2014 Annual Report

Rights
Ability
Growth
Equality
Inclusion

Theme: “Towards a Society for All”
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Vision

To be the lead agency in the region promoting equalization of opportunities for persons with disabilities through training, information, research and consultative services.

Mission

To provide effective and efficient training and rehabilitative services for persons with disabilities that enhance the quality of their lives and promote their integration into the wider community.
Core Values

**National Community:** We will reach out and respond to the needs of those with whom we partner and serve in providing quality services through collaborations.

**Commitment:** We demonstrate honesty, high ethical standards, accountability and stewardship in a candid and timely manner.

**People:** We respect and trust people, value their ideas, are committed to their development and have the highest regard for human dignity.

**Development:** We are dedicated to maximizing individual growth and continuous improvement of staff and clients through ongoing training and support.
Services Offered

Vocational Rehabilitation

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

Skills Training

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

Business Services

• Book-Binding
• Building and Refurbishing of Wooden items
• Catering
• Industrial Sewing
• Manufacturing of Disability Aids
• Offset-Printing (colour)
• Upholstering

Consultative Services

• Disability Management
• Training
It is my pleasant duty to present you the report of the activities of the Board of Directors of NCPD for this Annual General Meeting 2014.

I take this opportunity to bring to your attention the most noteworthy events of the past year’s term of office. The 2014-2015 term of office afforded the NCPD Board of Directors, with new avenues for service. We continued to support one of the organization’s major mandates of facilitating opportunities to advocate for persons with disabilities, in all possible spheres.

One of our most significant Advocacy projects continues with the generous financial support of Repsol, a global energy company, leading in smart energy development. The Social Integration of Persons with Disabilities, which began on May 25th 2013, is an ongoing public awareness and advocacy project, taking place together with another NGO, Caribbean Kids and Families Therapy Organization (CKFTO). The SIPD, is themed, “Open Your Mind: Discover the Ability in Disability”. The past year saw the expansion of this powerful advocacy project. We launched, on October 1st 2014, the “Break Down the Wall – Discover the Ability in Disability” campaign, which took place under the auspices of His Excellency, Anthony Thomas Aquinas Carmona, SC, ORTT, President of the Republic of Trinidad and Tobago. Several popular local personalities, including Denyse Plummer (Calysonian), Deryck Murray (Former West Indies Cricketer), Edwin “Crazy” Ayoung (Calypsonian), Errol Fabien (Media Personality/Entertainer), Farmer Nappy (Soca Artiste), Janelle “Penny” Commissiong (Former Miss Universe 1977), and Shurwayne Winchester (Soca Artiste) have publicly added their testimonials to this powerful advocacy campaign in the electronic, print and social media, significantly impacting attitudes and actions, toward persons with disabilities.

NCPD hosted another noteworthy initiative in the form of a Health and Wellness Fair, on May 7th and 8th 2014 at the South Campus of the National Academy for the Performing Arts. The event, entitled “Health for All – Without Boundaries”, saw thousands impacted by the governmental, non-governmental and corporate agencies that provided health screenings and interactive educational sessions on wide ranging topics, with emphasis on many of the areas overlooked with respect to the health care needs and requirements of persons with disabilities.

On a regional level, NCPD continues to network on behalf of persons with disabili-
ties. Director Shereen Mohammed-Baksh, and Board Chairperson Dr Natalie Dick were the only representatives of Trinidad and Tobago in attendance at the first Caribbean Community Based Rehabilitation meeting, held in Aruba on April 30, 2014. We now form part of the steering committee of the Dutch/English Caribbean Network for Community Based Rehabilitation and will continue to partner across the Caribbean and internationally to advance the cause of persons with disabilities.

During the 69th General Assembly of the United Nations in September 2014, the Chairperson of the NCPD Board of Directors again had the honour of accompanying Her Excellency, Reema Carmona, First Lady of the Republic of Trinidad and Tobago, as her Technical Advisor to the Seventh (7th) World Focus on Autism in New York, as well as a visit to the National Headquarters of the world’s largest autism-specific NGO and advocacy group, Autism Speaks™. By this means NCPD was able to interface with other international entities, all united in the goal of improving the diagnosis and treatment of autism spectrum disorders and the overall quality of life for these, and other persons with disabilities, across the lifespan and throughout the world.

The financial health and strength of NCPD continues to concern the Board of Directors. Over the past year we continued to work with and strategize with the CEO and NCPD’s Operational and Management Teams enhance the profitability and sustainability of this organization. Grant funding remains a challenge. Unfortunately, government grants, subventions and subsidies, which greatly assist NCPD, (as well many other NGO’s), continue to be markedly delayed, with unpredictable delivery dates, such that the organization must continually demonstrate creativity, partnership and financial prudence to support our multi-faceted vocational programmes. An additional fundraiser, a Boat Ride in June 2014, brought much needed funds to support our multi-faceted vocational programmes.

We regretfully bid farewell to Ms. Ava Dhanoosingh and Mr. Ian Barnes. These Directors, worked tirelessly and freely shared their time and expertise with NCPD. They continue to lend support in their areas of expertise, when required, as friends of NCPD. We are grateful to these former directors for their invaluable contribution and support.

NCPD celebrated its fiftieth (50) anniversary, on December 5th, 2014! We marked this tremendous milestone of development in many ways: first by giving thanks to Almighty God at an Ecumenical Service, and then with a grand Gala Ball, at which several long-serving employees were recognized for their years of distinguished service. Our patron, His Excellency Anthony Carmona and several other national and international dignitaries celebrated with us, and His Excellency introduced those present to the historic chronicle, in print, of the NCPD – the Book “One of a Kind”. We hope that the experiences of NCPD will inspire individuals and other organizations to new vistas in advocacy for persons with disabilities.
As the Board of Directors, of an organization, now 50 years wise, we remain committed to use this panoramic perspective, to usher the NCPD to deeper levels in the fulfillment of its mandate “to provide persons with disabilities with effective and efficient training and rehabilitative services that enhance the quality of their lives and promote their integration into the wider community.”

We thank you all for your sustained and faithful support for the vision, mission and work of the National Centre for Persons with Disabilities.

Respectfully submitted

Dr. Natalie Dick, Chairperson
NCPD Board of Directors (2014-2015)
I am pleased to report to our diverse stakeholders on our achievements for the year 2014. The period under review was another year of formidable performance for the National Centre for Persons with Disabilities. As always, the primary measure of our success is the extent to which we have advanced in our mission to equip our target population with opportunities to progress towards their self-actualization as individuals. It is against this background that I present a review of our core operations for 2014.

VOCATIONAL REHABILITATION TRAINING

The period under review provided opportunities for approximately two hundred and fifty (250) individuals with varying disabilities to receive either full-time and/or part-time vocational rehabilitation training services. In 2014, thirty-one (31) trainees wrote the National Craft Level exams in Agriculture/Horticulture, Beauty Culture, Bookbinding, Food Preparation, Office Administration, Welding and Woodwork and were certified by the National Examination Council of the Ministry of Education. Certification allows our trainees to transition from the class of unskilled persons to the category of skilled persons. It ensures that our primary trainees have a profession which they can build on through apprenticeship opportunities, further vocational development or immediate work. This is critical for building their confidence and self-esteem as productive individuals and for enhancing their viability as members of the national human resource pool.

A bi-annual tracer study was launched in November of 2013 in which the career progress of persons exiting the NCPD system is monitored every six months for a period of three years to ascertain how effectively they are advancing in their career paths. This study showed that forty-three percent (43%) of trainees exiting the NCPD system in 2014 went on to access viable work or further vocational development opportunities within six months of exit. This is a good indication that the Centre is effectively grooming its clients for career advancement. We would like to see this figure increase despite the national and global context of a professional landscape that is still relatively hostile to people with disabilities.

Our trainees continue to benefit from the remedial education programme, the music programme, the life skills programme, sporting activities, arts and crafts and regular opportunities to participate in community activities. The Independent Living Skills Unit targets those persons whose disabilities are so severe that they are unable to engage in skills training. The Unit provides such individuals with basic life skills that will allow them to be as self-sufficient as possible. Our Social Worker and Vocational Counsellor...
provide complimentary social services to facilitate the overall wellbeing of our trainees and apprentices as they pursue their vocational development. Furthermore, Elder Associates Limited faithfully partners with us to provide free psychological and counselling services to trainees and apprentices referred by the Centre.

NCPD continues to expand its service 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 at all levels of learning with research, internships and other opportunities to advance their professional development. The Centre serves as a friend of the community particularly to those seeking assistance, guidance and opportunities to enhance their well-being and/or their personal and professional development.

SPORTS

2014 was another action-filled year for our trainees in the sporting arena. NCPD has become a force to be reckoned with at the Special Olympics and as usual our athletes returned home laden with medals of gold, silver and bronze as well as many ribbons in the various sporting disciplines. NCPD retained the title of Cricket Champion with Maskini Williams claiming the title of Most Valuable Player for the game.

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. 2014 was no exception and NCPD youths came out in fine form to engage in healthy competition and enjoyment in the spirit of sportsmanship and collegial cooperation. Other sporting events in which our trainees participated last year included the University of the West Indies Spec International Half Marathon and a cricket match hosted by the Digicel Foundation at Queen’s Park Oval in Port of Spain.

Five of our trainees were recognized for their distinctive performance in sports at the First Citizens Bank Youth Awards: Shania Surujbally (Aquatics), Donald Doyle (Athletics), Joel Trotman (Basketball) and Maskini Williams (Cricket).

As we look ahead, NCPD has seventeen (17) trainees on the national team preparing for the World Games in Los Angeles in July 2015. These trainees will represent the Republic of Trinidad & Tobago and by extension the Centre in the disciplines of football (4 trainees), basketball (4 trainees), track and field (1 trainee); volleyball (3 trainees) and swimming (5 trainees). We wish the team every success.

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 2014, NCPD provided employment for approximately 47 persons with disabilities.
and apprenticeship placements for 77 of our graduates. Through working in the business services unit apprentices are provided with the opportunity to develop their technical competencies and productivity levels. They also participate in remedial education classes, entrepreneurial training and extra-curricular activities to promote holistic development.

HUMAN RESOURCES

NCPD continues to cultivate a culture in which employees feel valued and are encouraged to actualize towards their respective potentials. Financial constraints are always a major challenge to the recruitment and retention of suitably qualified professionals. However, the organization continues to attract and retain a cadre of highly qualified personnel who demonstrate competence, commitment and willingness to go beyond the call of duty in the interest of our mission.

Staff members are encouraged to make effective use of the various training opportunities afforded to them by the Centre including seminars and workshops related to their respective professions. In 2014 staff members participated in a diversity of training opportunities in the areas of disability awareness, autism awareness, mental health awareness, cyber-bullying, responding to child abuse, victim support, addressing trauma, sports coaching and other areas that are vital to professional formation in our field of work.

RESEARCH

Research in 2014 focused on the following:

- Tracking the progress of NCPD’s graduates in transitioning into the world of work
- Best practices in educating people with learning disabilities
- Best practices in educating people who have Autism
- Competency-based training and education
- Youths with disabilities at risk and
- Employment inclusion of persons with disabilities in the Caribbean

NCPD was privileged to receive financial support for its research projects from the JB Fernandes Memorial Trust 1 over the period 2013 - 2014

PARTNERSHIPS AND COLLABORATIONS

NCPD’s success depends heavily on partnerships with entities that share the vision of an inclusive society and are willing to partner with us to serve that vision. We remain grateful to those persons and organizations that have partnered with us over the years. Particular appreciation is extended to all the entities with whom we collaborated in 2014. Significant mention must be made of the following:

Repsol - NCPD and the Caribbean Kids and Families Therapy Organization (CKFTO) collaborated for a second successive year to continue the Social Integration of Persons with Disabilities (SIPD) campaign which
has been funded for both years by Repsol. The campaign emphasizes school-based education and public awareness to promote the absolute inclusion of people with disabilities in Trinidad & Tobago. The theme of the campaign is: Break down the wall - Discover the ability in disability. Promoting public awareness on disability issues is an important mandate of the United Nations Convention on the Rights of Persons with Disabilities.

United Nations Development Programme - Global Environment Facility Small Grants Programme (UNDP-GEF SGP) - In July 2014, NCPD was successful in securing funding for one year under the UNDP-GEF SGP to establish a paper recycling programme. This programme is geared to train fifteen (15) persons with disabilities to produce hand-made recycled paper; provide skills and knowledge in the creation of select fashion accessories, stationery and other items from recycled paper; and make trainees aware of the link between recycling and the environment. This new programme compliments the skills in the area of book binding and creates avenues for self employment.

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 differently-abled children. SACP also works in collaboration with Elder Associates Limited to facilitate trainees and their families in receiving professional interventions outside the capacity of the Centre. These support services enhance our service offerings to our trainees and provide much needed psychological, informational and other forms of support to our valued parents. The SACP also hosts field trips for trainees and their family members. This enhances socialization and relationship-building.

United Way of Trinidad and Tobago (UWTT) - NCPD’s relationship with UWTT continued with a number of projects in 2014. The “People in Crisis Fund” continues as an invaluable resource to individuals and families in South and Central Trinidad who are in need of financial support and/or counselling services. 255 people benefited from the fund in 2014.

NCPD also participated in UWTT’s National Day of Caring with two companies, PCS Nitrogen and the Trinidad and Tobago Unit Trust Corporation (UTC), adopting NCPD as their respective projects for 2014. PCS Nitrogen engaged in painting parts of the interior of our main building and installing a covered area for seedlings. The Company also supplied seedlings for the agriculture department. The UTC took to the beautification of the front of the building, painting the front wall and planting flowers. Employees and their family members and friends from both companies along with members of the NCPD family and friends had a productive day beautifying the environment. United Way is a powerful catalyst in advancing social entrepreneurship and volunteerism in Trinidad & Tobago. NCPD is both excited and grateful to partner with this champion of social responsibility and the companies that have bought into its vision of a caring society.
Bursary/Scholarship Programme - We commend and appreciate those persons and entities who continue to support our bursary/scholarship programme. This programme provides access to the vocational training programmes of the Centre to persons in financial need. 30 trainees benefited from the programme in 2014.

JB Fernandes Memorial Trust 1 - NCPD was very privileged to receive a one year grant for 2013-2014 from the JB Fernandes Memorial Trust 1. Funding from the Trust was directed to capacity building enabling the recruitment of a Research & Communications Officer and a Placement Officer as well as the continuation of research initiatives undertaken in the previous year.

Young Women’s Christian Association (YWCA) - The YWCA facilitated a three-day workshop on environmental consciousness at the Centre in July 2014. 25 youths with disabilities participated in the workshop which aimed at developing them to become champions for the environment. The workshop culminated with a field trip to Mariposa Gardens, Lopinot. Education on sustainability is a critical aspect of youth development and the Centre was pleased to partner with the YWCA to facilitate learning in this area.

Trinidad & Tobago Police Services (TTPS) - NCPD’s research on Youths with Disabilities at Risk highlighted critical risk-related issues in the society with implications for our client population. We recognized the importance of sensitizing our trainees on the problems of bullying and sexual violence. The TTPS was very responsive to our request for their assistance and willingly provided two teams of their officers to facilitate those sensitizations with support from NCPD staff. Approximately 100 trainees benefited from the interactive lectures provided by the police teams. The Centre is very appreciative of the TTPS’ generous support of these important initiatives.

REPRESENTATION/ PARTICIPATION

NCPD actively participated in a number of workshops, seminars, lectures, meetings and other fora to advocate for the sector, provide technical advice, share good practices and learning and otherwise contribute to the knowledge base on disability at both national and international levels. These fora provide opportunities for building our networks, raising awareness and having a voice in the strategic changes taking place around us. We are very pleased to be an active and contributing member of the national and international knowledge communities and we recognize our responsibility to participate in all spheres of decision making and other developmental activities as these opportunities arise.

NCPD was part of an international team that won first place in the British Council’s 2014 Commonwealth Class Project. NCPD worked alongside schools from India, Malaysia, England, Nigeria, South Africa, Australia, Canada and Sri Lanka which together comprised Team 2. The Centre was the only Caribbean school to participate in the project. Team 2 won two projects and the overall prize of a trip to the 2014 Commonwealth Games in Scotland for one teacher and a student/trainee from each school on the team. Ms Kahaya Sooklalsingh, our
Programme Manager and Mariana Revenales, one of the participating trainees, attended the Games.

Staff members represented the Organization at a range of Governmental meetings to support strategy development activities such as the Ministry of Planning and Sustainable Development’s Consultation for charting the Road Map for Trinidad & Tobago beyond 2014; that Ministry’s National Population Policy Consultation and the Ministry of Gender, Youth and Child Development’s National Strategic Plan for Child Development.

NCPD made technical presentations at various fora in the knowledge community. Some of these are highlighted as follows:

• The British Council’s UK-Caribbean Ministerial Forum – NCPD’s CEO participated on a panel on the topic, Education and Skills for Economic Development

• The University of the West Indies, Mona’s Centre for Disability Studies’ First Biennial Conference on Disability - NCPD’s CEO presented on the topic Employment Inclusion of Persons with Disabilities in the Caribbean

• The Ministry of the People and Social Development’s exhibition on Elder Abuse Awareness

• A presentation on Disability Awareness to the Ministry of Community Development facilitated by Ms. Danielle Ryan & Dr. Beverly Beckles.

• An exhibition hosted at the National Library and Information System Authority by the Catholic Commission for Social Justice to honour the World Day of Social Justice

• A Community Science Fair hosted by the National Institute of Higher Education, Research, Science and Technology (NIHERST)

• The Pt Lisas Development Committee’s Summer Camp

• A workshop on disability awareness for staff members of the Digicel Foundation

• A presentation to instructors of the Youth Training and Employment Partnership Programme (YTEPP Limited) on learning disabilities

• A disability awareness sensitization for Nurses Aides of the Ministry of Health

• Training sessions for life guards at Maracas beach

NCPD was privileged to be part of other social events including:

• A performance hosted by the Ministry of Arts and Multiculturalism and the China Disabled People Performing Art Troupe

• The National Action Cultural Committee (NACC’s) Junior Pathfinders Calypso Competition

• The Civilian Conservation Corps Hair, Make-Up and Nails Competition
Chief Executive Officer’s Review

- A tree lighting ceremony hosted by Her Excellency Mrs Reema Carmona for Autism Awareness Month
- Servol’s Open Day

In celebration of International Women's Day, 2014 NCPD's CEO was honoured with an award for Social Entrepreneurship by the Association of Female Executives of Trinidad & Tobago (AFETT). The CEO was also re-appointed to the Equal Opportunity Commission (EOC) in the position of Vice Chairman in 2014.

We are happy to be part of a dynamic community in which many entities are always at work developing life through interesting and noble pursuits.

50TH ANNIVERSARY CELEBRATIONS

Our 50th Anniversary celebrations were launched with our first Health and Wellness Fair in May. The Fair was held at the National Academy for the Performing Arts (NAPA), South Campus, San Fernando and featured diverse booths showcasing knowledge, products and services designed to promote health and well being with particular emphasis on people with disabilities. The event also featured a number of live demonstrations and a puppet show hosted by the Caribbean Kids and Families Therapy Organization (CKFTO) promoting disability awareness. The main objective of the Fair was to provide information pertaining to health and wellness in its holistic sense, using media that made the transmission of this information easy and effective.

The Centre produced a promotional video with financial support from the International Labour Organization (ILO) and East Coast Drilling Limited in honour of our golden anniversary. The video summarized the history and work of the Centre with stimulating content and delightful graphics. As noted above, the video is an important document both to promote awareness and serve as a reference for other organizations, professionals, students, families and other persons sharing our interest in disability issues.

In honour of our fiftieth year, NCPD produced the literary treasure, One of a Kind, written by Kathy Ann Waterman. This exciting book highlights the history and work of the Centre and includes powerful accounts of the experiences of people with disabilities who have become part of the NCPD family. The book was made possible through the generous support of Phoenix Park Gas Processors Limited, Well Services Petroleum Company Limited and the Ministry of the People and Social Development. There were many other friends and supporters who contributed to the content, editing, publishing and other processes that turned ideas into a final product of high quality and distinctive appeal. Special mention must be made of the following: Barbara Caesar, Gregory Caesar, Edmund Chamley, David Collymore, Patricia Collymore, Shelley-Ann Collymore, Amitava Dé, Emmanuel Hosein, Adella Dick, Renese Jardine, Joan Bishop, Peter Quentrall-Thomas, Mr. George De Peana, Barbara Derry, Zalayhar Hassanali, the International Labour Organization, Maximus Latchoo, Hazel Manning and the Manswell Chief Executive Officer’s Review
Family, Daryl Nagil, George Sammy, Majorie Saunders, the National Heritage Library, the National Archives of Trinidad & Tobago, Paria Publishing, and the Trinidad and Tobago Guardian.

On December 3, NCPD hosted an Ecumenical Service at Our Lady of Perpetual Help Church, Harris Promenade, San Fernando to give thanks for the achievements of the Centre in its past fifty years. On December 5, which was the actual date of the anniversary, the Centre hosted its Anniversary Awards Dinner during which it recognized the contributions of long-service employees and a number of its long-standing benefactors and friends. The Guest Speaker for the event was Ms. Charlotte McClain-Nhlapo, Coordinator for Disability and Inclusive Development at the United States Agency for International Development (USAID) and a world-renowned human rights lawyer in the area of disability and child rights. Ms. McClain Nhlapo’s travel to Trinidad & Tobago was supported by the United States Embassy in Port of Spain.

It is a valuable endeavour to celebrate milestones and 2014 would not have been complete without these events and activities that honoured our longevity and achievements as a one-of-a-kind pioneer serving the sector of people with disabilities.

CONCLUSION

2014 marked another year of sound achievement for NCPD. I am grateful to the Voluntary Board of Directors, staff, trainees and apprentices, parents, family members, volunteers, line Ministries, partners, friends, well-wishers and all others who make our work possible. Our achievements manifest from collective endeavour. We are always mindful of this and treasure the great commitment and magnanimous efforts of all our stakeholders.

Each year we ask ourselves to be true to our mission and to take it further and higher. We are continually mindful of our fiduciary responsibilities to provide high quality services to the sector and to be a leader in ensuring that people with disabilities can access their human rights as a matter of entitlement. Our fidelity to that mandate defines who we are and it is the central test of our achievements from year to year. While excited about these achievements, we are fully aware that Trinidad & Tobago and the region are still in a dark passage on the issue of disability and there is much work to be done to advance the vision of a society for all. Undaunted by this reality, we continue in our firm resolve to make each year count mightily in advancing the vision of absolute inclusion. In the words of Charles Richards:

Don’t be fooled by the calendar. There are only as many days in the year as you make use of. One man gets only a week’s value out of a year while another man gets a full year’s value out of a week - Charles Richards.

We are very pleased to have made prudent, diligent use of 2014. May God guide us as we go forward.

Beverly Beckles, PhD
Chief Executive Officer
Number of Persons Served 2010-2014

Charts

People in Crisis Fund 2014

- Food hampers to families of 5-8 persons per household
- Food hampers to families of 2-5 persons per household
- Individuals for medical assistance
- Families assisted with household appliances
- Assistance to acquire mobility aids
- Assistance to families with school supplies, uniforms and transport
Sources of Revenue

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Net Assets

- 2009: 1,350,000
- 2010: 1,500,000
- 2011: 1,400,000
- 2012: 1,350,000
- 2013: 1,300,000
- 2014: 1,200,000
- 2015: 1,100,000

Net Assets (2014 Annual Report)
Year In Review

Annual General Meeting 2013

A cross-section of the audience at the 2013 AGM

Guest speaker Mr. E. Gervase Warner - President and CEO of the Massy Group

Cydale Fletcher, apprentice entertains the audience with a Pan Solo.
Year In Review

Annual General Meeting 2013

L-R: Ms. A. Dhanoosingh, Mr. Gervase Warner, Dr. N. Dick, Dr. B. Beckles and Ms. Marie Louise Atherly

NCPD's Vice Chairman, Mr. Christopher presents flowers to Mrs. Zalayhar Hassanali - Former First Lady of the Republic of T&T

NCPD employee Ms. Jardine presents a token of appreciation to Mr. E. Gervase Warner
Year In Review
National Examinations 2014

Food Preparation
Beauty Culture
Bookbinding
Welding
Office Administration
Woodwork
Agriculture
Year In Review

Graduation

Guest speaker Ms. Vera Bhajan addresses the graduating class

Graduating Class 2014
Year In Review

Graduation

Ms. Lystra Singh - Valedictorian

Ms. Lystra Singh receives the La Touche Challenge Trophy for Trainee of the year 2014

Ms. Lystra Singh receives the Harry Collymore Challenge Trophy for the most outstanding trainee with a physical disability

Ms. Shoba Laloo receives the Julia Ribeiro Trophy for Most Outstanding Trainee with Hearing/Speech Impairment

Mr. Jameel Antoine receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportsman of the Year

Ms. Rhea Lewis receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportswoman of the Year
Year In Review

Young Women’s Christian Association (YWCA) field trip with NCPD’s trainees to Mariposa Gardens, Lopinot

YWCA Performs a skit for NCPD’s trainees

Caribbean Kids & Families Therapy Organisation Performs a skit for NCPD’s trainees

T&T Police Service hosts an Anti-Bullying / Sexual Violence Lecture for NCPD’s trainees
Year In Review

Sports

National Games - Special Olympics T&T 2014

NCPD Athletes

NCPD Aquatic Team

NCPD Football Team
Year In Review

Sports

Special Olympics Cricket Tournament 2014

NCPD wins the 2014 Cricket Tournament

NCPD apprentice Maskini Williams earned the Most Valuable Player title at the tournament

NCPD trainee Sayyad Hosein at the Digicel Foundation Cricket match at Queens Park Oval, Port of Spain

NCPD trainees winners of the Powergen Sports March Past
Year In Review

Sports

Donald Doyle, apprentice participates in the 2014 University of the West Indies Spec International, Half Marathon

Darrius Gokool, apprentice participates in the 2014 University of the West Indies Spec International, Half Marathon
Year In Review

Sports

First Citizens Bank Youth Awards

Donald Doyle

Shania is the nominee for SOTT Aquatics. She is in her first year at new school NCPD after attending Lady Huchey Home-Gasparillo since age 6 yrs. Shania began swimming with her school at age seven when they used the St. Michael’s swimi Pool in San Fernando thea two years later began attending St. Anthony’s Swim Pool in Gasparillo. Shania was shortlisted to train for the 2011 World Games Aquatics team but did not make the cut on that occasion. In 2014 at the SOFT National Games Aquatics meet, Shania won gold in the 25m backstroke, silver in the 50m freestyle and silver in the 4x 25m freestyle relay. Shania has also been shortlisted for training towards the 2015 SOLWG and is expected to be among our medal hopefuls at those Games.

Joel Trotman is the nominee for SOTT Basketball. Joel was born hearing impaired. He attended DRECHI School for the Deaf and then went on to Pointe-a-Pierre Special School. He was later transferred to NCPD where he learned his love for basketball. His hobbies are basketball, table tennis and cricket. He is now a member of the National Basketball team currently in training, heading to Los Angeles for the Special Olympics International World Games.

Maskini Williams is the nominee for SOTT Cricket. He was part of the Gold Medal winning National Centre for Person with Disabilities Team at the SOFT 2014 National Cricket Games. Maskini overall batting performance resulted to him being selected as the “Most Valuable Player” of the Games.
Year In Review

International

UK-Caribbean Ministerial Forum, London

NCPD at the 20th Commonwealth Games in Glasgow, Scotland 2014
International Year In Review

First Conference for the CARICOM and Dutch Caribbean on Community Based Rehabilitation
Aruba, April 2014.

Inaugural Steering Committee: L-R: Ms Carrol Kock (Aruba), Dr Natalie Dick, Chairperson of NCPD Board of Directors (Trinidad & Tobago), Dr Glenville Liburd (St Kitts-Nevis), Mrs Shereen Baksh, NCPD Director, Ms Uginia Thomson (Aruba). Foreground: Mr Anthony Mills (St Kitts-Nevis).

L-R: Mrs Shereen Baksh, NCPD Director speaking to Mrs Joy Duinkerken (Aruban Foundation for the Visually Impaired, FAVI). Background, Dr Glenville Liburd (St Kitts-Nevis).

Dr Natalie Dick shares information about the NCPD Poster “Empowerment for Persons with Disabilities via Vocational Training & Job Placement: The NCPD Model”

Mrs Shereen Baksh shares information about the NCPD Poster “Empowerment for Persons with Disabilities via Vocational Training & Job Placement: The NCPD Model”
Year In Review

International
Seventh World Focus on Autism


Photograph: Mervyn Bamby

Visit to Autism Speaks New York Headquarters. September 25, 2014. Left to Right: Dr. Lucia Murillo, Assistant Director of Education Research, Autism Speaks; Dr. Michael Rosanoff, Associate Director, Public Health Research, Autism Speaks; Ms Liz Feld, President of Autism Speaks; Her Excellency Reema Carmona; Dr Natalie Dick, Developmental Behavioural Paediatrician, Technical Advisor on Disabilities, to Her Excellency.

Photograph: Mervyn Bamby.


From Left to Right : Her Excellency Reema Carmona; Dr Natalie Dick, Developmental Behavioural Paediatrician, Trinidad & Tobago sharing NCPD’s 2013 AGM Magazine with Dr. Michael Rosanoff, Associate Director, Public Health Research and Dr. Lucia Murillo, Assistant Director of Education Research at Autism Speaks New York Headquarters. September 25, 2014. Background : Ms Patricia Phillip, of the Permanent Mission of the Republic of Trinidad & Tobago to the United Nations. Photograph: Mervyn Bamby.
Year In Review

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

His Excellency with the Board of Directors
Year In Review

Official Visit by NCPD’s Patron,
His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C.
President of the Republic of Trinidad and Tobago
Year In Review

Visits

Mr Richard Blewitt, UN Resident Coordinator and UNDP Resident Representative observes work in progress

NCPD participated in a research project (Indicators of Quality and Measures of Success for a Multi-Disciplinary Service for Children with Disabilities in T&T), led by Dr Natalie Dick

L-R: Dr Natalie Dick, Chairperson NCPD, Ms Alyssa Kelly, Dalla Lana School of Global Public Health, Univ. of Toronto; Mrs Danielle Ryan, Vocational Counselor, NCPD; Ms Raeann Simmonds, Student

Ministry of Health

Caribbean Kids & Families Therapy Organisation (CKFTO)

Students of St. Stephens College Young Leaders

Students of Servol
Year In Review

1st Health and Wellness Fair for Persons with Disabilities
Theme: “Health for all without boundaries.”

Hon. Vernella Alleyne-Toppin, MP
Minister in the Ministry of the People and Social Development formally opens the 1st Health Fair

Event Co-ordinator for the Health and Wellness Fair, Ms. Simone Thorne addresses the audience

NCPD Director Dolcie Awong makes presentation to Hon. Vernella Alleyne-Toppin, MP

Hon. Vernella Alleyne-Toppin, visits the NCPD booth
Participants at the various sessions at the 1st Health and Wellness Fair for Persons with Disabilities
Year In Review

Advocacy

“Breaking Down the Walls”

His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. delivers the feature address

Ms. Elizabeth Aleong - Chairperson, Caribbean Kids and Families Therapy Organisation

A cross-section of the audience at the official launch

Some key players in Breaking Down the Walls
Year In Review

Advocacy

“Breaking Down the Walls”

The symbolic wall is broken down

NCPD trainees and staff celebrate the broken wall
Year In Review

Advocacy

NCPD staff members interact with students at Summer camp
Advocacy
“Ice Bucket Challenge”

NCPD participates in the Ice Bucket Challenge
Year In Review

Advocacy

National Day of Caring

Employees of the Trinidad and Tobago Unit Trust Corporation

Employees of PCS Nitrogen Trinidad Limited
Year In Review
Exhibitions

NCPD Booth at Ministry of Health Ageing Sensitization Convention, at Centre of Excellence, Macoya

NCPD Booth at NALIS

NCPD Booth at Gasparillo Composite Science Fair
Year In Review

Fund-raiser

Tea by the Sea

Performance by the Trinidad & Tobago Police Band

Patrons at the Tea by the Sea
Year In Review

Fund-raiser

Carnival All Inclusive Fete

Performance by Dil-E-Nadan
Year In Review

50th Anniversary - 1964-2014
Ecumenical Service - December 3rd 2014

Feature Speaker:
Rev. Harold Sitahal
Ag. Principal
of St. Andrew’s
Theological College

Back Row L-R: Dr. Natalie Dick, Mr. Gregory Christopher, Iman Haji Abzal Mohammed, Rev. Derrick Richards, Msgr. Christina D. Pereira,
Front Row L-R: Pundit Bramdeo Maharaj, Mrs. Zalayhar Hassanali, Ms. Shereen Baksh, Hon. Carolyn Seeersad-Bachan, MP, Dr. Beverly Beckles, Mrs. Dolcie Awong, Rev. Harold Sitahal
Year In Review

50TH ANNIVERSARY AWARDS DINNER

Guest Speaker - Charlotte McClain-Nhlapo, USAID - Coordinator for Disability and Inclusive Development

A cross section of the audience.

L-R: Chargé d’affaires Margaret B. Diop, Charlotte McClain-Nhlapo and His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C.

Charlotte McClain-Nhlapo and His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. in discussion
Consular Corps of Trinidad & Tobago (CCTT) presents a cheque to NCPD’s CEO
L-R: Mr. Amer Haider - Dean of CCTT (Hon. Consul for Lebanon, Mr. Thomas Chanona - Secretary CCTT (Hon. Consul for Belize, Dr. B. Beckles & Mr. K. Anthony Hosang - Treasurer (Hon. Consul for Latvia)

Rapidfire Kidz Foundation presents donations of sporting equipment to NCPD
L-R: Dr. Kriyaan Singh, Alderman Kevin Ratiram

NCPD presents a token of appreciation to Ms. Charlotte McClain-Nhlapo

NCPD makes presentation to His Excellency
Year In Review

RECIPIENTS OF AWARDS - STAFF

Dr. Beverly Beckles - 32 Years of Service
Ms. Shirley Marchan - 24 Years of Service
Ms. Denise Alexander - 16 Years of Service
Ms. Sharon Rochard - 15 Years of Service
Ms. Marcia Benoit - 15 Years of Service
Mrs. Joanne Baker - 12 Years of Service
Year In Review

RECIPIENTS OF AWARDS - STAFF

Ms. Princess Lewis - 12 Years of Service

Mr. Felix Forde - 10 Years of Service

Mr. Ron Wiltshire - 10 Years of Service

Ms. Earlyn Joseph - 10 Years of Service

Absent: Ms. Sookwarie Ram - 41 Years of Service
Year In Review

RECIPIENTS OF AWARDS - PAST GRADUATES

Mr. Ashley Goodridge  
Mr. Earl Seedan  
Mr. Roopnarine Nanan  
Mr. Brian Lewi

RECIPIENTS OF AWARDS - OUTSTANDING VOLUNTEERS

Dr. Edmund Chamley  
Dr. Amitava Dé
RECIPIENTS OF AWARDS - OUTSTANDING VOLUNTEERS

Dr. Wendy Diaz
Ms. Barbara Derry

Mr. Keith Miller
Ms. Audrey Smart

Mr. Rodney Ruiz
Mrs. Patricia Griffith

Absent: Dr. Ricardo Mohammed
Year In Review

RECIPIENTS OF AWARDS - PAST BOARD MEMBERS

Absent: Mr. Ion Gibbon

RECIPIENTS OF AWARDS - CORPORATIONS

Republic Bank Ltd.
The National Gas Company of Trinidad and Tobago
Petroleum Company of Trinidad and Tobago Ltd.
Phoenix Park Gas Processors Ltd.
Well Services Petroleum Company Ltd.
National Lotteries Control Board
United Way Trinidad and Tobago
REPSOL
Massy Foundation
GTECH
Joseph, Caddle & Associates Ltd.
Elder Associates Ltd.
The Power Generation Company of Trinidad and Tobago
Thank you for the invitation to make some remarks on this auspicious evening and share in recognizing your achievements. I am particularly grateful to the US Embassy in Port of Spain for facilitating my presence here today. While my visit has been short, it has been extremely enlightening— I have met some exceptionally committed, professionals and activists all working to realize the rights of persons with disabilities.

I am also encouraged by the strong partnership between the U.S. Government and the Government of Trinidad and Tobago.

Today we come together celebrate the hard work and dedication of many of you present this evening, but we also come to commemorate International Day of Persons with Disabilities.

The observance of this Day provides an opportunity to take stock, recognize advancements and further raise awareness of disability as a cross-cutting development issue and as a human rights issue.

Today, there are over 1 billion people living in the world with some form of disability. Around the world, persons with disabilities not only face physical barriers but also social, economic and attitudinal barriers.

Disability is associated with twenty per cent of global poverty, with the majority of persons with disabilities live in developing countries.

In spite of being the world’s largest minority group, persons with disabilities and the issue of disability has remained largely invisible in the mainstream development frameworks and its processes.

Today we have more evidence that persons with disabilities are too often left out of the development equation. They still experience social exclusion, discrimination and abuse.

That said, it is not all just doom and gloom, there is also much we can celebrate;

Today, we have new tools, for example technology. I see the power of technology as an enabler to inclusion - today more so than ever, technology has the potential to unlock huge barriers for persons with disabilities.

We know that on the planet there are
currently 6.8 billion mobile subscriptions. Imagine for a moment, the tremendous benefits at relatively low cost we could harness from accessible hand sets, affordable software etc available to all.

We have new global frameworks; the UN Convention on the Rights of Persons with Disabilities which has to date been ratified by 152 countries. It unequivocally recognizes disability rights as human rights.

Across the globe more than ever we see strong and galvanized efforts from Disabled People’s Organizations.

I believe that the defining challenge of our era is to work towards more inclusive societies that are more attuned to the world we live in and plan for the world we want, one in which we are all valued, respected and afforded opportunities to reach our highest potential.

Using a disability lens, I see some key ingredients that contribute to constructing, yes constructing inclusive societies, I emphasize construct because we have the power and the knowledge to be inclusive- to recognize the strength in our diversity, celebrate it and to invest in all people.

If we are serious about including persons with disabilities, we can’t afford - business as usual - we have to be deliberate about being inclusive- because if we are not inclusion will remain elusive.

Now I know inclusion does not happen overnight, in the US we are still working on it - but there are low hanging fruit - for example, ensuring that side walks have curb cuts , that Sign language is available, that good laws are in place and enforced - are all things we can do now.

We need public policy and legislation that promotes equal opportunity and recognizes that inability to provide reasonable accommodations for persons with disabilities is an affront to that persons right to accessibility, dignity, economic mobility and participation in society.

If we are serious about pathways from exclusion to inclusion, we have work with the key players that are experts on inclusive development, and those most often are persons with disabilities themselves. We need to explore more the role of the private sector - if we want to bring to breathe live into the policies and ensure that tools and good practice models are brought to scale.

We need to build strong partnerships and influence those who sign off on public policies and assign budgets.

We need to be more bold about showcasing what works and sharing good policies, we have to be bullish about allocating the appropriate resources for inclusion and determined to bring down barriers.

We need to embrace a paradigm shift that moves away from seeing persons with disabilities as solely beneficiaries of assistance but as change agents that
contribute to broader economic and social development.

There is intrinsic value in including everybody in economic and social development but it is also an economic imperative.

Allow me to highlight some global trends:

Persons with disabilities make up a significant 80% of the poor and yet they are not automatically at the center or even for that matter included in most efforts that address inequality and where they are, it is a piece meal approach that really does not address the fundamental barriers of exclusion.

For example, education policies that pronounce to include children with disabilities in schools but do not address the specific needs of children with disabilities are not inclusive.

Another exciting trend is globally is an emerging cadre of disability researchers, academics, activists and policy makers who are confronting disability exclusion and generating new and exciting inclusive policies at both national and global levels.

The jury is out - education is a phenomenal equalizer.

Education provides a world of opportunities, it enables us at an individual level to thrive-but also as a collective to plan better, live better and better spend and better conserve our planet for those that follow us.

Education Is a key ingredient for shaping our personal and global development!

For person with disabilities, education I would argue, is perhaps the most fundamental equalizer. Quite simply - it molds us, imbues social norms and is the platform from which we engage with others. It is the primer for creating inclusive societies. It raises expectations of persons with disabilities - to dream and pursue interesting and exciting careers.

We know that the pathway from exclusion to inclusion can be transformational for millions of persons with disability and more importantly for society as a whole- because when societies are more inclusive they are often more democratic and more peaceful. Inclusive societies are good for everyone.

Three key points to consider in being deliberate in the inclusion of persons with disabilities towards creating inclusive societies:

1) having Enabling legislation that promotes and protects the rights of persons with disabilities underpinned by functioning and responsive enforcement mechanism. The success of the ADA has been in the main a result of its mechanisms of enforcement.

We need public policy and legislation that promotes equality of opportunity and recognizes that inability to provide reasonable accommodations for persons
with disabilities is an affront to that persons right to accessibility,dignity, economic mobility and participation in society.

2) The participation of persons with disabilities is critical to successful and effective disability inclusive development - and so I welcome the important role of the disability sector in Trinidad and Tobago plays.

3) Leadership, champions and political will is essential to advancing disability inclusive development. The presence of His Excellency this evening is testimony to that leadership and commitment. Thank you.

Partnership is central to the three highlighted points.

Another critical aspect of advancing disability inclusive development is having more reliable and desegregated disability data. Data that tells us who is disabled, where are they allowing for more effective planning and resource allocation.

I want to leave you with one thought, and that is, the cost of exclusion outweighs the cost of inclusion. The argument that it costs too much to include persons with disabilities is mute- what really costs is building structural and attitudinal barriers - that’s what costs!

Let us all remember that the pathway from exclusion to inclusion is not only the right thing to do it also makes economic sense - in short - it’s a good investment in human capital and bolsters human rights for all.

Allow me to close with an old African proverb- that says “If you want to go quickly, go alone. If you want to go far, go together.”

We have to go far — quickly. Let’s do this together - you have a great community here and in us. I truly believe that Trinidad and Tobago is poised to build a more inclusive society.
Bio - Charlotte McClain-Nhlapo

Charlotte McClain-Nhlapo is a world-renowned human rights lawyer in the area of disability and child rights. She has actively supported the development of disability inclusive policies at international and national level. During the negotiations of the UN Convention on the Rights of Persons with Disabilities, she played an important role as advisor to the South African delegation and later as the global representative of the National Human Rights Institutions.

Recently she was appointed as USAID's Coordinator for Disability and Inclusive Development. Her key functions will be: to lead and coordinate the work on mainstreaming disability throughout the Agency, provide strategic support and technical assistance to the Agency on including disability and to reposition the Agency as a leader in Disability Inclusive Development.

Formerly, Charlotte McClain-Nhlapo was a Senior Operations Specialist at the World Bank. She worked in the Africa and East Asia and the Pacific regions and in the Human Development Network's Social Protection unit. Her work at the Bank included advising operational staff on how to include disability into projects, building evidence based analytical work on disability inclusive development and working with client countries to mainstream disability. She also served as a member of the Diversity and Inclusion Group for the World Bank.

Previous to joining the Bank, on appointment by President Nelson Mandela, she served as a Commissioner on the South African Human Rights Commission. Her focus on the Commission was: social and economic rights, disability rights and child rights.

During that time, she also served on the South African Law Commission, where she convened a national task team to establish a register of sexual offenders against children. Drawing on her expertise in this area, she was invited by the UN Secretary General Kofi Annan to serve on the editorial board on the UN study on violence against children.

In 1996 to 1998, she was a Project Officer on Child Protection for UNICEF. In 1996, she worked in the South African Presidency as Legal Advisor and as principal author of the Integrated National Disability Strategy. She has served as an expert on a number of UN Committees in the areas of child rights, the right to food and the rights of persons with disabilities. She has engaged and facilitated a number of high level policy dialogues including the drafting of an article on children for the South African Constitution.

Among other activities, from 2000-2004 she served as Deputy Chairperson of the Council of the University of South Africa (UNISA) - the largest University in Africa, 2009-present Board member of the Special Fund for Disability of the ICRC, 2008-present Member of the AusAID Disability Reference Group. In 2008, she was award the inaugural Sir Harry Fang Empowerment Award by Rehabilitation International. She has written widely on disability inclusive development and on human rights issues.

She holds Law Degrees in International Law and Administration from the University of Warsaw, Poland, and Cornell Law School.
Remarks
His Excellency, Anthony Thomas Aquinas Carmona, O.R.T.T., S.C.
at The 50th Anniversary Awards Dinner

2014 has been a year of wider revelation for me. My interaction with the NCPD has opened my eyes to the needs of our society's invisible people, and I am indeed a better and wiser person. Not a greater person, but a better person. It is indeed difficult to conceptualize that for fifty years there have been people fighting for the rights and opportunities of our differently abled citizens, yet we hardly seem any better off. As I have asked on numerous occasions, where are our wheelchair access ramps to the Queen's Park Savannah? Where are our crossing lights with sound and our access at every traffic light? I want to pause for a minute to focus on two important things I just mentioned. Despite the name of the organization being celebrated tonight, we must realize that we are speaking about 'differently-abled' persons, and not persons with disabilities, and I hope that one day this change in perception will spark a change in the nomenclature. The real disability is refusing to recognize that everyone is indeed equal. The second thing is that we are all indeed citizens, and as citizens everyone should be afforded the opportunity to make a contribution to our society. Being differently abled should not preclude us from being able to do our part.

As a whole, we as adults have failed our children and our society in most aspects of everyday living. From our use and abuse of social media, to the way we treat each other and ourselves. We are a society of selfish bullies and unfortunately the seeds we have sown will be reaped by our children and our children's children. There is hope however; I am heartened to know that the NCPD, in celebrating its Fifty Years'Anniversary has had a part in restoring that hope. On Tuesday 9th of December, I will be attending a Heroes Foundation Project Presentation that showcases the efforts of our Secondary School children to understand and combat discrimination towards our differently abled young people. The programme is aptly titled “Heroes of the Differently Abled". The late Eric Williams once said that the future of our nation is in our children's school bags, and if that is the case, when I look at these very tangible efforts of our young people, then we do indeed have a promising future, as they try to break the chains of the stigmas we have placed on them. I want to encourage us all to continue to support our young people and their efforts, as they endeavour to do more than we exemplified. Truth be told, we are a society of braggarts,

continued on pg. 58
who revel in talking the talk, but cower at the thought of walking the walk.

To our corporate partners, this was a year that I spoke often, both here and abroad when I attended the Eminent Speaker Series at the University of the West Indies Cave Hill Campus in Barbados, about Corporate Social Responsibility. Your genuine support means much more than you may choose to really appreciate. But note that I said GENUINE support. Let us not be naïve ladies and gentlemen, we all know that there are those among us, who look at Corporate Social Responsibility as an affair of reciprocity, gauging quietly, and may I add unscrupulously, to see what benefits can be gained by blatantly advertising your “support” for organizations like the NCPD hoping to drum up customers. Amidst all this celebration and congratulations, to those of you whose intentions are less than honourable I say “shame on you”.

But even though we must be aware of reality, let us not focus on the negative ladies and gentlemen. The work of the NCPD over the past fifty years has represented fifty years of hard work and diligence in an attempt to raise the level of social consciousness. I would like to personally thank those members of staff who have laboured tirelessly in the vineyard. Our long service awardees tonight have a total of almost two hundred years’ service and to you I would like to say “thank you” and may God continue to bless you and your endeavours.

stewardship that your organization will go from the proverbial strength to strength. It is your work ethic that fuels this organization on its mission. It is not by happenstance that I chose to appoint your CEO to the Chair of the Equal Opportunities Commission. It was a deliberate action on my part to put persons in position who have a proven track record of hard work and success. So while the NCPD does its part to give you an award, I would like to do my part as well. To the individuals and organizations who make up this host of angels without wings I say “THANK YOU” and may God continue to bless you and your endeavours.
Independent Auditor’s Report

To the Members of:

The National Centre for Persons with Disabilities (NCPD)

Report on the Financial Statements
We have audited the Financial Statements of The National Centre for Persons with Disabilities for the year ended 31st December 2014 which comprises, the Statement of Financial Position, the Statement of Comprehensive Income, the Statement of Cashflows for the year then ended, and other explanatory related notes as set out on pages 59 to 70.

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

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

Opinion
In our opinion, the Financial Statements presents fairly, in all material respects, the financial position of the Organization as at 31st December 2014, and of its financial performance and its cash flow for the year then ended in accordance with International Financial Reporting Standards adopted by The Institute of Chartered Accountants of Trinidad and Tobago.

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

May 5, 2015
## STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable &amp; Accruals</td>
<td>(10)</td>
<td>607,654</td>
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<tr>
<td>Bank Overdraft</td>
<td>(14)</td>
<td>729,850</td>
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<tr>
<td>V.A.T Payable</td>
<td>(18)</td>
<td>173,367</td>
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<tr>
<td>Other Loans (due &amp; payable within one year)</td>
<td>(18)</td>
<td>58,080</td>
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<tr>
<td>Business Levy Payable</td>
<td>(15b)</td>
<td>299</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td></td>
<td>1,569,250</td>
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</tbody>
</table>

## NON-CURRENT LIABILITIES

| Other Loans (due & payable after one year) | (18) | 105,220 | 144,222 |

## ACCUMULATED FUND

| Accumulated Fund | 482,882 | 399,549 |

## DEFERRED GRANTS

| 11,160,425 | 11,576,654 |

## Total Liabilities and Equity

| 13,317,777 | 13,169,862 |

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**President**

Hayden D. Nelle

**Secretary**

20-5-2015

**Treasurer**

20-5-2015
## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th></th>
<th>NOTES</th>
<th>2014 $</th>
<th>2013 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td>(5)</td>
<td>5,633,891</td>
<td>5,805,428</td>
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<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Distribution Costs</td>
<td>(6)</td>
<td>(275,939)</td>
<td>(370,729)</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>(8)</td>
<td>(4,726,880)</td>
<td>(4,637,101)</td>
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<tr>
<td>Other Operating Expenses</td>
<td>(7)</td>
<td>(508,223)</td>
<td>(555,706)</td>
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<tr>
<td></td>
<td></td>
<td>(5,511,042)</td>
<td>(5,563,536)</td>
</tr>
<tr>
<td><strong>Operating Surplus/(Deficit)</strong></td>
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<td>122,849</td>
<td>241,892</td>
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<tr>
<td>Other Income</td>
<td>(5c)</td>
<td>24,148</td>
<td>24,148</td>
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<tr>
<td>Interest Income</td>
<td>(5d)</td>
<td>640</td>
<td>1,180</td>
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<tr>
<td>Gain/(Loss) on Disposal</td>
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<td>0</td>
<td>12,834</td>
</tr>
<tr>
<td></td>
<td></td>
<td>147,637</td>
<td>280,054</td>
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<tr>
<td>Finance Costs</td>
<td>(9)</td>
<td>(59,665)</td>
<td>(48,973)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>87,972</td>
<td>231,081</td>
</tr>
<tr>
<td>Business Levy Liability</td>
<td>(15a)</td>
<td>(4,639)</td>
<td>(4,818)</td>
</tr>
<tr>
<td><strong>Net Surplus/(Deficit)</strong></td>
<td>83,333</td>
<td>226,263</td>
<td></td>
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<tr>
<td>Accumulated Fund at start of year</td>
<td>399,549</td>
<td>173,286</td>
<td></td>
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<tr>
<td>Accumulated Fund at end of year</td>
<td>482,882</td>
<td>399,549</td>
<td></td>
</tr>
</tbody>
</table>
The National Centre for Persons with Disabilities

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currency TTS</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CASH FLOWS FROM OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Surplus/(Deficit) Before Business Levy</td>
<td>87,972</td>
<td>231,081</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>504,216</td>
<td>553,114</td>
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<tr>
<td>Interest Expense</td>
<td>59,665</td>
<td>48,973</td>
</tr>
<tr>
<td><strong>Total Adjustments</strong></td>
<td>563,881</td>
<td>602,087</td>
</tr>
<tr>
<td>Operating Surplus Before Working Capital Changes:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Increase)/Decrease in Inventories &amp; Work In Progress</td>
<td>(39,769)</td>
<td>119,558</td>
</tr>
<tr>
<td>(Increase)/Decrease in Trade and Other Receivables</td>
<td>(125,418)</td>
<td>(26,841)</td>
</tr>
<tr>
<td>Increase/(Decrease) in Trade and Other Payables</td>
<td>17,518</td>
<td>(379,888)</td>
</tr>
<tr>
<td><strong>Total Operating Surplus</strong></td>
<td>(147,669)</td>
<td>(287,171)</td>
</tr>
<tr>
<td>Cash Generated From/(Used In) Operations</td>
<td>504,184</td>
<td>545,997</td>
</tr>
<tr>
<td>Interest Paid</td>
<td>(59,665)</td>
<td>(48,973)</td>
</tr>
<tr>
<td>Taxes Paid</td>
<td>(4,579)</td>
<td>(4,635)</td>
</tr>
<tr>
<td>Capital Grants</td>
<td>(416,229)</td>
<td>(125,602)</td>
</tr>
<tr>
<td><strong>Total Cash Generated From/(Used In)</strong></td>
<td>(480,473)</td>
<td>(179,210)</td>
</tr>
<tr>
<td>Net Cash Generated From/(Used In) Operating Activities</td>
<td>23,711</td>
<td>366,787</td>
</tr>
<tr>
<td><strong>Cash Flows From Investing Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of Non-Current Assets</td>
<td>(430,865)</td>
<td>(492,070)</td>
</tr>
<tr>
<td>Disposal of Non-Current Assets</td>
<td>0</td>
<td>26,296</td>
</tr>
<tr>
<td><strong>Total Net Cash Generated From/(Used In)</strong></td>
<td>(430,865)</td>
<td>(465,774)</td>
</tr>
<tr>
<td>Investing Activities</td>
<td>(407,154)</td>
<td>(98,987)</td>
</tr>
<tr>
<td><strong>Cash Flows From Financing Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Loans Repaid</td>
<td>(39,002)</td>
<td>(19,182)</td>
</tr>
<tr>
<td><strong>Total Net Cash Generated From/(Used In)</strong></td>
<td>(39,002)</td>
<td>(19,182)</td>
</tr>
<tr>
<td>Financing Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net Increase/(Decrease) in Cash and Cash Equivalents</strong></td>
<td>(446,156)</td>
<td>(118,169)</td>
</tr>
<tr>
<td>Cash and Cash Equivalents At Beginning of Period</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash and Cash Equivalents At End of Period</strong></td>
<td>(9,129)</td>
<td>109,040</td>
</tr>
<tr>
<td><strong>Cash and Cash Equivalents At End of Period</strong></td>
<td>(455,285)</td>
<td>(9,129)</td>
</tr>
<tr>
<td>Cash on Hand &amp; at Bank</td>
<td>274,565</td>
<td>218,499</td>
</tr>
<tr>
<td>Bank Overdraft</td>
<td>(729,850)</td>
<td>(227,628)</td>
</tr>
<tr>
<td><strong>Total Cash and Cash Equivalents</strong></td>
<td>(455,285)</td>
<td>(9,129)</td>
</tr>
</tbody>
</table>
The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

Currency TTS

1 - INCORPORATION & PRINCIPAL ACTIVITIES

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

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

The Centre's three main areas of operations are:
- Vocational Rehabilitation Training
- Employment / Business Services
- Community Outreach

2 - ACCOUNTING POLICIES

(a) Accounting Convention

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

(b) Non-Current Assets

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

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

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freehold Buildings</td>
<td>2% per annum</td>
</tr>
<tr>
<td>Plant &amp; Machinery</td>
<td>20% per annum</td>
</tr>
<tr>
<td>Motor Vehicle</td>
<td>25% per annum</td>
</tr>
<tr>
<td>Office Furniture &amp; Equipment</td>
<td>20% per annum</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>33.1/3% per annum</td>
</tr>
</tbody>
</table>

(c) Capital Grants & Donations

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

(d) Donations in Kind

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

3 - NON - CURRENT ASSETS & DEPRECIATION

<table>
<thead>
<tr>
<th>Year ended 31 Dec 14</th>
<th>Freehold Buildings</th>
<th>Plant &amp; Machinery</th>
<th>Motor Vehicle</th>
<th>Office Furniture &amp; Equipment</th>
<th>Computer Equipment</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Opening net book amount</td>
<td>11,453,845</td>
<td>354,300</td>
<td>108,997</td>
<td>464,393</td>
<td>156,751</td>
<td>12,538,266</td>
</tr>
<tr>
<td>Additions</td>
<td>166,019</td>
<td>0</td>
<td>13,250</td>
<td>221,697</td>
<td>29,899</td>
<td>430,865</td>
</tr>
<tr>
<td>Depreciation charge</td>
<td>(232,397)</td>
<td>(70,860)</td>
<td>(20,557)</td>
<td>(108,192)</td>
<td>(62,210)</td>
<td>(504,216)</td>
</tr>
<tr>
<td>Closing net book amount</td>
<td>11,387,467</td>
<td>283,440</td>
<td>91,670</td>
<td>577,898</td>
<td>124,440</td>
<td>12,464,915</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year ended 31 Dec 13</th>
<th>Freehold Buildings</th>
<th>Plant &amp; Machinery</th>
<th>Motor Vehicle</th>
<th>Office Furniture &amp; Equipment</th>
<th>Computer Equipment</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Opening net book amount</td>
<td>11,525,514</td>
<td>331,974</td>
<td>171,599</td>
<td>500,235</td>
<td>96,284</td>
<td>12,625,606</td>
</tr>
<tr>
<td>Additions</td>
<td>162,083</td>
<td>110,901</td>
<td>0</td>
<td>80,256</td>
<td>138,830</td>
<td>492,070</td>
</tr>
<tr>
<td>Assets Written Off</td>
<td>0</td>
<td>0</td>
<td>(26,296)</td>
<td>0</td>
<td>0</td>
<td>(26,296)</td>
</tr>
<tr>
<td>Depreciation charge</td>
<td>(233,752)</td>
<td>(88,575)</td>
<td>(26,326)</td>
<td>(116,098)</td>
<td>(78,363)</td>
<td>(553,114)</td>
</tr>
<tr>
<td>Closing net book amount</td>
<td>11,453,845</td>
<td>354,300</td>
<td>108,977</td>
<td>464,393</td>
<td>156,751</td>
<td>12,538,266</td>
</tr>
</tbody>
</table>
The National Centre for Persons with Disabilities

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th>Currency TTS</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>NOTES</td>
<td></td>
</tr>
</tbody>
</table>

4 - INVENTORIES & WORK IN PROGRESS

- Raw Materials: $97,368 (2014), $95,552 (2013)

Total: $217,000 (2014), $177,231 (2013)

5 - INCOME

(a) Voc Rehab Income


(b) Business Unit Income


Total: $381,468 (2014), $403,271 (2013)

(c) Other Income - IADB Grant Income


(d) Interest Income


Total: $640 (2014), $1,180 (2013)

6 - DISTRIBUTION COSTS

- Entertainment: $9,000 (2014), $21,090 (2013)


7 - OTHER OPERATING EXPENSES

- Bad Debts Written Off: $1,315 (2014), $0 (2013)

<table>
<thead>
<tr>
<th>Currency TT$</th>
<th>NOTES</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>8 - ADMINISTRATIVE EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Costs</td>
<td>(11)</td>
<td>3,444,634</td>
<td>3,509,623</td>
</tr>
<tr>
<td>Rent Independent Living</td>
<td></td>
<td>56,712</td>
<td>57,616</td>
</tr>
<tr>
<td>Conference &amp; Voc Rehab Expenses</td>
<td>(20)</td>
<td>150,577</td>
<td>201,323</td>
</tr>
<tr>
<td>Professional &amp; Consultant Fees</td>
<td></td>
<td>423,695</td>
<td>224,655</td>
</tr>
<tr>
<td>Telephone &amp; Electricity</td>
<td></td>
<td>204,738</td>
<td>202,152</td>
</tr>
<tr>
<td>Insurances</td>
<td></td>
<td>85,478</td>
<td>80,903</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td></td>
<td>128,277</td>
<td>140,526</td>
</tr>
<tr>
<td>Office Supplies</td>
<td></td>
<td>72,137</td>
<td>60,934</td>
</tr>
<tr>
<td>Postage &amp; Courier</td>
<td></td>
<td>2,678</td>
<td>6,802</td>
</tr>
<tr>
<td>Audit &amp; Accounting Fees</td>
<td></td>
<td>50,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Green Fund Levy</td>
<td></td>
<td>2,288</td>
<td>2,318</td>
</tr>
<tr>
<td>Property, Rates &amp; Taxes</td>
<td></td>
<td>8,895</td>
<td>11,513</td>
</tr>
<tr>
<td>AGM Expenses</td>
<td></td>
<td>34,556</td>
<td>26,142</td>
</tr>
<tr>
<td><strong>Total Administrative Expenses</strong></td>
<td></td>
<td>4,726,880</td>
<td>4,637,101</td>
</tr>
<tr>
<td><strong>9 - FINANCE COSTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank Charges &amp; Interest</td>
<td></td>
<td>30,907</td>
<td>19,755</td>
</tr>
<tr>
<td>Loan Interest</td>
<td></td>
<td>28,758</td>
<td>29,218</td>
</tr>
<tr>
<td><strong>Total Finance Costs</strong></td>
<td></td>
<td>59,665</td>
<td>48,973</td>
</tr>
<tr>
<td><strong>10 - ACCOUNTS PAYABLE &amp; ACCRUALS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Payables</td>
<td></td>
<td>171,050</td>
<td>195,238</td>
</tr>
<tr>
<td>Other Payables</td>
<td></td>
<td>436,604</td>
<td>446,357</td>
</tr>
<tr>
<td><strong>Total Payables</strong></td>
<td></td>
<td>607,654</td>
<td>641,595</td>
</tr>
<tr>
<td><strong>11 - PERSONNEL COSTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries &amp; Wages - Administration</td>
<td></td>
<td>1,233,394</td>
<td>1,038,374</td>
</tr>
<tr>
<td>Salaries &amp; Wages - Voc Rehab</td>
<td></td>
<td>1,694,781</td>
<td>1,968,200</td>
</tr>
<tr>
<td>Group Medical Insurance</td>
<td></td>
<td>59,286</td>
<td>49,217</td>
</tr>
<tr>
<td>Pension Plan</td>
<td></td>
<td>49,346</td>
<td>51,067</td>
</tr>
<tr>
<td>N.I.S. Employer</td>
<td></td>
<td>218,710</td>
<td>230,403</td>
</tr>
<tr>
<td>Trainee’s Stipend &amp; Incentives</td>
<td></td>
<td>145,698</td>
<td>163,571</td>
</tr>
<tr>
<td>Staff Benefits</td>
<td></td>
<td>43,419</td>
<td>8,791</td>
</tr>
<tr>
<td><strong>Total Personnel Costs</strong></td>
<td></td>
<td>3,444,634</td>
<td>3,509,623</td>
</tr>
<tr>
<td><strong>12 - CASH ON HAND &amp; AT BANK</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Petty Cash</td>
<td></td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Republic Bank Limited (Current Account)</td>
<td></td>
<td>56,030</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Cash on Hand &amp; At Bank</strong></td>
<td></td>
<td>58,030</td>
<td>2,000</td>
</tr>
</tbody>
</table>
## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th>Currency TTS</th>
<th>NOTES</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
</table>

### 13 - SHORT TERM INVESTMENTS
- First Citizens Bank Limited (Fixed Deposit) 102,236 102,236
- Republic Bank Limited (Fixed Deposit) 110,380 110,380
- Unit Trust Corporation (Money Market Fund) 3,919 3,883
- **Total** 216,535 216,499

### 14 - BANK OVERDRAFT
- First Citizens Bank Limited (Current Account) 128,091 25,620
- Republic Bank Limited (Current Account) 601,759 202,008
- **Total** 729,850 25,620

### 15 - BUSINESS LEVY PAYABLE
- Current Year’s Business Levy Provision 4,657 4,818
- Less: Payments Made (4,396) (4,635)
- Business Levy Payable/Refundable Current Year 261 183
- Previous Year’s Liability B/fwd 226 43
- Less: Overprovision of previous years’ liabilities (18) 0
- Less: Payments Made (183) 0
- Liability B/fwd 286 226
- (a) Business Levy Refundable as per Statement of Financial Position 13 0
- (b) Business Levy Payable as per Statement of Financial Position 299 226
- Current Year’s Business Levy Provision 4,657 4,818
- Less: Overprovision of previous years’ liabilities (18) 0
- (c) Business Levy Provision as per Statement of Comprehensive Income 4,639 4,818

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

### 17 - DEFERRED & CAPITAL GRANTS
- Balance Brought Forward 11,576,654 11,702,256
- Add: Additions for the period 0 511,860
- **Total** 11,576,654 12,214,116
- Less: Amount Written off for the period (416,229) (637,462)
### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currency TT$</td>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

#### 18 - OTHER LOANS
**VENTURE CREDIT UNION**
This is the amount outstanding on loans received from Venture Credit Union for working capital for the organisation.

#### 19 - LONG TERM LOAN/GRANT
**INTER AMERICAN DEVELOPMENT BANK (IADB)**
In 1990 NCPD was granted a loan facility of US $500,000 for the expansion of its then facilities. The amount drawn down on the facility was US $459,335 and is reflected in the rate of exchange.

IADB confirmed during the course of the audit for the year ended 31st December 2011 that the loan facility stated above was converted into a Grant to NCPD. As such, in this Financial year ended 31st December 2011, the IADB Loan in the amount of TT$2,081,688 was Written Off.

The Loan was written off to Other Grants Income in the amount of $874,309 and to Deferred Grants in the amount of $1,207,379. The value for Other Grants Income is based on 2% wear and tear on the straightline basis for the full length of the loan of 21 years, which represents 42% of the total loan. The value for Deferred Grants (Building) which represents the remaining 52% of the total loan, will be written down annually based on the 2% wear and tear on the straightline basis, until it is fully written off.

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance on IADB Loan B/Fwd</td>
<td>1,134,936</td>
<td>1,159,084</td>
</tr>
<tr>
<td>Write off as Other Grants Income</td>
<td>(24,148)</td>
<td>(24,148)</td>
</tr>
<tr>
<td>Balance on IADB Loan C/Fwd</td>
<td>1,110,788</td>
<td>1,134,936</td>
</tr>
</tbody>
</table>

#### 20 - CONFERENCE & VOC REHAB EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference &amp; Voc Rehab</td>
<td>34,864</td>
<td>79,551</td>
</tr>
<tr>
<td>Special Events - Olympics</td>
<td>6,397</td>
<td>1,048</td>
</tr>
<tr>
<td>Special Events - Other</td>
<td>17,759</td>
<td>12,247</td>
</tr>
<tr>
<td>Beauty Culture Project</td>
<td>0</td>
<td>245</td>
</tr>
<tr>
<td>Staff Voc Rehab - Local</td>
<td>5,100</td>
<td>200</td>
</tr>
<tr>
<td>Staff Voc Rehab - Foreign</td>
<td>2,457</td>
<td>15,957</td>
</tr>
<tr>
<td>Staff Voc Rehab - Management</td>
<td>84,000</td>
<td>92,075</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>150,577</strong></td>
<td><strong>201,323</strong></td>
</tr>
</tbody>
</table>
## 21 - CALCULATION OF SURPLUS/(DEFICIT) ON BUSINESS UNIT ACTIVITIES & VOC REHAB ACTIVITIES

<table>
<thead>
<tr>
<th>Income (5)</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>381,468</td>
<td>5,276,571</td>
<td>5,658,039</td>
</tr>
</tbody>
</table>

### EXPENDITURE

<table>
<thead>
<tr>
<th>Distribution Costs (6)</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motor Vehicle Expenses</td>
<td>(3,504)</td>
<td>(40,506)</td>
<td>(44,010)</td>
</tr>
<tr>
<td>Motor Vehicle Lease</td>
<td>0</td>
<td>(81,600)</td>
<td>(81,600)</td>
</tr>
<tr>
<td>Advertising &amp; Promotions</td>
<td>0</td>
<td>(88,407)</td>
<td>(88,407)</td>
</tr>
<tr>
<td>Travelling &amp; Subsistence</td>
<td>(1,692)</td>
<td>(51,230)</td>
<td>(52,922)</td>
</tr>
<tr>
<td>Entertainment</td>
<td>0</td>
<td>(9,000)</td>
<td>(9,000)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>(5,196)</strong></td>
<td><strong>(270,744)</strong></td>
<td><strong>(275,939)</strong></td>
</tr>
</tbody>
</table>

### Administrative Expenses (8)

<table>
<thead>
<tr>
<th>Personnel Costs</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(144,103)</td>
<td>(3,300,531)</td>
<td>(3,444,634)</td>
<td></td>
</tr>
<tr>
<td>Rent Independent Living</td>
<td>0</td>
<td>(56,712)</td>
<td>(56,712)</td>
</tr>
<tr>
<td>Conference &amp; Voc Rehab Expenses</td>
<td>(148)</td>
<td>(150,429)</td>
<td>(150,577)</td>
</tr>
<tr>
<td>Professional &amp; Consultant Fees</td>
<td>(12,450)</td>
<td>(411,245)</td>
<td>(423,695)</td>
</tr>
<tr>
<td>Telephone &amp; Electricity</td>
<td>(2,190)</td>
<td>(202,548)</td>
<td>(204,738)</td>
</tr>
<tr>
<td>Insurances</td>
<td>(780)</td>
<td>(84,698)</td>
<td>(85,478)</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>0</td>
<td>(128,277)</td>
<td>(128,277)</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>(5,667)</td>
<td>(66,470)</td>
<td>(72,137)</td>
</tr>
<tr>
<td>Postage &amp; Courier</td>
<td>(268)</td>
<td>(2,410)</td>
<td>(2,678)</td>
</tr>
<tr>
<td>Audit &amp; Accounting Fees</td>
<td>(25,000)</td>
<td>(25,000)</td>
<td>(50,000)</td>
</tr>
<tr>
<td>Green Fund Levy</td>
<td>(2,288)</td>
<td>0</td>
<td>(2,288)</td>
</tr>
<tr>
<td>Property, Rates &amp; Taxes</td>
<td>0</td>
<td>(8,895)</td>
<td>(8,895)</td>
</tr>
<tr>
<td>AGM Expenses</td>
<td>0</td>
<td>(34,556)</td>
<td>(34,556)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>(192,893)</strong></td>
<td><strong>(4,533,987)</strong></td>
<td><strong>(4,726,880)</strong></td>
</tr>
</tbody>
</table>

### Other Operating Expenses (7)

<table>
<thead>
<tr>
<th>Miscellaneous Expenses</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(879)</td>
<td>0</td>
<td>(879)</td>
<td></td>
</tr>
<tr>
<td>Membership Fees</td>
<td>0</td>
<td>(1,813)</td>
<td>(1,813)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>(100,843)</td>
<td>(403,373)</td>
<td>(504,216)</td>
</tr>
<tr>
<td>Bad Debts Written Off</td>
<td>(1,315)</td>
<td>0</td>
<td>(1,315)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>(103,037)</strong></td>
<td><strong>(405,186)</strong></td>
<td><strong>(508,223)</strong></td>
</tr>
</tbody>
</table>

### Operating Surplus/(Deficit)

<table>
<thead>
<tr>
<th>Operating Surplus/(Deficit)</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>80,342</td>
<td>66,655</td>
<td>146,997</td>
<td></td>
</tr>
</tbody>
</table>

### Gross Surplus/(Deficit)

<table>
<thead>
<tr>
<th>Gross Surplus/(Deficit)</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>80,982</td>
<td>66,655</td>
<td>147,637</td>
<td></td>
</tr>
</tbody>
</table>

### Finance Cost (9)

<table>
<thead>
<tr>
<th>Finance Cost</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(59,665)</td>
<td>(4,639)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Net Surplus/(Deficit) as per S.O.C.I

<table>
<thead>
<tr>
<th>Net Surplus/(Deficit)</th>
<th>Business Unit Activities</th>
<th>Voc Rehab</th>
<th>Total as per S.O.C.I.</th>
</tr>
</thead>
<tbody>
<tr>
<td>83,333</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

**Currency TTS**

### 22 - GROSS PROFIT/(LOSS) FROM TRADING ACTIVITIES

<table>
<thead>
<tr>
<th>Income from Trade</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood Work</td>
<td>68,546</td>
<td>93,168</td>
</tr>
<tr>
<td>Printing &amp; Binding</td>
<td>42,102</td>
<td>1,241,553</td>
</tr>
<tr>
<td>Sewing &amp; Upholstering</td>
<td>58,575</td>
<td>45,956</td>
</tr>
<tr>
<td>Orthopedic</td>
<td>6,890</td>
<td>2,328,719</td>
</tr>
<tr>
<td>Paradise Plum &amp; Cafeteria</td>
<td>Total</td>
<td>Total</td>
</tr>
<tr>
<td>Car Park</td>
<td>760,129</td>
<td>2,408,978</td>
</tr>
<tr>
<td>Phone Card</td>
<td>24,189</td>
<td>7,419</td>
</tr>
<tr>
<td>Agri</td>
<td>10,058</td>
<td>751,408</td>
</tr>
<tr>
<td>Total</td>
<td>24,189</td>
<td>7,419</td>
</tr>
</tbody>
</table>

### Cost of Sales

<table>
<thead>
<tr>
<th>Cost of Sales</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Materials used</td>
<td>24,189</td>
<td>7,419</td>
</tr>
<tr>
<td>Salaries, Wages &amp; NIS</td>
<td>751,408</td>
<td>1,096,660</td>
</tr>
<tr>
<td>Telephone</td>
<td>6,890</td>
<td>2,328,719</td>
</tr>
<tr>
<td>Building &amp; Equipment Maint.</td>
<td>24,189</td>
<td>7,419</td>
</tr>
<tr>
<td>Rental of Gas Cylinders</td>
<td>24,189</td>
<td>7,419</td>
</tr>
<tr>
<td>Consumables</td>
<td>19,799</td>
<td>46,729</td>
</tr>
<tr>
<td>Contract Services</td>
<td>19,799</td>
<td>46,729</td>
</tr>
<tr>
<td>Gross Profit from Trade</td>
<td>24,189</td>
<td>7,419</td>
</tr>
</tbody>
</table>

### Gross Profit Percentages

- 7% -41% 10% 51% 8% 87% 14% 10% 10%

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

<table>
<thead>
<tr>
<th>Grants from Ministry</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students &amp; Staff</td>
<td>2,168,350</td>
<td>1,421,201</td>
</tr>
<tr>
<td>Premises &amp; Upkeep</td>
<td>8,250</td>
<td>1,421,201</td>
</tr>
<tr>
<td>Telephone</td>
<td>166,817</td>
<td>1,421,201</td>
</tr>
<tr>
<td>Electricity</td>
<td>2,345,667</td>
<td>1,421,201</td>
</tr>
<tr>
<td>Total</td>
<td>Total</td>
<td>Total</td>
</tr>
<tr>
<td>Receipts</td>
<td>Receipts</td>
<td>Receipts</td>
</tr>
<tr>
<td>Grants Received</td>
<td>2,168,350</td>
<td>1,421,201</td>
</tr>
<tr>
<td>Total Receipts</td>
<td>2,168,350</td>
<td>1,421,201</td>
</tr>
</tbody>
</table>

### Payments

<table>
<thead>
<tr>
<th>Payments</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary &amp; Wages &amp; NIS</td>
<td>1,694,781</td>
<td>1,968,200</td>
</tr>
<tr>
<td>Pension &amp; Group Medical</td>
<td>70,841</td>
<td>62,102</td>
</tr>
<tr>
<td>Professional Services</td>
<td>411,245</td>
<td>209,985</td>
</tr>
<tr>
<td>Building &amp; Grounds Upkeep</td>
<td>128,277</td>
<td>140,526</td>
</tr>
<tr>
<td>Telephone Expenses</td>
<td>47,751</td>
<td>39,470</td>
</tr>
<tr>
<td>Electricity</td>
<td>135,090</td>
<td>135,647</td>
</tr>
<tr>
<td>Uniforms for Staff</td>
<td>39,077</td>
<td>5,903</td>
</tr>
<tr>
<td>Conference &amp; Voc Rehab</td>
<td>150,577</td>
<td>201,323</td>
</tr>
<tr>
<td>Total Payments</td>
<td>2,428,736</td>
<td>2,825,750</td>
</tr>
</tbody>
</table>

### Net Surplus/(Deficit)

- (260,386) (120,027)  (45,591)  31,727  394,187  (1,404,549)
## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2014

<table>
<thead>
<tr>
<th>Currency TTS</th>
<th>NOTES</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

### 23 (b) - MINISTRY OF EDUCATION TRAINING GRANT

The increase in the amount recognised for Government Grants received for 2014 over 2013 is due to the receipt of an outstanding claim coming forward from 2013. Due to the uncertainty of the timing of the receipts from the Government, we shall continue to account for these Government Grants on the cash basis.

The breakdown of the amounts reported for 2014 is as follows:

- Amounts Received for 2013: 926,769
- Amounts Received for 2014: 1,418,898
- Total Reported for 2014: 2,345,667

### 24 - FUNDING AGENCIES & CORPORATE GRANTS

- Amount Written off for Deferred Grants: 214,362
- Other Grants Received From Funding/Corporate Agencies: 392,889
- Total: 607,251

- Amount Written off for Deferred Grants: 254,391
- Other Grants Received From Funding/Corporate Agencies: 537,091
- Total: 791,482
Board of Directors

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

Executive Committee
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 2014.

**Government**
- Ministry of Community Development
- Ministry of Education, Student Support Services
- Ministry of the People & Social Development
- Ministry of Works and Infrastructure, Electrical Division (South)
- T&T Police Band

**Corporations**
- Cameraworks Productions International
- Caribbean Petrochemical Manufacturing Ltd.
- Church of the Open Bible San Fernando
- Consular Corps of Trinidad & Tobago
- Columbus Communications Trinidad Ltd.
- Crystal Industries Ltd.
- Digicel Trinidad & Tobago Ltd.
- Dil-E-Nadan
- East Coast Drilling
- Elder Associates Ltd.
- F.E.E.L. (Foundation for the Enhancement & Enrichment of Life)
- GTECH Architects of Gaming
- Joseph Caddle & Associates Ltd.
- JUSA Events Company
- Khan’s Aluminum Products Ltd.
- National Lotteries Control Board
- Office Link Co. Ltd.
- PCS Nitrogen Trinidad Ltd.
- Petroleum Co. of Trinidad & Tobago
- Phoenix Park Gas Processors Ltd.
- Public Transport Service Corporation
- RBC Royal Bank
- Republic Bank Ltd.
- Scotia Foundation
- Sinnanan Dass & Associates
- SK Management Ltd.
- St. Andrew’s Golf Club
- The Model Financial Ltd.
- The National Gas Company of Trinidad and Tobago Ltd.

**Corporations continued**
- Trinidad Nail Works Ltd.
- United Way Trinidad & Tobago
- Unit Trust Corporation
- Well Services Petroleum Co. Ltd.

**Individuals**
- Ms. Audrey Smart
- Mrs. Dolcie Awong
- Dr. Natalie Dick
- Dr. Wendy Diaz
- Ms. E. Williams
- Mr. Edwin Jack
- Mr. Gene Wilkes
- Mr. Glen Telesford
- Mr. Ion Gibbon
- Ms. Joanne Butty
- Mr. John Henry
- Mr. Joseph Raphael
- Mr. Look Tong
- Ms. Megan Manning
- Mr. Roger Dick
- Ms. Annalee Gibbs
- Ms. Barbara Hassan
- Ms. Heather North
- Ms. Pamela Pariag
- Natarima Scout Troop
- Mr. Gregory Christopher
- Mr. Keith Miller
- Mr. Khalid Hassanali
- Ms. Karmille Sookram
- Ms. Phyllis Borde

**Trust/Foundations**
- Haji Gokool Meah Trust
- JB Fernandes Memorial Trust 1
- Rapidfire Kidz Foundation
- The Maz Foundation

**International Agencies**
- ILO Sub-Regional Office
- UNDP Small Grants Programme
Sponsors of Bursaries

- BG Trinidad & Tobago
- Canning’s Employees’ Credit Union Co-operative Society Ltd.
- Caribbean Nitrogen Co. Ltd.
- Guardian General Insurance Ltd.
- M. Jackson
- Methanol Holdings (Trinidad) Ltd.
- Mr. & Mrs. Kenneth Sammy
- Mrs. Zalayhar Hassanali
- Ms. Cintra Lucky
- Ms. Shaliza Lutchmansingh
- National Maintenance Training and Security Company Ltd.
- Neal & Massy Foundation Ltd.
- Phoenix Park Gas Processors Ltd.
- Repsol
- Shell Trinidad Ltd.
- TECU Credit Union Co-operative Society Ltd.
- Telecommunications Services of Trinidad & Tobago Ltd.
- The Power Generation Co. of Trinidad & Tobago Ltd.
- Trinidad & Tobago Police Service Credit Union Co-operative Society Ltd.
- Venture Credit Union Co-operative Society Ltd.
1. Sookwarie Ram - Senior Accounts Clerk
2. Michele Ramkhalawan - Clerical Assistant
3. Sandra Barrow - Custodian
4. Isidore Andy Cato - Driver/Messenger
5. Victoria Odle - Custodian
6. Reynold Brathwaite - Driver - Dial A Ride Bus
7. Shirley Marchan - Custodian
8. Kyle Young Lai - Graphic Artist
9. Dionne Sara Hanson - Research & Communications Officer
10. Wendy Morris - Inventory Clerk
11. Arianne Christopher - Accounting Assistant
12. Nikeisha Campbell - Accounts Clerk
13. Reynold Cato - Driver - Paradise Plum
14. Nicholas Nancoo - Information Technology Assistant
15. Shurland Cuffy - Security Officer
16. Jayvon Peters - Security Officer
1. Radha SugremSingh - Instructor - Information Technology
2. Rachel Stephen - Instructor - Book Binding
3. Akil Morris - Instructor - Orthopaedic/Welding
4. Ricardo Rampaul - Placement Officer
5. Shardha Manick - Assistant Instructor - Information Technology
6. Danielle Ryan - Vocational Counsellor
7. Victor Williams - Special Education Teacher 1
8. Princess Lewis - Instructor - Garment Construction
10. Clarence Shepherd - Instructor - Woodwork
11. Chyril-Ann Lurkhur - Social Worker
12. Yordanna Garcia-Blackman - Instructor - Sign Language
13. James Jules - Instructor - Horticulture/Agriculture
14. Marlene George - Instructor - Beauty Culture
15. Viola Hope - Instructor - Book Binding
16. Kahaya Sooklalsingh - Programme Manager
17. Janice Griffith - Instructor - Life Skills
18. Ron Wiltshire - Instructor - Orthopaedic/Welding
19. Mitra Birbal - Instructor - Woodwork
20. Nalini Ramlochan-Singh - Assistant Instructor - Remedial
21. Esther Teesdale - Instructor - Life Skills
22. Sharon Rochard - Instructor - Horticulture/Agriculture
23. Karen Ragobar - Instructor - Office Administration
24. Earlyn Karshel-Lalgee - Social Worker
25. Mary Augustin - Instructor - Garment Construction
26. Leonie Hall - Instructor - Food Preparation
27. Aleah Alexander - Assistant Instructor - Life Skills
1. Ricky Ramsawak - Kitchen Assistant
2. Marcia Benoit - Book Binder
3. Annie Lucy Le Gendre - Customer Service Representative
4. Aysha Ison - Kitchen Assistant
5. Jeanette Andrews - Catering Supervisor
6. Kevin Da Costa - General Assistant
7. Felix Forde - Supervisor - Horticulture/Agriculture
8. Ivor Hodge - Cook
9. Gail Rahaman - Senior Kitchen Assistant
10. Erlyn Joseph - Cook
11. Nathan Reid - Joiner
12. Deonne Duke - Customer Service Representative
13. Sherma Francis-Logan - Supervisor - Paradise Plum
14. Fazur Rahaman - Supervisor Woodwork
Staff - Management

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

Dr. Edmund Chamley          Ms. Caryse Jardine
Dr. Stacey Chamley          Ms. Dale Cadogan
Dr. Wendy Diaz              Ms. Debra Baker
Mr. Adino Reece             Ms. Dianne Gonzales
Mr. Dave Marchan            Ms. Jill St. John
Mr. Dendesson Farrell       Ms. Nadia Baker
Mr. Gary Taylor             Ms. Nekida Baker
Mr. Jerry Samuel            Ms. Ruby Taylor
Mr. Malcolm Boyce           Ms. Ruby Thomas
Mr. Rodney Ruiz             Ms. Simone Thorne
Mr. Romeo De Bique          
Ms. Angela Calliste         
Ms. Ann Wallace            
Ms. Annetta Bramble       
Ms. Avian Crooks           
Ms. Avril Luces            

National Centre for Persons with Disabilities           2014 Annual Report