NATIONAL CENTRE FOR PERSONS WITH DISABILITIES

ANNUAL REPORT

2019

Theme: "Towards a Society for All"

Table of Contents

3 Vision Statement
Mission Statement

4 Core Values

5 Corporate information

6 Services Offered

7 Chairperson's Review

10 Chief Executive Officer's Review

29 Year In Review

53 Treasurer's Report

56 Independent Auditor's Report

83 Board of Directors

85 Major Donors

86 Sponsors of Bursaries

87 Staff

91 Volunteers

Vision

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

Mission

To enhance the quality of life of persons with disabilities, towards achieving an inclusive society.

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.*

Corporate Information

Location:

1. National Centre for Persons with Disabilities (NCPD)
   # 7-21 New Street,
   SAN FERNANDO
   Trinidad, W.I.
   Tel:(868) 652 4880 / (868) 657 4363
   Fax: (868) 657 3525
   Website: www.ncpdtt.org
   Facebook: www.facebook.com/ncpdtrinidad
   Email: ncpdtrinidad@gmail.com

2. NCPD Independent Living Skills Unit
   #79 Seukeran Street
   Les Efforts West
   SAN FERNANDO 600312
   Tel: (868) 222 8648

Bankers:

1. Republic Bank of T&T Limited
   #10 High Street,
   SAN FERNANDO

2. First Citizens Bank of T&T Limited
   Cor. High & Penitence Street
   SAN FERNANDO

Legal Status:

- Established December 05, 1964 as the Rehab Centre
- Incorporated May 10, 1984 as San Fernando Rehabilitation Centre (SFRC)
- Name change from SFRC to National Centre for Persons with Disabilities (NCPD) Dec16, 1993
- Certificate of Continuance under the Companies ACT of 1995 on April 23, 1998
- Nonprofit Organization (NPO) registration June 14, 2019; Registration #0002
- BIR# 000180195-2
- VAT# 100592
- NIS# 102522

Services Offered

Vocational Rehabilitation

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

Skills Training

- Agriculture/Aquaponics
- 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 (Inationally and regionally)

Community Outreach

Chairperson's Review

This is my first review as Chairman of the Board, having been elected to this position on March 30, 2020. The full complement of members of the Board was not available from the start, and in September 2019, the CEO submitted her retirement letter which was accepted by the Board for retirement on December 31, 2019.

There was insufficient time to allow the Board to properly source a new CEO by January 01, 2020. The Board therefore requested the CEO to accept a short term contract until March 31, 2020. She graciously accepted and the onset of Covid-19 left the Board with no choice but to request a further extension of that contract to June 30, 2020.

At this point, I would like to thank Dr. Beverly Beckles for agreeing to the extension of her services in 2020. We are grateful for her sustained and dedicated input into the work of the NCPD. She believed in the ability of every entrant to NCPD to be successful. Retirement is a milestone in one's life; it marks a time when you begin to work at living, doing the things that mark a new and exceptional chapter in your life. We congratulate her on reaching that milestone and wish her joy and peace in the coming years.

We were again challenged when the problems were exacerbated by the resignation of the Chairman and two Board members very shortly after. One new member joined the Board in March 2020. That new member provides sound legal advice in all matters that require it. We appreciate his contributions.

Having been a previous Member of the Board many years ago, returning in June 2019 was viewed as a new experience because of the different challenges that NCPD faces, the most critical being financial.

Our former Chairman, in his 2018 review noted that "an organisation must continually scan the environment for opportunities and threats and then realign itself to ensure continued survival." He believed that our vision could be achieved if we focus on a "business model that identifies profit centres within the organisation which can generate much needed revenue." His statements advise us that we should relook at the current Strategic Plan

and the Organisational Chart as we reimagine the future of NCPD.

The current Strategic Plan of the NCPD was completed in 2018 and was expected to cover the period 2018 to 2021. Its mission and vision are as follows:

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

Mission Statement:
To enhance the quality of life of persons with disabilities, towards achieving an inclusive society.

We are now in the year 2020, and an unprecedented and totally unexpected global health emergency, the Covid-19 pandemic has altered the reality of life for all times. This is exemplified in the following:

i. The assumptions upon which the said plan was based may no longer be valid or relevant.
ii. Resources from the state, private sector, philanthropy and, other sources on which NCPD relies have contracted significantly.
iii. New ways of social and business interaction imposed by Covid-19 are heavily based on technology that is expensive and may not be available to NCPD at the required level.
iv. Trainees/Students are disadvantaged by the lack of their own technological devices and in many cases access to the internet
v. The demands and expectations placed on organisations like the NCPD that service the national community of Persons With Disabilities have increased as a result of greater need for the services they provide.

There has been minimal success in implementing the strategies on the Plan for several reasons, some of which have been beyond management's control. Additionally, in the midst of all of this, NCPD has no apparent means of servicing the enormous debt in which it finds itself.

Given these and other developments that are, and will continue to negatively impact the NCPD, it is necessary for the organization to rethink its goals, objectives, operations, strategic direction and all aspects of its existence to ensure that the organization survives in the face of severe environmental challenges and an uncertain future.
Accordingly, in the context of the challenges facing NCPD, a top priority for the Board, in conjunction with the new Chief Executive Officer, will be to undertake a total and comprehensive review and analysis of all managerial, functional and, business aspects of the NCPD. The primary objective of that exercise is to identify and build upon our

Chairperson's Review

strengths; eliminate or at least improve upon our weaknesses, capitalize on opportunities available to us; and, mitigate those internal and external threats to the viability of the NCPD.

Moving forward, the survival of the NCPD dictates that we cannot hold on to the status quo. A new paradigm is required. A paradigm that will enable this noble and worthwhile institution to rise to the challenges posed by this new environment; to not only survive but to thrive for the benefit of the national community it serves.

In closing, I ask us all to pray without ceasing, for the seen and unseen work that is done on behalf of the trainees and their families; for the tutors and administrative staff for their dedication to the task; for all those persons, including members and parents and, organisations that support the NCPD. We also pray that the economy revives to allow the NCPD to continue to receive Government's support to finance its contribution to national development.

Marva Ribeiro
Chairman
NCPD Board of Directors

Chief Executive Officer's Review

It is my privilege and pleasure once again to report on the performance of the organization for the year 2019. Despite the challenging financial constraints, the organization was able to keep its doors open and still record a successful year.

Unlike the Corporate world where success is measured by increased growth rate in revenue, profit and increase in net assets, success for us relates to people and how effective we have been in empowering persons with disabilities to discover their unique abilities and talents that will enable their integration into society.

VOCATIONAL REHABILITATION TRAINING

In a society that is still not fully appreciative and sensitized to persons with disabilities, NCPD continues to reshape itself to help persons with disabilities meet the competitive labour market. In this regard, the Centre was able to provide skills training to two hundred and fifty (250) individuals with varying disabilities and provided job placement to thirty one (31) apprentices. Individuals received either full-time and/or part-time vocational rehabilitation training services; individuals received counselling services and varying forms of interventions enabling them to be empowered.

In 2019, the Centre was only able to submit ten (10) trainees as candidates for the National Craft Level Exams. Candidates were from the skill areas of Food Preparation (5) Garment Construction (4) and Bookbinding (1). All candidates were certified by the National Examination Council of the Ministry of Education. Five (5) apprentices wrote the National Craft level 2 Practical Exam in Garment Construction and were successful. Certification allows our trainees and apprentices to transition from the class of unskilled persons to the category of skilled persons enabling them to access employment on the open labour market.

Trainees and apprentices continue to benefit from computer literacy, remedial education, music therapy, life skills, entrepreneurial training, arts and crafts, and sporting activities as well as regular opportunities to participate in community activities.

On December 4th 2019, NCPD obtained renewal of Centre Approval from National Training Agency (NTA) to conduct CVQ Exam in commercial food preparation.

One (1) candidate was submitted for the 2019 Primary School Leaving Exam and he was successful. During the 1st term of the academic year 2019/2020, fifteen (15)

trainees were selected to pursue Caribbean Secondary Education Certificate (CSEC) in Mathematics and English Language. These trainees are pursuing these subjects in addition to their skill area and hopefully may be ready to write exams in 2021.

The Independent Living Skills Unit of NCPD targets those persons whose disabilities are so severe that they are unable to engage in skills training for open employment. 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. In 2019, forty (40) young adults with varying disabilities benefitted from services at the Unit.

Due to space constraints, the Voc. Rehab Programme was only able to facilitate ten (10) clients. This programme is in great demand but unfortunately we are unable to accommodate more clients.
Our Social Worker and Vocational Counsellor provide guidance and counselling services to facilitate the overall well being of our total population.

NCPD continues to expand its services to 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 with our limited resources.

SPORTS

2019 was another excellent year for our trainees and apprentices in the sporting arena. NCPD has become a force to be reckoned with at the National Games of Special Olympics T&T (SOTT) and in 2019 our athletes continued their domination of the games as is shown in the charts.

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. 2019 was no exception. NCPD's contingent consisted of one hundred and seven (107) trainees and sixteen (16) staff members. NCPD's team placed 3rd in the best impact category.

Other sporting events in which our trainees participated included SOTT National Cricket Game in which NCPD placed 1st; Floor Hockey presented two teams A& B, Team A placed 3rd while team B placed 1st; Special Olympics Sea Side Games; World Challenge Day organized by First Citizens Sports Foundation, fourteen (14) trainees and one (1) instructor participated. The Special Olympics Trinidad and Tobago SOFIT programme continued from February-June 2019 with twenty six (26) trainees and two (2) instructors. This programme is geared towards improving the overall health and wellbeing of the trainees.

Chief Executive Officer's Review

Special Olympics Trinidad and Tobago National Games- NCPD contingent consisted of one hundred and three (103) athletes, eighteen (18) staff and fifty-nine (59) parents/ guardians.

NCPD's Performance

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place	5th Place	6th Place	7th Place	8th Place
Football	9	2	-	-	-	-	-	-
Track and Field	5	4	5	3	2	1	1	1
Volleyball	2	3	2	3	1	-	-	-
Boccee	1	8	-	1	-	-	-	-
Basketball	8	10	5	2	1	-	-	-
Swimming	4	13	4	4	1	-	-	-
Power Lifting	2	1	-	-	-	-	-	-
Total	31	41	16	13	13	1	1	1

Special Olympics Trinidad and Tobago National Cricket Games.

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place Ribbon	5th Place Ribbon
Skills Event	2	4	-	1	1
Team Competition	12	-	-	-	-
Total	14	4	-	1	1

Special Olympics Trinidad and Tobago Seaside Games

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place Ribbon	Participation Ribbon
Beach Soccer	-	10	10		
Open water Swimming	1	2	1	-	-
Boccee	4	-	-	-	-
Voleyball	2	2	6	1	-
Power lifting	-	-	-	-	1
Track and Field	2	2	2	1	1
Total	9	16	19	2	2

Chief Executive Officer's Review

Special Olympics Trinidad and Tobago National Floor Hockey Games

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	4th Place Ribbon	5th Place Ribbon	6th Place Ribbon
Floor Hockey	12	Nil	10	1	1	1

NCPD's Trainees performance at
Special Olympics International World Summer Games 2019
Abu Dhabi, United Arab Emirates

Sporting Event	Gold Medal	Silver Medal	Bronze Medal	6th Place Ribbon	Participation Ribbon
Athletics	-	-	2	1	-
Bocce	-	3	-	-	1
Swimming	2	3	-	1	-
Total	2	6	2	2	1

Finally, NCPD had five (5) trainees on the T&T National Special Olympic Team to the International World Summer Games in Abu Dhabi in October 2019.

MUSIC THERAPY

During the past year, our music therapy programme continued with limited external appearances. NCPD's band made appearances during the year to the following:

- Antilles Episcopal Conference
- FEEL Ceremony- T&T Chamber of Commerce
- Trinidad and Tobago Coalition for Inclusive Education
- NCPD Fund raiser- Tea by the Sea

However, the most significant accomplishment in the music programme has been the behavioural, emotional, and social benefits that we have observed amongst our trainees and apprentices who are engaged in the 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 2019, NCPD provided employment

for approximately thirty (30) persons with disabilities. Through working in the business services unit, apprentices are provided with the opportunity to develop their technical competencies and productivity levels while preparing for another level certification. They also participated in remedial education classes and entrepreneurial training.

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

HUMAN RESOURCE DEVELOPMENT

NCPD believes that human resource development is vital for its continued success in the delivery of quality services. The organization's structure has been reviewed to better support the strategic and operational effectiveness.

The revision in organizational structure triggers the need to review the contents of jobs to ensure job objectives were aligned with strategic objectives of the Organization. An in-depth job design exercise was undertaken which revised job descriptions and requisite performance standards, measurements and key performance indicators (KIPs) developed for managerial, supervisory and training staff positions. Salary review remains an outstanding area but financial constraints has not enabled the organization to undertake this review.

HEALTH AND SAFETY

Accountability is a critical component of a proactive safety culture. In this regard, the organization Health, Safety and Environmental Policy was reviewed, redesigned and implemented to provide enhanced knowledge, service and guidance. NCPD safety committee continues to meet regularly. A major accomplishment was a Plan-Do-Check-Act (PDCA) management system. In 2019, the committee launched "Flag the Hazard System". This system engages each employee playing a critical role in preventing actions that cause injuries and removing hazardous conditions.

PROFESSIONAL DEVELOPMENT TRAINING

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 2019, staff members were able to participate in various training opportunities in the areas of basic first aid, sign language, assistive technology,

learning through movement and creative dance, teaching methods and other areas vital to professional growth and development.

NEW INITIATIVES

The organization embarked on three new initiatives in 2019:

- **Comprehensive Sexuality Education Programme-** In 2018, two members of staff participated in a comprehensive sexuality education teacher training workshop organized by the Family Planning Association of Trinidad and Tobago. The workshop was directed for teachers in providing them with accurate age appropriate information on basic skill sets required to administer a comprehensive sexuality education curriculum. During the Academic year 2018-2019 NCPD implemented a comprehensive sex education programme which now forms part of its cirriculum. This programme is facilitated by Chiemeka James, Social Worker.

- **Disaster Preparedness Programme –** In 2019, NCPD collaborated with Office of Disaster Preparedness and Management (ODPM), DIGICEL Foundation and T&T Fire Services on creating a disaster preparedness programme "Preparing You" to be used in Special Schools in Trinidad and Tobago. Following an intensive training with members of NCPD's training staff, the "masters of prep virtual reality game "was designed to train trainees with special needs to be prepared in the event of a disaster and even to prevent a tragedy such as a household fire. It covered other disasters such as earthquakes, hurricanes and flooding. To ensure that the deaf community was not excluded in the virtual game, sign language interpreting was used rather than captioning. This program has since been implemented into NCPD's training cirriculum and is being administered by Candice John, IT Instructor.

- **NCPD'S SIGN LANGUAGE VIDEO PROJECT –** NCPD's Sign Language Instructor developed 5 videos which can be access on NCPD's Youtube Channel. The goal of the project was to produce Sign Language video resources that document the language that is more commonly used by the Deaf and hard of hearing population in Trinidad and Tobago. These video resources, when used alongside Sign Language classes can foster awareness and stimulate inclusion, as hearing individuals and institutions become better equipped to serve the Deaf community locally. Knowledge of Sign Language will help to bridge the gap between those who can hear and those who cannot.

Chief Executive Officer's Review

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. In particular, appreciation is extended to all the entities with whom we collaborated with in 2019. Significant mention must be made of the following:

- **Ministry of Education, Innovation, Gender Relations and Sustainable Development, St. Lucia** – A nine (9) member contingent from the department of Education and allied agencies engaged in a four day study tour to NCPD. The contingent was under Head of Mission Mr. Dawson Ragunanan, Deputy Chief Education Officer. This study tour is an outcome from a visit by NCPD's CEO, Dr. Beckles to St. Lucia assessing special needs facilities. The team studied the NCPD model in the delivery of Technical Vocational Training to persons with varying types of disabilities. This first visit is the start of a long term partnership between NCPD and the Ministry of Education, St. Lucia.

- **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 parents. SACP also hosts field trips for trainees and their family members as an avenue for advancing inclusion of persons with disabilities.

- **United Way of Trinidad and Tobago (UWTT):** NCPD's relationship with UWTT continues. The "People in Crisis Fund" continues as an invaluable resource to individuals and families from Central to South Trinidad who are in dire need of financial support and/or counselling services. Three hundred and five (305) persons benefitted from the fund in 2019.

- **Scotia Bank Foundation:** NCPD was pleased to partner with Scotia Bank Foundation in the upgrade

of the sensory room located at the Independent Living Skills Unit. This room is a therapeutic space which aids individuals with sensory challenges. Scotia Bank Foundation facilitated the upgrade of the sensory room, outfitting it with a number of new items. These items will aid in meeting trainees sensory needs as well as develop their fine motor and gross motor skills.

- **Dr. Adine Usher Disability Consultant and Advocate from New York, USA** Since 2018, a relationship was established with Dr. Usher and the Henry Viscardi Centre in New York. The relationship continued resulting in Dr. Usher conducting five (5) online training sessions with NCPD's training staff. These sessions focused on assisting instructors in understanding Learning Disabilities and Teaching Methods.

- **Bursary/Scholarship Programme:** We commend and appreciate the companies and individuals who continue to support our bursary/ scholarship programme, providing access for trainees in need of vocational rehabilitation training. However, there was a drastic decline in support of this programme in 2019 (39) compared to 2018 (81).

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.

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

- **UN ECLAC's Port of Spain Office-** NCPD's CEO Dr. B. Beckles participated in the ECLAC Expert Group Meeting on the Universal Service Funds (USFs) to increase access to technology for persons with disabilities.

- **UN ECLAC training session (online)** for USF administrators, and organizations working with persons for disabilities in the English speaking CDCC Member Countries with USFs. NCPD participated in the persons of Candice John and Giselle Ramose.

- **Escambia Westgate School, Pensacola Florida** In July 2019, Ms. Giselle Ramose undertook a study tour to the Escambia Westgate School. The visit encompassed a tour of their Lacey A Collier Sensory Complex. This complex contains an atrium, four large themed multisensory

rooms, a sensory corridor and a sensory garden. Each area is utilized by students with special needs who attend the school and this is done according to their sensory needs. This study tour allowed for the development of a new international relationship with this organization as well as the exposure to concepts and ideas that can be adapted at NCPD. This study tour was made possible by Jetblu and Dr. Adine Usher.

- **National Training Agency (NTA)** launched of the 1st UNEVOC Centre in Trinidad and Tobago. NCPD was represented by Camille Browne-Hosein.

- **International Telecommunication Union (ITU) Accessible Americas Conference VI Quito, Ecuador-** NCPD was pleased to participate at this conference through the generous sponsorship of the Telecommunication Authority of Trinidad and Tobago. Candice John , IT Instructor attended this conference.

- **Commonwealth of Leasring (COL)** NCPD's training staff were give various opportunities to enhance their compentency and knowledge through various blended learning courses offered by COL.

- **Trinidad and Tobago Coalition for Inclusive Education –** this one day workshop was attended by Chiemeka James, Janice Griffith, Verina Mayers and Kesha Mohammed. The objective was to build/empower persons through training in the use of language for effective communication.

- **Office of the Prime Minister, Gender and Child Affairs and Ministry of Social Development and Family Services** hosted a two day sensitization training workshop for caregivers of children with disabilities. NCPD's Principal Kahaya Sooklalsingh presented at this training workshop.

- **Telecommunication Authority of Trinidad and Tobago (TATT) –** Dr. B. Beckles, CEO was the Guest Speaker at the launched of TATT subsidised accessible devices project for the visually and hearing impaired.

- **Equal Opportunity Commission of Trinidad and Tobago** held an Introductory Sign Language Level 2 Course for its employees. Yordana Garcia-Blackman NCPD's Sign Language Instructor conducted the course.

- **JB Fernandes Memorial Trust & T&T NGO Professionals** held a workshop on "The Evolving NGO in the Digital Era" This was attended by Giselle Ramose and Kahaya Sooklalsingh.

Chief Executive Officer's Review

- **Ministry of the Attorney General and Legal Affairs** conducted a series of workshops on the legislation being introduced to govern Non-profit organizations in Trinidad and Tobago. These workshops were attended by Giselle Ramose.

- **University of the West Indies, St. Augustine Faculty of Social Sciences-** Mediation and the Differently Abled was attended by Dr. B. Beckles and Giselle Ramose.

- **University of the West Indies, St. Augustine Faculty of Education** conducted a one week professional development workshop to train teachers, interpreters and persons who interact with the deaf and hard of hearing to incorporate a different approach to teaching language and literacy. Camille Browne-Hosein and Yordana Garcia-Blackman benefitted from this workshop.

- **PAHO/WHO/FPATT** - 1st Caribbean Congress on Adolescent & Youth Health held a three day conference which was attended by Chiemeka James. On day 3, Giselle Ramose presented on "The Sexual and Reproductive Rights of Persons with Disabilities".

- **Arthur Lok Jack Global School of Business, UWI** held a one day conference on "The Power of Partnership for Business" which was attended by Giselle Ramose and Ricardo Rampaul.

NCPD was privileged to be part of other social events including, but not limited to:

- In observance of the Queen's Birthday hosted by British High Commission in Trinidad & Tobago.

- Silver lining Foundation Award Ceremony

- International Women's Day Ceremony hosted by UNESCO.

- One hundred (100) trainees were given the opportunity to attend a musical performance entitled "I am Second, God is First" sponsored by Restoration Arts.

- Twenty five (25) trainees attended a musical production "The Phantom of the Music Room sponsored by The Trebles of T&T

- Wild Fowl Trust Tree Planting Ceremony

ADVOCACY

Advocacy remains critically important to our work in promoting social inclusion for persons with disabilities.

Chief Executive Officer's Review

In pursuance of this inclusion, NCPD in collaboration with the ILO Decent Work Team and Office for the Caribbean hosted a workshop entitled "Reasonable Accommodation for Persons with Disabilities in Employment". This one day workshop was targeted for Human Resource Personnel in both the public and private sectors.

NCPD has also actively participated in a number of workshops, seminars, lectures, meetings and other fora to advocate for the sector, provided technical advice, shared good practices and learning and otherwise contributed 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 on the strategic changes taking place around us.

CONCLUSION

As we reflect and review the past year, much has been achieved with limited human and financial resources. As an NGO, it is important that we maintain a high level of transparency and accountability to our various stakeholders as well as to continually seek to identify new sources of funding for growth and sustainability. One of the three strategic goals listed for the period 2018-2021 is increasing sustainable revenue and this will engage all levels within the organization in order to keep our doors open during the period of economic downturn in our country.

APPRECIATION

This being my final year as CEO, I wish to take the opportunity to extend my sincere appreciation to the many individuals, government agencies, regional and international organizations, corporations, civil society bodies all of whom contributed to my thirty seven (37) years with NCPD. You all have seen the growth and development over the years and this was only possible because of the intervention and support provided by each of you.

To the parents/guardians/caregivers and the parent support organization, my thanks for the support given to the staff in all our events. NCPD has a dedicated and committed body of workers who go beyond the normal work day and times and without them the organization could not have achieved such success in its 55years.

I thank you all for the opportunity to lead this organization and extend my sincere best wishes as you work towards achieving the vision and raison d'etre of a world class social enterprise promoting social inclusion for persons with disabilities.

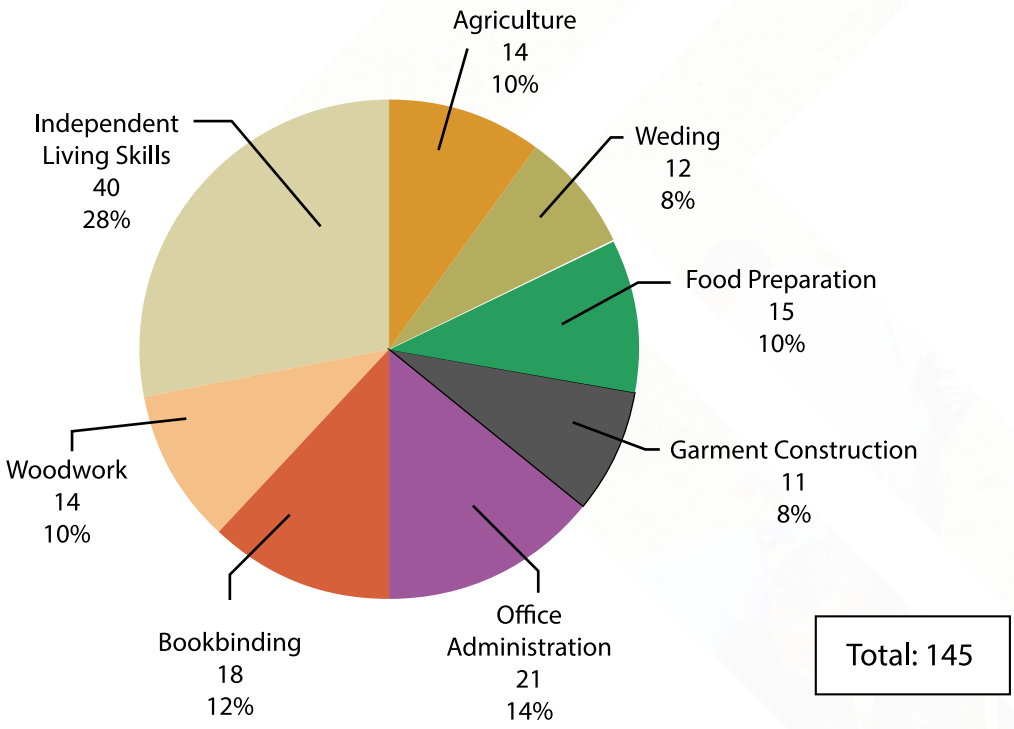
Finally, to the staff for their unwavering support, I encourage you to give the same support to my successor in order to have continuity of this great organization.

Chief Executive Officer's Review

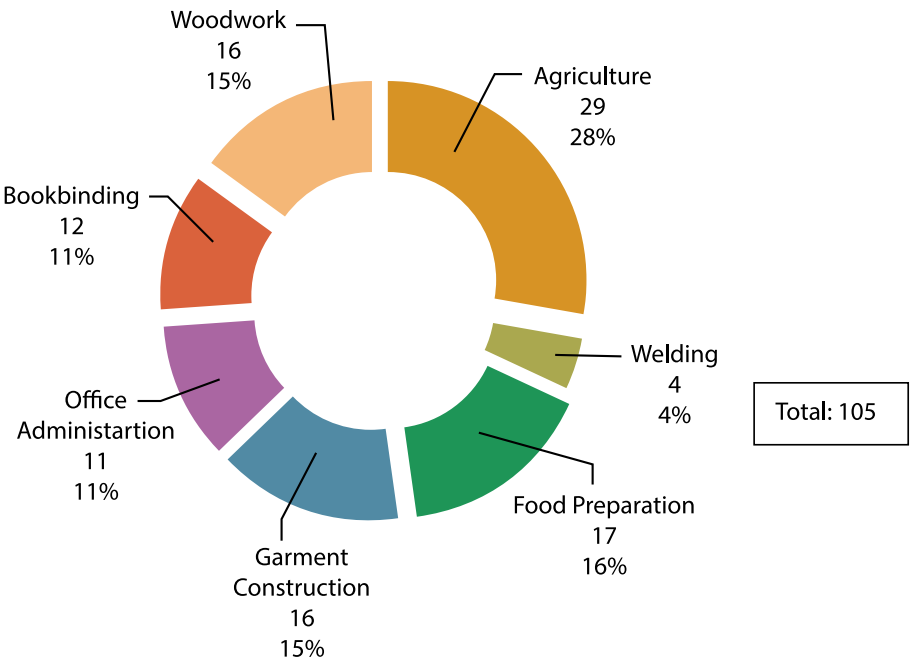
Beverly Beckles, Ph.D
Chief Executive Officer

Charts

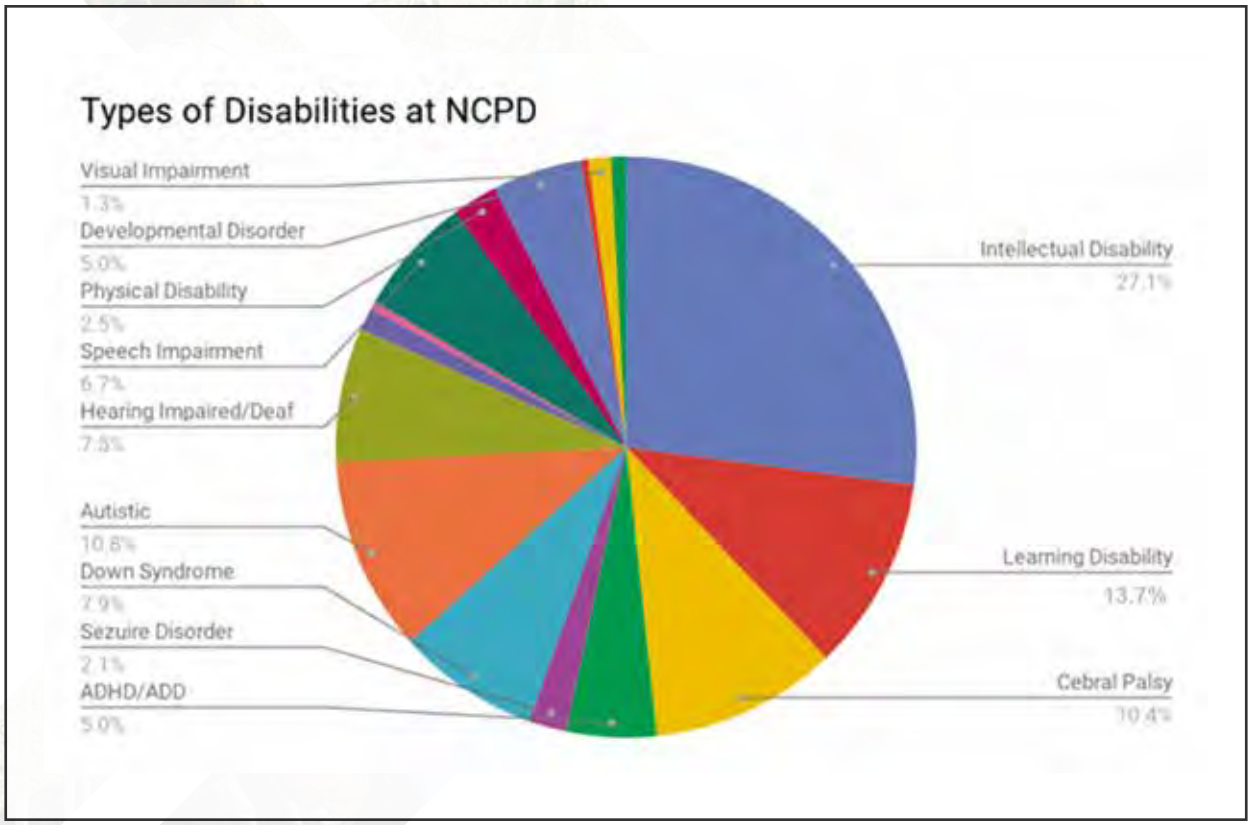
Trainees by Skill Area

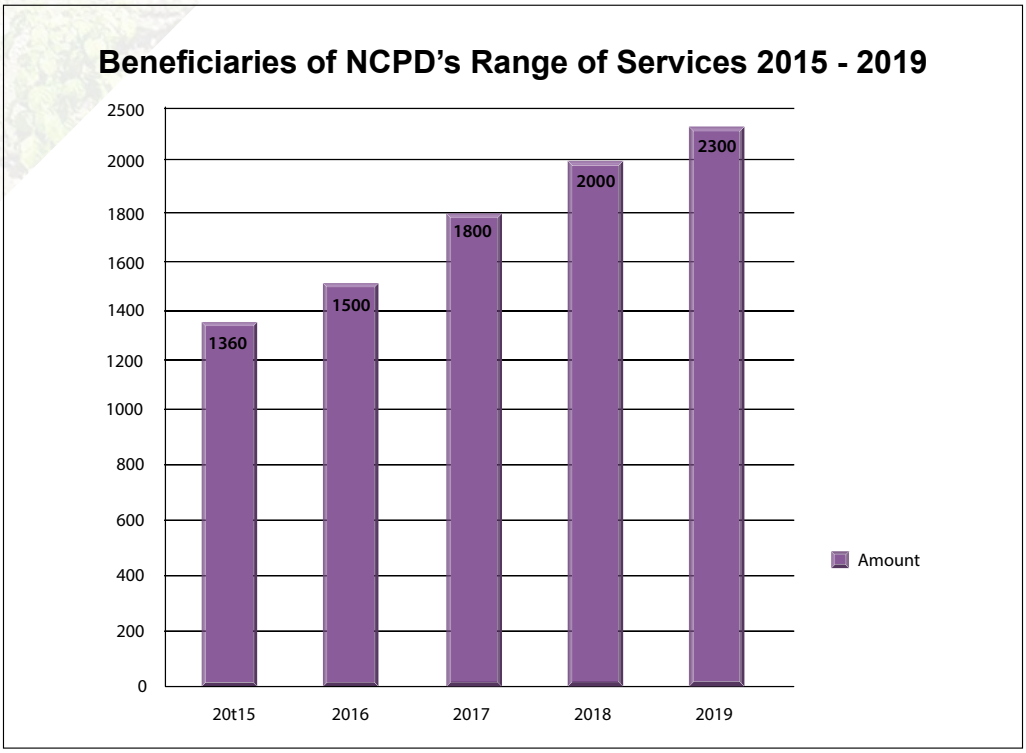


Apprentices by Skill Area



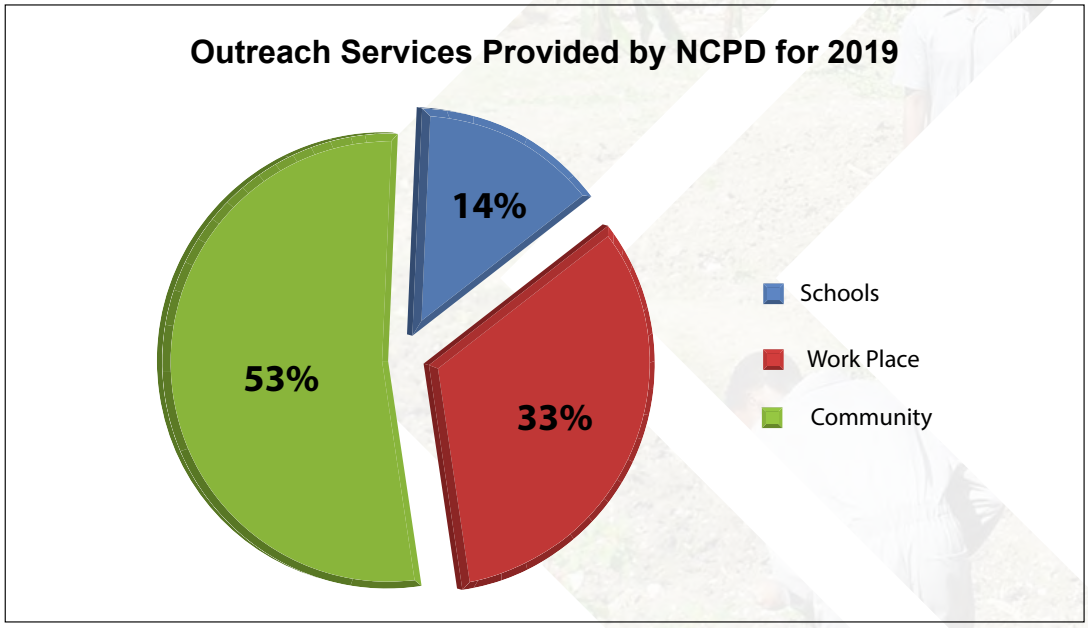
Charts



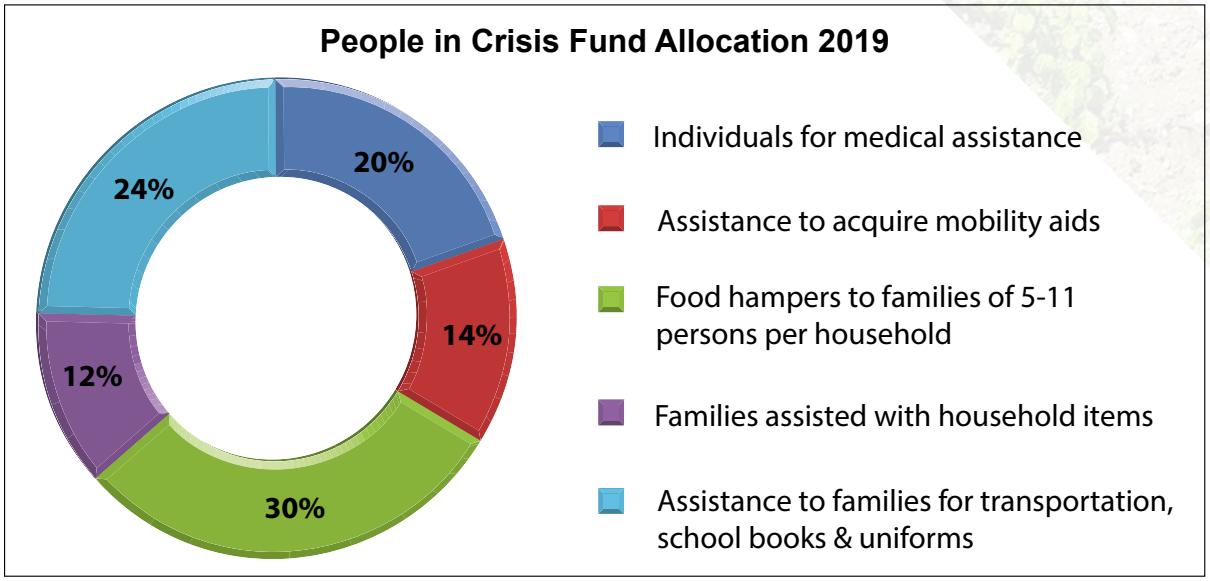


This diagram illustrates the number of beneficiaries who accessed NCPD's vocational rehabilitation services.

Charts

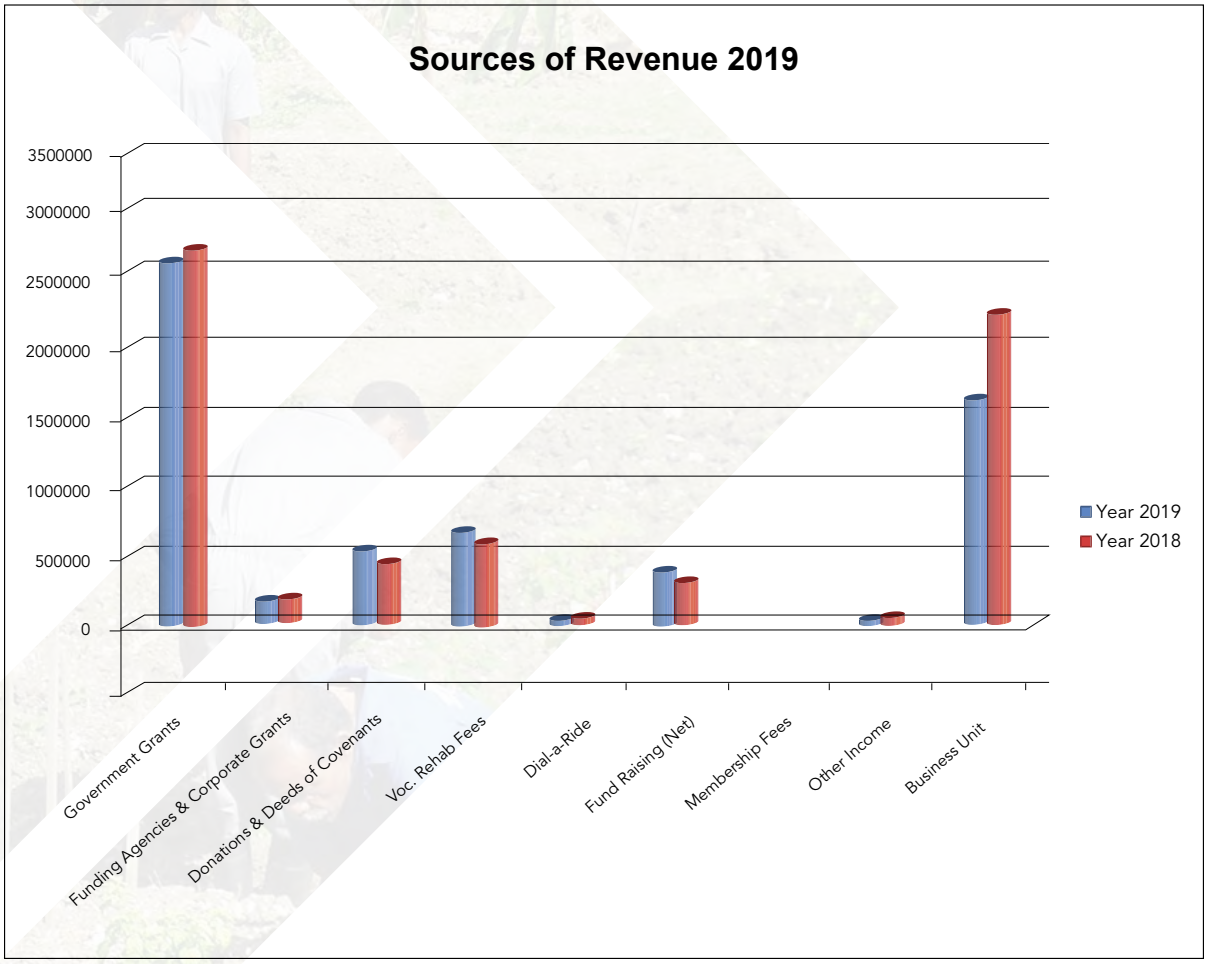


The above diagram illustrates the breakdown of different target groups within the overall total of two thousand (2300) persons who benefitted from NCPD's Outreach Services in 2019 Outreach services included workshops, seminars, and information dissemination booths on the topic of disability awareness.



The above diagram illustrates the allocation of the People in Crisis Fund for the year 2019.

Charts



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

It's about

ABILITY!

EMPOWERING PERSONS

WITH DISABILITIES IN THE CARIBBEAN

THROUGH ACCESS TO TECHNOLOGY

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) requires States to take appropriate measures to ensure to persons with disabilities (PWDs) access, on an equal basis with others, to information and communications technologies (ICTs) and systems, including assistive technologies[5]

Assistive technologies are products and services that improve the functioning and independence of PWDs. This includes hearing aids, wheelchairs, communication aids, glasses, prostheses, screen readers and more

Did you know?

Approximately 15 per cent of the world's population experience some form of disability and, in the Caribbean, there are approximately 1.3 million persons with a disability of some kind[1]

PWDs are those who have 'long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others'[2]

ICTs, such as radio, television, mobile phones, computers and network software and hardware,[3] can empower and promote the inclusion of PWDs and reduce their social and economic inequalities by allowing them to perform activities and communicate in ways that would otherwise not be possible

Ensuring access to ICTs for PWDs is not only a human rights but an economic issue. When PWDs face obstacles in accessing education and the labour market, they are prevented from being economically self-sufficient and require financial support[4]

[1] Economic Commission for Latin America and the Caribbean (ECLAC) (2018) [online], Disability, Human Rights and Public Policy in the Caribbean, https://www.cepal.org/en/publications/43306-disability-human-rights-and-public-policy-caribbean-situation-analysis (26 November 2018).
[2] United Nations General Assembly, Convention on the Rights of Persons with Disabilities, 24 January 2007 (A/RES/61/10), Article 1.
[3] ITU (2013) [online], The ICT opportunity for a disability-inclusive development framework, https://www.itu.int/en/action/accessibility/Documents/The%20ICT%20Opportunity%20for%20a%20Disability_Inclusive%20Development%20Framework.pdf (26 November 2018).
[4] ECLAC (2017) [online], Information and communications technologies for the inclusion and empowerment of persons with disabilities in Latin America and the Caribbean, http://repositorio.cepal.org/bitstream/handle/11362/43744/4/S1800975_en.pdf (26 November 2018).
[5] United Nations General Assembly, Convention on the Rights of Persons with Disabilities, 24 January 2007 (A/RES/61/10), Article 9.

UNITED NATIONS
ECLAC

Our Story

From left: Candice John and Renese Jardine

WHAT DOES TECHNOLOGY MAKE POSSIBLE FOR US?

Candice, IT Instructor, and Renese, Executive Assistant

Candice and Renese are two of the faces of the National Centre for Persons with Disabilities (NCPD) in San Fernando, Trinidad and Tobago.

As the CEO's Executive Assistant, Renese is busy from the minute she arrives in her wheelchair each day. She can be found answering calls with her hands-free headset and greeting visitors to NCPD. She juggles many jobs, also coordinating the CEO's diary and securing funding for the organisation.

At the age of 24, Renese was hit by a stray bullet, resulting in paralysis of her limbs and curvature of her spine. Her work at NCPD has given her a sense of purpose and independence in her day-to-day life but it was not always this way. At first, her injury made her depressed and withdrawn. However, she eventually began working as a receptionist at NCPD and has slowly climbed the ranks to her current position. For many years, she has used voice to text software to operate her laptop but has only recently added a hands-free headset to her repertoire. She can now answer calls easily and get more done during the workday.

Candice was born with congenital cataracts and is legally blind. However, her low vision does not get in the way of her job as NCPD's IT instructor. Candice believes that using ICTs is a critical employable skill and exposes her students with disabilities to a variety of assistive technologies in the IT lab, including speech to text software, onscreen readers, large print keyboards, a footmouse, and a communication device for traumatic brain injuries. Candace also uses these technologies to teach her students. She uses voice-over software to read aloud digital text and a handheld video magnifier to enlarge text. Without these technologies, she would require an assistant to work alongside her and would be more limited in her role.

For both women, technology has been the key to their independence and playing an active role at NCPD and in society at large. They remember feeling hopeless and frustrated before they started using these technologies as they had to depend on others to perform basic tasks like reading mail and answering the phone. Renese says: "Independence is really something else. There's so much I can do on my own now. That in itself really moves me. I have such a sense of independence from my laptop and hands-free calling." She sees herself as a person before a person with a disability and believes that in the Caribbean the focus needs to shift to what PWDs can contribute to their communities. ●

UNITED NATIONS
ECLAC

Our Story

WHAT DOES TECHNOLOGY MAKE POSSIBLE FOR ME?

Charlene, Disability Advocate

Technology is a driving force in Charlene's life: it doesn't just make her day easier, it makes it possible. As a disability advocate and founder and president of the Trinidad and Tobago Association for Differently Abled Persons (TNTADAP), Charlene uses WiFi, her laptop and a cellphone each day from the moment she wakes up. Aged 22, she was in a car accident, which hospitalized her for 18 months and broke her lower limbs into many pieces. For several years, she was able to walk using crutches but is now confined to a wheelchair again after she flew from her seat in a bus not properly secured for a user of crutches.

Using her WiFi-enabled laptop, Charlene creates networks of PWDs, assists them to access assistive technologies and to apply for jobs and housing, and performs freelance secretarial work. This work is however hard to come by, she explains, due to the stigma associated with disability. Access to technology is nonetheless critical for all these activities. She says that technology offers a window to the outside world even if she cannot access it physically. Isolation leads to mental health issues amongst PWDs. However, the networks that Charlene has set up give PWDs in T&T a lifeline through which they can find support, friendship and empowerment.

Charlene also uses an android phone to arrange drivers to pick up and drop her off and for support in other areas. She says an electric wheelchair would enable her to do her shopping by herself but there is no financial assistance available to purchase or hire one. In any case, she would still need a driver to reach the shops as public transport in Trinidad is not yet wheelchair-friendly. Charlene struggles financially to maintain and repair the ICTs so important to her. She receives limited financial assistance and often relies on family members to pay for repairs to her phone and laptop.

Charlene sums up the importance of technology to her well-being and outlook: "If I don't have my laptop and phone, I feel disabled. They don't remove my disability entirely but they make me feel excited about the day and give me something to look forward to."●

UNITED NATIONS
ECLAC

Year In Review

Official Visit by NCPD's Patron, His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. Former President of Trinidad and Tobago

Year In Review
Annual General Meeting 2018

Head Table L-R: Mr. Hayden Lovell, Mr. Gerard Baptiste, Dr. B. Beckles and Mrs. Frances M. L. Guide-Atherly

A cross-section of the audience at the 2018 AGM

Year In Review
Exams 2019

Food Preparation

Bookbinding

Garment Construction

Year In Review
Sports

Special Olympics Trinidad and Tobago National Games 2019

NCPD Athletics at the Opening Ceremony

NCPD Cricket Team takes 1st place

Stefan Singh part of the Aquatics team

NCPD Track and Field Athletes

NCPD Boccee Athletes proudly display their ribbons

NCPD Volleyball Team

Year In Review
Sports

Special Olympics Trinidad and Tobago National Games 2019

NCPD Powerlifting Athlete Drexel Joseph claims two gold and one silver medal at the National Games

NCPD Basketball Team

NCPD had two teams participating in the Floor Hockey Games which claimed the 1st and 3rd place

Year In Review
Special Olympics International World Summer Games 2019, Abu Dhabi, United Arab Emirates.

NCPD Athletes among the National Trinidad and Tobago Delegation of thirty-one (31) Athletes, Eleven (11) Coaches and Two (2) Officials
Athletes competed in the sports of Athletics, Bocce, Equestrian, Power lifting and Swimming. For the first time SOTT competed in Unified Sports competition in Bocce.

NCPD Athletes with CEO on their return from Dubai

Shanice Baptiste displays her medals

Year In Review
Sports

Special Olympics Trinidad and Tobago - Seaside Games

POWERGEN'S Special Chidren's Fun Day

Year In Review
The Arts

Phantom of the Music room - event at Naparima Bowl

Trainees of Copper Class visit Mas Camp

Year In Review
The Arts
Copper Work by Trainees

Year In Review
The Arts
Art/ Drawings by Trainees

Year In Review
IGT Latin America Corporation (Trinidad) Presentation

L-R: Roger Bolai - IGT's Country Manager, Dr. Beverly Beckles, NCPD's CEO & Dexter W Thomas, IGT's deputy country manager

Year In Review
Presentations

Scotiabank Trinidad and Tobago makes a donation of tables and chair

Augustine Logie Ambassador of Children's Cricket Charity makes a presentation of sporting equipment

Karen Lopez, HSE Manager of Fides Ltd. presents a cheque to NCPD

Anonoymous Donation of Wheelchair to Avalon Lewis

Year In Review

Education Quality Improvement Project (EQUIP) of the Min. of Education, Innovation, Gender Relations and Sustainable Development, St. Lucia visit to NCPD.

Year In Review
Visits

Open Bible High School Staff

Pan American Health Organization

Scotiabank Trinidad and Tobago hosts a motivational talk with trainees and apprentices

Year In Review
International

NCPD IT Instructor Ms. Candice John at Accessible Americas - Conference 2019 Ecuador

Trinidad and Tobago Delegation at Accessible Americas 2019: "ICTs for ALL" Ecuador

Year In Review
International

L-R: Vice Principal, Karen Robinson, Ms. Giselle Ramos, Programme Manager and Principal Mrs. Jobenna Sellers at the Escambia Westagte School, USA.

Inside the Lacey A. Collier Sensory Complex

Space Room

Polar Room

Polar Room

Magic Room

Year In Review

Dr. Beverly Beckles receives from His Worship Alderman Junia Regrello Mayor of the City of San Fernando an Award for her outstanding service to the City of San Fernando

Year In Review
Exhibitions

NCPD booth at the Bishop Anstey High School East Career and CARE Fair

NCPD booth at Digicel Open Day

Year In Review
Workshops & Conferences

Dr. Beverly Beckles presents at workshop on Reasonable Accommodation for Persons with Disabilities in Employment

Mrs. Sonya Le Maître-Jackson presents

NCPD Vice Chairperson, Ms. Shereen Baksh addresses the participation

Dr. Hassan Bata Ndahi - Senior Specialist, Skills and Employability, ILO Office for the Caribbean makes a presentation

Year In Review
Workshops & Conferences

United Nations Human Rights Discussion

Telecommunications Authority of Trinidad and Tobago
Launch Persons with Disabilities Subsidized Assistive Devices Project.
L-R: *Ms. Annie Baldeo, Executive Officer Policy, Planning and Economics, Bernadette Lewis - Secretary -General, CaribbeanTelecommunications Union, Dr Beverly Beckles, with Ms. Sonja Johnson, Caribbean Telecommunication Union, Ms. Sharon Rogers and Ms. Asenath McEwan, both representatives of the Ministry of Social Development And Family Services*

Year In Review
Advocacy - International Women's Day 2019

Year In Review
Advocacy - World Down Syndrome day

Year In Review
Fundraiser - Tea by the Sea

Performance by T&TEC Luces Brilliantes Parang Band

Patrons at Tea By the Sea

NCPD trainees fashion show

Guest Performance by Rance Johnson

Guest Performance by Eddie Charles

Guest Performance by Kai Salazar

Guest Performance by Weston Rawlins

Year In Review
Fundraiser - Carnival All Inclusive Fete

Patrons at the fete

Performance by Nadia Batson

Performance by T&T Sweet Tassa

Performance by Uphoria

Performance by The Flick

Performance by Dil-E-Nadan

2018 Treasurer's Report

It is my pleasure to present to you the Members of the National Centre for Persons with Disabilities, the Treasurer's Report for the Financial Year ending 31st December 2018

REVIEW OF ECONOMY

A review of the local economy revealed that the year 2018 was one of sluggish economic growth characterized by falling oil and gas prices, scarcity of foreign exchange, budgetary constraints, low interest rates and massive retrenchment and voluntary separation at Petrotrin & TSTT and low interest rates in the financial markets. It is against this backdrop of economic activity that NCPD was able to record yet another successful but challenging year of operations.

FINANCIAL POSITION

An examination of the Balance Sheet on Page 55 reveals that there was a decrease in Total Assets for the year by 2.8% from $13.1M in 2017 to $12.7M in 2018. This was mainly due to a decrease in the valuation of our Building by $377K, depreciation of Fixed Assets and a small reduction of inventories held at the end of the financial year.

in spite of the decrease in the value of Fixed Assets from $12.5M in 2017 to $11.8M in 2018, we were still able to renovate our buildings, upgrade plant and machinery and acquire additional Office Furniture and Equipment to the value of $145K in 2018 in order improve the quality of service delivery to our students and customers during the year 2018. See Page 66 Note 10.

FINANCIAL POSITION

However, an area of great concern to the organization is the continued increase in the level of its current liabilities over the years. Current liabilities represent financial obligations or payments that are to be satisfied within one month to a year. An examination of the Balance Sheet shows that Current Liabilities have increased 112% from $1.8M in 2017 to $3.9M in 2018. This situation has occurred as a result of the low level of funding received by the organization and the increase in operational expenditure over the years resulting in negative cashflows and the need to finance the organization through an overdraft facility and short-term loans. At the year 2018, the organization closed the financial year with an Bank Overdraft of $1.3M up from $447K at the end of 2017 while Accounts Payable increased by 118% from $1.1M in 2017 to $2.3M at the end of 2018.

FINANCIAL PERFORMANCE

An examination of the Statement of Comprehensive Income for the year ended 31st December 2018 on Page 56 shows that Total Income fell 22% from $4.9M in 2017 to $3.8M in 2018 while Total Expenses including Finance Costs and Business Levy increase from $5.6M in 2017 to $5.8M in 2018, resulting in a Net Deficit of $1.9M in 2018.

2018 Treasurer's Report

The Net Deficit of $1.9M in 2018 was mainly due to decrease in amounts received from Funding Agency & Corporate Grants, Gross loss in Business Trading Activities of $309,721 and reduction in Fundraising Activities and an increase in Administrative Expenses for 2018. See Note 18 on Page 70.

FUNDING

The year 2018 was again a very challenging one financially for the NCPD, as the organization continue to struggle with a worsening of its cash flow position as a result of the lengthy delays (sometimes up to 3 months) in receiving the Training Grant from the Ministry of Education.

The Ministry of Education Grant for the 1st School Term which runs from Sept – Dec 2018 amounted to $633,046 and was received in mid January 2019. This situation of the timing of the receipt of the grant and the level of funding received have forced the Centre over the years to rely heavily on Overdraft Facilities with its bankers so that it can meet its daily operating expenses and have severely curtailed the expansion of its operations, the training and development of staff and the achievement of some of its strategic objectives. In fact, because of the uncertainty in the timing of the receipt of the Ministry of Education grants, our auditors have resorted to recognizing the receipt of the grants on a cash basis. See Page 75 Note 28.

Also, the level of funding received from the Ministry of Education Training Grant continues to be grossly inadequate as it unable to cover the increasing operational expenses of the Vocational Rehabilitation Unit. An examination of the Ministry of Education Training Grant for 2018 on Page 75 Note 27 reveals that the cost of operating the Unit was $2.7M but only $1.8M was received from the MOE resulting in a Shortfall or Deficit of $922K at the end of 2018.

The last Memorandum of Understanding (MOU) that was signed with the Ministry of Education and Ministry of Social Development Government relates to the year 2005. Therefore the Centre is currently operating on a level of funding that relates to year 2005 during which time operating expenses and the level of inflation would have steadily increase over the past 13 years to bring us up to the level that it currently exist at the end of the financial year 2018.

FUNDING

We would therefore like to take this opportunity to call on the Government to immediately review our Memorandum of Understanding (MOU) and to increase the level of funding not only to NCPD but to other NGO's who provide critical social and vocational rehabilitative services to the nation that government agencies by themselves are unable to provide in an effective and efficient manner. We would also like to make a strong appeal to Corporate Trinidad to continue to give generously to the NCPD and other NGOs and so live up to their corporate social responsibility to the communities in which they operate and generate huge profits from their operations.

FUNDRAISING EVENTS

Our two major fundraising events continue to be our All Inclusive Carnival Fete which was held in February 2018 and our Tea by the Sea which was held in October 2018. We were able to make a surplus of $91,852 in 2018 from our Carnival Fete. I am pleased to report that Our Tea by the Sea Event was tremendously successful events as we were

2018 Treasurer's Report

able make a surplus of $114,594 in 2018.

While attempts have been made by NCPD to generate income through its Business Services and fundraising activities such as the Carnival Fete and Tea by the Sea, these activities of themselves do not generate significant income to allow the Centre to meet its operating expenses and developmental activities and so, we continue to remain heavily dependent on Government Agencies and the generosity of our Corporate Sponsors and private individuals for additional funding.

I would also like to take this opportunity to advertise our "We Boat Ride " Cooler Cruise which takes place on board the Sea Champion on Saturday July 6th 2019. We are asking all our members to purchase tickets and to come out and support this event in order to make it a success just like our Carnival Fete. A Ticket cost $200.00 and all proceeds go towards NCPD Training Programs. This event made a surplus of $88,900 in 2018.

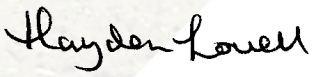
CONCLUSION

In closing, the NCPD wishes to thank all Government Agencies, Corporations, Foundations and private individual for their continued financial support and in-kind contributions during the year in helping the organization to meet its operational expenses and strategic objectives in 2018.

The Board wish to thank the CEO, Dr. Beverly Beckles and her staff for their dedication, commitment and hard work in ensuring yet another successful year of growth and development for the NCPD and the achievement of Our Mission to enhance the quality of the lives of person with disabilities and to promote their integration into the wider community.

Finally I wish to thank you the membership for giving me the opportunity to serve the NCPD for yet another year.

May GOD richly bless you all.



Hayden Lovell, Treasurer
NCPD Board of Directors

FINANCIAL REPORT

Chartered Accountants
34 St. Vincent Street,
San Fernando,
Trinidad, W.I.
Tel: (868) 652 5245
Fax: (868) 653 6053
Email: info@maharajmohammed.com

MAHARAJ MOHAMMED & CO.

INDEPENDENT AUDITORS' REPORT

TO THE SHAREHOLDERS OF
THE NATIONAL CENTRE FOR PERSONS WITH DISABILITIES (NCPD)

Opinion

We have audited the financial statements of The National Centre for Persons with Disabilities which comprises the statement of financial position as at 31st December 2019, statement of comprehensive income and statement of cash flows account for the year then ended, and incorporating summary of significant accounting policies and other explanatory notes, as stated on pages 57 to 82.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The National Centre for Persons with Disabilities as at 31st December 2019 and the results of its operations and cash flows for the year then ended, in accordance with International Financial Reporting Standards (IFRSs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the international Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free form material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or have no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Company's financial reporting process.

Partners: Rudranand Maharaj, F.C.C.A.; C.A.; Zakheem Mohammed , BSc (Hons); F.C.C.A.; C.A.; Consultant: George Dieffenthaller, B. Com,; F.C.A.; C.A.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Mr. Rudranand Maharaj.

Maharaj Mohammed & Co.
Chartered Accountants
Trinidad & Tobago

4th June, 2020

STATEMENT OF MANAGEMENT'S RESPONSIBILITIES

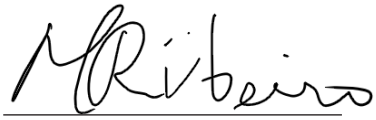
Management is responsible for the following:

- Preparing and fairly presenting the accompanying financial statements of The National Centre for Persons with Disabilities, which comprise the statement of financial position as at December 31, 2019, the statements of comprehensive income and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information;
- Ensuring that the Centre keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Centre assets, detection/prevention of fraud, and the achievement of Organization operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the Company and
- Using reasonable and prudent judgement in the determination of estimates.

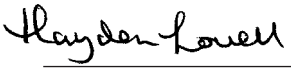
In preparing these audited financial statements, Management utilized the International Financial Reporting Standard, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago. Where International Financial Reporting Standards presented alternative accounting treatments, Management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of Management to indicate that The National Centre will not remain a going concern for the next twelve months from the reporting date; or up to the date the accompanying financial statements have been authorized for issue, if later.

Management affirms that it has carried out its responsibilities as outlined above.



Chairperson
2019



Treasurer
2019

National Centre for Persons with Disabilities

STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31ST DECEMBER 2019

ASSETS	**Notes**	**2019 $**	**2018 $**
Current assets			
Cash and cash equivalents	**5**	62,074	505,112
Accounts receivable and prepayments	**6**	169,548	75,177
Short- term investments	**7**	106,537	216,860
Inventory	**8**	172,824	110,216
		510,983	907,365
Non-current assets			
Property, plant and equipment	**10**	11,641,608	11,831,820
Total Assets		12,152,591	12,739,185
EQUITY AND LIABILITIES			
Accumulated Fund			
Accumulated deficit		(3,769,714)	(3,130,170)
Revaluation reserve	**10**	396,016	396,016
Total deficit		(3,373,698)	(2,734,154)
Current liabilities			
Accounts payable and accruals	**9**	2,599,423	2,399,058
Bank overdraft	**5**	1,274,805	1,302,335
Loan from related party	**11**	58,080	58,080
Amount due to related parties	**12**	265,000	200,000
Taxes payable		1,389	22,429
Total current liabilities		4,198,697	3,981,902
Non-current liabilities			
Loan – from related party	**11**	260,589	318,615
Other payables	**13**	411,453	521,616
Deferred tax liability	**14**	646,118	424,661
Total non – current liabilities		1,318,160	1,264,892
Deferred grants	**15**	10,009,432	10,226,545
Total liabilities		15,526,289	15,473,339
Total equity and liabilities		12,152,591	12,739,185

The accompanying notes on pages 65 to 82 form an integral part of these financial statements.

: Director : Director

National Centre for Persons with Disabilities

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31ST DECEMBER 2019

	Note	2019 $	2018 $
Revenue			
Income from Government subventions	**18**	4,650,345	3,824,868
Expenses			
Distribution costs	**19**	(392,315)	(329,784)
Administrative	**23**	(4,111,497)	(4,720,068)
Other operating	**20**	(410,290)	(434,388)
		(4,914,102)	(5,484,240)
Operating deficit		(263,757)	(1,659,372)
Other income	**18.iii**	24,148	24,148
Interest income	**18.iv**	513	386
		(239,096)	(1,634,838)
Finance costs	**21**	(169,364)	(145,024)
		(408,460)	(1,779,862)
Taxation	**16**	(231,084)	(185,459)
Net deficit		(639,544)	(1,965,321)
Accumulated fund at start of year		(3,130,170)	(1,164,849)
Accumulated fund at end of year		(3,769,714)	(3,130,170)

The accompanying notes on pages 65 to 82 form an integral part of these financial statements.

THE NATIONAL CENTRE FOR PERSONS WITH DISABILITIES (NCPD)

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31ST DECEMBER 2019

	Accumulated Fund $	Revaluation Reserve $	Total $
Balance as at 1st January 2019	(3,130,170)	396,016	(2,734,154)
Loss for the year	(639,544)	-	(639,544)
Balance as at 31st December 2019	(3,769,714)	396,016	(3,373,698)
Balance as at 1st January 2018	(1,164,849)	773,831	(391,018)
Loss for the year	(1,965,321)	-	(1,965,321)
Revaluation	-	(377,815)	(377,815)
Balance as at 31st December 2018	(3,130,170)	396,016	(2,734,154)

The accompanying notes on pages 65 to 82 form an integral part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST DECEMBER 2019

	Note	2019 $	2018 $
Operating Activities			
Net deficit before taxation		(408,460)	(1,779,862)
Adjustment for non-cash items			
Depreciation		403,878	434,793
Non-current assets written off		6,411	-
Operating profit /(loss) before working capital changes		1,829	(1,345,069)
Movements in working capital			
(Increase)/ decrease in inventory & work-in-progress		(62,608)	100,518
(Increase) / decrease in accounts receivable and prepayments		(94,371)	75,684
Increase in accounts payable and accruals		239,922	1,296,142
Cash generated from operating activities		84,772	127,275
Taxes paid		(30,673)	(14,585)
Movement in capital grants		(217,113)	(222,018)
Net cash utilized in operating activities		(163,014)	(109,328)
Investing activities			
Purchase of non-current assets		(220,077)	(145,850)
Net cash utilized in investing activities		(220,077)	(145,850)
Financing activities			
Decrease in other payables		(149,714)	-
Net movement in other loans		6,974	(121,339)
Net cash utilized in financing activities		(142,740)	(121,339)
Net decrease in cash and cash equivalents		(525,831)	(376,517)
Cash and cash equivalents at the beginning of the year		(580,363)	203,846
Cash and cash equivalents-at the end of the year		(1,106,194)	(580,363)
		(525,831)	(376,517)
Represented by - cash on hand and bank	**5 (a)**	62,074	505,112
- Bank overdraft	**5 (b)**	(1,274,805)	(1,302,335)
- short term investments	**7**	106,537	216,810
		(1,106,,194)	(580,363)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

1. Incorporation and principal activities

The National Centre for Persons with Disabilities, (NCPD) is a non-profit company incorporated in the Republic of Trinidad and Tobago. Its registered office is situated at 7-21 New Street, San Fernando.

The Centre's mission to empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.

The Centre's three main areas of operations are:

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

2. Significant accounting policies

The principal accounting policies applied to the preparation of these financial statements are set out below. These policies have been consistently applied to the years presented, unless otherwise stated

(a) Basis of accounting

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board for Small Business Enterprise (SMEs).

The Company functional and presentation currency is Trinidad and Tobago dollars which is the currency that best reflects the economic substance of the underlying events and circumstances relevant to the Company.

The preparation of financial statements in compliance with IFRSs requires management to make certain critical accounting estimates and to exercise its judgment in the process of applying the Company accounting policies. It also requires the use of assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenditure during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results may ultimately differ from those estimates.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

2. Significant accounting policies (continued)

(b) Voluntary income and donations

Voluntary income is included in the income and expenditure account as soon as it is prudent and practicable to do so. This is usually when the income is received. Incoming resources in the form of donated assets are included in the income and expenditure account as soon as they are received on the basis of a reasonable estimate of their value to the organization.

(c) Expenditure

All expenditure is included in the income and expenditure account as soon as it is incurred. Expenditure is not considered to be incurred until consideration for the expenditure has passed.

(d) Accounts payable

Accounts payable are obligations on the basis of normal credit terms and do not bear interest.

(e) Property, plant and equipment

Property, plant and equipment are stated at historical cost less accumulated depreciation. Depreciation is provided on a reducing balance basis at varying rates to write-off the cost of the assets over their estimated useful lives.

The following rates, considered appropriate to write-off the assets over their estimated useful lives, are applied:

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

The assets' residual values and useful lives are reviewed at each reporting date, and adjusted as appropriate. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the statement of comprehensive income.

(f) Cash and cash equivalents.

Cash and cash equivalents consist of bank balances. All sums of money collected in the name of the organization shall be deposited into the bank account. No sum shall be withdrawn from this account except by a cheque signed by authorized individuals.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

2. Significant accounting policies (continued)

(g) Revenue

i) *Government Income*
These are contributions received from the government towards the operation of the Centre.

ii) *Non - Government Sources of Income*
This relates to income generated from trading activities, deed of covenants and donations.

(h) Accounts receivable

Accounts receivable are amounts due from customers for goods sold or services performed in the ordinary course of business. All collections from sales are expected in one year or less and are classified as current assets.

(i) Deferred taxation

Deferred income tax is provided on all temporary differences at the balance sheet date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes. Deferred tax assets are recognized for all deductible temporary differences, carry-forward of unused tax assets and unused tax losses, to the extent that it is probable that taxable income will be available against which the deductible temporary differences, carry-forward of unused tax assets and unused tax losses can be utilized. Deferred tax assets and the liabilities measured at the tax rate that is expected to apply to the period when the asset is realized or the liability is settled, based on the enacted tax rate at the balance sheet date.

(j) New, revised and amended standards

Standards amended and interpretations which are effective and have been adopted by the Organization in the accounting period include:

- IFRS 15 Revenue from Contracts with Customers (effective 1 January 2018). This standard provides a single, principles based five-step model to be applied to all contracts with customers. The five steps in the model are as follows:

  • Identify the contract with the customer
  • Identify the performance obligations in the contract
  • Determine the transaction price
  • Allocate the transaction price to the performance obligations in the contracts
  • Recognise revenue when (or as) the entity satisfies a performance obligation.

Centre is assessing the impact that this amendment will have on its financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

2. Significant accounting policies (continued)

(k) New, revised and amended standards and interpretations not yet effective

Certain new, revised and amended standards and interpretations have been issued which are not yet effective for the current year and which the Centre has not early-adopted.

- IFRS 16 Leases (effective 1 January 2019). This standard specifies how an IFRS reporter will recognise, present and disclose leases. The standard provides a single lessee accounting model, requiring lessees to recognise assets and liabilities for all leases unless the lease term in 12 months and less or the underlying assets has a low value. Lessors continue to classify leases as operating or finance.

- IAS 19 Amendments - Plan Amendment, Curtailment or Settlement (effective 1 January 2019). The amendments in Plan Amendment, Curtailment or Settlement (Amendments to IAS 19) are:
  - ✓ If a plan amendment, curtailment or settlement occurs, it is now mandatory that the current service cost and the net interest for the period after the remeasurement are determined using the assumptions used for the remeasurement.
  - ✓ In addition, amendments have been included to clarify the effect of a plan amendment, curtailment or settlement on the requirements regarding the asset ceiling.

3. Financial risk management

The Organization is exposed to operational risk, compliance risk and reputation risk arising from the financial instruments that it holds. The risk management policies employed by the Organization to manage these risks are discussed below:

The Organization also actively monitors global economic developments and government policies that may affect the growth rate of the local economy.

(a) Operational risk

Operational risk is the risk derived from deficiencies relating to the Organization's information technology and control systems, as well as the risk of human error and natural disasters. The Organization's systems are evaluated, maintained and upgraded continuously. Supervisory controls are installed to minimise human error. Additionally, staff is often rotated and trained on an on-going basis.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

3. Financial risk management (continued)

(b) Compliance risk

Compliance risk is the risk of financial loss, including fines and other penalties, which arise from non-compliance with laws and regulations of the state. The risk is limited to a significant extent due to the supervision applied by the board, as well as by the monitoring controls applied by the Organization. The Organization has a C.E.O who does routine reviews on compliance.

(c) Reputation risk

The risk of loss of reputation arising from the negative publicity relating to the Organization's operations (whether true or false) may result in a reduction of its clientele, reduction in revenue and legal cases against the Organization. The Organization engages in public social endeavours to engender trust and minimise this risk.

4. Critical accounting estimates and judgments

The preparation of financial statements in accordance with IFRS requires management to make judgements, estimates and assumptions in the process of applying the Organization's accounting policies (see basis of preparation). Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Organization makes estimates and assumptions concerning the future. However, actual results could differ from those estimates as the resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Changes in accounting estimates are recognised in the statement of comprehensive income in the period in which the estimate is changed, if the change affects that period only, or in the period of the change and future periods if the change affects both current and future periods. The critical judgements, apart from those involving estimations, which have the most significant effect on the amounts recognised in the financial statements, are as follows:

i)! Classification of investments as held to maturity investments, available for sale and receivables

ii) Classification of leases as operating leases or finance leases, and/or

iii) Depreciation method adopted for property, plant and equipment.

The key assumptions concerning the future and other key sources of estimation uncertainty at the statement of financial position date (requiring management's most difficult, subjective or complex judgements) that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

4. Critical accounting estimates and judgments (continued)

i) Impairment of assets

Management assesses at each reporting date whether assets are impaired. An asset is impaired when the carrying value is greater than its recoverable amount and there is objective evidence of impairment. Recoverable amount is the present value of the future cash flows. Provisions are made for the excess of the carrying value over its recoverable amount.

ii) Plant and equipment

Management exercises judgement in determining whether future economic benefits can be derived from expenditures to be capitalised, in estimating the useful lives, and in estimating residual values of those assets.

5. Cash and cash equivalents

Cash and cash equivalents consist of cash-on-hand and balances with banks. Cash and cash equivalents included in the statement of cash flows comprise the following statement of financial position amounts:

(a) Cash on hand and bank	**2019**	**2018**
	$	**$**
Republic Bank Limited (current account)	66,027	507,850
Republic Bank Credit Card	(5,153)	(3,938)
Petty cash	1,200	1,200
	62,074	505,112
(b) Bank overdraft		
First Citizen Bank Limited (*Note ii*.)	(94,999)	(99,790)
Republic Bank Limited (*Note i*.)	(1,179,806)	(1,202,545)
	(1,274,805)	(1,302,335)

NCPD maintains two overdraft facilities which are extended as follows:

Note i) Republic Bank Limited substantive limit of $600,000.00. The facility carries an interest rate of 9.75% per annum.

Security is as follows:

- Lien over fixed deposit in the name of a Director for $410,000.
- Independent legal advice dated 29/12/2012 by the Director.
- Guarantee dated 30/08/2018 from a Director for $500,000.
- Charge over life policy in the name of a Director face value $1,000,000 stamped to cover $1,000,000.

Note ii) First Citizens Bank Limited substantive limit of $100,000.00. The facility carries an interest rate of 11%. Security is as follows:

- Lien over deposits for $100,000.00

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

6. Accounts receivable and prepayments	2019 $	2018 $
Trade Receivables	28,122	21,535
Prepayments	19,046	32,536
Accrued Revenue	115,476	-
Other Receivables	6,904	21,106
	169,548	75,177

7. Short term investments	2019 $	2018 $
First Citizens Bank Limited (Fixed Deposit)	102,386	102,386
Republic Bank Limited (Fixed Deposit)	-	110,380
Unit Trust Corporation (Money Market Fund)	4,151	4,094
	106,537	216,860

8. Inventory and work in progress	2019 $	2018 $
Raw Material	129,798	75,821
Work In Progress	1,915	-
Finished Goods	41,111	34,395
	172,824	110,216

9. Accounts payable & accruals	2019 $	2018 $
Trade Payables	2,157,773	1,827,593
VAT payable	260,572	271,124
Other Payables due and payable within one year	181,078	300,341
	2,599,423	2,399,058

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

10. Property, plant and equipment

Cost	Freehold Building $	Plant Machinery $	Motor Vehicle $	Office Furniture/ Equipment $	Computer Equipment $	Total $
Beginning of year	11,355,000	2,171,471	1,131,461	2,866,263	764,056	18,288,251
Additions	-	13,500	-	29,578	177,000	220,078
Write off	-	(27,118)	-	(6,299)	-	(33,417)
Ending of the year	11,355,000	2,157,853	1,131,461	2,889,542	941,056	18,474,912
Depreciation						
Beginning of year	227,100	2,030,352	1,101,729	2,451,646	645,604	6,456,431
Depreciation Charge	220,529	26,756	6,638	78,014	71,942	403,879
Disposals	-	(23,369)	-	(3,637)	-	-
Closing net book value	447,629	2,033,739	1,108,367	2,526,023	717,546	6,833,304
Net Book Value 2019	**10,907,371**	**124,114**	**23,094**	**363,519**	**223,510**	**11,641,608**
Net Book Value 2018	**11,127,900**	**141,119**	**29,732**	**414,617**	**118,452**	**11,831,820**

In February 2018, an independent professional valuation was conducted on the property at # 7-21 New Street, San Fernando by G.A. Farrel & Associates Limited. The adjustments to the carrying amount of the asset was transferred to the revaluation reserve.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

11. Loan from related party

This is the amount outstanding on loans received from Venture Credit Union in the name of a Director to assist with working capital for the organization. The loan is repayable by 72 monthly payments of $9,230.00 and carries an interest rate of 12% per annum.

	2019 $	2018 $
Current portion - due and payable within one year	58,080	58,080
Long term portion - due and payable after one year	260,589	318,615
	318,669	376,695

12. Related party balances

(a) Identification of related parties

A party is related to the Company if:

(i) Directly or indirectly the party

- controls, is controlled by, or is under common control with the Company;
- Has an interest in the Company that gives it significant influence over the Company; or
- Has joint control over the Company.

(ii) The party is a member of the key management personnel of the Company.
(iii) The party is a close member of the family of any individual referred to in (i) or (ii) above.

(b) Transactions and balances

Transactions are primarily advances to and from related party entities.

Year-end balances from transactions with related parties:

Amounts due to related parties	2019 $	2018 $
Amount due to directors	265,000	200,000

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

13. Other payables due and payable after one year	2019 $	2018 $
	411,453	521,616

This amount represents vacation and gratuity payments owed for the period 2006 to 2019

14. Deferred taxation	2019 $	2018 $
Deferred tax liability		
Net book value per accounting records	11,641,608	11,831,820
Tax written down value	(9,487,883)	(10,416,283)
Temporary difference	2,153,725	1,415,537
Deferred tax liability @ 30%	646,118	424,661
Net Deferred Tax Charge (Note 16)	*221,457*	*171,708*

15. Deferred capital grant	2019 $	2018 $
Balance Brought Forward	10,226,545	10,448,563
Add: Additions for the period	-	9,276
	10,226,545	10,457,839
Less: Amount Written off for the period	(217,113)	(231,294)
Balance carried forward	10,009,432	10,226,545

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

16. Taxation	2019 $	2018 $
Reconciliation between accounting income and taxation charge		
Accounting loss from trading activities	(408,460)	(1,779,862)
Net items (allowed) / not allowed	(342,063)	885,219
Allowable losses	(750,523)	(894,643)
Allowable losses brought forward	(1,000,695)	(106,052)
	(1,751,218)	(1,000,695)
Taxation charge for the year		
Business levy - current year	9,627	13,751
Deferred tax charge (Note 14)	221,457	171,708
	231,084	185,459

17. Long term grant	2019 $	2018 $
Balance on IADB Loan brought forward	1,014,196	1,038,344
Write off as Other Grants Income	(24,148)	(24,148)
Balance on IADB Loan carried forward	990,048	1,014,196

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 straight-line 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 58% of the total loan, will be written down annually based on the 2% wear and tear on the straight-line basis, until it is fully written off.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

18. Income

i. Voc rehab

		2019 $	2018 $
Government subventions		799,360	799,360
Government grants-Ministry of Education	28	1,733,781	1,856,968
Funding agencies & corporate grants		192,967	197,869
Donations & deeds of covenants		519,699	398,993
Voc rehab fees		684,856	559,083
Dial-a-Ride		(55,486)	(59,138)
Fund raising		395,384	305,242
Membership fees		8,700	9,300
Other income		47,243	66,913
		4,326,504	4,134,590

ii. Business Unit

		2019 $	2018 $
Gross profit from trading activities	26	323,841	(309,721)

iii. Other

		2019 $	2018 $
IADB Grant Income	17	24,148	24,148

iv. Interest

2019 $	2018 $
513	386

19. Distribution costs

	2019 $	2018 $
Motor vehicle expenses	49,856	45,196
Motor vehicle lease	81,600	81,600
Advertising & promotions	10,408	18,951
Travelling & subsistence	241,451	173,037
Entertainment	9,000	9,000
	392,315	329,784

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

20. Other operating expenses	2019 $	2018 $
Membership fees	-	1,066
NCA written off	6,411	-
Depreciation	403,879	433,322
	410,290	434,388

21. Finance costs	2019 $	2018 $
Bank charges & interest	128,629	87,143
Loan interest	40,735	57,881
	169,364	145,024

22. Personnel costs	2019 $	2018 $
Salaries & wages -Administration	799,348	939,837
Salaries & wages - Voc Rehab	1,686,644	1,719,479
Exgratia	-	6,475
Group medical insurance	57,608	58,473
Pension plan	33,166	40,575
N.I.S. employer	237,076	248,495
Trainee's stipend & incentives	156,285	182,440
Staff benefits	9,911	10,124
	2,980,038	3,205,898

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

23. Administrative expenses	Notes	2019 $	2018 $
Personnel costs	22	2,980,038	3,205,898
Rent independent living		63,600	62,700
Conference & Voc Rehab	24	115,701	141,408
Voc rehab material		8,350	20,475
Professional & consultant fees		260,475	572,346
Telephone & electricity		217,476	229,099
Insurances		91,521	91,852
Repairs & maintenance		193,752	194,212
Office supplies		90,046	86,916
Postages & courier		439	616
Audit & accounting Fees		56,600	56,600
Green Fund Levy		4,813	6,878
Property, rates & taxes		4,384	10,390
AGM		24,302	40,678
		4,111,497	4,720,068

24. Conference & Voc Rehab expenses	2019 $	2018 $
Conference & Voc Rehab	23,187	48,017
Special events- Olympics	745	-
Special events- Other	7,769	8,941
Staff Voc Rehab- Local	-	450
Staff Voc Rehab- Management	84,000	84,000
	115,701	141,408

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

25. Surplus / (deficit) on Business Unit Activities & VOC Rehab activities

	Notes	Business Unit Activities $	Voc Rehab $	Total as per S.O.C.I $
Income	**18**	323,841	4,326,504	4,650,345
Distribution costs				
Motor vehicle expense		3,966	45,890	49,856
Motor vehicle lease		-	81,600	81,600
Advertising & promotions		9,320	1,088	10,408
Travelling & subsistence		181,351	60,100	241,451
Entertainment		-	9,000	9,000
	19	194,637	197,678	392,315
Administrative expenses				
Personnel costs	**22**	166,196	2,813,842	2,980,038
Rent independent living		-	63,600	63,600
Conference & Voc Rehab	**24**	-	115,701	115,701
Voc rehab material		-	8,350	8,350
Professional & consultant fees		98,505	161,970	260,475
Telephone & electricity		1,678	215,798	217,476
Insurances		5,951	85,570	91,521
Repairs & maintenance		172,376	21,376	193,752
Office supplies		2,942	87,104	90,046
Postage & courier		44	395	439
Audit & accounting fees		28,300	28,300	56,600
Green Fund & Business Levy		4,813	-	4,813
Property, rates & taxes		-	4,384	4,384
AGM		-	24,302	24,302
	23	480,805	3,630,692	4,111,497
Other operating expenses				
NCA written offf		1,282	5,129	6,411
Depreciation		80,776	323,103	403,879
	20	82,058	328,232	410,290
Operating deficit		(433,659)	169,902	(263,757)
IADB Grant income		-	24,148	24,148
Interest income		513	-	513
Gross deficit		(433,146)	194,050	(239,096)
Finance cost				(169,364)
Tax liability				(231,084)
Net deficit as per S.O.C.I				(639,544)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

26. Gross profit / (loss) from trading activities

INCOME FROM TRADE	Wood Work $	Printing & Binding $	Sewing & Upholstering $	Orthopedic $	Paradise Plum & Cafeteria $	Car Park $	Phone Card $	Agri $	2019 Total $	2018 Total $
Sales	531,637	65,541	74,253	59,677	681,430	124,296	36,193	30,509	1,603,536	2,291,820
Net Income	**531,637**	**65,541**	**74,253**	**59,677**	**681,430**	**124,296**	**36,193**	**30,509**	**1,603,536**	**2,291,820**
Cost of Sales										
Cost of Materials used	191,195	12,419	31,069	8,422	399,452	-	35,282	2,744	680,583	1,217,957
Salaries, Wages & NIS	240,554	16,486	19,281	8,591	174,154	7,975	-	-	467,041	616,234
Telephone	5,142	1,360	1,285	643	5,638	-	-	-	14,068	20,024
Building & Equipment Maint.	1,391	-	-	477	7,396	-	-	78	9,342	28,900
Rent & Rental of Cylinders	-	-	-	1,150	-	-	-	-	1,150	514,103
Consumables	464	1,688	1,561	1,527	2,640	-	-	6	7,885	15,201
Contract Services	42,000	-	1,000	-	48,050	8,575	-	-	99,625	188,650
	480,746	**31,953**	**54,199**	**20,810**	**637,330**	**16,550**	**35,282**	**2,828**	**1,279,695**	**2,601,069**
Gross Profit from Trade	**50,891**	**33,588**	**20,057**	**38,867**	**44,100**	**107,746**	**911**	**27,681**	**323,841**	**(309,249)**
Gross Profit Percentages	**10%**	**51%**	**27%**	**65%**	**-6%**	**87%**	**3%**	**91%**	**20%**	**-13%**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2019

27. Net surplus / (deficit) from Ministry of Education Training Grant

Grants	Students & Staff	Premises & Upkeep	Telephone	Electricity	2019 Total	2018 Total
Receipts	$	$	$	$	$	$
Grants received	1,600,125	9,075	2,475	122,106	1,733,781	1,856,968
Total Receipts	1,600,125	9,075	2,475	122,106	1,733,781	1,856,968
Payments						
Salary & wages & NIS	1,995,859	-	-	-	1,995,859	2,049,556
Pension & group medical	57,005	-	-	-	57,005	59,086
Professional services	182,856	-	-	-	182,856	272,155
Voc Rehab material	8,804	-	-	-	8,804	20,475
Building & Grounds upkeep	-	21,376	-	-	21,376	89,443
Telephone expenses	-	-	33,663	-	33,663	27,415
Electricity	-	-	-	141,284	141,284	138,094
Uniforms for staff	-	-	-	-	-	3,350
Conference & Voc Rehab	98,842	-	-	-	98,842	119,871
Total payments	2,343,366	21,376	33,663	141,284	2,539,689	2,779,445
Net (deficit)	(743,241)	(12,301)	(31,188)	(19,178)	(805,908)	(922,477)

28. Ministry of Education Training Grant

The breakdown of the amounts reported for 2019 are as follows:

	2019 $	2018 $
Amounts Received for 2017	-	714,837
Amounts Received for 2018	633,046	1,142,131
Amounts Received for 2019	1,100,735	-
	1,733,781	1,856,968

Due to the uncertainty of the timing of the receipts from the Government, these Grants are accounted for on a cash basis.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2019

29. Contingent liability

Included in the financial statement are principal amounts of $259,125 and $1,248,240 owed to the Board of Inland Revenue and National Insurance Board respectively. At the time of audit, the client was in the process of negotiating with the Statutory Bodies for a waiver of the penalties and interest being generated on these unpaid balances. As such, no provision has been made in the books to account for penalties and interest generated from these balances.

30. Going concern

The organization has incurred a net loss of ($599,999) in the current financial year and has accumulated unrelieved losses of ($3,730,169) as at 31st December 2019. While this position indicates the existence of a material uncertainty which may cast significant doubt about the organization's ability to continue as a going concern, the Directors are satisfied that the Centre will continue to receive Government funding. On this basis the Directors have maintained the going concern assumption in the preparation of these financial statements. Subsequent to year end the Centre received Grants of $709,817 relating to the period September to December 2019. Had this Grant been received in the relevant period that it was due the deficit would have been significantly reduced at the end of the year.

31. Subsequent events

COVID-19 was declared a global pandemic by the World Health Organization in March 2020 which was subsequent to year the end. As a result of stay at home measures implemented by the Government to battle COVID-19, there was significant deterioration in revenue generated from trading activities. The Board of Directors and management have evaluated the potential impact on the on-going operations of the Organization and are in the process of implementing stringent cost saving measures to ensure that the Centre's current activity levels are maintained.

32. Approval of Financial Statements

These financial statements were approved by management and authorized for issue on 4th June, 2020.

Board of Directors

Gerard Baptiste
Chairman

Shereen Baksh
Vice Chairperson

Hayden Lovell
Treasurer

Frances M. L. Guide-Atherly
Secretary

Claude Fleary
Director

Joy Creese
Director

Dorwin Monsegnue
Director

Dr. Marva Ribeiro
Director

Dr. Jacob Opadeyi
Director

Dr. Beverly Beckles
Chief Executive Officer

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 2019.

Government

- Ministry of Social Development & Family Services
- Ministry of Education, Student Support Services
- Ministry of Community Development
- Ministry of Works and Infrastructure, Electrical Division (South)

Corporations

- Caribbean Bottlers (T&T) Limited
- Children's Cricket Charity
- Combined Disabilities of Trinidad and Tobago
- Coffee Boys International
- EOG Resources Trinidad Limited
- Fides Limited
- F.E.E.L. (Foundation for the Enhancement & Enrichment of Life)
- Forward Systems Limited
- IGT Latin America Corporation (Trinidad)
- Innovative Security Solutions Limited
- Jet Blue Airlines
- KCL Capital Market Brokers Limited
- National Gas Company of Trinidad and Tobago Limited
- Office Link Co. Limited
- PowerGen Penal Sports Club
- Scotiabank Business Service Centre of the Operation and Shared Services Co. Limited
- TECU Credit union Co-operative Society Limited
- Telecommunications Authority of Trinidad and Tobago
- The Children's Ark Trinidad and Tobago
- United Way Trinidad and Tobago

Individuals

- Senator Jennifer Baptiste-Primus
- Dr. Adine Usher
- Dr. Beverly Beckles
- Dr. Peter Poon King
- Dr. Trudee Hoyte
- Mr. Carlton Craig
- Mr. Gene Wilkes
- Mr. Gregory Christopher
- Mr. Karamchand Bridgemohan
- Mr. Keith Miller
- Mr. Leevan Williams
- Mr. Maurice Chang
- Mrs. Mehrun Rahaman
- Ms. Michelle Jackson
- Ms. Phyllis Borde

Trust/Foundations

- Digicel Foundation
- Haji Gokool Meah Trust
- Scotiabank Foundation

Sponsors of Bursaries

- Atlantic LNG Company Limited
- Canning's Employees Credit Union Co-operative Society Limited
- Caribbean Nitrogen Company Limited
- Caribbean Safety Products Limited
- JMMB Bank Trinidad and Tobago
- Mr. Deen Hoseinee
- Mr & Mrs. Kenneth & Arlene Sammy
- PCS Nitrogen Trinidad Limited
- Phoenix Park Gas Processors Limited
- Point Lisas Industrial Port Development Corporation
- Scotiabank Trinidad and Tobago
- Shiv Ashi Limited
- Trinidad and Tobago Mortgage Finance Co. Limited
- Trinidad and Tobago Police Credit Union Co-operative Society Limited
- The ANSA McAL Foundation
- The Massy Foundation
- The Power Generation Company of Trinidad & Tobago Limited
- Trinidad and Tobago Unit Trust Corporation
- Venture Credit Union Co-operative Society Limited
- Works Credit Union Co-operative Society Ltd. (in the name of Ms. Catherine Collymore - deceased)
- Works Credit Union Co-operative Society Ltd. (in the name of Ms. Shereen Baksh)

Staff - Administration and Finance

1. Niala Deonarine - *Research & Communications Officer*
2. Jeffrey Foster - *IT Assistant*
3. Afrose Maria Lezama-Deyalsingh - *Accounting Assistant*
4. Isidore Andy Cato - *Driver/Messenger*
5. Victoria Odle - *Custodian*
6. Reynold Brathwaite - *Driver - Dial A Ride Service*
7. Waylon Thornhill - *Security Officer*
8. Nathan Reid - Inventory Clerk
9. Wendy Morris - *Accounts Clerk*
10. Surindra Basdeo - *Health, Safety & Facilities Officer*
11. Alana Browne - *Accountant*
12. Chevanese Philip - *Accounting Assistant*
13. Reynold Cato - *Driver*
14. Shurland Cuffy - *Security Officer*
15. Karen Joachim - *Systems Administrator*

Staff - Vocational Rehabilitation Training

1. Marcia Benoit - *Teacher's Aide*
2. Camille Browne-Hosein - *Instructor - Life Skills*
3. Candice Barbara John - *Instructor - Information Technology*
4. Rachael Stephen - *Instructor - Book Binding*
5. Lystra Joachim - *Teacher's Aide*
6. Ricardo Rampaul - *Placement Officer*
7. Janillia Carrington - *Teacher's Aide*
8. Janice Griffith - *Special Education Teacher*
9. Carlyle Burroughs - *Instructor - Music*
10. Princess Lewis - *Instructor - Garment Construction*
11. Joy Edwards - *Instructor - Remedial*
12. Betty Ann Julien - *Developmental Assistant*
13. Annalicia Tang - *Teacher's Aide*
14. Clarence Shepherd - *Instructor - Woodwork*
15. Yordanna Garcia-Blackman - *Instructor - Sign Language*
16. Debbie Lumpress - *Instructor - Food Preparation*
17. Marlene George - *Instructor - Beauty Culture*
18. Elizabeth Aguillera - *Developmental Assistant*
19. Michele Ramkhalawan - *Teacher's Aide*
20. Ron Wiltshire - *Instructor - Welding*
21. Aryanna Gayadeen - *Teacher's Aide*
22. Nalini Ramlochan-Singh - *Teacher's Aide*
23. Rhonda Lewis - *Instructor - Remedial*
24. Sharon Rochard - *Instructor - Agriculture*
25. Karen Ragobar - *Instructor - Office Administration*
26. Chiemeka James - *Social Worker*
27. Ebony Williams - *Teacher's Aide*
28. Mary Augustin - *Instructor - Garment Construction*
29. Leonie Hall - *Executive Chef*
30. Verina Cherisse Mayers - *Teacher's Aide*
31. Lesa Paul - *Assistant Instructor - Horticulture/Agriculture*

Staff - Production

1. Annie Lucy Le Gendre **-** Customer Service Representative/Cashier
2. Kyle Young Lai - Graphic Artist
3. Jeanette Bruce **-** Senior Customer Service Representative
4. Felix Forde - Supervisor - Agriculture
5. Kerrie-Ann Louison - Head Chef
6. Mitra Birbal - Supervisor - Woodwork
7. Deonne Duke **-** Customer Service Representative/Cashier
8. Joanne Baker **-** Senior Operations - Customer Service Representative

Staff - Management

1. Dr. Beverly Beckles *- Chief Executive Officer*
2. Ozneil West *- Operations Manager*
3. Renese Jardine *- Executive Assistant*
4. Kahaya Puckerin *- Principal*
5. Therese Branker *- Human Resource Officer*
6. Giselle Ramose *- Programme Manager*

Volunteers

Dr. Derek Griffith

Dr. Edmund Chamley

Dr. Saeed Abdoel

Dr. Stacey Chamley

Dr. Wendy Diaz

Mr. Dave Marchan

Mr. Gary Taylor

Mr. Jerry Samuel

Mr. Malcolm Boyce

Mr. Rodney Ruiz

Mr. Romeo De Bique

Ms. Angela Calliste

Ms. Ann Wallace

Ms. Annetta Bramble

Ms. Avian Crooks

Ms. Dale Cadogan

Ms. Debra Baker

Ms. Ruby Taylor

Ms. Ruby Thomas

Ms. Juliano Garcia

Ms. Hazel Simon

Ms. Sherry Ann Hillaire

Ms. Denise Alexander

Ms. Tamika Flemming

Mr. Keith Alexis

Mr. Rossi Ramsaran

Ms. Audrey Smart

Mr. Michael Mofford

Notes

7-21 New Street
San Fernando
Trinidad, W.I.
Tel./Fax: (868) 652-4880, 657-3525
Tel: 657-4363
E-mail: ncpdtrinidad@gmail.com
Website: www.ncpdtt.org
Facebook: www.facebook.com/ncpdtrinidad

Designed & Printed by NCPD