

ANNUAL REPORT

2017



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Launching soon:

www.changeability.org.za



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INTRODUCTION

The name “Helderberg Association for Persons with Disabilities” is no more. It’s a name that limited us and failed to encapsulate our truth. With the name ‘ChangeAbility’ comes a considered reimagining of who we are and what we stand for.

We are ready to show the world that we aren’t a typical NPO. We are a progressive organisation that sees beyond social construct. We are an organisation set on empowering people and helping them realise their potential.

We’re undergoing a transition. But moving forward isn’t as simple as changing our name and colour palette. First, we needed to align everything with a greater purpose. We couldn’t effect meaningful change any other way.

And so, at last, we are ChangeAbility. With fresh sight, we continue to pioneer programmes that change communities by improving the lives of people with disabilities.

We’re setting out anew, with a meaningful name and solid purpose. This calls for a fresh visual identity that is a true expression of who we are.

Our new logo is inspired by a mandala, which is a symbol loaded with meaning. Many carry spiritual significance, representative of life paths, unity, harmony, connectedness and completion. Circular designs draw you in, which enforces a sense of acceptance and inclusivity, which merges with our purpose.

More importantly, mandalas also house a ripple effect, which ties in with our desire to effect change and touch lives. By changing mind-sets and offering people the right support, we can create ripples in communities and have a lasting impact.

The mandala in our logo is naturally iconographic. It also houses our name, integrating effortlessly with the ‘C’ in ChangeAbility. This makes way for all kinds of diverse applications. This is fitting, as we embrace diversity. We embrace the unique potential in every person.

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LETTER FROM THE CEO

Welcome to Change! In the past financial year (1 April 2016 – 31 March 2017), Helderberg Association for Persons with Disabilities embraced change. We realised that, although we are starting to make a real impact in our communities, that change starts at home. Let me tell you about some of the changes.

Helderberg APD became ChangeAbility on 29 March 2017 at a Special General Members meeting that was held on 29 March 2017. Why? Because we needed to reflect our authentic purpose.

A purpose is not your what. A purpose is your why. Why do we do what we do? We do it, because we love people and we dream of a world where all people are recognised for their abilities and potential. By working with people (with and without disabilities), understanding communities, and changing perceptions about what is possible, we believe that we can bring real change. We want to change how people see ability. We are ChangeAbility.

Another change for the better was building a very able and relevant management committee. Our chairperson is an experienced consultant in the disability field, as well as someone living with a disability. In his Letter from the Chair, he will reflect on his and our journey in the past year.

We also took a leap forward in achieving greater financial stability and oversight. We successfully applied for funding from the National Lotteries Commission (NLC). This was our first application and we are delighted with our success. We also generated funds from our own Disability & Employment workshop presented as the core part of our Social Enterprise Development through the Remgro SOS programme. Not only did we achieve a successful and profitable workshop, we also received a cash award as the most successful organisation on the Remgro SOS programme.

In addition, as our Financial Summary will show, our overall income has doubled from the 2015 financial year-end (approx. R 178 000) to the 2016 financial year-end (approx. R 360 000). As for the past financial year (1 April 2016 – 31 March 2017), we have again doubled our income to just under R 900 000, while growing our funding sources to well over ten and our staff complement to nine.

Ultimately, however, it's not about being an NGO *per se*. It's about making a real difference to the lives of our beneficiaries.

As such, our purpose is to pioneer programmes that change communities by improving the lives of people with disabilities. Here is how we have changed our communities in the past year through our programmes.

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We work with people from all walks of life, abilities and backgrounds. We currently serve four communities in the Cape Winelands, all with high numbers of people with disabilities who are previously disadvantaged with current high levels of poverty and unemployment. Our first step in starting work within a community, is to work with people from that community. More specifically, we recruit a peer supporter with a disability from each community. Our peer supporters visit and give support to around 500 people with disabilities and we've raised awareness with thousands of community members.

We have two programmes, namely Health & Awareness Promotion and Community Development (including peer support). Our model of change is firstly based on understanding, then planning projects and finally changing...one person and one community at a time. Large-scale national, and even provincial initiatives, have done little to improve access to services and the quality of life for most people with disabilities living in their communities. Our community-based approach yields more relevant, customised and real solutions. The Programmes section of this report will relate more detail.

In conclusion, let me tell you what hasn't changed in the past year. Our core values of openness, collaboration, knowledge, innovation and progress. The commitment to quality programmes and employing exceptional people. Our dedication to changing lives for the better.

We thank every single donor, volunteer, staff member, stakeholder and beneficiary for continuing this journey of change with us. We are because you are. You enable us to be ChangeAbility.



A handwritten signature in black ink, appearing to read 'Cindy Wiggett-Barnard'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Dr. Cindy Wiggett-Barnard, CEO

September 2017

LETTER FROM THE CHAIR

My journey to where and who I am today was unexpected at best. Ending up in a wheelchair after injuring myself on Table Mountain almost twenty years ago, my perceptions of society (and life) started changing. Initially I was often frustrated by the difficulty of getting around the built environment. But, as my wheelchair skills and confidence improved, I coped better and was never shy in asking for help if needed.

Over time, however, I began to realise that while many people will help you up a step or two, it's the long flights of stairs (both literally and figuratively) where help is almost impossible to obtain. It was only when I started entering road races in my wheelchair that I realised by shifting my focus to the bigger picture that I could achieve so much more. I started using races as a means of raising money for NPOs who worked in the field of disability. But it all became so much clearer when I met a kindred spirit, in the form of our current CEO, at a Wheelchair Wednesday event for Stellenbosch Municipality in 2014. Later, when I was asked to join the ChangeAbility management committee, I saw where the real work had to be done in integrating people with disabilities into their communities and society at large.

The pilot Peer Support project, introduced in 2015, is where I first felt we were getting face-to-face with the real challenges faced by people with disabilities living in under-resourced communities. Ricardo Lodewyk, a peer supporter and one of the first to join the programme, is a perfect example of an inspirational leader. He has a natural sense of empathy but, equally, is able to challenge his clients to make the necessary changes in their lives. He is the ideal role model for someone seeking to uplift themselves, which he achieves with youthful enthusiasm and good humour. It is people like Ricardo that leads the way in changing things for the better.

Creating ChangeAbility was way more than a name change. It was the culmination of years of introspection, brainstorming and strategic planning. Re-defining our Purpose and Mission has given us the clarity we need on the road ahead. ChangeAbility represents that clarity of vision.

None of this would have been possible without the extraordinary people involved in this project. A huge thanks to our CEO, Cindy Wiggett-Barnard, who has been the driving force in everything we do. She has been the glue that holds everything together and the wings that enable us to fly high. Thanks to our dedicated staff for all their hard work and for embracing their roles in ChangeAbility.

Also a big thank you to our very committed Management Committee. We have made several Management Committee changes in the past year. Our new treasurer is a qualified CA and lecturer in Accounting. Our secretary was recruited for her administrative experience in the NPO field and our vice chair continues to provide fresh perspectives on business management. More recently, two additional members also joined the management committee, bringing with them their expertise in HR and community-engagement.

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The Management Committee consist of:

Chairman: Jeremy Hazell
Vice Chairman: Mannie Wiggett
Treasurer: Remerta Basson
Secretary: Hester Scholtz
Additional member: Jene Bergstedt
Additional member: Vuyokazi Luxande

Thank you to everybody that contributed to our growth in the past few years. Donors play such an important role in sustaining an organisation like ours. I'd like to thank each and every donor for their generous support. A special vote of thanks goes to the team at Fairly Famous Advertising Agency and Brand Botes who gave their very valuable time and enormous expertise to help create our new brand. Also thank you to our members, strategic partners, Western Cape APD and finally our beneficiaries that share their hopes, dreams and lives with us.

The year ahead looks to be challenging and exciting. We will soon formally relaunch ChangeAbility to stakeholders and media. We will expand on our Health Promotion activities, continue our very important awareness-raising events. The formalisation of the Stellenbosch Disability Network, as well as the formation of a Helderberg Disability Network is also well underway. Finally, our Community Development programme will increase its impact and reach by forming community forums and support groups.

As always, we have to continue attracting new donor funding. This sector has been depressed for a while now which requires us to be more creative in fundraising. We appeal to our members and friends to consider donating to, or getting involved in, our worthy programmes.



A handwritten signature in black ink, appearing to read 'Jeremy Hazell', written in a cursive style.

Jeremy Hazell, Chairperson

September 2017

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PROGRAMME HIGHLIGHTS

Our projects are all designed to ultimately ensure that the potential of people with disabilities is both reached and recognised in the communities that we serve. “Human dignity cannot be fully valued or respected unless individuals are able to develop their 'humanness' to the full extent of its potential. Each human being is uniquely talented. Part of the dignity of every human being is the fact and awareness of this uniqueness. An individual's human dignity cannot be fully respected or valued unless the individual is permitted to develop his or her talents optimally” (SA Constitutional Court, 1996).

We currently serve the communities of Cloeteville, Kayamandi and Franschhoek in the Stellenbosch municipal area, as well as Macassar, in the Helderberg area. From immersing ourselves into these communities, and through consulting not only national data, SASSA statistics and latest academic research, but also through systematic, individual needs analysis and networking in each community, we have piloted and refined our planning and designs for a larger-scale roll-out of three projects. Our projects promote health, awareness and integrated community development.

Health & Awareness Programme

The ultimate aim of our health and awareness programme is to achieve better long term, holistic health for every person with a disability in each community that we serve. From our data collection in our specific communities, health care and assistive device related needs remain the most frequently reported need categories.

This programme was developed in the past year, with activities starting in February 2017. There were two main **Health-promotion activities** that took place to date in this programme. ChangeAbility, in partnership with Bridging Abilities, and with the coordination of our peer supporters, have established two new exercise groups and supports an existing group in Macassar.



Groendal (pictured here) currently have 22 people with disabilities and 2 able bodied volunteers, Kayamandi has 8 people with different disabilities and 2 able bodied attending and Macassar has 15 people with disabilities and 1 able bodied volunteer.

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The peer supporters were tasked to each deliver two series of health promotion education pamphlets to a 100 beneficiaries. We are currently conducting an evaluation of the success of the pamphlets in the form of questionnaires to test whether the client gained knowledge as well as feedback from peer supporters regarding their perceptions of the pamphlets.

We are also hard at work to finalise the logistics for Road Shows in each community, where we will share resources and relevant information on disability-related services and rights. Finally, plans for the first seating clinic in Macassar and health day in Kayamandi is taking shape with our partners.

In this programme, several **Awareness raising activities** also took place to date. Our Awareness raising activities was made possible by a grant of R 107 000.00 from the NLC.

We have reached over a 140 new people in five public talks on topics ranging from disability health, accessible transport, how churches can support people with disabilities and on parenting children with disabilities.

We have two disability sensitisation campaigns. The annual Nappy Run Campaign concluded in May. Over 300 children and 44 teachers/assistants received was reached through awareness sessions (see pictures below) and 3855 nappies were received and distributed to children with disabilities.



We clearly observed an increase in awareness amongst the children, teachers and assistants. Children and teachers interacted with our peer supporters and asked questions. So there was definitely an increase in knowledge as well and children enjoyed the activities. Nappy recipients also appreciated the donations and a need was definitely met.

Wheelchair Wednesday started in August and is ongoing. The first participation day went very well. The participants were first "shocked" and surprised to see our peer supporters and learn that they will be accompanying them. After everyone settled into their chairs, the fun began and everyone was a lot more relaxed. The participants learned a few tricks from the peer supporters and gained a lot of respect for people with disabilities and realised that accessibility is really an issue.

As a key information sharing and networking objective, ChangeAbility continues to co-ordinate and facilitate the meetings and activities of Stellenbosch Disability Network (SDN). The SDN continues to grow and has over 20 members (consisting of organisations and individuals working with disabilities).

A highlight of the past year was the inaugural Walk with Disability. In celebration of International Day of Persons with Disabilities, the event took place in the streets of Stellenbosch on 3 December 2016. Over 250 people with and without disabilities joined hands (and feet) to both celebrate the advances towards a more inclusive society and accessibility, but also to highlight the continued struggle against disability exclusion and discrimination. This event was organised by the Stellenbosch Disability Network (SDN) in collaboration with Stellenbosch Municipality.

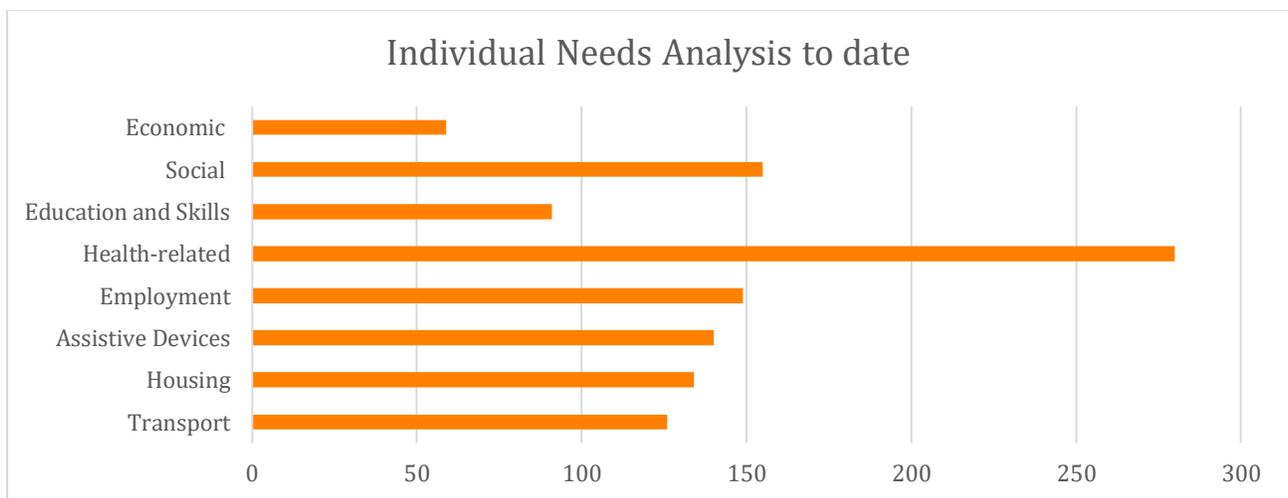


Community Development Programme

The ultimate aim of our community development project is for every person with a disability to feel acknowledged, informed, supported and to have an opportunity to participate and influence change in each community that we serve. Our own extensive needs analyses highlighted the exclusion experiences by people with disabilities in our communities. Inaccessible transport and housing, as well as social exclusion are prominent themes.

This programme started out as the Peer Support pilot project, but have since been incorporated into this programme. There were three main **Community development activities** that took place to date in this programme:

1. Research, identify & relate disability-related needs and resources per community

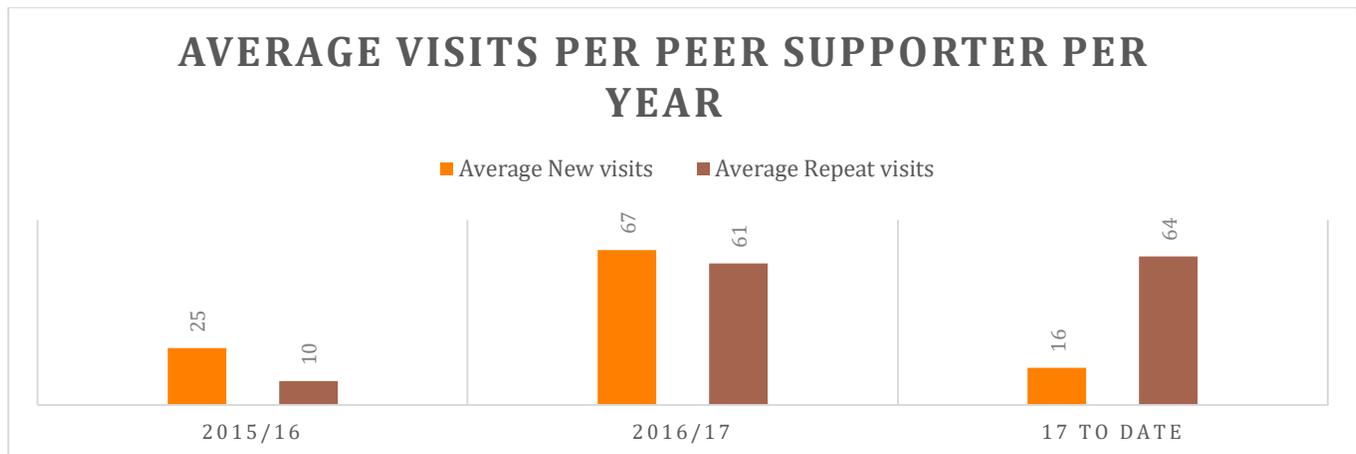


These needs informed our programme designs, with Health-related and Assistive device needs being addressed through the Health & Awareness Programme and Social- and related issues being addressed in the Community Development project.

2. Establish a Peer & Parent Support (individually & in groups)



One can clearly see the shift from our needs analysis phase and focus on finding people with disabilities in each community to greater individual support and follow ups with feedback and resource through repeat visits.



The above graphic also shows the increased output per peer supporter per year and also how an increase in support and training of the peer supporters was a valuable investment for all involved.



As for reaching our intended outcomes, the following few examples are testament to the impact that we are making.

- 4 beneficiaries obtained SASSA disability grants for the first time;
- 5 beneficiaries obtained the correct assistive devices;
- 2 previously unemployed beneficiaries are now involved in the Extended Public Works Programme;
- 3 beneficiaries were assisted and have been approved for learnerships in Cape Town.

3. Provide direct social work to those at risk

We have only recently been able to directly provide social work to clients directly. We recruited an experienced social worker and student mentor to join our team as the Peer Support Coordinator and Social Worker. Apart from mentoring and training the Peer Supporters, she has directly assisted 20 clients referred to her by the peer supporters.

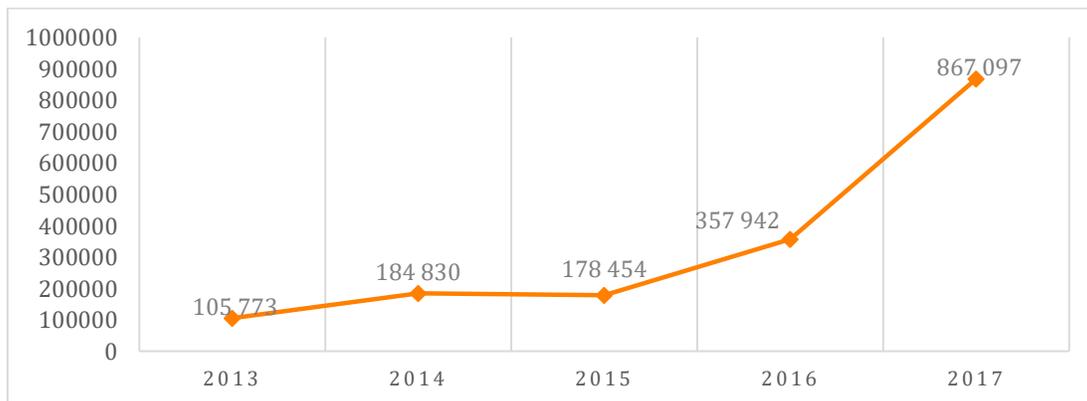
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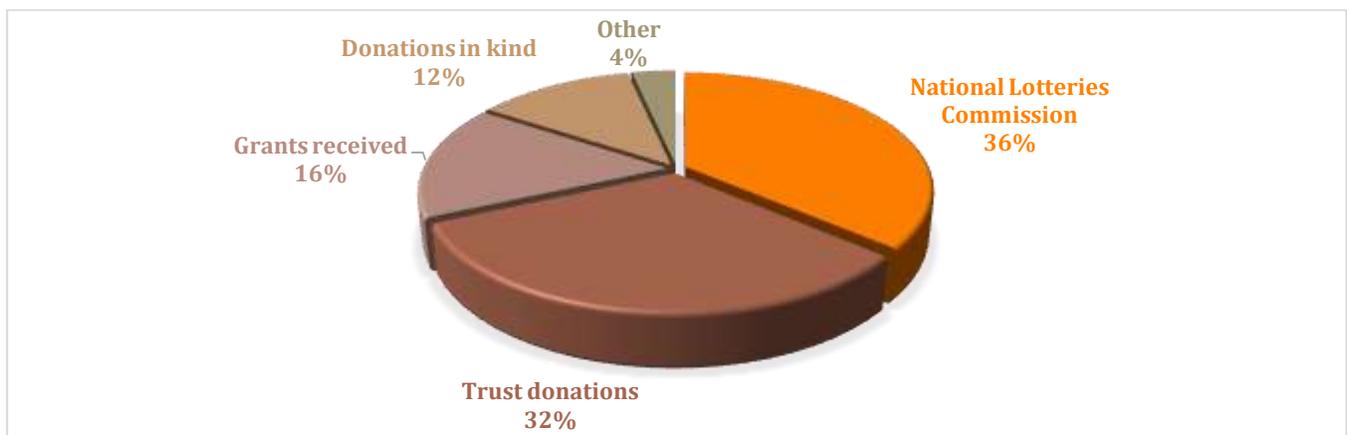
The 1 April 2016 – 31 March 2017 financial year has been a period of significant change and growth for the organisation, which is also reflected in its financial position and performance. Key aspects from the audited annual financial statements are highlighted below. The audited annual financial statements, prepared in accordance with International Financial Reporting Standards for Small- and Medium-sized Entities (IFRS for SMEs), are available for inspection. An unqualified audit opinion was issued by our auditors, Smith and Associates.

Income was bolstered by a successful application for funding from the NLC, as well as a significant donation of services enabling the rebranding of the organisation, resulting in year-on-year revenue growth of 142% (2016: 105%). A second payment from the NLC is expected at the end of 2017.

In terms of our growth, the graphic below clearly illustrates the exponential growth in income from 2015 onwards. The increased income has enabled the organisation to extend its activities beyond the Helderberg region and into surrounding areas.

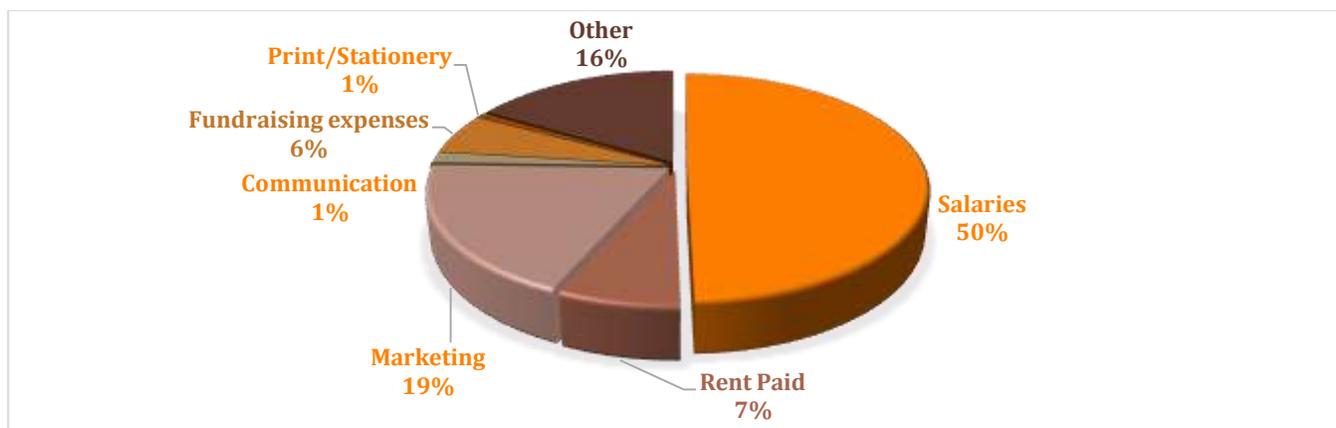


In the past financial year, the NLC was the single largest contributor, as the breakdown of income shows.



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The largest operating expense category in the past year was salaries. There was a significant increase in Advertising and promotions costs, as this includes the costs of rebranding the organisation. These costs have not been capitalised, as the future economic benefits resulting from the rebranding cannot be measured reliably. The costs of the rebranding were directly funded by a donation in kind, and therefore did not influence the funds available for programmes and other operational expenses.



The 2017 financial year shows a significant increase in reserves, as the bulk of the NLC funding received is to be spent on programmes in the 2018 financial year. It has to be kept in mind that the majority of reserves consist of restricted funding for programmes, and that a significant portion of the reserves is expected to be extinguished in the 2018 financial year.

The financial position remains sound in terms of solvency and liquidity, as the financial liabilities of the organisation remain limited. Our operating reserve improved from 56% in 2016 to 76% in 2017, indicating that the organisation is likely to have sufficient resources to cover its foreseeable expenses for at least 9 months. We remain highly liquid and our bank balances represent 99% of total assets (2016: 98%).

Statement of Comprehensive Income		Statement of Financial Position	
Income	413 040	Non-current Assets	16
Other Income	454 067	Property, plant and equipment	16
Expenses	(602 780)	Current Assets	456 608
Surplus for the year	264 327	Trade and other receivables	3 264
		Cash and cash equivalents	453 344
		Current Liabilities	11 445
		Trade and other Payables	11 445
		Net assets	445 179

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With an increase in funding, comes an increase in responsibility. We have increased our financial oversight and internal controls over payments on our business banking profile. We have outsourced our payroll and bookkeeping services to an incredibly able and efficient team. We have also established a comprehensive donor and budget tracking system to ensure that we constantly monitor our finances.

We have invested in an inspiring new brand, which will make us more appealing to donors in a tough economic climate and support our ongoing fundraising efforts as we continue to grow the organisation and extend our reach within our communities.



A handwritten signature in black ink that reads "RBasson". The signature is stylized and cursive.

Ms. Remerta Basson

Treasurer

September 2017

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ACKNOWLEDGEMENT OF DONORS

ChangeAbility would like to express their utmost gratitude to the following donors for helping us achieve our goals:

- National Lotteries Commission of South Africa
- Tonessen Trust
- Het Jan Marais Nationale Fonds
- Western Cape Department of Social Development (via Western Cape APD)
- Stellenbosch Municipality
- Cape Winelands Districts Municipality
- Luttig Trust
- Fairly Famous Advertising Agency
- Brandt Botes
- Remgro (SOS)
- Smith & Associate

AN INVITATION

We invite you to continue to join us on this journey into the heart of South African communities and discover something we already know. With the right support, people with disabilities can drive their own change and take their rightful place as valuable and crucial participants in our country's future.

