
2020/2021

**DPA
ANNUAL
REPORT**



Disabled People's Association

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Accessibility Note: Although this report was written with accessibility in mind, a text only version is available on request from info@dpa.org.sg. This report contains minimal images, but they do not contain any essential information.

Mission and Vision

DPA Annual Report 2020/2021



Mission

To be the voice of people with disabilities, working with them to achieve full participation and equal status in society through independent living.



Vision

To build an inclusive society where persons with disabilities have access to the same rights and opportunities as everyone else.



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The Annual Report is confidential and is not for circulation until after its adoption at the Annual General Meeting (AGM) on 9 September 2021.

UEN Number: S86SS0002F | IPC Number: 000207

President's Message

DPA Annual Report 2020/2021

This financial year has been a year like no other.

As I write this message we are grieving the loss of one of our long-time disability advocates, Tan Keng Ying, who passed away on 19 July 2021. She was a DPA member since 2011 and volunteered 7 years of service as a Board of Management member. She ensured we at the DPA were aware of the barriers the Deaf and Hard of Hearing community faced and worked to overcome them in all aspects of our work. As an Inclusion Ambassador she went to schools, companies and public events to introduce them to Singapore Sign Language and raise awareness about Deaf access. All of us at the DPA will always be grateful for her part in our journey over the last 9 years.

The onset and impact of the COVID-19 crisis have resulted in unprecedented challenges and changes to our lives and in all sectors of our society.

We here at DPA have had to make significant adjustments to our operations, programmes, and activities, all while ensuring that we continue to engage with the public, private and people sector through major projects, none of which would have been possible without the support from our Inclusion Ambassadors, members, supporters, and staff.

As we welcome DPA's 35th anniversary in the midst of a pandemic, we also recognise the long way we've come as disability advocates. The challenges we have faced in my 4th year as DPA's President have been unlike previous years. Having said this, I am proud of the work we have done and the progress we have made as an organisation in the midst of COVID-19.

The main focus of our year has been the digitalisation of our work – making careful, curated, and strategic decisions to adapt to an almost fully online world brought about by the pandemic while ensuring an inclusive execution of our deliverables and objectives that aligns with COVID-19 social distancing protocols.

President's Message

DPA Annual Report 2020/2021

Despite the pandemic, we were able to build on the work we started in 2019 of partnering with BNP Paribas and the Ministry of Social and Family Development (MSF) with the goal of mapping out the Central Business District (CBD) to provide real-time and accurate information about accessibility in the CBD. While our in-person mapping exercises were put on hold due to social distancing measures, we were able to connect virtually with new and existing partners towards expanding the scope and the future of the project. I am proud to report that in the last year, the Ministry of National Development (MND) and the Building and Construction Authority (BCA) have adopted our CBD mapping initiative and brought together an alliance of Social Service Agencies (SSAs) to serve as a committee to put together a plan for improving accessibility in the CBD. Given time, I believe that this will expand to mapping accessibility beyond the CBD and into our heartland neighbourhoods. I hope that our members and the disability community at large will take the opportunity to participate in this collaborative effort.

This year also saw the continued launch of our DisOrdinary Love programme – an innovative programme that goes beyond what sex education traditionally covers and aims to create and advocate for safe spaces for disabled people and parents/allies of disabled people to discuss topics relating to disability, sex and love. The DisOrdinary Love programme offers online workshops and one-on-one counselling sessions where persons with disabilities can get advice from a trained counsellor. Parents or caregivers can seek support about how to engage with their children with disabilities in conversations about sex.



President's Message

DPA Annual Report 2020/2021

Akin to many of our other initiatives, we had to quickly adapt to the changing protocols and measures brought about by the pandemic, resulting in moving all our workshops and sessions online. Despite this, our initial pilot workshops in July 2020 saw a full turnout with much positive feedback – resulting in four sets of workshops already scheduled for 2021.

The pandemic has also led to having to refocus how we engage with our members and inclusion ambassadors as we shifted our outreach and activities online. Despite this, and while we had to put a few initiatives on hold, we still had a year of fruitful experiences where members and inclusion ambassadors were able to interact virtually through various online training, engagements, and other events.

DPA has also taken this year to continue work on our rebranding – an exercise that started last year with the aims of improving the ways we engage with and represent our community, how we will use our broad diversity in the Board of Management to better represent the needs of our cross-disability membership, along with how we communicate our ideals, mission, and vision. This includes rebranding our website and other collaterals, and we have already engaged a design company to assist in this project.

In addition to such initiatives and programmes at home, we have also spent this past year continuing to work internationally. In October 2020, we submitted a report to the Universal Periodic Review (UPR) Working Group as part of the third cycle of the UPR. Led by the UPR Working Group located at the United Nations Human Rights Council, the UPR is a process that aims to assess the human rights record of all 193 UN member states. The report DPA submitted covered the need for anti-discrimination protections, inclusive employment and education, and optimising physical and digital accessibility for persons with disabilities in Singapore – topics that we later presented at a fully online 38th Session of the third cycle in February 2021.

We plan to build on such initiatives and many others along with work on new and emerging ones in the year ahead. For instance, as the Third Enabling Master Plan (2017 – 2021) approaches its final year, DPA has been invited to sit on the Steering Committee to develop the Fourth Enabling Master Plan which will chart the direction of government-led efforts to enhance disability inclusion in areas from education and employment to accessibility and healthcare for the next eight years (2022 – 2030). I will be representing DPA and look forward to raising the concerns and voice of our disability community.

President's Message

DPA Annual Report 2020/2021

These are times like no other, but we at DPA remain committed to our mission of being Singapore's only cross-disability advocacy organisation that will continue to champion on behalf of people with disabilities for many more years to come.

As new COVID-19 variants emerge, we encourage you to prioritise your safety and wellbeing. The current data shows that vaccination is lowering the severity of COVID symptoms. Please consider that vaccination not only protects you but also protects your friends and family around you.

As we continue to weather this pandemic, please know that you are not alone and we at DPA are here to support you in the best way we can.



Mr Richard Kuppusamy
DPA President

"As we welcome DPA's 35th anniversary in the midst of a pandemic, we also recognise the long way we've come as disability advocates."

Collaborations and Engagements

Continuing to work with public, private and social sector

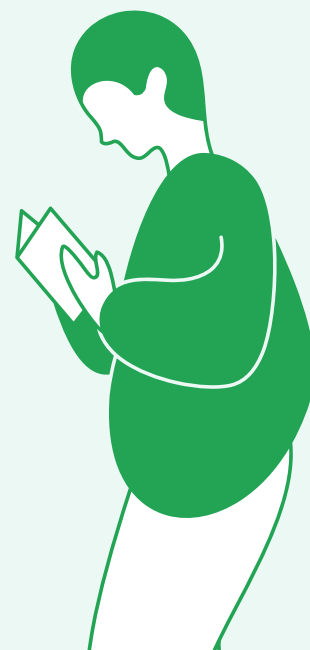
Central Business District (CBD) Mapping Project 2020

Following on from the successful launch of the programme in 2019, which involved mapping the area around Raffles Place MRT station, DPA decided to extend the mapping perimeters of the project and look at the accessibility around Telok Ayer MRT station. The goal of the project is to continue mapping the areas around the CBD annually looking at different areas until as much of the area is documented and access recommendations can be made to the building owners and relevant government agencies. The mapping would also be done for areas undergoing extensive repair or renovation works to ensure that our accessibility mapping and recommendations remain up to date.

In 2020, Singapore Polytechnic continued its partnership with DPA and gathered some post Urban Design students (3-5 pax) who are motivated to participate in the CBD Mapping project 2020, and completed the following deliverables by October 2020 – Coloured version of map (soft copy), black & white version of map (soft copy), soft copy of maps and photos collected during mapping activity (labelled according to streets/buildings), and a soft copy report of site.

Unfortunately, a large-scale mapping exercise was not possible due to safety measures and regulations introduced by the Singapore government. We are looking to conduct a public mapping exercise once the pandemic situation becomes better and safer.

Despite this, the Ministry of National Development (MND) and the Building and Construction Authority (BCA) have adopted the CBD mapping exercises into a larger initiative to promote accessibility in the built environment across Singapore. A committee dedicated to improving accessibility in the CBD area was convened that includes various Social Service Agencies (SSAs), including DPA, BCA, and other government agencies. The role of the committee is to assess ongoing and next steps for improvements to the CBD and beyond.



Collaborations and Engagements

Continuing to work with public, private and social sector

DisOrdinary Love Programme

This year saw the continued launch of DisOrdinary Love – a first of its kind programme of DPA and in Singapore that aims to create and advocate for safe spaces for disabled people and parents/allies of disabled people to discuss topics relating to disability, sexuality, relationships, body positivity, personal rights and boundaries, and sexual health with a trained professional.

The programme had initially been piloted with the name Di-Sex but after some market research with the help of students at Singapore Management University it was rebranded to DisOrdinary Love.

A play on words, the DisOrdinary Love programme aims to combat negative stigmas and stereotypes in society regarding the intersections of disability and sexuality and enhance healthy and holistic conversations around such topics through workshops, one-on-one counselling sessions, and social media groups.

Akin to many of our other initiatives, we had to quickly adapt to the changing protocols and measures brought about by the pandemic, resulting in moving all our workshops and sessions online. Despite this, our initial online workshops in July 2020 saw a good turnout with much positive feedback – resulting in four sets of workshops already scheduled for 2021. The total attendance for the two workshops and counselling session was 184. The programme was featured in a CNA video and article 'Navigating taboos, parents grapple with sexual stirrings of children with special needs' on 20 June 2020.



Collaborations and Engagements

Continuing to work with public, private and social sector

Inclusive Flashmob 2020

Back for its second year, the Inclusive Flashmob is a collaborative event by the Disabled People's Association and Distinct Creative Arts that aims to inculcate the spirit of inclusion amongst youths, advocating for the Social Model of Disability through dance.

The Social Model of Disability holds that a person isn't 'disabled' because of their impairment, health condition, or the ways in which they may differ from what is commonly considered the medical 'norm'; rather it is the physical and attitudinal barriers in society – prejudice, lack of access adjustments and systemic exclusion – that disable people from participating in society on an equal basis with person without disabilities. We strongly believe the arts have the power to break down social barriers, and different abilities can be celebrated through experiential and interactive learning.

In the midst of the Covid-19 pandemic in 2020, a total of 40 participants from APSN Katong, APSN Chao Yang School, SUNDAC Choa Chu Kang, SUNDAC Upper Thomson, SUNDAC Bedok South were involved in the virtual Inclusive Flashmob event. Together with Distinct Creative Arts, rehearsals began in August 2020. A total of 8 sessions were conducted at each participating school/centre, with the final session staged to film the concept video before piecing it together to create a final video product. On 6 November 2020, the collaborative video was launched on DPA's social media platforms.

Each of the participating schools shared the videos of their students performing the dances on their Facebook pages as well. You can still view these videos on DPA's Facebook page and YouTube channel. The initiative was well received and schools were already indicating their interest to take part in the following year's run of the Inclusive Flashmob.



Collaborations and Engagements

Continuing to work with public, private and social sector

Inclusion Ambassadors and Membership

Despite the pandemic, and having to put several projects on hold, we still had a year of fruitful experiences where members and Inclusion Ambassadors were able to interact virtually through various online training, engagements, and other events. This year saw a total of 41 member activities relating to various DPA initiatives. In fact, DPA Inclusion Ambassadors and DPA staff took the time to ensure that no one was left behind as we all become more reliant on digital access during social distancing measures. Inclusion Ambassadors conducted peer-to-peer learning on how to use tools like Zoom, communicate via Whatsapp as well as share other skill sets such as beginners' language courses in Mandarin and Bahasa Melayu. This inspired the start of DPA's Online Academy and we are currently looking to expand the scope and platform of our online academy in new and exciting ways.

Additionally, DPA is continuing to collaborate with Faith Music Centre (FMC) where participants can take online music lessons, and DPA is looking to open learning opportunities with FMC for members along with other membership perks in the year ahead.

DPA has also continued to engage our Inclusion Ambassadors and members in DPA's on-going Disability Awareness Talks (DAT) series – a series of talks to raise awareness about what inclusion means and how to achieve it in Singapore. This financial year saw a total of 12 DATs with a total of 424 participants.

These are just a few of the events we have been able to conduct despite restrictions brought about by the pandemic and we look forward to developing and expanding many of such activities in the year ahead.



Conferences and Forums

Sharing DPA's best practice locally and on the world stage

The 38th Session of the Universal Periodic Review

The Universal Periodic Review (UPR) is a process that aims to assess the human rights record of all 193 UN member states. Led by the UPR Working Group located at the United Nations Human Rights Council, the UPR is a four – five year process divided into several sessions each year – with each session reviewing a particular group of countries. The UPR is an opportunity for civil society organisations to share concerns and areas for improvement on various human rights issues.

In this third cycle of the process, Singapore was part of the 38th Session held in February 2021. To prepare for the session, DPA submitted a report in October 2020 outlining areas where Singapore has progressed in disability inclusion since the second cycle, while outlining areas where much improvement is needed in Singapore – such as the need for anti-discrimination protections, inclusive employment and education, and optimising physical and digital accessibility for persons with disabilities in Singapore.

DPA presented the report during the 38th Session in February 2021 – a session that was fully virtual and online due to the pandemic.

DPA is waiting to find out when the Committee on the Rights of Persons with Disabilities Committee session with Singapore will be held. It was postponed due to the pandemic to March 2022.



Annual General Meeting 2020/21

On 29 September 2020, DPA held its Annual General Meeting (AGM). Due to the pandemic, this year's AGM was held online via Zoom. It was the first time that DPA held its AGM online.

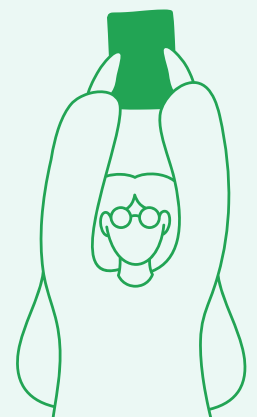
The new provisions/alternative arrangements under the COVID-19 (Temporary Measures) Act 2020 resulted in some changes in how the AGM was run. Instead of voting in person, members appointed DPA's President Mr Richard Kuppusamy, as chairperson of the AGM to vote on their behalf based on proxy forms submitted prior to the meeting. Through the proxy form, members indicated their voting preference in the election of Board of Management members as well as their choice to vote for or against or abstain on the usual resolutions, approving previous AGM meeting minutes, the annual report, the audited accounts and re-appointment of DPA's auditors.

After a short welcome speech by DPA's President Mr Richard Kuppusamy, sharing programme highlights and future plans, the AGM was underway. Mrs Chang-Tang Siew Ngoh, DPA Hon. Secretary led the meeting through the proceedings – including sharing of the DPA Constitution changes that were approved at the previous year's AGM.

Due to the virtual nature of the event, all voting on resolutions and the election of board members were conducted via proxy forms. All seven serving board members were re-elected and the two nominated candidates were elected to the board.

We welcome on board our new members of the Board of Management – Dr. Navin Nair was elected to be DPA Treasurer and Ms. Cassandra Chiu Mei Mei was elected to be Committee Member. She previously served as an advisor to the Board.

We also would like to take this opportunity to thank out-going members of the Board of Management – Ms Lily Goh, Ms Judy Wee and Ms Sherena Loh for their invaluable services during their respective terms of office.



DPA Board of Management 2020/21

Board of Management Members

Mr Richard Kuppusamy
President

Mr Michael Chin Yun Foong
Honorary Treasurer (until 29
Sept 2020)
Honorary Assistant Treasurer
(from 30 Sept 2020)

Mr Darren Ho
Committee Member

Ms Yee May Kuen Peggy
Sarah
Vice President

Ms Sherena Loh
Honorary Assistant
Treasurer (until 29
Sept 2020)

Dr Dawn-Joy Leong
Committee Member

Mrs Chang – Tang Siew
Ngoh
Honorary Secretary

Ms Cassandra Chiu Mei Mei
Committee Member

Ms Tan Keng Ying
Committee Member

Dr Navin Nair
Honorary Treasurer
(from 30 Sept 2020)

Ms Lily Goh
Committee Member
(until 29 Sept 2020)

Ms Judy Anne Wee
Committee Member
(until 29 Sept 2020)

Advisors

Mr Arsalan Mustafa Ali

Mr Leo Chen Ian

DPA Board of Management

Meetings Attendance 2020/21

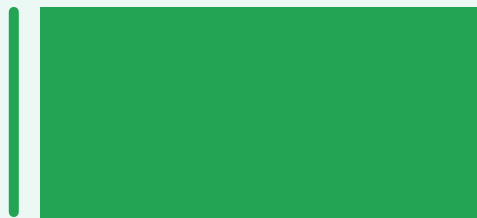
Name	24 Jun 2020	26 Aug 2020	10 Dec 2020	25 Mar 2021
Mr Richard Kuppusamy	✓	✓	✓	✓
Ms Yee May Kuen Peggy Sarah	✓	✓	✓	✓
Mrs Chang – Tang Siew Ngoh	✓	✓	✓	✓
Dr Navin Nair			✓	✓
Mr Michael Chin Yun Foong	✓	0	✓	✓
Ms Cassandra Chiu Mei Mei	✓	✓	✓	0
Ms Lily Goh	✓	0		
Mr Darren Ho	✓	0	0	0
Dr Dawn-Joy Leong	✓	0	0	0
Ms Sherena Loh	✓	✓		
Ms Tan Keng Ying	✓	✓	✓	✓
Ms Judy Anne Wee	✓	✓		

Mrs Chang-Tang Siew Ngoh has served on the DPA Board of Management for more than 10 consecutive years. Mrs Chang-Tang intends to continue in her role as Hon. Secretary for a number of reasons. She brings a wealth of social service sector experience and knowledge to the role, is a parent of a person with a disability and a strong ally to the disability community. DPA is thankful for her continued volunteerism.

Ms Lily Goh, Ms Judy Anne Wee and Ms Sherena Loh decided not to stand for re-election at the AGM on 29 September 2020. DPA thanks them for their many years of service and contribution to DPA's disability inclusion journey.

Dr Dawn-Joy Leong and Mr Darren Ho have not attended a majority of the Board of Management meetings during the FY ended 31 March 2021. The reason for the absences are due to the additional workload during the pandemic and illness.

DPA Staff 2020/21



DPA Staff Members

Dr Marissa Lee Medjeral-Mills
Executive Director

Ms Asha Karen
Training Consultant

Ms Valerie Chia
Community
Engagement Executive

Ms Anusiah a/p
Tharmalingam
Administration Manager

Ms Sumita Kunashakaran*
Advocacy Lead

Mr Iskandar Shah Bin
Ismail**
Part-Time Admin
Assistant

*Ms Sumita Kunashakaran left the DPA on 28 February 2021 to move abroad and work with a long-time partner, The Zero Project, in Austria. We wish her all the best and thank her for her valuable work she did including kickstarting the DisOrdinary Love programme.

**Mr Iskandar Shah Bin Ismail started working for DPA as a Part-Time Admin Assistant on 11 January 2021



DPA Membership

As of 31 March 2021

Membership Category	Disability Type				
	Sensory	Developmental	Physical	Psychosocial	Multiple
Ordinary	44	14	56	4	10
Life	35	4	27	0	2
Youth	0	1	0	0	0
Total	79	19	83	4	12
Associate			5		
Associate Life			3		
Total Individual Membership			205		
Institutional Members			21		
Total Membership			226		

Management and Governance Policies

DPA fully subscribes to and complies with the regulations of the Charities Act and the regulations associated with the Institution of Public Character (IPC) status. We have established procedures and guidelines in accordance with the requirements of these Acts, and update or review these regularly.

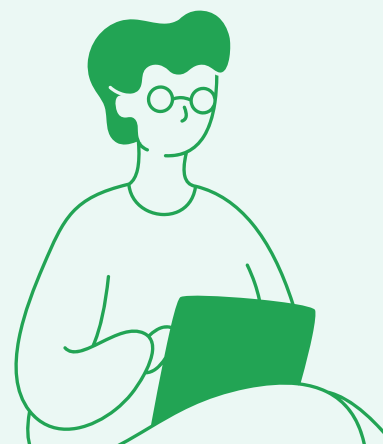
Conflict of Interest Policy

DPA has a documented Conflict of Interest (COI) policy, where all Board of Management members and staff members are required to read the policy and declare that they understand what the policy entails. All Board of Management members need to renew their COI declaration on an annual basis, and whenever a new potential COI arises. The policy makes clear what is defined as a COI, the process to declare it, as well as the need for anyone with a COI to remove themselves from any decision-making process that is related to that COI.

Additionally, DPA's Board of Management members are volunteers and do not receive remuneration for their roles. If you would like to view the COI policy in full please contact marissa@dpa.org.sg for a copy.

Reserves Policy

DPA keeps at least a one-year operating budget in reserve to ensure the sustainability and continuity of its advocacy work in the disability community. In addition to the COI and Reserves Policy, DPA also has documented policies related to the Personal Data Protection Act (PDPA) 2012, Internal Controls, Human Resources, Emergency Procedures as well as a Code of Conduct. DPA has complied fully with the Governance Evaluation Checklist for IPCs.



S/N	Code Guidelines	Code ID	Compliance	Explanation in case of non-compliance.
Board Governance				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff appointments? (skip items 2 and 3 if "No")		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied	
3	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5	Complied	
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied	
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")		Yes	
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied	

S/N	Code Guidelines	Code ID	Compliance	Explanation in case of non-compliance.
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
Conflict of Interest				
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
Strategic Planning				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
Human Resource and Volunteer Management				
12	The Board approves documented human resource policies for staff.	5.1	Complied	
13	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? (skip item 15 if "No")		Yes	
15	There are volunteer management policies in place for volunteers	5.7	Complied	
Financial Management and Internal Controls				
16	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied	

S/N	Code Guidelines	Code ID	Compliance	Explanation in case of non-compliance.
17	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
19	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")		Yes	
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	
Fundraising Practices				
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")		Yes	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? (skip item 23 if "No")		No	
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3		
Disclosure and Transparency				
24	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied	

S/N	Code Guidelines	Code ID	Compliance	Explanation in case of non-compliance.
	Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")		No	
25	No governing board member is involved in setting his own remuneration.	2.2		
26	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.	8.3		
	Does the charity employ paid staff? (skip items 27, 28 and 29 if "No")		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	
28	The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	In 2020-21, there was no staff member who earned between \$100,000 to \$200,000.



S/N	Code Guidelines	Code ID	Compliance	Explanation in case of non-compliance.
29	<p>The charity discloses the number of paid staff who satisfies all of the following criteria:</p> <p>(a) the staff is a close member of the family belonging to the Executive Head or a governing board member of the charity;</p> <p>(b) the staff has received remuneration exceeding \$50,000 during the financial year.</p> <p>The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p>OR</p> <p>The charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.</p>	8.3	Complied	

Public Image

30	<p>The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.</p>	9.2	Complied	
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DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT, CAP. 311)
(UEN No. S86SS0002F)

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2021

	2021 SGD	2020 SGD (Restated)
ACCUMULATED FUNDS		
Accumulated fund	1,292,915	996,379
Care and Share grant reserve	(169,565)	(136,484)
Asset capitalisation reserve	4,175	11,721
	<u>1,127,525</u>	<u>871,616</u>
Represented by :		
NON-CURRENT ASSETS		
Plant and equipment	12,552	21,368
Right-of-use asset	11,165	-
CURRENT ASSETS		
Other receivables, deposits and prepayments	12,083	11,674
Government grant receivables	424,779	195,900
Fixed deposits	345,844	343,821
Cash at bank and on hand	390,566	346,532
	<u>1,173,272</u>	<u>897,927</u>
Less :		
CURRENT LIABILITIES		
Other payables and accruals	44,312	47,679
Lease liability	1,950	-
Deferred government grant income	12,912	-
	<u>59,174</u>	<u>47,679</u>
NET CURRENT ASSETS	<u>1,137,815</u>	<u>850,248</u>
Less:		
NON CURRENT LIABILITY		
Lease liability	10,290	-
	<u>1,127,525</u>	<u>871,616</u>

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT, CAP.311)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2021

	2021				2020			
	Unrestricted fund	Restricted funds		Total SGD	Unrestricted fund	Restricted funds		Total SGD (Restated)
	General Fund SGD	Care and Share Fund SGD	Asset Capitalisation Reserve SGD		General Fund SGD (Restated)	Care and Share Fund SGD (Restated)	Asset Capitalisation Reserve SGD (Restated)	
INCOME								
Government grant income								
- Care and Share grant	-	-	-	-	-	334,977	-	334,977
- Jobs Support Scheme	38,952	-	-	38,952	-	-	-	-
- Enhanced Fund-Raising Programme	24,779	-	-	24,779	-	-	-	-
- Bicentennial Community Fund	204,100	-	-	204,100	195,900	-	-	195,900
- Other government grant income	20,784	-	-	20,784	12,586	-	-	12,586
Donation income								
- Tax deductible donations	280,822	-	-	280,822	250,864	-	-	250,864
- Non-tax deductible donations	209,123	-	-	209,123	20,536	-	-	20,536
Other income								
- The Majority Trust	8,190	-	-	8,190	-	-	-	-
- Interest income	2,094	-	-	2,094	2,710	-	-	2,710
- Membership subscriptions	1,016	-	-	1,016	211	-	-	211
- Programme income	1,440	-	-	1,440	41,314	-	-	41,314
- Sponsorship	-	-	-	-	18,000	-	-	18,000
- Income from student's project	-	-	-	-	6,416	-	-	6,416
- Honorarium income	-	-	-	-	407	-	-	407
	791,300	-	-	791,300	548,944	334,977	-	883,921
LESS : DIRECT COSTS								
Catering and refreshments	(148)	-	-	(148)	(2,711)	(1,300)	-	(4,011)
Contract labour	(8,540)	-	-	(8,540)	-	-	-	-
Employee benefits expense	(208,754)	(31,630)	-	(240,384)	(221,035)	(100,267)	-	(321,302)
Fundraising cost	(62,087)	-	-	(62,087)	(65,415)	-	-	(65,415)
Gift and souvenirs	-	-	-	-	(549)	-	-	(549)
Honorarium expenses	(1,540)	(800)	-	(2,340)	(7,540)	(16,560)	-	(24,100)
Interest expenses on lease liability	(143)	-	-	(143)	-	-	-	-
Miscellaneous expenses	(257)	-	-	(257)	(32)	-	-	(32)
Network maintenance	(1,622)	-	-	(1,622)	(1,605)	-	-	(1,605)
Newspaper and periodical	(179)	-	-	(179)	(179)	-	-	(179)
Office maintenance fee	(10,028)	-	-	(10,028)	(11,679)	-	-	(11,679)
Office supplies	-	-	-	-	(59)	(15)	-	(74)
Balance carried forward	(293,298)	(32,430)	-	(325,728)	(310,804)	(118,142)	-	(428,946)

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT, CAP.311)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

	2021				2020			
	Unrestricted fund	Restricted funds		Total SGD	Unrestricted fund	Restricted funds		Total SGD (Restated)
	General Fund SGD	Care and Share Fund SGD	Asset Capitalisation Reserve SGD		General Fund SGD (Restated)	Care and Share Fund SGD (Restated)	Asset Capitalisation Reserve SGD (Restated)	
LESS : DIRECT COSTS (CONTINUED)								
Balance brought forward	(293,298)	(32,430)	-	(325,728)	(310,804)	(118,142)	-	(428,946)
Printing and stationeries	(378)	-	-	(378)	(374)	(4)	-	(378)
Professional fees	-	-	-	-	(10,100)	-	-	(10,100)
Project expenses	(20,527)	(524)	-	(21,051)	(12,183)	(1,104)	-	(13,287)
Rental of equipment	(231)	-	-	(231)	(925)	-	-	(925)
Subscription and membership fees	-	-	-	-	(1,374)	-	-	(1,374)
Telephone and internet charges	(6,918)	(37)	-	(6,955)	(1,703)	(30)	-	(1,733)
Translator and interpreter	(270)	(90)	-	(360)	(925)	(818)	-	(1,743)
Transportation	(73)	-	-	(73)	(1,158)	(426)	-	(1,584)
Travelling expenses	-	-	-	-	(2,060)	(8,282)	-	(10,342)
Utilities	(593)	-	-	(593)	(1,037)	-	-	(1,037)
	(322,288)	(33,081)	-	(355,369)	(342,643)	(128,806)	-	(471,449)
LESS : OPERATING EXPENSES								
Accounting fees	(8,400)	-	-	(8,400)	(8,400)	-	-	(8,400)
Auditors' remuneration	(8,838)	-	-	(8,838)	(13,696)	-	-	(13,696)
Bank charges	(405)	-	-	(405)	(358)	-	-	(358)
Catering and refreshments	(390)	-	-	(390)	(63)	-	-	(63)
Cleaning expense	(3,030)	-	-	(3,030)	(3,000)	-	-	(3,000)
Contract labour	(2,064)	-	-	(2,064)	-	-	-	-
Depreciation of plant and equipment	(5,827)	-	(7,546)	(13,373)	(5,071)	-	(17,084)	(22,155)
Depreciation of right-of-use asset	(1,932)	-	-	(1,932)	-	-	-	-
Employee benefits expense	(115,840)	-	-	(115,840)	(95,970)	-	-	(95,970)
Insurance	(6,783)	-	-	(6,783)	(7,453)	-	-	(7,453)
Interest expenses on lease liability	(143)	-	-	(143)	-	-	-	-
Miscellaneous expenses	(571)	-	-	(571)	(474)	-	-	(474)
Network maintenance	(1,813)	-	-	(1,813)	(2,092)	-	-	(2,092)
Office maintenance fee	(10,029)	-	-	(10,029)	(11,678)	-	-	(11,678)
Office supplies	(89)	-	-	(89)	(184)	-	-	(184)
Balance carried forward	(166,154)	-	(7,546)	(173,700)	(148,439)	-	(17,084)	(165,523)

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT, CAP.311)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

	← 2021 →				← 2020 →			
	Unrestricted fund	Restricted funds		Total	Unrestricted fund	Restricted funds		Total
	General Fund SGD	Care and Share Fund SGD	Asset Capitalisation Reserve SGD	Total SGD	General Fund SGD (Restated)	Care and Share Fund SGD (Restated)	Asset Capitalisation Reserve SGD (Restated)	Total SGD (Restated)
LESS : OPERATING EXPENSES (CONTINUED)								
Balance brought forward	(166,154)	-	(7,546)	(173,700)	(148,439)	-	(17,084)	(165,523)
Online donation charges	(146)	-	-	(146)	(805)	-	-	(805)
Postage and courier charges	(204)	-	-	(204)	(638)	-	-	(638)
Printing and stationeries	(837)	-	-	(837)	(851)	-	-	(851)
Project expenses	(69)	-	-	(69)	(500)	-	-	(500)
Rental of equipment	(231)	-	-	(231)	(924)	-	-	(924)
Repair and maintenance	(1,303)	-	-	(1,303)	(2,339)	-	-	(2,339)
Subscription and membership fees	(125)	-	-	(125)	(125)	-	-	(125)
Telephone and internet charges	(1,435)	-	-	(1,435)	(1,368)	-	-	(1,368)
Training expense	-	-	-	-	(30)	(7,768)	-	(7,798)
Translator and interpreter	(330)	-	-	(330)	(300)	-	-	(300)
Transportation	-	-	-	-	(670)	-	-	(670)
Utilities	(592)	-	-	(592)	(1,037)	-	-	(1,037)
Volunteer expenses	(1,050)	-	-	(1,050)	(1,960)	-	-	(1,960)
SURPLUS / (DEFICIT) BEFORE TAXATION	(172,476)	-	(7,546)	(180,022)	(159,986)	(7,768)	(17,084)	(184,838)
	296,536	(33,081)	(7,546)	255,909	46,315	198,403	(17,084)	227,634
TAXATION	-	-	-	-	-	-	-	-
NET SURPLUS / (DEFICIT) FOR THE YEAR	296,536	(33,081)	(7,546)	255,909	46,315	198,403	(17,084)	227,634
OTHER COMPREHENSIVE INCOME								
Items that may be reclassified subsequently to profit or loss	-	-	-	-	-	-	-	-
Items that will not be reclassified subsequently to profit or loss	-	-	-	-	-	-	-	-
Other comprehensive income, net of tax	-	-	-	-	-	-	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	296,536	(33,081)	(7,546)	255,909	46,315	198,403	(17,084)	227,634

Disabled People's Association

DPA is a non-profit organisation of people with disabilities. It was formed in 1986 and was registered as a charity with the Commissioner of Charities on 30 December 1996. DPA is a Full Member of the National Council of Social Services (NCSS). DPA has issued tax-exempt receipts for direct donations since April 2000. Membership stands at 226 as at 31 March 2021.

Charity Registration Number	:	1348
ROS Registration Number	:	202/84/WEL
UEN Number	:	S86SS0002F
Registered Address	:	1 Jurong West Central 2 #04-01 Jurong Point Shopping Centre Singapore 648886
Banker	:	CIMB DBS Hong Leong Maybank Maybank
Auditor	:	Cypress Singapore Public Accounting Corporation
Website	:	www.dpa.org.sg
Affiliation	:	Disabled Peoples' International
Full Member	:	National Council of Social Service

Acknowledgements

DPA would not be where it is without our volunteers, especially Ms See Mei Ing Margaret Revalle, who supports us in so many ways.

All of us at DPA would like to express our gratitude to all the organisations and individuals who have supported DPA over the last year. Below are those who made especially generous donations of \$5,000 and above:

Corporates

Wing Ship Marine Services Pte Ltd
Lotus Resources Pte Ltd
The Singapore Buddhist Lodge
Allalloy Dynaweld Pte Ltd
Tai Sun (Lim Kee) Food Industries Pte Ltd
Hup Lian Construction Pte Ltd

Individuals

Wen Khai Meng
Chow Joo Ming
Tand Teck Huat
Siew Kum Hong
Leo Chen Ian

Grant funders

Care & Share
Bicentennial Community Fund
Majurity Trust
Tote Board

**We thank you for
your continued
support and
contribution to
DPA.**

