

# ANNUAL GENERAL REPORT

2017/18

## DISABLED PEOPLE'S ASSOCIATION SINGAPORE

Empowering, Engaging,  
and Supporting the  
Disability Community



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## **Mission**

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

# President's Message



*Photo of DPA President, Mr Richard Kuppasamy. Photo credit: The Straits Times*

This year as we usher in the Disabled People's Association (DPA)'s 32<sup>nd</sup> birthday, I would first like to take this opportunity to thank all our ambassadors, members, supporters, and staff for placing your trust in me as President. Our former President Mr Nicholas Aw left some big shoes to fill and there is good work which we will continue. With your continuing support of what we stand for, I trust we can achieve new heights during my term in office.

As the Disabled People's Association is Singapore's only cross-disability advocacy organisation, we cannot be lax in our efforts in constantly, and consistently improving civic responsibility. We distinguish ourselves by representing all disabled persons and advocating for social inclusion where no disabled person can be left out of the conversation. As such we must be a trusted, fair, reasonable, and credible representation of the disability community to ensure we remain heard.

We continue to build a positive working relationship with the Ministry of Social and Family Development (MSF) and to

keep the government apprised of developments in inclusive policies through our strong advocates and ambassadors. In addition, we have begun working on Singapore's first United Nations Parallel Report focusing on the Convention of Rights of Persons with Disabilities (CRPD).

The CRPD Parallel Report will ensure that Singapore is held to its highest standards of equality and accessibility. At the same time, the report will also hold DPA to its principles through a socially inclusive process. This means involving and amplifying the voices of persons with disabilities throughout the journey. However, being inclusive means that we strike a balance by engaging with parents, allies, friends, and families of persons with disabilities to ensure that every stakeholder can stand behind this report, while still keeping people with disabilities at the very heart of the process.

Along with the Parallel Report, DPA has also made a firm commitment to ensuring that we remain truly inclusive in our advocacy by ensuring that people with

invisible disabilities come to the forefront from the side-lines and are given a stage to advocate for themselves. Through a continued building of alliances with like-minded stakeholders in the disability community, as well as engaging with individuals who might otherwise not be identified as having a disability, DPA will keep working tirelessly to ensure that people with disabilities are equally represented in our society.

So, what does the future bring?

With a stronger focus on fairer employment through our study on “Discrimination Faced by People with Disabilities in the Workplace”, we will be engaging with the Ministry of Manpower (MOM), and satellite organisations such as the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) to ensure that equitable employment policies are introduced. This will ensure that people with disabilities are able to play a larger role in Singapore’s growing future. In addition to policy change, it is also important that people with a range of disabilities can access workplaces. To ensure this, DPA will be undertaking a project of unprecedented magnitude where it will work with advocates, corporations, partners, and volunteers to create an accessible map of the Central Business District (CBD). This will illustrate to businesses, as well as the wider community, that despite having inclusive practices within organisations, complete inclusion cannot happen if it does not extend beyond their threshold.

Education will also be a key focus of 2018. And in this regard, we’ve begun engaging with parents of individuals with

disabilities. DPA’s engagement with the wider community continues to be a key focus for us as we believe that besides advocates with disabilities, their support networks also play an important role in laying the groundwork in advocating for inclusion. DPA will also be focusing on the Compulsory Education Act’s revisions and will continue to ask the hard questions to ensure that policymakers are truly prepared to make the commitment to our future generations.

And so, as we continue to challenge, support, and share ideas, let us also take time to ensure that we remain inclusive in our practices, beliefs, and values so that we can collaborate to create solutions that work for everyone. While it is a daunting premise; I believe that it is one that is powerful enough to mobilise change. DPA remains committed to furthering equality and social inclusion for people with disabilities in Singapore.



**MR RICHARD KUPPUSAMY**  
**DPA President**





*Photo of DPA Members and Ambassadors at Purple Parade 2017*



# Nothing About Us, Without Us

## *DPA's Inclusion Ambassador Programme*

This year, DPA's **Inclusion Ambassador Programme** has truly taken off.

Who are the Inclusion Ambassadors you ask?

Well, they're an incredible group of advocates with disabilities who educate corporates, educational institutions, organisations, and even the civil service by sharing insights into their lived experience of having disabilities, and how society can benefit from their knowledge.

DPA's Inclusion Ambassador Programme truly stands apart from other programmes as it is also a source of income for some of our members. Ensuring our members are financially compensated for their time aligns with our mission of advocating for equal recognition.

Interested in sharing your insights, experiences, and understanding of the disability sector with Singapore? If you would like to become an Inclusion Ambassador with DPA, drop us an email at [training@dpa.org.sg](mailto:training@dpa.org.sg) to kick off your adventure of inclusion!

## *Disability Awareness Talk Series (DATS)*

Our Inclusion Ambassadors also represent DPA at **Disability Awareness Talk Series (DATS)** events.

DPA's DATS offers customised, interactive talks and workshops at various schools, private corporations, and organisations. These sessions share the message of inclusion and how inclusive practices can be incorporated in their everyday processes.

The talks and workshops are also aimed at nurturing future inclusion advocates who are interested in starting off their own advocacy initiatives. DPA provides the mentoring and support needed when students and volunteers launch their own messages of inclusion.

Since its inception in 2015, DPA has impacted 5991 participants, through 92 DATS sessions. And in the past year alone, we've run 35 DATS sessions with 23 Inclusion Ambassadors, impacting close to 2,700 participants. In total, through its various outreach programmes, DPA has brought inclusion to over 4,000 individuals.



*Photo of DPA's Inclusion Ambassadors*

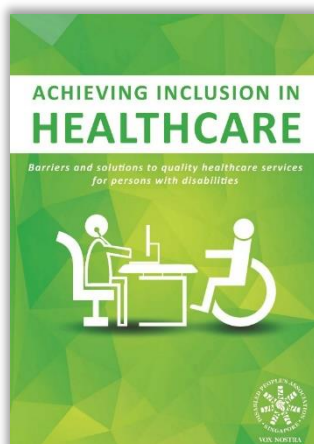
# Advocating Through Research

Other than empowering individuals with disabilities to be advocates in their own right, DPA also provides critical information and research into various aspects of disability. These research publications have impacted policy changes, as well as parliamentary conversations.

In the recent Employment Act review, in which DPA collaborated with AWARE Singapore, heightened recognition was given to employees with disabilities. Along the same vein of looking at how the employment sector affects individuals, DPA will be launching its **Discrimination Faced by People with Disabilities at the Workplace** study. The study was conducted together with the Institute of Policy Studies (IPS), and is currently being circulated within various ministries and government agencies. It is a rather timely reminder to ensure that inclusion and empowerment goes beyond simply hiring someone with a disability at the workplace.

In recognising the rights of people with disabilities, DPA is also gearing up its **Convention on the Rights of Persons with Disabilities (CRPD) Parallel Report** Working Group. This Working Group is made up of solely advocates with disabilities. In March 2018, DPA collaborated with Professor Nagase Osamu from Japan's Ritsumeikan University to hold a workshop about the report writing process, as well as understand potential challenges that the Working Group might face in the course of writing the report.

As the CRPD touches on various aspects of disability rights such as Healthcare, this year DPA has launched two new publications: **Achieving Inclusion in Healthcare** which examines the barriers faced by persons with disabilities when accessing healthcare services, and **Assistive Technology – A Road to Inclusion** which looks at the role and potential of assistive technology (AT) in improving the lives of people with disabilities.



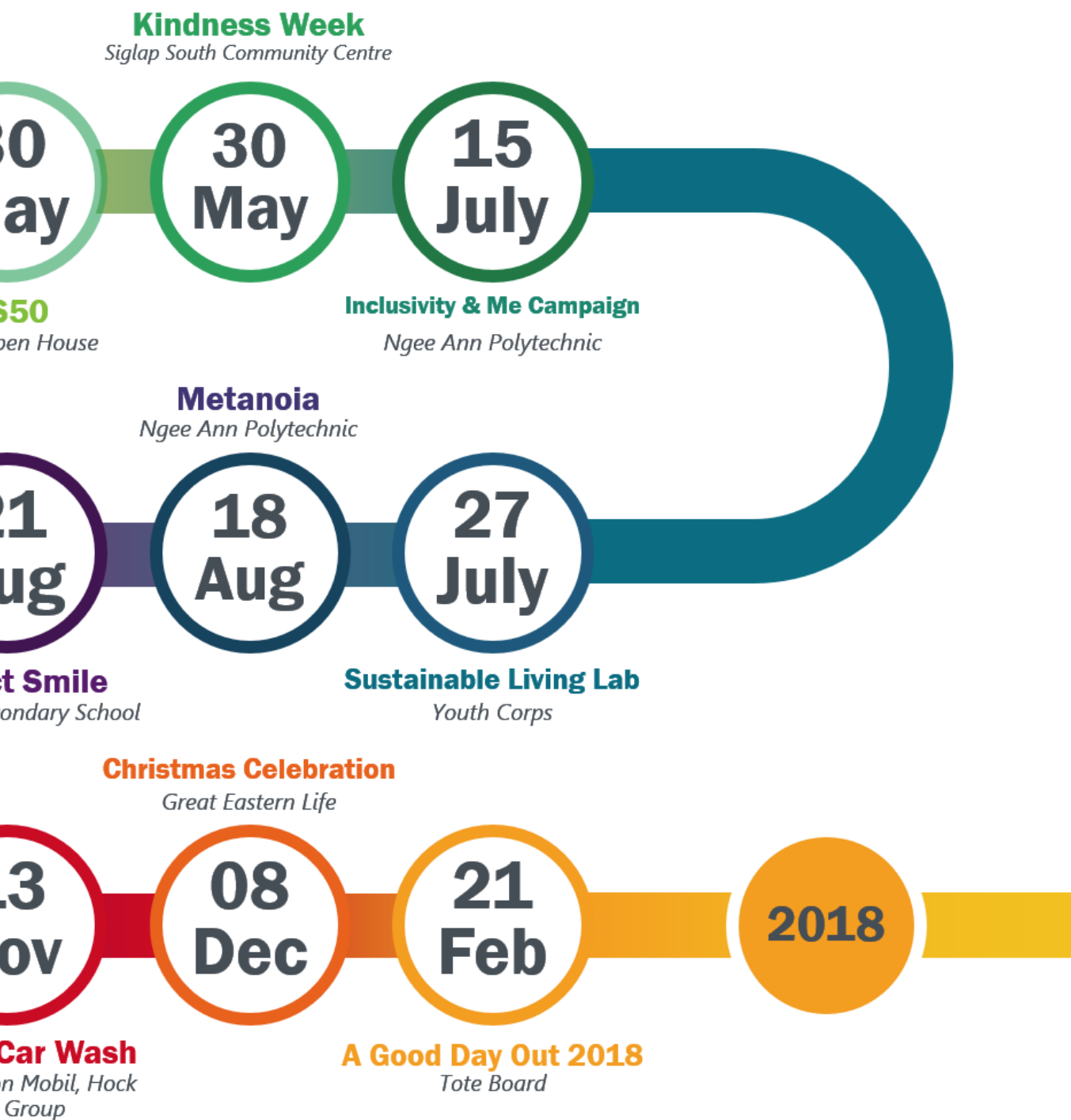
*(Images of DPA Publications, Discrimination Faced by People with Disabilities at the Workplace, Achieving Inclusion in Healthcare and Assistive Technology – A Road to Inclusion)*



# A Journey Through Time...

2017-2018





# Inclusion in our Little Red Dot!

## *DPA Celebrates NS50 @ Army Open House*

Many of us have been involved in the celebrations surrounding our defence forces. In line with these celebrations, members of DPA attended a special, closed door session of the Army Open House 2017. Our members spent the day with our service men and women, and had an absolute blast getting up close and personal with the various army technologies.

DPA would also like to thank the Singapore Armed Forces for their teamwork and dedication throughout the day. Our members weren't left wanting and managed to enjoy thanks to the support of the soldiers. DPA definitely looks forward to future events!



*Photo of DPA Members with SAF Volunteers, at the Army Open House*

## *White Cane Community Day, Guide Dogs Can Lah!*

In September 2017, DPA team was at White Cane Community Day – “Guide Dogs Can Lah!” organised by Guide Dogs Singapore Ltd. Celebrating the abilities and successes of persons with vision impairments, this event raised awareness about how persons with visual impairments live an independent life and how guide dogs help them to do so. Senior Minister of State for Ministry for Health & Ministry of Transport, Dr Lam Pin Min, was present at the event.

DPA's Inclusion Ambassadors, and volunteers were also present to share information about inclusion to members of the public who attended the event!



*Photo of DPA's Ambassadors and Volunteers at White Cane Day*



### *DPA Does a Car Wash with Cheers, Exxon Mobil & Hock Seng Group*

Cheers (the convenience store arm of NTUC FairPrice), ExxonMobil and Hock Cheong Group came together in partnership with DPA to support persons with disabilities through a charity car wash activity.

Along with 20 members of the Cheers and FairPrice senior management team and staff, the volunteers from DPA banded together for this charity car wash event to raise funds for the cause. For each car wash, drivers donate \$15 or more with all proceeds going directly to DPA. The funds will support DPA's community engagement efforts, including public education, training, consultative services, and research and advocacy. \$2903 was raised on the day itself with Cheers Holdings donating a further \$10,000.

Mr Seah Kian Peng, CEO, NTUC FairPrice, said, "Understanding the needs of persons with disabilities is crucial for Singapore to grow as a compassionate society that embraces people from all walks of life. Together with ExxonMobil and Hock Cheong Group, we are privileged to partner DPA this year to support this important and meaningful work and ultimately make lives better for all." DPA would like to thank Cheers for this opportunity!



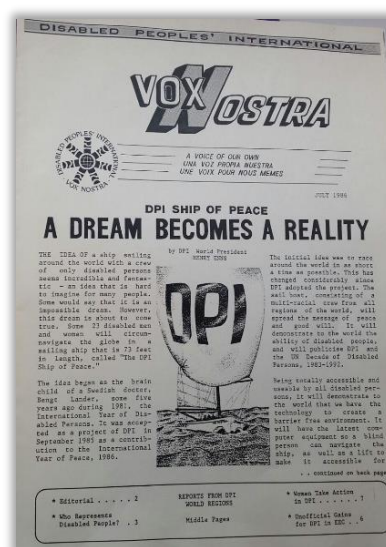
*Photo of DPA Vice President Ms Peggy Yee with the amazing team at the car wash.*

## Purple Parade 2017

On October 28 2017, DPA, along with its members and supporters from Cognizant, joined in the festivities at The Purple Parade which took place at Suntec City. The days leading up to the Parade were spent decorating t-shirts in a vibrant splash of colours and creative expression. The t-shirts also had DPA's motto *Vox Nostra* – A Voice of Our Own emblazoned on the front, the style of the motto as depicted in a Disabled Peoples' International newsletter from 1986!

Decked in colourful hand painted purple t-shirts, the DPA contingent braved the crowds and the heat as they marched down the road. The hand painted purple t-shirts embodied the theme of this year's DPA contingent – 'Strength in Diversity' - a

theme that reminds us to recognise the inherent uniqueness of each person with disability, who together are all proud members of and contributors to the same community. Along with that, members also carried witty slogans such as 'SGSL comes in handy', 'Not all disabilities are visible' and 'Rolling over stereotypes!' – each with its own accompanying symbols. DPA would like to thank Peninsula Petroleum Far East Pte Ltd. for letting us use their offices on the day to prepare for the Purple Parade.



*Photo of DPA's newsletter from the early days!*

## Merry Christmas Celebration with Great Eastern

Together with their children, the Great Eastern volunteers arrived bright and early on 17 November to decorate the event room with balloons and streamers.

The celebrations kick-started with a quick round of ice-breakers where both members and volunteers had to guess various disability symbols. Following this, members and volunteers tried their hand at Christmas craft activities, making cinnamon Christmas tree ornaments and paper snowflake cut-outs. And what is a Christmas celebration without a Christmas jingle? Keng Ying, our Deaf Inclusion Ambassador and Board of Management member, taught everyone song-signing to "Jingle Bells". Joyous chatter and laughter filled the air throughout the morning!

A big thank you to the Great Eastern Life team once again! Your presence brought much joy to our members this Christmas, and we look forward to more opportunities next time.

## *A Good Day Out, Tote Board's 30<sup>th</sup> Anniversary*

Tote Board commemorated 30 Years of Giving with "A Good Day Out" on 10 February 2018! As one of the partners, Disabled People's Association spent the day at this all-inclusive carnival held at Gardens by the Bay. This milestone event which brought together more than 15,000 beneficiaries and members of the public and graced by Guest of Honour Emeritus Senior Minister Goh Chok Tong, was dedicated to the beneficiaries and social service organizations who partnered with Tote Board.

Our Inclusion Ambassadors and volunteers arrived bright and early to set up our booth showcasing different types of disabilities.

Aiming to raise awareness, our disability-specific booths offered interactive and experiential activities such as wheelchair challenge, lip reading, signing and experiential goggles.

We also had the honour of having Emeritus Senior Minister Goh Chok Tong personally visit our booth, to meet and understand the work of our Inclusion Ambassadors, and try out our various experiential activities that conveyed the important message that disability is only one characteristic of a person and does not comprise one's sole self-identity.

DPA had many meaningful conversations and interactions with members of the public through this event, and we look forward to creating a more inclusive Singapore together!

*Photo of Mr Goh Chok Tong learning Singapore Sign Language from DPA Inclusion Ambassadors*



*Photo of DPA Inclusion Ambassador Esmond with Mr Goh Chok Tong*





*Photo of DPA members celebrating SG50 at the Army Open House 2017*





# Disability Advocates 2.0

## *DPA's Work Attachment Programme*

In keeping true to our mission of advocating in the various spaces of Singapore, DPA has also developed its Work Attachment Programme. As mentors, DPA provides guidance and advice for youth who are interested in learning more about advocating alongside disabled individuals.

Launching our very first session on 12 July 2017 with Bukit Panjang Government High School, DPA welcomed our four new student mentees.

During their time with us we aimed to provide on-the-job training to the students, as well as to introduce the nuances of the social service sector to them. On top of helping them gain useful work experience, DPA also ensured that students would go into their future workplaces with an inclusive mindset that they can share with their colleagues and managers.



*Photo of student interns from Bukit Panjang Government High School!*

The Work Attachment Programme aided to develop a greater awareness of an inclusive and professional work environment and paradigm. The students used this project to apply their academic learning to a relevant work environment. This experience gave them an awesome head-start to adapting and integrating better when joining the workforce in the future.

The students did great work including a video of the accessible route from the nearest MRT station to DPA's office. You can see their video on the Contact Us page of DPA's website.

DPA hopes that it will help them make more informed choices about their future careers as well.

If you, or someone you know, would like to join our Work Attachment Programme, drop us an email to [info@dpa.org.sg](mailto:info@dpa.org.sg). Here's to inspiring future generations of advocates!

# The International Sphere

## ***Harkin Summit, Washington DC & Gallaudet University Visit***

DPA representatives, Marissa Lee Medjeral-Mills (Executive Director), and Sumita Kunashakaran (Advocacy Executive) heard insights from companies such as Microsoft and Walgreens on their hiring practices, as well as the paradigm shifts they went through in order to make their industries more inclusive.

## ***Zero Project Conference, Vienna***

DPA's Advocacy Executive, Sumita Kunashakaran had the opportunity to meet amazing start-ups and initiatives from all around the world that aimed to make the world more inclusive and accessible. The conference also gave DPA an opportunity to share its work with partners and collaborators internationally!



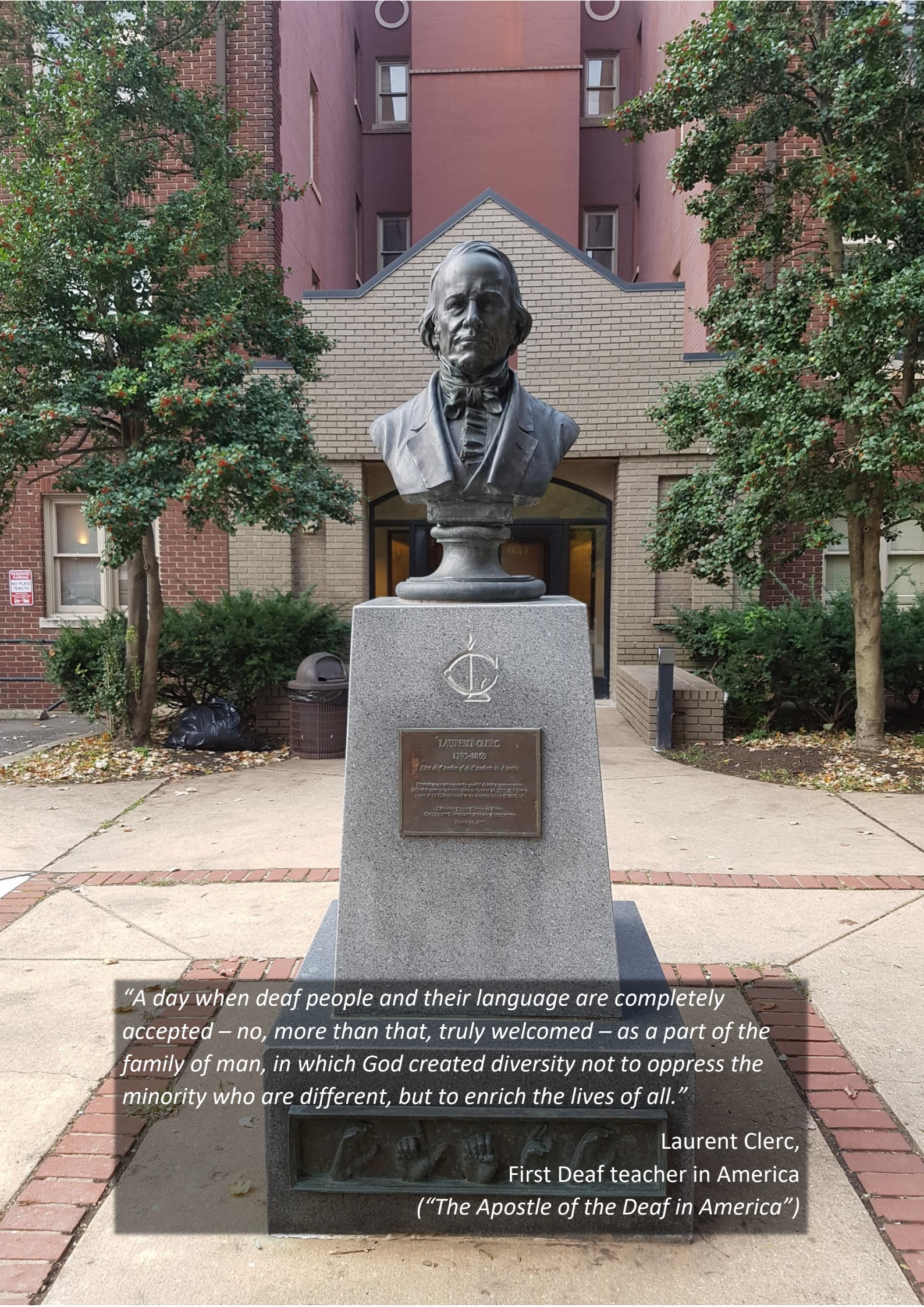
## ***Disability in the City, Paris Engineering School (EIVP)***

Twenty five engineering students visited Singapore as a part of their study trip "Disability in the City". The project aims to identify good practices abroad and draw inspiration from them to offer innovative solutions to meet the needs of persons with disabilities in France.

## ***ASEAN Disability Forum, Manila***

DPA was able to provide some useful insight into our own journey of developing the parallel report of the CRPD, and also managed to highlight some criteria that should be included in the Bali Declaration, such as accessibility in government web services.



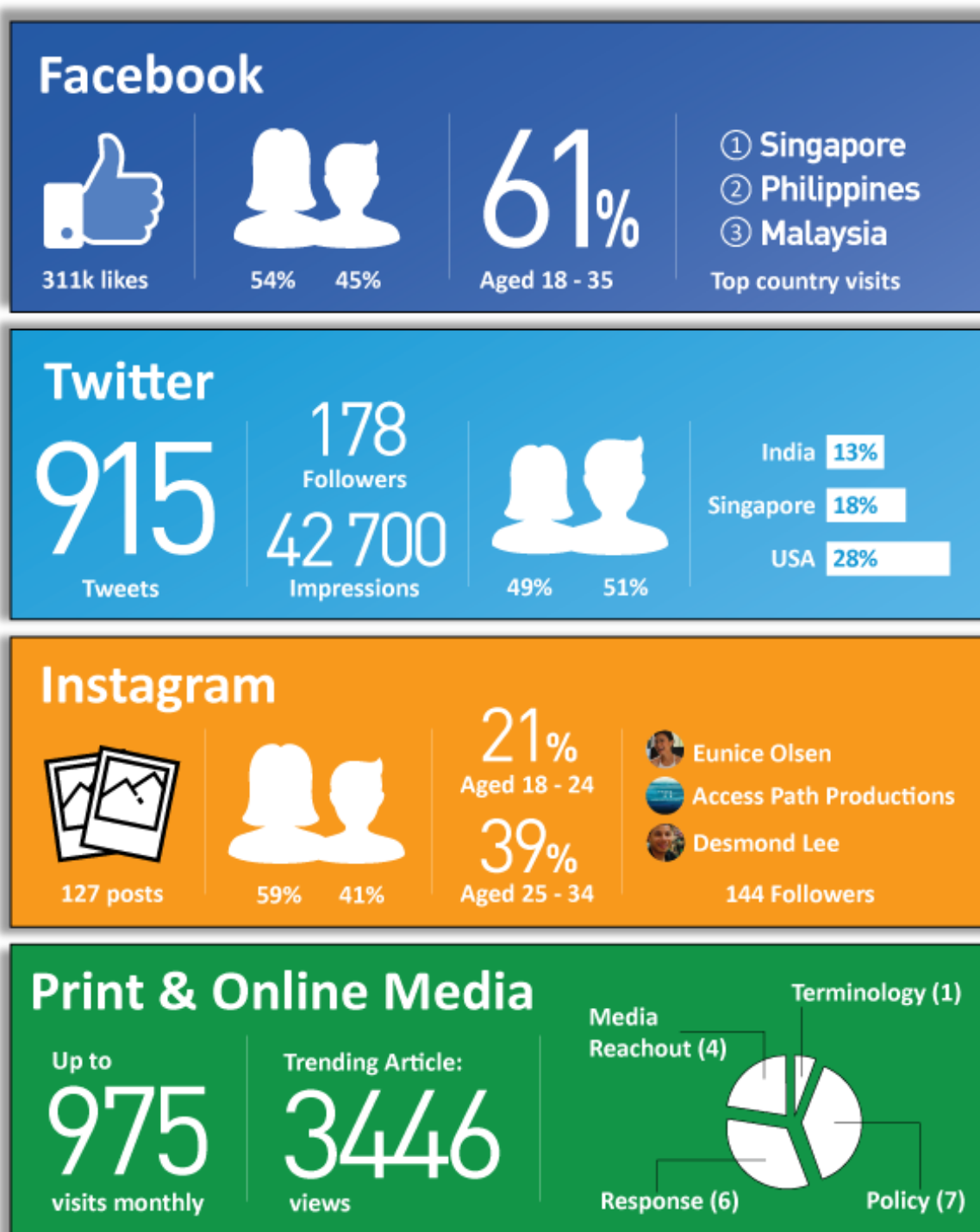


*"A day when deaf people and their language are completely accepted – no, more than that, truly welcomed – as a part of the family of man, in which God created diversity not to oppress the minority who are different, but to enrich the lives of all."*

Laurent Clerc,  
First Deaf teacher in America  
("The Apostle of the Deaf in America")



# Impacting Through Media



Want to support us? Follow us on Facebook ([@DisabledPeoplesAssociation](#)), Twitter ([@dpasg](#)), and Instagram ([@dpa.sg](#)).



*Photo of DPA members with Ms Tan Keng Ying, DPA Board of Management member, at the Good Old Days reunion dinner*



# DPA Goes Back to “The Good Old Days”

On 8th September, DPA held its Annual General Meeting (AGM) and Reunion Dinner at the Singapore Pools Building. This was a rather exciting AGM as DPA ushered in new board members, including a new President. With its new board, DPA aims to continue its work in making Singapore more inclusive for people with different disabilities, including those with invisible or lesser known disabilities. The new board of management members are:

- Mr Richard Kuppusamy – President
- Ms Yee May Kuen Peggy Sarah – Vice-President
- Mrs Chang-Tang Siew Ngoh – Hon. Secretary
- Mr Michael Chin Yun Foong – Hon. Treasurer
- Ms Sherena Loh – Asst. Hon. Treasurer
- Ms Tan Keng Ying – Committee Member
- Ms Lily Goh – Committee Member
- Mr Darren Ho – Committee Member
- Dr Dawn-Joy Leong – Committee Member
- Ms Judy Anne Wee – Committee Member

Following the AGM, DPA commenced its Reunion Dinner which saw activities and games reminiscent of The Good Old Days! Keeping up with the theme, members played a modified, giant version of Five Stones, and wrote their dreams and wishes on paper planes, launching them into the night. Members of DPA were also treated to a delicious food. The dinner also hosted a live *teh tarik*, *kopi*, and *kacang puteh* station, which brought back fond memories for all of us.

The photo booths were also a huge hit with our members. Having decorated the DPA scrapbook with polaroid photos and stickers, members took the time to get to know each other, building long term bonds. The book will be displayed at the DPA offices for all our visitors to enjoy.

DPA's Inclusion Ambassadors were also featured during the Reunion Dinner and we shared more about the Inclusion Ambassador Programme which aimed to promote inclusivity in Singapore. The Inclusion Ambassador Programme is a paid opportunity, and if you, or anyone you know would like to be an Inclusion Ambassador, get in touch with us by emailing: [training@dpa.org.sg](mailto:training@dpa.org.sg).

During dinner, members were also treated to DPA's new performance group "BroSis"! Comprising some of our talented members [Aisah, Esmond, and Eugene], BroSis entertained the crowd throughout the evening. We also had an impromptu performance of the Irish Flute by Mr James Chan. In the light of such inspiring talent, DPA will soon be launching our Performers' Club. So if you have, or someone you know, has talent that needs a stage, let us know! You can get in touch with us by emailing: [engagement@dpa.org.sg](mailto:engagement@dpa.org.sg).

DPA also took this opportunity to thank exceptional people for sharing their time and efforts with DPA – Ms Jan Evans, Ms Pooja Kapoor, Ms Anandi Subramaniam, Ms Jyoti Dhaul, Ms Halipa Ahmad, and Ms Anubhooti Asthana. The volunteers, including the long-serving Honorary Secretary, were presented with a customised DPA calendar.

DPA Members who referred their friends, and family to join DPA also received a \$100 gift voucher as a token of our appreciation – Ms Margaret See, and Mr Willie Yeo.



*Photo of your friendly DPA team at AGM 2017*

# DPA Board of Management for 2017/2018

*(Elected on 8<sup>th</sup> September 2017)*



**Mr Richard Kuppusamy**  
President



**Ms Yee May Kuen Peggy Sarah**  
Vice President



**Mrs Chang-Tang Siew Ngoh**  
Honorary Secretary



**Mr Michael Chin Yun Foong**  
Honorary Treasurer



**Ms Sherena Loh**  
Assistant Honorary Treasurer



**Ms Tan Keng Ying**  
Committee Member



**Ms Lily Goh**  
Committee Member



**Mr Darren Ho**  
Committee Member



**Ms Judy Anne Wee**  
Committee Member



**Dr Dawn-Joy Leong**  
Committee Member



**Mr Arsalan Ali**  
Advisor



**Mr Leo Chen Ian**  
Advisor



**Mr Nicholas Aw**  
Advisor



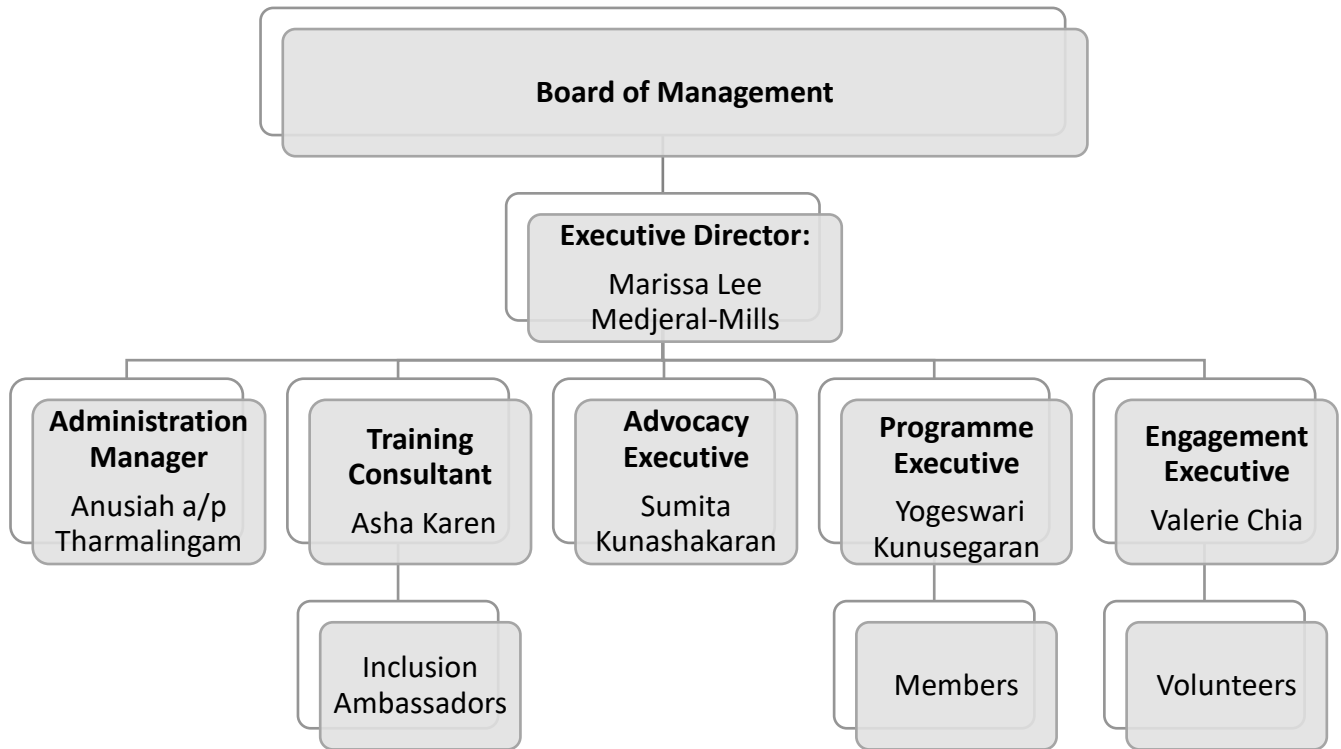


*Photo of members of the public learning more about inclusion at Tote Board's 30<sup>th</sup> Anniversary*





# Organisational Chart





# DPA Membership as at 31 March 2018

	2018	Arrears	Paid-up (excluding life member)	Life member
Institutional Membership	16	0	16	0
Associate Membership	11	3*	6	2
<b>Sub Total of Associate/Institution</b>	<b>27</b>	<b>3</b>	<b>22</b>	<b>2</b>
<b><u>Individual/Type of Disability</u></b>				
Sensory – Vision impaired	40	8	23	9
Sensory – Hearing impairment	27	2	7	18
Developmental – Autism spectrum disorder	7	0	7	0
Developmental – Cerebral Palsy	3	0	3	0
Developmental – Intellectual Disability	1	0	0	1
Developmental – Other	4	0	3	1
Physical – Wheelchair user	43	10	19	14
Physical – Mobility aid user	15	4	8	3
Physical – Motorised wheelchair user	19	2	11	6
Physical – Other	9	1	6	2
Chronic mental illness	1	0	1	0
Multiple disabilities	7	2	5	0
<b>Sub Total of Individual Members</b>	<b>176</b>	<b>29</b>	<b>93</b>	<b>54</b>
<b>Total</b>	<b>203</b>	<b>32</b>	<b>115</b>	<b>56</b>

# 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 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.

If you would like to view the COI policy in full please contact [ed@dpa.org.sg](mailto:ed@dpa.org.sg) for a copy.

## *Reserves Policy*

DPA keeps at least 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 2012, Internal Controls, Human Resources, Emergency Procedures as well as a Code of Conduct.

## *Key Management Personnel*

In line with the Code of Governance for Charities and IPCs requirements, DPA would like to note that one member of staff, the Executive Director, received remuneration between \$100000 and \$200000 in the financial year 2017-2018.

DPA has complied fully with the Governance Evaluation Checklist for IPCs. See below for the submission for the FY ended March 2018.

**Government Evaluation Checklist 2018**

<b>No.</b>	<b>Code Description</b>	<b>Code ID</b>	<b>Compliance</b>	<b>Explanation in case of non-compliance.</b>
<b>BOARD GOVERNANCE</b>				
1	Are there Board members holding staff appointments?		No	
2	<i>Not Applicable</i>			
3	<i>Not Applicable</i>			
4	There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied	
5	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied	
6	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied	
<b>CONFLICT OF INTEREST</b>				
7	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
8	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied	
<b>STRATEGIC PLANNING</b>				
9	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public	3.1.1	Complied	
10	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied	
<b>HUMAN RESOURCE MANAGEMENT</b>				
11	The Board approves documented human resource policies for staff.	5.1	Complied	
12	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied	



<b>FINANCIAL MANAGEMENT AND CONTROLS</b>				
13	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied	
14	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied	
15	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied	
16	The charity discloses its reserves policy in the annual report.	6.4.1	Complied	
17	Does the charity invest its reserves?		No	
<b>FUNDRAISING PRACTICES</b>				
18	<i>Not Applicable</i>			
19	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied	
<b>DISCLOSURE AND TRANSPARENCY</b>				
20	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied	
21	Are Board members remunerated for their Board services?		No	
22	<i>Not Applicable</i>			
23	<i>Not Applicable</i>			
24	Does the charity employ paid staff?		Yes	
25	No staff is involved in setting his or her own remuneration.	2.2	Complied	
26	The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact.	8.3	Complied	
<b>PUBLIC IMAGE</b>				
27	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied	

## Disabled People's Association

DPA is a non-profit organisation of people with disabilities. It was formed in 1987 and was registered as a charity with the Commissioner of Charities on 30 December 1996. On 7 November 1997, DPA became 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 203 as at 31<sup>st</sup> March 2018.

<b>Charity Registration Number:</b>	1348
<b>ROS Registration Number:</b>	202/84/WEL
<b>UEN Number:</b>	S86SS0002F
<b>Registered Address:</b>	1 Jurong West Central 2 #04-01 Jurong Point Shopping Centre Singapore 648886
<b>Banker:</b>	CIMB DBS Hong Leong Maybank RHB
<b>Auditor:</b>	D Arumugam & Co.
<b>Website:</b>	<a href="http://www.dpa.org.sg">www.dpa.org.sg</a>
<b>Affiliation:</b>	Disabled Peoples' International
<b>Full Member:</b>	National Council of Social Services

# Acknowledgements

DPA would like to thank all our dedicated volunteers, but special mention must go to Ms See Mei Ing Margaret Revalle, and Ms Jan Evans who have lent their endless support on multiple occasions.

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 \$5000 and above:

Cheers Holdings (2004) Pte Ltd  
Chow Joo Ming  
Hup Lian Construction Pte Ltd  
Kuok (Singapore) Limited  
Lee Foundation Singapore  
Lee Kim Tah Foundation  
Macro-Integration Pte Ltd  
Power Partners Private Limited  
Tote Board  
Wing Huat Loong Pte Ltd  
Wing Ship Marine Services Pte Ltd  
Yong Chin Hwee Serene

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**Inclusion  
Ambassador**  
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