



**CREATE**

CBR Education and Training for Empowerment



ANNUAL REPORT 2012/13

# CREATE STAFF MEMBERS



## **Bongwiwe Zuma (Advocacy Officer)**

Bongi is a trained Community Rehabilitation Facilitator who is disabled herself. In this past year Bongi has been responsible for training 200 human rights activists about the Equality Act and the Equality Courts. She is also studying towards her BA degree in Human and Social Development Studies.



## **Nokulunga Radebe (Assistant Advocacy Officer)**

Lungi is a trained Community Rehabilitation Facilitator who has experience of working in a number of different CBR projects in both rural and urban areas. Lungi has played a crucial role in assisting mainstream NGOs to become disability-inclusive in 2012/13.



## **Sarah Roberts (CBR Trainer)**

Sarah is an occupational therapist who is currently studying towards a Masters degree. She has many years of experience of working in rehabilitation and inclusive education in various communities in KwaZulu Natal. Sarah has been responsible for the youth empowerment project in this last year.



## **Hlengiwe Mpila (Administration officer)**

Hlengiwe joined CREATE in the middle of 2012. She is an experienced and very efficient administrator. Hlengiwe is currently studying towards a National Diploma in Administrative Management.



## **Sarah Rule (Managing Director)**

Sarah is a qualified speech therapist and audiologist, and also has a doctorate in education. She has been involved in CBR training for many years. As well as heading up CREATE, Sarah has designed the disability inclusion programme for Oxfam and she continues to network with international partners such as Enablement and with local government departments and other stakeholders.

# CHAIRPERSON'S REPORT

*"A teacher refused to accept a child with a disability in her class. Once the Human Rights Forum member threatened to take this case of discrimination on the basis of disability to the local Equality Court, the teacher changed her mind about accepting the child. She was referred to the community rehabilitation facilitator if she needed help to cope with the child's disability in the classroom."* (Focus Group discussion participant)

**F**or 6 weeks in October and November 2012, I filled in part time at the CREATE office for Sarah Rule while she was away on Sabbatical. This was a challenge and a privilege for me. I was also so thankful for learning a great deal more of the day to day workings of CREATE.



**Barbara Watt**

I learnt that the staff of CREATE, are very committed to their work.

I learnt that the finances are run very well. We have an excellent bookkeeper. Even though finances have been tight and sometimes it seems we will run out of funds, everyone carries on with the work regardless of these challenges. There is no waste of money.

I learnt that CREATE is very efficiently run, which should make anyone interested in CREATE feel positive and encouraged, especially our Funders/Sponsors.

I learnt that CREATE has huge potential and that there is a great need for such an organization. If we could gain more funders and triple our staff, we would have a greater effect because the need in the world of disability is enormous. We do advocacy work, economic empowerment, awareness training, even litigation on disability person abuse but then we are frequently asked about provision of jobs/

work for people with disabilities. This is a great need. The Government requirement is 2% of the workforce should be disabled but this target has not been reached. It is probably something we could initiate with other organizations and have a central place where all PWD's can go and apply for work and a data base created.

May CREATE's Board members and staff continue to pioneer the good work they are doing in a world of disability that has long been neglected.



**Lungi training community caregivers from Woza Moya**

*"At first I didn't know I could stand up for my rights, before I just used to sit there. But I can talk to people, spread the words about rights, and teach others as well. Before, I was not myself"*

(Focus Group Discussion)

# MANAGING DIRECTOR'S REPORT

*"If society could start thinking about the inclusion of people with disabilities in terms of equal opportunity and as a matter of social justice and not just as accommodating people with disabilities then you begin to start removing that stigma that comes with the label of a "disability."* Belinda Guthrie

**I**n recent times CBR or Community Based Rehabilitation has come to be closely linked with and seen as a vehicle for disability-inclusive community development (CBR Guidelines, World Health Organisation, 2010). CREATE has embraced this understanding of CBR as fundamental to our work and purpose as a non-government organisation active within South Africa. Inclusion of people with disabilities in society is a core value of CREATE and its staff. In the past year, CREATE has been able to demonstrate and act on this value in two new projects. We are very grateful that Oxfam Australia shares a similar vision to CREATE of the importance of the inclusion of people with disabilities in development. In this past financial year CREATE has had a new project to work with five NGOs funded by Oxfam Australia to help them include people with disabilities in their mainstream water, sanitation and hygiene projects. Not only are more people with disabilities now accessing the services of these NGOs, but CREATE staff have also learnt much about making water, sanitation and hygiene projects accessible and inclusive.

Our second new project in the 2012-13 financial year is funded by the Foundation for Human Rights. This project focuses on access to justice for people with disabilities in the traditional courts in KwaZulu Natal. Again, inclusion of people with disabilities on an equal basis to other community members is our aim in this project. Through our partnership and networking with the Legal Resources Centre in Durban, we have learnt more about the law and justice and the human rights activists we work with have demonstrated the need to address justice for people with disabilities in the traditional court system.



**Sarah Rule**

In addition to these two projects, CREATE is grateful to Kindernothilfe e.V. for continuing to fund our work with youth and children with disabilities. The Fulton Trust has also contributed to the project to prepare youth with disabilities for income generation and employment. The Embassy of Finland have been a supportive donor for our project to train 200 human rights activists around KwaZulu Natal on the Promotion of Equality and Prevention of Unfair Discrimination Act and the Equality courts.

In October and November 2012 I took 6 weeks sabbatical leave. I spent about 4 weeks at the London School of Hygiene and Tropical Medicine which was a great time of learning and reflection as well as writing 2 journal articles. I was also happy to spend time working with my friend and colleague Huib Cornielje of Enablement in the Netherlands. Ingrid Hach and Wiebke Weinandt of Kindernothilfe were my kind hosts in Germany and I was able to present CREATE's work to the staff of the organisation as well as negotiate a new three-year contract with them. Thanks to Barbara Watt and the staff for continuing with CREATE's good work during this time.

The 2012-13 year has been difficult financially and I am grateful to staff and our bookkeeper, Tracey Meier, for their commitment and for working so cheerfully in spite of the tight finances. My thanks also go to board members who have provided guidance and support throughout the year.

We look forward to a year of new challenges and areas to grow so that we can help create a socially just society which is inclusive of people with disabilities.

# CREATE ACTIVITIES 2012/2013

## Advocacy for the rights of people with disabilities

*"We were there to help before, but we didn't know the doors ... CREATE introduced us to people who are useful to us". (Focus Group Discussion)*

**C**REATE received funding for this project from the Embassy of Finland. The project focused on advocacy for the rights of women and children with disabilities. CREATE ran four-day workshops for over 200 human rights forum members on the Promotion of the Equality and Prevention of Unfair Discrimination Act (PEPUDA), the Equality Courts and reporting on advocacy work.



*Disability awareness workshop at Fancy Stitch*

We ran workshops for human rights activists and others in Zululand, iLembe, uMkhanyakude, Sisonke, uThungulu, uMgungundlovu, uThukela, uMzinyathi and Ugu. The workshops were successful, but with some challenges in certain districts. Some of the challenges were venues with no water, forum members not being able to get to the workshop venue on time, and difficulties with catering for some of the workshops.

Forum members were happy to learn about the PEPUDA and Equality Courts, although some found it difficult to understand the information on the legal forms to be completed to take a case to the Equality Court. The other challenge that forum members experienced was that the Equality Courts are not functional in some local municipalities. In one local municipality a forum member went to seek advice from the Equality Court and was referred to Pietermaritzburg, about 100 km away.

This year it was good to be invited by the forum members when they did a disability summit in Nkandla and a launch of a local forum in uMfolozi local Municipality.

We would like to thank Legal Resources for helping to put together the manual used for training, for facilitating in some workshops and providing legal support to forum members. We would also like to thank the Office of the Premier for providing catering in some workshops.

CREATE also identified a case that required litigation for a woman with a disability. The Legal Resources helped to assess the situation and advised CREATE to refer the case to the Labour Court. CREATE and the client were very excited that justice would be done. However, CREATE discovered that litigation is a long process. The case has taken more than a year and a half to go to court.

*"Some people wished they had known about the Equality Courts long ago, because they had had their rights violated, but did not know what to do legally." (District Forum report)*

# Disability inclusion in mainstream non-government organisations

**S**ince March 2012 CREATE has been funded by Oxfam Australia to help five of its partner NGOs in KwaZulu-Natal to become disability inclusive. All of these NGOs are funded by Oxfam to work on water, sanitation and hygiene projects so there was lots of learning for CREATE.

We designed a process of assessing each organisation based on the internationally renowned Index for Inclusion. Following this we ran a disability awareness workshop at each of the organisations and then, being led by the needs of each organisation, we developed an intervention plan. Each organisation was supplied with a key book in the field of accessible water and sanitation, *Sanitation for Disabled People and Other Vulnerable Groups* by H. Jones and B.Reed. In addition, CREATE prepared and distributed to all partners an annotated bibliography on water, sanitation, hygiene and disability.

Each of Oxfam's partner organisations required different interventions. CREATE either implemented these or facilitated access to other organisations that could help. With Fancy Stitch in Ingwavuma, we facilitated the services of an architect, Mrs Joan Seirlis, to design an accessible, waterless public toilet. Lungi provided training to 27 community care givers at Woza Moya near Ixopo and one of the results of this intervention was a vastly increased number of people with disabilities being taken to a fortnightly disability clinic in Creighton.

Lungi also trained the staff of Tholulwazi Uzivikele in KwaNgwanase with skills to identify and address some of the needs of people with disabilities in their area through their home based care work.



Tholulwazi Uzivikele employed a person with a disability during CREATE's intervention with them.

CREATE addressed an Early Childhood Development (ECD) forum hosted by Save the Children KZN to make the crèche teachers aware of identifying and including children with disabilities in their programmes.

Although there were many positive aspects to this project, and evidence of improved disability inclusion, there were also challenges. For some organisations, disability inclusion does not feature anywhere in their priorities and thus efforts to stimulate disability inclusion were not effective in the midst of their busyness. However, with the Convention on the Rights of Persons with Disabilities promoting a focus on disability in international co-operation, CREATE sees this work for donors of stimulating NGOs to become disability-inclusive as a growing area for involvement.

*"Learning about my rights and how to use them, because previously I didn't know how to challenge anyone who violated my rights".* (Workshop participant evaluation)

# Working with youth with disabilities

*"It was moving, most of us ended up crying because doing the labelling game reminded us of the labels we had at school, that we have in church, and in our communities. But when we wiped our tears, we realised that we need to work even harder in our communities so that other people with disabilities will know that their rights are protected in the constitution."* (District Forum report)

**D**uring the 2012/2013 period CREATE continued to receive funding from KNH to work with children and youth with disabilities and their parents. The three areas of focus for this period included working with youth and their support systems on skills development, implementing training on the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and continued training on HIV, sexuality and disability.

## Skills development:

The youth identified for this training had a variety of impairments, but the majority had an intellectual impairment. The training was therefore geared towards youth with intellectual impairments, which was a new direction for CREATE. 17 young men and women with disabilities were trained for two weeks in various income generation skills as well as basic life skills. The young women on the training were taught how to make mosaic mirrors, bags, pillow cases and bolsters by two ladies from the Msunduzi Museum. The men learnt how to make paving stones, gardens and small stools with woven seats.

The second scheduled training was conducted in the youths' communities and included their caregivers and other support people in the community (21 people). This training included information on the UNCRPD, basic pre-vocational skills training and action planning. Support visits were conducted with the disabled youth and their support networks after each training session.

In addition, disabled youth with whom we worked in previous years were also visited. These young people have continued to work towards their plans for the

future, with two returning to complete their secondary education, five having enrolled in learnerships, three working in various capacities and five others selling their produce and crafts.

## Training on the UNCRPD and HIV, sexuality and disability:

CREATE has continued with their work in raising awareness and training disabled children and youth and their parents on the UNCRPD. Workshops have been run in special schools for 64 learners and 7 educators, as well as in the community for 48 young people with disabilities and 21 parents/caregivers. Workshops on HIV, sexuality and disability were run in the Ugu District for 20 parents/caregivers and 23 disabled youth.



*Child with a disability in Mooi River* Photographer: Phindile Mwele

# CREATE FINANCIAL REPORT

## Directors' responsibility for the annual financial statements for the year ended 31 March 2013

The directors are responsible for monitoring the preparation of and the integrity of the financial statements and related information included in these financial statements.

In order for the board to discharge its responsibilities, management has developed and continues to maintain a system of internal control. The board has ultimate responsibility for the system of internal control and reviews its operation.

The internal controls include a risk-based system of internal accounting and administrative controls designed to provide reasonable but not absolute assurance that assets are safeguarded and that transactions are executed and recorded in accordance with generally accepted business practices and the company's policies and procedures. These controls are implemented by trained, skilled personnel with an appropriate segregation of duties, are monitored by management and include a comprehensive budgeting

and reporting system operating within strict deadlines and an appropriate control framework.

The financial statements are prepared in accordance with International Financial Reporting Standards for Small and Medium-Sized Entities, the requirements of the Companies Act of South Africa and incorporate disclosure in line with the accounting philosophy of the company. They are based on appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors believe that the company will be a going concern in the year ahead. For this reason they continue to adopt the going concern basis in preparing the annual financial statements.

The annual financial statements for the year ended 31 March 2013 set out on pages 5 to 17 were approved by the board of directors on 24 June 2013 and are signed on its behalf by B. Watt, Director.

## Report of the independent auditor to the members of CBR Education and Training for Empowerment Inc - NPC

I have audited the annual financial statements of CBR Education and Training for Empowerment Inc - NPC which comprise the directors' report, the statement of financial position at 31 March 2013, the income statement for the year then ended, the statement of changes in equity, the statement of cash flows, a summary of significant accounting policies and other explanatory notes.

### Directors' responsibility for the financial statements

The company's directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards for Small and Medium-Sized Entities and the requirements of the Companies Act

of South Africa. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.



An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

### Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the company as at 31 March 2013 its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-Sized Entities and the requirements of the Companies Act of South Africa.

*J P Lunn, Registered Auditor  
19 April 2013*

## Statement of financial position

at 31 March 2013

	Note	2013 R	2012 R
<b>ASSETS</b>			
<b>Non-current assets</b>			
Plant and equipment	2	65 733	100 458
		<b>65 733</b>	100 458
<b>Current assets</b>			
Trade and other receivables		36 070	30 626
Cash and cash equivalents		368 998	503 129
		<b>405 068</b>	533 755
<b>Total assets</b>		<b>470 801</b>	634 213
<b>EQUITY AND LIABILITIES</b>			
<b>Reserves</b>			
Accumulated funds	3	463 251	629 663
<b>Current liabilities</b>			
Trade and other payables		7 550	4 550
<b>Total equity and liabilities</b>		<b>470 801</b>	634 213

## General income statement

for the year ended 31 March 2013

	2013 R	2012 R
<b>Income</b>		
Interest received	24 321	40 518
Training income	40 233	439 949
	<b>64 554</b>	<b>480 467</b>
<b>Operating expenditure</b>	<b>410 088</b>	<b>744 352</b>
Audit fee – current year provision	3 000	3 050
Bank charges	11 187	8 208
Bookkeeping fees	4 720	2 800
Cleaning	8 754	6 906
Computer expenses	3 780	9 177
Consultants	963	47 204
Course materials	428	5 944
Depreciation of plant and equipment	34 725	37 047
Events catering	1 044	7 745
Insurance	17 887	20 933
Lecture equipment	-	2 041
Marketing	261	28 806
Photocopying	7	9 169
Printing, postage and stationery	932	1 753
Rent	69 227	74 218
Repairs and maintenance	8 967	11 411
Salaries and wages	180 321	368 386
Security fees	2 855	330
Staff – accommodation	600	12 671
– stationery	76	3 139
– subsistence	-	2 342
– transport	9 034	31 141
Sundry expenses	16 221	524
Telephone	22 224	20 831
Under recovery of FHR costs	12 875	20 487
Venue hire	-	7 680
Water and electricity	-	409
<b>Net loss for the year</b>	<b>(345 534)</b>	<b>(263 885)</b>

## Project income statements

for the year ended 31 March 2013

	2013 R	2012 R
<b>Project 1 – CBR</b>		
<b>Income</b>		
KNH	413 975	388 992
Finnish Embassy	263 715	-
Fulton Trust	25 000	-
	<b>702 690</b>	<b>388 992</b>
<b>Expenses</b>		
	<b>639 361</b>	<b>524 086</b>
Audit fee – current	4 100	2 400
Audit fee – prior year under provision	3 000	-
Bookkeeping fees	31 200	33 800
Computer	-	246
Consultants	36 595	19 339
Course materials	5 506	2 501
Books	-	1 000
Electricity	2 760	400
Events catering	37 134	49 439
Litigation	36 826	-
Marketing	6 500	6 054
Printing and stationery	6 015	11 487
Rent	24 280	16 315
Salaries and wages	310 291	230 218
Staff – accommodation	26 827	4 020
– development	6 180	5 704
– subsistence	4 580	260
– transport	38 601	40 866
Student transport/accommodation	46 354	80 216
Sundry expenses	280	51
Telephone	7 802	10 770
Venue hire	4 530	9 000
<b>Net profit (loss) for the year</b>	<b>63 329</b>	<b>(135 094)</b>

## Project income statements

for the year ended 31 March 2013

	2013 R	2012 R
<b>Project 8 – Foundation for Human Rights</b>		
<b>Income</b>		
Foundation for Human Rights	125 000	361 000
Interest received	42	52
	<b>125 042</b>	<b>361 052</b>
<b>Expenses</b>		
	<b>108 007</b>	<b>370 325</b>
Accommodation	-	3 123
Administration	1 840	-
Camera	-	26 307
Catering	-	14 164
Computer	-	19 210
Consultants	-	23 920
Desktop publishing	-	4 700
Electricity	-	1 591
Office supplies	-	1 844
Set up fee	-	1 500
Printing and stationery	-	11 173
Rent	-	9 000
Research	15 012	-
Salaries	88 910	174 700
Per diem	-	33 045
Telephone	445	11 181
Transport/ other	1 800	34 867
<b>Net profit (loss) for the year</b>	<b>17 035</b>	<b>(9 273)</b>

## Project income statements

for the year ended 31 March 2013

	2013 R	2012 R
<b>Project 9 – Supporting OXFAM Partners</b>		
<b>Income</b>		
Oxfam	298 900	–
<b>Expenses</b>		
	<b>200 142</b>	<b>-</b>
Administration	9 725	1 000
Accommodation	5 050	-
Catering	3 107	-
Consultants	37 469	-
Electricity	455	-
Oxfam training	29 969	-
Materials	582	-
Material development	8 400	-
Rent	10 947	-
Office costs	6 620	1 056
Stationery	995	-
Subsistence	255	-
Telephone	5 599	-
Salaries	71 905	8 600
Transport	6 180	452
<b>Net profit (loss) for the year</b>	<b>98 758</b>	<b>(11 108)</b>

## Statement of changes in equity

for the year ended 31 March 2013

	Accumulated Funds R	Total R
Balance at 31 March 2011	<b>1 317 760</b>	<b>1 317 760</b>
Net loss for the year	(688 097)	(688 097)
Balance at 31 March 2012	<b>629 663</b>	<b>629 663</b>
Net loss for the year	(166 412)	(166 412)
<b>Balance at 31 March 2013</b>	<b>463 251</b>	<b>463 251</b>
	<b>2013</b>	2012
	R	R
Net loss for the year		
– General income statement	<b>(345 534)</b>	(263 885)
– Project 1 – CBR	<b>63 329</b>	(135 094)
– Project 3 – Irish Aid	-	(29 768)
– Project 7 – KwaZulu Natal Inclusive Education Project	-	(238 969)
– Project 8 – Foundation for Human Rights	<b>17 035</b>	(9 273)
– Project 9 – Supporting OXFAM Partners	<b>98 758</b>	(11 108)
	<b>(166 412)</b>	(688 097)

**Statement of cash flows**  
for the year ended 31 March 2013

	<b>2013</b>	2012
	<b>R</b>	R
<b>Cash flows from operating activities</b>		
Profit for the year	<b>(166 412)</b>	(688 097)
Adjust for Depreciation of plant and equipment	<b>34 725</b>	37 047
	<b>(131 687)</b>	(651 050)
<i>Movement in working capital</i>		
Increase in trade and other receivables	<b>(5 444)</b>	(858)
Increase (decrease) in trade and other payables	<b>3 000</b>	(950)
<i>Cash outflow from operating activities</i>	<b>(2 444)</b>	(1 808)
<b>Cash flows from investing activities</b>		
Acquisition of plant and equipment	–	(2 690)
<i>Cash outflow from investing activities</i>	–	(2 690)
<b>Movement in cash and cash equivalents</b>	<b>(134 131)</b>	(655 548)
Cash and cash equivalents		
– at beginning of year	<b>503 129</b>	1 158 677
– at end of year	<b>368 998</b>	503 129

## CREATE's Mission Statement

*CREATE strives to promote Community Based Rehabilitation and disability rights in southern Africa and to train people in rehabilitation and disability issues in a way that empowers them and their communities.*

## CREATE's Goal

*For CREATE to be a sustainable, independent, reflective, rights-based organisation that makes a difference in the lives of people with disabilities through supporting individuals and promoting an inclusive society.*

### Directors as at 31 March 2013

Mrs Barbara Watt (Chairperson)  
Mr Sphiwo Mngomezulu  
Mrs Sue Philpott  
Mrs Bridget Campbell  
Mr Emmanuel Ngubane  
Mrs Peta Diack  
Mrs Bawinile Mdunyelwa  
Mr Mgcineni Lembethe

### Donors

CREATE expresses its grateful thanks to the following donors that supported us during the 2012/13 financial year:

Embassy of Finland  
Kindernothilfe e.V.  
Fulton Trust  
Oxfam Australia  
Foundation for Human Rights



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