- Conducted 265 visits.
- Referred over 182 referrals to other government departments, other NGO's, other professionals such as physiotherapists and Occupational Therapists.
- Arranged for 20 clients to receive wheelchairs, 1 a walker, 1 a pair of crutches, and 1 a Vacurect pump.
- 2 clients received RDP houses.

Some of the social work beneficiaries who received blankets and sheets which were donated to them by Ascot Site Solutions:



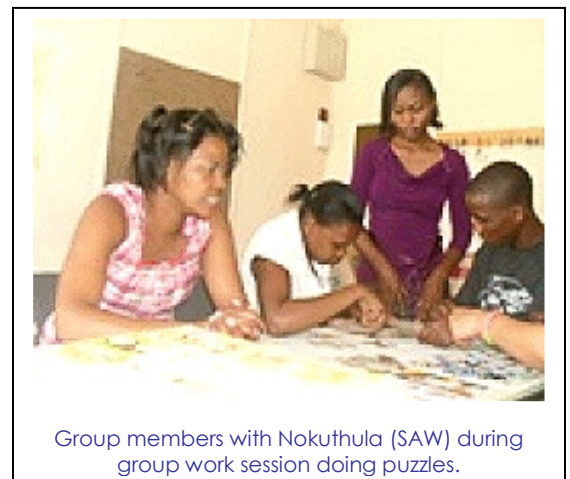
Johannah (SAW) with Xolani Benzi



Zanele (Supervisor, Jhb) with Mrs Motang

Objective 2: Group Work - Life Skills and Rehabilitation

The goal of group work is to promote self development of the target group via life skills programmes in a rehabilitative environment. There were 2 groups which were facilitated by social auxiliary workers in 2011/12. One was in Alexandra and the other one at Coronation Care Centre which was terminated in February 2012. Both groups were therapeutic and educational groups. A total number of 24 members benefited from the group sessions. 16 group sessions were facilitated during the year under review and topics discussed during group sessions included healthy living, abuse, public holidays and their meanings and so forth. Interactive learning was also facilitated in the groups using role plays to allow persons with intellectual disabilities to learn and engage with each other.



Group members with Nokuthula (SAW) during group work session doing puzzles.

Community Care (Continued)

Social Work Services



Objective 3: Community Work - Poverty alleviation

The goal of community work is to reduce the level of poverty by empowering people with disabilities to establish and maintain income generating projects. Income generating activities have continued under the guidance of APD staff Social Auxiliary Workers (SAW). The 3 income generating projects that were facilitated in 2011/12 are as follows:

- The beadwork project is continuing At Sithandiwe Disability Care Centre. The 13 members receive income from the sale of their products.
- Sizakele Community Project is also doing beadwork but they also finish eye shields. They have 27 members.
- The project at Coronationville Care Centre & Workshop, which produced beaded necklaces and bracelets was terminated in February 2012 and had 11 members.



Sizakele Community Project members at centre doing bead work

Objective 4: Education and Awareness

The main task for social work staff under this objective is to facilitate education and awareness programmes at a preventative, interactive and after care level on disability issues and human rights. Education and awareness programmes are conducted with the objective to disseminate information about disability to the public, to let people know about the services provided by APD and/or the resources available to people with disabilities and their support systems. In 2011/12 25 awareness campaigns were conducted at various places including Jeppestown clinic, Kathrada Park informal settlement, Malvern clinic, NGO's at Nedbank building, Bernard Isaac primary school, Alex FM, Alexandra Disability movement, SASSA Alexandra, at San kopano, at East bank hall, at Women for peace, Mayfair clinic, Ebenhouse, Ithute private school, and Alexandra clinic. 2 sessions were conducted at Alexandra FM, where APD staff were on air to address various issues on disability. APD staff members also participated in various exhibitions which APD was invited to display different services which we provide.



Social Auxiliary worker Johannah Mkhari during exhibition awareness at Helen Joseph Hospital

Community Services (Continued)

Social Work Services



Overall Social Work Challenges

- Lack of transportation to transport clients to the hospitals, clinics and to SASSA offices and this is made worse by the inaccessibility of public transport.
- Aged vehicle for social work staff.
- Lack of adequate resources to conduct effective awareness programmes.
- Lack of resources for Income Generating activities e.g. land to operate from continues to be a challenge.
- Long waiting lists for RDP houses.
- Acquiring residential placements for both children and adults with disabilities continues to be a huge challenge as there is a general shortage of homes for persons with disabilities.
- First time application and renewal of temporal social grants.
- A challenge in getting wheelchairs for children.



Nokuthula (SAW) and Zalele (Supervisor Jhb) at a clinic doing an awareness session



Nokuthula (SAW) at a school doing disability awareness.

Staff trainings for social work staff

To make sure that clients receive social work services which are of high standards our social workers and social auxiliary workers staff received training in the following:

- Impact of Hearing Loss
- Prepare / Enrich Training Programme
- Policy guidelines for Course of Conduct, Code of Ethics and Rules for Social Workers
- Children's Act Training
- Transportation

Community Care (Continued)

Home Based Care Services



Home Based Care Services

Services provided:

- Basic Care: Bathing, dressing, meal preparation, feeding, treatment and prevention of pressure sores, light house cleaning and basic exercises.

Areas of operation are:

- Johannesburg
- Soweto and
- Tembisa

Services Beneficiaries:

- The services are for persons with temporary and / or permanent disabilities.
- Service beneficiaries have to be 18 years of age and older.
- This service is mainly for persons receiving disability or old age government grants.

Achievements for 2011/12

A total number of 222 beneficiaries were assisted in 2011/12 financial year. From these 222 beneficiaries, the following outcomes were achieved:

- 16 became independent and they cancelled the service,
- 19 cancelled the service and are cared for by their family members,
- 6 were placed in a residential home,
- 2 moved to Kwa Zulu Natal to be with their families,
- 53 clients improved but they are still in the service.

By the 31st of March 2012 we had 127 beneficiaries who were in receipt of the service. They have the following types of disabilities:

- 20 have arthritis.
- 49 had experienced a stroke.
- 3 had limbs amputated as a result of diabetes, (2 were double amputees and the other was amputated below the knee on one leg).
- 24 are paraplegic.
- 4 are infirm as a result of old age.
- 9 have HIV/AIDS
- 9 are quadriplegic.
- 1 has Epilepsy.
- 1 has Cancer.
- 3 are recovering from hip replacement surgery.
- 1 is recovering from knee replacement surgery.
- 1 has a spinal injury.
- 2 have multiple disabilities.

Community Services (Continued)

Home Based Care Services



Sometimes it is not about clients making progress, but making sure that their health needs are met on a daily basis, like bathing, feeding and treatment and prevention of pressure sores and doing exercises with them daily like the beneficiaries below:



Mr. Nkosi who has been in our service since 1996 and we will continue making sure that his health needs are met on a daily basis as he stays at home with his family.
Mr. Nkosi is a Quadriplegic.



Mrs. Gay Krawitz

Below is what Mrs. Krawitz has to say about our service.

"APD
Private Bag x 1
Parkview
2122

This letter is to express my thanks and appreciation for the nursing service I have received from you everyday for the last 3 years. I am now 98 years and suffer from severe arthritis in every joint in my body, and can not bath, wash my hair, cut my nails etc. I need this "5 star service" for the rest of my life.

I recommend anybody who needs such excellent nursing to get in touch with you.

Thanks
Mrs. Gay Krawitz "



Mr. Hlalele with our reliever Zandile showing off his progress



Mrs. Makama and our reliever Andiswa doing exercises.



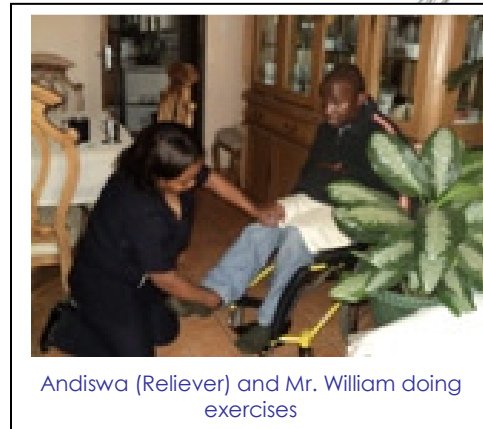
Mr. Nyambi and our care giver Sheryly after he was assisted

Community Services (Continued)

Home Based Care Services



Mrs. and Mr. Walton after they were assisted by Julian our care giver



Andiswa (Reliever) and Mr. William doing exercises

Mrs. Sibanyoni had a stroke in 2005. She was assisted by volunteers from other organisations. In 2011 Mrs. Sibanyoni was referred to APD by a care giver who had heard that APD specialises with exercises and the treatment of pressure sores. Stellah Madi, Supervisor for our Tembisa office, assessed Mrs. Sibanyoni on the 12 of September 2011 and Mrs. Sibanyoni started using our service the following day. In addition to the effects of the stroke, Mrs. Sibanyoni also had a wound in her left leg. Elizabeth Maisela was appointed as care giver to assist her three days in a week. As Mrs. Sibanyoni made outstanding progress after only five months in our care, she decided to use the service for only two days in 2012.

This is what Mrs. Sibanyoni, in her own words, had to say about the service she received from our care:

"Dear Madam

It is with pleasure to write you this motivational letter. I started to get sick in 2005, from then on I was helpless until I met your care givers in 2011, Ms Maisela and Stellah.

Through their exercises and support that they gave me I am very much better and happy. My sickness is a stroke and I had several wounds, but because of the service that your care givers gave me my wounds are now healed. When they started working with me I was bedridden, from bedridden to wheelchair, I am now able to walk with a walker. This is because of your care giver's humanity, respect and dedication to their duties.

I also want to thank you for the present that you gave to me. My family was very happy to see your care giver and supervisor give me a sheet and a blanket. I appreciate it very much and do this to others.

*Yours faithfully
Idah Sibanyoni "*

Before and after pictures:



When we started with Mrs. Sibanyoni she was bedridden.



Mrs. Sibanyoni and Elizabeth Maisela (care giver) dressing her wound.



Mrs. Sibanyoni using her walker.

Community Care (Continued)

Home Based Care Services



Sifiso Mbethe

This is what Sfiso's mother had to say about the services her son received:

"The Manager

I would like to thank APD with the service they given to my son.

My son has a brain tumour, meningitis, high blood pressure, stroke and all these sicknesses we discovered them one by one for the first time when he was admitted at Tembisa Hospital. Sifiso was a healthy boy who liked football, but everything disappeared like a dream. Last year his left eye was removed and now he is waiting for an operation to remove his brain tumour. APD did a good job to my son because he was bedridden, now he knows how to wake up and sit on the bed. His care giver assisted him to stand up and walk for few steps. Exercises did a good job to my son.

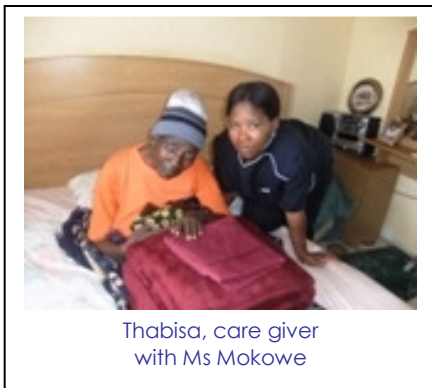


Sifiso doing exercises with our care giver Sherly

Last year was a bad year to my family. When I was busy assisting Sifiso I had a stroke and was hospitalised and away for two months. My daughter fell when she was assisting Sifiso and was admitted at Tembisa Hospital. Care giver Sherly was the one who was assisting my son when there was no one in the house.

I would like to thank APD, Sherly and Stellah for the job they did to my son."

Some of the home based beneficiaries who received Blankets and Sheets which were donated to them by Ascot Site Solutions:



Thabisa, care giver with Ms Mokowe



Zanele Mashaba Supervisor with Ms Motang.



Gloria, care giver with Mr. Moeketsi

Challenges for Home Based Care Services

- Lack of basic requirements like food, toiletries, blankets, clothes and nappies.
- Care givers spending most of the time traveling, especially in Johannesburg.
- Supervisors' not having a vehicle is a challenge.
- Lack of transport for clients who need to go to the hospital for their regular check ups.
- Some clients who do not have anyone to assist them over the weekend when care givers are not working.
- DSD not increasing subsidies for home based care, while everything is going up like transport.
- Clients being discharged from hospitals without dressings.
- Finding placements for clients who need frail care.
- Difficulty in getting ointments and creams from local clinics to dress clients.
- Some clients do not have houses and they stay in shacks which do not have water and electricity.

Community Care (Continued)

Home Based Care Services



Emkhatini Clinic provided the following Training for our Tembisa Care Givers

- Epilepsy
- Diabetes
- Cancer
- Stroke
- Mental illness
- Hearing Loss
- Arthritis
- Stress and Depression

Experienced care givers and supervisors also had internal training amongst themselves and they trained each other on the following :

- Transfers
- Signs of T.B and treatment
- Wound dressing and treating bedsores
- Cleaning of a catheter
- How to assist a client who is quadriplegic
- Exercises

Networking for Community Services

Networking and lobbying continues to be done at local, regional and provincial forums. The following are forums at which APD is represented by community services staff:

- Region B Disability Forum
- Service Providers Meetings at Alexandra
- Department of Social Development Johannesburg Region Disability Forum
- Johannesburg Welfare, Social Services and Development Forum (JWSSDF)
- Gauteng Welfare, Social Services and Development Forum (GWSSDF)
- Department of Social Development Provincial Disability Forum
- Ekurhuleni Disability Forum
- Soweto Disability Forum

Special Vote of Thanks

- To our social auxiliary workers assisting our clients to receive the psychosocial support they need, to get that wheelchair to be mobile again and making sure that the right professionals (from teachers, physios, O.Ts and so forth) come together to make sure that clients and their families receive the services they need I can only say thank you and continue doing the good work.
- To our care givers anyone can see progress from what you do, like a wound getting healed, being able to stand and take those few baby steps again or just the fresh smell after having a bath. I can only say thank you and I respect your commitment to what you do.
- Lastly, to the supervisors Aldrian, Stellah, Tebogo and Zanele even if I am not available I know that the house is in order. Thank you for your outstanding support and making sure that our clients and the community as a whole receive the services they need.

Donors for Community Services

Thank you for the support you provided to our beneficiaries and staff members.

- Hillbrow clinic for wheelchairs for adults
- Wesbury clinic for wheelchairs for adults
- ACSA for one motorized wheelchair
- Emkhatini clinic for the consistent training which you provide to our care givers and for the 5 wheelchairs, one transfer board and one walker which you donated to our clients.
- National Lottery Development Trust Fund for the financial support for both Social Work and Home Based Care Services
- To APD staff members who continue to donate clothing to beneficiaries and food.
- Mrs. Thibedi for donating clothes to our Tembisa clients.
- The Mmeti family for donating clothes to Soweto clients.

Community Care (Continued)

Community Services – the Team



Social Work



Miemie Retsuri
Assistant Director
(Community Services)



Aldrian Mungani
Supervisor - Social Work



Nokthula Mahlangu
Social Auxiliary Worker



Mmasello Badumedi
Social Auxiliary Worker



Johanna Mkhari
Social Auxiliary Worker

Home Based Care

Soweto



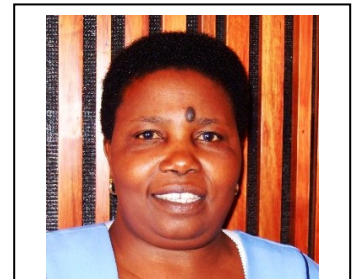
Tebogo Itimeleng
Supervisor

Johannesburg



Zanele Mashaba
Supervisor

Tembisa



Stellah Madi
Supervisor



Soweto Team: From Left Tebogo, Thabisa, Thandi, Zandile, Busi, Lungile & Andiswa



Johannesburg Team: From Left – Zandile, Hendrietta, Julian & Zanele



Tembisa Team: From Left – Stellah, Sherly, Elizabeth, Elizabeth & Gloria

Commercial Services

"Alone we can do so little; together we can do so much." Helen Keller

The above statement is so very true and working as a team became crucial during the last financial year which saw everyone involved in the Commercial Services Division being faced with large challenges in their search for funding and business opportunities.

With money being in very short supply the team pulled on its limited resources to find ways to be innovative when creating opportunities to raise funds for the essential services provided by the Association to assist people with disabilities.

Although it was an extremely difficult year with uncertainty in many areas, the team still managed to achieve a great deal and, with the help and support of volunteers who assisted us, managed to expand on certain projects.

Sophie Baloyi continued to achieve a reasonable source of income from specific projects such as our Easter and Christmas appeals, the sale of Casual Day stickers, Christmas Cards, and donations through collection cans. Sophie, like the rest of the team, found it much tougher than before and is extremely grateful to everyone who made it possible for her to achieve a total income of R91, 369. Although this figure is somewhat short of the overall budgets for the projects that Sophie looks after, her continued determination is to be applauded. Sophie is hoping for a much more successful 2012.



The 2011 APD Golf Day was again supported by a loyal group of golfers together with some new faces who all made the day a great success. We are reliably informed that to host a successful golf day in this economic climate is extremely challenging. To achieve positive results from this endeavor was only possible by the grit and determination of Nicki Wiggett of Daisychain who manages the day for us. Our thanks go to Nicki for all her efforts in making the day such a success. Our thanks also to all the sponsors who contributed so generously to the event, we are extremely grateful for your support. We are of course also extremely grateful to everyone who participated in the day, thank you. We hope to see you all again at the Randpark Golf Club on 6 September 2012.

We remain without the support of a Public Relations Officer. Although Arthur Piercy was appointed on a part time basis to assist us in this area, it soon became apparent that Arthur's talents lay within the area of website design and development as can be seen from our revamped website. As a result of us being fortunate to have this talent within our midst we have developed a new source of income for 2012. You can read more about this new development together with news of all Barrier Breakers activities on page 19 of this report.

We would like to express our very grateful thanks to everyone who made it possible for us to achieve a wonderful R136, 415 from corporate grants, BB Balloons, Legacies and the sale of BB / APD products.

We also received a lovely R58, 854 from additional appeals and regular monthly donations.

All of the above help us to develop the essential services provided by the Association, being Social Work and Home Based Care.

Commercial Services (Continued)



I want also like to say thank you to the many people who contributed through the donation of items to our Association. We received bed linen, crockery and cutlery, wheelchairs and personal care items for our beneficiaries. All of these items were very gratefully received and made a huge impact on making the lives of our beneficiaries more pleasant. In addition, we received donations of office equipment that have been a great boost to our ability to work more effectively. In particular, our grateful thanks to Ascot Site Solutions, the members of staff at International Housing Solutions, the Rotary Club and the Round Table.

And, in closing, thank you to every member of my team. You have all risen to the challenge of a very difficult year and it has been a pleasure working with you.



Lorna Arnott
Commercial Services Manager

Kom aan Boord
2012

Get on Board!

Get on Board with Casual Day
Friday 7 September 2012

News from SA's biggest fund raising
project for persons with
disabilities

Casual Day
Loslit Dag
For persons
with disabilities

Contact Sophie Baloyi on 011 646 8331 or sophieb@apdjhb.co.za to order your Casual Day stickers

Barrier Breakers (BB)



Nietzsche said, "What does not kill me, makes me stronger". Whilst we will generally all agree that this is true, there were times during last year that the Barrier Breakers team's determined resolve was pushed to the absolute limit and we faced a very uncertain future. However, throughout all the rough and uncomfortable periods we would be inspired by the people encountered through various projects. How can you remain negative and disillusioned when you are surrounded by people who have the ability to smile regardless of the problems that they face or the extent of their disability?

Whilst it was a difficult year there were a number of highlights that I would like to share with you.

Firstly, **the Women of ACSA Volunteer Programme** which for the first time was expanded to include Cape Town.



The programme is launched on Women's Day each year and encourages the Women of ACSA to get involved with a school for children with disabilities within their own community. The Women encourage both the children at the school and the teachers to put together wish lists of items or services that they may need. Some of the wishes are Fulfilled by funding provided by ACSA. Wherever possible, the Women from ACSA step in as a team (often with the help and support from family and friends) to fulfill some of the wishes that remain once the ACSA funding is exhausted.

The Volunteers are amazing people who fully embrace their responsibilities within this project and give of themselves to such an extent that they quite literally change lives.

Activities such as hosting a movie night for children who were not able to go home for a weekend, the distribution of books to enhance libraries, spending time reading to children and painting areas of the school are just examples of what was undertaken by the Volunteers.

We were delighted to be able to introduce a new addition to the programme. Life College introduced their Champion Mentality Series to the Grade 10, 11 and 12 pupils from Adelaide Tambo. The pupils who participated were selected to embark in this life changing programme, that will inspire them to change their mindset, attitude and fully understand who they are and where they want to go in Life. Each of the participants, although finding the programme difficult at first, are very grateful to both ACSA, for providing the funding, and Barrier Breakers for making it possible for the programme to be brought to their school.



In addition, ACSA provided funding for the continuation of a **Disability Awareness Campaign for Schools**.

This campaign is taken to main stream schools to educate able bodied children about people with disabilities and to encourage the integration of people with disabilities into these local communities. In addition, a strong focus is around activities that could leave a person with permanent disability thereby reinforcing education about disability prevention.

We were delighted to be able to take this programme to a total of twenty seven schools in Johannesburg and sixteen schools in Durban. The programme directly reached a total of 17, 846 children in the two provinces with the programme reaching a total of 37, 119 people through the educational material that the children were asked to take back to their families and communities. Each school was provided with educational material to enable the educators within the school to continue to take the education to future generations attending the school.

Barrier Breakers (Continued)



New Transport Service



We also launched a new service to people with disabilities visiting South Africa. In October 2011, Mike Lipovac came with two friends from the United States to South Africa. Mike needed the use of an electric wheelchair and an accessible vehicle with a driver who could take him to Limpopo. We were delighted to be able to help and with the support of our very experienced driver, Joseph Kedridge, Mike and his friends Jon and Dan spent a week in various parts of Limpopo before returning to Johannesburg. Joseph managed to get the party to watch a Kaiser Chiefs game before they departed again for the United States. This service is open to both local and international visitors.

National Disability Awards

Barrier Breakers were extremely happy to partner with Inseta for the National Disability Awards. The event, held in the Sunnyside Hotel in Johannesburg on 3 December 2011, was supported by the Deputy Minister for Women, Children and People with Disabilities, Hendrietta Ipeleng Bogopane-Zulu, who gave the keynote speech.

We were delighted to note that one lady with disabilities whom Barrier Breakers Recruitment had placed on the ETANA Learnership was a recipient of the Young Leader Award. The award is for young persons between the age of 18 and 25 with disability, who display outstanding potential in their studies/workplaces and are poised to achieve great things in business. Karabo Nguyuzza, motivated by her employer's value's of giving and making it happen, decided she should also play her part. She has been promoting people with disabilities in her workplace and is heavily involved in fundraising activities for Helene Franz Special School. We congratulate Karabo on this achievement and wish her every success in her future career choices. Karabo can be seen here with colleagues from ETANA with Thapelo Rachidi, Recruitment Officer of Barrier Breakers Recruitment on the far right of the picture.



The 2012 National Disability Awards will be held in Mpumalanga, further information will be available from our website, visit www.apdjhb.co.za.

Greenstone Mall Awareness

BB worked with the Edenvale Rotary Club to present disability awareness in celebration of International Day for persons with Disabilities at Greenstone Mall. The event took place on Sunday 4 December 2011 where BB and the representatives encouraged the general public visiting the mall to experience life as a person with disabilities through the use of wheelchairs. The participants were challenged to undertake simple tasks whilst using a wheelchair. It was a great day with many participants commenting on how enlightening the event had been and how it gave them a greater appreciation for the challenges faced by people with disabilities.

Barrier Breakers (Continued)



BB Web Design

As mentioned in the Commercial Services report on pages 20 and 21, we are very pleased to have launched our new website which can be found at www.apdjhb.org.za. With the support of the very talented Arthur Piercy, we have launched a new web design service under the Barrier Breakers banner. Arthur is already in discussion with a Community Based Organisation who have requested his help in creating a website to promote their services. The service is open to any NGO, Community Based Organisation or small business who would like to have their information about their services more easily accessible on the web. Please contact Arthur at arthurp@apdjhb.co.za if you would like to make use of the service.

Barrier Breakers Recruitment

It was a good year for Barrier Breakers Recruitment. Although we did not achieve our budgeted income, we were very pleased to have some very good employment opportunities to offer our candidates.

We were pleased to see that a large number of people with disabilities chose to register with Barrier Breakers Recruitment. Most of the new registrations were as a result of them hearing from friends that Thapelo Rachidi, Recruitment Officer for Barrier Breakers Recruitment, took great care in getting to know each candidate as an individual and to understand their strengths and career goals.

Although the number of candidates placed was a little less than the year before, the quality of the positions filled was much higher. A total of 13 placements were made in the following sectors.

Permanent Placements

- Receptionist - 1
- Recon Clerk - 1
- Credit Controller -1

Temporary

- Administrative Assistant - 1

Learnerships

- Business Administration - 6
- Insurance - 3

Very good contacts were made during the period which will enable the new financial year to begin on a positive footing with many opportunities to be on offer.

If you are an employer seeking the services of people with disabilities or, if you are a person with disabilities and would like to register with Barrier Breakers Recruitment, please contact Thapelo at thapelor@apdjhb.co.za or on 011 646 8331.

Training

Through the support of Lifestyle on Location we were able to offer the seven people seen in this photograph life skills training, particularly in enhancing their ability to enter the workplace.

Each of the seven candidates thoroughly enjoyed the experience and we are very grateful to Sacha from Lifestyle on Location for making the training possible.



In closing I would like to thank everyone who supported Barrier Breakers throughout the year. Although it was a challenging year, we were still very busy. We have been in contact with some incredible people who have reinforced how important the work that we do is, and the impact that it has.

Thank you also to my team for all their hard work, determination and for smiling through the hardest of times.

Lorna Arnott
Commercial Services Manager

Enterprise Development

Hopefully I think I Can will change to I thought I Could



The primary function of the one-member Enterprise Development division is 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.

One of the most exciting phases of developing commercial goods is determining the financial viability of the product/service. It's a *Eureka!*-moment when you've checked and double-checked all your calculations and you are sure that you are sure that this *thing* has the potential to make money.

But, unfortunately, potential is just that; potential. Effort is required to reach potential, and the amount of effort is inextricably linked to the resources that are available. So, unfortunately, there can be *many a slip 'twixt the cup and the lip* on the road between potential revenue and actual revenue. A good example of this is the newly-developed APD Badge Campaign.

At the start of the financial year the Management team calculated that it could generate just over R440 000 for the APD. When we revised the budget after six months the projected income dropped to around R204 000. Why? Several reasons: non-participation by six of the provincial APD structures, a dramatically shortened implementation period due to these negotiations and last, but not least, an unexpected internal drop in sales capacity.

ENTERPRISE DEVELOPMENT 2011/12 PRODUCT/PROJECT AND BUSINESS DEVELOPMENT

- APD Badge Campaign
- BB Human Rights School Badge Campaign
- Lean On Us Home-Based Care Service – joint venture
- Lean On Us Domestic Training Programme
 - Laundry Service
 - Disability Training Hub
 - HWSETA Learnerships

By October it looked like the campaign was doomed to fail, but then Director Rachel Legasa orchestrated a sales drive involving all APD staff members and several other organisations and, by the end of the financial year, the campaign boasted sales and orders to the value of nearly R255 000 – more than double the amount raised annually through the Casual Day campaign! Needless to say the APD Badge Campaign will be included in our Budget for 2012/13.

So, Enterprise Development deals with potential. And all the projects it is busy with have the potential to generate money but, like Watty Piper's *The Little Engine That Could*, the necessary resources will have to be mustered in order to secure the required effort. At the same time recognition and support for genuine effort is very important. It's indeed a good thing that the men responsible for supplying the water needed to generate the steam which propelled the old steam locomotives knew that the water should go into the water tank and not into the furnace.

This division is painfully aware of the need to secure desperately needed income for the organisation. You have a guarantee that *I think I can*. By the grace of God this will change to *I thought I could* by the end of the next financial year.



Jeanette Maclean
Manager: Enterprise Development

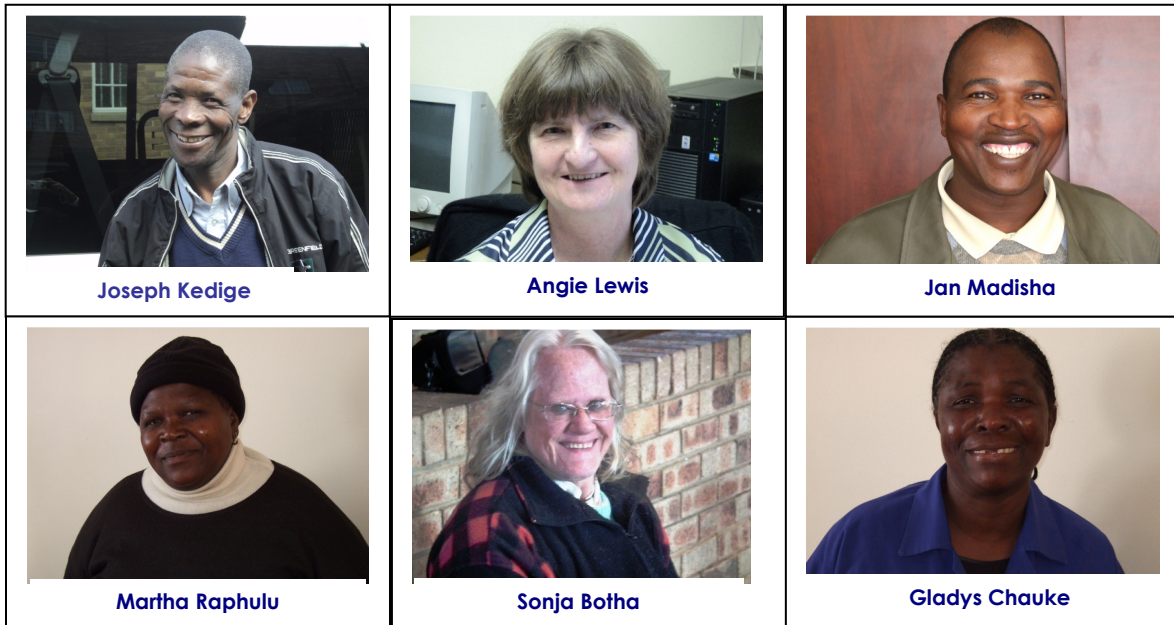
Support Staff and Retirements



The support behind the scenes

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.

Everyone at the APD is thankful to the support staff team for taking care of everything from ensuring our IT and telephones work to looking after our transportation and finances.



Retirement of Loyal Members

Primrose du Plessis Member of the council and Exco :

Primrose first became involved with people with disabilities in 1948 when she established a sheltered workshop for people with disabilities in Orlando under the auspices of the City Council. She became a committee member of the APD and served on the Executive committee for 63 years, holding the position of Vice President on numerous occasions. Retiring at the age of 97, Primrose leaves a long legacy of support for people with disabilities and the work undertaken by the Association. She will be greatly missed by her fellow committee members and the staff at the APD.



Mr. Dave Thompson, President of the Council:

Mr. Thompson faithfully served the APD for 53 years. Having been brought up by parents who were both involved with disability issues in the 1940's, Mr. Thompson developed a thorough knowledge of disabilities and brought that knowledge to the APD in 1958. We are extremely grateful to Mr. Thompson for his dedicated support of the work undertaken by the APD and the guidance given to both his committee members and the staff at the APD.



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.

10 YEARS	15 Years
Lawrence Maseru	Gladys Chauke
Padre Noke	Stella Madi

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
Gloria Moela	Jan Madisha
	Thapelo Rachidi

CONGRATULATIONS TO ALL THE 2011 AWARD RECIPIENTS



Achiever of the Year

Soweto Association of Persons with Disabilities



Our nominated Achiever of the Year is awarded to the Soweto Association of Persons with Disabilities (SAPD).

SAPD was nominated in recognition of the efforts made by the Board and the staff to take the group to independence.

The APD congratulates SAPD on its hard work and determination which has resulted in this award. Much progress has been made to enable their beneficiaries to be actively involved in income raising activities. In addition, a substantial amount of renovations to their property has taken place as a result of successful appeals for funding. The Board and staff should be very proud of their achievements and we look forward to watching the SAPD continue to grow and achieve great things for their community..



The Board of the Soweto Association of Persons with Disabilities was elected on 26 March 2009 with a view to becoming independent from the APD.

Since that time the Board has achieved the following:

- Made the necessary amendments to their constitution.
- Obtained NPO and PBO Certificates.
- Affiliated to GPAPD.
- Held their first AGM in September 2010.
- Developed a successful proposal document for funding purposes.
- Obtained a donation of R200, 000 from Telkom.
- Obtained a donation of R42, 000 from MTN.
- Secured support from PricewaterhouseCoopers and Edcon for a period of four years.
- Generated a profit of R42, 000 from the sale of Casual Day stickers.
- Submitted their first application for funding from the National Lotteries Distribution Trust Fund.
- Have partnered with the Food Garden Foundation to create a beautiful garden.

Wording on Certificate

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

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

Thank you

For Making a Difference



18 July - Mandela Day

We would like to once again extend our very grateful thanks to Tania Pinto Correia, her colleagues at International Housing Solutions together with her family and friends who made a huge difference to the lives of our beneficiaries through their donations in support of Mandela Day.



THANK YOU!



A snapshot of the joy that your generous donations brought, not just to our beneficiaries who were very grateful to receive the much needed gifts, but also to our Home Based Care Staff who were delighted to be able to them on your behalf.

Thank you! You really have made a huge difference to the lives of people with disabilities.

