



2022-2023 ANNUAL REPORT

The Annual Report is confidential and is not for circulation until after its adoption at the Annual General Meeting (AGM) on 06 October 2023.

Accessibility Note: A text only version is available on request from hello@dpa.org.sg.

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Table of Contents

03

President's Message

07

Collaborations & Engagements

14

DPA Inclusion Ambassadors & Membership Initiatives

17

An International Platform for DPA's Disability Inclusion Efforts

20

Future Plans

22

DPA Management

27

Membership Information

29

Governance Policies

37

Financial Statements

41

Acknowledgements



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.

How We Do It

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.

Our Aims

Empower

Raise awareness of the needs of people with disabilities so as to empower them to live independent lives via access to education, transport, paid employment and community activities.

Dialogue

Initiate constructive dialogue about disability so businesses and the public are conscious of the barriers that prevent people with disabilities from being active participants in society, and prompt them to work with us to overcome these obstacles.

Research

Share research and best practice examples that promote understanding and potential solutions to key issues faced by people with disabilities.

Awareness

Cultivate public awareness of all types of disabilities, both visible and invisible.



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.

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.

01

President's Message:

Mr Richard Kuppusamy



President's Message



Photo 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.

It has been an honour and privilege to have served as President of the Disabled People's Association (DPA), an organisation that has been at the forefront of disability advocacy, working tirelessly to create a more inclusive society. It has been a humbling journey serving as your President during my term of office over the past six years, and today, I would like to share some reflections on leadership and our journey as advocates for disability rights and inclusivity.

I joined DPA and took on this role as President because I believed in our mission and vision to be a cross-disability non-profit organisation dedicated to creating a fairer society where every individual, regardless of their abilities or disabilities, can actively participate in all aspects of life. We must ensure that no one is left behind, and we work tirelessly to promote accessibility, inclusion, and equality for all. We continue to do this as the only cross-disability organisation in our sector.

During my term as President, I have witnessed remarkable achievements and faced significant challenges. We have seen progress in areas like inclusive education, access to employment opportunities, and direct participation in shaping government policy. But there is still much work to be done. As a leadership team within DPA, the board must embrace the responsibility to continue pushing the boundaries, advocating for policy changes, and working tirelessly to make the lives of people with disabilities better.

Leadership, as I have come to understand it during my tenure, is not about holding a position or title. It is about embracing the values of empathy, compassion, and determination. It's about being the change we wish to see in the world. It's about fostering collaboration and unity within our diverse community whilst also knowing when and how to stand our ground and defend our beliefs and rights.

Advocacy is often misunderstood as mere talk without tangible results. Critics sometimes question the impact of our efforts, but I stand before you today to debunk this misconception. Advocacy is not about empty words; it is about driving meaningful change that directly impacts people's lives.

In our brand of advocacy, we have successfully lobbied for changes in policies and practices that will improve accessibility, education, and employment opportunities for individuals with disabilities in Singapore. This is a tireless process which can take many years to see meaningful change. But we must remain persistent to break down physical and social barriers that hinder our full participation in society.

Specifically in FY 2022 – 23, we at DPA have continued to engage and work with decision makers across various sectors towards our goal of building a fairer and more inclusive society for persons with disabilities.

For example, in the past financial year as the Tripartite Committee on Workplace Fairness continued their work of formulating Singapore's first workplace anti-discrimination law – the Workplace Fairness Legislation (WFL), we at DPA remain engaged with the process – providing our feedback to members of the Tripartite Committee on provisions we feel are necessary to include in the WFL based on our research and conversations with our members. Beyond employment, I have also had the honour of continuing to represent DPA on the Steering Committee of Singapore's Fourth Enabling Masterplan – 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).

We also spent this past year expanding our existing projects while launching new initiatives to enhance our work of furthering disability inclusion. For instance, this year witnessed the expansion of new access guide projects – where we work with various venues and organisations to curate information on the accessibility of their location not only for persons with disabilities visiting the given area, but also to further accessibility in various public spaces.

Such projects included an update to our access guide for the National Gallery of Singapore and a recently launched audit for an access guide for the Singapore Zoo.

Indeed, one of the projects I am most proud of at the DPA was the mapping of the Central Business District (CBD) and because it led to the formation of Our Accessible City@CBD, one of the founding initiatives of the Accessible Cities Network (ACN) on top of being kick-starter for DPA's push into providing Access Guide services. That ACN is now mapping and improving accessibility in the built environment across Singapore with the support of government agencies, town councils and social service agencies.

DPA continues to leverage on that momentum we gained with the CBD mapping initiative having partnered with SmartBFA to map the connectivity between buildings, places of interest and public spaces. In this way DPA is approaching accessibility in the built environment holistically, providing key information both about access within buildings as well as the accessible routes to take to get there.

With the Access Guide service, I truly feel that DPA has translated disability advocacy into action as it actively contributes to making Singapore more inclusive for the disability community with every published Access Guide whilst at the same time providing a revenue stream to support DPA and creating income-generating opportunities for our Inclusion Ambassadors (IAs).

Moreover, we witnessed the return of our annual Inclusive Flash Mob for its fourth year, along with the initiation of our inaugural Step-Up-Step-Out (SUSO) campaign – a fundraising initiative to encourage individuals to set exercise goals while raising funds and awareness for the work and cause of DPA.

FY 2022-23 was also an important year for DPA as we completed and launched our new refreshed identity – finalising a new DPA logo and the launch of a new website. This was a result of a multi-year exercise where we carefully studied and assessed whether our organisation was achieving our goals, mission, and vision, along with how we can improve in communicating what we do and who we are as DPA. We remain committed to continually improve how we execute the objectives of the DPA, and I am pleased we have taken the last few years to intentionally review where we are as an organisation so we can better represent the voice of our disability community going forward.

Additionally, a highlight of FY2022-23 was DPA's participation in the 27th Session of the United Nations Committee on the Rights of Persons with Disabilities – where Singapore was reviewed for the first time by the UN Committee since ratifying the United Nations Convention on the Rights of Persons with Disabilities (CRPD). As part of our participation, DPA had the opportunity to participate both virtually, as well as in-person in Geneva, with members of the UN Committee on the Rights of Persons with Disabilities on the current state of disability inclusion in Singapore. During our conversations, we had the chance to present some of our findings from our DPA 2022 Parallel Report which comprised research we had conducted in the first quarter of FY 2022-23.

This was the culmination of many years of work of which many of you, our members, had the opportunity to participate in the writing of our Parallel Report. I hold this as one of our most significant achievements to challenge the status quo and hold our government to account. It was a meaningful time of sharing and dialogue and we have spent most of the remainder of FY 2022-23 sharing some of our reflections and learnings through webinars and write-ups on our website.

“

As my term as President of DPA comes to an end, I want to express my deep gratitude to our dedicated Board of Management, members, staff, allies, and supporters who have made our advocacy work possible. I am proud of what we have achieved together, and I am confident that the Disabled People's Association will continue to be an agent for change in our disability community. I have seen first hand the resilience, courage, and indomitable spirit of our disability community through some of our most challenging times of a modern era, surviving a pandemic. I have learned that true leadership lies in the collective strength of our voices and the unwavering commitment to a common cause: a more inclusive and equitable society.

”

Richard Kuppusamy

02

Collaborations and Engagements:

Continuing to work with public, private and people sector



Access Guides

Integral to DPA's goal of helping to build a more inclusive society are our efforts to improve accessibility in the built environment and ensure that there is more information available about accessible places in Singapore. We pursue this target by producing Access Guides for public institutions or places of interest in Singapore, so that persons with disabilities and their families have the relevant accessibility information they need to plan their visits to these places.

Access Guides are beneficial because they:

- Provide access information by persons with disabilities for persons with disabilities.
- Collate relevant and important information for persons with disabilities to make informed decisions about whether a place is accessible for their individual needs.
- Showcase the accessible features of a public institution or space.
- Encourage public places of interest to lead by example and make their spaces as inclusive and accessible as possible.

Notable clients have included National Gallery of Singapore (NGS) and Asian Civilisations Museum (ACM), and DPA is happy to report that a contract has been awarded by Mandai Wildlife Group to do an access audit of the Singapore Zoo and produce an Access Guide with the potential to do the same for the rest of the parks. There are also plans in the works to map the connectivity between tourist attractions in the Arts Civic District. Indeed, DPA has partnered with SmartBFA because we are aligned on our aims to map accessible routes throughout Singapore and will be using their app to catalogue the accessible routes to and from the buildings and spaces we are producing Access Guides for.

DPA believes strongly that Access Guides are the way we can promote greater accessibility in our public spaces so that more persons with disabilities will feel welcome to enjoy our local attractions as well as being means to educate developers and building management about the necessity to incorporate access and inclusion into their building and renovation plans. This project also has the added benefit of having the potential to bring in funds to the organisation given the increasingly difficult fundraising landscape post-pandemic. In order to scale up this programme DPA has secured funding from the Lendlease Foundation to train up twenty persons with disabilities to support the Access Audits and Access Guides that DPA does in partnership with Levelfield Consultants. The training programme led by Ms. Asha Karan, DPA Head of Department – Training and Inclusion Ambassadors, is due to start mid-2023 and will culminate in a mini-Access Guide for JEM mall on the International Day of Persons with Disabilities (IDPD) 2023.

Public Policy Consultation: EMP 2030, Forward SG and Workplace Fairness Legislation



To advocate for the initiatives, policies and laws that improve the lives of persons with disabilities in Singapore, DPA needs to be informed about what the needs are on the ground. To ensure that we truly represent the disability community's voice, we regularly consult with our members and other disability advocates and share their experiences in disability-led research and reports. In this way, DPA can be a voice of persons with disabilities in public policy consultations and when working with the Singapore government to ensure that the disability community is not left behind.

This year saw three key developments in Singapore's disability policy space, which demonstrated the Government's increasing awareness and commitment to the role persons with disabilities can and should have in the policies that shape our nation's future. Mr. Kuppusamy, DPA's President, was invited to sit on the the Steering Committee of Singapore's Fourth Enabling Masterplan 2022 – 2030. Throughout that process DPA gave input on various topics including the areas inclusion in education, employment, communication, accessibility in the built environment and healthcare.

Launched in June 2022, the Forward Singapore exercise explored the values, priorities, and policies needed to strengthen our social compact for the nation's future. Dr. Medjeral-Mills, DPA's Executive Director, and Mr. Max Soh (Advocacy Executive) attended a number of these engagements to give feedback on the need for Smart Nation planning to include accessibility, especially in terms of Web Accessibility Content Standards (WCAG), and ensure there are alternative ways to engage with essential government services until such platforms are disability inclusive.

Another key shift in government policy has been the announcement that Singapore will have anti-discrimination employment legislation for the first time. The Tripartite Committee on Workplace Fairness was tasked with enshrining the Tripartite Alliance for Fair Employment Practices' (TAFEP's) Workplace Fairness Guidelines into law. DPA consulted with the Committee throughout the process and our input was acknowledged in the interim findings report. Although DPA would have preferred a definition of disability that is more in line with the CRPD's characterisation of disability and for reasonable accommodations to be part of the Workplace Fairness Legislation (WFL), DPA still believes that this is a significant milestone in disability inclusion in Singapore. DPA will continue to provide feedback to the Committee that will be developing the advisory on reasonable accommodations and will also collaborate with progressive employers and other organisations committed to diversity in the workplace such as AWARE to provide advice on how to implement WFL in their recruitment and Human Resource policies.

Basing DPA's policy consultation on research and engagement we do with our community is one way to ensure our membership has a voice in the policies that affect them. However, we also need to ensure that we share those learning and outcomes with the disability community. To provide more opportunities for persons with disabilities to be informed, Mr. Soh published a series of publications on disability policy and advocacy, which are accessible both in terms of format and content. Throughout the year 2022-23 there were two webinars on the CRPD and its relevance to Singapore, five publications on the DPA website including the launch of the Research and Policy blog and six articles in the media, including interviews, opinion pieces or mentions. Overall attendance and participation in consultation and research efforts including the updated CRPD parallel report was 154.

Inclusive Flashmob 2022

In its fourth year, the Inclusive Flashmob was finally able to return to its roots with a live performance in front of a large public audience. Headed by Ms Shafiqah Sahar, DPA's Outreach and Engagement Executive, this project is a long running collaboration with Distinct Creative Arts (DCA) and it continues to encourage interaction between young people with and without disabilities. In 2022, the Inclusive Flash Mob was adopted by City Developments and the performance was held at City Square Mall as part of their National Day festivities on 9 August.

83 performers from APSN Katong, APSN Chao Yang and SUNDAC come together with volunteers from DCA to train over the course of five weeks. A lot of time and effort was put in to ensure that everything ran smoothly. Members of the public at City Square Mall cheered on our enthusiastic dancers and DPA is grateful for the generous support of City Developments to help our Inclusive Flashmob share in the spirit of dance to bring us all closer as a society, especially on our nation's birthday!



Photo of Flashmob participants performing at City Square Mall



Photo of DPA Inclusion Ambassadors and staff smiling to the camera

DPA Celebrates!

DPA Celebrates! was the end-of-year fundraiser where we celebrated the spirit of giving, raised awareness of the disability community and celebrate International Day of Persons with Disabilities (IDPD). The annual six-week campaign was led by Ms. Ain Hamzah, DPA's Digital Marketing and Fundraising Manager, and combined an online fundraiser, which was part of Giving.sg's Giving Month, with in-person engagements to showcase our initiatives and the impact of DPA's disability inclusion efforts. Through DPA Celebrates!, we build support for our efforts by expanding DPA's outreach, bringing in donations and engaging with more clients for our disability advocacy and Access Guide services.

The workshops and initiatives through the DPA Celebrates! campaign included an open house event at DPA's office, a celebration of IDPD with Lendlease and hosting a webinar on the United Nations Convention on the Rights of Persons with Disabilities and why it matters.

The DPA open house was held on IDPD 2022, 3 December, and it was a welcome opportunity for newly-recruited and experienced Inclusion Ambassadors (IAs) to connect. Familiar and new faces came together to share a meal with DPA staff and have a dialogue about plans for the IA programme in the following year.

Mr. Soh, DPA's Research and Policy Manager, and Mr. Wesley Loh, Autism Advocate and IA, came together to host a webinar for 31 people on the topic of the CRPD and the disability inclusion movement in Singapore. Joined by 50 participants, they had a frank discussion about the relevance of the CRPD to the local disability community and what can be done to advance disability rights in Singapore. This webinar was the start of a series of talks that provided opportunities for persons with and without disabilities to be informed about the CRPD, disability advocacy and how to get more involved. The webinar was followed up by a jointly organised webinar with Yale-NUS student-led group CAPE on 15 February 2023 and addressed the topic of how to advocate for accessibility and disability inclusion the Singapore workforce.



Photo of Halipah Ahmad holding a poster that reads "Nothing about us without us!" and is smiling at the camera.



Photo of Lily Goh teaching participants from Lendlease how to sign Christmas carols.

On 8 December, IAs and staff hosted a series of events at Lendlease C-Suites at Paya Lebar Quarter to commemorate IDPD. The half-day celebration brought together 120 people and kicked off with IAs sharing their personal experiences of adapting to various working environments, which were often not that accessible and suggested ways to remove those barriers. After that, attendees visited several experiential booths and took part in activities to better understand what it is to have a disability, in particular psychosocial and mobility disabilities. To cap off the celebrations, Ms. Lily Goh, DPA IA, taught the participants how to sign Christmas carols. Once everyone had a chance to practise everyone performed 'Jingle Bells' and 'Santa Claus is coming to town' together.

To round off DPA Celebrates!, staff, volunteers and IAs made Christmas baubles with dried flowers and decorations generously donated by Felicity Florals to send as thank you gifts to selection of DPA's supporters and donors. Our hope is that when those handmade decorations were hung up in our supporter's homes that it was a reminder of our recognition and gratitude for their support of DPA.



Photo of DPA IA, Mansor Ali and DPA staff Shafiqah Sahar making Christmas baubles.

03

DPA Inclusion Ambassadors & Membership Initiatives:

Inclusion awareness through disability
leadership



Inclusion Ambassador Programme & Membership Engagement

At the heart of DPA are our members, hence the IA programme is our way of providing a platform to our members who want to lead disability inclusion efforts. With the social distancing measures being relaxed, DPA could move ahead with the IA recruitment and training that it had to put on hold during the pandemic. New recruits were needed to ensure we were able to meet the demand for the trainings, workshops and talks and be more representative of the diverse disability community.

Nine new IAs were onboarded to the programme in September 2022. Thanks to an invigorated IA team, DPA's Disability Awareness Training Series (DATS) reached 669 participants during 2022-23. DATs and other IA-led events were commissioned by Cambridge Associated, Hogan Lovells, St. Andrews Secondary School and Springfield Secondary School amongst others. This is in addition to our ongoing partnership with NTUC Learning Hub to provide training for UOB staff.

Janet's Experience at the Social Media Workshop

"I liked the opportunity to try out Canva. I learned content creation and engagement and how to use colours to brand my own posts. I hope to learn more about WordPress and animations in future courses, to help me improve on my social media engagement."

Another exciting development for our IAs is that DPA was awarded funding to work with Levelfield Consultants to train interested IAs to support the Access Audits that underpin our Access Guides. DPA secured the funding in February 2023 and the training is due to start mid-year.



Poster with various boxes of text with the headline 'My ear is my mouth, my hand is my mouth'. The poster shares about Singapore Sign Language (SgSL) and the reasons that deaf and hard of hearing people need SgSL interpretation to communicate



Photo of Mansor Ali who is a man with short dark hair, wearing black sunglasses, a dark green jacket and is engaging with a group of students.

Mansor's Experience

Mansor Ali enjoys advocating for the inclusion of persons with disabilities. He gained insightful and in-depth knowledge during the training that prepared him to be an active and popular Inclusion Ambassador of DPA. During the last engagement session organised in collaboration of Science Centre of Singapore, he interacted with students to raise awareness and provide feedback on their prototypes for persons with visual impairments. He was excited as he gets to contribute to the society by nurturing inclusive culture in youth.

Project Anchor - a project designed to engage interested members in learning and earning opportunities whilst at the same time raising funds and contributing to the growth and sustainability of DPA's membership programmes - continued this year with workshops on how to make woven recycled bag out of recycled foil wrappers run by Ms Irene Toh, IA, and a social media workshop run by Ms Ain Hamzah, DPA Digital Fundraising and Marketing Manager.

Esmond's experience with the Recycled Bags workshop

Esmond, like our other members, needed some assistance during the training and production sessions and DPA staff worked alongside them so they could complete the projects in an accessible and inclusive manner. The human experience of every project adds value to the entire project and DPA upholds and is committed to provide an inclusive and delightful experience to our members.



Photo of Esmond Tan who is a man with short dark hair, wears black rimmed glasses and a yellow hat and long-sleeved top. He is a wheelchair user and is holding up a woven multi-coloured recycled bottle holder by the handle.

04

An International Platform for DPA's Disability Inclusion Efforts:

Sharing best practices and learning from the
global disability community



CRPD Session in at the United Nations and DPA's Parallel Report

When DPA took part in the 27th Session of the Committee of the Rights of Persons with Disabilities (CRPD) on 29–31 August 2023 it was the fulfillment of a long process that started with DPA's founder Mr. Ron Chandran-Dudley lobbying for the CRPD via Disabled People's International with International Disability Alliance back in 1981. After delays due to the Covid-19 pandemic, the 27th CRPD session was the first time the CRPD committee reviewed the implementation of the CRPD of the Singapore Government after they submitted their initial report. DPA was proud to join a few other civil society members in a private session with the CRPD committee members to ensure Singapore's disabled voices are part of this important process, on top of the two reports we submitted.

In advance of the session, DPA submitted its updated Parallel Report to the CRPD committee. Similar to the first report we submitted in 2019, this Parallel Report was the result of consultation with our membership and focused primarily on the difficulties faced by persons with disabilities in areas of employment. It outlined other areas that have a direct effect on building a disability-inclusive and disability-equitable workforce such as the impact of the Covid-19 pandemic.

Following the closed door session, there were two days of where the Singapore government responded to the questions posed by the UN CRPD committee. Attending those sessions DPA (represented by Mr. Kuppusamy, DPA President, Dr. Medjeral-Mills, DPA Executive Director and Mr Soh, DPA Research and Policy Manager) was able to learn more about the issues the CRPD committee are concerned about and how the Government is addressing those issues. Following the end of this review, DPA published a summary and an in-depth commentary on the Singapore government's replies. As always, DPA remains committed to the progressive realisation of the CRPD and believes that this is best done by incorporation of the CRPD into Singapore's current and new legislations and policies. We will continue to work with the government and other stakeholders to help make this a reality for our disability community.



Zero Project 2023

On 24 February 2023, DPA's DisOrdinary Love programme was recognised as an innovative solution that removes barriers and improves accessibility for persons with disabilities along with 70 other projects or programmes from around the world. Originally launched in 2019, DisOrdinary Love is a holistic sexuality resource that offers a safe platform for persons with disabilities to learn about and engage with the topic of sex, love, relationships and disability. DPA was heartened to know that sexuality and relationship education and counselling is gaining momentum in the disability community and especially proud to see that two out of the other three awardees with sex education initiatives were being run by ASEAN neighbours.

Winning the award from the Zero Project after taking part and being a speaker at the annual conference for the last few years was especially gratifying. At the Zero Project Conference 2023, Dr Medjeral-Mills, DPA's Executive Director, was invited to speak on two panels and showcase DPA's projects. Firstly, Dr Medjeral-Mills shared about the work DPA is doing through the DisOrdinary Love programme at the 'Let's Talk about Sex' panel. Dr Medjeral-Mills shared how the programme has evolved since its first iteration as an in-person workshop to a hybrid resource during the pandemic, yet still managed to reach 48 persons with disabilities in its latest year. Overall, the session showcased different approaches from across the globe that successfully overcome the stigma of persons with disabilities and their sexuality.

Following the conference, DPA continues to be part of the community of practice with other innovators in sexual health and wellness for persons with disabilities and the aim of this group is to share best practices, knowledge and resources.

Dr. Medjeral-Mills also was a panellist at the 'How Museums and Arts can be made useable for all' session. This panel focused on innovative solutions in how the arts and museums address the needs of a variety of persons with disabilities. In the session, Dr Medjeral-Mills shared how DPA developed its Access Guide service and learnings from the pilot project from the National Gallery of Singapore (NGS).



05

Future Plans



Plans & Project (FY 2023-24)

DPA plans to grow our accessibility services, bolster our fundraising efforts and build capacity within the disability community so that are more informed and engaged advocates for disability inclusion in Singapore.

DPA will invest in scaling up its accessibility services because it helps us attain the goal of improving access for the disability community whilst also providing income to help support DPA's efforts overall. Leveraging on the work done with the CBD Accessibility Committee, NGS and the ACM, DPA has secured a contract to produce an Access Guide for the Singapore Zoo. With the Access Guide being published on their website, DPA will be able to reach out to more clients as well as improve public awareness about the organisation and what we do.

Additionally, DPA plans to offer more holistic accessibility services by training DPA members from diverse disability groups to support our Access Guide and DATS engagements. We will also build partnerships with other like-minded organisations or groups to fill any gaps in our offerings. For example, DPA will formalise our partnership with SmartBFA, a platform to map accessible outdoor routes in Singapore, so we have a way to map connectivity between the places we provide Access Guides to. DPA will also seek a partnership with a provider of web accessibility services. This will allow DPA to upgrade how we provide feedback on the websites of our Access Guide clients, especially since that is where the Access Guides will be hosted.

Fundraising in the difficult post-pandemic period continues to be a challenge. However, DPA is tackling this by continuing to refine and improve on our SUSO Challenge and DPA Celebrates! Campaigns. Both these fundraising initiatives will showcase the accessibility efforts made in the local disability community as well as provide an opportunity to raise funds to continue making an impact.

DPA intends to make disability research and policy more accessible. Already we have started to publish shorter position papers on various important issues via our 'Explainer Series' and DPA intends to keep doing this so that persons with disabilities are informed about the policies, laws and initiatives that affect them. Too often advocacy is misconstrued as being solely for the highly educated and privileged. DPA wants to make sure persons with disabilities, regardless of their education and background, have the tools to take part in policy consultation and discussions and advocate for their needs.

Last, but not least, DPA will remain the voice of persons with disabilities by sitting on or consulting with the Enabling Masterplan Committee, the Tripartite Committee on Workplace Fairness regarding the government's plans to codify Singapore's first workplace anti-discrimination legislation, the Smart Nation office as it works to make digitalisation efforts inclusive and any other relevant government agencies and statutory boards with the shared goal of a more inclusive Singapore.

06

DPA Management

Board of Management
Staff



DPA Annual General Meeting 2022

On 14 September 2022, DPA once again held the Annual General Meeting (AGM) via Zoom to adhere to social distancing measures. Ms. Peggy Yee, Vice-President of Disabled People's Association (DPA), called the e-Annual General Meeting (e-AGM) to order at 19.35 pm, Ms. Yee stepped in to run the AGM because Mrs Chang-Tang Siew Ngoh, DPA Honorary Secretary, was abroad. The quorum was met with 44 proxy forms from voting members. Of the voting members who submitted proxy forms nine attended the meeting electronically along with three non-voting members. In addition, two members attended the meeting electronically who did not submit a proxy form. In addition to the members in attendance, there were six members of staff and one Sign Language interpreter in the meeting as well.

Mr. Kuppusamy welcomed everyone to the meeting and delivered his annual address – beginning by acknowledging the challenges of the past financial year as Singapore and how DPA continued to weather the impact of the pandemic. In his message, Mr. Kuppusamy highlighted a few of the main achievements in the past year – including progress on improving accessibility in the CBD, DPA's work on the Steering Committee for the Enabling Masterplan 2030, progress on DPA's rebranding exercise – including DPA's new website, DPA's recent involvements at the United Nations CRPD review of Singapore, and other programmes and initiatives such as IA Programme and the DPA Celebrates! campaign. Mr. Kuppusamy also highlighted new and current DPA projects such as the recently launched inaugural SUSO Challenge.

Following this, Ms Yee went through the proceedings which primarily comprised voting on the confirmation of the minutes of the Confirmation of the meeting minutes for the 34th E-AGM held on 9 September 2021, the adoption of the Annual Report of DPA for the financial year ended 31 March 2022, the adoption of the Audited Statement of Accounts for DPA for the financial year ended 31 March 2021, and the reappointment of Cypress Singapore Public Accounting Corporation as DPA's auditors for the financial years 2022-2023. 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.

Following that, Ms. Yee proceeded to read out questions submitted by DPA members. The questions covered diverse topics such as DPA's follow up plans after the UN CRPD review of Singapore in August 2022 to membership matters. The questions were answered as it is minuted and is available to members.

After a group photo was taken, Mr. Kuppusamy thanked everyone for their attendance and Ms. Yee closed the meeting at 19.57 pm.

Board of Management



President (Appointed date: 29/09/20)

Mr Richard Kuppusamy

Chief Product Officer (P4D) Head of
Lendlease Digital Asia



Vice President (Appointed date: 29/09/20)

Ms Peggy Sarah Yee

Lawyer
PY Legal LLC



Hon. Secretary (Appointed date: 29/09/20)

Mrs Chang-Tang Siew Ngoh

Retired
Role at an affiliated charity: Trustee, SADeaf



Treasurer (Appointed date: 29/09/20)
Dr Navin Nair

Assistant Manager, Land Transport Authority
Previous BoM Role: Assistant Treasurer, DPA &
Assistant Hon. Secretary, HWA



Assistant Treasurer (Appointed date: 29/09/20)
Mr Michael Chin

Admin & HR Manager
WK Asia-Pacific Environmental Pte. Ltd.



Committee Member (Appointed date: 29/09/20)
Ms Cassandra Chiu

Counsellor, The Safe Harbour
Role at an affiliated charity: Executive Director,
K9 Assistance



Committee Member (Appointed date: 29/09/20)
Dr Dawn-Joy Leong

Adjunct Lecturer
University of New South Wales



Committee Member (Co-opted 14/12/21)
Mr Alvan Yap

Deputy Director
SADeaf



Committee Member (Appointed date: 29/09/20)
Mr Darren Ho

Team Lead, Digital Ops Centre
Singapore Sports Council



Advisor (Appointed date: 08/09/17)
Mr Arsalan Ali

Managing Partner
Philosophy Brand Consultants



Advisor (Appointed date: 08/09/17)
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. The DPA Board of Management requested for Mrs. Chang-Tang to continue as Hon. Secretary because of the wealth of social service sector experience and knowledge she brings to the role. She is also a parent of a person with a disability and a strong ally to the disability community. DPA is thankful for her continued volunteerism.

DPA BoM Meeting Attendance

Name	% BOM Meeting Attendance
Mr. Richard Kuppusamy	100
Ms. Peggy Yee	75
Mrs. Chang – Tang Siew Ngoh	75
Dr. Navin Nair	0
Mr. Michael Chin	100
Ms. Cassandra Chiu	100
Mr. Darren Ho	0
Dr. Dawn-Joy Leong	0
Mr. Alvan Yap	75

Those Board of Management (BOM) members who have not attended most of the BOM meetings during the FY ended 31 March 2023 have either faced health challenges or work/life balance issues. They have made efforts to continue their BOM roles outside of meetings and find other ways to contribute to oversight and governance of DPA's work.

Our Staff Team

Executive Director

Dr Marissa Lee
Medjeral-Mills
(Appointed January
2012)

Administration Manager

Anusiah a/p
Tharmalingam

Head of Department – Inclusion Ambassadors and Training

Asha Karen

Research & Policy Manager

Max Soh
(Promoted 17 August
2022)

Digital Marketing & Fundraising Manager

Ain Hamzah

Community Engagement Executive

Shafiqah Sahar
(Joined 6 June 2022)

Community & Corporate Partnership Manager

Valerie Chia
(Left 10 May 2022)

Membership Coordinator

Iskandar Shah
Ismail
(Left 30 April 2022)

There have been some changes to the DPA team over the last FY. Ms. Valerie Chia moved on to a new role at another social service agency as part of her career progression plans and we thank her for the years she gave to DPA. As a result, Ms. Shafiqah Sahar joined us and has already become an integral part of the DPA family. DPA would also like to thank Mr. Iskandar Shah Bin for stepping up to temporarily assist DPA with membership matters, he will continue to be collaborate with us as an IA.

07

Membership Information



DPA Membership Report as of 31 March 2023:

Membership Category		Disability Type							Total
		Sensory		Developmental	Physical	Psycho-social	Multiple	Associate Membership	
		Blind / Visually Impaired	Deaf / Hard of Hearing						
1	Ordinary	36	9	4	61	22	9	5	146
2	Life	12	22	2	28	3	2	4	73
3	Youth	0	0	0	0	1	0	0	1
Individual Total		79		6	89	26	11	9	220
4	Institutional	Active							22

06

Governance Policies



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. Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if “No”)	1.1.12	Complied 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	
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	

S/N	Code Guidelines	Code ID	Compliance	Explanation
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. Are there volunteers serving in the charity? (skip item 15 if "No")	5.5	Complied 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	

S/N	Code Guidelines	Code ID	Compliance	Explanation
Disclosure and Transparency				
24	<p>The charity discloses in its annual report –</p> <p>(a) the number of Board meetings in the financial year; and</p> <p>(b) the attendance of every governing board member at those meetings.</p> <p>Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if “No”)</p>		No	
25	No governing board member is involved in setting his own remuneration.	2.2		
26	<p>The charity discloses the exact remuneration and benefits received by each governing board member in its annual report.</p> <p>OR The charity discloses that no governing board member is remunerated.</p> <p>Does the charity employ paid staff? (skip items 27, 28 and 29 if “No”)</p>	8.3	Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	
28	<p>The charity discloses in its annual report –</p> <p>(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</p> <p>(b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.</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 none of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied	No DPA staff earned more than \$100,000 during the financial year.

S/N	Code Guidelines	Code ID	Compliance	Explanation
28	<p>The charity discloses in its annual report –</p> <p>(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</p> <p>(b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.</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 none of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.5	Complied	
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	

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 2019.

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
Banks	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

07

Financial Statements

Summary of Audited accounts for Financial
Year Ended March 2023



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

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

	2023 SGD	2022 SGD
ACCUMULATED FUNDS		
Accumulated fund	933,798	1,060,731
Asset capitalisation reserve	-	77
	<u>933,798</u>	<u>1,060,808</u>
Represented by :		
NON-CURRENT ASSETS		
Plant and equipment	3,099	6,569
Right-of-use asset	6,073	8,588
CURRENT ASSETS		
Other receivables, deposits and prepayments	15,003	15,143
Government grant receivables	5,760	20,422
Fixed deposits	350,310	349,544
Cash at bank and on hand	611,577	807,013
	<u>982,650</u>	<u>1,192,122</u>
Less :		
CURRENT LIABILITIES		
Other payables and accruals	41,825	89,731
Lease liability	2,094	2,010
Deferred grant income	7,780	46,450
	<u>51,699</u>	<u>138,191</u>
NET CURRENT ASSETS	<u>930,951</u>	<u>1,053,931</u>
	940,123	1,069,088
Less:		
NON CURRENT LIABILITY		
Lease liability	6,325	8,280
	<u>933,798</u>	<u>1,060,808</u>

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2023

	2023				2022				
	Unrestricted fund	Restricted funds			Unrestricted fund	Restricted funds			
	General Fund SGD	Transformation Support Scheme SGD	Asset Capitalisation Reserve SGD	Total SGD	(Reclassified) General Fund SGD	(Reclassified) Transformation Support Scheme SGD	Care and Share Fund SGD	Asset Capitalisation Reserve SGD	Total SGD
INCOME									
Government grant income									
- Care and Share grant	-	-	-	-	-	-	169,565	-	169,565
- Jobs Support Scheme	-	-	-	-	16,220	-	-	-	16,220
- Jobs Growth Incentive	14,111	-	-	14,111	5,313	-	-	-	5,313
- Transformation Support Scheme	-	29,585	-	29,585	-	20,422	-	-	20,422
- Other government grant income	6,236	-	-	6,236	18,809	-	-	-	18,809
Donation income									
- Tax deductible donations	261,341	-	-	261,341	287,664	-	-	-	287,664
- Non-tax deductible donations	26,196	-	-	26,196	22,448	-	-	-	22,448
Other income									
- The Majority Trust	5,460	-	-	5,460	13,650	-	-	-	13,650
- Interest income	890	-	-	890	3,824	-	-	-	3,824
- Membership subscriptions	92	-	-	92	222	-	-	-	222
- Programme income	69,075	-	-	69,075	8,160	-	-	-	8,160
	<u>383,401</u>	<u>29,585</u>	<u>-</u>	<u>412,986</u>	<u>376,310</u>	<u>20,422</u>	<u>169,565</u>	<u>-</u>	<u>566,297</u>
Less : DIRECT COSTS									
Catering and refreshments	(457)	-	-	(457)	(110)	-	-	-	(110)
Contract labour	(22,900)	-	-	(22,900)	(27,100)	-	-	-	(27,100)
Employee benefits expense	(253,094)	(29,585)	-	(282,679)	(234,177)	(20,422)	-	-	(254,599)
Fundraising cost	(60,470)	-	-	(60,470)	(57,811)	-	-	-	(57,811)
Honorarium expenses	(6,795)	-	-	(6,795)	(5,180)	-	-	-	(5,180)
Interest expenses on lease liability	-	-	-	-	(168)	-	-	-	(168)
Network maintenance	(1,838)	-	-	(1,838)	(1,747)	-	-	-	(1,747)
Newspaper and periodical	(149)	-	-	(149)	(177)	-	-	-	(177)
Office maintenance fee	(12,908)	-	-	(12,908)	(12,577)	-	-	-	(12,577)
Office supplies	-	-	-	-	(35)	-	-	-	(35)
Online donation charges	(511)	-	-	(511)	(818)	-	-	-	(818)
Other staff costs	-	-	-	-	(3,959)	-	-	-	(3,959)
Printing and stationeries	-	-	-	-	(30)	-	-	-	(30)
Professional fees	(7,200)	-	-	(7,200)	-	-	-	-	-
Project expenses	41,363	-	-	41,363	(82,577)	-	-	-	(82,577)
Publicity	(505)	-	-	(505)	(60)	-	-	-	(60)
Telephone and internet charges	(1,163)	-	-	(1,163)	(3,819)	-	-	-	(3,819)
Translator and interpreter	(2,271)	-	-	(2,271)	(180)	-	-	-	(180)
Transportation	(616)	-	-	(616)	(65)	-	-	-	(65)
Travel expenses	(7,934)	-	-	(7,934)	-	-	-	-	-
Utilities	(1,048)	-	-	(1,048)	(870)	-	-	-	(870)
	<u>(338,496)</u>	<u>(29,585)</u>	<u>-</u>	<u>(368,081)</u>	<u>(431,460)</u>	<u>(20,422)</u>	<u>-</u>	<u>-</u>	<u>(451,882)</u>

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)

	2023				2022				
	Unrestricted fund	Restricted funds			Unrestricted fund	Restricted funds			
	General Fund SGD	Transformation Support Scheme SGD	Asset Capitalisation Reserve SGD	Total SGD	(Reclassified) General Fund SGD	(Reclassified) Transformation Support Scheme SGD	Care and Share Fund SGD	Asset Capitalisation Reserve SGD	Total SGD
Less : OPERATING EXPENSES									
Accounting fees	(8,400)	-	-	(8,400)	(8,400)	-	-	-	(8,400)
Auditors' remuneration	(11,212)	-	-	(11,212)	(11,588)	-	-	-	(11,588)
Bank charges	(409)	-	-	(409)	(283)	-	-	-	(283)
Catering and refreshments	-	-	-	-	(19)	-	-	-	(19)
Cleaning expense	(2,970)	-	-	(2,970)	(3,060)	-	-	-	(3,060)
Contract labour	(12,900)	-	-	(12,900)	(864)	-	-	-	(864)
Depreciation of plant and equipment	(3,393)	-	(77)	(3,470)	(7,506)	-	-	(4,098)	(11,604)
Depreciation of right-of-use asset	(2,648)	-	-	(2,648)	(2,577)	-	-	-	(2,577)
Employee benefits expense	(99,130)	-	-	(99,130)	(112,438)	-	-	-	(112,438)
Insurance	(7,369)	-	-	(7,369)	(6,679)	-	-	-	(6,679)
Interest expenses on lease liability	(287)	-	-	(287)	(168)	-	-	-	(168)
Miscellaneous expenses	(405)	-	-	(405)	(1,656)	-	-	-	(1,656)
Network maintenance	(1,838)	-	-	(1,838)	(1,914)	-	-	-	(1,914)
Office maintenance fee	(12,908)	-	-	(12,908)	(12,577)	-	-	-	(12,577)
Online donation charges	(1,004)	-	-	(1,004)	-	-	-	-	-
Other staff costs	(100)	-	-	(100)	-	-	-	-	-
Postage and courier charges	(156)	-	-	(156)	(180)	-	-	-	(180)
Printing and stationeries	(1,318)	-	-	(1,318)	(1,294)	-	-	-	(1,294)
Repair and maintenance	(1,681)	-	-	(1,681)	(1,370)	-	-	-	(1,370)
Subscription and membership fees	-	-	-	-	(125)	-	-	-	(125)
Telephone and internet charges	(704)	-	-	(704)	(807)	-	-	-	(807)
Translator and interpreter	(60)	-	-	(60)	(120)	-	-	-	(120)
Transportation	(98)	-	-	(98)	(18)	-	-	-	(18)
Utilities	(1,048)	-	-	(1,048)	(871)	-	-	-	(871)
Volunteer expenses	(1,800)	-	-	(1,800)	(2,520)	-	-	-	(2,520)
	(171,838)	-	(77)	(171,915)	(177,034)	-	-	(4,098)	(181,132)
(DEFICIT) / SURPLUS FOR THE YEAR	(126,933)	-	(77)	(127,010)	(232,184)	-	169,565	(4,098)	(66,717)
TAXATION	-	-	-	-	-	-	-	-	-
NET (DEFICIT) / SURPLUS FOR THE YEAR	(126,933)	-	(77)	(127,010)	(232,184)	-	169,565	(4,098)	(66,717)
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	(126,933)	-	(77)	(127,010)	(232,184)	-	169,565	(4,098)	(66,717)

08

Acknowledgements



Thank you

DPA would like to thank all our volunteers, who allowed us to reach more people and make a greater impact. We are especially grateful to Ms. See Mei Ing Margaret Revalle, who provides administrative support at the DPA office.

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

Organisations

Maventree Technology Pte Ltd
Lee Kim Tah Foundation
Anand Global Pte Ltd
Wing Ship Marine Services Pte Ltd
Allalloy Dynaweld Pte Ltd
Mellford Pte Ltd
Hup Lian Construction Pte Ltd
Toyah Construction & Engineering Pte Ltd

Grant Funders

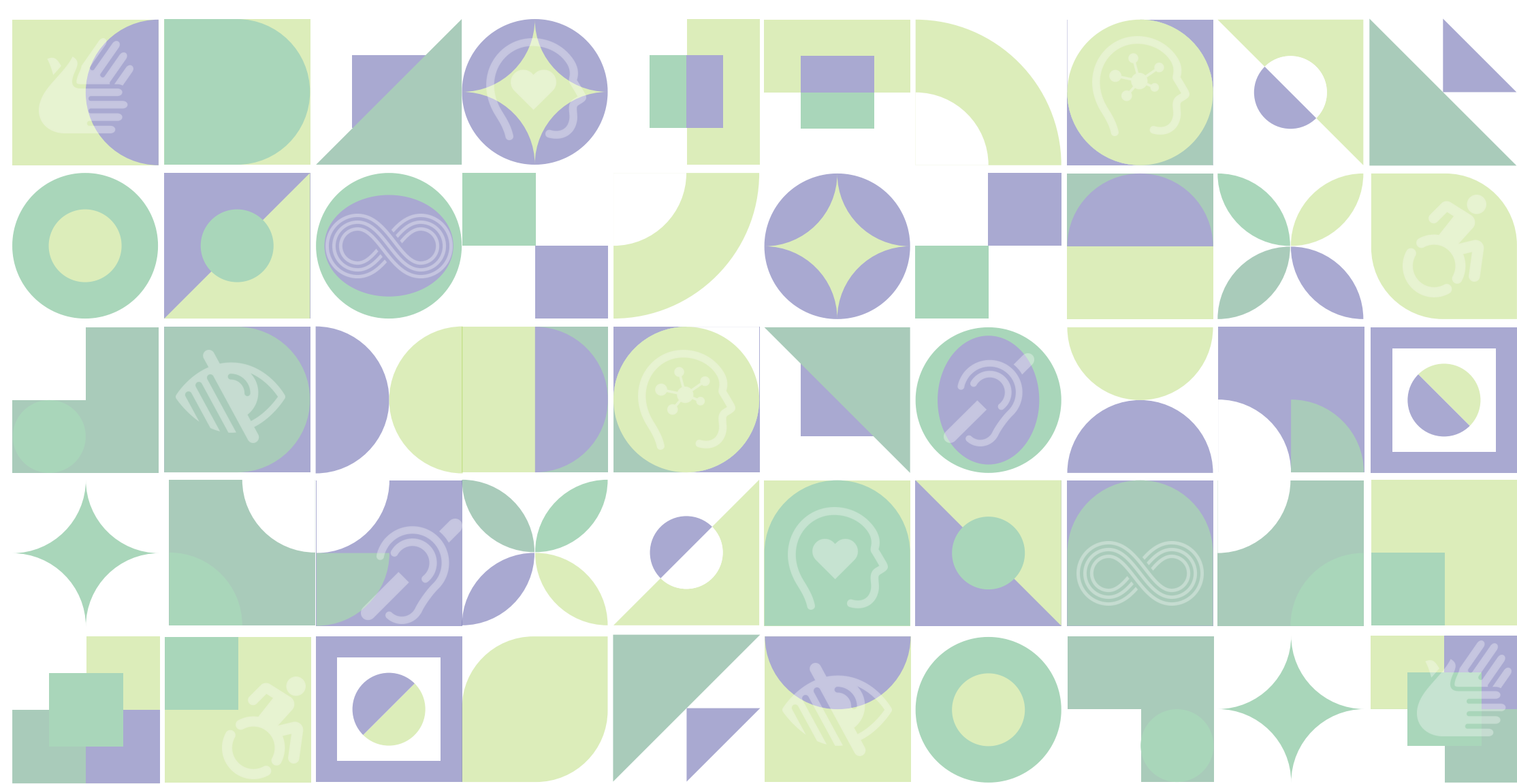
Estate of Doo Gee Lily Trust Fund
National Council of Social Services
Majurity Trust

Individuals

Soon Su Lin
Sarinderjit Kaur
Tay Lee Imm
Chow Joo Ming



**Thank
you!**



2022–2023 ANNUAL REPORT

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DisabledPeoplesAssociation



[dpa.sg](https://www.instagram.com/dpa.sg)