



# Annual Report

FINANCIAL YEAR 2019/20

## About Us

Established in 1957, Cerebral Palsy Alliance Singapore (CPAS) is a social service agency that serves children and adults with cerebral palsy and multiple disabilities. Our fully-integrated programmes and services cater to the developmental needs of clients and maximise their functional independence at every stage of life.

## Our Vision

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

## 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 multiple disabilities, and advocating for equal opportunities for all persons with the condition.

## Core Values



### HOPE

We seek to inspire hope in the hearts of our clients.



### EMPOWERMENT

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



### ASPIRATION

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



### RESPECT

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



### TRUST

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



Member of



Supported by





## Contents

<b>2</b>	Chairman's Message
<b>3</b>	Executive Director's Message
<b>4</b>	Board Members
<b>5</b>	Management Team
<b>6</b>	Our Programmes
<b>7</b>	Our Services
<b>9</b>	Statistics

<b>10</b>	Client Profiles
<b>12</b>	New Initiatives
<b>15</b>	Awards and Achievements
<b>16</b>	Events
<b>18</b>	Future Plans
<b>20</b>	Financial Statements

# Chairman's Message

COVID-19 struck in early 2020 and disrupted CPAS' services and activities. As the pandemic evolved and the circuit breaker came into effect, classes and therapy sessions went virtual so that we could continue to engage our clients and students. Our staff held up well in this time of crisis and worked exceedingly hard to make this possible despite their many challenges. At the time of writing this message, I am pleased to report that all our programmes at CPAS have resumed, with protocols firmly in place to ensure that all necessary precautions are taken. We are adapting well and quickly to a new normal at CPAS. I thank the management and staff for their resilience, resolve and valiant efforts these past months.

## Improving Lives with Technology

Many of our clients in CPAS require intensive therapy, particularly in their formative years. CPAS is pleased to report that we now have a host of new smart devices and technologies to supplement the work of our therapists and achieve greater outcomes for our clients.

The **Alter-G** is one recent acquisition. This is an anti-gravity treadmill that allows unsupported walking. Our first 15 clients who used the Alter-G demonstrated improvements in their muscular strength and endurance, and reported a positive experience with this device.

CPAS has also acquired another advanced treadmill for gait and balance training using augmented reality. The **Motek CMill VR+** was acquired using the community silver trust fund and will similarly benefit many clients.

In ensuring that leading technologies are optimised and supported, CPAS has set up our very own **Assistive Technology hub**. This AT hub will be staffed by a team of trained professionals who are equipped to support the assistive technology value chain, from understanding the latest research to collating learning and living needs both at home and in the classroom.

## Recognising Success

CPAS continues to celebrate the successes of our teachers, clients and students. We are proud to share that one of our students, Gan Sun Ling, was a recipient of the Lee Kuan Yew Exemplary Student Award in 2019. A young lady who demonstrated strength, confidence and courage as she led her peers as the School's Head Prefect in 2018, Sun Ling was highly recommended by her teachers for the award. Congratulations, Sun Ling, you are an inspiration and role model!

This year also saw many of our staff members attending courses and accomplishing additional certifications in



their respective areas of expertise. We had staff represent CPAS in both local and overseas conferences, sharing their research on issues pertaining to education and allied health support for the special needs community.

## In Appreciation

As with years passed, our achievements were possible only because of the wonderful network of support we have. I want to express my sincere appreciation and gratitude to our partners, donors and volunteers for playing a part in our success. Your kindness and generosity have carried us far on this journey, and created a positive impact on the lives of all our clients.

I thank my fellow board members, the CPAS management, and invaluable staff members for their commitment towards bringing the best care and services to our clients.

My personal journey serving at CPAS is one I hold dear to my heart. Serving on the board for fourteen years and the last ten as Chairman has been a true privilege and honour for me. I am immensely happy and proud that CPAS is today a well-regarded social service agency in Singapore, with domain experts and thought leaders among our ranks.

I am confident that CPAS will continue to innovate and soar to greater heights for years to come as we continue empowering our clients to overcome challenges and live life without limits.

A stylized, handwritten signature in black ink, likely belonging to Associate Professor Kevin Lim.

**Associate Professor Kevin Lim, BBM, PBM**  
Chairman



# Executive Director's Message

At Cerebral Palsy Alliance Singapore, we serve children and adults with cerebral palsy and multiple disabilities. Many of our clients live with moderate to severe disabilities and face many obstacles in living, learning and working. Special education, therapy services, assistive equipment and specialised care are necessary so that they can live as independently as possible and access opportunities enjoyed by people without disabilities. However, the cost of these services is out of reach for many families, and this is where CPAS fills the gap.

63 years ago, CPAS began as a single class for 10 children with cerebral palsy. Thanks to the phenomenal support of the community over the decades, we have been able to grow to become a full-service centre delivering essential subsidised services to 700 children and adults with cerebral palsy and multiple disabilities so that they can maximise their independence and reach their full potential.

## Advancements in Services

Family and caregivers are the primary support systems for our clients. Our Social Work and Psychology Departments run programmes together to support families and provide a space for them to connect, learn, relax and recharge. Among our initiatives are support groups, training workshops, a comprehensive resource guide and an NCSS-funded research project. At the same time, we also hope that structural supports for caregivers can be strengthened, which will ultimately improve the quality of life and family relationships for our clients and their families.

We are constantly seeking new ways to develop the young minds at our centre. At CPAS School, students can now learn urban farming through our new Project Vegepods initiative. This project not only takes a hands-on approach to science education, but teaches students responsibility, patience and cooperation. It has also become a timely and relevant project in the present situation where COVID-19 has raised concerns about food supply.

For the adults at our Day Activity Centre (DAC), their classroom experience has also been enhanced with the installation of Phonak Roger Focus, an amplification system that allows many of our clients with sensorineural hearing loss to follow classroom activities more easily. This assistive technology has proven to be successful in boosting our DAC clients' classroom participation significantly, and illustrates the promise of technological advancements for boosting our clients' quality of life.

## United and Resilient

Measures to contain COVID-19 required a rapid response from CPAS to implement precautionary measures to



safeguard our clients' health and mitigate multiple abrupt changes to their lives. The disruption to services led to stress and anxiety for clients and their families. To maintain the connection with our clients and the public during the Circuit Breaker, we launched an online initiative, “#CPASCares” to promote awareness of the emotional impacts of the disruptions and ways to care for emotional and mental well-being.

We see every one of our clients trying their very best every day. Whether in learning, developing work skills, or training their core muscles to support walking, every small step they make is a result of their relentless efforts. While some of the barriers they face stem from their health conditions, others are imposed by society. We hope that the community will continue joining us in breaking down these obstacles to their full participation and inclusion, whether in environmental accessibility, equal opportunity or recognition of their skills and contributions.

I thank our clients and their families for sharing their lives, hopes and dreams with us. I am also deeply appreciative of our Board and staff, generous donors and supporters, volunteers and partners. We look forward to another fruitful year working together to support our clients in fulfilling their potential and living dignified and meaningful lives.



**Ms Latha Kutty**  
Executive Director

# Board Members



**1 Associate Professor Kevin Lim, BBM, PBM**  
**Chairman**  
School Management Committee (Chairman / Supervisor)  
Nomination Subcommittee (Chairman)  
Staff Subcommittee (Member)

**2 Ms Tan Yee Deng**  
**Vice Chairman**  
Staff Subcommittee (Chairman)  
Fundraising Subcommittee (Member)

**3 Dr Janice Wong**  
**Honorary Secretary**  
Audit Subcommittee (Member)  
Nomination Subcommittee (Member)  
School Management Committee (Member)  
Staff Subcommittee (Member)  
The Children's Charities Association of Singapore (CCA) Representative

**4 Ms Yvonne Chan**  
**Honorary Treasurer**  
Finance-Investment Subcommittee (Chairman)  
School Management Committee (Honorary Treasurer)  
Staff Subcommittee (Member)

**5 Mr Mervyn Sirisena, PBM**  
**Assistant Honorary Secretary**  
Fundraising Subcommittee (Chairman)  
Nomination Subcommittee (Member)  
Staff Subcommittee (Member)  
The Children's Charities Association of Singapore (CCA) Representative

**6 Ms Koh Kok Loo**  
**Assistant Honorary Treasurer**  
Audit Subcommittee (Member)  
Finance-Investment Subcommittee (Member)

**7 Associate Professor Ong Hian Tat**  
**Member**  
Programmes Subcommittee (Chairman)  
Nomination Subcommittee (Member)

**8 Dr Satyaki Sengupta**  
**Member**  
Nomination Subcommittee (Member)  
School Management Committee (Member)  
Programmes Subcommittee (Member)

**9 Ms Foo Siew Fong, PBM**  
**Member**  
Audit Subcommittee (Member)  
Staff Subcommittee (Member)

**10 Dr Yiong Siew Lee**  
**Member**  
Audit Subcommittee (Member)  
Fundraising Subcommittee (Member)  
Programmes Subcommittee (Member)

**11 HJ Sallim Bin Abdul Kadir, BBM, PBM, JP**  
**Member**  
Audit Subcommittee (Chairman)  
Finance-Investment Subcommittee (Member)  
National Council of Social Service (NCSS) Representative

**12 Mr Remy Choo**  
**Member**  
Programmes Subcommittee (Member)  
School Management Committee (Member)

**13 Dr Bicky Bhangu**  
**Co-Opted Member**  
Programmes Subcommittee (Member)

**14 Ms Merlissa Elvin**  
**Co-Opted Member**  
Fundraising Subcommittee (Member)

# Management Team



**1 Ms Latha Kutty**  
Executive Director

**2 Mrs Koh-Lim Ai Lay**  
School Principal

**3 Ms Cathryn Ang**  
EIPIIC Principal

**4 Mr Simon Low**  
GROW Manager (Adult Services)

**5 Ms Betty Tse**  
DAC Manager (Adult Services)

**6 Mr D. Senthil Kumar**  
Head of Physiotherapy  
Department

**7 Ms Pampi Ghosh**  
Head of Occupational Therapy  
Department

**8 Ms Sunitha Sendhilnathan**  
Head of Speech & Language  
Pathology Department

**9 Mr Parandaman s/o  
Thechanamurthi**  
Head of Psychology Department

**10 Ms Shelly Loh**  
Head of Social Work  
Department

**11 Ms Foo Mui Leng**  
Human Resources and  
Learning, Development and  
Consultancy Manager

**12 Ms Nickie Ang**  
Finance Manager

**13 Ms Catherine Wee**  
Advocacy & Marketing Manager



# Our Programmes



## Early Intervention Programme for Infants and Children (EIPIC)

*For children up to 6 years old*

EIPIC provides early intervention for children with identified needs between the ages of a few months to six years old. A Trans-Disciplinary Approach is integrated into the curriculum. A multi-disciplinary team collaborates with caregivers to provide holistic education and support to help each child maximise his or her developmental growth.

## CPAS School (CPASS)

*For children between 7 and 18 years old*

CPAS School is a double-session Special Education (SPED) school serving students with moderate to severe multiple disabilities. We offer the SPED Curriculum as recommended by the Ministry of Education. Through our mission of equipping our students with a holistic education to live meaningfully, learn continuously and work productively, they learn and develop in six domains. For selected students with good motor and functional skills, their curriculum includes pre-vocational training.



## Adult Services

- **Goodwill, Rehabilitation, and Occupational Workshop (GROW)**

*For adults 18 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 18 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.

- **CPAS Connect Alumni Programme**

CPAS Connect is an alumni programme that engages former students and clients through social activities and sports.





# Our Services

Our **Allied Health Professionals (AHPs)** extend a comprehensive range of specialised healthcare and support to our clients.



## Occupational Therapy

Our Occupational Therapists address the use of purposeful activities and a variety of treatment methods to obtain the desired level of functioning in self-care, work and leisure.



## Physiotherapy

Our physiotherapists provide assessment, treatment, rehabilitation and prevention of movement disorders, pain, injury, or any other physical dysfunction.



## Psychology

Our team of psychologists have different specialties providing services which address paediatric needs. We provide a broad array of psycho-diagnostic treatments / testing and consultation services for a range of behavioural, developmental and learning needs. We focus on the developmental and behavioural needs, as well as the psychosocial and emotional well-being of children and adolescents.



## Social Work

Social Workers assist clients and their families to cope with issues resulting from disabilities and help the clients realise their full potential through the following services:

- Information and Referrals
- Casework and Counselling
- Home Visitations
- Financial Assistance
- Link with Community Resources
- Parents and Caregivers Support
- Agency Visits



## Speech Therapy

Our Speech Therapists focus on the assessment and management of speech, language, communication, literacy, as well as feeding and swallowing skills. Intervention through Augmentative and Alternative Communication (AAC) is also provided by using low and high tech devices for those with complex communication needs and reduced speech intelligibility.



## Assistive Technology Hub

Assistive Technology (AT) refers to technology that aids people with disabilities or their caregivers in living, learning and working. The Hub provides the following services:

- Capability building of CPAS clients through the provision of AT suited to their needs.
- Staff training on incorporating suitable AT in the classroom setting to enhance clients' learning.
- Creating inclusive and barrier-free learning and living spaces by modifying the physical environment at the centre or in clients' homes.



### Home Management Programme (HMP)

Therapists provide home-based therapy and social intervention at the homes of people with cerebral palsy who are severely disabled and in need of therapy but are unable to travel to our centre.

### Outpatient Programme (OP)

The Outpatient Programme provides therapy and social interventions at our centre for clients with cerebral palsy and other physical disabilities. Therapies provided include speech and language therapy, physiotherapy and occupational therapy.

### Specialised Clinics

CPAS runs a range of specialist and medical clinics, as well as an Equipment Loan Library. Each clinic offers specialised care by allied health professionals and medical professionals.

- Audiology Clinic
- Feeding and Swallowing Clinic
- Hand Clinic and Splinting
- Seating and Posture Clinic
- Paediatric Psychological Testing Services
- Sensory Processing and Sensory Integration Clinic
- Orthopaedic Clinic
- Paediatric Neurology Clinic
- Medical and Dental Clinics

# Statistics



Over

**700** clients



**250** staff



**9,111** hours of training attended by staff



**283**  
EIPIC students

**52,240** teaching hours in intervention



**226**  
CPASS students

- 16 students graduated from CPASS in end 2019
- 5 classes in Academic Programme
- 15 classes in Functional Programme
- 18 classes in High Support Programme



**67**  
clients in DAC



**89**  
trainees in GROW



**323**  
units of tools given / loaned



**23,587**  
hours of physiotherapy



**30,644**  
hours of occupational therapy



**26,395**  
hours of speech & language therapy



**299**  
caregivers attended training



**182**  
screenings conducted by Social Work

## Client Profiles

### Gan Sun Ling

#### Lee Kuan Yew Exemplary Student Award 2019

Gan Sun Ling, CPAS School's Head Prefect in 2018, was the recipient of the Lee Kuan Yew Exemplary Student Award (LKY-ESA) 2019. She was a capable student who led the junior prefects with strength and confidence. In her graduating year, she completed various work attachments at different industries under the School-to-Work (S2W) Transition Programme, including Singapore Management University's retail shop, Chinatown Library, and AXA. Feedback received on her work performance was always positive. She also represented the School in Boccia at several national competitions.

Sun Ling was presented the LKY-ESA 2019 at the Republic Polytechnic Cultural Centre on 27 August during the Special Awards Presentation Ceremony 2019.



*Sun Ling with School Principal Mrs Koh & Senior Teacher Ms Wang Ai Ling*



*Adib and Aloysius after receiving their PSLE results*

### Muhammad Adib Tarmizi Bin Suprat and Aloysius Gan Kai Hong

#### Academic Programme PSLE Graduates

Adib and Aloysius, from the Academic Programme, performed well at the 2019 Primary School Leaving Examination (PSLE). Both boys worked hard and were eligible for the Normal Academic course in Secondary One.

They faced challenges along the way, but displayed resilience and determination in overcoming all obstacles by focusing on their ultimate goal of graduating. Adib graduated and enrolled at Westwood Secondary School, while Aloysius continued in CPAS School's Functional Senior Programme.



## Muhammad Hamizan

### Tapping on Technology for Learning Independence

Thirteen-year-old Hamizan is diagnosed with spastic quadriplegia cerebral palsy, and has limited participation in the classroom. With Assistive Technology (AT), he learned to use two ability-switches with special mounting on his seat for computer access and Grid 3 software for his communication system. This process involved prior assessment by the AT Hub team and trial of appropriate available AT devices.

Adopting the two-switch system, he can then scan through options with the switch on his right and make a selection with the left switch by using his head to activate it. AT Hub provided options for his teacher to create and customise switch-accessible teaching resources. This increased his active independent participation during lessons. He also has more control with his leisure activity (e.g. watching his favourite soccer games on YouTube). Creating of resources by integrating with other devices also helped broaden his accessibility.

While collaborating with Speech and Language Pathology (SLP) therapists, the therapists provided guidance for him to navigate his customised communication pages for usage during their therapy sessions. With continued support and practise, Hamizan will be able to achieve more milestones independently.



## Batrisyia Nurin Binte Ramdan

### Skills Upgrade for Work Opportunities

Batrisya is an active Alumni member who is always keen to learn new skills and make good use of her knowledge. She participated in the flower arrangement workshop conducted by Alumni in 2019. Some of her arrangements were sold for fundraising during the Children's Charity Association booth sales at Ngee Ann City in November 2019.

Batrisya signed up for a Digital Art and Social Media Marketing Workshop in 2020 to learn more about marketing and sales on social media. She has a great learning attitude and always strives to be better.

# New Initiatives

Conscientious delivery of fully-integrated programmes is part of the core work we do for our clients. We continue to branch out and introduce new initiatives which enhance our clients' learning experience, so they are motivated to acquire new knowledge. This builds their confidence as they can master new skills in spite of physical limitations.

## Project Vegepods - Planter Boxes

*(By CPAS School)*

Project Vegepods is a planter box initiative introduced to instil a sense of responsibility in students by teaching them on plant growth through sowing of plants and flowers. The planters were purchased and placed at the foyer outside the school hall. The planters come with a water reservoir which enables the plants to survive without watering for an extended period of time, such as during school holidays. Garden maintenance is minimal and watering is required only during the early stages of plant growth. Greens and herbs harvested were used as students' cooking ingredients during Life Skills lessons. The delicious meals were a direct result of their hard work.



*Student Yap Wei You (Eagle 7B, 2019) watering the seeds that were sown in the Vegepod*

## Early Intervention (EI) Continuum Programme

*(By Early Intervention Programme for Infants & Children)*

The EI Continuum Programme was launched by Ministry of Social and Family Development in July 2019 to move all EI centres away from the past one-size-fits-all EIPIIC model. CPAS' EIPIIC transitioned to the new programme on 1 October 2019, together with two other initiatives – EIPIIC Under-2s and Developmental Support Plus (DS-Plus).

EIPIIC Under-2s ensures that all children under two years of age, who are enrolled in EIPIIC, will receive more targeted intervention. It requires children to be accompanied by parents or caregivers, who will receive training to carry out intervention strategies at home. Such strategies embed learning opportunities throughout the child's daily life and lead to more sustainable outcomes. The child will transit to EIPIIC@Centre' at the age of two. Children who have made sufficient progress under EIPIIC@Centre can undergo intervention therapy in a preschool setting under the DS-Plus programme. EI professionals will work with the child up to twice a week, co-teaching the child alongside the teacher. This helps the child to adapt to the mainstream preschool environment, so that he / she can be equipped with adequate skills in a larger class setting.

*The standard EIPIIC Programme has been renamed EIPIIC@Centre*



*Introducing the range of recycling bins during assembly time*

## Recycling Efforts

*(By CPAS School)*

As part of the School's Character & Citizenship Education (CCE), a recycling programme for the students was introduced in 2019. This was also in line with the school's value of respecting the environment. For a start, recycling bins in different colours for a range of recyclable materials were purchased. For the students to have sufficient time to learn and adapt, one bin was introduced on the first week of each term.



Smart Home Switches



Sound Eye Devices in DAC Male Bathroom

## Smart Home Automation Initiative Under Tech Booster Grant by NCSS

(By Assistive Technology Hub)

Assistive Technology (AT) Hub collaborated with Day Activity Centre (DAC) for Project Tech Booster, a productivity initiative from the National Council of Social Service (NCSS). After the project was approved, three technologies worth S\$80,000 were installed at the Day Activity Centre (DAC), according to needs identified during an initial assessment – the Pressalit Height Adjustable Shower and Diaper Changing Bed in bathrooms and changing rooms, the Sound Eye which is a fall-detecting device in bathrooms, and Smart Home Technology and Automation for three DAC classrooms.

## Group Exercise

(By Day Activity Centre)

Facilitated by the Physiotherapy Department, group exercises were tailored for Day Activity Centre (DAC) clients according to their Gross Motor Functional Level. The purpose was to promote general well-being by improving their physical fitness, increase alertness before class, develop endurance and stability, and encourage social interactions between clients and staff members who also participated. Both clients and staff members enjoyed the quick workout before starting their day.



## Social Work x SG Enable for Caregivers Resource Guide

(By Social Work Department)

With the support and partnership of SG Enable, the Social Work Department created a Caregivers' Resource Guide, which is now part of the Enabling Guide published on the SG Enable and CPAS website. This guide contains useful information for caregivers.

The department was also selected to participate in the Principal Social Workers Seminar for CPAS Parents' Initiative and CPAS Caregivers' Resource Guide. The exhibition was postponed due to COVID-19.





## Tech Booster Pilot Funding for ELLA

*(By Psychology Department)*

The Psychology Department collaborated with the National Council of Social Service (NCSS) to pilot ELLA Humanoid Robot through the Tech Booster pilot fund. Ella presents narratives that describe social situations in detail, highlighting relevant cues and offering examples of appropriate responding. Mastery requires instruction on basic concepts, role-playing or practice, and feedback in order to help students with autism spectrum disorders (ASD) acquire appropriate communication, play, and social skills. This Humanoid robot which comes with curriculum will be piloted in both EIPIC and CPAS School.

## Assistive Hearing Technology - Roger System

*(By Speech and Language Pathology Department)*

Under the Speech and Language Pathology Department, an Assistive Hearing Technology device was tested for 19 Day Activity Centre (DAC) clients from October to November 2019. The findings of the test showed that there was better classroom participation post-installation of the device.

Day Activity Centre (DAC) clients experience challenges in hearing and processing of the spoken language, especially when noise levels increase during Physical Education or Music and Movement sessions. Hence, they are often unresponsive as they struggle to pay attention to the training officer's verbal instructions. The clients are more likely to have sensorineural hearing loss caused by the natural aging of the auditory system. To overcome these challenges, Phonak Roger Focus, an amplification system, was installed for testing with 19 clients in a classroom to provide better access to spoken language, speech from a distance, and increased understanding of speech with noise present. After an eight-week trial, clients demonstrated the following:

- Improved ability to respond to the training officer's verbal instructions
- Increased attention to tasks
- Significant improvement in understanding speech
- Better classroom participation





# Awards & Achievements



## CPAS Long Service Award

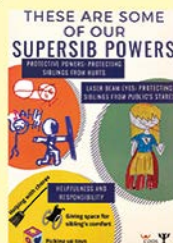
Madam Ng Ah Mui, who has cerebral palsy, was awarded the 35-years Long Service Award. She is an Instructor Aide at GROW.

## Caregiver Achievement

Mr Lim Boon Ghee, the father of our GROW trainee Faye Lim, was presented the Singapore Disability Sports Council *Caregiver of the Year Award*. He has been a dedicated ramp assistant for his daughter during Boccia activities since 2015. Both of them attend training sessions diligently, with Mr Lim supporting her by watching competition videos together to discuss strategy on improving her progress. The last competition both participated in was the Asian Para Games 2018 where they won a silver medal in the pair category and made Singapore proud.

## NCSS Research Grant

The Psychology Department was awarded a two-year research grant from NCSS to investigate the experiences of a "SuperSib" in CPAS. It explored the perceptions, thoughts, and assumptions of a neurotypical child who has a sibling studying in CPAS. After the first year of study, the team was invited to give a presentation at the Asian Conference on Psychology & The Behavioural Sciences (ACP2020) held virtually in March 2020.



## Open Employment (Alumni)

Alumni Priscilla Kew and Lim Ai Li were successfully employed by My Beauty Story LLP as administrative assistants.

Juni Syaafiq Bte Jumat has been employed as part-time Admin Assistant at CPAS to provide general support in the I.T. department since February 2020.



## Events



### CPAS Charity Dinner 2019

Our fourth annual Charity Dinner was held on 3 August 2019 at Marina Bay Sands. Mr Sam Tan (Former Minister of State for the Ministry of Foreign Affairs and Ministry of Social and Family Development) was Guest-of-Honour. We are grateful to our generous sponsors and donors. We raised over S\$280,000 at the event.



### Stepتمبر Fundraising Campaign 2019

STEPTEMBER is a health and wellness initiative designed to improve fitness and raise funds. It aims to bring about positive impact on the lives of people living with cerebral palsy. The campaign was first launched in 2015 and in the fifth and final installation last year, Senior Minister Teo Chee Hean joined us. We are appreciative to our donors and sponsors for their generosity and support in raising over S\$120,000 to fund essential programmes and services for our clients.



### World Cerebral Palsy Day 2019

In conjunction with World Cerebral Palsy Day on 6 October, we started a #StandWithSuzy: The Girl with Cerebral Palsy campaign which ran from 4 to 31 October 2019. A video rekindling memories of Suzy was also launched during the CPAS World Cerebral Palsy Day celebrations graced by Mr Desmond Choo, Member of Parliament and North East District Mayor. CPAS called on members of the public to help raise awareness of cerebral palsy by reminiscing their childhood memories of Suzy and taking a photo of themselves holding their favourite soft toy, pet, or "chou chou", just like Suzy with her teddy bear, to share on social media and tag CPAS. Participants were encouraged to ask two friends to do the same and spread the word about Suzy and our cause!



### World Play Day 2019

Every year, we organise an event to celebrate World Play Day. On 4 May 2019, we were joined by residents from the North East District to commemorate World Play Day with an exciting day at PAssion WaVe in Pasir Ris. The event was made possible by co-organisers and sponsors from People's Association, National Council of Social Service, North East Community Development Council, Pasir Ris Elias Community Club, and Johnson Controls. Mr Desmond Choo, Mayor of North East District, also joined in the event. This year, the activities are adapted to enable children to join in the fun, whereby children of all abilities can play and learn from one another. There were activities like sensory play, face painting, kayaking, music and movement activities. Through this event, it emphasised the importance of diversity and social inclusivity. Our clients and their families enjoyed themselves at the event!



# Future Plans

Our clients try their best at learning and growing every day. Despite challenges which stem from their health conditions or imposed by society, they persevere and work hard to achieve their goals. Our mission is to empower and guide them along the way. We do so by being forward-thinking in our methodology and practices, as we aspire to provide only the best services for them.

## School-to-Work (S2W) Transition Programme

As part of the School-to-Work (S2W) Transition Programme, CPAS School (CPASS) will work with DKSH-Smollan Field Marketing Pte Ltd to set up a long-term collaboration for students to have work attachment and gain employment as a field marketer at DKSH-Smollan. Plans for DSKH-Smollan have been put on hold for the time being due to COVID-19.

CPASS will also be exploring possible employment opportunities in the I.T. industry by engaging with more partners to provide students with I.T. related work attachments, such as the use of digital art to create posters or flyers for advertisements. Class Eagle 8A designed a flyer for one of our industry partners, MyNoNNA's, in March 2020. The S2W team will also work closely with CPAS GROW to explore I.T. related tasks for graduates employed at GROW.

The S2W team will be collaborating with the Psychology Department to conduct vocational assessments for Functional Senior students, starting with our 14-year-old students at the end of Term 4 in 2020. Reassessments will be scheduled every two years to capture students' vocational preferences and interests from age 14 to 18 years old. Data collected will also be used in planning future work attachments for the students and to prepare them mentally and emotionally for work.

## Building Attachment and Regulating Emotions Clinic

The Psychology Department will be setting up the Building Attachment and Regulating Emotions Clinic, primarily to consult and provide intensive psychotherapy for children and families who have gone through adverse childhood experiences / attachment difficulties from a systemic perspective. The team is also adopting the Sensory Motor Arousal Regulation Therapy, a framework for children and adolescents who are experiencing acute stress reaction.

The department will also be supporting the School-to-Work programme for graduating students. Psychologists will be conducting assessments to produce an individualised work profile, psycho-educate students on working experience / environment and social skills, as well as provide emotional support when they are on-site.

## Advancing Technology for Clients

The Physiotherapy Department is focused on ensuring that clients have access to technology which will facilitate their progress during therapy sessions. They introduced two devices:

- **Motek CMill VR+**

The Motek is an advanced treadmill for training gait and balance using augmented virtual reality. The department will be using the Community Silver Trust (CST) to purchase this.

- **Alter-G and DST Pro**

The Alter-G® Anti-Gravity Treadmill™ and DST Pro (S\$115,000) successfully completed its pilot phase whereby 15 clients participated and successfully walked 600 meters in under 20 minutes. This project is now in its full implementation phase from August 2020 to January 2021.







## Training and Research Development

Besides continuing to support the Trans-Disciplinary Approach for School, EIPIC, and DAC, the Occupational Therapy (OT) department has started looking into training team members with more evidence-based practices e.g. posture management training, and Handwriting Without Tears.

There are plans for our staff members to be appointed as an associate or adjunct faculty at Singapore Institute of Technology (SIT). The opportunity to supervise OT students on-site, will help CPAS recruit promising graduates.

There are plans for a certified principal investigator to start research work under the guidance of the Agency for Integrated Care. The department will also be working closely with AT Hub and EIPIC for new projects – the AT Hub Independent Living Center, EIPIC Early Intervention (EI) Continuum Programme.

## Growth and Learning for Work Opportunities

GROW Management saw Information Technology (I.T.) work as a bridge to overcome constraints when finding a job. With funds donated by PowerSeraya, I.T. Training Stations were set up. The three desktop computers with adaptive technology devices, printer, and scanner, will allow our trainees to upgrade their I.T. skills and increase their chances of employment.

GROW trainees are able to do simple, manual tasks such as packing, sorting, and labelling. However, there are limited Singapore-based manufacturing companies which provide opportunities for persons with disabilities. This adds to the challenges they encounter when applying for jobs.

In the next financial year, the department will focus their efforts on new skills and projects to generate more revenue to increase trainees' allowance. We will also focus on working with partners to generate more job opportunities, in areas such as:

- I.T. Training
- Growing vegetables
- Catering of refreshments to surrounding grassroots organisations and companies
- Selling new items at our Orange Café e.g. ice cream and popcorn



# Summarised Financial Statements

## - CPAS

### Statement of Financial Position

For year ended 31<sup>st</sup> March 2020

	<b>FY19/20</b>	<b>FY18/19</b>
	<b>S\$</b>	<b>S\$</b>
<b>Assets</b>		
Non-Current Assets	12,334,233	8,070,949
Current Assets	18,329,627	17,678,725
	<b>30,663,860</b>	<b>25,749,674</b>
<b>Liabilities and Funds</b>		
Current Liabilities	3,091,641	1,341,839
Deferred Capital Donation & Lease Liabilities	11,389,842	8,034,156
Funds	16,182,377	16,373,679
	<b>30,663,860</b>	<b>25,749,674</b>

### Statement of Comprehensive Income

For year ended 31<sup>st</sup> March 2020

	<b>Total</b>	<b>Total</b>
	<b>S\$</b>	<b>S\$</b>
<b>Income</b>		
Government Grants	8,005,149	6,684,557
Specific Donations	663,723	1,208,592
General Donations	544,501	334,111
Programmes / Therapy Treatment Fees	581,669	719,841
Others	4,237,915	3,872,389
TOL Fee	825,971	825,972
	<b>14,858,928</b>	<b>13,645,462</b>
<b>Expenditure</b>		
Manpower	9,114,919	8,299,073
General & Administrative Cost	1,217,828	1,186,624
Upkeep and Utilities	390,602	371,367
Utilisation of Specific Fund	2,725,681	1,737,659
TOL Fee	-	825,972
Interest Expense & Depreciation (ROU Asset)	863,014	-
Others	738,186	801,485
<b>Total Expenditure</b>	<b>15,050,230</b>	<b>13,222,180</b>
<b>Surplus / (Loss)</b>	<b>(191,302)</b>	<b>423,282</b>

For our full annual report and financial statements for FY2019/2020, please visit our website at [www.cpas.org.sg](http://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 clients

# Summarised Financial Statements

## - CPAS School

### Statement of Financial Position

For year ended 31<sup>st</sup> March 2020

	<b>FY19/20</b>	<b>FY18/19</b>
	<b>S\$</b>	<b>S\$</b>
<b>Assets</b>		
Non-Current Assets	890,755	889,288
Current Assets	4,605,882	4,091,185
	<b>5,496,637</b>	<b>4,980,473</b>
<b>Liabilities and Funds</b>		
Current Liabilities	1,069,897	755,833
Deferred Capital Donation	473,433	552,389
Funds	3,953,307	3,672,251
	<b>5,496,637</b>	<b>4,980,473</b>

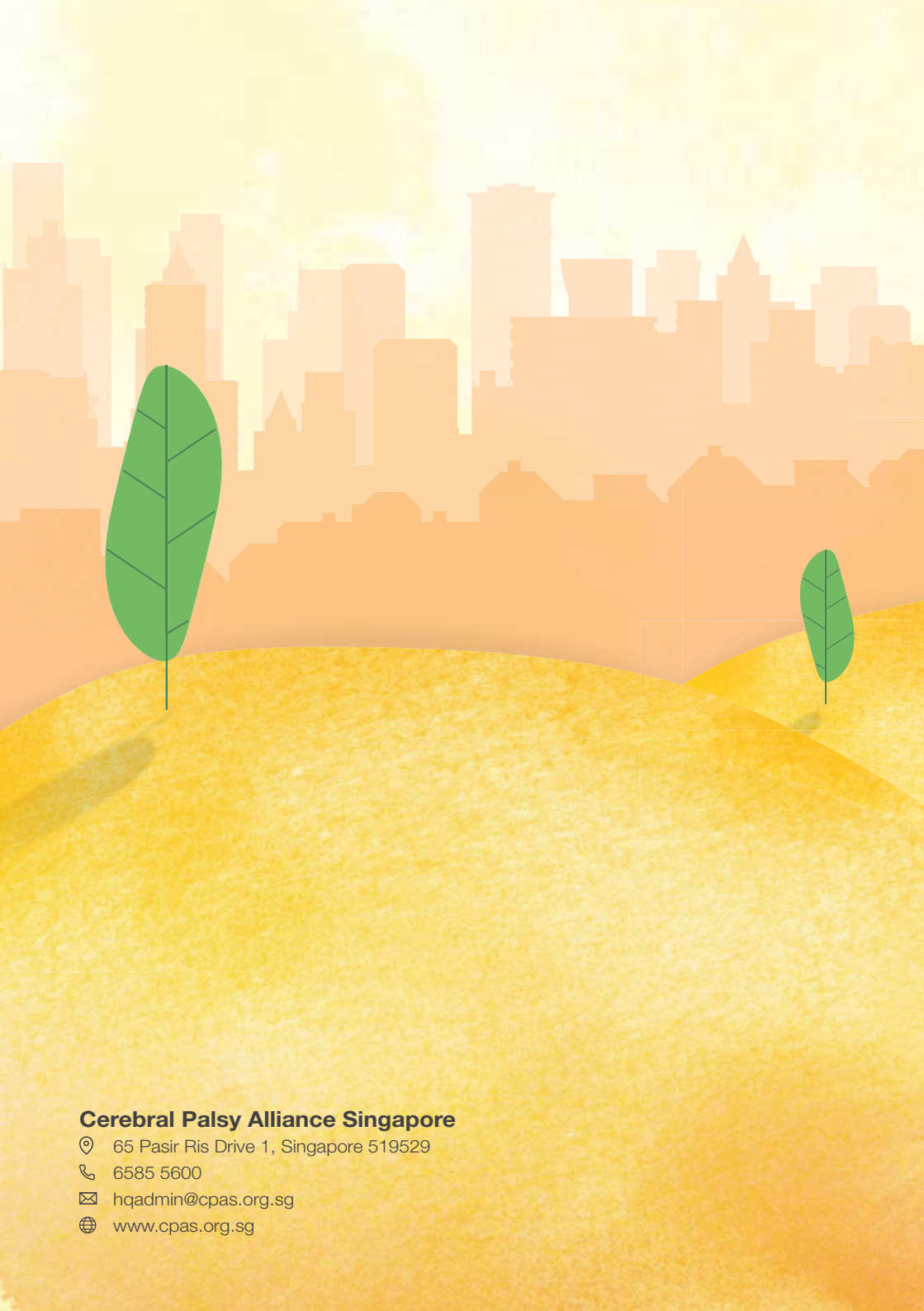
### Statement of Comprehensive Income

For year ended 31<sup>st</sup> March 2020

	<b>Total</b>	<b>Total</b>
	<b>S\$</b>	<b>S\$</b>
<b>Income</b>		
Government Grants	7,855,097	7,034,169
Specific Donations	185,666	23,292
General Donations	71,239	10,265
Programmes Fees	100,601	76,065
Others	139,184	127,978
TOL Fee	668,553	676,041
	<b>9,020,340</b>	<b>7,947,810</b>
<b>Expenditure</b>		
Manpower	4,453,856	3,919,218
General & Administrative Cost	2,032,382	1,944,824
Upkeep and Utilities	219,532	229,013
Utilisation of Specific Fund	1,179,594	920,628
TOL Fee	668,553	676,041
Others	185,367	150,929
<b>Total Expenditure</b>	<b>8,739,284</b>	<b>7,840,653</b>
<b>Surplus / (Loss)</b>	<b>281,056</b>	<b>107,157</b>

For our full annual report and financial statements for FY2019/2020, please visit our website at [www.cpas.org.sg](http://www.cpas.org.sg)

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## **Cerebral Palsy Alliance Singapore**

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