

# ANNUAL REPORT

FINANCIAL YEAR  
2023/24





## 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 or multiple disabilities and advocating 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 not to 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:



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## CHAIRPERSON'S MESSAGE

As I reflect on the past year's achievements, my heart swells with gratitude for the monumental strides CPAS has made. This year has been pivotal in advancing our mission to empower individuals with cerebral palsy or multiple disabilities, and I am immensely proud of our collective progress.

**Dr Janice Wong**  
Chairperson

### Achievements and Recognition

2023 was a landmark year for CPAS, highlighted by our receipt of the Enabling Mark (Silver) in November. This accolade from SG Enable is a testament to our commitment to inclusivity and excellence in employment practices within the disability sector. When you visit us, you will see our CPAS alumni integrated into both corporate and client-facing roles, showcasing our dedication to preparing our clients for open employment.

### Strategic Partnerships and Collaborations

Our achievements were significantly enhanced by strategic collaborations, including two Memorandum of Understanding signed with Republic Polytechnic and the Cerebral Palsy Association of Johor. These partnerships have extended our outreach and enhanced our services. Additionally, our agreement with the Singapore Sports Council has spearheaded the School Sports Partnership Programme, fostering the development of Cerebral Palsy Football. This initiative has united CPAS students from diverse backgrounds, promoting physical activity and inclusivity under the guidance of skilled coaches.

### Significant Contributions and Impact

Our efforts were greatly supported by the unprecedented generosity of Singapore Airlines, which contributed S\$1.3 million through their SIA Cares fundraising drive. This is the largest single donation CPAS has ever received and reflects

substantial confidence in our mission. The donation will be used to build a play sensory room in our new CPAS School (West), bring our CPAS School students on an overseas adventure trip to an inclusive campsite in Australia, and further support our various programmes and initiatives. These enhancements will directly benefit our clients, providing them with more opportunities for personal development and independence.

### Future Outlook and Commitment

Looking ahead, CPAS is invigorated with a renewed commitment to innovation and sustainability. We are poised to expand our programmes and continue breaking down barriers, ensuring our beneficiaries have opportunities to thrive and lead fulfilling lives. Our aspiration is to enable people with cerebral palsy or multiple disabilities to learn and develop continuously, allowing them to live and work independently in a more inclusive Singapore. In the near future, we aim to establish ourselves as a centre of excellence in Assistive Technology and Trans-Disciplinary Integrated Collaborative Care.

As we close this chapter and look forward to the next, I extend my deepest appreciation to all our donors, corporate partners, government bodies, and community allies. Your unwavering support and collaboration are the backbone of our success. Together, we have made a significant impact on the lives of those we serve, and I am eager to see what we can accomplish together in the years to come.



## EXECUTIVE DIRECTOR'S MESSAGE

Our team of over 300 dedicated staff members have worked tirelessly to support the children and adults in our care with cerebral palsy or multiple disabilities. While there is always more to be done, let us take this moment to celebrate our achievements and recognise the tremendous efforts of our team.

**Ms Latha Kutty**  
Executive Director

### Enhancing Skills for Employment Opportunities

A shining example of our vocational training success is Muhamed Nabil Bin Mohamed Nasharudin. Since joining the GROW programme, Nabil has demonstrated remarkable progress. Initially trained in packaging tasks, he quickly advanced to operating a guillotine paper cutter, a skill he mastered in 2023 with the support of our Occupational Therapists. Building on this success, Nabil is now learning to operate additional machinery, significantly enhancing his employability. His journey reflects our dedication to equipping individuals with the skills needed to succeed in competitive job markets, showcasing both his capability and our commitment to fostering adaptability and skills development.

### Management of New CPAS School (West)

Since its opening in June 2023, CPAS School (West) has become a vibrant hub of learning and growth, serving over 50 students in our functional and high support classes. To ensure comprehensive support, we have expanded our team to 45 dedicated staff members. With plans to grow enrolment to 76 students by 2025, CPAS School (West) is poised to continue its trajectory of providing exceptional education and support, fostering an inclusive and nurturing environment for all students.

### SPED Learning Festival Awards

Our commitment to excellence in specialised education was recognised at the SPED Learning Festival in November 2023. We are incredibly proud of our staff from the CPASS Trans-D and High Support Curriculum, as well as our Speech and Language Pathology department who were honoured with awards. These accolades highlight our pivotal role in advancing specialised education, supporting our educators, and fostering innovation and excellence in our programmes.

### Person-centred Transition Planning with Ministry of Education (MOE)

In November 2023, CPAS School (East) began a pioneering partnership with the Special Education Branch (SEB) of the MOE to pilot Person-Centred Transition Planning. This initiative aims to involve students and their families in preparing for post-school life. Selected students from the 16-year-old cohort participated in Family Envisioning Meetings (FEM), where they developed and reviewed post-school goals. This pilot not only supports our students' transitions but also gathers valuable insights to refine future planning for Special Education (SPED) schools. As part of SEB's Scaling Up plans for 2024, more students will be invited to participate, expanding the initiative's reach and impact.

As we look to the future, our focus remains steadfast on innovation, sustainability, and expanding our programmes to break down barriers and create opportunities for our beneficiaries. I extend my heartfelt thanks to our dedicated staff, volunteers, and community partners. Your unwavering support and commitment are the backbone of our success. Together, we have made a profound impact on the lives of those we serve, and I am excited about the possibilities that lie ahead.

## BOARD MEMBERS

- 1 DR JANICE WONG**  
**Chairperson**  
School Management Committee (Chairperson & Supervisor)  
Nomination Subcommittee (Chairperson)  
Staff Subcommittee (Member)
- 2 MR MERVYN SIRISENA, PBM**  
**Vice-Chairperson**  
Fundraising Subcommittee (Chairperson)  
The Children's Charities Association of Singapore (CCA) Representative
- 3 DR SATYAKI SENGUPTA**  
**Honorary Secretary**  
Programmes Subcommittee (Chairperson)  
School Management Committee (Member)
- 4 HJ SALLIM BIN ABDUL KADIR, JP, BBM, PBM**  
**Honorary Treasurer**  
Finance-Investment Subcommittee (Chairperson)  
Audit Subcommittee (Member)  
Staff Subcommittee (Member)
- 5 MR ALOYSIUS WEE**  
**Assistant Honorary Secretary**  
Fundraising Subcommittee (Member)  
Audit Subcommittee (Member)  
The Children's Charities Association of Singapore (CCA) Representative
- 6 MS YVONNE CHAN**  
**Assistant Honorary Treasurer**  
School Management Committee (Honorary Treasurer)  
Finance-Investment Subcommittee (Member)  
Nomination Subcommittee (Member)
- 7 DR YOONG SIEW LEE**  
**Member**  
Audit Subcommittee (Chairperson)  
Programmes Subcommittee (Member)
- 8 MR REMY CHOO**  
**Member**  
Programmes Subcommittee (Member)  
School Management Committee (Member)
- 9 MS MERLISSA ELVIN**  
**Member**  
Fundraising Subcommittee (Member)

- 10 MR NG WAI KEONG**  
**Member**  
Fundraising Subcommittee (Member)
- 11 MS TAN YEE DENG**  
**Member**  
Staff Subcommittee (Chairperson)  
Nomination Subcommittee (Member)
- 12 MR ALLAN PHUA**  
**Member**  
Audit Subcommittee (Member)  
Staff Subcommittee (Member)
- 13 MS FOO SIEW FONG, PBM**  
**Co-Opted Member**  
Staff Subcommittee (Member)
- 14 DR BICKY BHANGU**  
**Co-Opted Member**  
Finance-Investment Subcommittee (Member)
- 15 MR ALISTER ONG**  
**Co-Opted Member**  
Programmes Subcommittee (Member)
- 16 MR EMILIO CHOO**  
**Co-Opted Member**  
IT Workgroup (Chairperson)  
Staff Subcommittee (Member)  
Programmes Subcommittee (Member)
- 17 ASSOCIATE PROFESSOR KEVIN LIM, BBM, PBM, PBS**  
**Emeritus Chairman & Honorary Advisor**  
School Management Committee (Member)  
Nomination Subcommittee (Member)  
National Council of Social Service (NCSS) Representative



## MANAGEMENT TEAM



- 1 MS LATHA KUTTY**  
Executive Director
- 2 MS CATHERINE WEE**  
Head of Department, Advocacy & Marketing
- 3 MS NICKIE ANG**  
Head of Department, Finance
- 4 MS FOO MUI LENG**  
Head of Department, Human Resources, Learning, Development and Consultancy
- 5 MS AZALEA ONG**  
Principal, Early Intervention Programme for Infants and Children
- 6 MRS KOH-LIM AI LAY**  
Principal, CPAS School (West)
- 7 MR BOO HIAN KOK**  
Principal, CPAS School (East)
- 8 MS ROZILA BINTE MAHMUD**  
Head of Department, Day Activity Centre
- 9 MR TNG TIAN HENG TOMMY**  
Head of Department, Goodwill, Rehabilitation and Occupational Workshop
- 10 MS PAMPI GHOSH**  
Senior Principal Therapist, Head of Department, Occupational Therapy
- 11 MR D. SENTHIL KUMAR**  
Senior Principal Therapist, Head of Department, Physiotherapy
- 12 MS SUNITHA SENDHILNATHAN**  
Senior Principal Therapist, Head of Department, Speech & Language Pathology
- 13 MS SHELLY LOH**  
Senior Principal Social Worker, Head of Department, Social Work
- 14 MS CORDILIA JUSTIN**  
Senior Principal Psychologist, Head of Department, Psychology
- 15 MS MANJU MOHTA**  
Principal Occupational Therapist, Head of Department, Assistive Technology





## OUR PROGRAMMES



For children up to 6 years old

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

EIPIIC 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.



For children between 7 and 18 years old

### CPAS School (CPASS) East and West

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



For adults 18 years old and above

### Goodwill, Rehabilitation, and Occupational Workshop (GROW)

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

### Day Activity Centre (DAC)

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.



For adults 18 years old and above



### CPAS Connect Alumni Programme

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

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

## OUR SERVICES



### 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.



### 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 and Language Pathology

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

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



### Outpatient Programme

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.

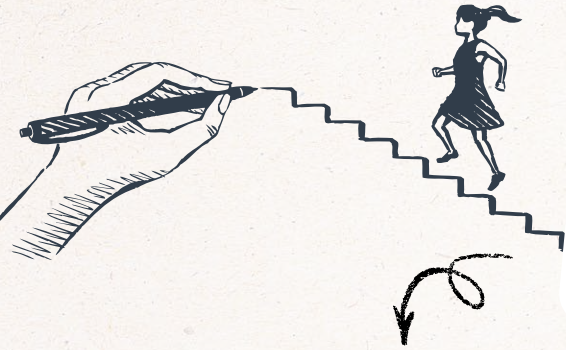


### Specialised Clinics

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

## CLIENT PROFILES



### Enhancing Mobility and Confidence

Nur Aileen Ariana Binte Mohammad Airie, a student at CPAS School (West), has significantly advanced in her mobility goals, thanks to a bespoke home-based exercise programme via the PhysiApp, guided by our CPAS Physiotherapist. The programme, designed to leverage Aileen's strengths and address her specific needs, has been rigorously followed by her parents. They have played a crucial role in Aileen's journey, supporting her with both two-handed and one-handed assistance during walking practices.

Aileen's achievements extend beyond the app's scope; she has grown confident enough to sit independently on a stool without support. This development has brought immense pride to her family, particularly her mother, who once thought such progress was unimaginable. Aileen's story is a testament to the power of targeted physical therapy combined with familial support and technological aids in overcoming mobility challenges.



### A Year of Leadership and Triumph

In 2023, Tan Zhi Xiang, a distinguished student from the CPAS School (East) Functional Senior Programme, showcased exceptional achievements both as a student leader and athlete. Zhi Xiang secured a gold medal in the 200-metre dash at the Junior and Youth Athletics Championship, demonstrating his dedication and skill in track and field. His leadership extended beyond sports, as he played a crucial role on the school's Prefectorial Board, guiding younger prefects and leading school assemblies with pride and responsibility.

Throughout the year, Zhi Xiang's contributions were pivotal in maintaining high standards of respect and integrity, reflecting the core values of our school. His consistent performance and ability to inspire his peers exemplify the success of our educational and developmental programmes in empowering students to achieve their fullest potential.



### Empowering Independence through Technology

Paul Eng, a 24-year-old CPAS Day Activity Centre (DAC) client diagnosed with spastic dystonic quadriplegia, has made remarkable strides towards independence thanks to innovative assistive technology. Previously reliant on his training officer for classroom activities and daily living, Paul's life transformed with the introduction of Switch access for his iPad. This technology from CPAS Assistive Technology Hub and the dedicated team at DAC, enables him to actively participate in class, complete digital worksheets, and communicate independently.

Now, Paul can send messages, watch his favourite series on YouTube, play games, and even create digital art, all by using head switches tailored to his abilities. His newfound autonomy has not only enhanced his social interactions but also increased his enthusiasm for learning and attending classes. Paul's story is a testament to how technology can bridge gaps and empower individuals with severe physical limitations to lead more fulfilled lives.



### Advancing Vocational Capabilities

The CPAS Occupational Therapy Department has significantly enhanced the vocational engagement of CPAS clients like Tee (pseudonym), who has spastic diplegia. Facing challenges with standing balance, lower limb strength, and activity tolerance, Tee initially struggled to operate a plastic heat-sealing machine due to the requirement to use a foot pedal. An innovative solution involving the adaptation of her wheelchair with an anti-tipper allowed Tee to safely approach the machine and rest when needed, facilitating collaboration with coworkers who assisted with the foot pedal.

With tailored training from her occupational therapist on ergonomics and wheelchair use, Tee progressively improved her ability to maintain balance and posture, eventually operating the machine independently for low-volume tasks. This adaptation not only increased her functional independence but also her mobility within the workspace, enabling her to manage quality control and access different areas and equipment, like the perfect binding machine.

These modifications have broadened Tee's vocational opportunities and her capacity to engage more fully in her work environment, illustrating the profound impact of targeted occupational therapy interventions in enhancing vocational participation for individuals with physical disabilities.





### 1. Enhancing AAC Skills in Early Intervention

The CPAS Speech and Language Pathology Department has developed a Basic Training Workshop on Augmentative and Alternative Communication (AAC) for EIPIC Interventionists. This three-part series, each session lasting two hours, was conducted by Jeanette Javier-Bruto and Yvette Lam, and aimed at equipping interventionists with the essential skills to effectively implement AAC strategies with their clients. The workshop covered foundational communication components, essential skills for AAC acquisition, and an overview of available AAC devices, providing a comprehensive toolkit for interventionists. The initiative saw participation from 10 EIPIC Interventionists and one Speech and Language Therapist, all of whom recognised the significant impact of the training on their professional capabilities and, consequently, on their clients' communication and learning outcomes.



### 2. Leisure Faire: Expanding Horizons

CPAS School (East) successfully launched its inaugural Leisure Faire in July 2023, specifically tailored for senior students from the Functional and Academic Programmes. This event was a vibrant showcase of leisure activities designed to inspire ongoing engagement post-graduation. The Leisure Faire featured six partners including Jojomama, Faith Music Centre, Me2, Paracycling, CP Football, and CPAS Alumni, each presenting unique opportunities for students to explore diverse interests. The day commenced with an energetic performance by Faith Music Centre, followed by interactive sessions where students engaged in hands-on activities with Jojomama and Me2, tried handcycling, and participated in a friendly soccer match facilitated by CP Football. The feedback from students and parents was overwhelmingly positive, highlighting the fair's role in enriching the school experience and fostering community connections. Encouraged by this success, plans are already underway to expand the next edition of the Leisure Faire with additional leisure partners, reaffirming CPAS School (East)'s commitment to broadening student horizons and enhancing their educational journey.



### 3. Collaborative Success at Children's Market

In November 2023, CPAS School (East) Functional Senior Programme students joined forces with Park View Primary School (PVPS) to operate a booth at the PVPS Children's Market. This collaboration stemmed from a visit by 15 PVPS students to CPAS School (East) in Term 4, where they engaged in a project-based learning activity with our Eagle 7A class. Together, they crafted bead keychains, fostering interaction and teamwork.

The handmade keychains were later sold at both CPAS School (East) and PVPS, raising close to \$5,000. All proceeds from this initiative were donated to CPAS, underscoring the success of this collaborative venture not only in raising funds but also in enhancing student interaction and community integration. This event exemplified the positive outcomes of inclusive educational partnerships and the tangible benefits they bring to our community.



### 4. Fostering Growth through CCAs

In the second half of 2023, CPAS School (West) introduced a dynamic, modular approach to co-curricular activities (CCAs), focusing on both sports and arts to foster holistic development among students. This initiative enabled participants from the High Support and Functional Programmes to engage in enriching experiences tailored to their abilities and interests.

In the Modular Art CCA, students explored artmaking through a multi-sensory approach, employing techniques like blending and mixing, as well as using everyday items to craft unique pieces. This programme not only promoted self-expression but also emphasised the inclusivity of art, demonstrating that creativity knows no boundaries.

The Boccia CCA, on the other hand, concentrated on skill development and sportsmanship in the para sport of Boccia. Adapted to meet the diverse needs of all participants, this CCA utilised modified equipment and ramps, enhancing students' precision and strategic thinking through drills and games. This sport provided a platform for students to build physical skills and teamwork, further enriched by interactive activities like parachute play, which improved motor skills and social interaction. These CCAs have significantly contributed to the students' development, offering opportunities to showcase their talents, learn new skills, and build camaraderie, ultimately enriching their educational experience at CPAS School (West).



### 5. Strengthening Inclusion through Strategic Partnership

In October 2023, a significant collaboration was established between CPAS and Republic Polytechnic (RP) with the signing of a Memorandum of Understanding. This partnership is dedicated to enhancing the opportunities for CPAS School students from to engage in inclusive sports and outdoor activities, leveraging the facilities and expertise at RP. Students will benefit from the specialised resources at RP's Xperiential Learning Centre, Singapore's largest inclusive outdoor adventure centre, and engage in water-based activities. These experiences are designed to bolster their personal confidence, self-awareness, and problem-solving skills, facilitated by RP's School of Sports, Health and Leisure. This initiative not only aims to improve physical fitness but also to foster social inclusion and personal development among students with disabilities. The partnership also includes a professional exchange, enhancing the abilities of both RP and CPAS staff to deliver superior inclusive sports and outdoor programmes. This strategic alliance will culminate in an overseas service-learning trip to an inclusive campsite in Melbourne in 2024, where RP students will serve as buddies, further promoting independence and a sense of achievement among CPAS School students.

### 6. Advancing Skills through Technology at GROW

Goodwill, Rehabilitation, and Occupational Workshop (GROW) is advancing its technological capabilities to enhance service delivery and widen its customer base. The introduction of automated processes enables GROW trainees, particularly those with limited hand motor skills, to operate sophisticated equipment like printers, scanners, and binding machines with just the touch of a button. This adaptation not only facilitates their learning but also boosts their confidence and opens up new employment opportunities in supported or open roles. Further enriching its curriculum, GROW has initiated layout design training for its trainees with stronger cognitive abilities. They are now learning to create professional layouts for various print products, such as name cards, greeting cards, and book layouts. Moreover, GROW's new status as a GeBiz registered supplier marks a significant milestone. It has already secured multiple contract jobs from Government Ministries, involving tasks from producing corporate gifts to printing and distributing essential legal documents to healthcare facilities across Singapore. This progression not only enhances GROW's service offerings but also positions its trainees for greater vocational success and integration into the wider economy.



### 7. Celebrating Community at the Adult Services Carnival

In July 2023, the CPAS Connect Alumni Programme hosted the very first Adult Services Carnival at CPAS, supported by Lions Club Bedok, Credit Bureau Singapore (CBS), and Credit Association of Singapore (CAS). The event was a resounding success, attracting around 200 clients and caregivers, and bolstered by the enthusiastic participation of 50 volunteers from TMJC, Lions Club, CBS, and CAS. The carnival featured an array of activities that catered to all attendees, including live music performances, interactive game stations, a photo booth, balloon sculpting, and a variety of snacks. This festive gathering provided a wonderful opportunity for CPAS clients to engage in a day filled with entertainment, social interaction, and laughter, reinforcing the community spirit, and enhancing the quality of life for those involved.



### 8. Enhancing Understanding Through Sibling Support

In June 2023, the CPAS Social Work and Psychology Departments successfully hosted the Sibling Support group, designed to foster connections among siblings of children with special needs through engaging activities and peer support. The session, attended by 12 siblings of our clients from the EIPIC and SPED programmes, was facilitated by CPAS social workers and psychologists, creating a supportive and understanding environment. During the event, participants engaged in various experiential games that focused on gross motor, fine motor, and communication skills. These activities, although challenging, helped the siblings gain a deeper appreciation of the everyday difficulties faced by their siblings with special needs. Feedback from the participants revealed significant insights; they not only learned more about the specific conditions but also developed empathy for the complexities involved in performing tasks that many might consider simple, such as walking and writing. The Sibling Support group proved to be an invaluable resource, offering a platform for sharing experiences, forming friendships, and strengthening bonds. The positive response was unanimous, with all attendees expressing a desire to participate in future sessions, underscoring the importance of such initiatives in supporting the siblings of children with special needs.



## NEW INITIATIVES

### 9. Innovating Bowling for Enhanced Accessibility

CPAS Assistive Technology Hub has embarked on an innovative project in collaboration with social enterprise Engineering Good and the Institute of Technical Education (ITE) to transform bowling for our CPAS clients. Recognising the challenges faced by students of Gross Motor Function Classification System Levels 3, 4, and 5 in traditional bowling settings, CPAS Assistive Technology Hub submitted a problem statement to the Tech 4 Good platform, seeking solutions to enable these students to fully engage in the game. The project focused on developing an assistive bowling ramp that incorporates an adaptive switch, allowing students to pick up, aim, and throw a bowling ball independently. This initiative was driven by the goal of not only facilitating physical participation but also enhancing the students' ability to master various bowling techniques, including speed control and hook bowling. The collaboration led to the creation of a working prototype that has the potential to transform recreational activities for individuals with significant physical disabilities. By integrating technology and inclusive design, this project not only fosters social interaction and confidence among CPAS students but also sets a precedent for further advancements in assistive recreational technologies.



### 10. Celebrating Caregivers' Resilience

In 2023, CPAS showcased impactful storytelling through the publication "The Caregivers' Journey," a heartfelt compilation of stories and poems from parents across our programmes. This collection, intended to offer comfort and solidarity to caregivers, highlights their resilience and courage. It was featured at the first National CARE Carnival in November 2023, organised by AIC, Caring SG, and NCSS. Among the showcased works was "This Able Me" by CPAS client caregiver Ms Deepa, which resonated deeply with attendees at the Heartbeat at Bedok event, drawing attention to the strength of those caring for children with developmental delays.

## EVENTS

### 1. Autism Awareness Month 2023

CPAS Early Intervention Programme for Infants and Children (EIPIC) celebrated Autism Awareness Month with the release of "My Friend Luka," a book aimed at enhancing understanding of Autism among young readers. Written by Teacher Faezah and edited by Senior EI educator Ruzanna, the book details the social experiences of Luka, fostering empathy and acceptance. Approximately 360 copies were distributed to preschools, accompanied by book reading sessions, effectively broadening the reach and impact of this initiative. These efforts illustrate CPAS' commitment to education and support through storytelling, significantly enriching the community's understanding of and engagement with children with disabilities.



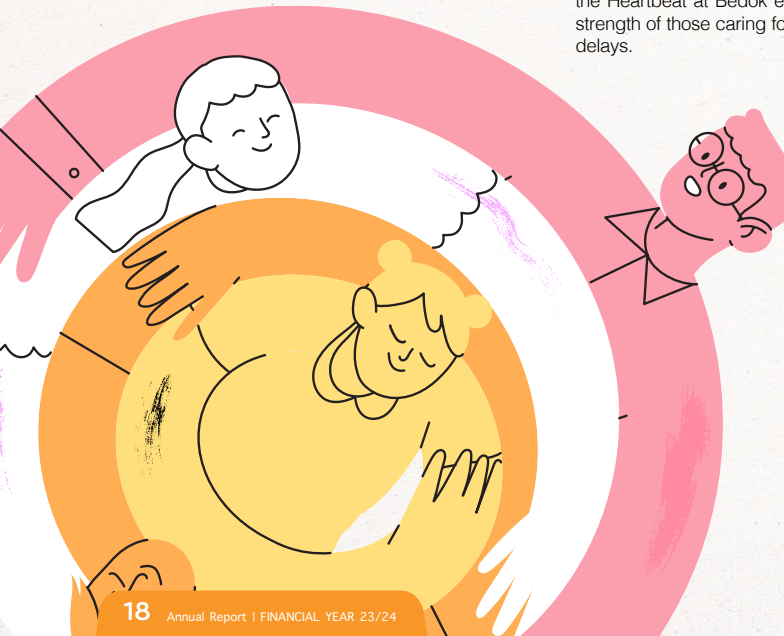
### 2. CPAS Charity Dinner 2023: A Resounding Success

The CPAS Charity Dinner 2023, held in August at the Sands Expo and Convention Centre, was a monumental success, raising over \$430,000 in support of our clients with cerebral palsy or multiple disabilities. This significant achievement marks a pivotal moment in our mission to empower and enhance the lives of our beneficiaries. We were honoured to have President of Singapore, Mr. Tharman Shanmugaratnam, as our guest of honour. His presence and inspiring speech added immense value to our gathering, motivating all attendees to continue their support for this noble cause. Your continued support allows our clients to shine like stars, illuminating paths toward greater possibilities.

### 3. Spare Your Change for Suzy 2023

In October 2023, to mark World Cerebral Palsy Month, CPAS launched its annual Spare Your Change for Suzy campaign. This initiative, centred around our beloved fundraising mascot Suzy, aimed to raise vital funds for our clients living with cerebral palsy or multiple disabilities. Suzy, a familiar figure to many, has been inspiring support from both individuals and corporations for decades. We encouraged individuals, corporate partners, and staff to create their own online campaigns or contribute to our various fundraising efforts.

Thanks to the overwhelming generosity of our community, we successfully raised over \$250,000. These funds will make a significant difference in supporting our beneficiaries with cerebral palsy or multiple disabilities, and we extend our deepest gratitude to all who contributed.



## AWARDS AND ACHIEVEMENTS



### 1. Triumph at PACER Meet International 2023

In September 2023, nine athletes from CPAS School East and West Track and Field CCA excelled at the PACER International competition, Under-13 category, held at ITE College West Sports Complex. Competing against four SPED schools, our athletes participated in events such as Sprinting and Mixed Relay, demonstrating the skills honed during their rigorous training sessions. A highlight was the 6 x 50 metres Mixed Relay, where our team showcased exemplary teamwork and coordination, smoothly passing the baton, and finishing the race with distinction. This year, the CPAS team won a remarkable total of fourteen medals, a testament to their dedication and skill. The athletes not only excelled in performance but also in sportsmanship—displaying camaraderie by shaking hands and cheering for their competitors throughout the event. This behaviour exemplifies the core values of confidence, respect, and resilience that CPAS instils in its students. Congratulations to all our CPAS athletes for their outstanding achievements at the PACER Meet International 2023.



### 2. Stellar Performance at Pesta Sukan Boccia 2023

CPAS School (East) Boccia CCA and CPAS Day Activity Centre (DAC) Boccia teams excelled at the Pesta Sukan 2023, held in July 2023 at Pasir Ris Sports Complex. This event, part of GetActive! Singapore, showcased remarkable talent in a special sports competition designed for individuals with disabilities.

#### CPAS School (East) Achievements:

- Syed Amsyar Bin Ahmad Alhamid from Eagle 10A clinched a silver medal in the BC4/5 category.

#### CPAS Day Activity Centre Achievements:

- Leong Jun Hao won a gold medal.
- Ong Ding Kai secured a silver medal.
- Seri Nuratiqah earned a bronze medal.

Both teams' achievements at the Pesta Sukan Boccia 2023 have indeed made CPAS proud, reinforcing their commitment to excellence in sports and personal development.

### 3. Leading with Excellence in Occupational Therapy

Ms Pampi Ghosh, Senior Principal Therapist and Head of the Occupational Therapy Department at CPAS, has achieved several notable accomplishments that underscore her leadership and expertise in the field. Her dedication to professional growth is evident from her successful completion of the Advanced Certification on Learning and Performance, a programme fully sponsored by the National Council of Social Service-SSI, awarded by the Institute of Adult Learning. In recognition of her contributions and leadership in social service, she was honoured as a Social Service Fellow in June 2023 by the National Council of Social Service. This prestigious fellowship acknowledges her significant impact on the community and her commitment to advancing the sector. Further enhancing her role as a thought leader, Pampi Ghosh was invited to join the Social Service Tribe Scholar Panel in March 2024. Pampi's achievements not only highlight her professional excellence but also her pivotal role in driving innovation and mentorship within CPAS and the broader social service landscape.



### 4. Celebrating Innovation at SPED Learning Festival 2023

CPAS achieved significant recognition at the SPED Learning Festival held in November 2023, securing multiple accolades that underscore our commitment to innovation and excellence in special education. The festival celebrated notable advancements and the dedication of exceptional individuals within the special education sector.

1. The CPAS School's Trans Disciplinary Approach Implementation and High Support Curriculum projects were honoured with the MOE – SG Enable Innovation Award. This award acknowledges the school's innovative practices that significantly contribute to nurturing student development and fostering a culture of innovation.
2. Ms Nur Irdayu binti Abdul Kadir received the MOE – SG Enable Promising SPED Teacher Award 2023, along with a grant of S\$1,000 to support her professional development. This fund can be utilised for various educational purposes, such as acquiring professional reading materials, attending study trips, participating in educational conferences, or pursuing professional certifications, further enhancing her capabilities as an educator.
3. Additionally, CPAS speech therapists Jessica Low and Sunitha Senthilnathan were awarded the MOE – SG Enable Innovation Award for their project on a tech-abled dialogical interactive storybook. Developed in collaboration with Blended Concept and funded by NCSS, this project leverages technology to enhance interactive reading for children with special needs, demonstrating CPAS' leadership in integrating technology with pedagogy.

These awards at the SPED Learning Festival 2023 highlight CPAS' pivotal role in advancing specialised education, supporting its educators, and continuously striving for excellence and innovation in its programmes.



### 5. Pioneering Achievement in Wheelchair Fencing

Gail Pamela Juson Torres, a Senior Physiotherapist at CPAS, has marked a significant milestone in her career by becoming Singapore's first accredited National Wheelchair Fencing Classifier. This prestigious achievement follows her participation in the Wheelchair Fencing Classifier Seminar, which took place in August 2023 in Busan, South Korea, sponsored by the Singapore Disability Sports Council (SDSC) with support from CPAS. Wheelchair fencing, a dynamic Paralympic sport adapted from traditional fencing, caters to athletes with lower-body impairments. The sport involves competitors fencing while seated in specially designed wheelchairs that are secured to ensure safety and stability, enabling intense and fair competition.

The classification system in wheelchair fencing is crucial as it ensures fairness in the sport by categorising athletes into classes based on their abilities, thereby maintaining a level playing field. As a classifier, Gail plays a vital role in this process, contributing her expertise to promote competition integrity and inclusivity within the sport. Her accomplishment not only highlights her commitment to advancing adaptive sports but also enhances the competitive framework for wheelchair fencing both nationally and internationally.

## LEARNING, DEVELOPMENT AND CONSULTANCY (LDC)



**39**  
Planned LDC  
Trainings



**32**  
Completed  
Trainings



**519**  
Attendees



**148**  
External  
Participants



**66**  
Caregiver  
Attendees



**92.41%**  
Course Objectives met during  
Training Evaluation Feedback

### Completed Training Courses

COURSE	TRAINER
Certificate in Ayres Sensory Integration (Module 2 - 6)	Ms Zoe Mailloux, Ms Susanne Smith Roley (CLASI)
Strategies in Training Persons with Physical Disabilities to Perform ADL- Feeding, Dressing & Grooming	Mr Mohanty, Ms Jaya & Ms Olga
Hand Function, Pre-Writing & Handwriting Skills for Children	Ms Pampi & Ms Andrea
Oral Placement Therapy for Speech Clarity and Feeding	Dr Lisa Lim
PMLD Curriculum Assessment	Mr Peter Imray
Toilet Training for Children with Special Needs	Ms Ruzanna, Ms Sharifah & Ms Syazwani

### Courses with Recurring Runs (Since 2021)

COURSE	RUNS
Basic First Aid with CPR+AED	6 runs
Oral Placement Therapy for Speech Clarity and Feeding	2 runs
Handling Children with Eating, Drinking, and Swallowing Issues	2 runs
Foundation Skills in Handling Children with Food Refusal Issues	3 runs
Promoting Emergent Literacy Skills	2 runs
Toilet Training for Children with Special Needs	3 runs
Facilitating Language Communication Skills in Children with Developmental Delays	3 runs
Assistive Technology for Cerebral Palsy	3 runs
Strategies in Training Persons with Physical Disabilities to perform basic ADL - Feeding, Dressing and Grooming	2 runs
Social Story™ Intervention Writing Social Stories	2 runs
Sensory Processing and Sensory Integration Dysfunction Commonly Found in Children with Special Needs	2 runs

## FUTURE PLANS



### 1. Strengthening Support through MOU Signing

In March 2024, CPAS signed a Memorandum of Understanding with the Cerebral Palsy Association of Johor (CPJ), heralding a significant step in international collaboration to enhance services for individuals with cerebral palsy.

This partnership focuses on several key initiatives: jointly developing innovative educational programmes tailored to the needs of individuals with cerebral palsy, expanding training opportunities for caregivers, and enhancing rehabilitation outcomes through shared expertise. Additionally, both organisations will collaborate on early intervention programmes for young children and explore the integration of assistive technology to support independence and quality of life.

The MOU also includes strategic development of services and facilities, ensuring that the infrastructure supports the continuous improvement of care and support for individuals with cerebral palsy. This collaboration promises to significantly enhance the resources available and foster a supportive community across borders.

### 2. Enhancing EIPIC through Music Curriculum

CPAS' Early Intervention Programme for Infants and Children (EIPIC) is set to enrich its intervention sessions by integrating a music curriculum, aimed at bolstering learning and skill acquisition among its young participants. This innovative approach will include instrument play to support fine and gross motor skills, singing to enhance vocalization and communication, and musical improvisation to boost creativity and self-expression.

The addition of music is expected to offer multifaceted benefits, fostering increased joint attention, improved coping skills, enhanced social interactions with peers and educators, and better self-regulation abilities. This holistic development is crucial in helping students access and engage more effectively with their learning environment.

### 3. Fostering Inclusivity through Community Outreach

Our new CPAS School (CPASS) West is actively engaging with the Jurong West community, partnering with Rulang Primary School and Jurong Spring Community Centre (JSCC) to enhance inclusivity and strengthen community bonds. These collaborations focus on enriching the lives of local residents, particularly senior citizens, and promoting awareness of diversity and inclusion.

One key initiative is an art workshop tailored for senior citizens, combining the traditional artistic talents of Rulang Primary students with the assistive technology skills of CPASS West students. This inclusive setting allows for a shared artistic experience, enhancing creativity and intergenerational connection.

Additionally, an introduction to the para sport Boccia is planned, where CPASS West will first train Rulang students, who will then co-lead sessions for the seniors. This activity not only introduces seniors to a new form of physical engagement but also deepens their understanding of inclusivity and the capabilities of individuals with disabilities.

These outreach efforts not only provide meaningful interactions but also reinforce the collaborative spirit between educational institutions and the community, embodying CPAS' commitment to building a more inclusive society.

## SUMMARISED FINANCIAL STATEMENTS

### Cerebral Palsy Alliance Singapore

#### Statement of Financial Position

For year ended 31st March 2024

	FY23/24	FY22/23
Assets	S\$	S\$
Non-Current Assets	12,585,204	9,912,452
Current Assets	21,129,920	21,671,291
	<b>33,715,124</b>	<b>31,583,743</b>
<b>Liabilities and Funds</b>		
Current Liabilities	3,402,385	2,446,666
Deferred Capital Donation & Lease Liabilities	10,656,783	8,398,728
Funds	19,655,956	20,738,349
	<b>33,715,124</b>	<b>31,583,743</b>

#### Statement of Comprehensive Income

For year ended 31st March 2024

	Total	Total
Income	S\$	S\$
Government Grants	8,793,818	8,179,407
Specific Donations	89,130	915,358
General Donations	812,724	914,634
Programmes / Therapy Treatment Fees	595,868	576,031
Wage Credit Scheme / JSS	32,531	385,441
Others	5,534,142	4,819,823
TOL Fee	1,345,277	827,258
	<b>17,203,490</b>	<b>16,617,952</b>
<b>Expenditure</b>		
Manpower	11,761,434	10,466,383
General & Administrative Costs	1,697,751	1,657,364
Upkeep and Utilities	552,784	506,556
Utilisation of Specific Funds	1,166,744	1,148,991
TOL Fee	-	-
Interest Expense & Depreciation (ROU Asset)	1,363,179	810,922
Others	1,743,990	1,112,348
<b>Total Expenditure</b>	<b>18,285,882</b>	<b>15,702,564</b>
Surplus/(Loss)	<b>(1,082,392)</b>	<b>915,388</b>

For our full annual report and financial statements for FY2023/2024, 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 School (East)

#### Statement of Financial Position

For year ended 31st March 2024

	FY23/24	FY22/23
Assets	S\$	S\$
Non-Current Assets	934,124	1,096,904
Current Assets	6,882,436	6,784,287
	<b>7,816,560</b>	<b>7,881,191</b>
<b>Liabilities and Funds</b>		
Current Liabilities	1,774,800	1,223,678
Deferred Capital Donation	372,049	446,493
Funds	5,669,711	6,211,020
	<b>7,816,560</b>	<b>7,881,191</b>

#### Statement of Comprehensive Income

For year ended 31st March 2024

	Total	Total
Income	S\$	S\$
Government Grants	10,266,546	10,016,583
Specific Donations	168,178	65,541
General Donations	16,962	9,467
Programmes Fees	227,909	301,301
Others	475,916	747,967
TOL Fee	675,841	669,593
	<b>11,831,352</b>	<b>11,810,452</b>
<b>Expenditure</b>		
Manpower	6,186,291	6,291,588
General & Administrative Costs	3,082,586	2,923,997
Upkeep and Utilities	298,098	272,132
Utilisation of Specific Funds	1,896,218	1,713,168
TOL Fee	675,841	669,593
Others	233,627	259,029
<b>Total Expenditure</b>	<b>12,372,661</b>	<b>12,129,507</b>
Surplus/(Loss)	<b>(541,308)</b>	<b>(319,055)</b>

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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 (West)

Statement of Financial Position  
For year ended 31st March 2024

Incorporated in April 2023

FY23/24

S\$

<b>Assets</b>	
Non-Current Assets	448,172
Current Assets	1,111,878
	<b>1,560,050</b>

#### Liabilities and Funds

Current Liabilities	712,279
Deferred Capital Donation	222,115
Funds	625,656
	<b>1,560,050</b>

### Statement of Comprehensive Income

For year ended 31st March 2024

Total

S\$

<b>Income</b>	
Government Grants	2,725,576
Specific Donations	776,004
General Donations	1,000
Programmes Fees	33,972
Others	94,148
TOL Fee	510,300
	<b>4,141,000</b>

#### Expenditure

Manpower	1,826,835
General & Administrative Costs	393,685
Upkeep and Utilities	206,824
Utilisation of Specific Funds	508,957
TOL Fee	510,300
Others	68,743
<b>Total Expenditure</b>	<b>3,515,344</b>

Surplus/(Loss)	<b>625,656</b>
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For our full annual report and financial statements for FY2023/2024, please visit our website at [www.cpas.org.sg](http://www.cpas.org.sg)  
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## ACKNOWLEDGEMENTS

We are stronger with the support of our partners, volunteers,  
donors and supporters.

**Thank You!**

You may donate to us via the following methods:



#### Online Donations

Please visit <https://cpas.org.sg/donate>



#### Cheque Donations

Please make the cheque payable to 'CPAS' and mail it to  
65 Pasir Ris Drive 1, Singapore 519529



#### Cash Donations

Please call 6585 5587 to make an  
appointment



#### Donation in kind

Please write in to [donate@cpas.org.sg](mailto:donate@cpas.org.sg)

Cerebral Palsy Alliance Singapore (CPAS) is an approved Institution of a Public Character (IPC), authorised to issue tax deduction receipts for qualifying donations. Donations of \$10 and above are eligible for a 250% tax deduction. CPAS is also a recognised social service agency under the National Council of Social Service.

Cerebral Palsy Alliance Singapore

UEN: S60SS0003K

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)

## **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)