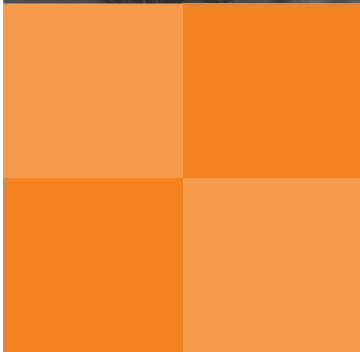
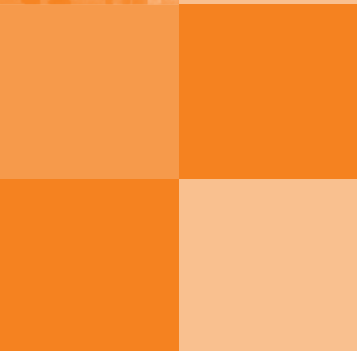
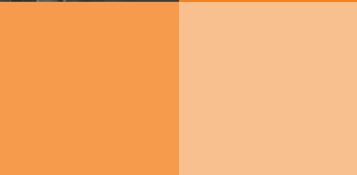




CEREBRAL PALSY ALLIANCE SINGAPORE



ANNUAL REPORT
2015/16





Cerebral Palsy Alliance Singapore (CPAS) is dedicated to serving children and adults with cerebral palsy (CP) and multiple disabilities.

Our fully-integrated programmes and services were conceived to meet the developmental needs of persons with cerebral palsy and maximise functional independence at every stage of life.

ABOUT US

Established in 1957, CPAS was formerly known as Spastic Children's Association of Singapore.

Our Vision

Empowering all persons with cerebral palsy to realise their full potential and lead fulfilled, dignified lives.

Our Core Values – HEART

Hope

We seek to inspire hope in the hearts of our beneficiaries

Empowerment

Our aim is to empower our beneficiaries to overcome their challenges and live a life without limits

Aspiration

Never content with the status quo, we aspire not to only enhance the lives of our beneficiaries, but also our services and capabilities

Respect

Respect is a fundamental value that guides the actions of our staff

Trust

Above all, we value the trust that beneficiaries place in our organisation's programmes and services

Our Mission

We are dedicated to:

- Delivering fully integrated programmes and services at the highest standards with passion, integrity, care, and excellence
- Creating awareness of Cerebral Palsy, and advocating equal opportunities for all persons with the condition

Member of



Supported by



CHAIRMAN'S MESSAGE



CPAS has had another stupendous year. New programmes and services have been implemented, and we continue to break new ground on many fronts. Indeed, we have worked hard and achieved much this past year, with much to be proud of and celebrate.

In April 2015, Mr Teo Ser Luck, Minister of State, Minister of Trade and Industry, and Mayor of the North East District, launched the CPAS Specialist Clinics and Equipment Loan Library. Our Allied Health Professionals run these seven specialist clinics, where persons with cerebral palsy and related disabilities benefit from comprehensive, multidisciplinary and integrated care.

In response to long waiting times at restructured hospitals, two of our seven specialised clinics are extended to serve individuals with no affiliation to CPAS. Indeed, demand for expertise for feeding and swallowing-related issues is high, as is the demand for audiological evaluation. These clinics at CPAS will help with the long waiting times for these services at restructured hospitals, and improve accessibility for our beneficiaries.

In September 2015, CPAS hosted the 8th Cerebral Palsy Symposium. Allied health professionals, educators, parents and caregivers from the region came together to share new information and to exchange ideas and experiences. Permanent Secretary for Ministry of Social and Family Development (MSF), Mr Chan Heng Kee, was Guest-of-Honour. The faculty, comprising international and local domain experts and thought leaders, put together a comprehensive programme for our participants. Feedback from participants was very positive.

Also in September 2015, we launched 'Stepember', our first fundraising campaign. Stepember challenged participants to take 10,000 steps a day for the entire month, while raising funds for our cause. The event was a resounding success and we were encouraged to have raised over \$160,000. This money will be put to good use – starting new programmes and enhancing current ones, with the ultimate goal of empowering the lives of our beneficiaries at CPAS. We are excited to steer this global campaign in Singapore, and will encourage everyone to join us again for next year's Stepember!

Celebrating Abilities

2015 was a particularly exciting year for sports; the ASEAN Para Games was held in Singapore. Our athletes from CPAS School as well as Adult Services continue to excel in sports such as table tennis, boccia and sailing. Performers from the CPAS School Music and Dance CCA impressed everyone with a splendid performance at the Games' official opening ceremony.

In November 2015, 87 students graduated from the Early Intervention Programme for Infants and Children (EIPIC) and CPAS School. Looking immaculate in their graduation gowns, they received their certificates in the presence of their proud parents, teachers and schoolmates. We hope that the skills they have learnt will help them overcome challenges and achieve everything they wish for in the years to come.

Investing in our people remains one of CPAS' key drivers. We fund and support our staff on courses so that they acquire new knowledge and skill-sets, so they can better serve our beneficiaries. Overall, CPAS staff clocked 2,316 hours in training, participating in 108 training courses.

Building up of skills is equally important for parents and caregivers. As a form of family support, our Allied Health Professional Team continues to be deeply committed to sharing their knowledge through training and workshops throughout the year.

I would like to congratulate to Mrs Nirmala Gopiendran, Acting Head of the CPAS Social Work department, on being awarded the Pioneer Social Worker Award on Social Workers' Day. Mrs Gopiendran has contributed significantly to the social work sector in Singapore, particularly in the areas of Special Education and the professional development of social workers for the past 31 years. Mrs Gopiendran is the quintessential social worker, and we are proud to have her in CPAS.

Cultivating Partnerships

Public trust and confidence is an important cornerstone and CPAS continues to look at ways to strengthen our operations. A Whistle Blowing Policy and Committee were set up last year. We continue to review existing policies and Standard Operating Procedures to ensure strong governance and compliance.

In tandem with enhancing our services, CPAS has also been active in its outreach to raise public awareness and understanding about cerebral palsy. We are excited by the opportunities to engage volunteers, schools, corporations and various community groups through different activities and events. We hope that the interaction with persons with disabilities will provide a better understanding of some of the challenges our beneficiaries face.

I am grateful to the management and staff of CPAS for their hard work and commitment to the cause. Their dedication and professionalism are second to none.

I wish also to thank our many partners, donors, and stakeholders for their kindness and generosity. As we work together, I am confident we can do even more for our beneficiaries and students. Together, we will build a more inclusive society in Singapore; and in doing so, we will ensure a brighter future for our beneficiaries and their families.



BOARD MEMBERS



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- 1 **CHAIRMAN** - Associate Professor Kevin Lim, PBM
 - Staff Sub-Committee (Chairman)
 - School Management Committee (Chairman and Supervisor)
 - Nomination Sub-Committee (Chairman)
- 2 **VICE CHAIR** - Dr Janice Wong
 - Case and Review Sub-Committee (Chair)
 - Nomination Sub-Committee (Member)
- 3 **HONORARY SECRETARY** - Mr Satyaki Sengupta
 - Adult Services Sub-Committee (Chairman)
 - Staff Sub-Committee (Member)
 - School Management Committee (Member)
 - Nomination Sub-Committee (Member)
- 4 **HONORARY TREASURER** - Ms Koh Kok Loo
 - Finance-Investment Sub-Committee (Chair)
 - School Management Committee (Honorary Treasurer)
 - Staff Sub-Committee (Member)
 - Nomination Sub-Committee (Member)
- 5 **ASSISTANT HONORARY SECRETARY** - Ms Foo Siew Fong, PBM
 - Staff Sub-Committee (Member)
- 6 **ASSISTANT HONORARY TREASURER** - Mr Johnny Quah
 - Staff Sub-Committee (Member)
 - School Management Committee (Member)
 - Finance-Investment Sub-Committee (Member)
 - Audit Sub-Committee (Member)
- 7 **MEMBER** - Associate Professor Ong Hian Tat
 - Professional Sub-Committee (Chairman)
 - EIPIC Sub-Committee (Chairman)
- 8 **MEMBER** - Mr Dhonu Chandra Bhattacharjee
 - School Management Committee (Member)
 - Audit Sub-Committee (Member)
 - Fundraising Sub-Committee (Ad-hoc) (Member)
- 9 **MEMBER** - Dr Yoong Siew Lee
 - Professional Sub-Committee (Member)
 - EIPIC Sub-Committee (Member)
- 10 **MEMBER** - Mr Christopher Lo
 - Audit Sub-Committee (Chairman)
 - Fundraising Sub-Committee (Ad-hoc) (Chairman)
 - The Children's Charities Association of Singapore (CCA) Representative (Chairman)
- 11 **MEMBER** - Ms Chng Wong Yin
 - IT Sub-Committee (Ad-hoc) (Chair)
 - Audit Sub-Committee (Member)
 - National Council of Social Service (NCSS) Representative
- 12 **MEMBER** - Ms Tan Yee Deng
 - Staff Sub-Committee (Member)
- 13 **CO-OPTED MEMBER** - Dr Wu Pang Hung
 - Adult Services Sub-Committee (Member)
 - The Children's Charities Association of Singapore (CCA) Representative

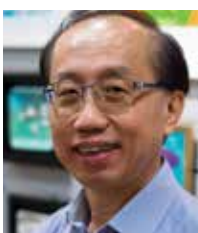
MANAGEMENT TEAM



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- 1 **EXECUTIVE DIRECTOR**
- Ms Jessie Holmberg
- 2 **MANAGER, FINANCE AND ADMIN**
- Ms Nickie Ang
- 3 **MANAGER, HUMAN RESOURCES**
- Mr Raymond Lim
- 4 **ACTING HEAD OF DEPARTMENT, ADVOCACY AND MARKETING**
- Ms Eudora Chew
- 5 **PRINCIPAL, EARLY INTERVENTION PROGRAMME FOR INFANTS AND CHILDREN (EIPIC)**
- Ms Latha Kutty
- 6 **PRINCIPAL, CPAS SCHOOL**
- Mrs Koh-Lim Ai Lay
- 7 **MANAGER, ADULT SERVICES**
- Ms Joanne Poon
- 8 **HEAD OF DEPARTMENT, PHYSIOTHERAPY**
- Mrs Baby Than Maung
- 9 **HEAD OF DEPARTMENT, OCCUPATIONAL THERAPY**
- Ms Pampi Ghosh
- 10 **HEAD OF DEPARTMENT, SPEECH AND LANGUAGE THERAPY**
- Ms Sunitha Sendhilnathan
- 11 **HEAD OF DEPARTMENT, SOCIAL WORK**
- Ms Shelly Loh
- 12 **HEAD OF DEPARTMENT, PSYCHOLOGY**
- Ms Piyali Chakrabarti
- 13 **TRAINING ADVISOR, TRAINING AND CONSULTANCY**
- Mr D.S Kumar

OVERVIEW OF PROGRAMMES AND SERVICES

Our Programmes

Early Intervention Programme for Infants and Children (EIPIC)

For children under 6 years old

EIPIC provides early intervention for children with one or more disabilities. The programme prepares them for the admission into either a special education or mainstream school.

Its aim is to maximise the developmental growth of each child by providing holistic and individual developmental programmes along with rehabilitative services to prevent and minimise the risk of secondary disabilities.

Special School

For children between 7 and 18 years old

CPAS School provides special education for children with cerebral palsy and multiple disabilities with a specialised school curriculum that has been developed to meet the individual needs of the students.

Pre-vocational training is provided for selected students, with moderate to good motor and cognitive functions.

Adult Services

• Goodwill, Rehabilitation, and Occupational Workshop (GROW)

For adults 16 years old and above

GROW is a sheltered workshop that provides vocational training and sheltered employment through various projects and social enterprise initiatives. GROW provides an environment for self-development, and nurtures skills for community integration.

• Day Activity Centre (DAC)

For adults 16 years old and above

DAC provides day care for persons who require higher support. The primary aim is to nurture self-help skills through a balanced and structured curriculum of daily living, social skills training, therapy rehabilitation care and recreational activities.

Home Management Programme (HMP)

Therapists provide home-based therapy services to non-ambulant and more severely affected beneficiaries who are unable to travel to our centre.

Our Services

Rehabilitation Centre

Our Rehabilitation Centre is made up of a team of certified Allied Health Professionals (AHPs), providing services in the following areas:

- Occupational Therapy
- Physiotherapy
- Speech and Language Pathology
- Psychology
- Social Work

To extend a more comprehensive range of specialised healthcare and support, CPAS runs a range of specialist and medical clinics, as well as an Equipment Loan Library.

Specialised Clinics

- Assistive Technology Clinic
- Audiology Clinic
- Feeding and Swallowing Clinic
- Hand Clinic
- Seating Clinic
- Sensory Integration Clinic

Medical Clinics

- Orthopaedic Clinic
- Orthotics Clinic
- Paediatric Neurology Clinic

Each clinic offers specialised care by an AHP and medical professionals who are committed to helping our children and adults attain the best therapy and equip them with the best technology available.

HIGHLIGHTS

Launch of Specialised Clinics

In line with CPAS' strategic initiatives of extension and expansion of the specialised clinics, the CPAS rehabilitation departments organised the launch of CPAS Specialised Clinics followed by an Open House was held on 30 April 2015. This event saw 60 invited guests including corporate partners, research organisations, Allied Health Professionals, SPED school leaders, government organizations, and hospitals. Mr Teo Ser Luck, Minister of Trade and Finance, was the Guest-of-Honour.



8th Cerebral Palsy Symposium

The 8th Cerebral Palsy Symposium 2015 was held from 9 to 12 September at the MAX Atria @ Singapore Expo. Guest-of-Honour, Permanent Secretary for Ministry of Social & Family Development (MSF), Mr Chan Heng Kee, graced the opening of the event.

Themed 'Integration and Functional Independence', the symposium brought together allied healthcare professionals, educators, parents and caregivers, from all over the region to share new information and exchanged ideas and experiences in the field of cerebral palsy.

"By involving experts and participants from different countries, this event facilitates cross-border sharing and learning," said Mr Chan. "I also commend CPAS for recognising the important roles that different stakeholders play in the lives of people with cerebral palsy. Bringing together healthcare professionals, educators, planners and administrators, beneficiaries and caregivers will help us develop more well-rounded perspectives."

Launch of Steptember Singapore

A global fundraising and fitness initiative organised locally by CPAS, Steptember debuts in Singapore: participants join their counterparts in countries like Australia, Canada, and the United Kingdom to take 10,000 steps a day in the month of September while raising funds for children and adults with cerebral palsy. Over 1000 local participants stepped up to the challenge to get healthier for a good cause in 2015.

An official launch was held on 22 July 2015 at the Cerebral Palsy Centre. All at CPAS, corporate partners, volunteers were invited to join in the kick-off with personal sharings and an energetic K-pop work out. Talents like football legend Mr Fandi Ahmad and Mediacorp artistes Ben Yeo, Hayley and Jayley Woo, Nick Xu and Jeffrey Xu also lent their warm support.



SNAPSHOT

CPAS served over

600

beneficiaries across all programmes and services in FY2015/15.

87

EIPIC students graduated in November 2015.

CPAS received a total of

177

referrals in FY 2015/16.

CPAS School:

2 classes piloted the Trans-Disciplinary (Trans-D) approach in 2015; Moving into its second year of implementation, six more classes will be adopting the Trans-D approach.

CPAS staff continued to upgrade themselves:

a total of

2,316

training hours achieved across more than 100 training courses and professional certification courses.

Adult Services (AS):

the Ministry of Social and Family Development One-Off Furniture & Equipment Funding was tapped on to purchase

\$26,133.05

worth of essential furniture and equipment to enhance safety and the working environment for AS staff and beneficiaries.

Aside from their core duties, the CPAS Allied Health Professionals continue to dedicate themselves to sharing their knowledge and skills through activities like caregiver support workshops, peer training and research initiatives.

Our dedicated volunteers gave invaluable support in areas such as befriending, classroom activities, hydrotherapy, and project support with their time, skills and lots of heart.

Cerebral Palsy Alliance Singapore

Summarised Financial Statements

Statement of Financial Position For year ended 31st March 2016

	FY15/16 S\$	FY14/15 S\$
Assets		
Non-Current Assets	9,142,314.00	9,629,001.00
Current Assets	16,261,569.00	14,695,270.00
	25,403,883.00	24,324,271.00
Liabilities and Funds		
Current Liabilities	1,287,513.00	756,008.00
Deferred capital donation	9,142,314.00	9,629,001.00
Funds	14,974,056.00	13,939,262.00
	25,403,883.00	24,324,271.00

Statement of Comprehensive Income For year ended 31st March 2016

	Total S\$	Total S\$
Income		
Government Grants	6,472,601.00	5,397,412.00
Specific Donations	812,673.00	973,130.00
General Donations	158,569.00	1,359,164.00
Programmes/ Therapy Treatment fees	563,357.00	443,839.00
Others	3,315,209.00	2,757,545.00
TOL fee	825,972.00	825,972.00
Total Income	12,148,381.00	11,757,062.00
Expenditure		
Manpower	7,221,752.00	6,386,163.00
General & Administrative cost	1,024,145.00	877,897.00
Upkeep and utilities	359,457.00	355,723.00
Utilisation of specific fund	893,876.00	1,255,093.00
TOL fee	825,972.00	825,972.00
Others	788,385.00	435,761.00
Total Expenditure	11,113,587.00	10,136,609.00
Surplus	1,034,794.00	1,620,453.00

For our full annual report and financial statements for FY2015/2016, please visit our website at www.cpas.org.sg

We sincerely thank all donors, volunteers, supporters, friends and well-wishers who have helped make a difference in the lives of our beneficiaries.

Cerebral Palsy Alliance Singapore School

Summarised Financial Statements

Statement of Financial Position For year ended 31st March 2016

	FY15/16 S\$	FY14/15 S\$
Assets		
Non-Current Assets	251,052.00	168,609.00
Current Assets	3,522,219.00	2,823,798.00
	3,773,271.00	2,992,407.00
Liabilities and Funds		
Current Liabilities	557,789.00	232,978.00
Deferred capital donation	198,530.00	108,501.00
Funds	3,016,952.00	2,650,928.00
	3,773,271.00	2,992,407.00

Statement of Comprehensive Income For year ended 31st March 2016

	Total S\$	Total S\$
Income		
Government Grants	5,193,329.00	4,798,852.00
Specific Donations	147,120.00	76,064.00
General Donations	615.00	1,100.00
Programmes fees	78,058.00	120,644.00
Others	54,999.00	26,483.00
TOL fee	678,537.00	678,537.00
Total Income	6,152,658.00	5,701,680.00
Expenditure		
Manpower	3,023,457.00	2,761,850.00
General & Administrative cost	1,313,866.00	1,327,406.00
Upkeep and utilities	209,102.00	179,716.00
Utilisation of specific fund	489,124.00	577,654.00
TOL fee	678,537.00	678,537.00
Others	72,548.00	37,967.00
Total Expenditure	5,786,634.00	5,563,130.00
Surplus	366,024.00	138,550.00

For our full annual report and financial statements for FY2015/2016, please visit our website at www.cpas.org.sg

We sincerely thank all donors, volunteers, supporters, friends and well-wishers who have helped make a difference in the lives of our beneficiaries.

We would like to give special thanks to the following for their support:

Community Chest
National Council of Social Service
Ministry of Education
Ministry of Social and Family Development
All our donors, volunteers, friends and well-wishers

Cerebral Palsy Centre

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