



# Annual Report

FINANCIAL YEAR  
**2020/21**

## 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>	Chairperson's Message	<b>10 - 11</b>	Client Profiles
<b>3</b>	Executive Director's Message	<b>12 - 15</b>	New Initiatives
<b>4</b>	Board Members	<b>16</b>	Awards and Achievements
<b>5</b>	Management Team	<b>17</b>	Events
<b>6</b>	Our Programmes	<b>18</b>	Learning, Development and Consultancy (LDC)
<b>7 - 8</b>	Our Services	<b>19</b>	Future Plans
<b>9</b>	Statistics Snapshot	<b>20 - 21</b>	Summarised Financial Statements

## CHAIRPERSON'S MESSAGE

In my first year as chairperson for the executive board at CPAS, it had certainly been a difficult one as we tackled the challenges and uncertainties brought about by the Covid-19 pandemic. Our management and staff had rallied together, more so than ever, to find new ways to collaborate, and continue our service provision with minimal disruptions. I thank them for their resilient and united efforts.

### TECHNOLOGY ENABLING LIVES

Cerebral palsy is a neurological condition that affects a person's muscle control and mobility. As a complex condition, many of our clients also require additional support in areas of activities of daily living, learning and play.

We are pleased to share that with corporate and government support, we were able to make significant progress in acquiring new therapy equipment to aid our therapists in evidence-based interventions. For instance, CPAS is the first social service agency in Singapore to use the Motek C-MILL VR+, an advanced treadmill with Augmented Virtual Reality in our Physiotherapy department.

Existing facilities were also refurbished or repurposed to install smart home and living technologies. The CPAS Assistive Technology (AT) Hub launched the Independent Living Skills Centre fitted with new equipment and technologies, such as accessible kitchen and bathroom. The CPAS School (CPASS) and Day Activity Centre (DAC) for adults were also fitted with similar technologies.

Assistive and Alternative Communication (AAC) devices and Applications continue to play an instrumental role in helping our non-verbal clients overcome limitations in speech. Through donations from corporates and the public, we were able to empower our clients to participate actively in lessons.

### REACHING OUT TO THE COMMUNITY

While physical engagements and events may have evolved, we remain firm in our mission to create awareness of cerebral palsy and multiple disabilities, and advocating for equal opportunities for all persons with the condition.

The Covid-19 pandemic has badly affected many of our corporate donors, who scaled down corporate social responsibility (CSR) efforts. In response, CPAS utilised digital platforms to rally support from the wider community.



Multiple digital fundraising campaigns were launched over the year, and our annual physical charity dinner was instead, livestreamed while donors enjoyed meals that were delivered to their homes. Another important annual event for CPAS is World Cerebral Palsy Month in October. Through this event, we sought to partner the community in advocacy and fundraising initiatives. The event was converted to a hybrid online/offline project with staff, community partners, individual donors and corporates stepping forward to participate.

We are heartened by the support of Singaporeans during this challenging period.

The battle against the Covid-19 pandemic is long drawn, but we continue to seek the support of the community in our efforts. Thank you for joining us to empower children and adults with cerebral palsy and multiple disabilities to lead fulfilled, dignified lives.

**DR JANICE WONG**  
Chairperson



## EXECUTIVE DIRECTOR'S MESSAGE

CPAS enters our 64<sup>th</sup> year since our founding and we have grown year-on-year in improving the lives of over 700 children and adults with cerebral palsy and multiple disabilities.

### EXPLORING NEW WAYS TO LEARN, LIVE AND PLAY

The ever-changing Covid-19 situation in the past year, meant that our programmes and services had to constantly explore alternative ways to continue lessons and therapy with minimal disruptions. Our teachers and interventionists supported the transition to Home-Based Learning, which required precise planning and co-ordination to ensure students can continue their learning at home.

We are constantly planning for home-based support to bring our services to the homes of those who may not be able to come to the centre for medical reasons. For instance, our Early Intervention Programme for Infants and Children (EIPIC) piloted a home-based programme for Trans-D for children with moderate to severe disabilities that do not meet placement criteria for our programmes.

With the uncertainty of the Covid-19 pandemic, we are exploring plans to reach out to clients at their homes through projects such as the Assistive Technology (AT) @ Home project – a 3-year project started in May 2020 to loan the use of AT devices in the homes of selected clients. More of such plans are in discussion.

### CONTINUED ENGAGEMENT AND SUPPORT FOR CAREGIVERS

Our caregivers play an integral role in complementing our intervention and therapy. We understand the stress they face from their caregiving role. To build a strong support circle with other parents, CPAS Social Work Department strengthened efforts to continually engage our caregivers. The Parent's room was also revamped to make it a conducive space for Parent Support activities. The CPAS Parent Support also runs regular activities virtually to keep caregivers engaged and will continue to do so.

Complementing these efforts, our CPAS Psychology Department also launched a new service targeted at families under CPAS School (CPASS). The service aims to provide families with psycho-education to help families cope with attachment-related concerns and foster bonds with their caregivers.



### STUDENT AND STAFF ACHIEVEMENTS

The achievements of our clients serve as a testament of the efforts that our dedicated and committed team has put in at CPAS. Our CPASS student, Muhammad Firhad Bin Azhar was the proud recipient of the Lee Kuan Yew Exemplary Student Award 2020. His active involvement and leadership in school puts him as a role model for his peers. Our Allied Health Professionals (AHPs) are also distinguished in their respective fields with many of them appointed to advisory role and/or are involved in research roles.

As we continue our efforts to improve our programmes and services, we hope that the community will continue to stand by us. Be a part, not apart. Stay safe and thank you.

**MS. LATHA KUTTY**  
Executive Director

## BOARD MEMBERS



### 1 DR JANICE WONG

#### Chairperson

School Management Committee (Chairperson & Supervisor)  
Nomination Subcommittee (Chairperson)  
Staff Subcommittee (Member)

### 2 MS TAN YEE DENG

#### Vice-Chairperson

Staff Subcommittee (Chairperson)  
Fundraising Subcommittee (Member)  
The Singapore Children's Charities Association of Singapore (CCA) Representative

### 3 DR SATYAKI SENGUPTA

#### Honorary Secretary

Nomination Subcommittee (Member)  
School Management Committee (Member)  
Programmes Subcommittee (Member)

### 4 HJ SALLIM BIN ABDUL KADIR, JP, BBM, PBM

#### Honorary Treasurer

Finance-Investment Subcommittee (Chairman)  
School Management Committee (Honorary Treasurer)  
Audit Subcommittee (Member)  
Staff Subcommittee (Member)

### 5 MR MERVYN SIRISENA, PBM

#### Assistant Honorary Secretary

Fundraising Subcommittee (Chairman)  
Nomination Subcommittee (Member)  
The Children's Charities Association of Singapore (CCA) Representative

### 6 MS YVONNE CHAN

#### Assistant Honorary Treasurer

Finance-Investment Subcommittee (Member)  
Staff Subcommittee (Member)

### 7 ASSOCIATE PROFESSOR ONG HIAN TAT

#### Member

Programmes Subcommittee (Chairman)  
Nomination Subcommittee (Member)

### 8 MS FOO SIEW FONG, PBM

#### Member

Audit Subcommittee (Member)  
Staff Subcommittee (Member)

### 9 MS KOH KOK LOO

#### Member

Audit Subcommittee (Chairperson)  
Finance-Investment Subcommittee (Member)

### 10 DR YOONG SIEW LEE

#### Member

Audit Subcommittee (Member)  
Fundraising Subcommittee (Member)  
Programmes Subcommittee (Member)

### 11 MR REMY CHOO

#### Member

Programmes Subcommittee (Member)  
School Management Committee (Member)

### 12 MS MERLISSA ELVIN

#### Member

Fundraising Subcommittee (Member)

### 13 DR BICKY BHANGU

#### Co-opted Member

Programmes Subcommittee (Member)

### 14 ASSOCIATE PROFESSOR KEVIN LIM, BBM, PBM

#### Emeritus Chairman & Honorary Advisor

School Management Committee (Member)

## MANAGEMENT TEAM



**1 MS LATHA KUTTY**

Executive Director

**2 MS CATHERINE WEE**

Advocacy & Marketing Manager

**3 MS NICKIE ANG**

Finance Manager

**4 MS FOO MUI LENG**

Human Resources and Learning,  
Development and Consultancy Manager

**5 MS CATHRYN ANG**

EIPIC Principal

**6 MRS KOH-LIM AI LAY**

School Principal

**7 MS BETTY TSE**

DAC Manager (Adult Services)

**8 MS MANJU MOHTA**

Head of Assistive Technology Hub

**9 MS PAMPI GHOSH**

Head of Occupational Therapy Department

**10 MR D. SENTHIL KUMAR**

Head of Physiotherapy Department

**11 MR PARANDAMAN S/O THECHANAMURTHI**

Head of Psychology Department

**12 MS SHELLY LOH**

Head of Social Work Department

**13 MS SUNITHA SENDHILNATHAN**

Head of Speech & Language Pathology Department

## 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 aims 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.



### 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 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.



### 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.





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

# STATISTICS SNAPSHOT



OVER **700** CLIENTS



**277** STAFF



**13,274** HOURS OF TRAINING ATTENDED BY STAFF



**228** EIPIC STUDENTS  
**79** STUDENTS GRADUATED FROM EIPIC IN END 2020



**232** CPASS STUDENTS  
**16** STUDENTS GRADUATED FROM CPASS IN END 2020

- 5 CLASSES IN ACADEMIC PROGRAMME
- 15 CLASSES IN FUNCTIONAL PROGRAMME
- 18 CLASSES IN HIGH SUPPORT PROGRAMME



**64** CLIENTS IN DAC



**94** TRAINEES IN GROW



**26,680** HOURS OF PHYSIOTHERAPY



**34,181** HOURS OF OCCUPATIONAL THERAPY



**25,241** HOURS OF SPEECH & LANGUAGE THERAPY



**166** SCREENINGS CONDUCTED BY SOCIAL WORK

## CLIENT PROFILES



**Ong Jia Ci Annabelle**

### Gaining Independent Mobility in Her Motorised Wheelchair

Annabelle is a 13-year-old girl from CPAS School (CPASS) diagnosed with dystonic cerebral palsy. This form of cerebral palsy presents with involuntary movements, and she faces challenges in transfers and mobility.

Previously, Annabelle mainly relied on her teachers or classmates to help push her around on a manual wheelchair in school. However, she greatly values independence and hopes to be able to move around by herself without requiring any help from others.

Since 2018, Annabelle has been receiving training from a CPAS Occupational Therapist on basic safety and manoeuvring skills in a motorised wheelchair. In 2020, Annabelle took part in a five-month intervention programme as part of a research study by the Occupational Therapy Department. Since then, Annabelle has gained confidence and proficiency in the use of a motorised wheelchair within the school compound. With the support from donors, Annabelle's wish to own a motorised wheelchair came true in 2021! She is now able to use her motorised wheelchair in extended community settings such as nearby malls to purchase food with supervision.

Annabelle's motivation and resilience is admirable. In honing her motorised wheelchair skills, she is taking little steps towards increasing her everyday independence.



GROW Artists (From left to right):

**Ang Wei Lun, Zoe Wang Shi Min, Minah Binte Mohd**

### Reaching Out to the Community Through Art

The Goodwill, Rehabilitation, and Occupational Workshop (GROW) art programme enables trainees like Wei Lun, Minah and Zoe to explore their interest in art.

In their weekly art sessions under the guidance of an art instructor, a variety of artwork and paintings of different themes are produced. Corporate and community partnerships provide these artists with an avenue to reach out to members of the public.



Three artworks by GROW artists were selected to be printed on the National Day Parade (NDP) 2020 Fun Packs that were distributed to all Singapore Households. GROW also retails lifestyle merchandises such as towels, notebooks and namecard holders that are printed using selected artwork from the artists. These and more are available on the e-commerce platform Shopee.



**Tay Sen He Samuel & Ng Pei Feng**

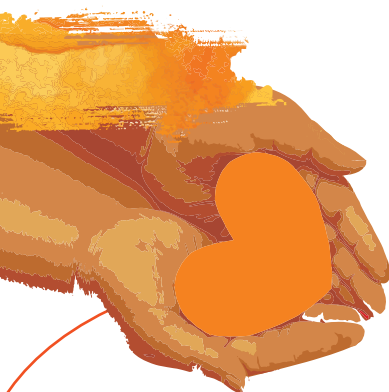
## **Augmentative And Alternative Communication (AAC) Empowering Non-verbal Clients**

What used to be a quiet and non-responsive class session, is now full of life and laughter as clients Samuel and Pei Feng from CPAS Day Activity Centre can now participate and respond to questions by the training officers. This is made possible due to AAC such as Proloquo2go, Voiceit and GoTalk that were introduced to non-verbal clients.

Samuel is now able to utilise his iPad, installed with Proloquo2go by CPAS speech therapists to request for a change of diapers, communicate what he wants, or reply to a question. With AAC, his shouting and restlessness have improved tremendously.

After months of training with the speech therapist, Pei Feng who was only able to mumble incoherent words, can now utilise Proloquo2go to make orders at the CPAS Orange Garden Café and answer questions during lesson time.

AAC devices and the tireless efforts of our Training Officers and Speech Therapists at CPAS have empowered our non-verbal clients, giving them an opportunity to be heard.



## NEW INITIATIVES

### Pilot of Home-Based Programme for Trans-D

Under the umbrella of the Early Intervention (EI) Continuum Programme, CPAS Early Intervention Programme for Infants and Children (EIPIC) embarked on a home-based programme with three families from August to November 2020. The home-based programme is targeted at children with moderate to severe disabilities aged between 24 months to 6 years old, who do not meet placement criteria for other EI Continuum sub-programmes or are medically too frail to travel to our centre.

Trans-D team members that included therapists and Early Interventionists took turns to visit the families once a month to conduct therapy sessions and empower caregivers in learning strategies to help their child practise these skills at home.

Some of the smart home devices installed include voice command features to control electrical appliances, smart doorbell, smart TV, smart switches, and sensor taps. The upgrades create a more conducive space for the teaching and learning of daily living skills such as food preparation, to cater to our students with different physical needs. The rooms are also designed to showcase the features to caregivers who may be keen to incorporate such Smart Home Technology in their living spaces for their children with special needs.



### Launch of StudioIT!

CPASS renovated the existing computer lab and launched StudioIT! StudioIT! is fitted with a green screen and serves as a training studio for our students and teachers in the areas of Digital Media Design and Video Post-production. An inaugural training session on iMovie was conducted in collaboration with our partner Apple Inc. for 30 teachers to equip them with skills to create simple lesson videos that can be used in classroom teaching.

### Expansion of Goodwill, Rehabilitation and Occupational Workshop (GROW) – One-stop Training and Office Solutions Digital Hub

The GROW – One-stop Training and Office Solutions Digital Hub was set up to equip selected trainees from the sheltered workshop with digital literacy skills. Shifting from traditional manual sub-contract projects, the GROW Digital Hub is intended to improve open employment opportunities for our adult trainees.

### Installation of Smart Home Technology and Living in CPAS School (CPASS)

With funding support from the Ministry of Education (MOE) Curriculum Enhancement Fund, the CPASS Life Skills Rooms 1 and 2 underwent an upgrade for Smart Home Technology and Living. The Smart Home System installation allows students with disabilities to experience autonomy and independent living.

With continued support from various corporates and funding from the President's Challenge 2021, GROW has expanded the scope of services provided under the hub. In the past year, trainees were involved in basic designing of posters, festive lanterns and production of simple handicraft items.





### Volunteer Befriender Programme and Digital Art Workshop for Alumni Members

The CPAS Connect Programme continues to support the needs of our alumni members and engage them socially through several new initiatives.

A pilot monthly virtual befriender programme was launched in partnership with HeartWare Network youth volunteers. The programme is targeted at homebound alumni members with moderate to severe disabilities and designed to support the National Council of Social Service (NCSS) Beyond Boundaries Club initiative. The initiative aims to reduce social isolation and improve social integration of this group of clients through regular programmes and activities.

Several Alumni members also completed a Digital Art Workshop Programme that equipped them with basic design skills. Their unique designs were printed on mugs, masks and tote bags, which contributed to fundraising efforts for the programme's activities. Our Alumni Neo Kah Whye and Juni Syafiqqa, who were amongst the first batch who completed the workshop, will be instructors to teach their peers in the future runs of the Digital Art Workshop Programme.



### Project Engage

Our Day Activity Centre (DAC) has been conducting gross motor lessons and music and movement sessions for our adult clients with moderate to severe disabilities. Commenced in November 2020, DAC started Project Engage, which is modelled after the concept of Co-Curricular Activities. Under the project, clients are able to select from activities such as cooking, sensory play, music & dance, art & craft and Boccia – a precision ball sport game played by persons with physical disabilities. Other skills-based activities such as I.T. training and pre-vocational training are also conducted to identify potential clients that may be transferred to a sheltered workshop.



### Tech Booster Funding – Smart Home Technology Installation for Day Activity Centre (DAC)

Technology can help our clients achieve independence by removing environmental barriers or helping to ensure safety. DAC received support from NCSS Tech Booster funding to install the following smart home technology in our facilities.

- Home-a-Genius in 3 classrooms - Using their voice and software installed in an iPad, clients are able to switch on/off the lights and fan, pull up/down projector and open/close the door independently.



### Voiceitt Application Pilot Project

The Speech & Language Pathology department worked with Voiceitt on a pilot trial between October 2020 to February 2021. Voiceitt is a new speech recognition application which supports individuals with speech difficulties in their daily routines in addition to the current Augmentative and Alternative Communication (AAC) devices.



### Building Bonds - Launch of Therapeutic Service for Special Education (SPED) Programme Families

The CPAS Psychology Department launched a new service for families under the SPED programme. Through psycho-education and adapting evidence-based intervention such as circle of security parenting, the service seeks to assist these families who have experienced existential as well as attachment-related concerns.



### New Independent Living Skills Centre

The CPAS Assistive Technology (AT) Hub revamped the existing life skills room to launch the Independent Living Skills Centre with support from Marina Bay Sands and Credit Suisse.

Fitted with new equipment and technologies to assist clients with activities of daily living, the centre will serve as a training facility for clients to learn independent living skills. Some of the technologies put in place include a height-adjustable wardrobe, easy-transfer bed, door automations with different switches, smart home integration with voice assistant and advanced technologies for accessibility and environmental control.



### School-to-Work (S2W) - Clinical Service for SPED Students

Utilising coaching on emotional regulation and social skills, the new clinical service led by CPAS Psychology Department was conceptualised to provide psychological support for SPED students who face challenges with transitioning from a school environment to a workplace. The team also assesses students and provides evidence-based recommendations on suitable job placements.

## Continued Engagement and Support for Caregivers

The Assisted Deputyship Application Programme (ADAP) helps caregivers apply to be deputies for their loved ones without mental capacity so that they can make legal decisions for them.

A webinar was conducted to facilitate the sharing of a caregiver's journey to becoming deputies for their adult child, and their experience in filing a Simplified Track Mental Capacity Act application using the Integrated Family Application Management System (iFAMS).

Moving forward, the iFAMS programme will be a new collaborative initiative with SMU Yong Pung How School of Law and CPAS Social Work, which will be rolled out for families in 2021.



## Back to Basics (B2B) Project – Technology Adoption Project

The B2B project's key objective is to increase the productivity of our therapy intervention through process review, job-redesign, and adoption of technology. The full implementation phase of the project was completed in May 2021, with the use of Alter-G Anti-Gravity Treadmill and DST Pro equipment. Several planned outcomes were achieved, which include an increase in therapy intervention hours with more time for direct client tasks. Therapy effectiveness has also improved as the Alter-G enables clients to walk longer distances and at a faster speed over the implementation phase.



## Motek C-MILL VR+

The Physiotherapy Department (PT) procured the Motek C-MILL VR+, an advanced treadmill for training gait and balance using Augmented Virtual Reality. The treadmill was funded using the Community Silver Trust (CST) Fund. CPAS is the first Social Service Agency in Singapore to integrate this technology in our rehabilitation process.

## AWARDS AND ACHIEVEMENTS

### Lee Kuan Yew Exemplary Student Award (LKY-ESA)

Muhammad Firhad Bin Azhar of CPAS School (CPASS) class Eagle 20A, is the recipient of the LKY-ESA 2020. The award honours students who have risen above challenges to motivate and inspire their peers. As a school prefect, Firhad has been involved in various activities and represented CPASS in external events. He is a good role model and demonstrates care and concern for his classmates, peers and teachers. We congratulate Firhad for receiving this well-deserved award.



### School-to-work Programme

Three students from CPASS Eagle 20A were shortlisted for placements under the School-to-Work Programme. Thomas Ng Thiam Hock was proposed for Project-Internship (PIN), Linus Chong Zai Ping was proposed for Further Training (FT), and Muhammad Firhad Bin Azhar was proposed for Supported/Customised Employment (SECE). CPAS wishes our graduates every success in their post-school endeavours.



### MOE-NCSS Outstanding Special Education Teacher Award

CPAS School Teacher, Ms. Debbie Chan was awarded the MOE-NCSS Outstanding Special Education Teacher Award in 2020, in recognition of her outstanding contributions in educating students with special needs.



### MOE Masters Scholarship in Special Education (Overseas Award)

CPAS School Teacher, Ms. Gena Tan was awarded the MOE Masters Scholarship in Special Education (Overseas Award). The prestigious scholarship is awarded to Special Education (SPED) school teachers who wish to enhance their professional expertise and contribute to the development of special education in Singapore.



### Allied Health Professionals (AHP) Professional Involvement

CPAS is staffed with a team of AHP who contribute their expertise and time in their respective professional fields in research and key appointments.

- Ms. Pampi Ghosh, Head of Occupational Therapy has been appointed as a member of the Social Service SkillsFuture Tripartite Taskforce Therapy Sub-team under the Ministry of Social and Family Development (MSF) representing the CPAS AHP Team.
- Ms. Sunitha Sendhilnathan, Head of Speech and Language Pathology (SLP) has been appointed as member by Allied Health Professions Committee to review and audit the National University of Singapore Masters in SLP programme.
- Ms. Siti Juliana, Deputy Head of Occupational Therapy has been appointed as the Principal Investigator for her research "Impact of Driving Powered Mobility on Performance in Everyday Activities and Well-Being". The research proposal is endorsed by Agency for Integrated Care Institutional Review Board.

### Long Service Award 2020

In 2020, 35 CPAS Staff members received Long Service Award, including 3 staff members who received the 20-year or 25-year awards. CPAS thanks them for their dedicated service.



## EVENTS



### CPAS Charity Livestream 2020

The annual CPAS Charity Dinner was converted to a charity livestream event. The event was aptly titled "Play Your Part" where donors were asked to play their part by contributing through various segments such as a silent auction and live pledging moment.

Meal Packages from our F&B Partners were also delivered to our donors who could dine in and watch the show which was streamed live through our Facebook page. We would like to thank our donors and supporters who helped raise over S\$220,000 for the event. Donations from the event would also qualify for a dollar-for-dollar matching under Tote Board's Enhanced Fundraising Programme (EFR), subject to a cap of S\$250,000.

### Covid-19 Digital Fundraising Appeal #StandWithSuzy

With uncertainty brought about by the circuit breaker measures, CPAS launched a digital fundraising appeal fronted by CPAS's donation ambassador, Suzy.

The campaign called for support from donors to "Don't Forget Us Too" as donors overlooked charities like CPAS, which seemed less affected by Covid-19. The campaign ran for around 3 months and raised close to S\$40,000. We are grateful to donors who contributed to our appeal.



### Spare Your Change for Suzy 2020 Commemorating World Cerebral Palsy Month

As the leading social service agency assisting persons with the condition, CPAS dedicated the entire month of October 2020 as World Cerebral Palsy Month. The Spare Your Change for Suzy campaign was held from 1 August 2020 – 31 October 2020 to encourage donors to spare their loose change for Suzy, the donation ambassador of CPAS.

Through various online and offline initiatives by corporates, community partners and CPAS staff, we were able to raise over S\$290,000. This was truly a campaign where every dollar mattered, even loose change. We would like to acknowledge all participants, donors and our corporate matching partner, St. James's Wealth Management for matching S\$50,000 of all donations on the digital fundraising campaigns.



# LEARNING, DEVELOPMENT AND CONSULTANCY (LDC)



**27**  
PLANNED  
TRAININGS IN 2020



**16**  
COMPLETED  
TRAININGS



**330**  
PARTICIPANTS  
TRAINED



**98% - 100%**  
COURSE OBJECTIVES  
MET DURING TRAINING  
EVALUATION FEEDBACK

## Completed Training Topics

- Music Strategies and Basic Ukulele Skills in Supporting Learning in the Special Ed Classroom
- Online Routine Based Interview (RBI)
- Introductory to Art Therapy, Online Workshop for People Working with People with Special Needs
- Activity Therapy, Online Workshop for Understanding and Using Activities in Therapy for People with Special Needs
- Toilet Training For Children With Special Needs (Online)
- Basic First Aid with CPR and AED
- Facilitating Language Communication Skills in Children with Developmental Delays (New Course)
- Strategies in Training Persons with Physical Disabilities to Perform Basic ADL – Feeding, Dressing and Grooming
- Introduction to Trans-Disciplinary Practices in Special Education (Online Trans D)
- Communication Using AAC: Basic Theory
- Online Constrained Induced Movement Therapy (CIMT)
- Sensory Motor Arousal Regulation Treatment (Online SMART)
- Child First Aid
- Assistive Technology for CP – 2nd Run
- Brain Gym (for School and GROW Departments)
- Basic First Aid with CPR and AED (for DAC only)



From left to right: Brain Gym conducted on 1 December 2020, Taking MAT AX to the Next Level – How to Implement the Best Seating and Mobility Equipment for your Clients on 19 March 2021 and Caregivers Training on Strategies in Training Persons with Physical Disabilities to Perform Basic Activities of Daily Living – Feeding, Dressing and Grooming on 25 September 2020

As LDC progressively takes steps to be the Centre of Excellence for Go-To-Centre of Trans-Disciplinary training, attachment, research, knowledge transfer channel, as well as to conduct CPAS Signature Programmes and partnering Institutes of Higher Learning for certification programmes, here are some of the plans we have in the next year:

- CPAS continues to be recognised as the Approved Training Provider for Caregivers by the Agency of Integrated Care (AIC) for the 10th consecutive year.
- We have initiated to plan training for mainstream primary school special needs educators on managing Classroom Strategies to manage and engage ADHD and Autistic Students with our Psychology Department.
- We also started work on plans to conduct a 6-Module Certification Programme in Ayres Sensory Integration (CASI) for Occupational Therapists and Physiotherapists in 2021 and 2022.
- We are pleased to report that we are working towards having more trainers to be approved by AIC to conduct training for caregivers, especially on using Augmentative and Alternative Communication (AAC).

## FUTURE PLANS

### CPAS School (CPASS) New and Enhanced Curriculums

CPASS continues to take guidance from the Ministry of Education (MOE) Special Education (SPED) framework and focuses on improving learning outcomes for our students through regular reviews.

The Functional Programme Curriculum, rolled out in Academic Year 2021, will consist of seven learning domains: Language & Communication, Numeracy, Social-Emotional, Daily Living, Vocational, The Arts and PE & Sports. The domain teams will create resources and develop assessment tools to support the teaching and learning of these domains.

Supported by MOE Special Education Branch, CPASS is also launching a new Digital Literacy Curriculum to increase digital literacy through planned module topics and lesson packages across the academic year. In addition, an I.T. Enrichment programme will be conducted for selected students to provide an intensive and focused training platform for them to acquire skills in the areas of Digital Media Design & Video Post-production.

### Assistive Technology (AT) @ Home Project

The 3-year project that started in May 2020 focuses on bringing needs-based Assistive Technology (AT) to the homes of our Day Activity Centre (DAC) clients. Assessments are conducted through phone/video calls with interested caregivers, observations of clients in the classroom or through a home visit to determine pertinent AT needs.

Some of the AT provided under the project include transfer wheelchairs, electrical hoist, shower chairs and special seating support. The CPAS AT Hub will continue to trial and grow the range of AT provided to include feeding robots, smart home technologies and transfer beds.

### Occupational Therapy Evidence-Based Practice

The Occupational Therapy (OT) department will be implementing several evidence-based practice and intervention.

The Constrained Induced Movement Therapy (CIMT) is planned to be implemented on selected clients from EIPIC, CPASS and DAC as trial before its full implementation for 10 consecutive days. OT will also procure an equipment for Functional Electrical Stimulation (FES), which is planned to be implemented on selected clients from CPASS and DAC. The implementation of CIMT and FES will allow the measurement of pre- and post-intervention outcomes methodically and aid in the development of a transfer package for caregivers to follow.

### Development of New Psychological Therapy Service and Resources

CPAS Psychology Department will roll out new psychological therapy services and resources to better support the emotional and behavioural regulation of our clients.

#### Some of these plans include:

- Psycho-Digital Therapeutics – Using humanoid robots, evidence-based online intervention programmes and virtual augmented realities to consult children with emotion regulations issues such as anxiety/depression.
- Social Storybook – Collaboration with professional illustrator Ms. Neeta Bajaj for a social storybook on dealing with emotional and self-regulation.
- Building Bonds Resource Book – Resource for caregivers to provide them with a guide on understanding attachment from a bio-behavioural perspective.

# SUMMARISED FINANCIAL STATEMENTS

Cerebral Palsy Alliance Singapore

## Statement of Financial Position

For year ended 31st March 2021

	FY20/21	FY19/20
<b>Assets</b>	<b>S\$</b>	<b>S\$</b>
Non-Current Assets	12,477,654	12,334,233
Current Assets	19,765,716	18,329,627
	<b>32,243,370</b>	<b>30,663,860</b>
<b>Liabilities and Funds</b>		
Current Liabilities	2,633,552	3,091,641
Deferred Capital Donation & Lease Liabilities	11,223,134	11,389,842
Funds	18,386,684	16,182,377
	<b>32,243,370</b>	<b>30,663,860</b>

## Statement of Comprehensive Income

For year ended 31st March 2021

	Total	Total
<b>Income</b>	<b>S\$</b>	<b>S\$</b>
Government Grants	6,820,668	8,005,149
Specific Donations	1,085,200	663,723
General Donations	1,316,348	544,501
Programmes/Therapy Treatment Fees	517,385	581,669
Job Support Scheme (JSS)	2,265,215	-
Others	3,773,467	4,237,915
TOL Fee	825,972	825,971
	<b>16,604,255</b>	<b>14,858,928</b>
<b>Expenditure</b>		
Manpower	8,803,528	9,114,919
General & Administrative Costs	1,237,706	1,217,828
Upkeep and Utilities	348,125	390,602
Utilisation of Specific Fund	2,300,517	2,725,681
Interest Expense & Depreciation (ROU Asset)	847,812	863,014
Others	862,260	738,186
<b>Total Expenditure</b>	<b>14,399,948</b>	<b>15,050,230</b>
Surplus/(Loss)	<b>2,204,307</b>	<b>(191,302)</b>

For our full annual report and financial statements for FY2020/2021, 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

Cerebral Palsy Alliance Singapore School

## Statement of Financial Position

For year ended 31<sup>st</sup> March 2021

	FY20/21	FY19/20
<b>Assets</b>	<b>S\$</b>	<b>S\$</b>
Non-Current Assets	1,005,898	890,755
Current Assets	6,246,940	4,605,882
	<b>7,252,838</b>	<b>5,496,637</b>
<b>Liabilities and Funds</b>		
Current Liabilities	1,180,939	1,069,897
Deferred Capital Donation	473,972	473,433
Funds	5,597,927	3,953,307
	<b>7,252,838</b>	<b>5,496,637</b>

## Statement of Comprehensive Income

For year ended 31<sup>st</sup> March 2021

	Total	Total
<b>Income</b>	<b>S\$</b>	<b>S\$</b>
Government Grants	8,454,493	7,855,097
Specific Donations	189,487	185,666
General Donations	13,988	71,239
Programmes Fees	102,797	100,601
Others	1,204,710	139,184
TOL Fee	668,553	668,553
	<b>10,634,028</b>	<b>9,020,340</b>
<b>Expenditure</b>		
Manpower	4,527,327	4,453,856
General & Administrative Costs	2,141,616	2,032,382
Upkeep and Utilities	241,888	219,532
Utilisation of Specific Fund	1,193,021	1,179,594
TOL Fee	668,553	668,553
Others	217,003	185,367
<b>Total Expenditure</b>	<b>8,989,408</b>	<b>8,739,284</b>
<b>Surplus/(Loss)</b>	<b>1,644,620</b>	<b>281,056</b>

For our full annual report and financial statements for FY2020/2021, 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.



## **Cerebral Palsy Alliance Singapore**

📍 65 Pasir Ris Drive 1, Singapore 519529

☎ 6585 5600

✉ [hqadmin@cpas.org.sg](mailto:hqadmin@cpas.org.sg)

🌐 [www.cpas.org.sg](http://www.cpas.org.sg)