

There is life after
THERE IS LIFE AFTER
disability



20 15

REPORT ON ACTIVITIES

1 April 2014 – 31 March 2015



CONTENTS

Governing Structure	2
Divisions and Programmes	3
Chairpersons Report	4
Financials	5
Treasurers Report	6
Directors Report	7-8
Social Work Services	9-11
Home Based Care Services	12-17
Commercial Services	18-20
Barrier Breakers	21-24
Enterprise Development	25
Service Awards	26
Board Members and Support Staff	27
Achiever of the Year	28
Open letter from Muzi Pooi	29

ASSOCIATION FOR THE PHYSICALLY DISABLED

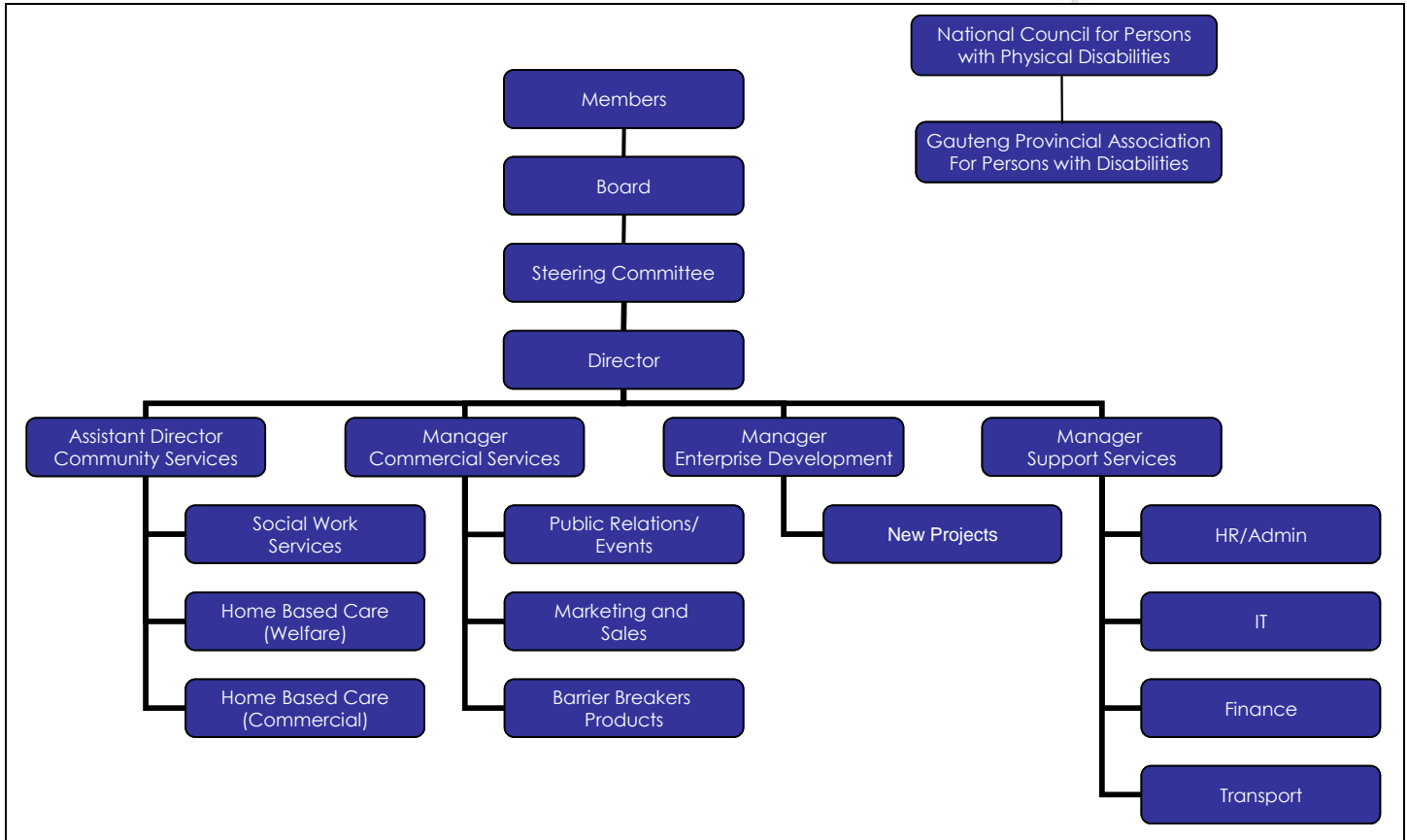
GREATER JOHANNESBURG

NPO NO 000-865

PBO NO 930006515

Governing Structure

Association for the Physically Disabled
- Greater Johannesburg



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

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

REPRESENTATIVES		
Gauteng Provincial Association	Member: Mancom	Mr. P Mabunda
Hope School	Governing Body	Ms. M Retzuri

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

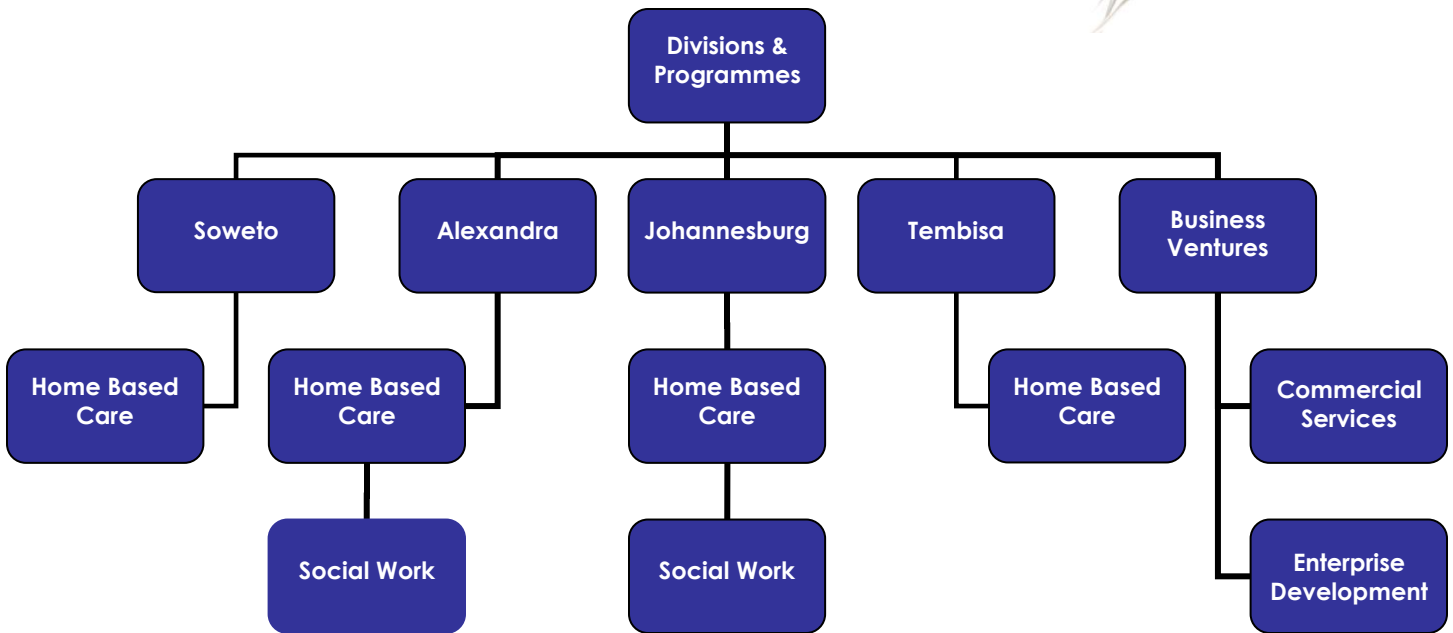
OUR ACTIONS SPEAK LOUDER THAN WORDS
80 years of service excellence

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

It's not just work but commitment



I would like to thank all committed staff members of the APD for their hard work during 2014/15 financial year. It has not been an easy feat, as I have stated in my previous report. We are however resilient, we have not only survived a worldwide recession, but financial difficulties that we have been faced with in the past year. Irrespective of all the challenges, APD is committed to provide quality services to a growing number of people with disabilities in the communities. The existence of APD has helped people with disabilities to reach heights in their lives that they would otherwise not have reached but instead would have been driven into the streets begging. APD has helped people with disabilities to improve quality of life by providing home based care and social work. The other important service that has made the difference in the lives of people with disabilities is employment placement, which is rendered by our Commercial Services division. Many people with disabilities have found employment and others are in learnerships through this division. This is a good achievement for our organisation.

As partners with the Department of Social Development for many years, we understand that there are many emerging community based organisations that are in need of financial assistance from Social Development. We have always been told that the pot is small and the number of NPO's who need financial assistance has increased and therefore NPO's have to find the means to generate income to sustain their organisations. Social Development allocate 75% of subsidies per Social worker. The subsidy helps but it is not enough to keep us going. It has become evident that we need to take a complete roundabout-turn from welfare perception to business-mind set.

For many years we had good financial support from corporates, and now with the BBBEE legislation the Cooperates have changed their priorities and are focusing on the benefits for their score cards. We have positioned ourselves to also benefit from score cards to get the financial returns.

I attribute the continuance of the good work provided by APD-Greater Johannesburg to the managers who have sacrificed so much during the difficult times when it seemed imminent to close doors.

As I come to the end of the report, I would like to concentrate on the Executive board, members of the Commercial Services Steering Committee and Management team to encourage them to not lose hope. Things have not been good in the past year but we held on as a team adhering to our values: integrity, Initiative, mutual respect, team work, accountability and professionalism. Let us tackle the woes and challenges that the disabled individuals face from time to time in order to make the world a better place to live in. **Together energetically and constructively we can do it.**

I would like to encourage all our members and staff to assist in recruiting volunteers to become members of our Organisation.

Finally, I would like to thank all individual supporters, companies and all volunteers of the APD for your wonderful support. Your involvement has made a difference in the lives of people with disabilities in our organisation.



Patrick Mabunda,
Chairperson

Financials



Summary of Sources of operating income and expenditure for
1 April 2014 – 31 March 2015

OPERATING INCOME	
National Lottery Distribution Fund	Nil
Subsidies	601, 284
Appeals, Donations & Corporate Grants	196, 875
Events, Sales & Street Collections	123, 034
SED Funding	557, 740
Legacies	77, 268
Business Ventures	1, 431, 916
Grants for Home Based Care	1, 381, 136
Fees for Services	15, 857
Sundry Revenue	4, 617
TOTAL INCOME	4, 389, 727
OPERATING EXPENSES PER COST CENTRE	
Support Services	
- Governance	143,491
Attendant Care Services	1, 746, 444
Commercial Services	2, 958, 552
Social Work Services	884, 600
Workshops	43, 875
TOTAL EXPENDITURE	5, 776, 962
NET OPERATING SURPLUS/(DEFICIT)	
Income from investments	156, 547
NET SURPLUS/(DEFICIT) FOR THE YEAR	(1, 230, 688)

PERFORMANCE OVER LAST 6 YEARS

YEAR	SURPLUS/(DEFICIT)
2010	48, 913
2011	15, 374
2012	(1, 503, 109)
2013	(585, 575)
2014	(571,786)
2015	(1,230,688)

Treasurers Report

We have squeezed everything

The Association for the Physically Disabled – Greater Johannesburg (APD) has reached a point where we either find more income, or we have to close down services provided to the physically disabled.

We have, for many years, relied on our investment portfolio as a safety belt to carry us over periods of cash flow difficulty, as we waited for promised income from subsidies and donors.

In order to alleviate this uncertainty, we decided to embark on the creation of commercial enterprises that would provide a regular and more certain income as they grew.

These enterprises have taken longer than expected to create and have demanded that a lot of learning and skill development occur in the management and staff of APD.

During this learning phase, traditional welfare/ income has not kept pace with the increased cost of providing our services.

The result has been a regular call on our investment portfolio to meet cash shortfalls, as can be seen below –

Year	Investment Portfolio	Income	Expenditure
2010	4 307 536	4 758 723	5 449 997
2011	3 972 789	5 174 366	5 400 405
2012	2 673 542	3 189 040	5 280 805
2013	2 238 524	4 287 123	5 352 040
2014	1 547 678	4 513 724	5 450 805
2015	660 546	4 546 274	5 776 962

We have separated the commercial services into a separate company, known as Barrier Breakers Commercial Services (Pty) Ltd., thus removing the costs of running these commercial services (a saving of R 680 000.00), which will allow APD to focus on its core services to the community.

APD is currently awaiting an amount of R 1 500 000.00 from the National Lottery.

If we do not increase the income of APD, then we will have to consider a further 10% cut in our current services to the physically disabled.

The only way we can continue to provide services to the disabled community is by increasing our income. Our hope is that our commercial services will soon become profitable and that our appeals for funding are heeded.

APD is at a tipping point where we can either slowly recover or we have to make some serious decisions about which services we can continue to provide.

I know that the will to make it work exists in the management, staff and volunteers that serve APD.



Gavin Julyan
Treasurer



Directors Report

Success Is Not Final, Failure Is Not Fatal: It Is The Courage To Continue That Counts.

The Association for the Physically Disabled - Greater Johannesburg is committed to continue rendering services to people with disabilities and their families in the Communities.

Community Services

Our core services are Social work and home based care. Social work covers some of the poor areas of Johannesburg and Alexandra. **Please refer to Community services report.** The Home Based Care programme covers Soweto, Tembisa, Johannesburg and Alexandra. This year we expanded our home based care service to Daveyton where we are currently assisting one client who is a member of the Association. We have been conducting research in Daveyton to determine the need of people who would need our home based care service, and hopefully we will be able to secure funds to render this service to more people in the Daveyton community in the coming year.

The Department of Social Development continue to give support to our home based care programme. Throughout the years they funded our home based care programme per caregiver, and in this financial year they have subsidised all clients who received home based care service. This has enabled us to reach out to more people who need our service. There is great need for home based care service in the communities and we are trying our best to reach out to other communities depending on the availability of funds. Tributes go to our caregivers who wake up early every morning from Monday to Friday to assist clients in their own homes to make sure that their needs are being met and to relieve family members to work and provide for their families.

Support Services

This department is ignored by most of the funders, most companies would not give funds for administration. Support services staff are just as important as other services that we render in the communities because they make sure that administration systems are in place and financials are accounted for. I would think that every company would be comfortable to donate funds knowing that the books of that organisation are handled properly. APD continue to bring in income through business initiatives in order for us to maintain this department.

Commercial Services

Commercial Services continue to generate income for the Association through Barrier Breakers (BB) project, income from Golf day, casual day and other sources, but unfortunately we have not been able to meet our budget to sustain the Association. We need to improve the capacity to enable us to bring in the required income. The total income for 2014/15 was R4 422. 588 and we have spent R5, 776, 965 which left us with a deficit of R1, 354, 377. We need to review the business and make improvements in the coming year. I reported in the past year that the Association has a structure in place to enable us to secure business development funding. Unfortunately due to unforeseen circumstances, the business has been slow to generate income through our entities. There has been a delay in securing a suitable venue to start the Laundry business and we hope that 2015/16 will be different. **Please refer to Commercial services report.**

The coming year will be challenging to the Association as far as finances are concerned. Our investment portfolio is draining and we need the management team and staff members to work closer together than ever before to fight for survival and keep the Association going in order to continue rendering services to people with disabilities.

Training and Mentoring of Community Based Organisations

I reported last year that we are mentoring the Alexandra Disability Centre. I would like to report that the Centre has received their NPO certificate and has been formalized as a legal entity. This year our involvement with this Centre is limited due to financial difficulties. Unfortunately we were not able to secure funds to continue to do the mentorship, but our Social Work department is involved with the centre to give them support and assist with application for funding to private sector and the Department of Social



Directors Report (continued)



Development. The Centre has received funding to buy a sewing machine and received a donation of furniture from FNB. **Please refer to Community Services Social Work report.**

Our Funders and Partners

Thanks to the Department of Social Development: Support for Social work programme and home based care Programme.

The Department of Health, Anglo American Chairman's Fund and the Iqraa trust: Support for home based care programme.

To all of the individual Supporters, I would like to thank you for your support and commitment to the Association and encourage you to continue with the good work you do.

Volunteers and Staff of the Association

We are not where we should be but thanks for the support from our Governing board, caring staff members and committed management team. The road ahead is tough but we are moving forward and hoping to pull through all our trials.

I would like to end with the following quote I started with at the beginning of this quotation by Winston Churchill

“SUCCESS IS NOT FINAL, FAILURE IS NOT FATAL: IT IS THE COURAGE TO CONTINUE THAT COUNTS”



Rachel Legasa
Director

Community Services

Social Work Services



Nelson Mandela said that "To deny people their human rights is to challenge their very humanity". The purpose of community services is to ensure that the human rights of people with disabilities are not violated. Below is the summary of what was achieved in rendering social work and home based care services to people with disabilities and their support system in 2014/2015.

Enhancing psycho-social functioning for persons with disabilities

Social Work is largely concerned with rendering psychosocial services to individuals with disabilities for them to develop to their full potential in partnership with all the stakeholders in the community. To achieve the latter APD had to provide effective and efficient services to people with disabilities and their support systems in the community. During the 2014/2015 financial year the following was achieved in line with the set objectives:

Objective 1 Case Work - Care and Support:

- 201 intakes were attended to by social work staff.
- 16 placements to the residential care facilities and schools were done.
- 1 client was placed at KPMG for a one year internship programme.
- 61 cases were referred to other service providers for further assistance.
- 25 wheelchairs were handed over to people with disabilities.
- 261 face to face interviews were conducted.
- 446 telephonic interviews were conducted.
- 128 home visits were conducted.
- 230 people with disabilities and 697 people who do not have disabilities were assisted.

Objective 2: Group work - Life skills and rehabilitation

Thirty-six group sessions were held during the period under review and were facilitated by the APD social auxiliary workers.

The groups mainly assisted people living with disabilities and their families. In Alexandra, APD had a support group for people who had stroke which was started in February 2015. At least ten members participated in group work activities. Topics included building a positive self-esteem, time management, children's rights, and self-awareness.



A life-skills group was running at Coronation Training Centre and targeted learners with mental and physical disabilities. Seventeen learners were reached.



Two groups in Alexandra were terminated. One for mothers of children with disabilities and one for adults with disabilities.

Community Services

Social Work Services

Objective 3: Community work - Poverty alleviation

Support to the local livelihoods for persons with disabilities through income generating projects.

Income generating activities continued at Thuso Social Club for senior citizens in Claremont. The Thuso senior citizens sewing project is still running at Claremont recreation centre and the project is progressing very well.

The project members have marketed their products well to the surrounding areas and other areas in Johannesburg. Through their marketing skills and diligence, they managed to get donations for one industrial machine and two sewing machines, heater, urn, wool, material from some of the shops in Mayfair. The range of products produced by the Club include table clothes, table mats, pillow cases, hand bags, skirts, blouses, scarves, wool hats and socks.

The picture below shows some of their products.



Invelo Community Project is ongoing in Alexandra and has 10 members between the ages of 18-49 who are actively involved in knitting. Apart from that the same project members are wanting to venture into recycling old clothes and small pieces of clothes from the sewing factories to make doormats. The beneficiaries of this project are clients with strokes.

Another community project which is assisted is the Alexandra Disability Centre (ADC).

ADC was assisted to register with the NPO Directorate in May 2014. They had different projects which were started to assist with generating income, including selling cow hooves, recycling of papers and boxes, bead work and knitting. They are having challenges with their management structure, but the Centre Manager Mr. Harold Manciya is trying his best to make sure that there is good governance.

Objective 4: Education and Awareness

Education and awareness programmes have largely been an entryway into the communities as well as a gateway for clients to gain knowledge about the services that are rendered by APD. The objective of the awareness is to disseminate information about disability to the public, to let people know about the services available for people with disabilities together with their families while creating a platform for the public to learn and ask questions about disability and where to access services. While the knowledge about disability is gained, the APD hopes to deal with the myths and stigma that people always associate with disabilities through education and awareness programme.

During the period 2014/2015, at least 34 education and awareness sessions were conducted in different areas where the Association operates. Awareness sessions were conducted in Alexandria Township, Usindiso Ministries, Claremont, Radio Cottage retirement village, Vrededorp, Crown Gardens and Westbury clinic, Vaalwit taxi association, Braamfontein and Forestry Farm. 475 community members were reached. The picture to the left shows an awareness campaign in Alexandra.



Community Services

Social Work Services (Continued)



OVERALL SOCIAL WORK CHALLENGES

- Most people with disabilities face housing challenges. There have 1 allocated to people with disabilities in our case load and most of them h years.
- Acquiring residential placements is still a huge challenge. Most facilities are full and the independently run facilities are costly and beyond the reach of most clients.
- Delays in renewing disability grants at SASSA. Also SASSA is not recognising some types of disabilities which prejudices other clients since without the grant it is difficult to secure placement.
- Limited resources to run more income generating projects. Though income generating projects have been started sometimes it is not easy to sustain them because of lack of material resources and marketing skills.
- High unemployment rate amongst people with disabilities which is caused by lack of proper qualifications such as matric certificates and skills to make them employable. Again, age restriction also minimises their chances of being employed.



The Social Work Team

Back row: Daina Nyathi, Johanna Mkhari
and Nokuthula Mahlangu
In front: Miemie Retsuri

Community Services

Home Based Care



Home Based Care Services

Home based care services to people with disabilities is an essential service. This service is required by people who have temporary and permanent physical disabilities. Community rehabilitation leads to faster recovery for people who have temporary disabilities. Below is a summary of what was achieved in 2014/2015.

Services Provided:

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

Areas where the service is provided:

- Greater Johannesburg, including Alexandra, Soweto and Tembisa. We are trying to extend the service to Daveyton.

Service qualifying criteria for beneficiaries:

- The services are for persons with temporary and or permanent physical disabilities.
- Beneficiaries have to be over the age of 18 years.
- This service is mainly for persons receiving disability or old age government grants.

Achievement for 2014/15

From 2013/14 we carried over 249 beneficiaries to 2014/15 financial year. 196 beneficiaries were assessed during the period under review. 344 direct and 386 indirect beneficiaries were assisted in 2014/15. From the direct beneficiaries who were assisted the following was achieved:

- 19 beneficiaries became independent and they cancelled the service.
- 85 families were trained to assist their family member with disability when care givers are not working. Families are also given information about the disability of their family members.
- 66 beneficiaries cancelled the service and they are assisted by their families. It is a huge achievement when other family members take over the care of their family member with disabilities.
- Education and awareness on issues related to disability assist with preserving family structures as a result of the support other family members receive through our community services.
- 1 beneficiary was placed in a residential home.
- 106 beneficiaries improved but they are still in the services.

Challenges

- Clients who stay alone and depend on the care givers.
- Shortage of disposable nappies. We receive donations, but they are not consistent.
- Transport to go for check- ups at the hospital. Other beneficiaries their families assist by going to collect their medication.
- Some beneficiaries do not have toiletries and food. We received donations, but there is no consistency.
- Some beneficiaries are neglected by their families. These cases are referred to social work practitioners to attend to them.
- People with disabilities not getting information from the medical practitioners about their disabilities.

Community Services

Home Based Care (continued)

Beneficiaries who improved and what they have to say about the service they received from APD

Mrs. Lewis started using APD home based care service in 2013. In 2014 her daughter wrote the following to APD:

"Almost a year ago my mother underwent a hip replacement and cardiac arrest, she was practically bedridden. She could hardly move or lift herself. I was sceptical about the difference an hour a day would make. She needed help with everything that she had to do. Even rolling herself onto her side took some effort.

I have seen the difference in my mother's mobility. She is able to move more and more. She is even able to lift herself from the bed and take few steps. She can lie on the bed and lift herself up. She rolls herself from side to side. Even though she is dependent on a wheelchair she is now able to move around in the wheelchair. Thanks to Vicky's magical hands she is able to help herself more that she could almost a year ago. I want to take this opportunity to thank Vicky for her dedication, patience and friendliness each day with my mom. God bless you for the work you do. Your magic hands have made life not just easier for my mom, but for us as her children.

To all of you at the Association for Physically Disabled, keep doing what you do as you help to change people's lives.

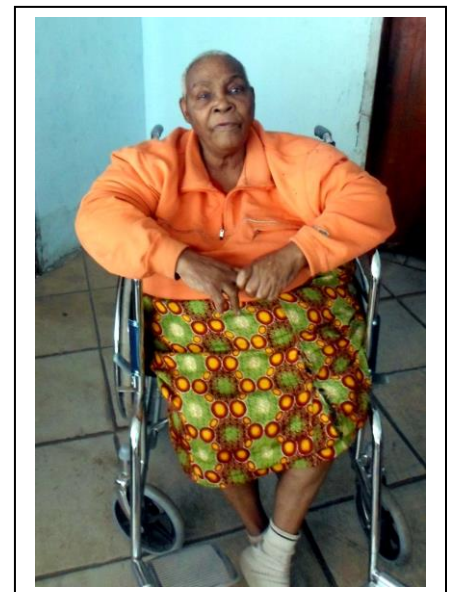
Thanking you.

Daughter of Mrs. Lewis"

"My name is **Ms. Mtolo** I would like to thank APD for everything that was done for me and my family. When I am depressed you are there and even if I have a problem with my grandchildren you are also there. I would also like to say thank you for the wheelchair you gave me, now it's easy for me to go everywhere I like at any time, but before was very difficult."

Halala APD, when we don't have feet you gave us feet, thank you."

The picture to the right shows Mrs Mtolo in the wheelchair donated to Mrs Mtolo through the generosity of Old Mutual.



Community Services

Home Based Care (continued)



"My name is **Ms Makida**, APD staff members you are everything to me because when I was cold you gave me a blanket to warm my body, when I could not walk you gave me a caregiver to assist me. Now I am able to go to the clinic for my monthly check-ups and also going to pay point.

I don't have words to say because of happiness inside my heart. I want to thank the care giver, social worker that APD sent to me to bring back my life and joy."

Thank You"

Mr. Bongani Mahlobo

"Firstly I like to thank my almighty for everything he did for me, giving me life even though sometimes I say he does not exist when I have problems and not having a solution.

My life was so miserable because things happened so fast my right leg was amputated in 2000 and it was so difficult to accept the situation. In 2013 my left leg was also amputated because of diabetes. I struggled to deal with the situation.

One day when I was sitting watching T.V I saw two ladies knock at my door. It was Stellah and Thabisa and they said they are from APD. When I heard that name I said inside my heart God is great I am going to get my artificial leg because they work with people like me. My life is changed compared to previous year. Thank you APD".

In 2015 January Bongani was placed in a learnership for how to start a business at Johannesburg through Barrier Brakers Recruitment and he is currently self-employed, he transport children to different schools around Tembisa.



Mr. Mbatha

"My name is Eliot Mbatha I had stroke in 2011 and by that time I was a bedridden for months. One of my sisters' called APD for assistance because I was staying alone.

I want to thank you APD for everything care givers did for me, because now I know how to walk with a walker and I know how to use my right hand to do daily things.

APD I thank you for employing the care givers who have patience when working with us even if we don't know how to assist our self they continue to do their work."

Mr. Mbatha is pictured to the left with his care worker Thabisa.



Community Services

Home Based Care (continued)



Ms. Makena

"My name is Margret Makena, I am a pensioner who retired in 2011. I was employed at Adcor in Isando.

In 2012 I was admitted at Casternhof hospital due to swollen leg and pains, after several tests it was concluded that my right foot has to be imputed. I made peace with being partially disabled and began to take do things on my own until on February 2014 that I fell after taking a bath and broke my left leg, it was broken to an extent that it had to be imputed.

In March 2015 I was referred to APD by a family friend and a very loving and caring care giver named Gloria was assigned to me, she helped me with exercises and brought back the feelings on my legs. Thank you APD for your best services may God bless you all."

Number of Home Based Care Clients who were assisted per disability:

- Stroke 133
- Arthritis 68
- Paraplegic 53
- Amputated limbs 16
- Cerebral palsy 11
- Quadriplegic 13
- Hip replacement 9
- Multiple disabilities 9
- Obesity 4
- Cardiac Failure 4
- Spine Injury 3
- Parkinson's disease 3
- Epilepsy 3
- Old age 3
- Fractures 2
- Other 10

Social Work and Home Based Care beneficiaries who received assistive devices:

- 8 beneficiaries received wheelchairs
- 2 received commodes
- 10 families receive clothes
- 4 clients received walking frames

Training for Social Work Staff

- Zooming into disability, Human needs, Human /lifespan development, Disability rights, abuse of people with disabilities and HIV/AIDS

Training for Home Based Care Staff

- Exercises, Stroke, Diabetes, Cancer, HIV/AIDS, Transfers.

Community Services

Home Based Care Services (continued)



Networking for Community Services

Networking and advocacy continues to be carried out at local, regional and provincial forums. Forums assist with providing effective services to people with disabilities as different stakeholders from government and civil society participate in these forums. The following forums that APD are represented by community service staff:

- Department of Social Development Provincial and Regional Disability Forums
- Johannesburg Welfare, Social Services and Development Forum
- Gauteng Welfare, Social Services and Development Forum
- Ekurhuleni Welfare, Social Service and Development Forum
- Ekurhuleni Municipality Disability Forum

Donors and Supporters for Community Services

The APD would like to express its gratitude to the following service providers for showing unwavering support to its staff members and clients:

- Complete Exhibitions donated wheelchairs
- Old Mutual Foundation donated 20 wheelchairs
- National Lottery
- SAITEX donated groceries and toiletries
- Department of Social Development
- Department of Health
- Anglo American Chairman's Fund.



Miemie Retsuri
Assistant Director Community Services

Community Services

Home Based Care Teams



Tembisa Home Based Care Team

From right Stellah (Coordinator for Social Work & Home Based Care), Shirley, Mashudu, Elizabeth, Thabisa and Gloria



Soweto Home Based Care Team –

Front right Lungile, Busi,
2nd row from right – Kidibone, Zandile, Tebogo
(Supervisor), Andiswa,
Back row Vhulahani.



Johannesburg Home Based Care Team

Back row from left - Mpho, Zanele (Supervisor),
Selinah, Hendrietta.
Front row from left - Nonkululeko, Noluthando,
Fikile, Sindisiwe and Zandile.

Commercial Services

Events and Fundraising)

It is easy to report on a year that has been positive, full of good news and with future full of promise. Sadly, this report was not as easy to write, in part due to the loss of team members but on the whole due to the fact that we have failed in our goal of providing sufficient income to sustain the organization.

We have however, been blessed to have the support and guidance of some incredible people who have helped us pick ourselves up and look to the future with more determination. It is in these tough times that we realize just how many good people there are in this world and how generous they can be in the support of those less fortunate. Fundraising is becoming increasingly difficult in a changing world but despite this we have very loyal supporters who return year after year in support of fundraising initiatives such as Casual Day, the APD Golf Day and the purchase of Christmas Cards. In addition, we are extremely grateful to those people who donate directly to the work done by the Association, many of whom have become firm friends over the years.

Throughout the period under review, a total of R189, 205 was raised from projects and events. We are truly thankful to everyone who supported these projects and events to make this funding possible. A further R130, 237 was made possible through support from corporate funders, those generous people who still put coins in collection tins and people who leave a legacy to the APD. Special mention is made to the Iqraa Trust who again donated towards the provision of Home Based Care and, to Modular Mining Systems South Africa who have also offered increased support to the same cause. Thank you on behalf of all the beneficiaries of the APD who have received support from our Home Based care workers because of your generosity.

In addition, R557, 740 was raised through the sourcing of Socio Economic Development funding, the majority of which was made possible by the support of Louie Cranko and his team. We remain indebted to Louie for his continued guidance, support and most of all, good humour. Special mention is made to Bandag South Africa and Renaissance Capital South Africa. We are very grateful for your support.

EVENTS AND FUNDRAISING ACTIVITIES

Casual Day 2014

With the support of 42 companies and countless individuals, we had a sparkling Casual Day 2014 with the theme "Bring out the Bling".

Thank you to everyone who celebrated Casual Day 2014, particularly those who went out of their way to show their support of people with disabilities, through the wearing of a Casual Day sticker or by wearing official Casual Day gear.

For more information about how you can get involved with Casual Day, please contact Lorna Arnott on 011 646 8331 or at lornaa@apdjhb.co.za. We would really appreciate your support.

Loyal Supporters

We are very grateful for the ongoing support of individuals and companies who continue to provide both income and donations in kind to assist our beneficiaries.

Mobility aids, including wheelchairs, were donated throughout the year making it possible for us to distribute them to our beneficiaries whose lives were greatly enhanced by having access to these items. In particular,



Commercial Services

Events and Fundraising (continued)



we would like to extend our very grateful thanks to Old Mutual, Cycling for Mobility and Complete Exhibitions for the donation of mobility aids. The exhibitors of Saitex and Africa's Big Seven again gave generously at the end of the exhibition with the donation of foodstuff and personal care items.

We continued to receive support from the Iqraa Trust, the Lewis Group and Modular Mining Systems South Africa whose donations enabled our Home Based Care services to continue to provide support within the community. Our sincerest thanks to all those who were involved in making these donations possible.

APD Annual Golf Day

Held at Eagle Canyon on Thursday, 4 September 2014, the 29th APD Annual Golf Day was an outstanding day, supported by many very loyal players who faithfully return year after year. We were also very glad to be able to welcome some new teams who joined us for the first time.

The weather was glorious and resulted in some pretty impressive scores being submitted.

We challenged the players to whack a practice ball while standing on one leg to experience just how different their game would be should they become a person with disabilities. It was an experience that really hit home to many.



Our very grateful thanks to everyone who participated on the day, from the players, to the sponsors and the club for their generosity which helped raise a significant amount of money towards the services provided by the Association.

Our thanks go again to Nicki Wiggett of Daisychain Promotions for all her hard work in putting the day together, it just would not be the same without you Nicki!

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

daisychain

Promotions | Gifts | Clothing | Events | Seminars

Our sincerest thanks to the following sponsors:

4-Ball Golf.com, Adam Scott, Be-Safe Paramedical, Bushman Sands / River Hotels, Captivity, Camelot Spa at Eagle Canyon, Daisychain Promotions, Distell, Eagle Canyon Golf Club, Fossil, Golf Digest, iSmart SA, Legacy Hotels, Loco Liq, Media 24, Nedbank, Norman Goodfellows, Ngwenya Glass, O-Positive, Pro Shop at Eagle Canyon, SABreweries, Sanlam, Sorbet, Southern Sun, Sterns, Supersport and Totalsports

Commercial Services

Events and Fundraising (continued)



Christmas Card Sales

The 34 Club kiosks closed their doors for the very last time in late November 2014 ending a tradition that anyone who has lived in Johannesburg will remember fondly. The appearance of the kiosks made people think of loved ones near and far and I recall spending many hours over many years selecting cards from the vast sample books.

The wonderful volunteers of the 34 Club have given so much of themselves over more than fifty years to help charities such as APD to raise much needed funds and we would like to take this opportunity to applaud them for their service and dedication. In particular, we salute Margaret Goul who has been involved with the Club for over 50 years and was latterly the chairperson. What a legacy she leaves behind.

Although our Christmas cards will no longer be available at kiosks, we still have a small supply of beautiful quality cards available. Please contact Lorna Arnott on 011 646 8331 or at lornaa!apdjhb.co.za should you wish to purchase any of our cards. Your support would be greatly appreciated.



Sophie Baloyi

In March 2014, Sophie decided that it was finally time to hang up her fund raising gloves. After having been with the Association for thirty six years and three months Sophie had more than earned her retirement.

Leaving behind a long legacy of service to the APD where Sophie became a well-known face to many through the sale of Easter Stamps, Christmas Cards and Casual Day stickers. In addition, Sophie had a group of loyal supporters who gave generously to her annual Easter and Christmas appeals.

We are very grateful to Sophie for all her hard work, determination and loyalty that brought so much to the APD. We wish her everything of the best for a long, healthy and very well deserved retirement.

Wheelchair Lapel Badges

Buy a beautiful **gold plated lapel badge** (either 2.4cm or 2.2cm) which compliments any outfit - both male and female - for only **R35.00 (VAT inclusive)** and show your support of people who are differently abled.



This campaign is not only aimed at generating an income for the provision of essential services to people with disabilities, but also to commemorate **International Day for Persons with Disabilities – 3 December**.

It is ideal as a meaningful **gift** for your friends and clients and can be used as part of **client liaison** to identify employees who interact with people with disabilities professionally.

Contact Lorna Arnott on 011 646 8331 or at lornaa@apdjhb.co.za to place your order or for more information.



Commercial Services

Barrier Breakers



It has been an interesting but also a somewhat frustrating twelve months where we spent a good portion of the year playing a hurry-up-and-wait game with many of the opportunities that we had anticipated not coming to fruition within the expected timetables.

Despite the frustrations, we continued in determined fashion and although dismally failing at achieving our overall budgets, we were able to make significant differences to the lives of people with disabilities through the services that Barrier Breakers has to offer. In addition, we raised a total of R1, 431, 916 in much needed funding for the APD.

Barrier Breakers Recruitment

The recruitment team made significant steps in expanding the database of Barrier Breakers Recruitment which stood at just below two thousand candidates in March 2015. We are hopeful that the new BBBEE codes which were being announced towards the end of the period under review, will result in employers developing serious strategies to include people with disabilities in their workforce.

Throughout the year, the following placements were made:

Permanent

- Receptionist - 2
- CCTV Controller - 1
- Assistant Driver - 1
- Manufacturing Assembler - 1
- Bindery Assistant - 1
- Call Centre Agent - 1
- Admin Assistant - 1
- Web Design Coordinator – 1

Temporary

- Administration Assistant - 1
- Night Shift Data Capture - 1
- Call Centre Agent - 2

Learnerships

Various qualifications – 35

We are very grateful to all of the employers with whom we have had the pleasure of working with throughout the year, and look forward to working with many of you again in the future.

Environmental Assessments

We do not normally single out clients with whom we do this type of work. However, given the magnitude of this project and the positive message that it sends, I felt it worthy sharing. We were very privileged to be appointed by De Beers to undertake Environmental Assessments in their mines at Musina, Kroonstad and Kimberley. It was a fantastic opportunity for the Barrier Breakers team to assess premises that would not normally be considered as suitable for the employment of people with disabilities. It became apparent however, that with the involvement of reasonable accommodation there were a number of areas in which people with disabilities could be considered going forward.

As we often find, employers anticipate that to make their premises fully accessible is a costly exercise, however, by making practical and cost effective modifications many of the challenges can be overcome.

Commercial Services

Barrier Breakers (continued)



Airports Company South Africa

We had another fabulous year of Barrier Breakers activities supported by Airports Company South Africa and their amazing group of volunteers that bring much needed resources to Barrier Breakers projects.

The group developed their own set of guidelines throughout the year and, as part of developing their own identity the volunteers ran a competition in early February 2015 to find a suitable name under which they would provide their services. In March 2015 it was officially announced that they would be known as Airports Company (South Africa) Movers and Shakers Volunteers, a name very fitting for a very energetic group of people.

Nal'ibali

One of the first projects of the year was to offer the Volunteers new skills in storytelling. Under the superb guidance of two young men from Nal'ibali, the Barrier Breakers team and Volunteers spent a day experiencing how much joy can be achieved through the sharing of stories, both read and orally. Many of the books used by Nal'ibali contain fairy stories that have roots in Europe that have been given an African flavour, or African stories that have been adopted by other countries as traditional stories throughout the world.

It was a great experience and one that will bring added value to some of the projects in which we work with young children.

Youth Month Event

This is a project that is still in its developmental phase but will focus on the promotion of South African music to South African youth who are people with disabilities. We look forward to reporting on this in more detail as the project develops.

Mandela Day

Always a big day in the South African calendar and Mandela Day 2014 was no different. A day packed with activities was held at Doug Whitehead School for children with Disabilities. The day started with a cool drink and handmade muffins distributed by the volunteers whilst entertainment was provided by BB, the Barrier Breakers mascot to raise expectations for the rest of the day.

Shortly thereafter, the children experienced magic tricks from Mauro the Magician, who enthralled the children with his skills.



Throughout all of this time, there was a hard working bunch of Volunteers who were hard at work creating a rubber tyre vegetable garden and teaching some of the older children how to maintain the garden going forward.

Another group of Volunteers had already set about preparing a superb meal to be served for lunch. Massive amounts of food were prepared from scratch to ensure that all of the children went home with very full tummies after a fun day of activities.

Commercial Services

Barrier Breakers (continued)



The excitement of the day reached fever pitch when the children realized that they were about to meet some of their musical heroes from Kalawa Jazmee and Uhuru. A special group of people who not only entertained the children, but, encouraged them to dance and congratulated them on their talents.

Some of the teachers and staff were even encouraged to take part.

The musicians then got further involved by helping to dish out and serve lunch while taking time to speak to the children, asked questions about their school and their aspirations for the future.

As the day drew to a close, the children thanked everyone who had participated in making the day such a special occasion before receiving parcels of food to take home to their families.



The Volunteers also distributed toys, games, books and other equipment essential for the smooth running of the school together with a large supply of food to add to the meals that the staff at the school would be providing in the future.

Last but not least, each teacher was given a gift to thank them for all that they do for the children in their care.

Farewell Event

Another new BB project and one to become an annual event at Coronation Training Centre in Newlands, Johannesburg.

The Centre focuses on helping each of the children to attain the best possible set of skills to equip them for an independent future. The event was created to celebrate all that the children had achieved as they move on to the next phase in their lives following their final year at school.

The day started with some challenges as a result of the storm that flattened the tent in which the event was to be hosted, but, with their usual optimism and determination, it didn't take long before the volunteers had the place looking very festive and ready for the celebrations.

Dignitaries from the community, the Department of Education and the Centre gathered to share in the programme for the day that included the presentation of prizes, awards for exceptional performance and the recognition of outstanding achievements.



Watched by proud family members, the children took great pride in being recognised for their hard work and dedication and took the time to encourage the younger children who would be remaining at the school to work hard to achieve their goals. A superb luncheon was served by the volunteers.

Our very grateful thanks must go to Zogan Opperman who sponsored all of the catering.

Commercial Services

Barrier Breakers (continued)



[Barrier Breakers Commercial Services Pty Ltd](#)

We are again very grateful to Medloyd Healthcare for their very generous contribution of R33, 000 of Enterprise Development funding towards the growth and development of future business ventures.

Although taking us a little longer than anticipated to make the bold step of moving the Commercial Services team away from APD, we remain excited and confident of a future where we can develop new business initiatives that will not only benefit people with disabilities through employment opportunities, but will also offer income to the APD.

[Barrier Breakers Laundry](#)

This venture has probably brought the most frustration but, at the same time, delays in sourcing suitable premises have made us re-evaluate the whole project and with this new insight, we are hopeful that the project will have an even greater impact than originally anticipated.

Our biggest stumbling block has been sourcing suitable premises from which the business can operate. We have pursued many options but to no avail. However, we remain confident that the delays are all part of a greater plan and that by the time our next report comes around I will have positive news to communicate. We remain very grateful to the team from Airports Company South Africa for their continued support and patience.

[Skye Wolf](#)

The saddest part of working with any team is when people leave or move on but the hardest of all is when a person passes away. Skye had been a member of the Commercial Services team for one and a half years. She was a character of note and brought joy to all of us with her wonderful sense of humour and larger than life personality. Sadly for Skye, she lived in constant pain and had limited mobility as a result of a motor vehicle accident that happened many years before. Added to this, Skye began to have problems with her heart which impacted on her ability to breath. Her release came on the 4th of January, which, although a shock to us all, meant that her suffering was over. She will never be forgotten.

[Thank you](#)

In closing I would like to extend my very grateful thanks to everyone who gave their support throughout the year. It is always reassuring to know that there is a shoulder to lean on when times are tough. In particular, the Commercial Services Steering Committee for allowing us to persevere, and also to my colleagues both within the team and in support.

This is a team effort and you are a great team!



Lorna Arnott
Manager: Commercial Services

Enterprise Development

Now it's a case of "All systems go!"



The driving force behind all the efforts of the departments responsible to generate money for the APD should be the knowledge that if the organisation does not have enough money some of the scores of people with disabilities who are totally dependent on our community service providers for their daily survival could (as has been the case in the past) die as a result of starvation, or dehydration, or bedsores resulting from lying in their own human waste.

On 1 April 2010 the Enterprise Development division of the APD was tasked by the then Executive Committee of the organisation: 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.

As far as the year ahead is concerned; it should be all systems go! The structure to facilitate the various avenues of income was finalised in October last year and the products/projects that have the potential to generate a substantial income are in place – some, like the Barrier Breakers (BB) range of products, have in fact been around for almost a decade.

As far as this department is concerned, it has developed a plan of action in a bid to make the most of the opportunities the new structure present.

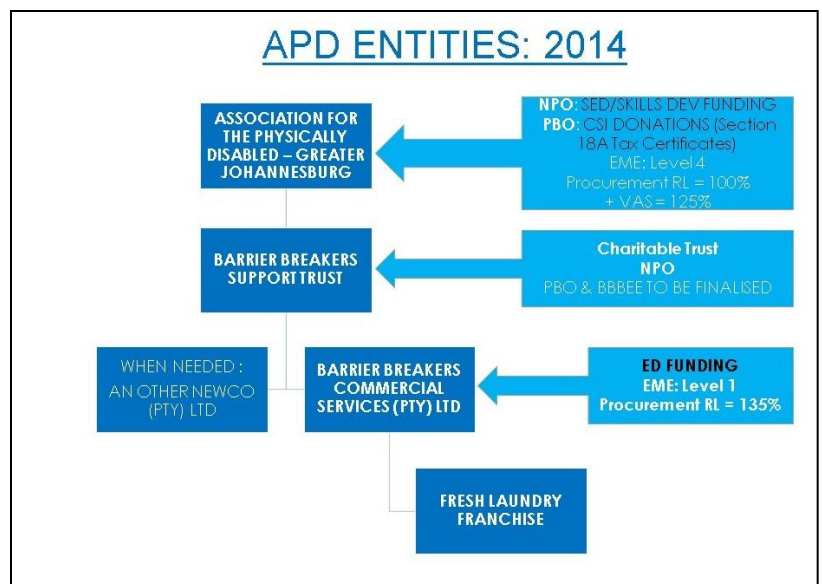
As far as the projects/ products are concerned, it should be remembered that Enterprise Development does not have any direct involvement with the marketing

or selling of the products that it has developed – that has been the primary responsibility of the APD's Commercial Services division, and will continue to be so as far as all the BB products are concerned once this division operates as the independent Barrier Breakers Commercial Services (Pty) Ltd. As can be seen from the structure, this company is also responsible for the Fresh Laundry Franchise. Again we extend our appreciation to Airports Company South Africa for the funding which was received in May. Hopefully issues around a suitable premises will be resolved in the near future.

It is not always easy when one is affected by situations beyond your control. My sincere appreciation to the leadership of the APD for their understanding and support.



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 Service Awards policy exists:

Long Service Awards to members of staff are as follows:

- 5 Years: A certificate and a cheque for R250
- 10 Years: A certificate and a cheque for R500
- 15 Years: A certificate and a cheque for R1000
- 20 Years: A certificate and a cheque for R1500
- 25 Years: A certificate, a cheque for R2000 and a watch to the value of R500
- 30 Years: A certificate and a cheque for R2500
- 35 Years: A certificate and a cheque for R3000
- 40 Years: A certificate and a cheque for R3500

Presentation

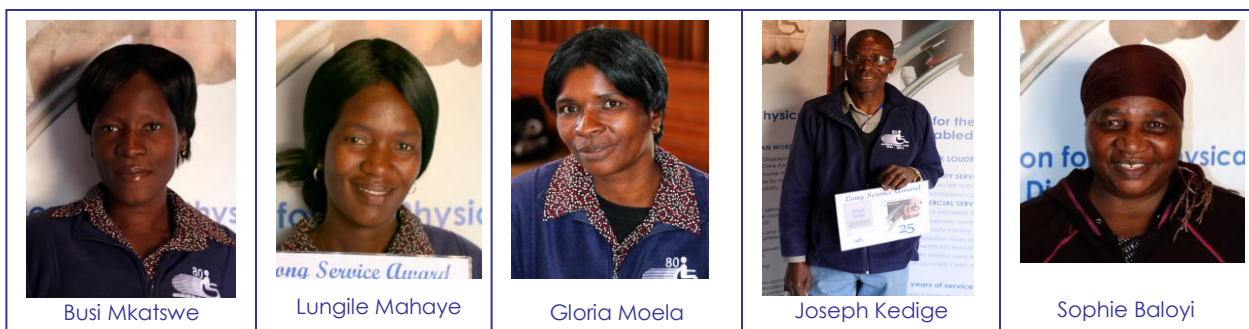
The award and certificate are presented at the AGM held during the year in which the required period of service is completed.

5 YEARS	10 YEARS	25 YEARS	35 YEARS
Lungile Mahaye Busi Mkatswe	Gloria Moela	Joseph Kedige	Sophie Baloyi

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 Motlatsi Aphane and Lebo Sekele who have each achieved service excellence in the past year.



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
30 years' service



Patrick Mabunda
29 years' service



Dr. Anlia Pretorius
8 years' service

APD SUPPORT STAFF

It was another year of celebration for the APD support team.

Following in the footsteps of his colleague Sonja who celebrated 25 years with the APD last year.

Joseph is a very well-known face in the disability sector having spent the last twenty five years as a driver for the Association.

In days gone by, when the APD had a fleet of accessible vehicles, Joseph spent his days transporting people with disabilities.

Sadly those days are now gone but Joseph still helps wherever he can and can be very proud of all that he has achieved during his time with the APD.

Congratulations Joseph, we wish you many, many more happy years.

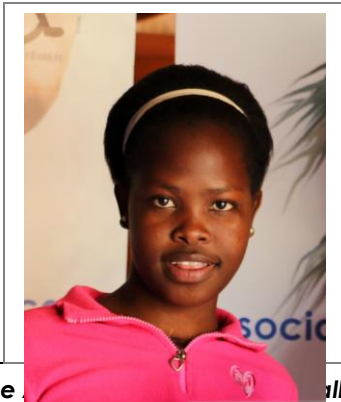


Achievers of the Year

Zodwa Daki,
Lutendo Maano and
Nompumelelo Makhubo



Our Achiever of the Year award for 2014 was awarded to the following young people. The wording on the certificate presented is noted below each person.



The Association for the Physically Disabled – Greater Johannesburg (APD) takes great pleasure in the acknowledgement of the achievements of **Ms. Zodwa Daki.**

Zodwa became ill on 13 January 2012, just two days before school opened. She was admitted to intensive care at Charlotte Maxeke Hospital on 18 January 2012 where she stayed for two months after she was diagnosed as having Polio. Zodwa was unable to talk or feed herself. Zodwa started using APD service in October 2012. She was assisted with bathing, exercises, and speech five days a week. After four months in our service Zodwa started to stand without support and to walk leaning on furniture. In July 2013 she started to walk unaided. Zodwa's speech also improved and she started to pronounce words correctly. Zodwa is continuing with her secondary education at Realogile High School. They are happy to have her back.

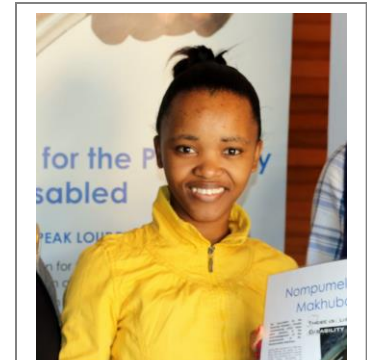
APD – Greater Johannesburg acknowledges the progress that you have made and your determination to hold on to your dream of going back to school when circumstances were beyond your control, and salute you for your perseverance love of education.



The Association for the Physically Disabled – Greater Johannesburg (APD) takes great pleasure in the acknowledgement of the achievements of **Mr. Lutendo Maano.**

Lutendo was born with deformed feet and uses a wheelchair for mobility. In 2011, Tebogo, Supervisor for Home Based Care in Soweto saw Lutendo crawling outside his house and arranged for him to make use of our service. Lutendo required assistance with exercises and the care of pressure sores which he developed from being forced to crawl as a result of him not having a wheelchair. APD assisted Lutendo in obtaining a wheelchair from a local hospital. A care giver continued to assist him with exercises twice a week. In 2013 Lutendo was assisted by APD staff members to apply at Dobsonville FET College to enable him to go back to school. He was admitted for the 2014 semester to study Business Management whilst at the same time he is completing his matric. This award is presented to acknowledge Lutendo's determination for never giving up on his dream of being educated and we wish him well for the future.

APD – Greater Johannesburg congratulates Lutendo for his achievements.



The Association for the Physically Disabled – Greater Johannesburg (APD) takes great pleasure in the acknowledgement of the achievements of **Ms. Nompumelelo Makhubo.**

Nompumelo became ill in February 2010 following the death of her father. She was admitted in hospital where she remained for a month before being discharged to continue her treatment as an outpatient. As a result the nerves in her body being damaged from her waist down, Nompumelelo was unable to walk. Her progress was very slow and she was unable to go to school. In June 2013 she was referred to APD by the hospital to receive home based care services. Nompumelelo's progress was very good and by December 2013 she could walk short distances with the assistance of a caregiver. Determined not to be confined to being at home, she focused her efforts on being able to go back to school.

In January 2014 Nompumelelo went back to school at Orlando West Adult School in grade 11.

APD-Greater Johannesburg acknowledges the progress that you have made and is confident that you have a bright future where you can offer much to your community.

Help Me to Help My Helpers

An open letter from Muzi Pooi



Hi friends,

I'm Muzi Pooe from South Africa and I have no arms and only one deformed leg – similar to that famous dude from Australia, Nick Vujicic.

Because of my condition I've obviously often needed a helping hand; sometimes with physical, sometimes with emotional and sometimes with practical issues – and I've been very fortunate that one specific welfare organisation has always lent that helping hand: the APD (Association for the Physically Disabled, Greater Johannesburg).

Whenever I've been in trouble, they've been there for me – and I've never had to pay for their help. Now they are in financial trouble, and I want to be there for them. Not just so that they can continue to be my lifeline, but so that they can continue to help the thousands of my indigent disabled brothers and sisters who depend on them for critical services, and sometimes their very survival.

If I had money, I would give it to them; but I don't, so I'm asking you to please help me to help the APD so that they can help other people with disabilities the way that they've helped me...

For as long as I can remember the APD has been there for me – never, not once, have they turned me away: when I need someone to talk to they are there, and not only during office hours; I know I can phone Ma Rachel (the Director) any time and she will speak healing words or give wise guidance, when I shared my dream of becoming a musician, they not only encouraged me to go for it; they boosted my confidence by empowering me with the necessary business skills, and ensured that I got the most important tool to further my career – a computer that would enable me to write music, when I needed a new set of wheels, they got me a stunning motorised wheelchair; and when I started performing all over the show and needed a non-motorised wheelchair they did not tell me that they had already provided me with a very expensive motorised wheelchair, they understood my dilemma and got me a lightweight, easy-to-transport second set of wheels!

The list of what they've done for me goes on and on. And what I really like about the APD is that they don't just talk the talk, they walk the walk – their actions really speak louder than words and they are always willing to go beyond the call of duty.

I cringe when I think what would happen if there was no APD. Past generations (more than 500 000 people with disabilities since 1934) have benefited from their services – what would happen to future generations?

I'm not trying to raise money for the APD because I think I can ever repay them for what they've done for me since the age of 4, that would be impossible (how much does the peace of mind knowing that there are people who really care and who will definitely do whatever they can to help you, cost?).

But I know that they can use every cent I manage to raise. And it would be a dream come true if I could help other people with disabilities less fortunate than myself via the APD.

Please send your donation to:

Association for the Physically Disabled
FNB – Craighall (255805)
Account number – 503 30238 813

Thank you!

