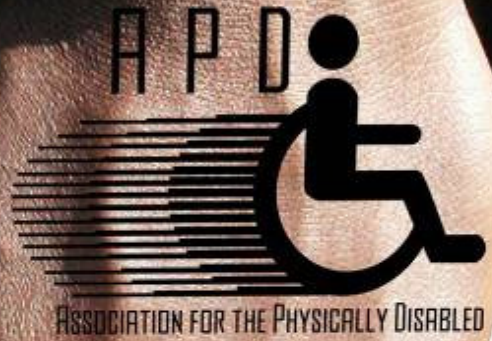


There is life after
THERE IS LIFE AFTER
disability



2013

REPORT ON ACTIVITIES

1 April 2012 – 31 March 2013



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ASSOCIATION FOR THE PHYSICALLY DISABLED

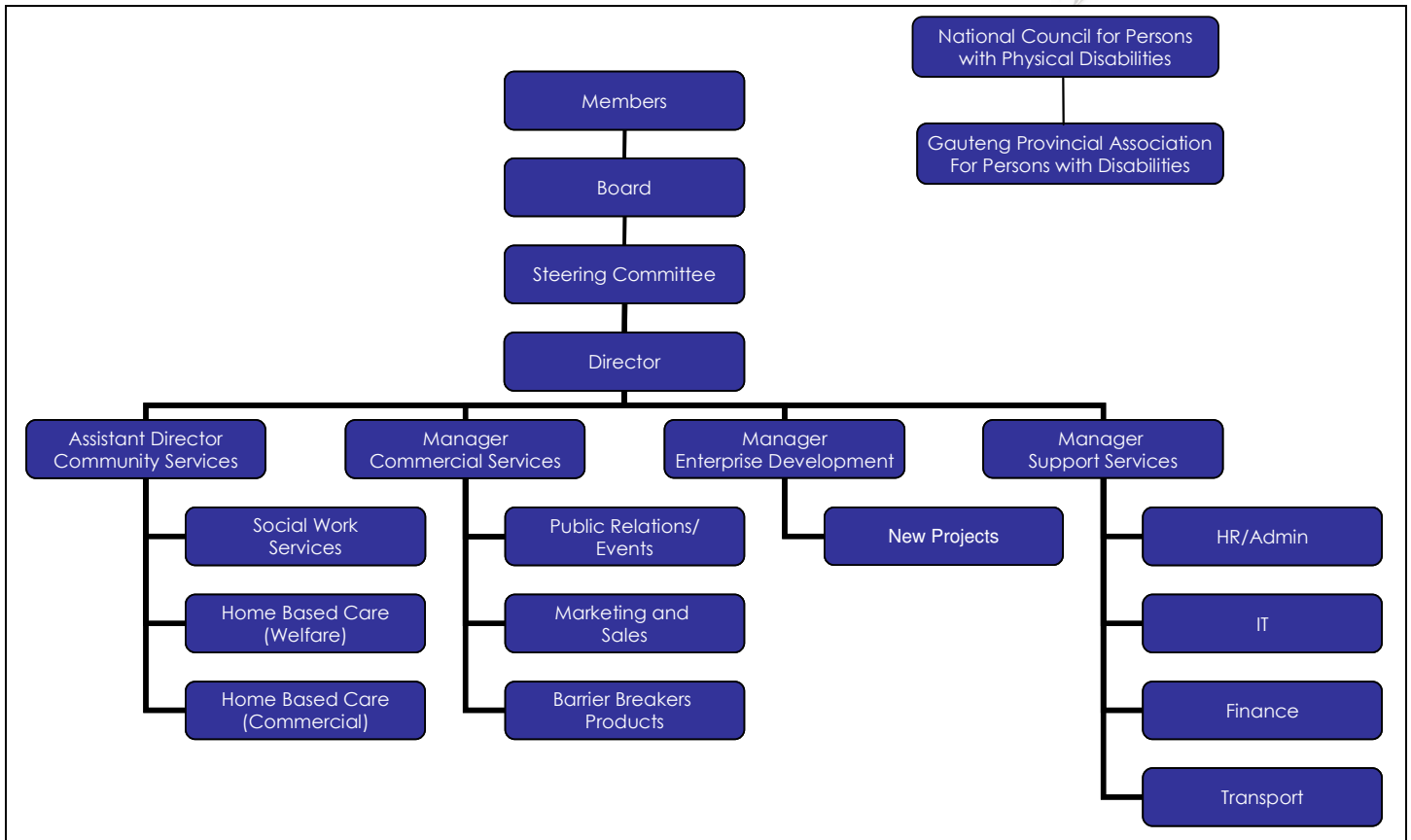
GREATER JOHANNESBURG

NPO NO 000-865

PBO NO 930006515

Governing Structure

Association for the Physically Disabled
- Greater Johannesburg



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

| MANAGEMENT | |
|--|---------------|
| Director | Mrs. R Legasa |
| Assistant Director: Community Services | Ms. M Returi |
| Commercial Service Manager | Mrs. L Arnoff |
| 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

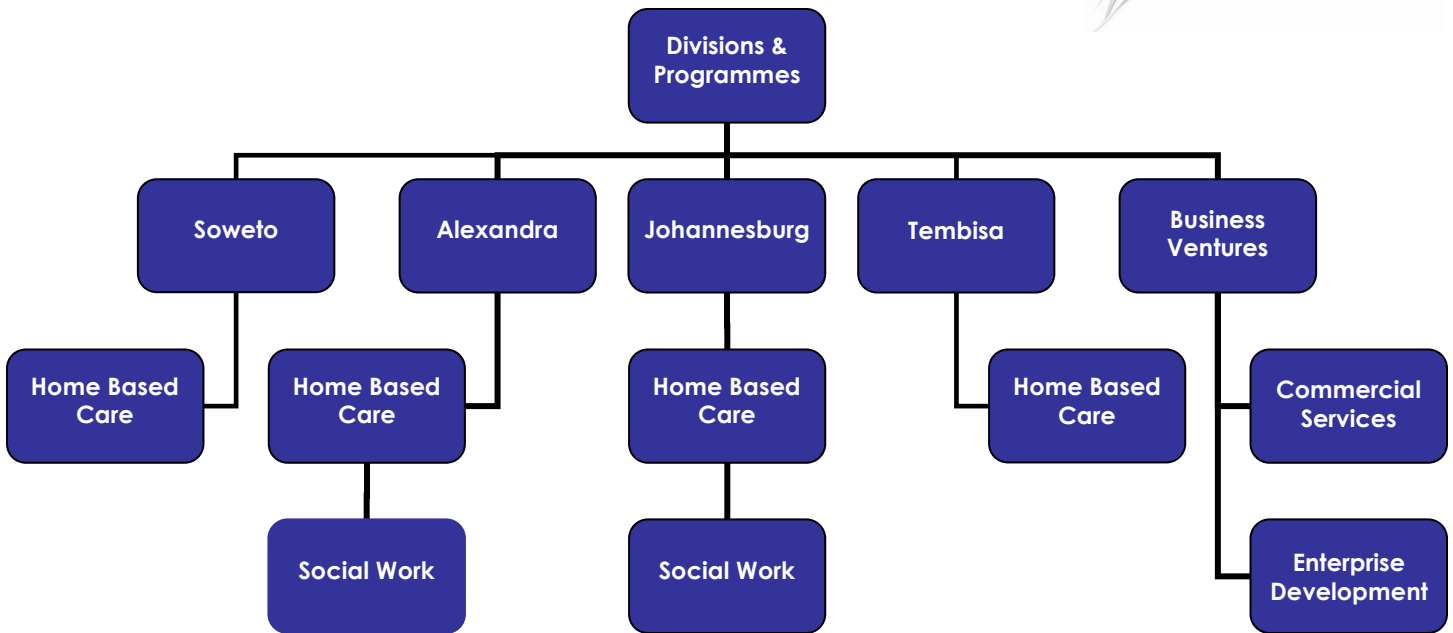
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Tel: 011-646-8331
Fax: 011-646-5248

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

A watershed year for the APD



The APD has in the past noted that the demand for the services being provided by our organisation is far greater than the resources we have available to meet the need. This increase in demand may be due to more situations which result in people becoming disabled, or the closure of more and more care centers due to a lack of funds – maybe both. By the same token the steady depletion of our investment portfolio is common knowledge.

The reason I raise these issues again is to clarify the main reasons why our organisation has had to look at new, more sustainable income sources during the past year: the APD will only be able to address existing and future demands if it has the money to employ the people needed to provide the services required and if it is allowed to operate where such demands and income opportunities exist.

As a branch of a national structure, the APD has specific geographical boundaries within which it is allowed to operate, both in regard to service provision and trading activities. During the past year we've had to face the reality that we will only be able to address both these challenges if our organisation undergoes some radical changes. And the need for these changes became urgent when we were presented with several income generating opportunities involving partnerships with non-APD business entities.

We have in the past reported on the successes and challenges of Barrier Breakers (BB). In 2007 we took a decision to invest money into BB to see if it could make a meaningful financial contribution to the APD. It did, and by 2010 it became evident that BB could achieve much more if it had the necessary resources.

At that time APD took a bold decision to restructure the organisation in such a way that it not only facilitated the re-inclusion of BB as part of a newly created Commercial Services division (thereby giving it the resources it needed) but also to establish an Enterprise Development (ED) division which was mandated 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.*

We knew at the time that it would take money to make money and that it could take several years for us to recoup our money. To date we've reaped substantial rewards from our investments into our own commercial divisions, but we need much more and that is why we could not walk away from the potentially very lucrative and disability significant business opportunities offered to us this year by external parties. (Please see the ED report for more information.)

Change is never easy, but I give you, the Members, the assurance that none of the proposed changes before you today are made lightly. The Management team, Steering Committee and Executive Board spent a great deal of time looking at all the possible options for the organisation and what we've tabled is the result of very careful consideration and what we feel best protects all the interests of our organisation and ensures the long-term sustainability of the work being done by us.

I extend my sincere appreciation to the Members of the Steering Committee and Executive Board as well as the Director, management team and all staff members for their valuable contributions during the past year. I also thank our new business partners for their trust in our organisation – I believe that we are going to achieve a great deal in years to come.



Patrick Mabunda
Chairperson

Treasurer's Report

Income through Business Ventures



The Association for the Physically Disabled – Greater Johannesburg (APD) through its staff and management, have taken a bold step into protecting the future of our organisation.

Because of the diminishing support from the National Lottery and the increasing pressure on available funds from subsidies and grants, our operations have had to be supported by our investment portfolio. This means that we are progressively depleting the size of our portfolio. The graphic to the right shows our investment portfolio has gone from a value of R5.6million in 2007 to a value of R2.2 million in 2013.

This needs to be remedied in the future and the plan is to utilise the income generated from our business ventures to do this.

By adopting the strategy of creating business ventures to generate income, the financial structure and management focus of the APD is changing quite rapidly as can be seen in the graphs below.

Income contribution from business ventures has moved from 4% in 2010 to 28% of our total income in 2013.

The overall impact of these business ventures has resulted in a dramatic shift as to how our income is obtained as our management and staff become more focused on earning an income through business.

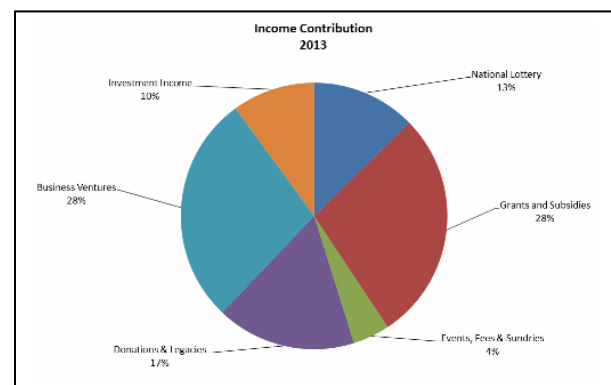
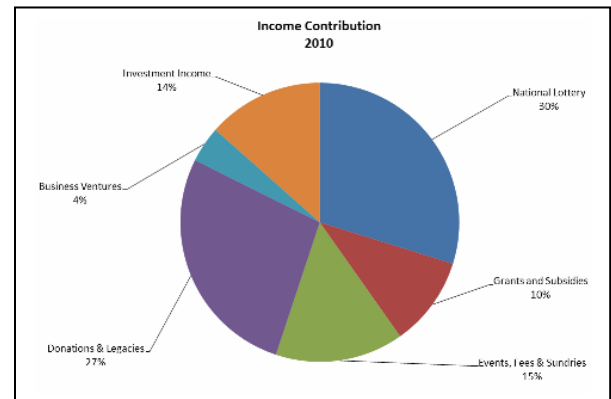
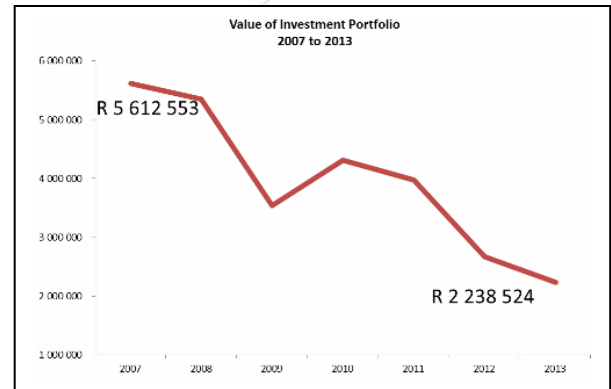
The business ventures are being set up in a manner that protects APD financially. APD is looking at forming a trust company, where specific APD employees would also serve as trustees and the trust would hold the shares in the companies formed, with APD executives serving on the boards of these companies.

I would like to appeal to everyone, reading this report, to consider offering their expertise, for short periods of time (no long-term commitment here), to assist, or train, the management and staff of APD. Examples of the skills required are marketing strategies, human resource management advice, and interpretation or any other areas of business where you have skills that will make a difference.

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 2012 – 31 March 2013

| OPERATING INCOME | |
|---|--------------------|
| National Lottery Distribution Fund | 604, 200 |
| Subsidies | 578, 164 |
| Appeals, Donations & Corporate Grants | 272, 307 |
| Events, Sales & Street Collections | 151, 291 |
| Legacies | 535, 603 |
| Business Ventures | 1, 327, 009 |
| Grants for Home Based Care | 756, 187 |
| Fees for Services | 56, 213 |
| Sundry Revenue | 6, 149 |
| TOTAL INCOME | 4, 287, 123 |
| OPERATING EXPENSES PER COST CENTRE | |
| Support Services | |
| - Governance | 126, 178 |
| - Transformation | - |
| Attendant Care Services | 1, 496, 627 |
| Commercial Services | 2, 850, 384 |
| Social Work Services | 858, 007 |
| Workshops | 20, 844 |
| TOTAL EXPENDITURE | 5, 352, 040 |
| NET OPERATING SURPLUS/(DEFICIT) | |
| Income from investments | 479, 342 |
| NET SURPLUS/(DEFICIT) FOR THE YEAR | (588, 575) |

PERFORMANCE OVER LAST 6 YEARS

| YEAR | SURPLUS/(DEFICIT) |
|-------------|--------------------------|
| 2008 | (596, 437) |
| 2009 | (1, 770, 454) |
| 2010 | 48, 913 |
| 2011 | 15, 374 |
| 2012 | (1, 503, 109) |
| 2013 | (585, 575) |

Directors Report

“Our greatest glory is not in never falling, but in rising every time we fall.”

Financially this year has been a very difficult year, not only for the APD, but for the NPO sector as a whole. Funding streams for NPO's are drying up. Due to the high unemployment rate in South Africa, companies are now funding projects which focus on job creation rather than social service delivery and this has resulted in many NPO's closing their doors and many vulnerable people not getting the services they require.

As far as the APD is concerned, there's some good news and some bad news. The bad news is that we've recorded a deficit of R585 575. The good news is that our income increased year-on-year by 34.3% while our expenditure increased by a below-inflation 4.4%. And, as far as our core services are concerned, I am very happy to report that our overall financial performance did not impact negatively on the Community Services Division - which provides Social Work and Home-Based Care Services to people with disabilities - despite a 12.6% increase in its expenditure.

Historically NPO's received funds from Government and donations from private sector. However, due to economic changes worldwide, NPO's can no longer depend on these traditional *welfare* income streams and are now expected to develop business generated income streams in order to be sustainable. Two of the biggest welfare funders – the National Lotteries Development Trust Fund and Department of Social Development – have already announced that they are going to focus on employment creation. It is clear that Government funding for NPO's operating outside this core focus areas will dry up at some point and these NPO's will have to adapt or die.

COMMERCIAL SERVICES

I am therefore extremely grateful that the APD took a decision years ago to invest money in innovative ideas that would provide the organisation with commercial income streams. The most important of these is Barrier Breakers and its range of services aimed at private sector companies. (Please refer to the Commercial Services report for more information about the different services.) Had it not been for the R1 256 700 which Barrier Breakers generated during this financial year, the APD could well have been one of those organisations that either had to scale down its operations or close its doors!

ENTERPRISE DEVELOPMENT

Barrier Breakers has the potential to generate all the income required by the APD, but we do not at present have the money to invest in the resources that it would require in order to do so. In light of this our Enterprise Development Division has been exploring projects with the potential to generate substantial income, but which would not require a big capital investment in order to secure the resources that would be needed to generate the income. And I am happy to report that we have been successful – we are presently finalising three partnership agreements with private sector companies which could not only make the APD financially self-sustainable in years to come, but enable us to reach out to more people who need our services. (Please refer to the Enterprise Development report for more information.)

PROPOSED NEW STRUCTURE

Based on the joint business ventures that we are embarking on, APD has had to look at the restructuring of the organisation to accommodate these businesses. There is a huge amount work to be done in this regard in the coming year. At present we continue working tirelessly to put things together and hopefully we will start to reap the fruits from these business ventures in the next 12 to 18 months. It is not an easy task; the road before us is tough, but through the determination and collective efforts of the management team, the Steering Committee and the Executive Board, we are convinced that we will be successful.

MANAGEMENT TRAINING

I would like to thank the ACSA Delta Force team for the time they have invested in our organisation. They were instrumental in assisting us with our strategic plan, facilitated a Belbin assessment of each member of the management team and will also be assisting us with the branding of the organisation. Last, but not



Directors Report (continued)



least, they are closely involved in one of our business ventures. (Please refer to the Enterprise Development report for more details.) Thank you one and all!

TRAINING IN JAPAN

The Convention on the Rights of Persons with Disabilities became effective in May 2008. We are in total agreement with Chapter 27 on Work and Employment which states: "Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities".



Japan is widely recognised as a country with a very inclusive society, so when the Japan International Cooperation Agency (JICA) Okinawa extended an invitation to several countries (including South Africa) to submit nominations for candidates to participate in a training program aimed at promoting employment opportunities for PWDs by utilising local resources and networking systems among the national and local governments, NGOs, private enterprises and organisations of persons with disabilities, I immediately applied.

I am very grateful that I was one of the three South Africans who had the opportunity to participate in JICA's *Economic Empowerment of Persons with Disabilities through a Community-Based Employment Support Programme* which took place in Okinawa from 9 January to 2 February 2013 and continues here at home until August 2013. (In the photograph I appear with Fanie Swanepoel - Placement Officer of Gauteng Provincial Association for Persons with Disabilities and Nakkie Stapelberg - Project Coordinator of APD Drakenstein.)

LESSONS LEARNT AND PRIDE IN OUR ACHIEVEMENTS

I was keen to enrol in the programme because APD not only has its own Barrier Breakers Recruitment division, but is also involved in several income generation/job creation projects (some as joint ventures with private sector companies and others through the empowerment of community based organisations/groups) and I was eager to see whether we are on the right track and what we can learn from Japan.

The training was very rewarding and I came back home not only highly motivated, but also reassured that our organisation has been correct in what it's been doing and is definitely moving in the right direction.

Some of the most interesting aspects of the Japanese model are:

1. transition employment through Sheltered Workshops,
2. business joint ventures with private companies,
3. vocational training in senior high schools for people with light intellectual disabilities,
4. job coaching in the work place, as well as
5. life skills and work readiness programmes



Participants in a work readiness programme in Japan

APD has been involved in protective workshops for several decades and some of the ideas I saw in Okinawa were implemented in our workshops many years ago.

Directors Report (Continued)



Before I left for Japan APD had already started embarking on the idea of business joint ventures and I was excited to see the same concept operating in Japan. To me that shows that APD's planning is spot-on.

Unfortunately there are many contributing factors to the very high rate of unemployment among PWDs in South Africa over which we as an organisation have no control. The most significant of these are the inaccessibility of public transport and most buildings, as well as the lack of formal education and/or skills development among large numbers of PWDs.

Barrier Breakers Recruitment has placed a number of PWDs in the open labour market and many in the learnerships, but this is just the tip of the iceberg. Also, most jobs advertised for PWDs are for receptionists, call center operators, cashiers, etc. What about those who have never had the opportunities to learn how to read and write? What can we do about this?

I have come to realise that employment through sheltered workshops is vital. These workshops need to be formalised as a source of employment and training for PWDs to enable them to work in their communities and as a transitional phase before entering into the formal labour market. Life skills and work readiness programmes need to be introduced to enable those who can find jobs in the open labour market to compete.

As mentioned transport and accessibility are major problems in South Africa. Another very important lesson I learnt in Japan is that companies outsource the work to people who are severely disabled to work from home.

One of JICA's expectations is that the knowledge gained during the program should be shared with other disability stakeholders once the delegates return home. In this regard I have already written a letter to the Department of Women, Children and People with Disabilities to share some ideas and I have been invited to do a presentation to specific stakeholders operating in the Ekurhuleni Municipal area as well as APD's Provincial Directors. I will also be in touch with the relevant Government departments such as Social Development, Labour and Higher Education.

By working together we can achieve a great deal. It will, however, be critical to develop an Action Plan involving all the relevant stake holders in order for us to succeed.

ASSISTANCE TO OTHER COMMUNITY BASED ORGANISATIONS

More than a year ago we were approached by a group of PWDs residing in Alexandra who wanted us to assist them to start an income generating workshop. At the time we did not have the necessary funds, but I am happy to report that we have managed to raise R100 000 from a corporate donor and will now be assisting this group.

The training will be done by APD staff members and 70% of the training will be shadow coaching during which the trainees will be working with some of our employees on specific days to see how we operate. I will be involved in training them on all aspects of good governance.

As far as income generation is concerned, we would like to apply the Japanese model in the Alexandra workshop. (Refer to the Enterprise Development report for more information.)

THANK YOU

During the three years that I have been Director I have come to realise that leadership is not about popularity, but about hope, having a vision and encouraging others to walk the road with you.

One of my blessings is working with special people who care about others - their clients/beneficiaries and their colleagues. All these people ensure that we achieve our goals. I thank the management team for the

Directors Report (Continued)



hard work they put into this organisation for the whole year and especially during the month that I spent in Japan. I had peace of mind knowing that I left the organisation in the hands of responsible people.

I would like to pay tribute to the Executive Board and the Steering Committee who worked so hard during the year, spending time away from their families, to come and make the decisions on behalf of this organisation. We need people like them - people of integrity and commitment, more than ever before as our organisation is facing bigger challenges with the business ventures that we are embarking on.

As we move forward, we thank all our supporters who invested time and effort in the organisation during the past year; may we continue as partners to achieve even greater things in the future.



Rachel Legasa
Director



NPO EMPOWERMENT AND RESOURCE HUB

Benefit from our Capacity Building Intervention & Empowerment Growth Path Programme - contact Rachel on 011-646-8331 or rachell@apdjhb.co.za

We offer an affordable *one-stop-shop* which can assist and empower smaller social benefit organisations and groups to address all the problems they are experiencing in the short-, medium and long term.

- We assist groups to attain a formally recognised status (NPO & PBO).
- We assist groups to comply with the good governance criteria as per the Department of Social Development's *Codes of Good Practice for South African Non-Profit Organisations* as well as the South African National NGO Coalition (SANGOCO) Code of Ethics.
- We empower groups to become financially self-sustainable.
- We provide essential services, such as Bookkeeping, at affordable rates.

OUR PROGRAMME INCLUDES:

- Training (lectures & workshops)
- Consulting (telephonic mentorship)
- Shadow Coaching (on- and off-site)
- Service Provision (off-site)

Our organisation has been nominated for an award in the Compliance and Governance categories of the National Lottery Distribution Trust Fund Inaugural Awards 2013. The winners will be announced on 19 April.

Community Services

"It is not how much we do, but how much love we put into the action that we do", Mother Theresa.



The non profit organizations need to quantify what the sector is doing to contribute to the economy of the country. To some extent some organizations are already sending the information to the respective departments. The challenge is still different expectations on how the reports should look like, from private funders to different government departments. As service providers from the grassroots we have to be ready to give the information when it is requested. The year 2012/13 had its ups and downs on service delivery. Partnerships with different stakeholders, from government, to the business sector and the civil society made some of the challenges bearable. When some of the systems which are put in place to assist with services delivery are not working, the poor and vulnerable are often the last people considered when it comes to the impact certain legislations or the lack thereof will have on them.

Thus, when rendering community services from the grassroots we have the responsibility of meeting the requirements of the funders as well as the needs of service recipients at the same time. Sometimes it is not easy to juggle the balls, but we managed to survive and below are the achievements and challenges for the 2012/13 financial year.

SOCIAL WORK SERVICES (SWS)

The goal of social work services 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 society, and to enable them to achieve their full potential.

Target group for social work services

Persons with physical disabilities and / or mobility impairment, their families/support systems, inclusive of children, youth, adults and the elderly.

Areas of operation for social work services

Social work services for APD Greater Johannesburg are only rendered in region B that is Newlands, Wesbury, Sophiatown and the surrounding communities and region E that is Alexandra and the surrounding communities and region F that covers the Jhb CBD, Yeoville, Rosettenville and the surrounding communities.

Objective 1: Care and Support Achievement

The goal of this objective is to conduct comprehensive assessments and render psychosocial services to people with disabilities and their families/ support systems. During the year 2012/13 at least 215 intakes were attended to. Different services were rendered and referrals were done.

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

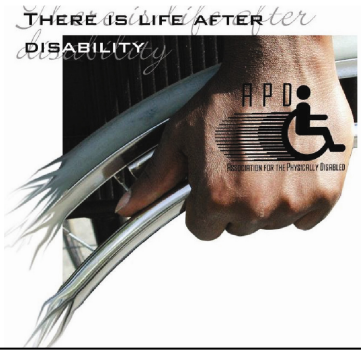
- Application for different government grants and identity documents,
- application for houses (RDP) and RAF assistance,
- employment placements and special school placement,
- assistive devices,
- referrals to other professionals and service providers,
- residential homes placements and
- reporting abuse and neglect of PWD's in the community.

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

- Over 901 people were interviewed telephonically.
- 561 face to face interviews were done.
- 336 visits were conducted.
- Over 66 referrals were done to other government department, other NGO's, other professionals such as, physios, O.T's etc.
- 18 clients received wheelchairs, 3 standing frames and 2 pairs of crutches.

Community Services (Continued)

Social Work Services



Some of the social work beneficiaries who received Assistive Devices:



Nokuthula and Derby
Wheelchair donated by Gaining Wheels



Johanna and Thato Matshidiso with his
new wheelchair donated by Rotary
Club, of Parktown Excaliber.



Thato receiving her new wheelchair
from Ronit Mograbi of Izwe Loans



Cathlen Jacobs with Nokuthula in her new
chair just before the cushion arrived.



Robert Lawrence receives his new wheelchair
donated by Complete Exhibitions



Pictured below are some of the Social Work Beneficiaries who received soap and cleaning materials donated by Diversey Hygiene Solutions. To the outsider, receiving a bar of soap might mean very little, but to the people shown below, the donation made a very big difference as it meant that they did not have to use their disability grant to buy soap.



Thank you to Diversey Hygiene Solutions for making this generous donation.

Community Services (Continued)



Social Work Services

Objective 2: Group Work

The goal of group work is to promote self-development of the target group via life skills programmes in a rehabilitative environment. There were three groups which were facilitated by social auxiliary workers in 2012/13. Two groups were in Alexandra and one at Hope school with learners. All three groups were support and educational groups. Thirty group sessions were held and a total number of twenty-four members benefited from the group sessions. Some of the topics discussed during group sessions included disability communication, HIV/AIDS, children's rights, self-awareness, taking care of children with disabilities and the importance of taking children to appropriate school. Members shared their experiences and coping skills for dealing with daily challenges.



Group work with Nokuthula and children with disabilities



Group work with mothers of children with disabilities in Alexandra

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 generation projects. Income-generating activities have continued under the guidance of APD staff Social Auxiliary Workers. There were three income-generating projects which were facilitated in 2012/13 as follows:

- At the Thuso Social Club for Senior Citizens in Claremont, eight members participated actively. They meet at Claremont recreation centre twice a week to do sewing, knitting, bead work, pickles and detergents. Their products were sold to the community and they managed to generate income.
- At Sithandawe Disability Care Centre there are 13 members in the beadwork project which is providing an income to each member from the sale of their products.

Alexandra Disability Centre is a new project for people with disabilities in Alex. They are from two groups Sizakele and Ivili. The two groups decided to merge their project to one. Planning has already started for the group to start income-generating activities for people with disabilities in Alexandra.

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 resources available to people with disabilities and their support systems.



Nokuthula conducting an awareness session

Community Care (Continued)

Social Work Services



In 2012/13 34 awareness campaigns were conducted at various places including clinics (Joubert park clinic, Alex 8th Avenue clinic, Mayfair clinic, Malvern clinic, Westbury clinic), Claremont recreation centre, Dudu Zwane home, Anzac retirement village and some schools. The awareness sessions mainly target the public and school children with information on disability, and how and where to access services for people with disabilities.

Overall Social Work Challenges

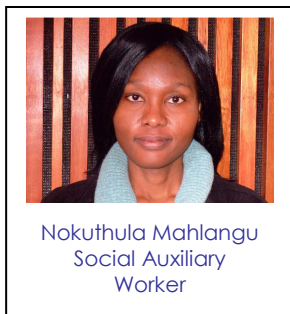
- Inaccessible public transport for clients to visit hospitals and public offices.
- Aging available vehicles for social work staff.
- Lack of adequate resources to conduct effective awareness programmes.
- Lack of resources for Income Generating activities e.g. land to operate from continues to be a challenge.
- Long 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.
- Long waiting periods for first time applicants and renewal of temporary Social Grants.
- A challenge in getting wheelchairs for children.

Staff training 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 - practical
- Social work supervision
- Assessment tools for care dependency and disability grants

The Social Work team



Attendant Care Services (Continued)



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 where the service was provided in 2012/13 are:

- Johannesburg
- Alexandra
- Soweto
- Tembisa and
- Zandspruit

Services Beneficiaries :

- The services are for persons with temporary and or permanent disabilities.
- 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 2012/13

A total number of 329 direct beneficiaries were assisted in the 2012/13 financial year. From the 329 clients the following was achieved:

- A total number of 190 clients were assessed.
- 26 clients became independent and cancelled the service.
- 24 clients cancelled the service and are cared for by their family members.
- 4 clients were placed in residential homes.
- 6 clients who cancelled the service and moved back to live with their families.
- 42 clients improved but are still in the service.

By the 31st March 2013 we had 158 clients who were in the service and they have the following types of disabilities:

- 22 clients have Arthritis.
- 79 had experienced a Stroke.
- 6 amputees as a result of diabetes
- 22 are paraplegic.
- 1 old age.
- 8 are Quadriplegic.
- 1 has Cancer.
- 6 require hip replacements.
- 2 require knee replacements.
- 1 has a spinal injury.
- 4 have multiple disabilities.
- 2 have Parkinson's disease.
- 2 have cardiac failure
- 1 has Osteoporosis.
- 1 has Neuromyelitis.

Community Services (Continued)

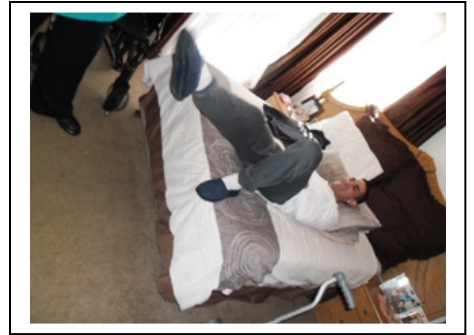
Home Based Care Services



Home based care services rendered to beneficiaries, some of the success stories:

Shawn

According to his mother he had a bleeding in his brain in 2007 which led to a stroke. He started to use one crutch for a walking aid. In 2008 he fell and was admitted to hospital, had a hip-replacement, was left unable to walk and also lost his speech. His mother referred him to APD in 2009. When we started assisting Shawn he could not stand alone or transfer himself from bed to a wheelchair. It is still difficult for Shawn to walk, because of the paralysis of his right leg. His improvement physically is good, though he still does not have his speech, but can say a few words. He can do exercises without assistance. Shawn and his mother are happy with the service and our care giver still goes to assist him with exercises three times in a week.



Shawn shown above doing exercises, his care giver, Hendrietta is with him in the middle picture

Mr Dumisane Zwane

Mr. Zwane used to work for a security company and he became disabled as a result of a gun shot while at work. Zanele supervisor for Jhb care givers assist him with exercises in the office as he does not have a place to stay. He uses a wheelchair for mobility. Since Zanele started to assist him with exercises twice a week, it seems like he made progress already as he can stand with support.

He received a walking frame as can be seen in the picture on the right.



What other clients have to say about the service they received:

"Dear Sir/Madam

I write this letter to show how much I appreciate your work to us. You really mean a lot and you assist us on our illness and I see a different on my legs. I can do things I could not do. I wish God could hear our prayers and I like your work very much.

To APD, I would like to say thank you very much for your support.

God bless you
Ms Mokoend"

Community Services (continued)

Home Based Care Services



Mr Dire

I, Mr Dire have been cared by APD care givers for more than 10 years and I am very happy with the good work that I have received from the care givers. The only problem is the system of changing care givers. I hope in the near future this system will change. But I really appreciate all the good work that the past care givers did and the present care givers are still doing for me.



Nhlanhla

Nhlanhla is pictured with Gloria, her care giver, in the first picture to the left.

Nhlanhla is quadriplegic who was born in 1990. Her mother passed away in 2010 and her father and brothers used to assist her with bathing.

In 2011 her father called us to assist them. Nhlanhla is the only girl in the house and gets all the support from her family. She needs assistance with bathing, exercises, dressing and feeding.

Since a care giver started assisting her she can brush her teeth and she also try to wash her face. The challenge is that she does not have a bed and she sleeps on a mattress the floor as can be seen in the second picture to the right. This makes it very difficult for a care giver to assist her.



Some clients who received donations for groceries donated by Nedbank staff members.

To APD

Thank you very much for the food that I received from APD and Nedbank, I am really happy and feel special to receive gifts from APD. "halala APD, halala". Your company really knows how to live with people. Thank you and may the almighty God bless you.

Thank you

Yours

Regina Khanyi"

Dear APD

Thank you APD and Nedbank for giving me food, I do not know what I would have done if you didn't help me, thank you very much and may God bless you

From

Agnes Monaheni"



Community Services (continued)



Home Based Care Services



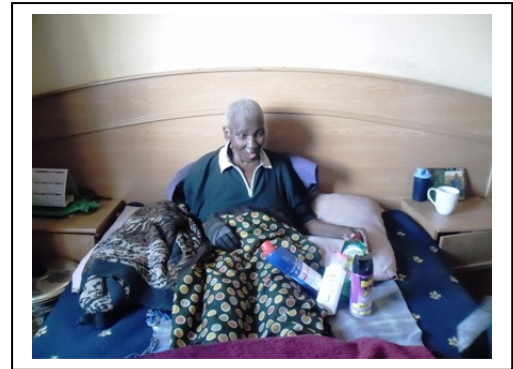
Nedbank Donation of Food Pictured below are some of the very grateful recipients of food parcels donated by Nedbank staff members. Our sincerest thanks go to everyone at Nedbank.



Pictured in the centre above is Mr Molele who has been a client of APD from the 21st of October 2003 to date. The bag next to him contains groceries which were donated by Nedbank staff members. When we started assisting Mr Molele, he had experienced a stroke and needed assistance with bathing one day a week and exercises for 5 days a week. His progress was good, but in 2012 he had a second stroke and his condition deteriorated physically. Mr Molele benefits from all the donations we received from generous donors as the disability grant is his only income.



Diversey Hygiene Solutions donation of soap and cleaning products Pictured below are some of the Home Based Care Beneficiaries who were very pleased to receive the donation of soap and cleaning products. We are very grateful to everyone at Diversey Hygiene Solutions for making the donation.



Community Services (Continued)

Home Based Care Services



Mr Wissel

Mr Wissel was bedridden due to stroke. He worked as a cook for a government department for 15 years. He was discharged from his duties for medical reasons. It seems like he had a stroke while he was sleeping, and as a result when he woke up in the morning he could not feel the left side of his body and could not stand-up. He was admitted to the Arcadia Hospital for two months, and his wife took care of him. When Mr Wissel was discharged from hospital, his neighbour, who is one of our clients, referred his wife to APD as Mr Wissel was bedridden. He was assessed on the 11 of April 2011 and started using our service the same day assisted by Ms Maisela, our care giver. In June 2012 doctors discovered that his right lung was not functioning properly and he was in and out of the hospital to drain the water out of his lungs. Mr. Wissel's progress is good as he can now walk without assistance.



Ms Luthulu



Ms Luthulu had a stroke in 2011 when she was 29 years of age. She was also diagnosed with meningitis and was admitted for a month to Tembisa hospital. When she was discharged from the hospital she was bedridden. Her siblings assisted her with everything as their parents had died when they were still young. It became difficult for her siblings to take care of her as she needed assistance with everything from bathing, to going to the toilet. Ms Luthulu was referred to APD on the 22 of August 2011. Her progress is very good. She improved from using a wheelchair to using crutches. A care giver used to assist her with bathing and exercises for five days a week, but because of her progress she only gets assistance with exercises for one day a week from a care giver. Ms Madi in the picture with her above assisted her to get a placement at lthuseng Workshop for people with disabilities and she goes there to work four days a week.

Disability Awareness

Pictured to the right is Ms Stella Madi, supervisor for Tembisa home based care, at a awareness event int Bapsfontein in Ekurhuleni.

Bapsfotein was also identified as one of the areas where the home based care services for people with disabilities is needed.



Community Services (Continued)

Home Based Care Services



Challenges for Home Based Care Services

- Lack of basic requirements like food, toiletries, blankets, clothes and nappies.
- Need for Supervisors to have a vehicle.
- Lack of transport for clients who need to go to the hospital for their regular check ups.
- Some clients do not have anyone to assist them over the weekend when care givers are not working.
- Some families neglecting their disabled members during weekends and holidays when care givers are not working.
- DSD not increasing subsidies for home based care, while our costs increase, i.e. cost of transport.
- Clients being discharged from hospitals without dressings.
- Lack of frail care facilities to place our clients.
- Difficulty in getting ointments and creams from local clinics to dress clients.
- Some clients do not have houses and stay in shacks which do not have water and electricity.
- Getting assistive devices from local clinics takes time and damaged wheelchairs when taken for repairs take time to be returned.

In-service training for caregivers

- Epilepsy
- Diabetes
- Cancer
- Stroke
- Gout
- HIV and AIDS
- Transfers

Clients who received assistive devices:

- 9 walking frames were given to clients.
- 4 clients received wheelchairs.
- 1 client received a walking stick.

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

- Transfers
- Wound dressing, prevention and treating bedsores
- Cleaning and changing of a catheter
- How to assist a client who is quadriplegic
- Exercises
- Mouth wash
- Stroke
- Dressing hemiplegics

Number of care givers during the period under review:

- 5 relievers were trained during the period under review
- 11 permanent staff members
- 5 contract care givers
- 3 supervisors.

Community Services (Continued)

Home Based Care Services



Retirement – Mrs. Elizabeth Mmadi



A special tribute to Mrs Elizabeth Mmadi who retired on the 29th of February 2013.

Mrs Mmadi worked for APD for 20 years as a care giver. She was a committed, loyal and dedicated care giver for APD Greater Johannesburg.

Elizabeth assisted many clients to become independent and also assisted with the mentoring and training of new care givers who joined Tembisa care givers after her. We can only thank her for all the work she did over the years.

Networking for Community Services

Networking and lobbying continues to be done at local, regional and provincial forums. Community Service staff represented APD at the following forums:

- Region B Disability Forum
- Service Providers Meetings in Alexandra
- Department of Social Development Johannesburg Regional Disability Forum
- Johannesburg Welfare, Social Services and Development Forum (JWSSDF)
- Gauteng Welfare, Social Services and Development Forum (GWSSDF)
- Johannesburg Welfare, Social Services and Development Forum (EWSSDF)
- Department of Social Development Provincial Disability Forum
- Ekurhuleni Disability Forum
- Soweto Disability Forum
- Disability Service Providers Meetings
- City of Ekurhuleni Stake Holders Meeting

Special Vote of Thanks

- To our social auxiliary workers, Nokuthula, Johannah and Mmasello, thank you for the community services you provided to people with disabilities and their support systems during 2012/13. I hope in the coming year you will make it your goal to do even more.
- To our care givers. Everyday our clients wait for you to go to assist them in their homes and you show up. Your presence in the lives of our clients is filled with unforgettable memories of kindness and care. With your support, many improve, pick up the pieces and manage to do what they could not do without your assistance. We can only say thank you for choosing to serve in our communities.
- Lastly, to the supervisors Stellah, Tebogom, Zanele and Aldrian you are the first to know what is happening to our clients and the staff members. May your loyalty and commitment to serve our communities grow from strength to strength.

Community Services (Continued)

Home Based Care Services



Donors for Community Services

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

- Hillbrow clinic for wheelchairs for adults
- Westbury clinic for wheelchairs for adults
- ACSA for one motorized wheelchair
- Ethafeni clinic for the consistent trainings which you provide to our care givers and for the donation of 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 food and clothing to beneficiaries.
- To Mr. Monyane for donating 3 pairs of crutches.
- Mfulo clinic for giving one client a walking stick.
- Mr. Xulu for donating clothes.
- Gaining Edge for donating a wheelchair.
- EMS for allowing us to collect food from Saitex and Africa's Big Seven.
- Complete Exhibition for donating two adult wheelchairs.
- The Rotary Club Parktown Excaliber for donating two wheelchairs.
- Izwe Loans for donating a child's wheelchair.
- Fazeema Mayet for donating a wheelchair.

Our Home Based Care Teams



Tembisa. From the left, Gloria, Sherly, Stellah, Thabisa and Elizabeth



Johannesburg. From the left, Thandi, Lebo, Hendrietta, Motlhatsi, Zandile and Zanele (in front)



Soweto.
Back row
from the left,
Andiswa, Zandile,
Tebogo.
In front,
Busi, Lufuno and
Lungile

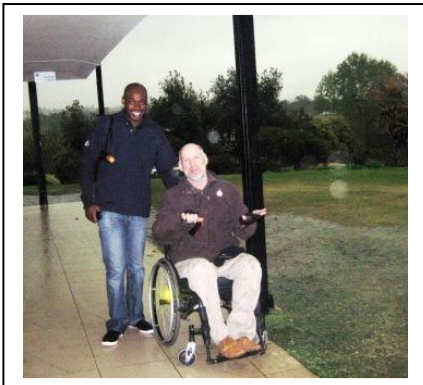
Commercial Services

"Keep your face always toward the sunshine, and shadows will fall behind you." –Walt Whitman

There cannot be many people in the world who can reflect on the last twelve months as being a year without challenges. Throughout the world, NGO's have been facing the pressure that a poor economy brings, and we have watched with dismay at how many have been forced to either drastically cut their services or close their doors altogether.

To be frank, there have been times when we have had to consider drastic steps to ensure the continuation of our services. However, I believe that although stressful, these difficult times have quite literally made us keep our faces to the sun, determined that we will not see the shadows fall on an Association that has provided services to people with disabilities for over 79 years.

With her continued determination, Sophie Baloyi achieved income totaling R85, 839.00, as a result of her responsibilities for specific projects, including, Easter and Christmas Appeals, Tin Can collections and the sale of Casual Day stickers and Christmas Cards. Sadly some of the traditional fundraising activities are proving to be less effective than before. The use of electronic communication has reduced the number of people sending Christmas Cards. People are also carrying less cash resulting in less change being available to drop in our collection tins. We are however extremely grateful to Maureen Glover who, as a person with disabilities, has, for over twenty years, been an outstanding supporter of the APD and can be regularly found collecting for us at the Parkview shopping area.



The 2012 APD Annual Golf Day was much anticipated by all of the participants; however the elements were not on our side and very few holes were actually played as a result of torrential rain.

Despite the inclement weather and the lack of golf being played, the spirit of the day was not lost and a total of R76, 590.00 was raised towards the services provided by the APD.

We are extremely grateful to everyone who braved the weather and gave their support to the event. We are very fortunate to have the commitment of so many people through their participation in the day and/or their generous donations of sponsorship and prizes. You are true leaders in the support of people with disabilities. We hope to see you all again at the 2013 APD Annual Golf Day.

Thank you to the following sponsors:

ABI, Audi, Be-Safe Paramedical, Budget Car Rental, CNA, Daisychain Promotions, Distell, DQT Air cc, Foschini – TFG, Hirsch, Just Fun Toys, Kallvest, Kraft Foods, Loco Liq, Lumoss Mouldings, Millicare, Nedbank, Ngwenya Glass, Nokia, Norman Goodfellows, Randpark Golf Club, SAB, Sanlam, Southern Sun, Total Sports and Whitchers World.

daisychain
Promotions | Gifts | Clothing | Events | Seminars

Our continued thanks go to Nicki Wiggett of Daisychain Promotions for all her hard work and determination in making our Golf Day such a success.

Please contact Nicki at nicki@daisychain.co.za or 011 793 2344/ 082 856 7666 for more information about future APD Annual Golf Days.

Commercial Services (Continued)



Throughout the year we continued to receive support from a number of people who have given to the Association for many years. Some donations are substantial, whilst others come from people who themselves, have very little but still choose to share what they have. No matter the sum involved, your donations help us continue the work that we do. Thank you to everyone who gives so generously. Through these donations, the Association received an income of R78, 898.00 during the period under review.

Through the generosity of the late Kenneth Stanley Birch, the APD received a tremendous boost of R400, 000 to its funds in 2012 following a bequest made by Kenneth.

Not long before his death in July 2010, Kenneth visited us and spent some time sharing his memories of the original Hope Home and the people who have created the facility. The APD are very fortunate to have its offices on the Grounds of the then Hope Home which now forms part of Hope School which specialises in the education of children with disabilities.

Born in 1914, Kenneth dedicated his latter years to support those most in need. Kenneth was fortunate to have lived a comfortable life having had a fulfilling career as an architect. Despite this success, Kenneth never forgot those less fortunate and gave generously.



We are extremely proud that Kenneth considered us worthy of his support. His generosity will enable the Association to carry on with its essential services to people with disabilities. Kenneth was a special man who we feel very privileged to have known.

In addition to much needed financial support from the Iqraa Trust, the Lewis Group and Modular Mining Systems, we are also very grateful to our supporters who provided much needed donations of items to assist our beneficiaries. Generous donation of wheelchairs, mobility aides, clothing and food were received along with donations of office equipment and supplies. Thank you to the individuals, organisations and companies that made these donations. Our very grateful thanks again to the Rotary Club of Parktown Excaliber for the donation of eight wheelchairs; your continued support means a great deal to the beneficiaries that we are able to assist. We would also like to thank Exhibitions Management Services and the exhibitors at SAITEX and Africa's Big Seven, for allowing us to collect their left over samples of food and other products that were donated to our beneficiaries.

Thanks also to the members of the Commercial Services Steering Committee who continue to provide support, guidance and advice. Lastly, my thanks to my team for all that they have done to make the most of a challenging year; I am confident that the coming year will be a little easier.



Lorna Arnott
Commercial Services Manager

Commercial Services (Continued)

Barrier Breakers

Although the year under review proved challenging, the Barrier Breakers team secured a total of R1, 327, 009 from the services that it offers. A large proportion of the income came from recurring projects but a number of significant new relationships were built which will hopefully enhance the future income of the division in the coming years.

As in any organization, people come and people go. We were sorry to say farewell to Calvin Kunene who had been with the team for just over a year but we understood his reasons for moving on. We were, however, very fortunate to secure the Services of Ellaine Pasi, who stepped into the role of Marketing and Sales Representative in August 2012. Ellaine very quickly grasped the enormous challenge ahead of her and set about promoting the products offered by Barrier Breakers.

Women of ACSA Volunteer Programme

Our continued role with ACSA as project managers has enabled us to be involved in some truly inspiring situations where the ACSA volunteers have proven once again the impact that getting involved can have. The programme in Johannesburg culminated in a Christmas Party at Phelang School. The function was attended by all of the learners from Phelang and the prize winners from other schools who participated in the ACSA School Funding Competition.

Meetings with the volunteers started again in January 2013 to extend the programme over a twelve month period. Some outstanding projects are being planned and I look forward to sharing them with you in my next report.



ACSA staff in Cape Town focused their efforts at the Khayalitsha Special School where, amongst other projects, the volunteers created an art class and spent many hours with the children helping them with their art projects and assisting them develop new skills.

The volunteers finished off the year under review by their participation in a reading project where they gave of their time to interact with the children by reading to them.

We look forward to spending more time with the staff in Cape Town in the coming year.

Barrier Breakers Recruitment

Barrier Breakers Recruitment continued on its successful path securing a total of 51 opportunities for people with disabilities. These placements were made in the following sectors.

Permanent Placements

- Receptionist – 1
- Data Capture – 2
- Manufacturing Assemblers – 4
- Call Centre Staff – 2
- Stores Clerk - 1

Temporary

- HR Clerk – 1, (this position became permanent)

Learnerships

- Business Administration - 12
- Freight – 28

Congratulations to all of our successful candidates. For more information regarding the services provided by Barrier Breakers Recruitment, contact us at recruitment@apdjhb.co.za or on 011 646 8331.



Commercial Services (Continued)

Barrier Breakers

National Disability Awards

The 2012 National Disability Awards were an outstanding success. Held in White River, Mpumalanga, the awards were attended by the Minister for Women, Children and People with Disabilities, the honorable, Mrs Lulu Xingwana, who gave the keynote speech.

The awards were presented to the very worthy winners by the Deputy Minister for Women, Children and People with Disabilities, the honorable, Ms Hendrietta Bogopane-Zulu.

Hosted by Inseta, the lavish affair was a spectacular event in celebration of International Day for Persons with Disabilities. Sandra Dunn, CEO and Sharon Snell, COO of Inseta are to be congratulated on such a splendid initiative enabling people with disabilities to be recognized for their achievement. The awards also honored companies and individuals who go beyond reasonable expectations to assist people with disabilities for their commitment.

Filmed by SABC, the programme for the evening included performances by the finalist of Gifted Stars, Two of a Kind and Benny Palime.

It was a very special evening that will be recalled fondly by everyone who attended the function.

Disability Awareness Activities and Motivational Talks

Throughout the year, the BB team was kept very busy as requests for Barrier Breakers services continued to increase. It is gratifying to see an ever increasing number of companies who are focused on assisting people with disabilities. We are extremely grateful to the many people who give of their time to assist us in providing disability awareness education. In particular, our very grateful thanks to Dr. Anlia Pretorius who is always willing to share her wealth of knowledge during disability awareness and sensitization sessions. Anlia is the head of the disability unit at the University of the Witwatersrand, and, despite having to take annual leave to work with us, she has always made herself available.



Vodacom

The last big project of the year was with Vodacom in Midrand who began a disability awareness programme with a Lunch and Learn which included a motivation talk with speaker, Sebenzile Matsebula, who inspired the audience by her successes. Sebenzile has a passion for the empowerment of marginalised sectors of the community. She has previous work experience in the Presidency as Director in the Office on the Status of Disabled People. Sebenzile Currently serves on the boards of Action on Disability and Development, the African Decade of Disabled Persons, the Centre for Alternative and Augmentative Communication, Disability Empowerment Concerns, plus numerous NGOs

A few days later, the staff members at Vodacom were invited to a disability awareness day where Barrier Breakers partnered with other NGO's in the disability sector to raise awareness about people with disabilities. Over sixteen different games and activities enabled the staff at Vodacom an experience of life as a person with disabilities. These included how to communicate with people with hearing impairments. As seen in the photograph to the right, basic sign language skills were taught. Thank you to Vodacom for your commitment to people with disabilities and to our partners in the disability sector for helping to make the event a success.



Lorna Arnott
Commercial Services Manager



Enterprise Development

A year of firsts, frustrations, fear and faith



The will of God will never take you where the grace of God will not keep you.....
All I can say to this popular quote at the end of this year is Amen!

One of The Concise Oxford Dictionary definitions of grace is *divinely given talent* and it defines *talent* elsewhere as *high mental ability*. Today I know that it was only this grace that enabled me to undertake the projects outlined in this report as most required a comprehensive knowledge of so many specialised issues (specifically labour, contract and company legislation) which I do not have. But it wasn't easy: tasked by the Treasurer to ensure that there is no risk or financial obligation for the APD associated with any new projects, my fear of slipping up in this regard had to be dispelled by faith in the Giver of the *high mental ability* on an almost daily basis!

A bleak Autumn

APRIL

The year was supposed to start with a bang. After all, we had received a letter in February stating: *The Gauteng Enterprise Propeller (GEP) places on record its appreciation with regards to your involvement in the development of the People with Disabilities (PWD) Programme. This letter serves to inform you that the PWD Programme has been approved and will be implemented from 01 April 2012.*

We had not been informed exactly how much our funding from the GEP would be, but anticipated that it would be significant in light of the fact that the APD was one of only three organisations with which the GEP would partner to provide its services across Gauteng – our contribution centred on the empowerment services provided through our NPO Empowerment and Resource Hub.

But then the GEP leadership changed, and then they ran into financial difficulties and, despite our very best efforts, we were unable to ascertain what was happening at the GEP, and specifically with regard to our involvement in their PWD Programme. So, after a frustrating year, the anticipated income in our Budget never materialised.

MAY

Completing applications for funding is almost like doing your Christmas shopping: you always undertake to do it long before D-day, but it hardly every happens.

Our first application to The Jobs Fund for funding of our Lean On Us Home-Based Care Services turned into a nightmare when their electronic application portal kept on crashing on the final submission day and we only managed to successfully submit our application 20 minutes before their extended midnight deadline.

We were very excited when The Jobs Fund later informed us that our application had been assessed and deemed eligible for further appraisal, but we unfortunately did not make it past the Impact Scoring phase.

A sizzling hot Winter

If everything goes according to plan, any historical overview of the APD will record that the Winter of 2012 was truly the start of the Season of Financial Change for the organisation...

JUNE

- We registered with the Health and Welfare SETA (HWSETA) and submitted a Workplace Skills Plan which ultimately resulted in funding in the amount of R78 854 for generic skills development of our staff members.

Enterprise Development (Continued)



JULY

- We had exploratory discussions with well-known and vastly-experienced businessman, Corne Ferreira, around the possible formation of a structure which he wanted to develop in association with the APD which would not only generate an income for our organisation, but for people with disabilities in general. The outcome: *Physica Investments (Pty) Ltd* (refer to heading below for more information).
- We started working with a group of Airports Company of South Africa (ACSA) employees (calling themselves *Delta Force*) who had adopted the APD for their Executive Development Programme (one of their Henley Business School assignments) to explore the viability of establishing an APD- owned laundry which would provide a critical service for our beneficiaries and generate income for the APD. The outcome: a *Fresh Laundry Franchise* (refer to heading below for more information).
- We refined the capacity building intervention and empowerment growth path programme which had generated R20 000 for the APD in 2011/12 and formalised the service provision process. The outcome: the *NPO Empowerment and Resource Hub* (refer to heading below for more information).

AUGUST

- We entered into discussions with respected businesswoman, Isobel McAleenan, around a joint venture which would focus on the establishment of a professional body for caregivers and undertake sector-specific business activities. The outcome: the formation of *PROCASA - Professional Caregivers Association of South Africa* (refer to heading below for more information).

A stressful Spring and Summer

Excitement ran high in light of the potential impact that the opportunities outlined above could have on the financial sustainability of the APD. But we were entering uncharted waters when it came to the process of concretising the proposed new business entities – three new private (proprietary limited) companies, a trust and a franchise.

It is definitely not plain sailing when you are negotiating with external parties and the implications of getting it wrong become frightening when it becomes evident that a complete paradigm shift, which would also entail an organisational restructuring process, is essential not only to ensure that the new business entities can operate effectively, but also to ensure that there are no negative consequences for the organisation responsible for the provision of social services to people with disabilities.

A PROPOSED NEW STRUCTURE FOR A NEW ERA

In September last year the Steering Committee instructed Enterprise Development to investigate all the implications of restructuring the APD and to organise a workshop during which an expert could provide us with the necessary guidance. Specific emphasis was placed on the NPO status of the organisation and any possible tax implications that could stem from the proposed changes.

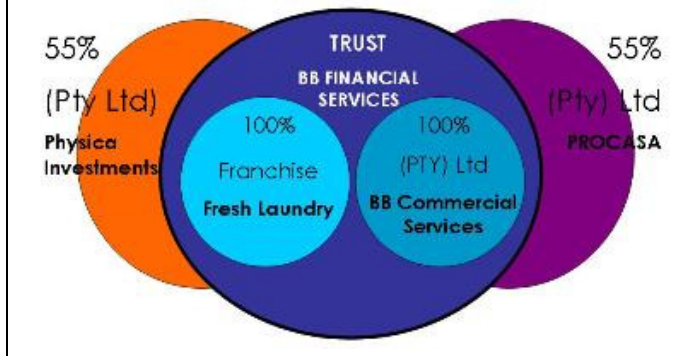
We were very fortunate when our research led us to Nicole Copley (BA LLB LLM-tax). Nicole is a NGO lawyer with a Masters in tax exemption law who advises NGOs on what structures they should use, and then sets up the appropriate entities for them. With a background in commercial drafting she can also draft and advise her clients on any contracts they might need to sign.

Having obtained the green light from the Steering Committee, the Management team presented the proposed new structure of the organisation to the Members of the Executive Board during a workshop facilitated by Nicole on Saturday, 9 February 2013.

Enterprise Development (Continued)



PROPOSED TRUST OWNERSHIP



The most significant business aspect of the proposed new structure

is the establishment of an APD-controlled Trust (Barrier Breakers Financial Services) which will not only fully own any companies set up or acquired by the organization – present examples being Barrier Breakers Commercial Services (Pty Ltd) and the Fresh Laundry Franchise, but also be the shareholder in any such agreements entered into with external parties – present examples being Physica Investments (Pty) Ltd and PROCASA (Pty) Ltd.

NEW BUSINESS VENTURES ALL ABOUT MAKING A PROFIT

As can be seen from the information below, the APD is now entering the arena of hard-core for-profit commercial business activities.

Physica Investments (Pty) Ltd

We are extremely blessed that a man of Corne Ferreira's stature not only chose our organisation to partner with him in this revolutionary venture that could have such a huge impact on the lives of all the people with disabilities in our country, but that he actually offered the APD the majority shareholding in Physica. The direct financial benefit for the APD will obviously come from the receipt of dividends.

We believe that Corne, as Executive Chairperson, will use his business acumen and vast experience in listed as well as privately owned startups to radically change the business landscape and develop Physica into a force to be reckoned with.

As far as the APD is concerned, the three Directors appointed by the organisation to serve on the Board of Physica have gone through a massive learning curve during the process of formalising the agreement between the two parties and setting up the company. In this regard we gratefully acknowledge all the hard work done by Rembuluwani Nembudani and Quintin Honey of Cliffe Dekker Hofmeyr Inc on behalf of the APD.

PROCASA (Professional Caregivers of South Africa)

Another huge blessing for the APD! We are at the moment finalising an agreement along similar lines as that reached with Physica with highly-skilled entrepreneur Isobel McAleenan.

Fresh Laundry Franchise

What started off with the disappointment of an unsuccessful appeal to the National Lotteries Development Trust Fund last year for money to set up a small in-house laundry service which would ensure that our bed-ridden home-based care service beneficiaries would have clean/dry bedding, turned into elation this year when ACSA's Delta Force team managed to broker a deal which will give APD ownership of a fully-equipped commercial laundry!

At this point in time this astounding deal not only provides funding for the capital expenditure associated with buying a Fresh Laundry franchise, but also the operational expenditure. In addition the franchisor will be making certain concessions and the Bidvest Laundry Group will be involved in several areas of the venture.

Enterprise Development (Continued)



A "thank you" seems hardly enough, but we hope the following people know how much we value their efforts in this regard: the members of Delta Force – Claudia Ramsden, Daven Govender, Erik Kriel, Mari Odendaal and Zogan Opperman, as well as Ndiphiwe Nthuli, ACSA's Group Manager Stakeholder Relations, Hans Hunik, MD of Bidvest Laundry Group and Deon Fawell, MD of Fresh.

NPO Empowerment and Resource Hub

Many smaller social benefit organisations either fail or are fighting for survival because they do not have and can't afford to acquire the necessary resources to make them sustainable. We partner with these organisations to ensure their sustainability; in essence we offer an affordable *one-stop shop* which can assist and empower these organisations to address all the problems they are experiencing in the short-, medium and long term.

This hub draws on the internal resources of the APD and has already secured a contract from a corporate funder to the value of R100 000 to assist a group in Alexandra during 2013/14.

WHAT A RIDE!

In my previous report I equated this department's experiences in 2011/12 with Watty Piper's *The Little Engine That Could* and expressed the hope that *I think I can* will turn into *I thought I could* during 2012/13. Well, at the end of the year, it feels like I've been on a non-stop journey in the Gautrain! I pray that 2013/14 will see us arriving at Abundance Station.

I have thanked several people by name and it would be amiss of me not to do so when it comes to our Director, Rachel Legasa. As mentioned earlier, this has been a year during which I have been stretched professionally so I am very grateful for Rachel's continuous encouragement and vote of confidence in my abilities. There have also been some very dark moments for me personally with loved ones dying - where she comforted and volatile situations – where she pacified. Thanks Rachel.



Jeanette Maclean
Manager: Enterprise Development

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 S

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 | 10 YEARS | 20 YEARS |
|---|--------------------------------------|---------------|
| Mmasello Badumedi Gina Khoza Angela Lewis Zanele Mashaba Thabisa Masiza | Tebogo Itumeleng Jeanette Maclean | Rachel Legasa |

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 Nokuthula Mahlangu who has achieved service excellence in the past year:



CARERS
Nokuthula Mahlangu

CONGRATULATIONS TO ALL THE 2012 AWARD RECIPIENTS

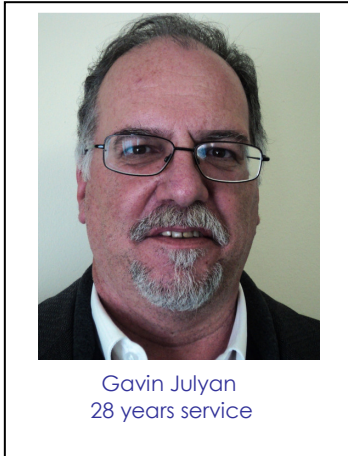
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|------------|--------------|----------------|-------------------|------------------|------------------|---------------|----------------|
| | | | | | | | |
| Gina Khoza | Angela Lewis | Zanele Mashaba | Mmasello Badumedi | Tebogo Itumeleng | Jeanette Maclean | Rachel Legasa | Thabiso Masiza |

Board Members and Support Staff

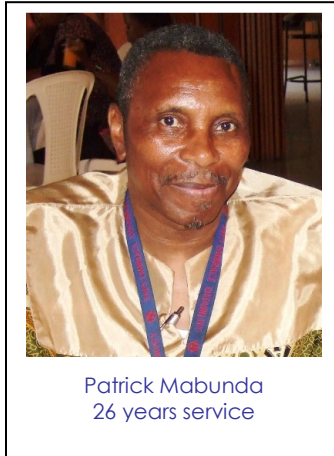


Long Service Awards – Board members

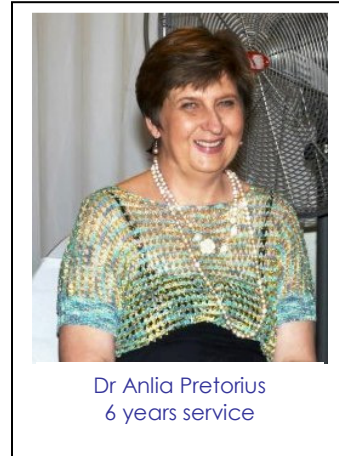
The following Board members were recognized for their long and dedicated service to the Association.



Gavin Julyan
28 years service



Patrick Mabunda
26 years service



Dr Anlia Pretorius
6 years service

The support of our board members is crucial to the success of our organization. Thank you to everyone who gives of their time so freely.

APD Support Team

As is the case in any organization, its success is only possible with the involvement of a team of dedicated staff members working tirelessly behind the scenes.



Back row: Gladys Chauke, Angie Lewis and Martha Raphulu. Front row: Jan Madisha, Sonja Botha and Joseph Kenridge:

Gladys Chauke our domestic & tea lady is an important part of our team as you can well imagine. Many things have changed during her 17 years with the organization , however her willingness to assist has never faltered.

Our Office Manager, Angie Lewis who looks after IT, Finance and HR, commends her team on striving to give of their best even when times are tough. Angie has been with the Association for 5 years.

Martha Raphulu, although not a permanent employee, is an integral part of the Support Team as she takes on the role of domestic & tea lady when either Sonja or Gladys are ill or on annual leave.

Our Admin Officer, Jan Madisha, is the newest addition to our team having only been with the Association for just over 3 years. He has taken on this role in a very efficient and effective manner. Jan, sees every problem as an opportunity to assist and learn, and often will help with IT or vehicle issues.

Our receptionist & telephonist is Sonja Botha, who has been with APD for 25 years, is a very familiar voice to many. She always tries to assist wherever possible and has a great sense of humour.

Joseph has been transport manager for the Association for the past 24 years. The current fleet of seven vehicles is old and requires a lot of maintenance. Despite this challenge, Joseph always tries to source the cheapest yet efficient repair workshops.

Achiever of the Year

Joel Kwinda



Our nominated Achiever of the Year for 2012 is awarded to Joel Kwinda.

Wording on Certificate

The Association for the Physically Disabled – Greater Johannesburg (APD) takes great pleasure in acknowledging the many achievements of Joel Kwinda in taking a positive approach to life following a situation that rendered him a person with disability.

Being determined to rebuild his life, Joel contacted Barrier Breakers Recruitment.

Joel became an important member of the Barrier Breakers team running the Barrier Breakers Schools Disability Awareness Project. Joel added great value to the project through his natural ability to interact with the children involved. Joel's openness about his life as a person with disabilities had a significant impact on the success of the project.

Having no commercial experience, Joel has developed computer skills that have enabled him to obtain his current placement on the Dell Learnership.

APD – Greater Johannesburg congratulate Joel for his determination in rebuilding his life and look forward to sharing in his success in the future.

