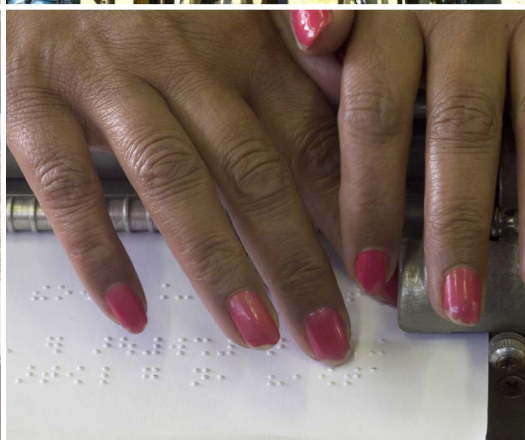


Timeline of the history of Community Rehabilitation Education and Training for Empowerment



CREATE



1998-2021 23 YEARS AT A GLANCE

Timeline of the history of Community Rehabilitation Education and Training for Empowerment



CREATE*

Important dates in terms of the context of the disability activists' struggle for equal rights in South Africa from 1984

1984-1992	<ul style="list-style-type: none"> • Development of Self-help Association of Paraplegics (SHAP) • Formation of Disabled People of South Africa (DPSA) • Formation of the Rural Disability Action Group (RURACT)
1992-1994	<ul style="list-style-type: none"> • Development of the Disability Rights Charter of South Africa
1995-2005	<ul style="list-style-type: none"> • Establishment of the Office on the Status of Disabled People (OSDP) in the Presidency and the Disability Office in Parliament • Appointment of the South African Human Rights Commission (SAHRC), the Centre for Gender Equity (CGE), Commissioners and Members of Parliament with Disabilities • Establishment of the Thabo Mbeki Disability Development Fund (TMDDF)
2006-2007	<ul style="list-style-type: none"> • The South African Negotiating Team was involved in the development of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
2007	<ul style="list-style-type: none"> • South Africa ratifies the UNCRPD, November
2010	<ul style="list-style-type: none"> • Community-based Rehabilitation (CBR) Matrix and Guidelines published
2011	<ul style="list-style-type: none"> • Rural Rehab SA (RuReSA) founded at 15th Rural Doctors SA (RUDASA) Conference (Rhodes Village, Eastern Cape), August
2016	<ul style="list-style-type: none"> • White Paper on the Rights of Persons with Disabilities (WPRPD) in SA published, March
2016	<ul style="list-style-type: none"> • Framework and Strategy for Disability and Rehabilitation Services (FSDR) in South Africa 2015-2020, May.

The three phases of CREATE's history (1998 – 2021)

1st phase: 1998 – 2006 (8 years)	<ul style="list-style-type: none"> • Training human resources for Community based rehabilitation (CBR) in South Africa (midlevel – community rehab facilitators called CRFs) • Piloting, research and training on Inclusive Education Policy (Dept. Education White Paper 6)
2nd phase: 2007 – 2013 (5 years)	<ul style="list-style-type: none"> • Advocacy for disability rights based on the United Nations Convention on Rights of Persons with Disabilities (UNCRPD) after it was ratified by South Africa • Using the CBR Matrix and Guidelines for understanding CBR in relation to Disability-Inclusive Development • Inclusion and empowerment for Early Childhood Development (ECD), disability and sexuality, HIV/AIDS, health, economic empowerment of youth with disabilities and their parents
3rd phase: 2014 – 2021 (8 years)	<ul style="list-style-type: none"> • Ongoing advocacy for inclusive development for persons with disabilities, research on understanding of CBR in South Africa • Economic empowerment of parents of children and youth with disabilities through involvement in savings groups • Access to justice in the traditional courts • Access to land and health

1998

Year at a glance	<ul style="list-style-type: none"> • Sarah Rule moved from Institute of Urban Primary Care (IUPHC), Alexandra, Gauteng to open a branch in Pietermaritzburg, KwaZulu-Natal (KZN) – she worked from home. The year was spent identifying and getting to know the role players in KZN, e.g. Dr Steve Knight (Primary Health Care), Sandhya Singh in Disability and Rehabilitation Programme, as well as the Dept. of Health (DoH) managers of each region and the Disabled People's Organisations (DPOs). • Towards the end of the year a conference / "think tank" was hosted by IUPHC for DoH regional staff, DPOs and other stakeholders.
Staff	Sarah Rule (Founder)

1999

Year at a glance	<ul style="list-style-type: none"> • Bongzi Mlaba, Community Rehabilitation Facilitator (CRF) trained at IUPHC, Alexandra, Johannesburg (1997 – 1998), joined Sarah Rule in Pietermaritzburg as the 1st CBR trainer and CRF training commenced in KZN. • CRF students from Gauteng IUPHC joined the KZN group as Gauteng IUPHC was closing down. • The first office was rented in Burger Street at Tembalethu where a number of other NGOs had offices. • Sarah Rule joined Yvonne Spain: Children in Distress (CINDI network), Clare Wylie (Msunduzi Hospice) and Jo Stevens O'Connor (PADCA) in forming the Home-based Care Consortium in Pietermaritzburg.
Staff (2)	Sarah Rule (Manager), Bongzi Mlaba (CRF)

2000	
Year at a glance	<ul style="list-style-type: none"> The project operated as the KZN branch of IUPHC but independent of Gauteng IUPHC funding, using a small amount of funding from the Netherlands. IUPHC in Alexandra (Alexandria, Gauteng) closed down. CREATE was involved in the planning of the Fogarty Maternal and Child Health Workshop held at Rob Roy Hotel and The Valley Trust in August, initiated by Dr Geoff Solarsh (Paediatrician in Maternal and Child Health, Nelson Mandela Medical School, Durban), who had applied for a Fogarty Grant from Columbia University.
Staff (2)	Sarah Rule (Manager), Bongi Mlaba (assistant trainer)
CREATE PROJECT ACTIVITIES	
Training Module	CREATE developed a training module on disability for community health facilitators (CHFs) and community health workers (CHWs) under the banner of the Valley Trust, Botha's Hill, Durban.

2001	
Year at a glance	<p>27 March 2001: CREATE (Community Rehabilitation Education and Training for Empowerment) became an independent Section 21 company.</p> <ul style="list-style-type: none"> Office relocated from Tembalethu Centre, Burger Street to Epilepsy SA premises, 32 Hyslop Road, next to Pietermaritzburg Agricultural show grounds. CRF students from CORRE (Wits / Tintswalo) in Limpopo were taken in as CORRE was closing down. CREATE started working on the Danish International Aid Agency (DANIDA) inclusive education pilot study in Estcourt. CREATE partnered with the Disability Action Research Team (DART) – Sue Philpott and Pam McLaren, Howick.
Staff (2)	Sarah Rule (Project Manager), Bongi Zuma (CRF, assistant trainer)
CREATE PROJECT ACTIVITIES	
Contracts and Projects	<ul style="list-style-type: none"> <i>National Dept. of Education with Danish Aid (DANIDA):</i> Inclusive education pilot study in Estcourt, KZN Resource and Training Programme for Educator Development in Estcourt (in partnership with DART) developed Resource Boxes, distributed them to 13 education regions in KZN and provided one-day training workshop. <i>KZN Dept. of Health (Rehabilitation programme):</i> CREATE assisted in the Durban/eThekweni Disability Situation Analysis with DART as lead partner.
Donor funders	<p><i>International:</i> Stichting Kinderpostzegels Nederland; DANIDA</p> <p><i>South African:</i> National Dept. of Education, KZN Dept. of Health (Rehabilitation Programme)</p>
Supporters/ Partners	Children in Distress (CINDI) network, Home Based Care Consortium, iNdlovu Partnership for Lifelong Learning – a partnership of Further Education and Training (FET) service providers around Pietermaritzburg. Disability Action Research Team (DART).

2002

Year at a glance	<ul style="list-style-type: none"> • CREATE invited to participate in provincial KZN Dept. of Health, Rehabilitation programme orientation of the community service therapists • Member of Home-based Care Consortium - a working group of the CINDI network (Children in Distress) • Member of iNdlovu Partnership for Lifelong learning comprising Further Education and Training (FET) service providers around Pietermaritzburg, and received training in South African Qualifications Authority (SAQA) accreditation • Developed relationship with Townhill hospital through work on Mental Health module of CBR course • Worked with The Valley Trust, an important NGO in Primary Health Care (PHC) • Worked with the Employment Bureau of Africa (TEBA) to develop a training programme for their facilitators who would work with miners who became disabled due to mining accidents • Started working with DART and assisted in conducting situational analyses for KZN Dept. of Health (sub-directorate Rehabilitation) in eThekweni (Durban) and uMkhanyakude Districts
Staff (2)	Sarah Rule (Project Manager), Bongi Mlaba (CRF, assistant trainer)
CREATE PROJECT ACTIVITIES	
CBR Training: Core activities to train CRFs	
CRF Students 1st year	<ul style="list-style-type: none"> • Group of 13 students started in 2001 went into 2nd year in 2002 • Two students from disabled people's organisation (DPO) in Kokstad enrolled
CRF Students 2nd year Graduation	March: 11 CRF students graduated
Inclusive Education	The DANIDA Inclusive Education Pilot Project aimed to educate parents, school governing bodies (at 13 schools in Estcourt District) and community leaders about White Paper 6: Building on Inclusive Education and Training System. It was part of a larger pilot project for the implementation of Inclusive Education in Estcourt.
Contracts and Projects	<i>KZN Dept. of Education</i> awarded the DANIDA Inclusive Education Pilot Project contract to CREATE and DART.
Reports	<ol style="list-style-type: none"> 1. Sue Philpott (2002) Profile of identified out of school learners in the Estcourt District. Compiled by Disability Action Research Team (DART) for the Educator and Resource Development Project, Estcourt District. March. 2. Sue Philpott (2002) Resource Directory for Inclusive Education in the Estcourt District. Compiled by Disability Action Research Team (DART) for the Educator and Resource Development Project, Estcourt District. March. 3. Sue Philpott & Nondumiso Mqadi (2002) Situation analysis of the KwaZamokuhle Special School: Report of a process of Participatory Learning and Action. A study facilitated by DART for the Educator and Resource Development Project, Estcourt District. June.
Donor funders	<i>South African:</i> KZN Dept. of Health Rehabilitation Sub-directorate
Supporters/ Partners	<p>Rehabilitation Sub-directorate in KZN Dept. of Health paid fees for 6 of 13 CRF students in 2nd year and 4 in 1st year in 2003.</p> <p>CINDI, iNdlovu Partnership for Lifelong Learning, Townhill hospital, The Valley Trust, TEBA, Disability Action Research Team (DART).</p>

2003

Year at a glance	<ul style="list-style-type: none"> Community Based Rehabilitation (CBR) Course Two workshops for supervisors of CBR students Continuing education for CRFs in Winterveldt Inclusive Education in Estcourt
Staff (3)	Sarah Rule (Project manager), Bongsi Mlaba (field worker) married Simon Zuma, Sarah Johnston (OT) part-time CBR trainer from September 2002 – March 2003.
CREATE PROJECT ACTIVITIES	
CBR Training	
CRF students 1st year CBR course	11 new students from: <ul style="list-style-type: none"> Gauteng (GP): Westrand - Randfontein, Johannesburg, Krugersdorp. KwaZulu-Natal (KZN): Appelsbosch, Durban, Mooi River, Pietermaritzburg, Richmond, Umlazi. Namibia.
CRF Students 2nd year Graduation	<ul style="list-style-type: none"> Group of 11 students started in Feb 2003 – 10 completed 1st year, one dropped out. October group of 8 students sponsored by the Valley Trust and eThekweni Dept of Health started 2-year course
Supervisor workshops	<ul style="list-style-type: none"> Two workshops held for supervisors of the CRF students during their practicals.
Continuing Education Workshops for CRFs	<ul style="list-style-type: none"> Workshop in Wintersveldt (Northwest province) for CRFs trained 11 years previously (IUPHC and CORRE) and newly graduated CRFs. October: CRF workshop at Valley Trust, 29 participants attended.
Inclusive Education	
	<ul style="list-style-type: none"> What is Dept. of Education White Paper 6 about? Mobilising and educating parents, school governing bodies and community leaders about White Paper 6.
First Board Directors (8) as at 31 March 2003	<i>Chairperson:</i> Cedric Hedgecock (Quadriplegic Association of SA), <i>Vice-chairperson:</i> Mncedisi Mdunyelwa (Disability Adviser KZN DOH Rehab), <i>Secretary:</i> Pam McLaren (DART), Dudu Mokoena (DPSA), Louis Nzimande (DPSA), Glen Jager (National Initiative for Community Health Education (NICHE), Prof. Marj Concha (OT, Wits), Ngcingi Simelane (PT, University of KwaZulu-Natal)
AGM	Yes
Annual Report	Yes 2002/2003
Auditors	Colenbrander and Associates appointed 2003.
Donor funders	<i>International:</i> Stichting Kinderpostzegels Nederland (SKN) <i>South African:</i> The Victor Daitz Foundation, Fulton Trust, Telkom Charities Cup
Supporters/ Partners	Rehabilitation sub-directorate in KZN Dept. of Health.

2004

Year at a glance	<ul style="list-style-type: none"> • CREATE expanded – 2 new staff members appointed: Christa Johansmeier (OT) and Paul Chappell (disability activist wheelchair user with a Masters in Disability studies from Institute of Child Health, University of London, salary paid by Skill Share International, CREATE paid for his accommodation, a 2-bedroom ground floor flat in Pelham). • Focus mainly on 2-year CBR) level course and an emphasis on inclusive education. • Sarah Rule started doing research for her Masters / later upgraded to PhD as action research with CBR students and staff. • First of CREATE CBR newsletters produced by Paul Chappell, November.
Staff (4)	Sarah Rule (Manager), Bongzi Zuma, Christa Johansmeier, Paul Chappell.
CREATE PROJECT ACTIVITIES	
CBR Training	
Graduation	<ul style="list-style-type: none"> • 12 CRFs graduated in September.
Continuing CRF Education workshops	<ul style="list-style-type: none"> • Paul Chappell took responsibility for workshops which included CRFs in five provinces of SA, as well as Namibia (Daniel leading outreaches to 7 rural areas setting up CBR committees reaching up to 130 disabled people), Swaziland and Botswana. • July: workshop – KZN. • November: workshop – North West.
Workshops for supervisors of CRFs	<ul style="list-style-type: none"> • 2-day workshops were held, including the supervisor of a CRF student from the CBR organisation in Namibia.
CBR Forum	<ul style="list-style-type: none"> • Forum consisted of 12 CRFs representing South Arica and neighbouring countries.
Inclusive Education	
	<ul style="list-style-type: none"> • Training of institution support teams (ISTs) • Formation of district support teams (DSTs) • Community mobilisation to support Inclusive Education • National tender on human resources development for inclusive education
CBR Update (2004)	Welcome to the first CBR Update. Vol 1, Issue 1 November
Conferences/ Workshops	<ul style="list-style-type: none"> • June: CBR Workshop, Valley of 1000 Hills. Keynote speaker Prof. Sheila Wirz, Speech Therapist, University College, London (UCL). Report. • August: Afri-CAN CBR Conference, Malawi. Bongzi Zuma (CREATE) and Clifford Gcwensa (CRF Valley Trust) attended.
Board of Directors (7) as at 31 March 2004	<i>Chairperson:</i> Mncedisi Mdunyelwa, <i>Vice-chairperson:</i> Ngcingi Simelane, <i>Secretary:</i> Prof. Marj Concha, Louis Nzimande, Sue Philpott (DART), Siphso Mdletshe (DPSA), Thabane Nzimande (CRF).
AGM	Yes
Annual Report	Yes 2003/2004
Auditors	Colenbrander and Associates appointed 2003.
Donor funders	<i>International:</i> Kindernoithilfe e.V. <i>South African:</i> National Lottery Distribution Trust Fund

2005

Year at a glance	<ul style="list-style-type: none"> Health Professions Council South Africa (HPCSA) informed CREATE of the changes to future accreditation of the CBR course and that the CBR course would need to close down at the end of 2006. Sarah Rule started working with Dain van der Reyden, OT Dept. University of KZN, Westville campus on the Occupational Therapy Technician (OTT) training course going forward.
Staff (4)	Sarah Rule (Manager), Bongzi Zuma (Assistant trainer), Christa Johannsmeier (CBR Trainer), Paul Chappell (Volunteer CBR Trainer), Nicky (Bookkeeper replaced by Tracey Meier).
CREATE PROJECT ACTIVITIES	
CBR Training	
Continuing education workshops for CRFs	<ul style="list-style-type: none"> July: 1st workshop: KZN. November: 2nd workshop: North West. Southern African CBR forum set up comprising 12 CRFs representing different provinces in SA and other southern African countries.
Inclusive Education	
Inclusive Education - KIEP and SISONKE Consortia	<ul style="list-style-type: none"> KwaZulu-Natal Inclusive Education Project (KIEP) consortium formed and worked with KZN Dept. of Education to achieve following: <ul style="list-style-type: none"> – Training of institution support teams (ISTs) – Formation of district support teams (DSTs) – Community mobilisation to support inclusive education National Dept. of Education funded Sisonke Consortium to field test Inclusive Education. Sarah Rule was appointed KZN provincial co-ordinator and was able to draw in staff from UKZN, private consultants as well as CREATE staff. Tender was to develop a human resource development strategy for Inclusive Education to be implemented in 30 districts nationally.
Published papers / Reports	(see 2006 Sisonke Consortium)
CBR Updates (2004)	<ol style="list-style-type: none"> 1. HIV/AIDS and Disability. Vol 2, Issue 1, March 2. Living with a spinal injury. Vol 2, Issue 2, July 3. Advocating for disability rights. Vol 2, Issue 3, November
Conferences/ Workshops	None
Board of Directors (7) as at 31 March 2005	<i>Chairperson:</i> Mncedisi Mdunyelwa, <i>Vice chairperson:</i> Ngcingci Simelane, <i>Secretary:</i> Prof. Marj Concha, Louis Nzimande, Cedric Hedgecock, Sue Philpott, Siphon Mdletshe.
AGM	Yes
Annual Report	Yes 2005/2006
Auditors	Colenbrander and Associates appointed 2003.
Donor funders	<i>International:</i> Kindernothilfe e.V. <i>South African:</i> National Lottery Distribution Trust Fund

2006

Year at a glance	End of CBR training for CRFs: <ul style="list-style-type: none"> HPCSA ordered CREATE to close its' training because the Occupational Therapy (OT) Board no longer supported multi-skilled rehabilitation workers (i.e. mid-level rehab workers MLRWs). Their new direction was to have profession-specific mid-level workers for each profession – Occupational therapy (OT), Physiotherapy (PT), Speech and hearing therapy (SHT). CREATE staff very sad to be training final group of CRFs. March: CREATE was invited to participate in an international lobby venture by the Dutch Coalition on Disability and Development (DCDD) - learning about disability rights and the upcoming UNCRPD with partners from Nicaragua, Cambodia, Kenya and Uganda. Sarah Rule attended the first gathering of the international lobby venture of the DCDD in the Netherlands and visited CREATE's donor, Kindernothilfe e.V. in Duisburg, Germany. Afri-CAN with CREATE ran a 2-week writing course with two Afri-CAN facilitators from Uganda and Kenya in Pietermaritzburg, KZN for participants around SA.
Staff (4)	Sarah Rule (Manager), Bongzi Zuma, Christa Johannsmeier, Paul Chappell
CREATE PROJECT ACTIVITIES	
CBR Training	
	<ul style="list-style-type: none"> CREATE hosted a big indaba at Redlands Conference Centre in Pietermaritzburg with 60 representatives of community leaders, people with disabilities and government departments on the closing down of the CREATE CBR course by the HPCSA, but to avail – the HPCSA would not change its' decision.
Published papers / Reports	National Dept. of Education Sisonke Consortium (2006) Situation Analysis Draft report 6 August. Tender number RT1665 CP.
CBR Updates (2006)	Disability, Work and Employment. Vol 3, Issue 1 October
Conferences	None
Board of Directors (8) as at 31 March 2006	<i>Chairperson:</i> Mncedisi Mduyvelwa, <i>Vice chairperson:</i> Ngcingci Simelane, <i>Secretary:</i> Prof. Marj Concha, Louis Nzimande, Cedric Hedgecock, Siphon Mdletshe, Clifford Gcwensa, Sue Philpott
AGM	Yes
Annual Report	Yes 2006/2007
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Kindernothilfe e.V., Embassy of Finland <i>South African:</i> National Lottery Distribution Trust Fund
Supporters/ Partners	National Dept. of Basic Education

2007

Year at a glance	<ul style="list-style-type: none"> December: CBR course - 13 students graduated. CBR introductory one-day workshops were held for rehabilitation managers from eThekweni, uThukela and Amajuba districts in KZN mainly geared towards community service therapists.
Staff (4)	Sarah Rule (Manager), Bongzi Zuma, Christa Johannsmeier, Paul Chappell (CBR trainer)
CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> CREATE, a founder member of the KwaZulu-Natal Inclusive Education Project (KIEP) consortium was awarded a huge tender (R7, 5 million) by the KZN Dept. of Education (DoE) in March 2007. Purpose to build the capacity of the staff of special schools in the 13 education districts to manage learners requiring high levels of support. Sarah Rule was appointed a joint project manager of KIEP. CREATE worked with the Invasive Alien Species Programme (IASP) on a pilot study to include disabled people from Edendale area, Pietermaritzburg in an Expanded Public Works Programme (EPWP) with Disability Action Research Team (DART) as lead partner in a consortium comprising: CREATE, DART, Dept. of Health, Rehabilitation; IASP, Sarah Johnston (Evaluation, Zizameleni Disabled Action Group) and Working for Water (WfW) at Cedara under leadership of Michael Braak and Alex Dlamini (Deputy Director) IASP. Kindernothilfe e.V. funded a national CBR impact study reflecting the impact of the CRFs and community rehabilitation workers (CRWs) for people with disabilities, their families and communities in 6 provinces. Conducted by Paul Chappell and Christa Johannsmeier. Embassy of Finland funded work in five communities around KZN raising awareness about the UN Convention on the Rights of Persons with Disabilities (CRPD). Paul Chappell ran a workshop for 40 Dept. of Health (uMgungundlovu District) clerical staff on the Free Health Care Policy for Persons with Disabilities, as well as disability assessment and disability etiquette. CREATE started advocacy and lobbying for South Africa to ratify the CRPD. In November South Africa ratified the CRPD.
IASP Output documents	<ol style="list-style-type: none"> 1. Sue Philpott and Pam McLaren. Draft principles paper on inclusivity within IASP. Pre-project. May. 2. Sarah Johnson. Report on the selection process of potential beneficiaries in the Invasive Alien Species Programme, Pietermaritzburg. May 3. Sue Philpott and Pam McLaren: Concept paper. A Monitoring & Evaluation (M&E) System for the Edendale Project (IASP) Phase 3. June. 4. Archie Roberts and Sarah Johnston: Motivation for developing and implementing a monitoring and evaluation (M&E) system for the Edendale Project (IASP). June 5. Pam McLaren, Bongzi Zuma, Sarah Johnston, Mncedisi Mdunyelwa, Sizakele Shezi and Nombulelo Zondi. Final Comprehensive Report, Edendale Project. June.

2007 continued

Published papers	<p>Articles written at CBR writing workshop published on the CAN website www.afri-can.org:</p> <ul style="list-style-type: none"> • Bongzi Zuma: Termination of CBR training in South Africa. • Nokulunga Radebe: The role of CBR in introducing Inclusive Education in KwaZulu-Natal (KZN). • Mncedisi Christian Lodwyk Mdunyelwa: Community based rehabilitation as a vehicle of empowerment for people with disabilities in accessing health care. • Barbara Watt: The inclusion of people with disabilities in the church. • Sibusisiwe Consolate Felicity: How cultural diversity impacts on service delivery in rehabilitation in the Sisonke District of KwaZulu-Natal. • Jeanette Ntota: The role of traditional healer practitioners in provision of rehabilitation services to people with disabilities.
CBR Updates (2007)	<ol style="list-style-type: none"> 1. A new way of learning. Vol 4, Issue 1, March 2. What is the role of CBR workers? Vol 4, Issue 2, August
Conferences	<ul style="list-style-type: none"> • 3rd CBR Africa Network (CAN) Conference, Birchwoods, Johannesburg 29 October – 1 November 2007. Sarah Rule was on the organising committee, CREATE staff attended and Bongzi Zuma and Paul Chappell presented a poster on a national study on the impact of CBR on persons with disabilities. Birchwood, Johannesburg. 30 October. • 1st AfriNEAD Conference in Stellenbosch (Bongzi Zuma, Paul Chappell and Sarah Rule attended, funded by Dutch Red Cross, Milnerton, November.
Board of Directors (8) as at 31 March 2007	<p><i>Chairperson:</i> Mncedisi Mdunyelwa, <i>Vice chairperson:</i> Ngcingci Simelane, <i>Secretary:</i> Prof. Marj Concha, Louis Nzimande, Cedric Hedgecock, Siphon Mdletshe, Clifford Gcwensa, Sue Philpott.</p>
AGM	Yes
Annual Report	Yes 2007/2008
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<p><i>International:</i> Kindernothilfe e.V., Embassy of Finland Local Co-operation Fund (Felm), Dutch Coalition on Disability and Development (DCDD), Dutch Red Cross.</p> <p><i>South African:</i> National Lottery Distribution Trust Fund (enabled CREATE to buy a car).</p>
Supporters/ Partners	National Dept. of Basic Education

2008

Year at a glance	<ul style="list-style-type: none"> • Sarah Rule and Paul Chappell selected to be honorary lecturers at University of Cape Town (UCT), School of Rehabilitation Studies. • CREATE online: www.create-cbr.co.za
Staff (4)	Sarah Rule (Manager), Bongzi Zuma, Christa Johannsmeier, Paul Chappell (CBR trainer).
CREATE PROJECT ACTIVITIES	
CBR Training	
	<ul style="list-style-type: none"> • Continuing education workshops: Limpopo: issues relating to children with cerebral palsy (32 participants); Pietermaritzburg: UNCRPD CRFs and OTs developed a concept paper on how the CRPD is being implemented in their communities.
Disability Rights	<ul style="list-style-type: none"> • UN Convention workshops: Finnish Embassy and Dutch Red Cross funded work on raising awareness of the CRPD (DDCD).
Economic empowerment	<ul style="list-style-type: none"> • Kindernothilfe e.V.: Situation analysis on economic empowerment. Christa Johannsmeier and Bongzi Zuma conducted a situation analysis of the employment situation of persons with disabilities in the seven local municipalities of uMgungundlovu District. This led to CREATE developing a new course to enable youth with disabilities to access work and income generating activities.
Other	<ul style="list-style-type: none"> • NACCW training: CREATE developed a working relationship with the National Association of Child and Youth Care Workers (NACCW): CREATE initially ran disability awareness workshops for child and youth care workers in 25 sites around the country from Tzaneen to Saldanha Bay. Then they developed a course (learning programme) with materials and curriculum based on 4-unit standards which was used to train 36 child and youth care workers to work with disabled children in their communities in the Isibindi project of DSD. • Disability Connexion (Barbara Watt) worked with CREATE facilitating Pastors workshops to raise awareness of disability-inclusion in churches and faith-based organisations (FBOs). • uMkhanyakude District Municipality requested CREATE to run a consultative workshop to assist them to draw up their Disability Implementation Plan.
Publications	<ul style="list-style-type: none"> • Bongzi Zuma translated the CRPD into Zulu.
CBR News Updates (2008)	<ol style="list-style-type: none"> 1. Disability Rights Now! Vol 5, Issue 1, February 2. Sexuality, HIV & AIDS and Disability. Vol 5, Issue 2, July 3. What is the future of CBR IN South Africa? Vol 5, Issue 3, November
Manuals	<ul style="list-style-type: none"> • CREATE (2008) Disability Awareness workshops. NACCW Facilitators manual
Conferences	None
Board of Directors (9) as at 31 March 2008	<i>Chairperson: Mncedisi Mduyvelwa, Vice Chairperson: Sue Philpott, Sibongile Sibiyi (Disabled Children's Action Group DICAG), Bridget Campbell (ENABLE), Siphon Mdletshe, Peta Diack (KwaZamokuhle School), Clifford Gcwensa, Barbara Watt (Disability Connection), Sam Buckas (Valley Trust).</i>
AGM	Yes
Annual Report	Yes 2008/2009
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International: Kindernothilfe e.V., Embassy of Finland Local Co-operation Fund (Felm), Dutch Red Cross</i>
Supporters/ Partners	National Alliance of Child Care Workers (NACCW)

2009

Year at a glance	<ul style="list-style-type: none"> • There were problems with the KZN DoE paying for services rendered by KIEP resulting in major financial stress for CREATE. • Sarah Rule graduated with PhD Title: Towards a critical curriculum for midlevel Community Based Rehabilitation training in South Africa. Dept. of Education, UKZN. • Paul Chappell represented the interests of people with disabilities on the Local and Provincial AIDS Councils. • Continuing Education Workshop for CRFs and OT's were held at Blue Waters Hotel, Durban, 27-29 May
Staff (5)	Sarah Rule (Manager), Bongzi Zuma, Paul Chappell, Nokulunga /Lungi Radebe (part-time HIV and disability trainer for parents), Buhle Mdlolo (HIV & Disability Trainer). Christa Johansmeier left.
CREATE PROJECT ACTIVITIES	
CBR	<ul style="list-style-type: none"> • Kindernothilfe e.V.: funded a study on the impact of CRFs and community rehabilitation workers (CRWs) throughout the country. Article published in international journal: Disability and Rehabilitation. • National Dept. of Social Development (DoSD) funded CREATE to work on spreading information about CBR to social workers and other disability stakeholders in different provinces. CREATE helped with the costing of the implementation of the CBR policy of DSD. • CREATE developed and ran a three-month course for NACCW on disability in children. Songs about disability rights were composed by the child and youth care workers.
Inclusive education	<ul style="list-style-type: none"> • KIEP: focused specifically on development of special schools in KZN.
Disability Rights	<ul style="list-style-type: none"> • Finnish Embassy and Dutch Red Cross funded advocacy work on UNCRPD. CRFs in uMgungundlovu District, Valley of a Thousand Hills, Msinga, Bergville, Inanda, KwaMashu and Centocow which assisted CREATE to bring people with disabilities together to learn about CRPD. CREATE was invited to work in Nkandla even though there was no CRF there.
HIV and Disability	<ul style="list-style-type: none"> • Irish Aid funded an HIV and Disability project to teach youth and children as well as parents of disabled children about HIV and AIDS. HIV counsellors employed by Dept. of Health were also trained on HIV and disability.
Evaluation of CREATE	<ul style="list-style-type: none"> • Evaluation of the CREATE Advocacy Project UN Convention on the Rights of Persons with Disabilities (2007-2008) in five districts of KZN, SA. Commissioned by the Finish Embassy for CREATE. Conducted by Pam McLaren (DART) and Lungzi Radebe. March.
Published papers / modules/ manuals	<ul style="list-style-type: none"> • Chappell, P. and Johansmeier, C. (2009) The impact of community-based rehabilitation as implemented by community rehabilitation facilitators on people with disabilities, their families and communities within South Africa. CBR Education and Training for Empowerment (CREATE), Pietermaritzburg, South Africa. <i>Disability and Rehabilitation</i>. 31 (1): 7-13. • KIEP Consortium (2009) Module 3: Assistive devices in the inclusive classroom. Facilitator's manual. Unit standard: ID 252494 NQF Level 5, 10 credits. Develop and use assistive devices for learners experiencing barriers to learning and developmental.
CBR Updates (2009)	Disability and the right to vote. Vol 6, Issue 1, February
Conferences	None
Board of Directors (8) as at 31 March 2009	<i>Chairperson:</i> Sue Philpott, <i>Vice chairperson:</i> Mncedisi Mdunyelwa, Sibongile Sibiya, Bridget Campbell, Peta Diack, Clifford Gcwensa, Barbara Watt, Sam Buckas.

2009 continued	
AGM	Yes
Annual Report	Yes 2009/2010
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Kindernothilfe e.V., Embassy of Finland Local Co-operation Fund (Felm), Irish Aid, Dutch Coalition on Disability and Development (DCDD). <i>South African:</i> National Lottery Distribution Trust Fund.

2010	
Year at a glance	<ul style="list-style-type: none"> • CREATE drafted and submitted a shadow report on the CRPD to the UN. Part of the shadow report was read out at the Conference of State Parties in New York by Shuaib Chalklen. • Sarah Rule attended the DCDD international lobby venture meeting in Cambodia, learning about shadow reports.
Staff (6)	<p>Sarah Rule, Siphon Mdletshe (Disability Field Officer), Leonard Mfeka (Enable Skills Training Project Co-ordinator), Paul Chappell (HIV & AIDS Project Co-ordinator), Bongzi Zuma (Advocacy Officer), Nergeshree Pillay (Admin Assistant).</p> <p>Tracey Meier bookkeeper.</p> <p>Paul Chappell resigned after 6 years at CREATE.</p>

CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> • Partnership with Dutch Coalition on Disability and Development: Disability Rights Advocacy: • KIEP: Inclusive education. • Irish Aid: HIV/AIDS and youth with disabilities. • Kindernothilfe e.V. (KNH): Economic Empowerment Project. • The Finnish Embassy: Enable project: • NACCW: Training Child and Youth Care Workers. • Disabled People South Africa (DPSA): CREATE conducted an impact evaluation of the Mpumalanga Dept. of Health Disability Support Project.
Media	<ul style="list-style-type: none"> • Disability Rights Now (DVD 12 mins) CREATE and the UN Convention on the Rights of Persons with Disabilities (CRPD) developed by Jive media funded by Finnish Embassy and Dutch Coalition on Disability Development. • CREATE developed a comic in English and isiZulu about disability rights with a sports theme that would appeal to children from 9 – 14 years. (Jive Media produced it with small budget from KNH). CRPD Comic: <ul style="list-style-type: none"> – Together we can do it! UN CRPD (Eng.) – Singakwenza sindawonye! Unqulu weUN Convention ngamalungelo abantu abakhubazekile (Zulu)
Published papers / documents	None
Conferences	4th CBR Africa (CAN) Conference, Nigeria. CREATE staff unable to attend due to Bongzi Zuma's visa being refused.

2010 continued	
Board of Directors (8) as at 31 March 2010	<i>Chairperson:</i> Sue Philpott, <i>Vice chairperson:</i> Mncedisi Mdunyelwa, Sibongile Sibiya, Bridget Campbell, Peta Diack, Clifford Gcwensa, Barbara Watt, Sam Buckas.
AGM	Yes
Annual Report	Yes 2010/2011
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Kindernothilfe e.V., Embassy of Finland, Irish Aid, Dutch Coalition on Disability and Development, <i>South African:</i> National Lottery Distribution Trust Fund.

2011 (10th Anniversary)	
Year at a glance	<ul style="list-style-type: none"> • CREATE relocated to larger premises - 11 Hyslop Road, below Townhill hospital renting from Epilepsy SA. • Foundation for Human Rights (FHR) funded a photojournalist (John Robinson) to train three people with disabilities and one parent of a child with a disability to become photographers. • Celebrated 10th anniversary in style with an exhibition of photographs that illustrated the CRPD from the four photographers. • Full centre page article in the Witness newspaper.
Staff (6)	Sarah Rule (Manager), Bongzi Zuma (Advocacy Officer), Buhle Mdlolo (HIV and Disability Trainer), Lungi Radebe (HIV and Disability Trainer), Sarah Roberts (CBR trainer), Nergeshree Pillay (Admin Assistant).

CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> • Foundation for Human Rights (FHR) funded the training of human rights forums in KZN about disability rights. CREATE started working with the KZN Premier's Office and human rights forums across the province as well as with the Legal Resources Centre (LRC) and with the traditional leaders. • Finnish Embassy funded skills development for people with disabilities conducted by Enable. • Finnish Embassy funded advocacy on disability rights with municipalities and others. • Kindernothilfe e.V. funded economic empowerment training for youth with disabilities. • Irish Aid funded training of youth with disabilities and their parents on HIV and sexuality.
Published papers/ documents	CREATE (2011) Irish Aid. <ul style="list-style-type: none"> • The Eye Opener. Disability and HIV/AIDS. • Ngivuleke Amehlo. Ucansi, ingculazi nokuhhubazeka
Conferences	None
Board of Directors (7) as at 31 March 2012	<i>Chairperson:</i> Barbara Watt, <i>Vice chairperson:</i> Sue Philpott, Mncedisi Mdunyelwa, Peta Diack, Siphon Mdletshe, Sphiwo Mngomezulu, Bridget Campbell.
AGM	Yes
Annual Report	Yes 2011/2012
Auditors	JP Lunn (Registered Auditor) appointed 2006

2011 continued

Donor funders	<i>International:</i> Kindernothilfe e.V., Embassy of Finland Local Co-operation Fund, Irish Aid, Netherlands Leprosy Relief. <i>South African:</i> Foundation for Human Rights, Fulton Trust,
Supporters/ Partners	National Lottery Distribution Trust Fund (NLDTF) contributed a large amount to increased rental costs.

2012

Year at a glance	<ul style="list-style-type: none"> • Sarah Rule was involved in assisting Enablement in Netherlands (Huib Cornelije) to set up a CBR Diploma course at the University of Jos, Nigeria (which had its first graduates in 2016)
Staff (7)	Sarah Rule (Manager), Bongzi Zuma (Advocacy Officer), Buhle Mdlolo (HIV and Disability Trainer), Lungi Radebe (HIV and Disability Trainer), Sarah Roberts (CBR trainer), Nqobile Zulu (Economic Empowerment), Nergeshree Pillay (Admin Assistant). Tracey Meier (Part-time Bookkeeper).
Sabbatical leave	<ul style="list-style-type: none"> • Sarah Rule (Oct – Nov).

CREATE PROJECT ACTIVITIES

Published papers / modules	<ul style="list-style-type: none"> • KNH, Embassy of Finland, Fulton Trust: CBR guidelines in relation to CRPD. • KNH: Working with children and youth with disabilities in skills development training on the CRPD and HIV, sexuality and disability. • Embassy of Finland: trained 200 human rights activists around KZN on the Promotion of Equality and Prevention of Unfair Discrimination Act and the Equality courts. Advocacy for the rights of women and children with disabilities. • Fulton Trust: preparing youth with disabilities for employment. • Oxfam Australia: Disability Inclusion in mainstream non-government organisations – focus on water sanitation and hygiene projects. Partnerships with Oxfam partners working on WASH and CREATE developed a programme to work with mainstream NGOs on disability-inclusive development (DID). • Foundation for Human Rights (FHR): justice for people with disabilities in the traditional courts in KZN. • Legal Resources Centre: Human Rights for People with Disabilities in KwaZulu-Natal.
Conferences	None
Board of Directors (8) as at 31 March 2012	<i>Chairperson:</i> Barbara Watt, <i>Vice Chairperson:</i> Sue Philpott, Mncedisi Mdunyelwa, Peta Diack, Bridget Campbell, Siphon Mdletshe, Sphiwo Mngomezulu.
AGM	Yes

2012 continued	
Annual Report	Yes 2012/2013
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Kindernothilfe e.V., Embassy of Finland Local Co-operation Fund, Finnish Evangelical Mission (Felm), Irish Aid, Netherlands Leprosy Relief. <i>South African:</i> Foundation for Human Rights (FHR), Fulton Trust,
Supporters/ Partners	Legal Resources Centre (LRC).

2013	
Year at a glance	<ul style="list-style-type: none"> A strategic planning process held with CREATE staff and members of the Board of Directors highlighted the contribution that CREATE can make in working towards a disability-inclusive society in South Africa (Theory of change map). <i>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.</i>
Staff (6)	Sarah Rule (Managing Director), Bongzi Zuma (Advocacy Officer), Lungi Radebe (Assistant Advocacy Officer), Sarah Roberts (CBR Trainer), Nathi Ngubane, Nergeshree Pillay (Administration Officer). Tracey Meier (Bookkeeper part time)

CREATE PROJECT ACTIVITIES	
	<p>CREATE and the CBR Matrix:</p> <ul style="list-style-type: none"> Oxfam funded CREATE to assist Save the Children KZN become disability inclusive: Education component: Early childhood element. KNH funded CREATE to work with youth with disabilities to prepare them for the world of work: Skills development element Youth empowerment project. Livelihood component. Foundation for Human Rights (FHR) funded CREATE to do training for traditional leaders on access to justice of people with disabilities in the traditional courts in uThungulu Municipality. Social component: Justice Element. April 2013 CREATE trained 32 community care workers and five people with disabilities near Ixopo and this increased the referral of children by Woza Moya to a disability assessment clinic in Creighton. Empowerment component: Advocacy element. FirstRand funded CREATE to help seven gender-based violence (GBV) focused NGOs to become disability-inclusive. One of these organisations was Pietermaritzburg Gay and Lesbian Network (GLN): Refer Disability Inclusion report Jabulani Rural Foundation at Zithulele in Eastern Cape funded CREATE to do an introduction on CBR and disability for the community disability workers (CDWs) for a new CBR project. Refer Community Based Rehabilitation report.
CREATE Evaluation Embassy of Finland	May: Advocacy project for the rights of women and children with disabilities in 10 districts of KZN <i>initially funded by Foundation for Human Rights (FHR) and then by Finnish Embassy.</i> Implemented from Jan 2011 to April 2013. Independent Evaluator Claire Kerry.
Conferences	17th Rural Health Conference in St Lucia, KZN RUDASA/ RuReSA/ PACASA. Dr Sarah Rule was key note speaker for RuReSA on the UN Convention on Rights of Persons with Disabilities (CRPD).

2013 continued

Board of Directors (7) as at 31 March 2013	<i>Chairperson:</i> Barbara Watt, <i>Vice Chairperson:</i> Sue Philpott, Bawinile Mduyvelwa (Disability Advisor Dept. of Health Rehab), Bridget Campbell, Sphiwo Mngomezulu, Ngcingi Lembethe (OTT) and Anna Martyn.
AGM	Yes
Annual Report	Yes 2013/2014
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Embassy of Finland, Kindernothilfe e.V., Oxfam Australia. <i>South African:</i> Foundation for Human Rights, National Lottery Distribution Trust Fund, FNB Trust, FirstRand Foundation, DG Murray Trust, Fulton Trust.

2014

Year at a glance	<ul style="list-style-type: none"> • Shelagh McLoughlin, journalist, taught CREATE staff how to write articles for newspapers. Lungi Radebe wrote several articles on disability for publication in Durban newspapers. • Fulton Trust: provided funds to convene a workshop to learn how to write articles for academic journals with two UKZN lecturers.
Staff (7)	Sarah Rule (Managing Director), Bongzi Zuma (Advocacy Officer), Lungi Radebe (Assistant Advocacy Officer), Sarah Roberts (CBR Trainer), Nompilo Mtungwa (assistant trainer), Hlengiwe Mpila (Administration Officer), Thulasizwe Zungu (driver). Part-time Bookkeeper: Tracey Meier.
Areas of involvement in SA by province and district	<ul style="list-style-type: none"> • Eastern Cape (EC): Mqanduli (Transkei). • KZN: Amajuba (Newcastle), uThukela (Bergville & Ladysmith), uMgungundlovu (Pietermaritzburg), Harry Gwala (Ixopo, uMzimkhulu), eThekweni (Durban), uThungulu (Ntambanana near Empangeni) and uMfolozi, KwaSokhulu. • Mpumalanga (MP): Tonga, Bushbuckridge.

CREATE PROJECT ACTIVITIES

	<ul style="list-style-type: none"> • Norwegian Association of Disabled (NAD) funded research into feasibility of institutionalising CBR training in Zambia, CBR training and curriculum development. • DG Murray Trust (DGT) requested CREATE to assist six organisations to work towards having their training courses on cerebral palsy (CP) being accredited by a relevant Sector Education and training Authority (SETA). CREATE compiled training guidelines for house mothers at KwaZamokuhle Special School, Estcourt. • KNH funded a Youth empowerment project in uMzimkhulu and Centocow linked with Careers by Design and SAVEact (savings clubs and financial education). • Ilifa Labantwana commissioned a pilot project to develop an approach to inclusion of children with disabilities in ECD services in the Ugu District of KZN working with Save the Children KZN. • FirstRand Foundation funded CREATE to work with seven NGOs that focus on gender-based violence assisting mainstream NGOs to become disability-inclusive i.e. Sonke Gender Justice & Nicro (Gauteng), Sonke Gender Justice (Mpumalanga). Interventions included disability awareness workshops, accessing Sign Language training for staff of Pietermaritzburg Gay and Lesbian Network, ECD workers to include children with learning disabilities in their creches and providing access to an architect who developed plans for a waterless disability accessible public toilet in Ingwavuma, northern KZN
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2014 continued

CREATE PROJECT ACTIVITIES continued

	<ul style="list-style-type: none"> • Felm funded CREATE to do a research project on 'Understanding CBR in SA'. Article published in African Journal of Disability (AJOD) in 2019. • Foundation for Human Rights (FHR) funded a project to enable access to justice for people with disabilities in the traditional courts (KZN). • Jabulani Rural Foundation requested CBR training for community disability workers in Zithulele, Eastern Cape.
Published papers / directory/ research reports	<ul style="list-style-type: none"> • Oxfam Australia: CREATE (2014) Directory of Child Disability Resources 2014 for the eThekwinini and Ugu Districts, KwaZulu-Natal • Oxfam Australia: CREATE (2014) Disability Inclusion Possibilities and Progress. A case study in Mfolozi Local Municipality, KwaZulu-Natal, South Africa. Research report. June.
Conferences	5th CBR Africa (CAN) Conference, Kenya, 17-21 November 2014 Kenya (Bongi Zuma and Sarah Rule presenters)
Board of Directors (8) as at 31 March 2014	<i>Chairperson:</i> Bawinile Mdunyelwa, <i>Vice Chairperson:</i> Barbara Watt, Sphiwo Mngomezulu, Sue Philpott, Anna Martyn, Emmanuel Nathi Ngubane, Peta Diack, Ngcingi Lembethe (OTT).
AGM	11 September 2014
Annual Report	Yes 2014/2015
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Embassy of Finland, Felm, Kindernothilfe e.V., Oxfam Australia <i>South African:</i> Foundation for Human Rights, National Lottery Distribution Trust Fund (NLDTF), FNB Trust, DG Murray Trust, Fulton Trust.
Supporters/ Partners	National Lottery Distribution Trust Fund (NLDTF) allocated a sizeable grant for operational expenses and a new vehicle as well as funding for a new staff member with a disability.

2015

Year at a glance	The focus was on inclusive development for people with disabilities funded by Finnish Evangelical Lutheran Mission (Felm). This included the CBR training workshops, savings groups, sexuality and HIV training workshops, disability-inclusion for faith-based organisations in KZN and research undertaken and published in 2019 'Understanding CBR in South Africa'.
Staff (6)	Sarah Rule (Managing Director), Bongzi Zuma (Advocacy Officer), Sarah Roberts (CBR Trainer), Lungi Radebe (Trainer officer), Hlengiwe Mpila (Administration officer), Thulasizwe Zungu (Driver). Part-time Bookkeeper: Tracey Meier.
Areas of involvement in KZN by district and town	Oxfam funded disability-inclusive development work in the following municipalities: Amajuba (Newcastle), uMzinyathi (Dannhauser), uThukela (Estcourt), uMgungundlovu (Pietermaritzburg), Harry Gwala (uMzimkhulu, Creighton, Ixopo), eThekweni (Durban & KwaMakhutha), uThungulu (uMfolozi, Melmoth & Eshowe)
Areas of involvement in SA	Felm funded projects took place in the following provinces: Gauteng (Johannesburg & Orange farm), North West (Gelukspan), Eastern Cape (Port Elizabeth)
CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> • Felm: Six result areas: Understanding Community Based Rehabilitation in South Africa Research on CBR in SA, CBR workshops, HIV and sexuality education, Savings groups, Understanding the CBR matrix through CREATE (promotion materials), Understanding disability mainstreaming (faith-based). • Oxfam Australia: CREATE supported Oxfam partners included assisting Woza Moya to develop an inclusive support group formed around disability training comprising people with HIV, elderly people, people with disabilities and parents of children with disabilities <ul style="list-style-type: none"> – Water, Sanitation and Hygiene (WASH) partners were trained in inclusion of people with disabilities in water, sanitation and hygiene projects in KZN. – Research on the experiences of people with disabilities in uMfolozi and the response of the municipality and traditional leaders. Case study feedback event attended by Oxfam, Office of the Premier, uThungulu District Deputy Mayor, uMfolozi Mayor, traditional leaders and members of the disability forum and community members.
Published papers/ documents	<ol style="list-style-type: none"> 1. Holness, W. & Rule, S. (2015). Barriers to advocacy and litigation in the Equality Courts for persons with disabilities. <i>Potchefstroom Electronic Law Journal</i>. http://dx.doi.org/10.4314/pej.v17i5.04. 2. Sarah Rule, Callista Kahonde & Theresa Lorenzo (2015) "When I grow up I want to be ..." Factors affecting career choice of community disability workers in Southern Africa. <i>International Journal of Disability, Development and Education</i>, DOI: 10.1080/1034912X.2015.1035699. 3. CREATE (2015) Understanding Community Based Rehabilitation in South Africa. Report on a study conducted by CREATE. 4. CREATE (2015) Research on the experiences of people with disabilities in uMfolozi and the response of the municipality and traditional leaders.
Conferences	<ul style="list-style-type: none"> • Kenya: 5th CBR Africa (CAN) Conference: Kenya (Sarah and Bongzi attended). • Melbourne, Australia - Australasian Evaluation Society (Sarah Rule presented a paper on monitoring disability inclusion) funded by Oxfam Australia. • Indonesia: Oxfam Australia presented on disability inclusion learning (Sarah Rule attended) funded by Oxfam Australia.

2015 continued	
Board of Directors (5) as at 31 March 2015	<i>Chairperson:</i> Bawinile Mdunyelwa, <i>Vice chairperson:</i> Barbara Watt, Emmanuel Nathi Ngubane, Ngcingi Lembethe, Mthinteni Nzuza (HR manager)
AGM	September 2015
Annual Report	Yes 2015/2016
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> Felm, Kindernothilfe e.V., KNH, Oxfam Australia, Norwegian Association of Disabled. <i>South African:</i> DG Murray Trust, National Lottery Distribution Trust Fund, FNB Trust, Ilifa Labantwana.
Supporters/ Partners	Justice and Women (JAW), Refugee Social Services.

2016	
Year at a glance	<ul style="list-style-type: none"> • A financially difficult year for CREATE as Oxfam funded was stopped. • Sarah Rule announced that she was relocating to Stellenbosch early in 2017 as her husband was taking up a post at the University of Stellenbosch. • Strategic planning meetings held in November 2016 and January 2017 with Dr Amon Kasambala to do succession planning for a new Managing Director (MD) in 2017 and to develop a new vision, mission and development goal.
Staff (7)	Sarah Rule (Managing Director), Bongzi Zuma (Advocacy Officer), Lungi Radebe (Assistant Advocacy Officer), Sarah Roberts resigned and replaced by Anton/ Archie Roberts - appointed CBR Trainer (August), Nompilo Mtungwa Dlamini (Assistant trainer), Hlengiwe Mpila (Administration Officer), Hloni Khanyile (Financial officer) appointed January 2017.
CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> • Felm: Research on CBR in SA, CBR workshops, HIV and sexuality education, savings groups, understanding the CBR matrix through CREATE (promotion materials) and understanding disability mainstreaming (faith-based). • KNH: Empowerment of youth with disabilities.
Conferences	None
Board of Directors (7) as at 31 March 2016	<i>Chairperson stood down at AGM:</i> Bawinile Mdunyelwa, <i>Vice-chairperson stood down at AGM:</i> Barbara Watt, <i>Appointed chairperson:</i> Nathi Emmanuel Ngubane, <i>Treasurer:</i> Thirusa Govender (new appointment), Mthinteni Nzuza, Ngci Lembethe (CRF), and BJ John Robinson.
AGM	26 September 2016
Annual Report	None
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KNH. <i>South African:</i> Foundation for Human Rights (FHR), National Lotteries Commission.

2017

Year at a glance	<ul style="list-style-type: none"> New Board chairperson Peta Diack and Secretary Dr Pam McLaren appointed: Resignation of Dr Sarah Rule, April. Appointment of interim MD Dr Sue Philpott, May to October. The Board met monthly from March to November. Appointment of Dr Kate Sherry MD November. Foundation for Human Rights (FHR) presents 'Award for High Impact' to CREATE. It was a challenging year without Sarah but CREATE kept going. February: Evaluation done of six Felm result areas by BFM & Associates, University of Cape Town. August: Launch of the Evaluation of Felm 'Lessons to share: Disability-inclusive development in South Africa' held at Ascot Inn, Pietermaritzburg, 45 participants attended.
Staff (9)	Dr Sarah Rule MD resigned April 2017 replaced by Dr Sue Philpott interim MD until October 2017, replaced by Dr Kate Sherry appointed November 2017, Bongzi Zuma (Advocacy Officer), Lungi Radebe (Assistant Advocacy Officer), Anton/ Archie Roberts appointed April full-time (CBR Trainer), Nompilo Mtungwa Dlamini (KNH Field worker), Hloni Khanyile (Finance), Hlengiwe Mpila (Administration Officer), T. Zungu appointed full-time driver to drive Anton Roberts and Bongzi Zuma and other staff with no drivers licence.
CREATE PROJECT ACTIVITIES	
	<ul style="list-style-type: none"> Felm: work continued on result areas: CBR workshops, HIV and sexuality education, Savings groups, Understanding the CBR matrix through CREATE (promotion materials), Understanding disability mainstreaming (faith-based). KNH: Savings groups, disability sexuality and HIV workshops for youth with disabilities and parents of children with disabilities EU funding Khulumani collective: Access to land and health for people with disabilities EU funding EIDHR/ Impendulo: Access to justice for people with disabilities (Justice and Women – JAW) Foundation for Human Rights (FHR): Inclusion of Deaf persons on human rights. Lotteries: CREATE operational costs.
CREATE Evaluation	CREATE Felm Evaluation Report. Inclusive development for people with disabilities: Supporting the development of CBR in South Africa (2017). Report produced by BFM & Associates, University of Cape Town: Dominique Brand, Karina Fischer Mogensen, Theresa Lorenzo and Siphokazi Sompeta. Edited by Charmaine Smith. February.
Published papers/ documents	European Union (EU) EIDHR: <ol style="list-style-type: none"> 1. CREATE, JAW (2017) Access to Justice and Equality before the Law for Persons with Disabilities. October. 2. CREATE, Author Willene Holness. (2017) Baseline Report Impendulo Project: Promoting success to justice for persons with disabilities in KwaZulu-Natal, South Africa. October 3. 'Khulumani' (2017) Ezomhlaba, Nezempilo Zabantu Abakhubazekile
Conferences/National meetings	National CBR Workshop, Pretoria (June) attended by Sue Philpott & Archie Roberts
Board of Directors (7) as at 31 March 2017	<p><i>Chairperson:</i> Peta Diack (appointed April 2017), <i>Secretary:</i> Dr Pam McLaren Haynes (appointed April 2017), <i>Treasurer:</i> Thirusha Govender, <i>Legal:</i> Zama Ximba (appointed June 2017), <i>Community:</i> Nathi Ngubane, <i>Human Resources (HR):</i> Buhle Mdlolo (appointed June 2017), <i>Academia:</i> Dr Saul Cobbing (appointed August 2017).</p> <p>Previous board members resigned: Mthinteni Nzuza, Ngci Lembethe and BJ John Robinson.</p>

2017 continued	
AGM	24 August 2017, Ascot Inn Conference Centre, Pietermaritzburg
Annual Report	Yes 2017/2018
Auditors	JP Lunn (Registered Auditor) appointed 2006
Donor funders	<i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KNH. <i>South African:</i> Foundation for Human Rights, National Lotteries Commission.
Supporters/ Partners	Catalyx (Joe White), Co-operative Governance and Traditional Affairs (COGTA), Disability Action Research Team (DART), District Disability Forums KZN, Dept. of Social Development (DSD), Gay and Lesbian Network (GLN), Justice and Women (JAW), KZN Christian Council (KZNCC), Lifeline, Love Africa (Terry Koen), Office of the Premier KZN, Rural Rehab SA (RuReSA), SAVEact, Tholulwazi Uzivukele (TU), University of KwaZulu Natal (UKZN).

2018	
Year at a glance	<ul style="list-style-type: none"> • Drafting and adoption of the CREATE Memorandum of Incorporation (MOI) funded by Felm. CREATE is a non-profit company, without members with the following objective: To build a disability-friendly and inclusive society in South Africa, working with children, young people and adults with disabilities, and their families and communities, towards their inclusion and participation in a barrier-free South Africa. • April 2018: Third Sector Insight workshop for CREATE Board on 'Governing Body development and orientation' funded by European Union. • CREATE offering the following training courses (brochure): <ul style="list-style-type: none"> – Disability sensitization – Community based rehabilitation – Disability Forum training – Human Rights training
Staff (9)	Dr Kate Sherry (Managing Director), Bongzi Zuma (Advocacy Officer), Bongziwe Mbona (Assistant Advocacy Officer), Nokulunga /Lungi Radebe (Trainer), Anton/ Archie Roberts (CBR Trainer), Nompilo Mtungwa Dlamini (Assistant CBR trainer), Hloni Khanyile (Financial officer – resigned June 2018, replaced by Denise Wodak), Hlengiwe Mpila (Administration Officer – resigned August 2018, replaced by Princess Kunene August 2018), T. Zungu (driver)
CREATE PROJECT ACTIVITIES	
	<ol style="list-style-type: none"> 1. European Union (EU): Impendulo - Promoting access to justice for persons with disabilities in KwaZulu-Natal – implemented in partnership with Justice and Women (JAW). 2. European Union (EU) European Instrument for Democracy and Human Rights (EIDHR): - Access to land and health for persons with disabilities. Implemented by a group of NGOs known as the Khulumani Collective: CREATE, Gay and Lesbian Network (GLN), Lifeline, Tho'ulwazi Uzivukele (TU), KwaZulu-Natal Regional Council of Churches (KRCC), Justice and Women (JAW), administered by Lifeline. 3. Felm: Inclusive development for persons with disabilities: supporting the development of community-based rehabilitation (CBR) in South Africa – Archie Roberts, Bongzi Zuma and Lungi Radebe. <ul style="list-style-type: none"> • CBR workshops: uMzimkhulu municipality and uMfolozi municipality • Workshops with Pastors: uMzinyathi municipality • Exchange visit to NPO Rural Ability and Zithulele hospital, Eastern Cape

2018 continued

	<ul style="list-style-type: none"> • Support for 3 existing savings groups: uMzimkhulu (Dududu, Rietvlei) and establishment of 3 new savings groups: uMzimkhulu (Rietvlei) and uMkhambathini municipalities. • Support groups for parents of children with disabilities established: Ray Nkonyeni (Dududu), uMkhambathini, and uMlalazi municipalities. • Inclusive health care workshops with CCGs in uMkhambathini municipality. • One HIV and sexuality follow-up workshop held in Ray Nkonyeni municipality. • Accessible versions of policy documents – Braille printer purchased, summary of White Paper Rights of Persons with Disabilities (WPRPD) compiled. • September: Rural Health Conference (RHC18) at Henley-on-Klip, Gauteng province – Board member Pam McLaren attended. <p>4. KNH: Empowerment of children and youth with disabilities and their parents – Archie Roberts and Nompilo Dlamini.</p> <ul style="list-style-type: none"> • Support visits to 129 youth with disabilities trained in Ugu, uMzimkhulu and King Cetshwayo districts. • Mid-term review – establishing barriers and facilitators contributing to youth with disabilities reaching their long-term goals (will feed into the way forward for the youth with disabilities economic empowerment model) • Disability work forum comprising District Disability Forum members – three meetings held • Challenges: insufficient funds to train more youth, Pietermaritzburg Community Chest approached – granted R80,000 for next year to train 40 additional youth with disabilities • Accreditation as a service provider delayed, now phase two of a three-phase process.
Papers published / documents	<ol style="list-style-type: none"> 1. Article authored by Sarah Rule, Sue Philpott, Archie Roberts, Pam McLaren for African Journal on Disability (AJOD) : in press. Published 2019 2. CREATE Training Resource on White Paper on Rights of Persons with Disabilities (WPRPD). Author: Anton Roberts.
Conferences	Disability Law Summer School, NUI Galway, Ireland – financial assistance from European Union, Poster: Women, children & disability in rural South Africa presented by Mrs Bongiwe Zuma and Dr Kate Sherry.
Board Directors (7) as at 31 March 2018	<i>Chairperson:</i> Peta Diack, <i>Secretary:</i> Dr Pam McLaren (Haynes), <i>Treasurer:</i> Thirusha Govender, <i>Legal:</i> Zama Ximba June 2017, <i>Community:</i> Nathi Ngubane, <i>Human Resources (HR):</i> Buhle Mdlolo (resigned 2018), <i>Academia:</i> Dr Saul Cobbing.
AGM	6 November 2018. New Board members appointed: Qaphela Dlamini and Cebisile Sibisi (ex. Learners KwaZamokuhle Special School, Estcourt, KZN and Dr Keith Wimble (April 2019).
Annual Report	Yes 2017/2018
Auditors	Appointment of GC Ford January 2018
Donor funders	<i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KNH. <i>South African:</i> National Lotteries Commission.
Supporters/ Partners	Co-operative Governance and Traditional Affairs (COGTA), Disability Action Research Team (DART), District Disability Forums KZN, Dept. of Social Development (DSD), Gay and Lesbian Network (GLN), Justice and Women (JAW), KZN Christian Council (KZNCC), Lifeline, Office of the Premier KZN, Rural Rehab SA (RuReSA), SAVEact, Tholulwazi Uzivikele (TU), University of KwaZulu Natal (UKZN).

2019

Year at a glance	<ul style="list-style-type: none"> January – June: Organisational Development (OD) process with Davine Thaw. Principles of Project Management and report writing facilitated by Ann Cameron. Orientation to CREATE finances facilitated by new Finance Officer. CREATE organisational log frame outlining CREATE target groups’ outcomes and activities. Although incomplete, it has helped staff together understand how the different pieces of CREATE work together, rather than described under donor-named projects. May: Bongzi Zuma, Senior Advocacy Officer visited a Felm gathering Finland. April and July: Child Protection Workshops hosted by KNH, CREATE Child Protection Policy (CPP) translated into Zulu. June: Bongzi Zuma participated in the Land Summit in Eshowe. Education, Training and Development Practitioners (ETDP) Sector Education and Training (SETA) granted CREATE provisional accreditation status to run Early Childhood Development (ECD) practitioners’ learnerships. October: CREATE Strategic Planning session facilitated by Davine Thaw.
Staff (10)	<p>Kate Sherry (MD – resigned end January 2019), Sue Philpott (interim MD - appointed July 2019), Bongzi Zuma (Advocacy Officer), Mambona/ Bonigwe Norah Mbona (Assistant Advocacy Officer), Nokulunga/ Lungi Radebe (Trainer), Anton/ Archie Roberts (CBR Trainer), Nompilo Mtungwa Dlamini (Assistant trainer), Denise Wodak (Finance officer – resigned March 2018) replaced by Adwoa Milumba April 2019), Princess Kunene (Administration Officer – resigned June 2019, replaced by Mandisa Mkhize August 2019), T. Zungu (driver)</p>

CREATE PROJECT ACTIVITIES

	<ol style="list-style-type: none"> 1. European Instrument for Democracy and Human Rights (EIDHR): Access to justice for persons with disabilities in the traditional courts - King Cethswayo and uMgungundlovu districts – Bongzi Zuma, Nokulunga Radebe and Bongziwe Mbona (Mambona). Outstanding guideline manuals for access to justice for persons with disabilities in the traditional courts have now been translated into isiZulu and printed. Two CREATE staff have a detailed plan to train a number of municipalities in gender and disability. The third manual in the EIDHR proposal is not part of this years’ contract. 2. Felm: Inclusive development for persons with disabilities – Nompilo Dlamini, Nokulunga Radebe and Bongziwe Mbona. <ol style="list-style-type: none"> a. Eight new savings groups formed: Thandanani at Hopewell, Senzakahle at Ezinketheni, Siyathuthuka at Honeywell, Ikhayaletu at Harding residence, Bambanani at Mzimkhulu, Simunye at Thembisa mall, Harding, Thembalethu at Thembisa mall, Harding parents of children with disabilities {five trained on how to do saving using SAVE Act methodology, remaining three to be trained soon}. b. Parents of disabled children support visits in four KZN districts: uMgungundlovu (uMkhambathini), Ugu (Umuzi wabantu and Ray Nkonjeni), King Cethshwayo (Nkandla and uMlalazi), and Sisonke (uMzimkhulu). c. Training for Community Care Givers (CCGs) – 30 from Hopewell (Richmond) and 23 from six traditional courts in uMgungundlovu District. d. Follow-up visits for adults with disabilities in Umzumbe and Ray Nkonyeni who had been trained on disability and sexuality and HIV. e. Sunday school educators trained in Pietermaritzburg. f. CBR workshops in ILembe District and uMkhanyakude District (Jozini municipality). 3. KNH and Pietermaritzburg Community Chest: Youth Economic Empowerment – Archie Roberts replaced by Nompilo Dlamini from 1 April to 1 July 2019 while working with Sarah Rule in Ethiopia (Light for the World). Interim MD Sue Philpott asked Anton/Archie to replace Nompilo from 1 August 2019.
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2019 continued

Funding proposals	<ol style="list-style-type: none"> 1. KZN Dept. of Health (DOH): Strengthening CBR in local municipalities of uMngeni, Msunduzi and uMkhambathini (district municipality of uMgungundlovu, KZN). 2. Felm: Strengthening CBR in local municipalities of Mpofana (district municipality of uMgungundlovu, KZN). 3. KNH: Working with children, youth with disabilities, their parents, Disability Forums and Community Care Givers (CCGs) in Umzumbe municipality of Ugu District. 4. Qaphela Dlamini (CREATE board member and Chairperson of KZN Paraplegic Sports was invited to University of Tennessee in July for 6 weeks) and Davine Thaw put in a funding proposal to USA government to support CREATE.
Reports	<ul style="list-style-type: none"> • Felm narrative report 2018 - 2019: Inclusive development for persons with disabilities: Supporting the development of CBR in South Africa. Submitted by Dr Pam McLaren (in absence of MD) and Peta Diack (Board Chair). 30 March 2019. • Felm semi-annual report. Submitted by Dr Sue Philpott interim MD, July 2019. • KNH narrative report 2018-2019: Empowerment of children and youth with disabilities and their parents. Submitted by Dr Sue Philpott (in absence of MD). March 2019. • Final report on the Khulumani Collective Project on access to land and health (completed end of July 2019). Submitted by Dr Sarah Rule (in absence of MD) and Peta Diack (Board Chair), July 2019. • Closure report on the OD Process of CREATE. Davine Thaw October 2019.
Conferences	Rural Health Conference (RHC19) Port Shepstone – funded by Felm. Bongzi Zuma key note speaker for RuReSA, attended by staff: Nompilo Dlamini, Sue Philpott, Board members: Peta Diack, Pam Haynes, Qaphela Dlamini
Board Directors (7) as at 31 March 2019	<i>Chairperson:</i> Peta Diack, <i>Secretary:</i> Dr Pam McLaren Haynes (resigned November 2019), <i>Treasurer:</i> Dr Keith Wimble (appointed April 2019), <i>Legal:</i> Zama Ximba, <i>Community:</i> Nathi Ngubane, <i>Education & Sport:</i> Qaphela Dlamini. <i>Academia:</i> Saul Cobbing. <i>Human Resources (HR):</i> Cebisile Sibisi.
AGM	6 November 2019. CREATE offices. Appointment of new board member: Linda Ngidi (COGTA), Human Resources (HR):
Annual Report	Yes 2018/2019
Auditors	Appointment of GC Ford January 2018
Donor funders	<i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KNH. <i>South African:</i> Foundation for Human Rights (FHR), National Lotteries Commission (Lottery).
Supporters/ Partners	Co-operative Governance and Traditional Affairs (COGTA), Disability Action Research Team (DART), District Disability Forums KZN, Dept. of Social Development (DSD), Gay and Lesbian Network (GLN), Justice and Women (JAW), KZN Christian Council (KZNCC), Lifeline, Office of the Premier KZN, Rural Rehab SA (RuReSA), SAVEact, Tholulwazi Uzivikele (TU), University of KwaZulu Natal (UKZN).

2020

Year at a glance	<ul style="list-style-type: none"> Project implementation interrupted by COVID 19 lockdown regulations CREATE's finance systems and policies were reviewed and revised and finance policy tabled to the Board October: Malcolm Boyd Third Sector ran a virtual workshop for the Board of Directors on the governance of NPO's Felm (donor funder since 2014) informed CREATE that because of the impact of COVID 19 on its finances it would be terminating its activities in Southern Africa as from December 2021
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Staff (9)	<p>Dr Sue Philpott (interim MD – appointed July 2019, resigned January 2020: replaced by Dudu Radebe March 2020), Bongzi Zuma (appointed 1999 1st CBR trainer became Senior Advocacy Officer – resigned December 2020), Anton/ Archie Roberts (appointed August 2016 as CBR Trainer – resigned October 2020), Bonigwe Mbona (Assistant Advocacy Officer), Nokulunga/ Lungi Radebe (Trainer), Nompilo Mtungwa Dlamini (Assistant trainer), Adwoa Milumba (Finance officer – resigned April 2020, replaced by Audrey David July 2020), Mandisa Mkhize (Administration Officer), T. Zungu (driver)</p>
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CREATE PROJECT ACTIVITIES

	<ul style="list-style-type: none"> During lockdown level 5: end March to beginning June, CREATE in partnership with Pietermaritzburg Agency for Community Social Action (PACSA), initiated a food and wonder bag distribution drive, reaching out to over 250 families of PWDs and impoverished households. CREATE started working with Talitha Cumi (ECD centre in Pietermaritzburg) that supports children with disabilities (funded by McCord's Trust). December: Workshop, facilitated by an OT, was held in Richmond to assist parents, CCGs and members of Disability Forum to identify children with cerebral palsy (CP): what is CP?, causes, types, feeding, positioning and stimulation. Ongoing support for new and old savings groups (30) comprising mainly women, parents of children and youth with disabilities in uMgungundlovu – uMsunduzi, (Hopewell), Mkhambathini (Ixopo, Harry Gwala – uMzimkhulu (Rietvlei). November: EIDHR Impendulo function held in Eshowe, King Cetshwayo municipality was attended by CREATE, JAW, the KZN Office of the Premier and 150 participants. The positive impact of the training of traditional leaders was acknowledged as were the negative impact and challenges of the harmful traditional beliefs and practices on PwDs especially in rural areas. December: Umlalazi Disability Day was organised by the Disability Forum and the traditional leadership to listen to issues faced by 50 PwDs and explore ways of addressing them. December: A GBV and Disability dialogue was held with Durban University of Technology (DUT) students and 50 people from Rietvlei (Harry Gwala municipality), Trustfeed (Msunduzi municipality), Hopewell (Richmond municipality) and Mkhambathini municipality.
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Reports	<ul style="list-style-type: none"> EU EIDHR: Impendulo Interim Narrative Report. Promoting access to justice for persons with disabilities in KwaZulu-Natal, South Africa. Contract number: 2016/380-939. Submitted by Bongzi Zuma and Peta Diack (Board chair). 31 January 2020. KNH Annual Project Report (7246) Empowering children and youth with disabilities and their parents. Reporting period 1 April 2019 – 31 March 2020. Project duration: April 2016 to March 2020. Submitted by Anton/ Archie Roberts. 31 March 2020. Pietermaritzburg Community Chest: Report. Support for youth with disabilities economic Empowerment project. Reporting period 1 April 2019 – 31 March 2020. Submitted by Anton/ Archie Roberts. 31 March 2020.
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2020 continued

Reports	<ul style="list-style-type: none"> • Felm: Narrative report 2019- 2020: Inclusive development for persons with disabilities: Supporting the development of CBR in South Africa. Submitted by Dr Pam McLaren and Dudu Radebe MD 31 March 2020. • Felm semi-annual report. Submitted by Dudu Radebe 30 June 2020.
Papers published / documents	Sarah Rule, Anton Roberts, Pam McLaren, Sue Philpott (2019) South African stakeholders' knowledge of community based rehabilitation. <i>African Journal of Disability</i> . Vol 8 / a484. 24 September 2019.
Conferences	None
Board of Directors (8) as at 31 March 2020	<i>Chairperson:</i> Peta Diack, <i>Secretary:</i> Cebisile Sibisi (KZN Treasury), <i>Treasurer:</i> Dr Keith Wimble, <i>Legal:</i> Zama Ximba, <i>Community:</i> Nathi Ngubane (resigned December 2020 – given award for 13 years' service to CREATE), <i>Education & Sport:</i> Qaphela Dlamini, <i>Human Resources (HR):</i> Linda Ngidi (COGTA), <i>Academia:</i> Dr Saul Cobbing (resigned December 2020)
AGM	9 December 2020. Four new Board members appointed: Heather Coombe (Deputy Secretary), Esther Wanjiru Odindo (Deputy Treasurer), Nomvelo Phungula and Noluthando Gasas.
Annual Report	Yes 2019/2020
Auditors	Appointment of GC Ford January 2018
Donor funders	<i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KindernotHilfe. <i>South African:</i> McCord's Trust, Pietermaritzburg Community Chest, Solidarity Fund.
Supporters/ Partners	Co-operative Governance and Traditional Affairs (COGTA), Disability Action Research Team (DART), District Disability Forums KZN, Dept. of Social Development (DSD), Institute for Healing of Memories (IHOM), Justice and Women (JAW), Office of the Premier KZN, Rural Rehab SA (RuReSA), SAVEact, University of KwaZulu Natal (UKZN), Talitha Cumi, Pietermaritzburg Agency for Community Social Action (PACSA).

2021

Year at a glance	<ul style="list-style-type: none"> Project activities commenced with the objective to catch up on work not done in 2020 due to COVID-19 lockdown regulations. Some of CREATE staff contracted COVID-19, quarantined and fortunately recovered. CREATE staff developed the annual plan in line with donor funded projects. CREATE staff compiled a funding and project summary 2021. Social media and marketing: <ul style="list-style-type: none"> 29-30 January: CREATE Organisational Development Intervention focusing on healing relationships and building a high functioning team (Staff and Board) between staff and Board members: Facilitator Berenice de la Croiz. Report 9 February. 17 April CREATE Strategic Plan for 2021-2024, facilitator Dr Pam McLaren (Report 30 April 2021) 4 May CBR workshop for staff, facilitator Dr Pam McLaren, co-facilitator Nokulunga Radebe (Report 30 May 2021). 5 July Revision of CREATE vision, mission, developmental goal and outcomes and confirmation 14 August.
Staff: full-time (8) part-time (3)	<p>Ms. Duduzile Radebe (MD), Bongwiwe Mbona (Assistant Advocacy Officer), Lungi Radebe (Trainer), Nompilo Mtungwa Dlamini (Acting CBR Trainer), Rev. Lesego Temane (Assistant CBR trainer); Audrey David (Finance Officer); Mandisa Mkhize (Administration Officer), T. Zungu (driver- contract ended March 2021);</p> <p>New staff appointed: Thokozani Mchunu (Project organiser). Two part-time field work assistants with disabilities: Gcobokazi Zitumane and Thulani Gumede.</p>

CREATE PROJECT ACTIVITIES

	<ul style="list-style-type: none"> Felm 1: activities implemented in uThukela District (Estcourt), uMzinyathi District (uMsinga), Amajuba District (Madadeni) Felm INDICO focused on working with Disability Forum and children with disabilities in uMgungundlovu District (Mpofana & Mkhambathi) Felm: Disability inclusion training for Pastors, Sunday School Teachers and Church Boards KNH 2020 – 2024: focus on safeguarding of children with disabilities in Mzumbe District KNH: Livelihoods and skills development projects for youth with disabilities ACT Ubumbano (network of Southern African and European organisations working for economic, gender and environmental justice) supported agency of youth with disabilities in Copesville, uMgungundlovu District, June. McCord's Trust: Talitha Cumi ECD centre: Training for ECD practitioners, Training and support Groups for parents of children with disabilities Gender based violence (GBV) awareness raising and campaign in relation to women and men with disability – 'Thursdays in Black' COVID 19 Anti-corruption protests held weekly to raise awareness on impact on PwDs August: Sport for Social Change Network (SSCN): linked to national Dept. of Sports and Recreation. Peace-building sports and wellness activities for PwDs. September: Gardening skills for PwDs included celebration of International Food Day and Food Drive in relation to food security and climate crisis. September: Dept. of Health: Strengthening implementation of CBR within uMgungundlovu District. October: PwDs supported by CREATE to gain skills in manufacturing cleaning products (as Part of support for improved livelihoods). KNH supports CREATE to distribute food vouchers to needy families, following the disruptions caused by the looting and violence.
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2021 continued

Social Media programmes	CREATE uses Facebook, Instagram and Twitter to highlight projects
Reports	<ul style="list-style-type: none"> • KNH Annual Project Report (7246) Empowering children and youth with disabilities and their parents. 01 April 2020 – 31 March 2021. Project duration: April 2020 to March 2024. Submitted by Nompilo Dlamini/ edited by Dudu Radebe MD. 31 March 2021. • Felm Narrative Report 2020- 2021: Inclusive development for persons with disabilities: Supporting the development of CBR in South Africa. Submitted by Dudu Radebe, MD. • Felm semi-annual report 2020-2021. Submitted by Dudu Radebe MD.31 August 2021 • KNH Annual Project Report (7246) Empowering children and youth with disabilities and their parents. Reporting period 1 April 2020 – 31 March 2021. Project duration: April 2020 to March 2024. Submitted by Nompilo Dlamini (Acting CBR trainer) edited by Duduzile Radebe (MD). Project agreement only signed August 2021 due to lockdown challenges.
Papers published/ documents	None
Conferences	None
Board of Directors (10) as at 31 March 2021	<i>Chairperson:</i> Peta Diack (resigned October 2021), <i>Treasurer:</i> Dr Keith Wimble, <i>Deputy Treasurer:</i> Esther Wanjiru Odindo, <i>Secretary:</i> Heather Coombe (Academia), <i>Legal:</i> 2017 Zama Ximba, <i>Education & Sport:</i> 2018 Qaphela Dlamini, <i>Human Resources (HR):</i> Cebisile Sibisi (KZN Treasury), Linda Ngidi (COGTA), <i>Non-executive Directors:</i> Nomvelo Phungula and Noluthando Gasa.
AGM	24 November 2021
Annual Report	Yes 2020/2021
Auditors	Appointment of Collenbrander Associates 2021
Donor funders	<p><i>International:</i> European Union (EU), Finnish Evangelical Lutheran Mission (Felm), KNH (long-term funders).</p> <p><i>South African:</i> ACT Umbumbano, Community Chest Pietermaritzburg, Dept. of Health (DoH) KZN, McCord's Trust.</p>
Supporters/ Partners	Co-operative Governance and Traditional Affairs (COGTA), Disability Action Research Team (DART), District Disability Forums KZN, Dept. of Social Development (DSD), Gay and Lesbian Network (GLN), KZN Christian Council (KZNCC), Lifeline, Office of the Premier KZN, Rural Rehab SA (RuReSA), SAVEact, Mahlathini Development Fund, Talitha Cumi, Empowering Youth, ACT Ubumbano, KZN Wheelchair and Runners.