

Annual Report

2021/2022



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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 14 September 2022.

[Accessibility Note](#): A text only version is available on request from hello@dpa.org.sg.

About Us

Disabled People's Association (DPA) is Singapore's only cross-disability non-profit organisation. We represent the disability community, working to build a fairer society where everyone can participate in all aspects of life from education to employment and access to social integration.

Mission

We help the disability community have a voice in society by working with decision-makers in political, commercial and educational institutions so that no decision that impacts us is made without us. We also provide training for both people with disabilities and the public, so we can work together to create an inclusive, accessible society we are all proud of.

Vision

A Voice of Our Own: We are an organisation for people with disabilities run by people with disabilities. We listen to the needs of all persons with disabilities in Singapore, their allies, carers and other social service organisations that provide essential services and we ensure their needs are represented at the national level. We provide a platform for all people with disabilities to speak up and ensure their voices are heard.

PRESIDENT'S MESSAGE

by Mr Richard Kuppusamy

During the second year of the COVID-19 pandemic, DPA continued to make adjustments to all our operations, programmes, and activities whilst ensuring that we carry on engaging with the public, private and people sector. None of these would have been possible without the support from our Inclusion Ambassadors, members, supporters, and staff.

As we welcome DPA's 36th anniversary in the midst of the pandemic, we also recognise the long way we've come as disability advocates. The past year, like the one before, has presented unprecedented challenges to Singapore and to us here at DPA. Having said this, I am heartened by the outcomes I have witnessed during my 5th year as DPA's President, and I am proud of the work we have done and the progress we have made as an organization this past year even in the midst of COVID-19.

For example, we have continued to make progress on the work we started pre-pandemic with the mapping out of the Central Business District (CBD) to provide real-time and accurate information about accessibility in the CBD. As I reported last year, the Ministry of National Development (MND) and the Building and Construction Authority (BCA) have adopted our CBD mapping initiative and brought together a working group of Social Service Agencies (SSAs) to serve as a committee to put together a plan for improving accessibility in the CBD. I am proud to report that in the past year, accessibility improvements have already begun to be installed in the CBD area. Additionally, BCA has recently convened a panel comprising persons with disabilities from various SSAs to oversee evaluations to particular accessibility concerns brought by building owners. BCA also recently announced that it has plans to institute new accessibility requirements and regulations for owners of commercial buildings to install basic accessibility features when addition or alteration works are conducted. While Singapore has a long way to go to be barrier-free, I am proud that DPA has played a significant role leading up to such recent and necessary improvements.

The past year has also been an important one as it was the first time that DPA was 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 had the honour of representing DPA on the Fourth Enabling Masterplan Steering Committee as I raised the concerns and voice of DPA's disability community in various committee meetings throughout the past year.

We have also spent this past year making major progress on our rebranding exercise – an initiative we started pre-pandemic to reshape and restructure the way that we as DPA tell our story. As part of this initiative, we embarked on several projects – including changing our logo and website – which we plan to launch by September 2022.

In addition to efforts to enhance our relations with our community and partners here in Singapore, we have also remained engaged internationally with plans to present an updated version of our DPA Parallel Report to the United Nations Committee on the Rights of Persons with Disabilities in August.

At home, despite the challenges of the pandemic and on-going changes to social distancing measures, we have been able to develop and make adjustments to our existing programmes and initiatives such as our Inclusion Ambassadors (IA) Programme, our DisOrdinary Love Programme, and our annual Inclusive Flashmob. In addition, the past year also witnessed new initiatives such as our DPA Celebrates campaign.

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.

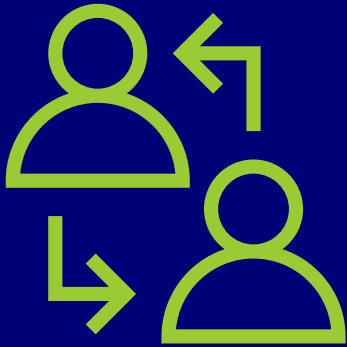
“

The past year, like the one before, has presented unprecedented challenges to Singapore and to us here at DPA. Having said this, I am heartened by the outcomes I have witnessed during my 5th year as DPA's President, I am proud of the work we have done and the progress we have made as an organization this past year even in the midst of COVID-19.

”



Image description: Image of Richard Kuppusamy in black pants and black tee, on his wheelchair, smiling brightly to the camera. He has a watch on his left wrist and is wearing glasses.



Collaborations & Engagements :

*Continuing to work with public,
private and people sector*

Inclusive Flashmob 2021

Back for its third year, the Inclusive Flashmob is a collaborative event by DPA 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 is a way of framing disability that puts the onus on people without disabilities to remove the barriers that persons with disabilities face in society. It isn't the impairments, mental or health conditions that create barriers for persons with disabilities, rather it is the physical and attitudinal barriers in society – prejudice, lack of reasonable accommodation and systemic exclusion – that hinder disabled people from participating in society on an equal basis with persons without disabilities.

We strongly believe the arts have the power to break down social barriers, and various abilities can be celebrated through experiential and interactive learning. In 2021, a total of 59 participants from APSN Katong, APSN Chao Yang School, SUNDAC Choa Chu Kang, SUNDAC Upper Thomson, SUNDAC Bedok South, Mountbatten Vocational School and St Andrews Autism Centre were involved in the virtual Inclusive Flashmob event. On 3 December 2021, the collaborative video was launched on DPA's social media platforms.

DisOrdinary Love Programme

DisOrdinary Love is 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.

This year saw the continuation of the DisOrdinary Love programme with four sets of online workshops conducted from March – November 2021 attended by a total of 81 sign ups. DPA also worked with a video editor to convert and edit recordings of the online workshops into short professional clips and have since created a YouTube channel for such videos. We also have spent this past year building up the DisOrdinary Love Instagram page which has witnessed steady growth and engagement over the past year.

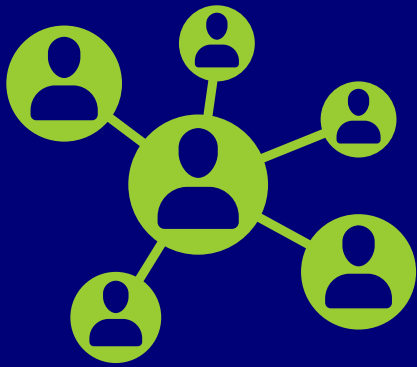
Omnibus Report on Gender Equality

In May 2021, DPA collaborated with the Association of Women for Action and Research (AWARE) on their Omnibus Report on Gender Equality – a 242 page report detailing the current state of and policy recommendations for gender equality in Singapore – which was published in July 2021. DPA researched and authored a chapter for the report relating to the specific realities and barriers faced by women and girls with disabilities, from the intersectional barriers pertaining to access to employment to the disproportionate and deeply concerning barriers disabled women and girls face in accessing remedies and justice in cases of violence and abuse. In the chapter, DPA laid out various case studies along with various set of recommendations that the Singapore government and various community leaders can take to improve equality and equity for women and girls with disabilities.

DPA Celebrates!

DPA Celebrates! is an end-of-year virtual fundraiser where we celebrate the spirit of giving and raise awareness of the disability community. During the six-week campaign, DPA aimed to raise funds through a series of workshops & initiatives. Proceeds collected from this campaign allow us to continue to upscale our impact for DPA to continue on our journey to make Singapore more inclusive and accessible.

The workshops and initiatives through the DPA Celebrates! campaign included an online Christmas wreath workshop, an online Christmas carolling event, and an initiative entitled “Adopt a Christmas Tree” at Marina One – a collaboration with Temasek Polytechnic Green Interest Group (TP GIG) – an initiative that DPA started pre-pandemic. Such activities and initiatives witnessed much active participation from our members and IAs – many of whom played a significant role in raising funds for the campaign.



Inclusion Ambassadors & Membership Initiatives : *Inclusion awareness through disability leadership*

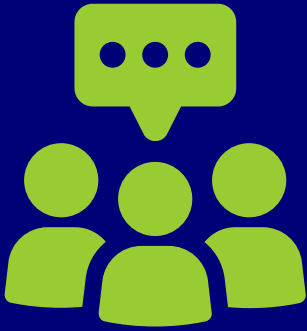
Inclusion Ambassadors Programme and Membership Engagement

Despite the pandemic, we still had a fruitful year with our members and Inclusion Ambassadors (IAs) through various events and activities while ensuring adherence to social distancing measures.

For example, this year witnessed the continuation of DPA's online academy which through collaboration with various student groups, conducted seven training sessions over the past year for DPA members. Additionally, we continued our collaboration with Faith Music Centre (FMC) where our members were trained to play various musical instruments. The training sessions were conducted both physically and virtually depending on the safety measures for COVID-19. This year also witnessed the continuation of Project Anchor – an initiative aiming to provide learning and earning opportunities for DPA members. Through a collaboration with Alfya Atelier, a local social enterprise, a few of our members participated in sessions where they learned how to make fabric pouches and envelope clutches.

DPA has also continued to engage our IAs and members in DPA's on-going Disability Awareness Training Series (DATS) – a series of talks to raise awareness about what inclusion means and how to achieve it in Singapore. This year saw a total of 13 DATs with a total of 692 participants – including an in-person session at Hwa Chong International School.





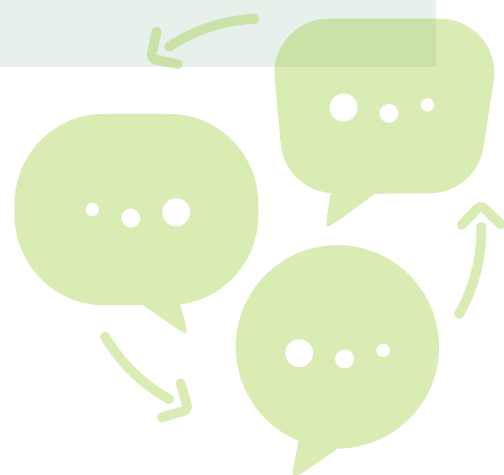
Conferences & Forums :

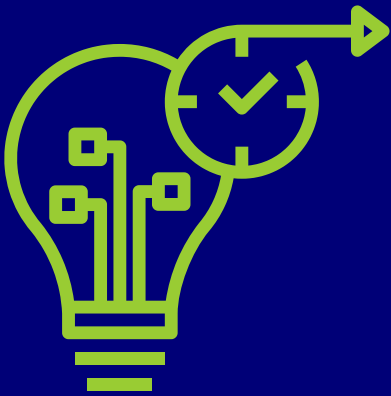
*Sharing Singapore's Best Practices
on the World Stage*

Over the past year DPA has waited for the world to open up to travel again and allow us to resume our local and international engagement at disability conferences. The planned United Nations Committee of the Rights of Persons with Disabilities was pushed to later in 2022. Thankfully the Zero Project, a global network that finds and shares solutions that create a world with zero barriers and brings relevant parties together annually at the United Nations in Austria, shifted to a hybrid model and DPA was able to participate both as an attendee and a speaker. The Zero Project Conference on Accessibility – ZeroCon22 – was a hybrid event that spanned three days, from Wednesday, February 23, 2022 to Friday, February 25, 2022 and saw contributions from world leaders, speakers from renowned organizations, as well as innovations from around the world. It was hosted at the United Nations Office at Vienna, and livestreamed via YouTube.

Dr Marissa Lee Medjeral-Mills, DPA's Executive Director was invited to present at two sessions. Firstly she spoke at the inaugural 'Zero Project – Asia Summit', which brought together governments and NGOs to discuss a blueprint for accessibility in the region and introducing exciting innovations from countries like Indonesia, Singapore, South Korea, Thailand and Vietnam. Next, Dr Medjeral-Mills shared about the work DPA is doing through the DisOrdinary Love programme at the 'Let's Talk about Sex' panel. That session showcased different approaches from across the globe that successfully overcome the stigma of persons with disabilities and their sexuality.

Since the staging of the conference, DPA has become part of an international network on sexual health and wellness that is part of the wider Zero Project community. The Zero Project Sexual Health and Wellness Community is managed by Connie Vandarakis from Danceability and Disability Pride PA and Christo Velkov from Special Olympics. This community works with different approaches from across the globe that successfully overcome the stigma of persons with disabilities and their sexuality. DPA is proud to be part of this community of practice and is excited to see how we can collaborate to ensure that disability communities can share best practice and give persons with disabilities the resources and grow their confidence to have important conversations about sex, relationships and disability.





Future Plans & Projects :

Our plans for collaborations and engagements for FY 2022-23

We plan to continue much of the work we have done in FY 2021-22 in the coming financial year, along with embarking on new initiatives and projects. For example, our Inclusive Flash mob is set to make a return for its fourth year, and our DPA Celebrates! Campaign 2022 is already scheduled for the end-of-year holiday season. We also plan to pilot new initiatives and campaigns in ways that will further our outreach to our various communities around Singapore. For instance, in FY 2022-23, we plan to launch the inaugural DPA Step-Up Step-Out (SUSO) Challenge – a virtual fund-raising challenge where individuals can set exercise goals while raising funds and awareness for the work and cause of DPA. Furthermore, our plans for the SUSO Challenge are to also go beyond the work of DPA and into creating a greener and more sustainable world. Through our inaugural SUSO Challenge 2022, we also have plans to partner with Susgain – a social enterprise aiming to promote eco-friendly and sustainable solutions. Through our partnership with Susgain, for each successful registration for DPA's SUSO Challenge, a tree will be planted in Biak Island, Indonesia, with a second tree to be planted for every successful completion of a challenge.

FY 2022-23 will also be a year where we continue to expand our aims of sharing research and best practices and potential solutions to key issues faced by people with disabilities. In the first quarter of FY 2022-23, we plan to conduct original research on how the COVID-19 pandemic has affected access to employment and other amenities for persons with disabilities in Singapore. We plan to use such research to form an updated Parallel Report that we will be submitting and presenting to the United Nations Committee on the Rights of Persons with Disabilities in August 2022 – with both remote and in-person participation at Geneva by DPA staff. We plan to also use such research to update our 2018 "Discrimination Faced by Persons with Disabilities in the Workplace" study to produce an updated 2022 study with the same title. Both our updated 2022 Parallel Report and our updated 2022 "Discrimination Faced by Persons with Disabilities in the Workplace" study will be published on DPA's new website once it is launched later this FY 2022-23.

In FY 2022-23, we plan to remain engaged with various sectors including the public sector. In addition to our continued work on the Fourth Enabling Masterplan Steering Committee, we also have plans to contribute feedback to the Ministry of Manpower (MOM) regarding the government's plans to codify Singapore's first workplace anti-discrimination legislation.

Finally, we plan to continue engaging our members and IAs through various events, collaborations, and projects. There are plans to continue in FY 2022-23 many of the same events, collaborations, and projects we continued and started in FY 2021-22, especially through our IA programme such as with our collaborations with FMC and other groups. Additionally, DPA plans to continue forming collaborations and partnerships to create opportunities for our members and IAs. For instance, DPA has already begun collaborating with LevelField Consultants to conduct the Programme audit of both physical and virtual programmes for the Asian Civilisations Museum. The project started in the fourth quarter of FY 2021-22 and will carry on into the new FY 2022-23.

Annual General Meeting 2021

Due to the social distancing measures in the wake of the COVID-19 pandemic, DPA held its second e-Annual General Meeting (e-AGM) on 9 September 2021. Mrs Chang-Tang Siew Ngoh, DPA Honorary Secretary called the e-AGM to order at 7.12 p.m. and announced quorum was met with the submission of 45 proxy forms from voting members. Of the voting members who submitted proxy forms 14 attended the meeting virtually and four additional non-voting members also attended the meeting virtually.

Other than Mr Richard Kuppusamy, DPA President, and Mr Navin Nair, DPA Honorary Treasurer, there was one non-voting member, Mrs Chang-Tang Siew Ngoh physically present at the e-AGM. The rest of those physically present at the meeting comprised two members of staff, one note taker, and one Sign Language interpreter.

After a quick welcome speech by DPA's President Mr Richard Kuppusamy, the e-AGM was underway. Mr Iskandar Shah, Chairman of the Inclusion Ambassadors (IA) Informal Working Committee, gave a presentation of the current work of the IA programme including adjustments made to the IA programme in the past year due to the pandemic, along with current and future projects by the IAs. Mr Iskandar Shah also presented a short video where Inclusion Ambassadors spoke briefly about their current work and activities.

Following this, the Chairperson of the AGM, Mrs Chang-Tang Siew Ngoh went through the proceedings which primarily comprised of voting on the confirmation of the minutes of the 33rd AGM held on 29th September 2020, the adoption of the Annual Report of DPA for the financial year ended 31st March 2021, the adoption of the Audited Statement of Accounts for DPA for the financial year ended 31st March 2021, and the reappointment of Cypress Singapore Public Accounting Corporation as DPA's auditors for the financial years 2021-2022. Due to the virtual nature of the event, all voting by members were conducted via proxy forms with the voting results for all four items in the affirmative.

The AGM concluded with Mrs Chang-Tang Siew Ngoh proceeding to read out and answer questions that were submitted by DPA members.





Other Matters:

*Board of Management &
Staff Team*

Board of Management

President

Mr Richard Kuppusamy

Regional Manager
Lendlease Asia
Holdings

Vice President

Ms Peggy Sarah Yee May Kuen

Lawyer
PY Legal LLC

Secretary

Mrs Chang-Tang Siew Ngoh

Retired

Treasurer

Dr Navin Nair

Assistant Manager
LTA

Assistant Treasurer

Mr Michael Chin

Finance Manager
WK Asia-Pacific
Environmental Pte.
Ltd.

Committee Member

Mr Alvan Yap

Deputy Director
SADeaf

Committee Member

Ms Cassandra Chiu Mei Mei

Counsellor
The Safe Harbour

Committee Member

Mr Darren Ho

Team Lead
Digital Ops Centre,
Singapore Sports
Council

Committee Member

Dr Dawn-Joy Leong

Adjunct Lecturer
University of
New South Wales

Committee Member

Ms Tan Keng Ying
(Passed away 19 July 2021)

Freelance
videographer

Advisor

Mr Arsalan Mustafa Ali

Managing Partner,
Philosophy Brand
Consultants

Advisor

Mr Leo Chen Ian

Founder and
Partner, Insight and
Access Pte. Ltd.

Mrs Chang-Tang Siew Ngoh has served on the DPA Board of Management for more than 10 consecutive years. Mrs Chang-Tang continues in her role as Hon. Secretary because 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.

Board Meetings Attendance Records

Name	% BOM Meeting Attendance
Mr Richard Kuppusamy	100
Ms Yee May Kuen Peggy Sarah	75
Mrs Chang – Tang Siew Ngoh	100
Dr Navin Nair	75
Mr Michael Chin Yun Foong	50
Ms Cassandra Chiu Mei Mei	75
Mr Darren Ho	0
Dr Dawn-Joy Leong	50
Ms Tan Keng Ying	25
Mr Alvan Yap Boon Sheng <i>(Co-opted during the 3rd BoM meeting of the year 2021-2022)</i>	50

Those Board of Management members who have not attended a majority of the Board of Management meetings during the FY ended 31 March 2022, have either faced health challenges or increased workload in their jobs due to manpower shortages during the pandemic.

Our Staff Team

Executive Director

Dr Marissa Lee Medjeral-Mills
(Appointed January 2012)

Administration Manager

Ms Anusiah a/p Tharmalingam

Head of Department – Inclusion Ambassadors and Training

Ms Asha Karen

Community Engagement Executive

Ms Valerie Chia

Membership Coordinator

Mr Iskandar Shah Bin Ismail

Advocacy Executive

Mr Max Soh (joined May 2021)

Digital Marketing & Fundraising Manager

Ms Ain Hamzah (joined September 2021)

There have been some changes to the DPA team over the last FY. While we were sad to that Ms Sumita Kunashakaran left us for Austria last financial year, we are glad that she went on to take on an exciting new role at the Zero Project. Thus we were able to continue collaborating- with her there as she takes her disability advocacy to a global platform.

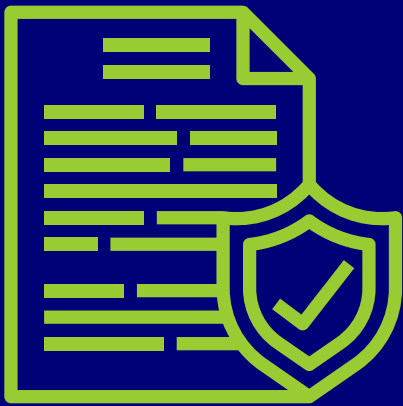
DPA also welcomed two new team members, Mr Max Soh and Ms Ain Hamzah. Mr Soh has professional and lived experience in disability advocacy both locally and overseas and Ms Ain Hamzah has worked within the social service sector for many years and came on board to help build our digital engagement and fundraising.



Membership Report

(as of 31 March 2022)

Membership Category	Disability Type				
	Sensory	Developmental	Physical	Psychosocial	Multiple
Ordinary	43	4	58	20	10
Life	34	2	27	3	2
Youth	0	0	0	1	0
Total	77	6	85	24	12
Associate			5		
Associate Life			4		
Total Individual Membership			213		
Institutional Members			21		
Total Membership			234		



Governance & Policies:

To maintain a high standard of compliance and integrity

Management & 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 whereby 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.

Governance Evaluation Checklist

(Enhanced Tier)

S/N	Code Guidelines	Code ID	Compliance	Explanation
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		
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		
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
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	DPA does not give out grants, loans or financial assistance.

S/N	Code Guidelines	Code ID	Compliance	Explanation
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")		Yes	
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	
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
	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	No DPA staff earned more than \$100,000 during the financial year.

28	The charity discloses the number of paid staff who satisfies all of the following criteria:	8.5	Complied	
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(a) the staff is a close member of the family³ belonging to the Executive Head⁴ or a governing board member of the charity;

(b) the staff has received remuneration exceeding \$50,000 during the financial year.

The information relating to the remuneration of the staff must be presented in bands of \$100,000.
OR

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.

Public Image

25	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	
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Corporate Information

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. DPA is governed in accordance with DPA's constitution, rules and regulations and guidelines set out by the Office of the Commissioner of Charities (COC), NCSS and the Ministry of Social and Family Development (MSF) for our charity activities.

DPA has issued tax-exempt receipts in its capacity as an Institution of Public Character (IPC) since 5 November 1999.

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
Auditor	:	Cypress Singapore Public Accounting Corporation
Website	:	www.dpa.org.sg
Affiliation	:	Disabled Peoples' International
Full Member	:	National Council of Social Service



Financial Statements:

*Summary of Audited accounts for
Financial Year Ended March 2022*

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT 1966)
(UEN No. S86SS0002F)

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2022

	2022	2021
	SGD	SGD
ACCUMULATED FUNDS		
Accumulated fund	1,060,731	1,292,915
Care and Share grant reserve	-	(169,565)
Asset capitalisation reserve	<u>77</u>	<u>4,175</u>
	<u>1,060,808</u>	<u>1,127,525</u>
Represented by :		
NON-CURRENT ASSETS		
Plant and equipment	6,569	12,552
Right-of-use asset	8,588	11,165
CURRENT ASSETS		
Other receivables, deposits and prepayments	15,143	12,083
Government grant receivables	20,422	424,779
Fixed deposits	349,544	345,844
Cash at bank and on hand	807,013	390,566
		1,173,272
Less :		
CURRENT LIABILITIES		
Other payables and accruals	89,731	44,312
Lease liability	2,010	1,950
Deferred grant income	46,450	12,912
	138,191	59,174
NET CURRENT ASSETS	<u>1,053,931</u>	<u>1,114,098</u>
	1,069,088	1,137,815
Less:		
NON CURRENT LIABILITY		
Lease liability	8,280	10,290
	<u>1,060,808</u>	<u>1,127,525</u>

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT 1966)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2022

	2022				2021			
	Unrestricted fund	Restricted fund	Asset		Unrestricted fund	Restricted fund	Asset	
	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	Total SGD	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	Total SGD
INCOME								
Government grant income								
- Care and Share grant	-	169,565	-	169,565	-	-	-	-
- Jobs Support Scheme	16,220	-	-	16,220	38,952	-	-	38,952
- Enhanced Fund-Raising Programme	-	-	-	-	24,779	-	-	24,779
- Bicentennial Community Fund	-	-	-	-	204,100	-	-	204,100
- Other government grant income	44,544	-	-	44,544	20,784	-	-	20,784
Donation income								
- Tax deductible donations	287,664	-	-	287,664	280,822	-	-	280,822
- Non-tax deductible donations	22,448	-	-	22,448	209,123	-	-	209,123
Other income								
- The Majuriy Trust	13,650	-	-	13,650	8,190	-	-	8,190
- Interest income	3,824	-	-	3,824	2,094	-	-	2,094
- Membership subscriptions	222	-	-	222	1,016	-	-	1,016
- Programme income	8,160	-	-	8,160	1,440	-	-	1,440
	396,732	169,565	-	566,297	791,300	-	-	791,300
LESS : DIRECT COSTS								
Catering and refreshments	(110)	-	-	(110)	(148)	-	-	(148)
Contract labour	(27,100)	-	-	(27,100)	(8,540)	-	-	(8,540)
Employee benefits expense	(254,599)	-	-	(254,599)	(208,754)	(31,630)	-	(240,384)
Fundraising cost	(57,811)	-	-	(57,811)	(62,087)	-	-	(62,087)
Honorarium expenses	(5,180)	-	-	(5,180)	(1,540)	(800)	-	(2,340)
Interest expenses on lease liability	(168)	-	-	(168)	(143)	-	-	(143)
Miscellaneous expenses	-	-	-	-	(257)	-	-	(257)
Network maintenance	-	-	-	-	(1,747)	-	-	(1,622)
Newspaper and periodical	-	-	-	-	(177)	-	-	(179)
Office maintenance fee	(12,577)	-	-	(12,577)	(10,028)	-	-	(10,028)
Office supplies	(35)	-	-	(35)	-	-	-	-
Online donation charges	(818)	-	-	(818)	-	-	-	-
Other staff costs	(3,959)	-	-	(3,959)	-	-	-	-
Balance carried forward	(364,281)	-	-	(364,281)	(293,298)	(32,430)	-	(325,728)

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT 1966)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)

	2022				2021			
	Unrestricted fund	Restricted funds		Asset	Unrestricted fund	Restricted funds		Asset
	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	Total SGD	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	Total SGD
LESS : DIRECT COSTS (CONTINUED)								
Balance brought forward	(364,281)	-	-	(364,281)	(293,298)	(32,430)	-	(325,728)
Printing and stationeries	(30)	-	-	(30)	(378)	-	-	(378)
Project expenses	(82,577)	-	-	(82,577)	(20,527)	(524)	-	(21,051)
Publicity	(60)	-	-	(60)	-	-	-	-
Rental of equipment	-	-	-	-	(231)	-	-	(231)
Telephone and internet charges	(3,819)	-	-	(3,819)	(6,918)	(37)	-	(6,955)
Translator and interpreter	(180)	-	-	(180)	(270)	(90)	-	(360)
Transportation	(65)	-	-	(65)	(73)	-	-	(73)
Utilities	(870)	-	-	(870)	(593)	-	-	(593)
	(451,882)	-	-	(451,882)	(322,288)	(33,081)	-	(355,369)
LESS : OPERATING EXPENSES								
Accounting fees	(8,400)	-	-	(8,400)	(8,400)	-	-	(8,400)
Auditors' remuneration	(11,588)	-	-	(11,588)	(8,838)	-	-	(8,838)
Bank charges	(283)	-	-	(283)	(405)	-	-	(405)
Catering and refreshments	(19)	-	-	(19)	(390)	-	-	(390)
Cleaning expense	(3,060)	-	-	(3,060)	(3,030)	-	-	(3,030)
Contract labour	(864)	-	-	(864)	(2,064)	-	-	(2,064)
Depreciation of plant and equipment	(7,506)	-	(4,098)	(11,604)	(5,827)	-	(7,546)	(13,373)
Depreciation of right-of-use asset	(2,577)	-	-	(2,577)	(1,932)	-	-	(1,932)
Employee benefits expense	-	-	-	-	(112,840)	-	-	(115,840)
Insurance	(6,679)	-	-	(6,679)	(6,783)	-	-	(6,783)
Interest expenses on lease liability	(168)	-	-	(168)	(143)	-	-	(143)
Miscellaneous expenses	(1,656)	-	-	(1,656)	(571)	-	-	(571)
Network maintenance	(1,914)	-	-	(1,914)	(1,813)	-	-	(1,813)
Office maintenance fee	(12,577)	-	-	(12,577)	(10,029)	-	-	(10,029)
Office supplies	-	-	-	-	(89)	-	-	(89)
Balance carried forward	(169,729)	-	(4,098)	(173,827)	(166,154)	-	(7,546)	(173,700)

DISABLED PEOPLE'S ASSOCIATION
(REGISTERED UNDER SOCIETIES ACT 1966)
(UEN No. S86SS0002F)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)

	2022				2021			
	Unrestricted fund	Restricted funds	Asset	Total	Unrestricted fund	Restricted funds	Asset	Total
	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	SGD	General Fund SGD	Care and Share Fund SGD	Capitalisation Reserve SGD	SGD
LESS : OPERATING EXPENSES (CONTINUED)								
Balance brought forward	(169,729)	-	(4,098)	(173,827)	(166,154)	-	(7,546)	(173,700)
Postage and courier charges	(180)	-	-	(180)	(204)	-	-	(204)
Printing and stationeries	(1,294)	-	-	(1,294)	(837)	-	-	(837)
Project expenses	-	-	-	-	(69)	-	-	(69)
Rental of equipment	-	-	-	-	(231)	-	-	(231)
Repair and maintenance	(1,370)	-	-	(1,370)	(1,303)	-	-	(1,303)
Subscription and membership fees	(125)	-	-	(125)	(125)	-	-	(125)
Telephone and internet charges	(807)	-	-	(807)	(1,435)	-	-	(1,435)
Translator and interpreter	(120)	-	-	(120)	(330)	-	-	(330)
Transportation	(18)	-	-	(18)	-	-	-	-
Utilities	(871)	-	-	(871)	(592)	-	-	(592)
Volunteer expenses	(2,520)	-	-	(2,520)	(1,050)	-	-	(1,050)
	(177,034)	-	(4,098)	(181,132)	(172,476)	-	(7,546)	(180,022)
(DEFICIT) / SURPLUS BEFORE TAXATION	(232,184)	169,565	(4,098)	(66,717)	296,536	(33,081)	(7,546)	255,909
TAXATION	-	-	-	-	-	-	-	-
NET (DEFICIT) / SURPLUS FOR THE YEAR	(232,184)	169,565	(4,098)	(66,717)	296,536	(33,081)	(7,546)	255,909
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	(232,184)	169,565	(4,098)	(66,717)	296,536	(33,081)	(7,546)	255,909



Acknowledgements:

To our donors and supporters

Thank you to all of our donors

DPA would like to thank all our dedicated volunteers, but special mention goes to Ms See Mei Ing Margaret Revalle, who continues to help keep things running on track in our office.

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