

**NATIONAL CENTRE
FOR PERSONS
WITH DISABILITIES**



National Centre For Persons With Disabilities

2015 ANNUAL REPORT

Theme: "Towards a Society for All"

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Vision

To be a World Class Social Enterprise promoting social inclusion for persons with disabilities.

Mission

To empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.



Core Values

National Community: *We will champion the rights of persons with disabilities for their full inclusion into society.*

Commitment: *We demonstrate honesty, integrity, accountability, transparency, good governance and adherence to the laws of The Republic of Trinidad & Tobago.*

People: *We respect all persons, value their ideas and expertise; are committed to their development and have the highest regard for personal dignity.*

Development: *We are dedicated to maximizing individual growth and continuous development of our staff and our trainees through ongoing training and support.*



Services Offered

Vocational Rehabilitation

- ♦ Vocational Assessment
- ♦ Counselling
- ♦ Work Adjustment Training
- ♦ Independent Living Skills
- ♦ Job Placement

Skills Training

- ♦ Agriculture/Horticulture
- ♦ Beauty Culture
- ♦ Book-Binding & Paper Recycling
- ♦ Food Preparation
- ♦ Garment Construction
- ♦ Information Technology
- ♦ Office Administration
- ♦ Welding
- ♦ Woodwork

Business Services

- ♦ Building and Refurbishing of Furniture, Cupboards Etc.
- ♦ Upholstering, Industrial Sewing & Soft Furnishings
- ♦ Printing & Book Binding
- ♦ Manufacturing & Repair of Disability Aids (Crutches, Walkers, Walking Sticks Etc.)
- ♦ Rental of Disability Aids e.g.: Wheelchairs & Walkers
- ♦ Welding & Fabricating
- ♦ Wheelchair Transportation Services (Dial-A-Ride)
- ♦ Catering Services

Consulting Services

- ♦ Disability Management
- ♦ Training and workshops (nationally and regionally)



Chairperson's Review



It is my pleasure to present this report on the activities of the Board of Directors of National Centre for Persons with Disabilities (NCPD) for the 2015-2016 term.

During the past year's term of office, the Board of Directors undertook a number of new projects while continuing to grow and build upon our past activities.

One of the major undertakings during this Board's tenure has been the review of NCPD's Bylaws. It should be noted that while there were several minor changes, NCPD's Bylaws had remained largely unchanged since its incorporation as the San Fernando Rehabilitation Centre in 1984. At the start of the Board's tenure in July 2015, an extensive and intense exercise was undertaken to review and amend the Bylaws to further ensure NCPD's commitment and compliance to good corporate governance practices, with respect to transparency and accountability.

Although this has been a monumental undertaking, the Board is pleased to announce that it has just completed this exercise in May 2016. The proposed amendments will be brought before the membership at An Extraordinary General Meeting for consideration, and approval prior to implementation.

The Board also played a pivotal role in the development of the organization's 2016-2018 Strategic Plan. We are convinced that, especially in the trying economic times that we face today, there is an even greater need for nongovernmental organisations such as NCPD. Therefore, we must not lose sight of our vision. The strategic plan was completed in December 2015 and rolled out in the first quarter of 2016. In order to ensure implementation of the goals and objectives identified, a specific and measurable action plan was developed. The strategic plan seeks to map the way forward for the next three years and to reinforce our commitment to the national community and the goal of an inclusive society for all.

Another area where much focus and attention was placed during the Board's tenure, was in Advocacy. The Board worked with NCPD Staff in the promotion of disability awareness and advocacy for the ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). We are indeed pleased that the Government of Trinidad and Tobago ratified the UNCRPD on June 25th 2015. NCPD applauds the Government on this action. However, as we are well aware, ratification is not an end in itself.



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There is still much work to be done to achieve the goal of enshrining the rights of Persons with Disabilities (PWDs) and full inclusion in society. We acknowledge that it cannot all be done by the Government and remain ready to partner and consult through the implementation and legislative process. This is in direct alignment with Goal #17 of the United Nation's Sustainable Developmental Goals which states Implementing and Revitalizing Partnership for Sustainable Development. We believe that Partnership is most important for the successful implementation of the UNCRPD. We wish to state here publicly, that NCPD is willing and eager to work with the Government as we aim to make this vision a reality. Additionally, NCPD is willing and ready to partner with any organisation, be it private, public or civil society which is committed to working towards an inclusive society for all.

Finally, the Board continues to work towards ensuring NCPD becomes self sustaining through its social enterprise endeavours. However, revenues from these activities coupled with Government Subventions are not sufficient to meet the overall operating expenses of our organisation. Therefore, the need for fundraising activities continues to exist. During the past year, there were fears that funds would be difficult to raise, given the economic climate. Despite this, NCPD maintained its three signature annual fundraisers – "All Inclusive Carnival Fete", "Tea by the Sea" and "We Boat Ride". The Board encouraged staff to be innovative in the planning and execution of these events, which I am happy to report to you all today,

were successfully executed. We express our gratitude to all who support these fundraising ventures.

As we are all aware, Trinidad and Tobago is currently in a recession and it is forecasted that oil prices will rebound slowly. An analysis undertaken by 'Deloitte's resource evaluation and advisory team predicts the price of West Texas Intermediate (WTI) crude will average \$44 US this year, climbing to \$55 US by 2018, \$70 US by 2020 and \$80 US by 2022.' (CBC News). In this context, in the ensuing year, the Board must continue to engage in innovative ways to raise funds and generate income to meet our primary role of vocational rehabilitation and to meet our legal and statutory obligations. For example, as a responsible employer, we must make provisions for payments of retirement and severance benefits, as persons' terms of service come to an end. We are also cognizant that employees have not received salary increases in excess of five (5) years.

In closing, I want to once again reiterate the importance of partnership as identified in the UN Sustainable Development Goals. Now more than ever, we must embrace this concept and support, collaborate and work with any stakeholder as we move toward realising our vision and mission.

During the 2015-2016 term of office, the Board of Directors has explored both new and existing areas for development while navigating a turbulent economic climate. However, the Board has not been daunted by these challenging times. We have grasped



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the challenges as an opportunity to embrace our creativity and innovativeness, and discover solutions that will allow us to fulfil our mandate. With this approach, our past year has been a successful one.

Our success is due to the commitment and dedication of the voluntary Board of Directors, CEO and Staff of NCPD and to you all I sincerely extend my appreciation. As a Board, we recognise that without the dedication and support of the staff, NCPD would not be able to meet any of its objectives. We recognise your worth and for this reason, the Board remains committed to the welfare of staff. We commend you for your commitment and passion to help create a better world for PWD's

On behalf of my fellow directors, I express sincere appreciation to all those who have contributed to our success in 2015.



Ms. Shereen Baksh, Chairperson
NCPD Board of Directors



Chief Executive Officer's Review



I am pleased to report on our many achievements for the year 2015 to our various stakeholders. National Centre for Persons with Disabilities (NCPD) experienced another year of significant growth and development in all areas of operation, including vocational training, business services, research and fundraising, even within the context of falling oil prices. However, we continue to evaluate our success by the extent to which we have advanced in our mission to equip our target population with opportunities to progress towards their self-actualization as individuals. It is within this context that I present a review of our operations for 2015.

VOCATIONAL REHABILITATION TRAINING

During the period under review we continued to operate at our maximum capacity, providing opportunities to two hundred and fifty (250) individuals with varying disabilities to receive either full-time and/or part-time vocational rehabilitation training services.

In 2015, forty-one (41) trainees wrote the National Craft Level exams in Agriculture/Horticulture, Beauty Culture, Bookbinding, Food Preparation, Office Administration, Welding and Woodwork and were certified by the National Examination Council of the Ministry of Education. Our trainees continue to perform exceptionally well, and we have maintained a trend of 100% passes in examinations attempted (see Table 1). Certification allows our trainees to transition from the class of unskilled persons to the category of skilled persons. It ensures that our trainees have a profession which they can build upon through apprenticeship opportunities, further vocational development and/or employment in the open labour market. An inaugural cohort of thirteen (13) trainees and one (1) instructor also completed the paper recycling course which commenced in September 2014.

A milestone achievement for NCPD this year, was the award of 'Centre Approval'



to offer training leading to the Caribbean Vocational Qualification (CVQ). This status was awarded by the National Training Agency, and represents the transition from



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the Trinidad and Tobago National Vocational Qualification (TTNVQ) to CVQ. NCPD was assessed and satisfactorily demonstrated that we have met the standard of the Quality Management System (QMS) to support and deliver training leading to the award of the CVQ.

Our trainees continue to benefit from remedial education, music, life skills, entrepreneurial development, sporting activities, arts and crafts and regular opportunities to participate in community activities.

The Independent Living Skills Unit targets those persons whose disabilities are so

severe that they are unable to engage in skills training. The Unit provides such individuals with basic life skills that will allow them to be as independent as possible along with developing their social skills. Our Social Worker and Vocational Counsellor provide guidance and counselling services to facilitate the overall well being of trainees and apprentices as they pursue their vocational development. We continue to benefit from the support of Elder & Associates Limited who faithfully provide free psychological and counselling services to family members and employees referred by the Centre.

NCPD continues to expand its service to

Table 1. Pass Rates of NCPD Trainees sitting National Examinations Council (NEC) examinations, according to skill area, for the period 2010-2015 (%)

Year	Agri-culture	Beauty Culture	Book-binding	Food Preparation	Garment Construction	Office Administration	Welding	Wood-working
2010	100%	100%	100%	100%	100%	100%	100%	100%
2011	100%	100%	100%	100%	100%	100%	100%	100%
2012	100%	No Candidates	100%	100%	100%	No Candidates	100%	100%
2013	100%	100%	100%	100%	100%	100%	100%	100%
2014	100%	100%	100%	100%	No Candidates	100%	100%	100%
2015	100%	100%	100%	100%	100%	100%	100%	100%



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the sector of persons with disabilities and the wider national community in multiple areas. Our strategic location and wide knowledge base makes us a go-to facility for people seeking information, referrals, social assistance and counselling. Furthermore, we facilitate students from different tertiary level institutions with research, internships and other opportunities to advance their professional development. We also continue to lend support to other NGOs/Civil Society Organizations through our resources.

SPORTS

2015 was another excellent year for our trainees in the sporting arena. It was also the year for World Games Special Olympics in Los Angeles. NCPD had a contingent of twenty (20) athletes in volleyball, basketball, football and swimming as part of the national team of Trinidad and Tobago. NCPD has become a force to be reckoned with at the Special Olympics and in 2015 our athletes continued its domination of the games bringing home numerous medals of gold, silver and bronze as well as many ribbons in the various sporting disciplines. NCPD once again retained the Special Olympics title of Cricket Champion. We also performed well at the floor hockey competition. At the team level, we placed third and second in the 1st and 2nd Divisions respectively, and brought home multiple medals and ribbons for individual performances.

Every year our trainees have the privilege of participating in PowerGen's Annual Special Children's Fun Day which is a long-standing

initiative of the Power Generation Company of Trinidad and Tobago Limited. 2015 was no exception and NCPD youths came out in fine form to engage in healthy competition and enjoyment in the spirit of sportsmanship and collegial cooperation. Other sporting events in which our trainees participated last year included the Memisa Basketball competition.

Three of our trainees were recognized for their distinctive performance in sports at the 2015 First Citizens Bank Youth Awards: Darrius Gokool (Floor Hockey), T-Shian Gibson (Volleyball) and Brandon George (Football).

MUSIC

Sarah Dessen, an author, once wrote "Music is a great uniter. An incredible force. Something that people who differ on everything else can have in common." We have indeed benefitted from the incredible impact of music and its potential to change the world.

Although a music programme was added to NCPD's curriculum in 2014, 2015 marked our first year participating in the T&T Music Festival South, Youth Festival, a competition open to all schools, and in which NCPD was the only 'Special Needs School' participating. We had one entry in the age group 13-15 solo category with trainee T-Shian Gibson who advanced from the preliminary round to the finals where she accomplished the feat of placing second in this competitive forum.

Through our music programme, we have also been able to establish a band, and this ensemble has embarked upon four



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(4) external and numerous in-house performances since its inception. This band has provided an avenue to showcase the abilities of our trainees and the first external performance at the United Way Trinidad and Tobago Appreciation and Awards Ceremony at the Hyatt Regency captured the hearts of the audience. As we look ahead, the band is preparing to enter the 2016 Very Special Arts Music Festival for the first time.

However, the most significant accomplishment for us in the music arena has been the behavioural, emotional, and social benefits that we have observed amongst our trainees and apprentices who participated in the music programme. This was the initial intention of the programme, but the benefits and impact of the musical art form have truly surpassed our expectations.

BUSINESS SERVICES

The primary strategic goal of our business services continues to be the provision of employment and apprenticeship opportunities for our graduates and other skilled persons with disabilities. In 2015, NCPD provided employment for approximately 47 persons with disabilities and 98 apprenticeship placements (internal and external) of our graduates. Through working in the business services unit, apprentices are provided with the opportunity to develop their technical competencies and productivity levels. They also participate in remedial education classes, entrepreneurial training and extra-curricular activities to promote holistic development.

The business component utilises a social entrepreneurship model and contributes to our sustainability as an organization by supplementing our revenue, and promoting economic self reliance.

STRATEGIC PLAN

As a continuation of the last strategic plan, a comprehensive organizational review was conducted. The process of developing a new plan for the period 2016-2018 involved a pivotal role by the board of directors and a series of rigorous meetings and consultations with staff to ensure buy-in, consensus and a sense of ownership. The new strategic plan will be formally rolled out during the first quarter of 2016. An accompanying action plan was also developed to provide a systematic guideline for implementation. The newly entrenched monitoring and evaluation system provides a framework for evaluating progress towards achieving targets set.

During the exercise, NCPD's Vision and Mission Statement were reviewed and have been revised as follows:

Vision:

To be a World Class Social Enterprise promoting social inclusion for persons with disabilities.

Mission:

To empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.



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Eight (8) strategic goals were identified to lead the organization in fulfilling its vision and mission over the next three years:

1. Increase the awareness of NCPD's services and programmes
2. Advocate for the rights of persons with disabilities
3. Increase NCPD's business opportunities
4. Increase NCPD's access to funding
5. Expand NCPD's vocational rehabilitation training services
6. Strengthen NCPD's human resource capacity
7. Improve NCPD's health and safety practises
8. Enhance NCPD's response to disasters

HUMAN RESOURCES

NCPD's success to date has been inextricably linked to our team of extremely competent and highly qualified personnel who are resolute in pursuing our mandate.

Guided by the core value of development, NCPD remains dedicated to maximizing individual growth and continuous development of our staff through ongoing training and support. In this regard, during 2015, staff members were able to participate in various training opportunities in the areas of disabilities, positive youth development, assistive technologies, sign language, teaching methods, advanced crisis intervention, marketing, civil society accountability and other areas that are vital to professional development.

I am pleased to report that an extensive review and update of our policy manual was conducted and a new employee handbook has been developed. This handbook provides a structured, unbiased view for managing the organization's human resources and provides information to our employees about our human resource policies and procedures.

Another milestone in the area of human resources involved the review of our previous organisational structure, and the establishment of a new, revised organizational structure that strategically positions us for implementation of the new strategic plan. Whilst this process was geared toward organizational growth, it also considered the context of the dynamic economic environment.

Job content review and analysis was another priority area, as the management of performance is seen as critically instructive toward the motivation and development of employees. Our performance appraisal system, which will be utilised in the upcoming review period has also been upgraded.

Focus was also placed upon proactively responding to the growing demand for disability training in light of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). As such, the human resource division of NCPD has been actively involved in the strengthening of in-house capacity and positioning of the organisation as a world class social enterprise promoting social inclusion for persons with disabilities.



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INSTITUTIONAL STRENGTHENING

During the period under review, the organization was fortunate to benefit from funding under the UNDP Small Grant Programme to institute a monitoring and evaluation component in its operations. A consultant was recruited to develop a monitoring and evaluation system and provide training to staff. In November 2015, twelve (12) supervisors/managers participated in an intensive workshop on Monitoring and Evaluation. Following this exercise, NCPD has now instituted a monitoring and evaluation system in its overall operations. This monitoring and evaluation system will also play a critical role in ensuring the effective implementation of the strategic plan and projects undertaken.

RESEARCH

NCPD notes that nationally there is a paucity of data with regard to persons with disabilities which has impeded the ability to effectively lobby for policy changes and assistance for this marginalised group. Therefore in order to assist our own advocacy efforts, NCPD sought to undertake research in this largely unexplored field.

In November 2010, NCPD was successful in receiving grant funding for two years from JB Fernandes Memorial Trust I. This marked the establishment of NCPD's research arm. From its inception, NCPD's research arm has been very active. In its short existence it has achieved the following:

- Completion of a 10 year (2000-2010) Tracer Study to determine the social and employment status of persons with disabilities (PWDs) who had graduated from NCPD;
- Collected data to facilitate the improvement and strengthening of the Rehabilitation Training Programmes
- Established an Electronic Database System to record information on all trainees and clients as well as to track graduates from the training programmes;
- Launched a Pilot Bi-annual Tracer Study

This level of activity continued into 2015. In December 2014, NCPD was again fortunate to benefit from grant funding for one (1) year from the JB Memorial Trust I to support the 2015 research agenda. This included:

- The review and implementation of a Bi-annual Tracer Study which seeks to expand the focus of the earlier tracer study to also capture the graduate's experience in the open labour market; feedback on the training programmes after being exposed to the labour market; and information on job satisfaction and work experience. This review of the Bi-Annual Tracer Study will allow the study to capture more data to better inform NCPD's programme effectiveness.
- An upgrade of the Trainee/Graduate Database System was identified in order



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to make the database system more user friendly, efficient and effective. The Trainee/Graduate Database System will be developed as a web based system thereby allowing multiple users to access the system simultaneously from more than one site. This is particularly useful as it would allow staff at the Unit and the Centre locations to update and utilise information from the system at the same time.

- A Study of Disability Management in Organisational Life which intends to address the paucity of information in the field of Disability in Trinidad and Tobago by determining the existing level of knowledge and awareness, and the use of and interest in acquiring good and effective practices for creating workspaces that are welcoming and viable for PWDs.

NCPD firmly believes that evidence based research is necessary for the advancement of this sector and remains committed to advancing and building upon the body of knowledge regarding matters pertaining to PWDs.

ONLINE PRESENCE

NCPD is cognizant of the fact that we are operating in the 21st Century, commonly referred to as the information age, the digital age and the age of technology. Whilst our society still relies heavily on traditional mediums of communication, NCPD is of the

view that in order to meet our goals and objectives, we must endeavour to make use of tools provided to us by these information and telecommunications technologies (ICTs). ICTs in conjunction with traditional mediums will allow us to expand our reach to spread the message of the services we offer, as well as the core principle of an inclusive society for all.

Revamp and Update of NCPD's website

- The website was revamped to be more attractive, interactive and user friendly. New tabs for 'Make a Donation' as well as 'Media Publications' were added. The website can support videos and carries all the Disability Awareness Videos from the Social Integration of Persons with Disabilities campaign. In the interest of transparency, accountability and information sharing, NCPD will also upload its Annual Reports, speeches and research papers to the website's publications page.

Social Media Presence - NCPD currently has profiles in the following social media sites to share information and to promote interaction with the public: Facebook, LinkedIn, Google and Twitter.

#Inclusion Matters Social Media Campaign - In November 2015, a social media campaign was launched in celebration of the International Day of Persons with Disabilities (Dec. 3rd) and the 51st Anniversary of National Centre for Persons with Disabilities (Dec. 5th). Members of the public were encouraged to share photos, videos, articles and status updates using the caption #Inclusion Matters, to acknowledge the organizations



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that have made efforts towards inclusion and to celebrate the inclusion of persons of all abilities.

The campaign commenced with testimonials from NCPD's trainees and employees with disabilities, continued with posters, videos and key messages from the campaign for Social Inclusion of Persons with Disabilities and concluded with Turning A Page, a short film highlighting the Centre's paper recycling project.

PARTNERSHIPS AND COLLABORATIONS

NCPD's success depends heavily on partnerships with entities that share the vision of an inclusive society and are willing to partner with us to serve that vision. We remain grateful to those persons and organizations that have partnered with us over the years. Particular appreciation is extended to all the entities with whom we collaborated in 2015. Significant mention must be made of the following:

Youth Training and Employment Partnership Programme (YTEPP) - A historic initiative with YTEPP was launched in 2015 with the introduction of a Mobile Computer Training Unit for Persons with Disabilities. After over one year of discussions, a mobile unit to enable persons with disabilities in rural communities to access information technology was a reality. The mobile unit is fully equipped with assistive technology.

Massy Stores - designated parking awareness for persons with disabilities. NCPD was

pleased to partner with Massy Stores initiative in raising awareness to the public on the parking spots designated for persons with disabilities at their outlets. On November 13-15, 2015, NCPD staff provided expertise in the registration process by issuing parking stickers for persons with mobility challenges for use exclusively at Massy Stores across the country. NCPD congratulated Massy Stores on this initiative hoping that other businesses will not only designate parking spaces but enforce the uses of such space by those who it was intended for.

National Training Agency - On the Job Training Programme (OJT) - As an approved NGO, NCPD was pleased to be part of the NGO sector to benefit from the fully reimbursed OJT programme. Over the past years, NCPD has had a number of OJTs gaining work experience in their respective disciplines and submitting claims for 50% reimbursement. It was indeed good news for the NGO sector when we were informed of Cabinet's approval to fully reimburse approved NGOs who were willing to partner with the government on this programme. Based on the size of our agency we were entitled to have a maximum of ten (10) OJTs. This new initiative by the State enabled NCPD to fill some outstanding vacancies at the same time creating work experience for university graduates.

United Nations Development Programme - Global Environment Facility Small Grants Programme (UNDP-GEF SGP) - In July 2014, NCPD was successful in securing funding



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for one year under the UNDP-GEF SGP to establish a paper recycling programme. This project was completed in July 2015. Through this programme thirteen (13) trainees and one (1) instructor were successfully trained to produce hand-made recycled paper, fashion accessories, stationery and other items from recycled paper. This new programme complements the skills in the area of bookbinding and creates avenues for self employment. Paper recycling is now added to the list of training programmes at the Centre.

Ministry of Community Development

- Always seeking ways to enhance the services and to empower those who seek the services offered at NCPD, a new initiative commenced in April 2015. With technical support through the provision of a tutor and raw materials from the Ministry of Community Development, a soap making programme was successfully completed. Fifteen (15) trainees and one (1) instructor participated in the three (3) month course. This programme is not NEC certified but aims to equip trainees with additional income generating skills. With a trained instructor on staff, this activity was extended to trainees in the art and craft programme during the new academic year September 2015-July 2016.

Special Association of Caring Parents (SACP)

- Our parent support group provides a tremendous support system for parents of our trainees and apprentices. SACP holds monthly sessions at the Centre providing information, training, good practices and

other support mechanisms to help parents in relating to and advocating for their children with special needs. SACP also works in collaboration with Elder Associates Limited to facilitate trainees and their families in receiving professional interventions outside the capacity of the Centre. These support services enhance our service offerings to our trainees and provide much needed psychological, informational and other forms of support to our valued parents. SACP also hosts field trips for trainees and their family members as an avenue for enhancing socialization skills.

Digicel Foundation of Trinidad and Tobago

- On October 3rd, 2015, Digicel Foundation installed an aquaponic system in the agricultural department. A batch of one hundred and twenty-five (125) Tilapia fishes were installed along with a variety of seedlings. This project is directed to fifteen (15) apprentices in the agriculture dept who are now receiving hands on experience in this new method of fish rearing and planting of short crops. NCPD values this initiative as an opportunity for self-employment for graduates.

United Way of Trinidad and Tobago (UWTT)

- NCPD's relationship with UWTT continued with a number of projects in 2015. The "People in Crisis Fund" continues as an invaluable resource to individuals and families from Central to South Trinidad who are in need of financial support and/or counselling services. Two Hundred and Sixty Five (265) persons benefited from the fund in 2015.



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NCPD also participated for a 2nd year in UWTT's National Day of Caring. General Coating and Installation Services undertook the painting of interior walls in one of the buildings which houses agriculture, music, welding etc. NCPD employees joined with the company's employees to carry out a productive day of beautifying the environment. United Way is a powerful catalyst in advancing social entrepreneurship and volunteerism in Trinidad & Tobago. NCPD is both excited and grateful to partner with this champion of social responsibility and the companies that have bought into its vision of a caring society.

Bursary/Scholarship Programme - We commend and appreciate the companies and individuals who continue to support our bursary/scholarship programme. This programme provides access to the vocational rehabilitation training programmes of the Centre to persons in financial need. 30 trainees benefited from the programme in 2015.

JB Fernandes Memorial Trust 1 - NCPD was very privileged to receive a one year grant for 2014-2015 from the JB Fernandes Memorial Trust 1. Funding from the Trust was directed to the continuation of research initiatives undertaken in the previous year as well as undertaking a new research project.

Trinidad & Tobago Police Services (TTPS) - NCPD's research on Youths with Disabilities at Risk highlighted critical risk-related issues in the society with implications for our client population. We recognized the importance

of sensitizing our trainees on the problems of bullying and sexual violence. The TTPS was very responsive to our request for their assistance and willingly provided two teams of their officers to facilitate the sessions with support from NCPD staff. Approximately 100 trainees benefited from the interactive lectures provided by the police teams. The Centre is very appreciative of the TTPS' generous support.

REPRESENTATION/ PARTICIPATION

We are very pleased to be an active and contributing member of the national and regional knowledge communities and we recognize our responsibility to participate in all spheres of decision making and other developmental activities as these opportunities arise.

Ms. Kahaya Sooklalsingh, Programme Manager represented NCPD on the National Training Agency Lead Body to develop Occupation Standards of Competence for various occupations in Trinidad & Tobago. Additionally, Mrs. Danielle Ryan, Vocational Counsellor represents NCPD on the National Child Policy Committee, Office of the Prime Minister, Gender and Child Affairs.

NCPD made presentations and attended various fora. Some of these are highlighted as follows:

- University of the West Indies, St Augustine Network and Outreach for Disability Education and Sensitization



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- (NODES) and the Disability Studies Unit Conference entitled *"Towards Social Integration: Rights, Roles and Recognition of Persons with Disabilities"*. NCPD's CEO, Dr. B Beckles presented on Integration & Participation.
- United Nations Conference of State Parties to the Convention on the Rights of Persons with Disabilities, Eighth Session in New York - Mainstreaming the Rights of Persons with Disabilities in the post 2015 development agenda -NCPD's CEO attended.
 - The Centre for Human Development in collaboration with Cornell University- workshop on Positive Youth Development- Kahaya Sooklalsingh, Programme Manager and Danielle Ryan Vocational Counsellor attended.
 - Dyslexia Association of Trinidad and Tobago seminar on Assistive Technologies attended by Kahaya Sooklalsingh, Danielle Ryan and Ricardo Rampaul.
 - A presentation on Disability Sensitization and Disability Etiquette Training to employees of the Equal Opportunity Commission was facilitated by Kahaya Sooklalsingh and Danielle Ryan.
 - A presentation on Assistive Technology to final year students in Special Education at the University of Trinidad and Tobago was facilitated by Danielle Ryan.
 - Introduction to Sign Language Training for Digicel staff was facilitated by Ms. Yordanna Garcia-Blackman, Sign Language Interpreter.
 - Ministry of the People and Social Development workshop on HIV was attended by fifty trainees and five staff members.
 - Disability Sensitization for staff of Royal Bank of Canada facilitated by Danielle Ryan and Yordana Garcia-Blackman.
 - A 3-day workshop on Advanced Crisis Intervention hosted by the Victim Support Foundation in which Danielle Ryan participated.
 - A 2-day Teacher Training Workshop hosted by CKFTO four staff members participated.
- NCPD was privileged to be part of other social events including, but not limited to:
- Tree Lighting ceremony to mark Autism Awareness hosted by Her Excellency Mrs. Reema Carmona
 - Sixth (6th) Annual Spanish Christmas Concert hosted by the Spanish Embassy
 - NIHIRST Science Week
 - Digicel Trinidad and Tobago Foundation Kaleidodash Fun Day
 - Very Special Arts and Drama Festival
 - First Citizens Sports Foundation and the Association for International Sports for All



Chief Executive Officer's Review

On November 18th, 2015, City Day, Dr. Beverly Ann Marie Beckles, Chief Executive Officer of NCPD was the recipient of the San Fernando City Corporation Award in the sphere of Community Service. City Day 2015 marked the observance of San Fernando's 170th Anniversary as a Municipality (1845 - 2015) and 27th Anniversary as a City (1988-2015). The San Fernando City Corporation presented a number of awards recognizing companies, institutions and individuals for their contributions to the City of San Fernando.

ADVOCACY

Advocacy remains critically important to our work in promoting social inclusion for persons with disabilities. After three and a half years of calling on the Government to ratify United Nations Convention on the Rights of Persons with Disabilities, NCPD was pleased to note that the Government of Trinidad and Tobago ratified the Convention on June 25th 2015. NCPD further notes that the ratification is only one step towards social inclusion but was pleased to see years of advocacy work come to fruition. NCPD remains committed to continuing to work towards an inclusive society.

In pursuance of this inclusion, NCPD and the Caribbean Kids and Families Therapy Organization (CKFTO) collaborated for a second successive year to continue the Social Integration of Persons with Disabilities (SIPD) campaign. This campaign was made possible through funding from Repsol. The campaign emphasized school-based

education and public awareness to promote the absolute inclusion of people with disabilities in Trinidad & Tobago. The second year focus had an intensive media campaign that attracted the voluntary support of seven (7) local celebrities, each taking a different message on an issue faced by persons with disabilities. The campaign raised an awareness on the need for an inclusive society. Promoting public awareness on disability issues is an important mandate of the United Nations Convention on the Rights of Persons with Disabilities.

NCPD has also actively participated in a number of workshops, seminars, lectures, meetings and other fora to advocate for the sector, provide technical advice, share good practices and learning and otherwise contribute to the knowledge base on disability issues at both national and regional levels. These fora provided opportunities for building our networks, raising awareness and having a voice in the strategic changes taking place around us.

BOOK LAUNCH

On May 14, 2015 the National Centre for Persons with Disabilities (NCPD) proudly launched its biography, *One of a Kind*, written by Kathy Ann Waterman. The book, produced in celebration of the 50th Anniversary of the Centre, documents the history and work of NCPD as a pioneer in the field of vocational rehabilitation and training and advocacy for people with disabilities in Trinidad & Tobago and the wider region from its inception in



Chief Executive Officer's Review

1964. It provides delightful anecdotes, heart-warming biographies and other colourful writings that bring to life the story of this revolutionary Organization and its work for the sector of persons with disabilities throughout its 50 years. 'One of a Kind' is a remarkable work and is recommended as a literary treasure and keepsake for individuals, families, tourists, education providers, state organizations, corporate entities and all persons and organizations who have an interest in the work that is done by and for people with disabilities in Trinidad & Tobago.

CONCLUSION

In 2015, its 51st year of existence, NCPD experienced yet another year of excellent performance, giving high quality service in the provision of vocational training, business services and advocacy. This performance could only be achieved through combined effort. For this reason I must say a heartfelt thank you to the voluntary board of directors, staff, trainees and apprentices, parents, family members, volunteers, line Ministries, partners, friends, well-wishers and all others who continue make our work possible. Your unwavering support takes us closer to making our vision of absolute inclusion a reality.

Though strides have been made, particularly with the ratification of the United Nations Convention on the Rights of Persons with Disabilities, there is still much work to be done. There is need for an attitudinal and cultural paradigm shift in our society to attain this vision.

However, we stand firmly on the strong foundation built by our past achievements. As we look forward, we remain resolute in our commitment to achieving this vision. Though at times it may seem a long and difficult path, our strategic plan for 2016-2018 will be our beacon, a guide in the dark passage on the issue of disability.

In the words of Martin Luther King Jr:

"Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals."

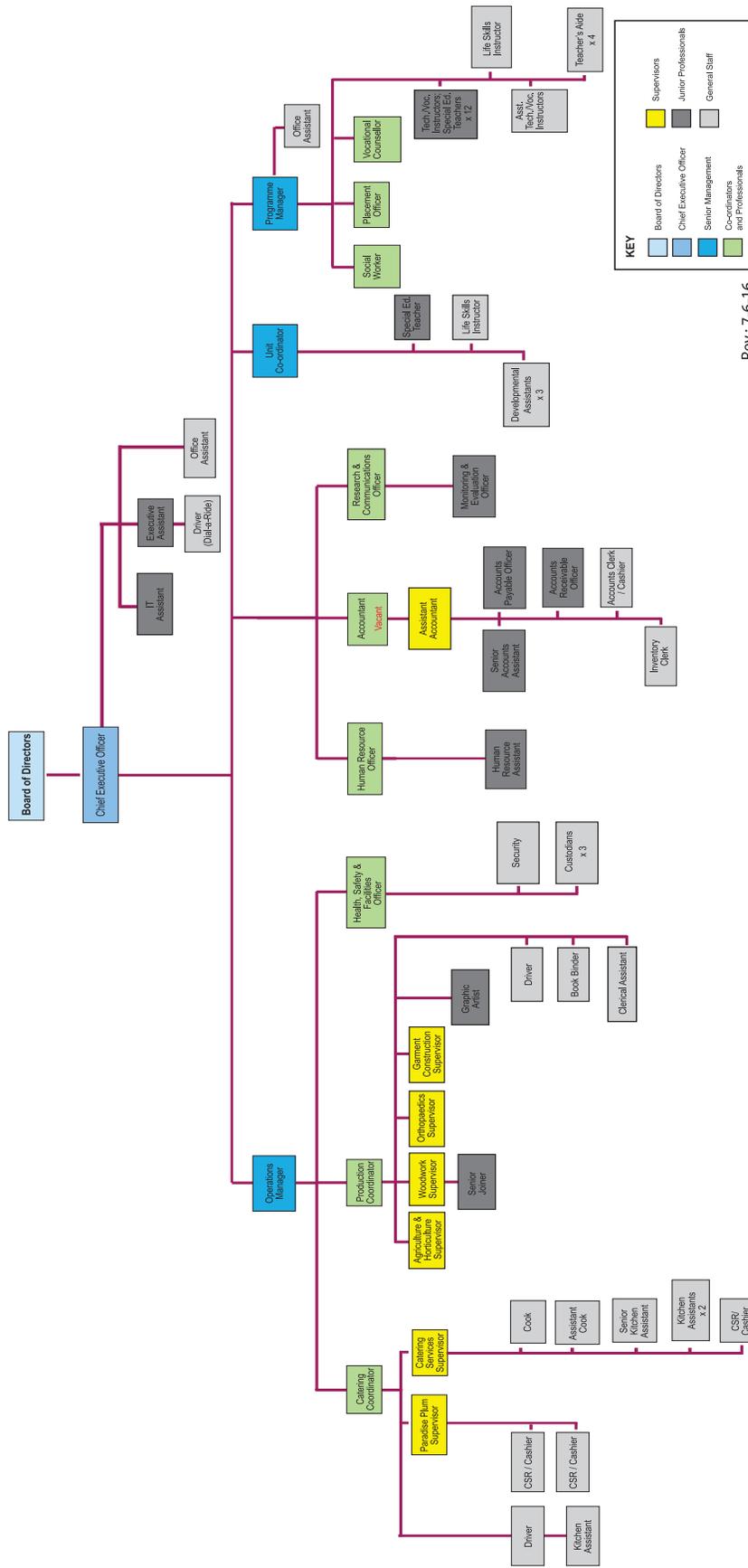
As we move forward, it is my hope that our passion continues to grow. As a simple spark can grow to a raging fire, may our passion for this issue spread out across our society to enable this paradigm shift.



Beverly Beckles, PhD
Chief Executive Officer



National Centre for Persons with Disabilities Organisation Structure



Rev: 7-6-16



Charts

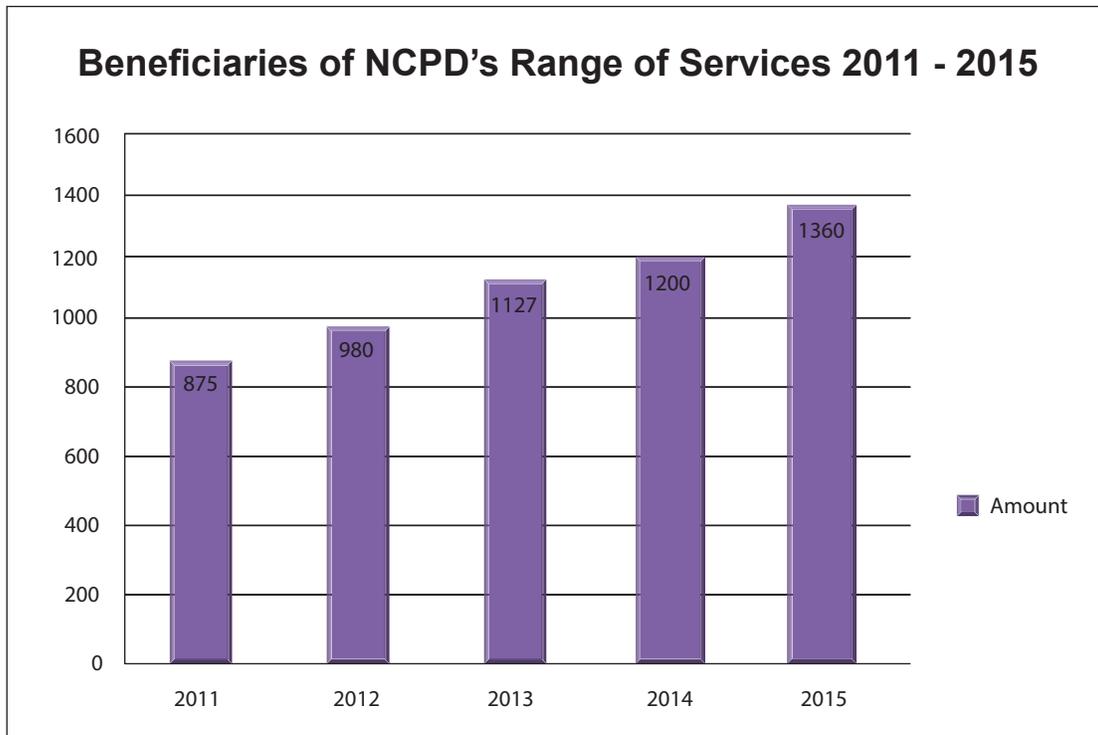


Figure 1: This diagram illustrates the number of beneficiaries who accessed NCPD's vocational rehabilitation services.

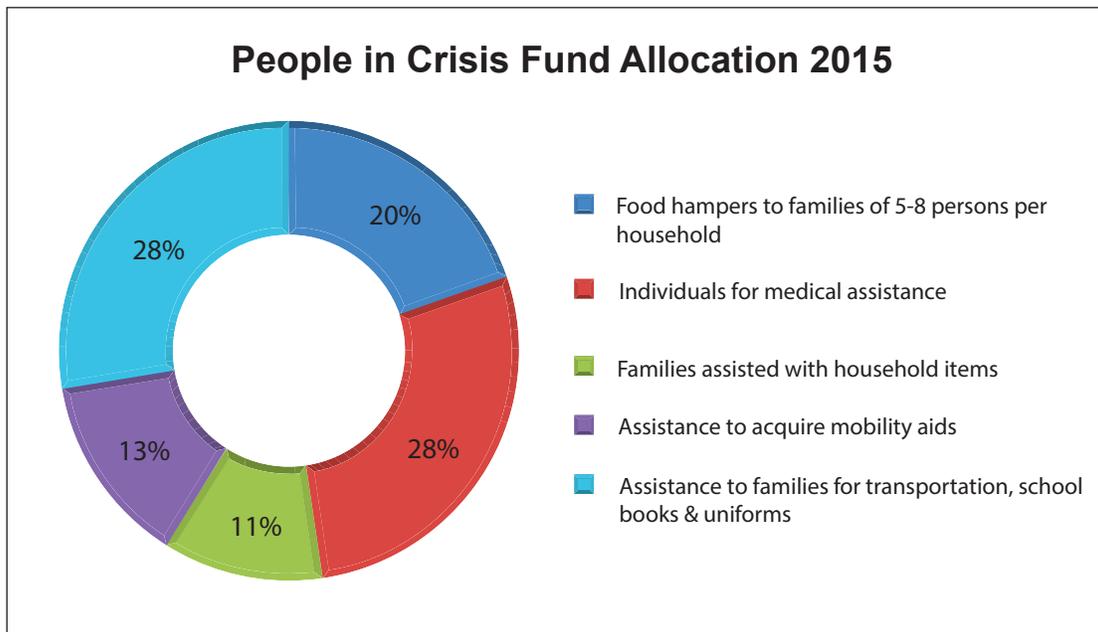


Figure 2: The above diagram illustrates the allocation of the People in Crisis Fund for the year 2015.



Charts

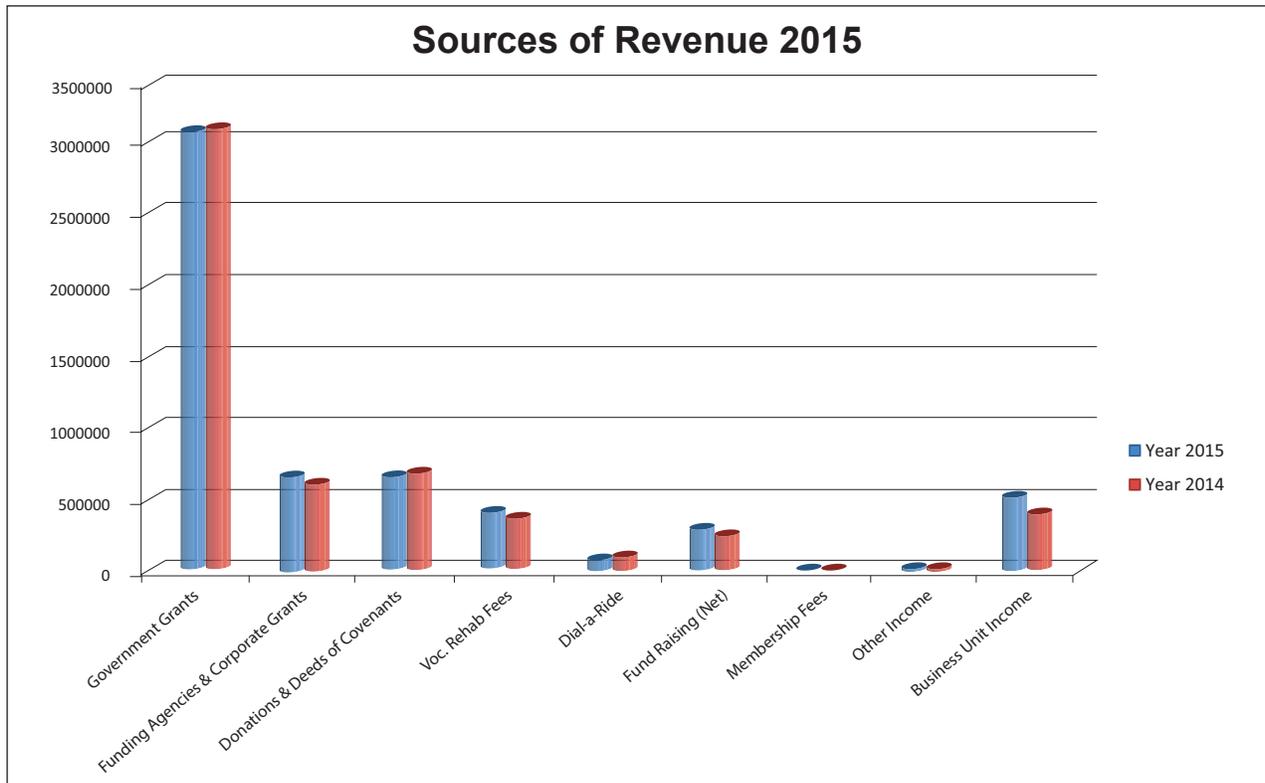


Figure 3: The above diagram illustrates the sources of revenue that supports NCPD's operations.

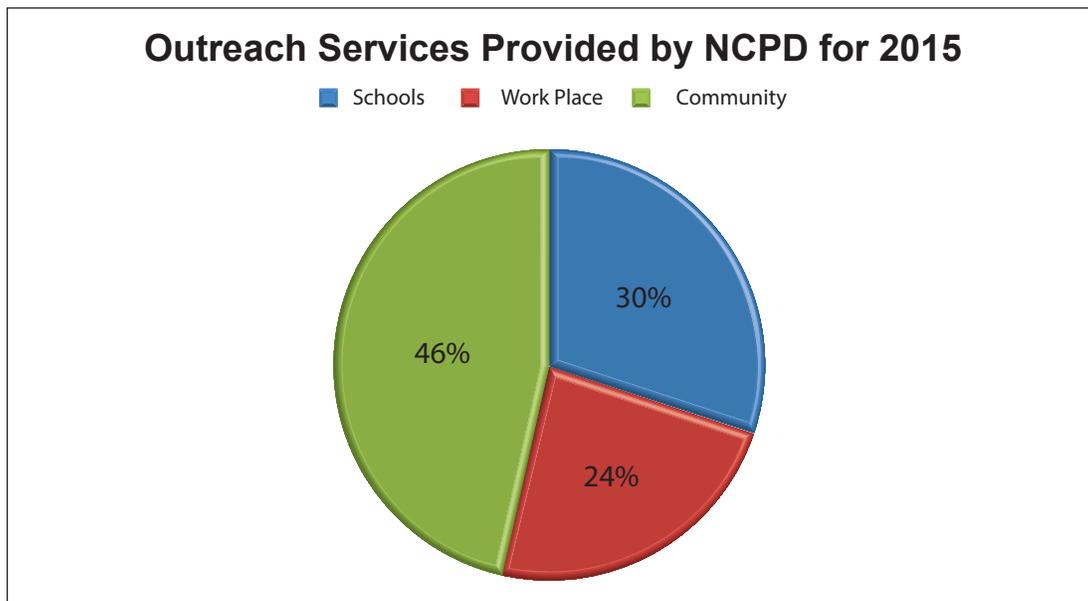


Figure 4: The above diagram illustrates the breakdown of different target groups within the overall total of thirteen hundred (1300) persons who benefitted from NCPD's Outreach Services in 2015. Outreach services include lectures, seminars, and information dissemination booths on the topic of disability awareness, conducted at schools, workplaces and communities throughout Trinidad and Tobago.



#InclusionMatters

Faces of Inclusion

In November 2015, a social media campaign was launched in celebration of the International Day of Persons with Disabilities (December 3rd), and the 51st Anniversary of National Centre for Persons with Disabilities (December 5th).

Members of the public were encouraged to share photos, videos, articles and status updates on social media, using the caption #InclusionMatters, to acknowledge the organizations that have made efforts towards inclusion and to celebrate the inclusion of persons of all abilities.

The campaign commenced with testimonials from NCPD's trainees and staff, continued with posters, videos and key messages from the campaign for Social Inclusion of Persons with Disabilities and concluded with 'Turning A Page', a short film highlighting the Centre's paper recycling project.

A very special thank you to Phelice Martin, Monitoring and Evaluation Officer for coordinating photography and interviews, and to our interviewees Renese, Steven and Donald for their courage and willingness to share their stories.

Renese's Story



"I admire my parents. They were excellent role models. My mom ensured we grew up tough in spite of. Whatever she had was shared between my siblings. She ensured we had a proper education and knew God. Sometimes I feel if I had stayed with church maybe I may not be here (gestures at wheelchair).

We grew up attending the Adventist church; they don't usually take part in Carnival. You didn't know? I went out on a Carnival Tuesday and didn't come home till a year later. I picked up a stray bullet. It was gang warfare on the streets.

A lot of people see you in a wheelchair and think 'You have a daughter?' I had her before the accident. I was twenty four at the time. At times I put up a front but it's like... just another day.

When you are on the outside looking in you

#InclusionMatters

Faces of Inclusion

may think you have an idea, you may think you are able to empathize, sympathize ... (shakes head) ... When I had my surgery I thought, 'this is you now'. Do you know what it's like to lie on a bed for days...weeks?

Live life like there is no tomorrow and look forward for a better tomorrow. What happened to me, it's a whole change. It has affected my relationship with people. I am sure I have friends now.

TV 6 did my story years ago and the newsroom was flooded with calls. A German physiotherapist called me and offered her services to me for free. She met me half way and I would go two to three times a week. She tried putting me to stand using a walker. She told me about a friend of hers at the National Centre for Persons with Disabilities in San Fernando named Beverly. I said let me call, as a favour to her.

After that half hour phone call with Dr. Beckles, she decided I would come for an hour and learn computers. One hour turned into two, into half a day. I completed the computer class. Dr. Beckles suggested the front desk (she laughs), there was a lady there before and she would let me sit and observe. Dr. Beckles wanted me to hold on for the receptionist when she wasn't there. Eventually the receptionist left and I resumed the position. Soon I was an executive assistant.

I put up a big block to deal with life. Do you know how many heads are leaning on these shoulders? I share words of encouragement to whoever needs it. There are many stories out there; so many cases, families with single parents. The social workers are not doing enough. People with disabilities are people too. They need to be included. They are able to do things just the same but in a different way."

- What do access, inclusion and empowerment mean to you?

"The public needs to be aware. We in Trinidad copy a lot of stuff from the U.S.; we should copy the right things. Make us a priority. Include us."

Steven's Story



"I went to Arima Secondary School and before that I was in primary school. It's only when I came here (NCPD) that I began to feel normal.

I stayed in the hospital for three weeks after the accident. My vision was decreasing at that point.

In Form One I got glaucoma; I could still see red lights. I walked from Arima to Maloney for four years without a cane. I took buses; I couldn't take a maxi because I couldn't see the bell...but the buses I knew how they worked.

#InclusionMatters

Faces of Inclusion

I didn't get assistance in secondary school. In Standard Five I was supposed to get a large print book...I got it after I left the school. After Form One I couldn't push anymore. Someone from Student Support Services told them I needed attention. They said they would see what they could do.

After this year, right after second term in Form Four I couldn't see to cross the road but I knew how to move. They told me there were no aids available to help me in school. I waited for two terms.

On April 13th I walked down the stairs to go to school, when I went outside everything was cloudy.

I could hear the cars passing. I don't like to open the doors when there are people in the front seat...it's embarrassing.

I remember when I used to see blind people. I never thought anything about it, but now that it's me...I don't know.

Spiritually I've reached the fullest. People have prophesied that I will see. I can sing and play the trap set. I play the trap set in church.

I could draw, I was really good at drawing, making up characters and doing drawing competitions with my brothers. People would see and say "You drew that!" I was depending on drawing when I finished school. I was drawing right through...before my eyes faded away."

Donald's Story



"I like Fast and Furious Six; I like how they do the fancy drives. The scariest thing I ever had to do was to compete in Special Olympics in Los Angeles. It was great, I got to associate with deaf persons from different countries I saw different sign languages. I did track and field but I didn't do so great, I was nervous... but next four years.

Hearing persons, they may not see that deaf persons are intelligent but they are capable of many things.

I grew up in a home and there were no interpreters. They had to find an institution for me and I went. Cascade School for the deaf, they helped me with sign language. I started school when I was around ten or eleven. At Cascade there were a lot of opportunities. I had a lot of fun; even though I was playful they understood that I was capable.

#InclusionMatters

Faces of Inclusion

They did not realize I was deaf at the home. It was tough... they would try to speak to me but I didn't understand. When I went to DRETCHI I got hearing aids but it didn't help much.

Sometimes hearing persons see people using sign language and they are not aware that we communicate with our hands. Sometimes it feels like they are mocking us. Sometimes they think we are stupid.”

-What should we do to improve this?

“I think hearing persons need to learn sign language. Basic signs like “Home”. For some of the older deaf in Trinidad it is a challenge. They may not have had the opportunity to learn sign language or to go to a deaf school. They may be limited in communication. The younger deaf need to advance more.

Sometimes employers don't want to employ a deaf person. They may end up being employed in groceries. The deaf should be able to do whatever they choose to do with work. Be independent.”

- What about persons with other disabilities?

“I don't think that life is really good for them. I don't think they have much support from government programs. They may not have finances to pay bills, for healthcare. The elderly complain so much about how hard it is. I remember going to the social welfare office and the elderly were complaining about the money being insufficient.

I remember going with my adopted mother and seeing persons who were blind and persons with other disabilities perform a lot of tasks, like baking. She assisted them with going to

the bank. I saw a blind person using an ATM machine. Blind persons have a challenge; people may not always be honest with them.”

Year In Review

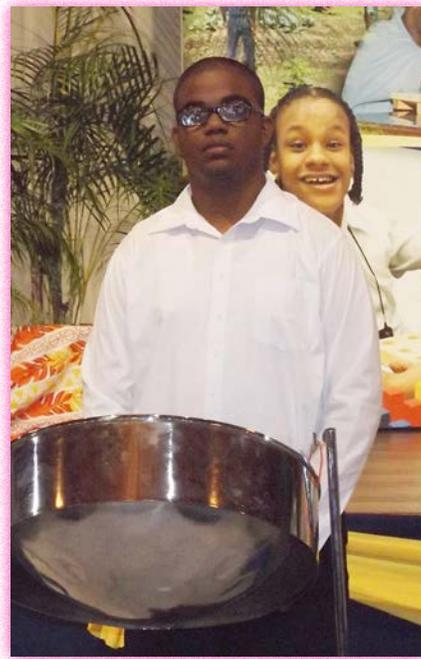
Annual General Meeting 2014



A cross-section of the audience at the 2014 AGM



*Guest speaker - Mr. Richard Blewitt
United Nations Resident Coordinator
and UNDP Resident Representative*



*Cydale Fletcher, NCPD apprentice, entertains
the audience with a Pan Solo.*



Year In Review

Annual General Meeting 2014



L-R: Dr. N. Dick, Mr. Richard Blewitt, Dr. B. Beckles and Ms. Marie Louise Atherly



NCPD's Treasurer, Mr. Hayden Lovell presents flowers to Mrs. Zalayhar Hassanali - Former First Lady of the Republic of T&T and Honorary member



NCPD's Director Mrs. Dolcie Awong presents a token of appreciation to Mr. Richard Blewitt



Year In Review

National Examinations 2015



Food Preparation



Beauty Culture



Bookbinding



Welding



Office Administration



Woodwork



Sewing



Agriculture



Year In Review

Graduation



Guest speaker Mr. Randolph Ramoutar addresses the graduating class



Programme Manager Ms. Kahaya Sooklalsingh with the 2015 Graduating Class



Year In Review

Graduation



Mr. Akil Arcia - Valedictorian



Mr. Akil Arcia receives the La Touche Challenge Trophy for Trainee of the year 2015



Mr. Rondell James receives the Dr. Harry Collymore Challenge Trophy for the most outstanding trainee with a physical disability



Mr. Michael Shortt receives the Julia Ribeiro Trophy for Most Outstanding Trainee with Hearing/Speech Impairment



Mr. Akil Arcia receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportsman of the Year



Ms. Denisa Lester receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportswoman of the Year



Year In Review

Performing Arts



T-Shian Gibson with NCPD trainees at the T&T Music Festival South, Youth Festival Semi-Finals



T-Shian Gibson - 2nd Place in T&T Music Festival South, Youth Festival Finals



NCPD's Band perform at Digicel Foundation Kaleidodash



NCPD's trainees performance at the 2015 Very Special Arts



NCPD trainees attend 'Out Of This World' Music Festival at Naparima Bowl



Year In Review

New Projects



Digicel sponsored Aquaponic System



Digicel sponsored Aquaponic System



NCPD trainees display their hand made beauty products



Hand made scented candles produced by NCPD trainees



Year In Review

New Projects



Trainees create carnival costumes from recycled paper



Handcrafted jewelry and other paper items produced by NCPD trainees



Year In Review

Sports

National Games - Special Olympics T&T 2015



His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. officially opens the National games.



NCPD Football Team in action



NCPD Swim Team



NCPD Floor Hockey Team



NCPD Track & Field Athletes



NCPD Volleyball Team in action

Year In Review

Sports

National Games - Special Olympics T&T 2015



NCPD Trainee participates in Bocce

Special Olympics World Games Los Angeles



Trinidad and Tobago National Special Olympic Football Team



Year In Review

Sports

Special Olympics World Games Los Angeles



Trinidad and Tobago National Special Olympic Basketball Team



Trinidad and Tobago National Special Olympic Volleyball Team



Trinidad and Tobago National Special Olympic Basketball Team



NCPD Stefan Singh brings home the Gold in Swimming



Year In Review

Sports



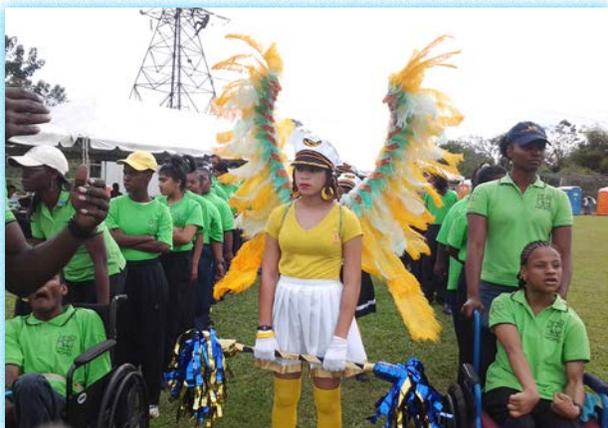
NCPD Cricket team at Special Olympics (National Champions)



Trainees participating in Digicel Special Olympics Eunice Kennedy Shriver (EKS) Day



Trainees participating in Memisa Centre Basketball tournament - Guanapo Arima



NCPD trainees at Powergen Sports March Past, T-Shian Gibson (centre) captured 3rd place as Mascot



NCPD Trainees at First Citizens Bank 'World Challenge Day'



Year In Review



L-R: Ms. Giselle Laronde-West (Senior Manager, Angostura), Ms. Shereen Baksh (Chairperson - NCPD), Mrs. Dolcie Awong (NCPD - Director) and Ms. Alana Beaubrun (Executive Manager, Angostura) tour the upgraded facilities funded by Angostura



Councillor Arnold Soogrim presents Award to Dr. Beckles for Community Service at the San Fernando City Day.



Year In Review

NCPD Launches 'One of a Kind'



Cross section of audience at book launch



Ms. Joan Bishop, reads excerpts from the book 'One of a Kind'



Ms. Joan Bishop receives a copy of the 'One of a Kind' book from Director Mr. Subert Gilbert



Dr. Beckles signs a copy of the 'One of a Kind' book for Mrs. Zalayhar Hassanali - Former First Lady of the Republic of T&T and Honorary member



L-R: Ms. Joan Bishop, Dr. Natalie Dick, Mrs. Zalahar Hassanali, Dr. Beverly Beckles and Mrs. Sofia Figueroa-Leon



Ms. Renese Jardine signs commemorative poster



Year In Review

Visits to NCPD



Students of Servol



Students of University of Trinidad and Tobago



Students of the University of the West Indies



Trinidadian Cricketer Dwayne Bravo



De La Rue Scholars

Year In Review

Visits to NCPD



Caribbean Kids & Families Therapy Organisation (CKFTO)



Dr. Nesha Beharry-Borg, National Programme Coordinator, UNDP (GEF SGP)

Presentation of Bursaries



Works Credit Union



Venture Credit Union



Cricketer Dwayne Bravo



NCPD's Donald Doyle receives a POWERGEN Scholarship



Year In Review Advocacy

Massy Stores Parking Permit Registration



Year In Review

Advocacy

National Day of Caring



General Coating & Insulation Services Ltd. and employees of NCPD carry out beautification of NCPD's compound.



Year In Review

CKFTO/NCPD SIPD Campaign



Former West Indies Cricketer Deryck Murray speaks about accommodating persons with disabilities in the design of public spaces.



Calypsonian Denyse Plummer discusses the marginalization of women with disabilities within the workforce.



Calypsonian Edwin "Crazy" Ayoung advocates for the inclusion of all children with disabilities in schools.



Soca Artiste Shurwayne Winchester discusses equal access to educational opportunities without discrimination for persons with disabilities.



Media personality and entertainer Errol Fabien, addresses access to public spaces by persons with disabilities.



Soca Artiste Farmer Nappy, calls for greater inclusion for persons with disabilities in the workforce.



Former Miss Universe Janelle Penny Commissiong, educates us on how to treat persons with disabilities as equals.



Year In Review

Workshops & Conferences



IDB Project Management Workshop



Dr. Beckles and Senator Kerryann Ifill at the UNCRPD 8th Session in New York



L-R: Dr. Beckles, Senator Ifill, Ms. Baksh and Dr. Dick



Representatives from the Ministry of the People and Social Development conduct an AIDS awareness lecture for NCPD's trainees & apprentices

Exhibitions



NCPD booth at the UNDP Knowledge Fair at Arthur Lok Jack Graduate School of Business North Campus



Year In Review

Launch of the Mobile Computer Training Unit for Persons with Disabilities



L-R: Senator Dr. Kriyaan Singh, Independent Senator. Senator the Honourable Fazal Karim, Minister of Tertiary Education and Skills Training. Mr. Chandar Gupta Supersad - Chairman, YTEPP. Dr. Beverly Beckles, CEO, NCPD. Ms. Lisa Mc Carthy, Marketing Manager - Republic Bank Limited. His Worship The Mayor of San Fernando Alderman Kazim Hosein.



Cross section of audience at launch



Senator the Honourable Fazal Karim, Minister of Tertiary Education and Skills Training cuts the ribbon



Ms. Renese Jardine enters the Mobile Unit



NCPD trainees demonstrate the functions of the assistive technology



NCPD trainee demonstrates the functions of the assistive technology

Year In Review

Fundraiser

Tea by the Sea



Performance by the Trinidad & Tobago Police Band



Patrons at Tea By the Sea



NCPD trainees model in formal wear



NCPD Musical Ensemble



Year In Review

Fundraiser

Carnival All Inclusive Fete



Patrons at the fete



Patrons at the fete



Performance by T&T Sweet Tassa



Performance by Dil-E-Nadan



Performance by Caribbean "Traffik" Jam

2014 Feature Address



So as I thought of your ambitious theme of your 50th Anniversary year **“Towards a Society for All;”** I thought what a huge global challenge this is, and it’s a challenge here in T&T. Yes there has been some progress in inclusion in some parts of the world and in some communities, but until we realize human rights are universal, for everybody and until we really decide to adjust our values and live within the planet’s boundaries, I fear making more progress is going to become more and more difficult.

I was lucky enough to come at the end of last year to celebrate with many of you the 50th anniversary of the National Centre for Persons with Disability. The wonderful evening highlighted to me all the efforts carried out and goals achieved during the 50 years of NCPD, which has been supporting Trinidad and Tobago by leading and promoting the integration of persons with disabilities through training, information and research, among other fantastic activities.

On behalf of the United Nations system in Trinidad and Tobago, I would like to take this opportunity to thank all the people that work to help improve the lives of people with disabilities. Trinidad and Tobago is on a journey to better empower persons with disability, much progress has been made but there is much more to do.

I have had the great privilege of running a global NGO before joining the UN two years ago, I understand the highs and lows of this noble endeavor. In particular I have the highest regard for the Board members and the Chair of the Board I have worked with. This giving back is fundamental to a well run not for profit and is a testament to the real social capital that matters in societies around the world. So a huge well done and thanks to you, let’s give the Board a round of applause. Of course we should also thank and note the amazing work of the staff, volunteers and partners. A round of applause to you all.

Recently I was inspired at a UNDP supported event in June this year called the Evirominds Knowledge Fair, here I meet the young Mr Carver Bacchus (a film maker) from sustain T&T, who has produced four powerful films, one of which was being shown at the Fair featuring some of the amazing clients of the NCPD. It was a very moving, funny, serious and touching set of human stories. I hope we can work together to get this amazing and beautiful 10 minute film widely watched across T&T and beyond. Also at



2014 Feature Address

the event some of the NCPD clients played a very beautiful song to end the two intensive days.

Continuing on the positive side, I would like to share some outsider observations concerning disability in sweet T&T:

- there is a growing and stronger philanthropic not for profit sector working in the disability field.
- there are strong leaders, both persons living with disability and service provider leaders.
- there is academic work being done connected to strengthening policy
- there is progress on establishing what is best practice concerning building standards
- and then I hope there is a big new opportunity for persons with disability in T&T....well what is this news!!!

Following the lobbying work of NCPD and others civil society actors the T&T Government has just committed to ratifying the UN Convention on the Rights of Persons with Disability. The process is now completed in T&T and the documents are now this week being deposited at the UN in New York. I will come back to this opportunity later.

Despite all the opportunities you know much more than me that there is so much more to be done to create an inclusive T&T that empowers and supports and includes all persons with disability.

Work has to be done on strengthening and resourcing the sector, more work is needed to ensure the implementation of the disability policy and updating it. Moving ahead there will be an opportunity to put the codes on Infrastructure for accessibility being developed by the Bureau of Standards into action and monitored.

Also I think more work is needed looking at the relationship between poverty and disability and there is need to increasing skills development and widening employment opportunities for persons with disability. Recently I heard of a story of a women with Down syndrome working in Burger King and was doing great in the US, her parents were aging and retiring and came back to Trinidad and Tobago and now she has no work, what a sad missed opportunity.

I can see how the NCPD does both great advocacy like breaking down the walls and great service delivery, well done. It's not easy to do this it never was.

One historical figure on disability in the US is Helen Keller, here I have a quote from her from 1924. "So long as I confine my activities to social service and the blind, they compliment me extravagantly, calling me 'arch priestess of the sightless,' 'wonder woman,' and a 'modern miracle.' But when it comes to a discussion of poverty, and I maintain that it is the result of wrong economics—that the industrial system under which we live is at the root of much of the physical deafness and blindness in



2014 Feature Address

the world—that is a different matter! It is laudable to give aid to the handicapped. Superficial charities make smooth the way of the prosperous; but to advocate that all human beings should have leisure and comfort, the decencies and refinements of life, is a Utopian dream, and one who seriously contemplates its realization indeed must be deaf, dumb, and blind.” Helen Keller (letter to Senator Robert La Follette, 1924).

Sometimes I feel in Trinidad and Tobago there might be too much, a pat on the back but not an embracing of the opportunities of an inclusive society that is rights driven. Not here in NCPD of course... I am very inspired by the way the NCPD work with partnerships. This is so critical for success and impact. I am also inspired by the transparency of the NCPD.

People with disabilities make up an estimated 15 per cent of the world’s population, or 1 billion people, of whom an estimated 80 per cent live in developing countries. Acknowledging the value of their contribution to the general well-being, progress and diversity of society is essential.

Now returning to the UN framework, I am going to talk a bit about the UN Convention on the Rights of Persons with Disabilities (2006), with the T&T ratification, I believe it can be a powerful lever for promoting change and improvement in the country.

The Convention follows decades of work by the United Nations and groups like NCPD to change attitudes and approaches to

persons with disabilities. It takes to a new height the movement from viewing persons with disabilities as “objects” of charity, medical treatment and social protection towards viewing persons with disabilities as “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.

The Convention is intended as a human rights instrument with an explicit, social development dimension. It adopts a broad categorization of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. It clarifies and qualifies how all categories of rights apply to persons with disabilities and identifies areas where adaptations have to be made for persons with disabilities to effectively exercise their rights and areas where their rights have been violated, and where protection of rights must be reinforced. I urge you to read the Convention on-line and work out how to use it to push for real and practical improvements in the area of disability in T&T. You might ask what is this Convention? We can’t even get our own national laws and policies to work. I would say look at the UN Convention on the Rights of the Child, it’s a 20 year old Convention, and I believe you can make a link from this Convention to the existence of the Children’s Authority that is at last in action in T&T. You know the long and challenging road to make sustained progress.



2014 Feature Address

In Trinidad and Tobago, the ILO has provided technical support and advice to the National Centre for Persons with Disabilities (NCPD) since inception in 1964. In 2011, the ILO delivered a train-the-trainer workshop to instructors of the NCPD on entrepreneurship education and curriculum implementation to provide options for students to consider self-employment as a viable employment opportunity. Similar training was also delivered in St. Lucia to instructors within the Ministry of Education and the National Center for Persons with Disabilities.

Currently, the ILO chairs the meetings of the Trinidad and Tobago UNDAF pillar group on poverty reduction, which NCPD participates. The mandates of the pillar group include the following: Development of an integrated central beneficiary registry; development of a national poverty reduction strategy; ratification of the UN Convention on the Rights of Persons with Disabilities; review of the National Policy for Persons with Disabilities; and improvement of training programmes targeting beneficiaries of social protection.

Despite all the efforts and the achievements we need to keep in mind that more needs to be done. We must not forget that persons with disabilities, in particular women, children, youth, indigenous peoples and older persons, continue to be subjected to multiple and aggravated forms of discrimination. This is a big concern.

So let me ask you a question. Who in the room has heard of the United Nations

MDGs? Well People with disabilities have been largely invisible in the implementation, monitoring and evaluation of the Millennium Development Goals which are coming to an end now.

In September 2015 we will have for 15 years into the future a new set of 17 sustainable development goals, these goals have some specific targets that address disability and this is an opportunity to push national governments to better address disability. Goal 17 is on data and is explicit on ensuring there is good disability data. Goal 4 is on inclusion and is explicit on disability and inclusion in education and vocational training. Goal 8 on equitable growth is explicit on decent jobs for persons with disability. Goal 10 on inequality, talks about social, economic and political inclusion for persons with disability and Goal 11 on safe and habitable places, talks about accessible transport, housing etc for persons with disability. Again in Trinidad and Tobago this is another leverage point to get more traction to support best practices in disability in T&T.

Beyond normal life we also know that Persons with disabilities continue to be disproportionately affected in disaster, emergency and conflict situations. This is my background and I saw this every day in disaster settings. We, or some of you say God is a trini, let's hope a major earthquake disaster does not visit this great land, at the same time let's be ready and ensure persons with disability will be prepared and supported should a major disaster happen.



2014 Feature Address

I strongly believe that building a disability-friendly society is a mark of a well-developed society and country. I would like to underline the importance of urgent action by all stakeholders towards the adoption and implementation of more ambitious disability-inclusive national development strategies and efforts, backed by increased national and international cooperation and support.

The theme for this year's AGM is "Towards a Society for All". I think this year's theme underscores the power of NCPD, you fully recognize the right of all human beings to be treated equally and with dignity. I believe in framing the future discourse we all need to keep putting the human rights of persons with disability center stage.

Richard Blewitt

United Nations Resident Coordinator

and UNDP Representative for Trinidad and Tobago, Suriname, Aruba, Curacao and Sint Maarten.



Independent Auditor's Report



To the Members of:

The National Centre for Persons with Disabilities (NCPD)

Report on the Financial Statements

We have audited the Financial Statements of The National Centre for Persons with Disabilities for the year ended 31st December 2015 which comprises, the Statement of Financial Position, the Statement of Comprehensive Income, the Statement of Cashflows for the year then ended, and other explanatory related notes as set out on pages 56 to 67.

Management's Responsibility for the Financial Statements

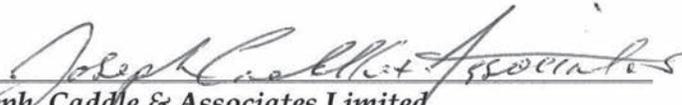
Management is responsible for the preparation and fair presentation of these Financial Statements in accordance with International Financial Reporting Standards (IFRSs). This responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation of Financial Statements that are free from material mis-statement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these Financial Statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (ISAs). Those Standards require that we comply with ethical requirements when planning and performing the audit to obtain reasonable assurance about whether the Financial Statements are free of material mis-statement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The procedures selected depend on the Auditor's judgment, including the assessment of risks of material mis-statement of the Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the Financial Statements in order to design the audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management as well as evaluating the overall presentation of the Financial Statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the Financial Statements presents fairly, in all material respects, the financial position of the Organization as at 31st December 2015 and of its financial performance and its cash flow for the year then ended in accordance with International Financial Reporting Standards adopted by The Institute of Chartered Accountants of Trinidad and Tobago.

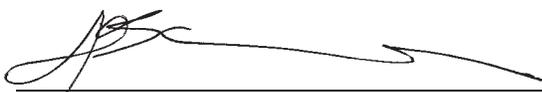

Joseph, Caddle & Associates Limited
CHARTERED CERTIFIED ACCOUNTANTS
#8 Albert Avenue,
San Fernando

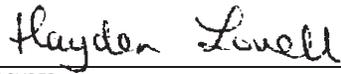
June 1, 2016

The National Centre for Persons with Disabilities

STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER 2015

Currency TTS	NOTES	2015		2014
		\$	\$	\$
CURRENT ASSETS				
Cash on Hand & at Bank	(3)	46,069		58,030
Short Term Investments	(4)	216,571		216,535
Accrued Revenue		0		77,580
Accounts Receivable & Prepayments		106,633		255,070
Inventories & Work In Progress	(6)	208,258		217,000
V.A.T Refundable		28,634		28,634
Business Levy Refundable	(18a)	899		13
			607,064	852,862
NON-CURRENT ASSETS @ W.D.V.				
Freehold Buildings	(8)	11,326,888		11,387,467
Plant & Machinery		219,533		283,440
Motor Vehicles		68,752		91,670
Office Equipment		648,778		577,898
Computer Equipment		111,876		124,440
			12,375,827	12,464,915
TOTAL ASSETS			12,982,891	13,317,777
LIABILITIES AND EQUITY				
CURRENT LIABILITIES				
Accounts Payable & Accruals	(9)	521,140		607,654
Bank Overdraft	(5)	4,657		729,850
V.A.T Payable		163,477		173,367
Other Loans (due & payable within one year)	(10)	58,080		58,080
Business Levy Payable	(18b)	299		299
			747,653	1,569,250
NON-CURRENT LIABILITIES				
Other Loans (due & payable after one year)	(11)	369,778		105,220
			369,778	105,220
ACCUMULATED FUND				
Accumulated Fund			951,355	482,882
DEFERRED GRANTS				
	(12)		10,914,105	11,160,425
TOTAL LIABILITIES AND EQUITY			12,982,891	13,317,777



 PRESIDENT


 TREASURER



 SECRETARY
 1-6-2016

 DATE

The National Centre for Persons with Disabilities

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015 \$	2014 \$
INCOME	(13)	5,912,484	5,633,891
EXPENDITURE			
Distribution Costs	(14)	(284,523)	(275,939)
Administrative Expenses	(15)	(4,601,462)	(4,726,880)
Other Operating Expenses	(16)	(528,994)	(508,223)
		(5,414,979)	(5,511,042)
Operating Surplus/(Deficit)		497,505	122,849
Other Income	(13c)	24,148	24,148
Interest Income	(13d)	485	640
Gain/(Loss) on Disposal		20,976	0
		543,114	147,637
Finance Costs	(17)	(69,849)	(59,665)
		473,265	87,972
Business Levy Liability	(18c)	(4,792)	(4,639)
Net Surplus/(Deficit)		468,473	83,333
Accumulated Fund at start of year		482,882	399,549
Accumulated Fund at end of year		951,355	482,882

The National Centre for Persons with Disabilities

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	2015		2014
	\$	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Net Surplus/(Deficit) Before Business Levy		473,265	87,972
Adjustments for:			
Depreciation	527,085		504,216
Gain on disposal of asset	(20,976)		0
Interest Expense	69,849		59,665
		575,958	563,881
Operating Surplus Before Working Capital Changes:		1,049,223	651,853
(Increase)/Decrease in Inventories & Work In Progress	8,742		(39,769)
(Increase)/Decrease in Trade and Other Receivables	226,017		(125,418)
Increase/(Decrease) in Trade and Other Payables	(96,404)		17,518
		138,355	(147,669)
Cash Generated From/(Used In) Operations		1,187,578	504,184
Interest Paid	(69,849)		(59,665)
Taxes Paid	(5,678)		(4,579)
Capital Grants	(246,320)		(416,229)
		(321,847)	(480,473)
Net Cash Generated From/(Used In) Operating Activities		865,731	23,711
Cash Flows From Investing Activities			
Purchase of Non-Current Assets	(447,021)		(430,865)
Disposal of Non-Current Assets	30,000		0
Net Cash Generated From/(Used In) Investing Activities		(417,021)	(430,865)
		448,710	(407,154)
Cash Flows From Financing Activities			
Other Loans Repaid	264,558		(39,002)
Net Cash Generated From/(Used In) Financing Activities		264,558	(39,002)
Net Increase/(Decrease) in Cash and Cash Equivalents		713,268	(446,156)
Cash and Cash Equivalents At Beginning of Period		(455,285)	(9,129)
Cash and Cash Equivalents At End of Period		257,983	(455,285)
Cash and Cash Equivalents At End of Period			
Cash on Hand & at Bank		46,069	58,030
Short Term Investments		216,571	216,535
Bank Overdraft		(4,657)	(729,850)
		257,983	(455,285)

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$

1 - INCORPORATION & PRINCIPAL ACTIVITIES

The National Centre For Persons With Disabilities, (NCPD) is a non profit company incorporated in the Republic of Trinidad & Tobago.

The Centre's mission is to provide persons with disabilities with effective and efficient training to enhance the quality of their lives and promote their integration into the wider community.

The Centre's three main areas of operations are:

- Vocational Rehabilitation Training
- Employment / Business Services
- Community Outreach

2 - ACCOUNTING POLICIES

(a) Accounting Convention

These Financial Statements are expressed in T&T dollars and have been prepared in accordance with International Financial Reporting Standards for SMEs

(b) Non-Current Assets

Non-Current Assets are stated at cost less accumulated depreciation.

Depreciation has been provided for on the reducing balance basis on all assets at the following rates:

Freehold Buildings	2% per annum
Plant & Machinery	20% per annum
Motor Vehicle	25% per annum
Office Furniture & Equipment	20% per annum
Computer Equipment	33 1/3% per annum

(c) Capital Grants & Donations

Grants and Donations received towards capital expenditure are capitalised in the year of receipt and released to income over the expected economic life of the asset on the same basis that the asset is depreciated.

(d) Donations in Kind

Donations received in kind are recorded as income and expensed at market value or Directors valuation at date of transaction.

	2015	2014
3 - CASH ON HAND & AT BANK	\$	\$
Petty Cash	2,000	2,000
Republic Bank Limited (Current Account)	44,069	56,030
	<u>46,069</u>	<u>58,030</u>
4 - SHORT TERM INVESTMENTS		
First Citizens Bank Limited (Fixed Deposit)	102,236	102,236
Republic Bank Limited (Fixed Deposit)	110,380	110,380
Unit Trust Corporation (Money Market Fund)	3,955	3,919
	<u>216,571</u>	<u>216,535</u>

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015	2014
		\$	\$
5 - BANK OVERDRAFT			
First Citizens Bank Limited (Current Account)		4,657	128,091
Republic Bank Limited (Current Account)		0	601,759
		<u>4,657</u>	<u>729,850</u>

6 - INVENTORIES & WORK IN PROGRESS			
Work In Progress		7,666	2,439
Raw Materials		107,831	97,368
Finished Goods		31,924	63,347
Consumables		60,837	53,846
		<u>208,258</u>	<u>217,000</u>

7 - NON - CURRENT ASSETS & DEPRECIATION

	Freehold Buildings	Plant & Machinery	Motor Vehicle	Office		Totals
				Furniture & Equipment	Computer Equipment	
	\$	\$	\$	\$	\$	\$
Year ended 31 Dec 15						
Opening net book amount	11,387,467	283,440	91,670	577,898	124,440	12,464,915
Additions	170,582	0	0	233,074	43,365	447,021
Disposals	0	(9,024)	0	0	0	(9,024)
Depreciation charge	(231,161)	(54,883)	(22,918)	(162,194)	(55,929)	(527,085)
Closing net book amount	<u>11,326,888</u>	<u>219,533</u>	<u>68,752</u>	<u>648,778</u>	<u>111,876</u>	<u>12,375,827</u>
Year ended 31 Dec 14						
Opening net book amount	11,453,845	354,300	108,977	464,393	156,751	12,538,266
Additions	166,019	0	13,250	221,697	29,899	430,865
Depreciation charge	(232,397)	(70,860)	(30,557)	(108,192)	(62,210)	(504,216)
Closing net book amount	<u>11,387,467</u>	<u>283,440</u>	<u>91,670</u>	<u>577,898</u>	<u>124,440</u>	<u>12,464,915</u>

8 - FREEHOLD BUILDINGS

The Freehold Buildings consist of:

Existing Agricultural/Orthopadic, Administration/Showroom and Workshops Buildings, Storage Room and Guard Hut at #7-21 New Street, San Fernando - These buildings inclusive of Substructure, Superstructure, Finishings, Fittings & Furnishings, Services and External Work. In a report produced by L. Harper & Associates Limited, Quality Surveyors and Construction Cost Consultants, they valued the total of these to be \$12,209,649 in March 2014.

9- ACCOUNTS PAYABLE & ACCRUALS

Trade Payables	116,458	171,050
Other Payables	404,682	436,604
	<u>521,140</u>	<u>607,654</u>

10 - OTHER LOANS

VENTURE CREDIT UNION

This is the amount outstanding on loans received from Venture Credit Union for working capital for the organisation.

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015 \$	2014 \$
11 - LONG TERM LOAN/GRANT			
INTER AMERICAN DEVELOPMENT BANK (IADB)			
In 1990 NCPD was granted a loan facility of US \$500,000 for the expansion of its then facilities. The amount drawn down on the facility was US \$459,335 and is reflected in the rate of exchange.			
IADB confirmed during the course of the audit for the year ended 31st December 2011 that the loan facility stated above was converted into a Grant to NCPD. As such, in this Financial year ended 31st December 2011, the IADB Loan in the amount of TT\$2,081,688 was Written Off.			
The Loan was written off to Other Grants Income in the amount of \$874,309 and to Deferred Grants in the amount of \$1,207,379. The value for Other Grants Income is based on 2% wear and tear on the straightline basis for the full length of the loan of 21 years, which represents 42% of the total loan. The value for Deferred Grants (Building) which represents the remaining 52% of the total loan, will be written down annually based on the 2% wear and tear on the straightline basis, until it is fully written off.			
Balance on IADB Loan B/Fwd		1,110,788	1,134,936
Write off as Other Grants Income		(24,148)	(24,148)
Balance on IADB Loan C/Fwd		<u>1,086,640</u>	<u>1,110,788</u>
12 - DEFERRED & CAPITAL GRANTS			
Balance Brought Forward		11,160,425	11,576,654
Add: Additions for the period		<u>12,225</u>	<u>0</u>
		11,172,650	11,576,654
Less: Amount Written off for the period		<u>(258,545)</u>	<u>(416,229)</u>
Deferred & Capital Grants as per Statement of Financial Position		<u>10,914,105</u>	<u>11,160,425</u>
13 - INCOME			
(a) Voc Rehab Income		799,360	799,360
Government Subventions		2,316,264	2,345,667
Government Grants - Ministry of Education	(23)	680,633	607,251
Funding Agencies & Corporate Grants		743,312	786,141
Donations & Deeds of Covenants		389,955	323,218
Voc Rehab Fees		101,994	117,250
Dial-a-Ride		324,700	248,229
Fund Raising (Net)		5,752	1,050
Membership Fees		<u>24,546</u>	<u>24,257</u>
Other Income		<u>5,386,516</u>	<u>5,252,423</u>
(b) Business Unit Income		276,071	229,208
Gross Profit from Trading Activities	(22)	<u>249,897</u>	<u>152,260</u>
Other Income		<u>525,968</u>	<u>381,468</u>
(c) Other Income - IADB Grant Income	(11)	<u>24,148</u>	<u>24,148</u>
		<u>24,148</u>	<u>24,148</u>
(d) Interest Income		<u>485</u>	<u>640</u>
		<u>485</u>	<u>640</u>

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015	2014
		\$	\$
14 - DISTRIBUTION COSTS			
Motor Vehicle Expenses		44,789	44,010
Motor Vehicle Lease		81,600	81,600
Advertising & Promotions		29,296	88,407
Travelling & Subsistence		119,838	52,922
Entertainment		9,000	9,000
		<u>284,523</u>	<u>275,939</u>
15 - ADMINISTRATIVE EXPENSES			
Personnel Costs	(19)	3,033,245	3,444,634
Rent Independent Living		59,175	56,712
Conference & Voc Rehab Expenses	(20)	350,978	150,577
Voc Rehab Material		62,612	62,215
Professional & Consultant Fees		447,717	423,695
Telephone & Electricity		210,296	204,738
Insurances		92,970	85,478
Repairs & Maintenance		135,929	128,277
Office Supplies		96,482	72,137
Postage & Courier		12,009	2,678
Audit & Accounting Fees		50,000	50,000
Green Fund Levy		2,860	2,288
Property, Rates & Taxes		12,177	8,895
AGM Expenses		35,012	34,556
		<u>4,601,462</u>	<u>4,726,880</u>
16 - OTHER OPERATING EXPENSES			
Miscellaneous Expenses		8	879
Membership Fees		1,475	1,813
Penalties & Interest		2	0
Depreciation		527,085	504,216
Bad Debts Written Off		424	1,315
		<u>528,994</u>	<u>508,223</u>
17 - FINANCE COSTS			
Bank Charges & Interest		28,401	30,907
Loan Interest		41,448	28,758
		<u>69,849</u>	<u>59,665</u>

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015 \$	2014 \$
18 - BUSINESS LEVY PAYABLE			
	Current Year's Business Levy Provision	4,792	4,657
	Less: Payments Made	(5,678)	(4,396)
	Business Levy Payable/Refundable Current Year	(886)	261
	Previous Year's Liability B/fwd	299	226
	Less: Overprovision of previous years' liabilities	0	(18)
	Less: Payments Made	0	(183)
		<u>299</u>	<u>25</u>
(a)	Business Levy Refundable as per Statement of Financial Position	899	13
(b)	Business Levy Payable as per Statement of Financial Position	<u>299</u>	<u>299</u>
	Current Year's Business Levy Provision	4,792	4,657
	Less: Overprovision of previous years' liabilities	0	(18)
(c)	Business Levy Provision as per Statement of Comprehensive Income	<u>4,792</u>	<u>4,639</u>
19 - PERSONNEL COSTS			
	Salaries & Wages - Administration	927,399	1,233,394
	Salaries & Wages - Voc Rehab	1,703,959	1,694,781
	Contract Labour - Voc Rehab	11,800	0
	Group Medical Insurance	47,371	59,286
	Pension Plan	37,374	49,346
	N.I.S. Employer	200,157	218,710
	Trainee's Stipend & Incentives	102,830	145,698
	Staff Benefits	2,355	43,419
		<u>3,033,245</u>	<u>3,444,634</u>
20 - CONFERENCE & VOC REHAB EXPENSES			
	Conference & Voc Rehab	233,584	34,864
	Special Events - Olympics	500	6,397
	Special Events - Other	32,137	17,759
	Beauty Culture Project	757	0
	Staff Voc Rehab - Local	0	5,100
	Staff Voc Rehab - Foreign	0	2,457
	Staff Voc Rehab - Management	84,000	84,000
		<u>350,978</u>	<u>150,577</u>

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	NOTES	2015		
		\$	\$	\$
21 - CALCULATION OF SURPLUS/(DEFICIT) ON BUSINESS UNIT ACTIVITIES & VOC REHAB ACTIVITIES				
		<u>Business Unit Activities</u>	<u>Voc Rehab</u>	<u>Total as per S.O.C.I.</u>
INCOME	(13)	525,968	5,410,664	5,936,632
EXPENDITURE				
Distribution Costs	(14)			
Motor Vehicle Expenses		(3,601)	(41,188)	(44,789)
Motor Vehicle Lease		0	(81,600)	(81,600)
Advertising & Promotions		0	(29,296)	(29,296)
Travelling & Subsistence		(4,290)	(115,548)	(119,838)
Entertainment		0	(9,000)	(9,000)
		<u>(7,891)</u>	<u>(276,632)</u>	<u>(284,523)</u>
Administrative Expenses	(15)			
Personnel Costs		(105,185)	(2,928,060)	(3,033,245)
Rent Independent Living		0	(59,175)	(59,175)
Conference & Voc Rehab Expenses		(249)	(350,729)	(350,978)
Voc Rehab Material		0	(62,612)	(62,612)
Professional & Consultant Fees		(31,770)	(415,947)	(447,717)
Telephone & Electricity		(2,031)	(208,265)	(210,296)
Insurances		(800)	(92,170)	(92,970)
Repairs & Maintenance		0	(135,929)	(135,929)
Office Supplies		(6,978)	(89,504)	(96,482)
Postage & Courier		(1,201)	(10,808)	(12,009)
Audit & Accounting Fees		(25,000)	(25,000)	(50,000)
Green Fund Levy		(2,860)	0	(2,860)
Property, Rates & Taxes		0	(12,177)	(12,177)
AGM Expenses		0	(35,012)	(35,012)
		<u>(176,074)</u>	<u>(4,425,388)</u>	<u>(4,601,462)</u>
Other Operating Expenses	(16)			
Miscellaneous Expenses		(8)	0	(8)
Membership Fees		0	(1,475)	(1,475)
Penalties & Interest		(2)	0	(2)
Depreciation		(105,417)	(421,668)	(527,085)
Bad Debts Written Off		(424)	0	(424)
		<u>(105,851)</u>	<u>(423,143)</u>	<u>(528,994)</u>
Operating Surplus/(Deficit)		236,152	285,501	521,653
Interest Revenue		485	0	485
Gain/Loss on Disposal		4,195	16,781	20,976
Gross Surplus/(Deficit)		<u>236,637</u>	<u>285,501</u>	<u>543,114</u>
Finance Cost	(17)			(69,849)
Business Levy Liability	(18c)			(4,792)
Net Surplus/(Deficit) as per S.O.C.I				<u>468,473</u>

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$

22 - GROSS PROFIT/(LOSS) FROM TRADING ACTIVITIES

	2015									2014
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
INCOME FROM TRADE	Wood Work	Printing & Binding	Sewing & Upholstering	Orthopedic	Paradise Plum & Cafeteria	Car Park	Phone Card	Agri	Total	Total
Income										
Sales	732,651	103,885	83,572	55,265	1,297,883	73,530	40,243	8,740	2,395,769	2,328,719
Net Income	732,651	103,885	83,572	55,265	1,297,883	73,530	40,243	8,740	2,395,769	2,328,719
Cost of Sales										
Cost of Materials used	235,967	14,411	21,910	34,498	804,746	0	37,848	2,197	1,151,577	1,096,660
Salaries, Wages & NIS	377,023	47,566	20,691	0	277,264	8,944	0	0	731,488	751,534
Telephone	7,902	1,976	1,976	988	6,727	0	0	0	19,569	20,709
Building & Equipment Maint.	8,712	6,983	4,628	2,373	12,816	0	0	0	35,512	46,729
Rental of Gas Cylinders	0	0	0	1,004	0	0	0	0	1,004	1,080
Consumables	1,748	7,467	1,704	4,672	15,463	0	0	1,580	32,634	38,964
Contract Services	18,138	21,079	15,575	0	93,122	0	0	0	147,914	143,835
	649,490	99,482	66,484	43,535	1,210,138	8,944	37,848	3,777	2,119,698	2,099,511
Gross Profit from Trade	83,161	4,403	17,088	11,730	87,745	64,586	2,395	4,963	276,071	229,208
Gross Profit Percentages	11%	4%	20%	21%	7%	88%	6%	57%	12%	

23 (a)- NET SURPLUS/(DEFICIT) MINISTRY OF EDUCATION TRAINING GRANT

	2015					2014
	\$	\$	\$	\$	\$	\$
GRANTS FROM MINISTRY	Students & Staff	Premises & Upkeep	Telephone	Electricity	Total	Total
Receipts						
Grants Received	2,113,950	8,250	2,250	191,814	2,316,264	2,345,667
Total Receipts	2,113,950	8,250	2,250	191,814	2,316,264	2,345,667
Payments						
Salary & Wages & NIS	1,703,959	0	0	0	1,703,959	1,694,781
Pension & Group Medical	54,925	0	0	0	54,925	70,841
Professional Services	415,947	0	0	0	415,947	411,245
Voc Rehab Material	62,612	0	0	0	62,612	62,215
Building & Grounds Upkeep	0	135,929	0	0	135,929	128,277
Telephone Expenses	0	0	55,530	0	55,530	47,751
Electricity	0	0	0	134,453	134,453	135,090
Uniforms for Staff	2,120	0	0	0	2,120	39,077
Conference & Voc Rehab	350,978	0	0	0	350,978	150,577
Total Payments	2,590,540	135,929	55,530	134,453	2,916,452	2,739,854
Net Surplus/(Deficit)	(476,590)	(127,679)	(53,280)	57,361	(600,188)	(394,187)

The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2015

Currency TT\$	<u>NOTES</u>	<u>2015</u>	<u>2014</u>
		\$	\$
23 (b) - MINISTRY OF EDUCATION TRAINING GRANT			
Due to the uncertainty of the timing of the receipts from the Government, we shall continue to account for these Government Grants on the cash basis.			
The breakdown of the amounts reported for 2015 is as follows:			
Amounts Received for 2013		0	926,769
Amounts Received for 2014		926,769	1,418,898
Amounts Received for 2015		<u>1,389,495</u>	<u>0</u>
Total Reported for 2015		<u><u>2,316,264</u></u>	<u><u>2,345,667</u></u>
24 - FUNDING AGENCIES & CORPORATE GRANTS			
Amount Written off for Deferred Grants		214,362	214,362
Other Grants Received From Funding/Corporate Agencies		<u>466,271</u>	<u>392,889</u>
		<u><u>680,633</u></u>	<u><u>607,251</u></u>
25 - GAIN ON DISPOSAL OF ASSET			
Written down value of asset		9,024	0
Proceeds from Sale		<u>(30,000)</u>	<u>0</u>
Gain on disposal of asset		<u><u>(20,976)</u></u>	<u><u>0</u></u>

Board of Directors



1. Subert Gilbert - Secretary **2. Lex Lovell** - Director **3. Shereen Baksh** - Chairperson
4. Dolcie Awong - Director **5. Dr. Beverly Beckles** - Chief Executive Officer **6. Natalie Hays** - Director
7. Dr. Natalie Dick - Director **8. Janice Koylass Abraham** - Director
9. Gregory Christopher - Vice Chairman **10. Hayden Lovell** - Treasurer

Executive Committee



Major Donors

In Appreciation, NCPD gratefully extends our thanks to Government Agencies, Corporations, Foundations and Individuals whose generosity provided financial support and in-kind contributions vital to the success of our operational activities during the year 2015.

Government

- ❖ Ministry of Community Development (Victoria West)
- ❖ Ministry of Education, Student Support Services
- ❖ Ministry of the People & Social Development
- ❖ Ministry of Works and Infrastructure, Electrical Division (South)
- ❖ Ministry of National Diversity & Social Integration
- ❖ Trinidad & Tobago Police Band

Corporations

- ❖ Alstons Marketing Company Limited
- ❖ Caribbean Petrochemical Manufacturing Ltd.
- ❖ Carillion Caribbean Ltd.
- ❖ CP's Plumbing & Hardware Ltd.
- ❖ Crystal Industries Ltd.
- ❖ Digicel Trinidad & Tobago Ltd.
- ❖ Dil-E-Nadan
- ❖ ECCA School & Office Supplies
- ❖ EOG Resources, Inc.
- ❖ F.E.E.L. (Foundation for the Enhancement & Enrichment of Life)
- ❖ Fine Art Ltd.
- ❖ Joseph Caddle & Associates Ltd.
- ❖ Khan's Aluminium Products Ltd.
- ❖ National Lotteries Control Board
- ❖ Phoenix Park Gas Processors Ltd.
- ❖ Pro. Eng. Services Ltd.
- ❖ RBC Royal Bank
- ❖ Schlumberger
- ❖ SK Management Ltd.
- ❖ TECU Credit Union Co-operative Society Ltd.
- ❖ The National Gas Company of Trinidad and Tobago Ltd.
- ❖ Trinidad Nail Works Ltd.
- ❖ TRINRE Insurance
- ❖ United Way Trinidad & Tobago

Individuals

- ❖ Alderman V. Bissessar
- ❖ Ms. Annalee Gibbs
- ❖ Professor Compton Bourne
- ❖ Ms. Debra Brathwaite
- ❖ Mrs. Dolcie Awong
- ❖ Ms. Elris Williams
- ❖ Mr. Gene Wilkes
- ❖ Mr. Gregory Christopher
- ❖ Mrs. Greene
- ❖ Mrs. Jennifer La Touche
- ❖ Ms. Joanna Sooknanan
- ❖ Ms. Keilan Awong
- ❖ Mr. Kenneth N. Deen
- ❖ Mrs. Lelia Christopher
- ❖ Mrs. Mehrun Rahaman
- ❖ Ms. Pamela Pariag
- ❖ Ms. Phyllis Borde
- ❖ Mr. Keith Miller
- ❖ Ms. Seeta Khadoo

Trust/Foundation

- ❖ Digicel Trinidad & Tobago Foundation
- ❖ Haji Gokool Meah Trust
- ❖ JB Fernandes Memorial Trust 1
- ❖ Pricesmart Foundation
- ❖ Scotiabank Trinidad and Tobago Foundation
- ❖ The Massy Foundation

International Agencies

- ❖ De La Rue Scholars
- ❖ UNDP Small Grants Programme



Sponsors of Bursaries

- * ANSA McAl Ltd.
- * BG Trinidad & Tobago
- * Canning's Employees' Credit Union Co-operative Society Ltd.
- * Caribbean Nitrogen Co. Ltd.
- * Dr. Natalie Dick
- * Justice Anthony Lucky and Mrs. Cintra Lucky
- * Lake Asphalt of Trinidad & Tobago 1978 Ltd.
- * Lalita Limited
- * Mr. Dwayne Bravo
- * Mrs. Janice Koylass Abraham
- * Mr. & Mrs. Kenneth Sammy
- * Mrs. Zalayhar Hassanali
- * Ms. Natalie Haye
- * Petroleum Company of Trinidad & Tobago Ltd.
- * Phoenix Park Gas Processors Ltd.
- * Repsol
- * R.I.K. Services Ltd.
- * San Fernando Muslim Association
- * Staff of Works Credit Union Co-operative Society Ltd.
- * Telecommunications Services of Trinidad & Tobago Ltd.
- * The Power Generation Co. of Trinidad & Tobago Ltd.
- * Trinidad & Tobago Unit Trust Corporation
- * Venture Credit Union Co-operative Society Ltd.
- * Works Credit Union Co-operative Society Ltd.



Staff - Administration & Finance



- | | |
|--------------------------------|-------------------------------------|
| 1. Michele Ramkhalawan | - Clerical Assistant |
| 2. Dionne Sara Hanson | - Research & Communications Officer |
| 3. Sandra Barrow | - Custodian |
| 4. Isidore Andy Cato | - Driver/Messenger |
| 5. Victoria Odle | - Custodian |
| 6. Reynold Brathwaite | - Driver - Dial A Ride Service |
| 7. Shirley Marchan | - Custodian |
| 8. Kyle Young Lai | - Graphic Artist |
| 9. Liana Salazar | - Accounts Clerk |
| 10. Wendy Morris | - Inventory Clerk |
| 11. Arianne Christopher | - Accounting Assistant |
| 12. Nikeisha Campbell | - Accounts Clerk |
| 13. Reynold Cato | - Driver - Paradise Plum |
| 14. Nicholas Nancoo | - Information Technology Assistant |
| 15. Shurland Cuffy | - Security Officer |
| 16. Jayvon Peters | - Security Officer |



Staff - Vocational Rehabilitation Training



- | | |
|-------------------------------------|---|
| 1. Rachel Stephen | - Instructor - Book Binding |
| 2. Ricardo Rampaul | - Placement Officer |
| 3. Janice Griffith | - Special Education Teacher |
| 4. Janillia Carrington | - Teacher's Aide |
| 5. Danielle Ryan | - Vocational Counsellor |
| 6. Princess Lewis | - Instructor - Garment Construction |
| 7. Camille Browne-Hosein | - Instructor - Life Skills |
| 8. Betty Ann Julien | - Developmental Assistant |
| 9. Clarence Shepherd | - Instructor - Woodwork |
| 10. Yordanna Garcia-Blackman | - Instructor - Sign Language |
| 11. Malomo Joseph | - Instructor - Music |
| 12. Marlene George | - Instructor - Beauty Culture |
| 13. Dayna Mayers | - Developmental Assistant |
| 14. Natalie John | - Instructor - Information Technology |
| 15. Kahaya Sooklalsingh | - Programme Manager |
| 16. Ron Wiltshire | - Instructor - Welding |
| 17. Noleen Williams | - Special Education Teacher |
| 18. Nalini Ramlochan-Singh | - Teacher's Aide |
| 19. Sharon Rochard | - Instructor - Horticulture/Agriculture |
| 20. Karen Ragobar | - Instructor - Office Administration |
| 21. Earlyn Karshel-Lalgee | - Social Worker |
| 22. Mary Augustin | - Instructor - Garment Construction |
| 23. Leonie Hall | - Instructor - Food Preparation |
| 24. Lesa Paul | - Developmental Assistant |



Staff - Production



- | | |
|---------------------------------|---|
| 1. Marcia Benoit | - Book Binder |
| 2. Annie Lucy Le Gendre | - Customer Service Representative |
| 3. Aysha Ison | - Kitchen Assistant |
| 4. Jeanette Andrews | - Catering Supervisor |
| 5. Felix Forde | - Supervisor - Horticulture/Agriculture |
| 6. Ricky Ramsawak | - Kitchen Assistant |
| 7. Ivor Hodge | - Cook |
| 8. Kevin Da Costa | - General Assistant |
| 9. Gail Rahaman | - Senior Kitchen Assistant |
| 10. Mitra Birbal | - Supervisor Woodwork |
| 11. Erlyn Joseph | - Cook |
| 12. Deonne Duke | - Customer Service Representative |
| 13. Sherma Francis-Logan | - Supervisor - Paradise Plum |
| 14. Nathan Reid | - Joiner |



Staff - Management



- | | |
|-------------------------------|-----------------------------------|
| 1. Dr. Beverly Beckles | - Chief Executive Officer |
| 2. Danielle Ryan | - Vocational Counsellor |
| 3. Joanne Baker | - Production Co-ordinator |
| 4. Hilda Cunningham | - Assistant Accountant |
| 5. Renese Jardine | - Executive Assistant |
| 6. Denise Alexander | - Coordinator - Catering Services |
| 7. Kahaya Sooklalsingh | - Programme Manager |



Volunteers

Dr. Edmund Chamley

Ms. Debra Baker

Dr. Stacey Chamley

Ms. Jill St. John

Dr. Wendy Diaz

Ms. Nadia Baker

Mr. Adino Reece

Ms. Nekida Baker

Mr. Dave Marchan

Ms. Ruby Taylor

Mr. Dendesson Farrell

Ms. Ruby Thomas

Mr. Gary Taylor

Ms. Juliano Garcia

Mr. Jerry Samuel

Ms. Hazel Simon

Mr. Malcolm Boyce

Ms. Tracy Noel

Mr. Rodney Ruiz

Ms. Sherry Ann Hillaire

Mr. Romeo De Bique

Ms. Cheryl Ann Tackette

Ms. Angela Calliste

Ms. Veera Rajpath

Ms. Ann Wallace

Ms. Lisa-Ann Webb

Ms. Annetta Bramble

Mr. Keith Miller

Ms. Avian Crooks

Ms. Farrah Baksh

Ms. Dale Cadogan



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