Vision

A world where all disabled people are free from discrimination and oppression, enjoying equality within an inclusive society.

Mission

To achieve positive and lasting change in the lives of disabled people, especially those living in poverty.

- We will do this through developing capacity, influencing and working in partnership to ensure that:
  - Disabled People’s Organisations are stronger and better able to realise the rights of their members, and to tackle poverty and exclusion.
  - Conditions are in place to empower disabled people to transform their lives.
  - Changes are secured in policies, practices, services and attitudes so that disability discrimination is addressed.
  - Mainstream development programmes focus on disability and include disabled people as active participants.

Values

Along with our mission and vision, our values underpin the essence of the work we do and what ADD stands for, and thus we believe in:

- **Rights**: An understanding of disability that is rooted in the equal human rights of all individuals.
- **Empowerment**: Creating the conditions for individuals to transform their own lives.
- **Participation**: The self-representation and active engagement of disabled people.
- **Inclusion**: Modelling and promoting practices that facilitate the inclusion of all disabled people, such as those who are marginalised as a result of gender, age, geographical location and other factors in addition to disability.
- **Collaboration**: Working as an ally to the Disability Movement and in partnership with all those who share our vision in order to achieve our mission.
- **Learning**: Continually learning from our and others’ experiences, to develop our practice, improve outcomes, demonstrate our impact and remain accountable to disabled people and our supporters.
Welcome from the Chair and CEO

Last year, many doors which were previously closed to the inclusion of disabled people, started to open. This includes the 2015 Millennium Development Goals (MDGs) which were developed in the late 1990s with the aim of tackling extreme poverty and deprivation. Whilst this was a step forward in many areas, disabled people were neither in the room when they were negotiated, nor mentioned in the goals that actually emerged.

As we approach 2015, a high-level panel appointed by the UN Secretary General and co-chaired by David Cameron has been asked to debate and make recommendations on the global development framework beyond 2015, and disabled people from developing countries are now getting an opportunity to have their say. We have been working with leaders of disability movements in support of this positive change, to ensure that whatever follows is inclusive of disabled people in a meaningful way.

At the grassroots level, our work continues. In Cambodia, we met with Yana, a 16 year old girl who has learning difficulties. Yana had never been to school, but with the support from a disabled people’s organisation funded by ADD, she now helps run the family shop, saving her earnings in the village savings scheme so that she can expand the business. She is a truly inspiring example of the potential that can be unlocked if you just remove some of the obstacles disabled people face in contributing to society.

Last year we finalised a new five-year strategy setting out a clear direction for the organisation, building on the strength of our 28 years of working with disabled people in developing countries, whilst also updated to reflect the ever changing circumstances around us. By the end of 2012, we were delighted to have finished the year in a stronger financial position than in 2011.

As we look ahead, we view ADD as an organisation that is gaining in strength and influence, and we are particularly pleased to see the wider world waking up to the issue of inclusion of disabled people. For this, we thank our supporters, our funders and our followers for helping to make this possible.

Who we are and what we do

ADD International is a leading UK-based development agency working as a major ally of disability movements across Asia and Africa, from grassroots to national levels.

Established in 1985, we work with a network of Disabled People’s Organisations (DPOs) – groups made up of dedicated and determined disabled people, who challenge disability discrimination in their own countries. We support them in becoming strong, effective, self-sustaining, transparent, accountable, democratic and representative membership organisations.

This collaborative approach is at the core of ADD’s work, in how we operate day to day but also in our vision of empowering our allies.

ADD supports DPOs through providing information, training, mentoring and funding. As part of our mission to form projects and relationships that are sustainable rather than dependent, we help our partners identify and access other sources of funding.

In parallel with this work, we seek to influence others to include disabled people in their work.

Note on terminology - As a UK-based organisation, we continue to use the term “disabled people”. However, we recognise that the UNCRPD advocates the use of the term “persons with disabilities” and this term is used by our in-country programmes. For this reason, in this report, the term “disabled people” is used in all sections other than the country specific sections.
Organisational Achievements

In 2012, our key objectives covered a range of focus areas including strategic, programmes, fundraising, influencing and advocacy.

1. Set our strategic ambitions for the next five years.
   Last year, we completed our Strategic Framework for 2013 – 2017, which seeks to guide and focus our work as we respond to the development needs of disabled people. Over the next five years our six focus areas will be: disabled people living in poverty; reaching the unreached; learning; communication and influencing; and resourcing. In parallel to this strategy sits our Global Theory of Change, where we recognise the link between poverty and disability, along with the strategic role ADD plays in supporting and promoting the empowerment of disabled people.

2. Support the building of an influential force of well-resourced DPOs in the developing world.
   Through our work with DPOs across Africa and Asia, we reached a significant number of disabled people through their organisations and through collaborative work with our partners. In Bangladesh, for example, DPO membership increased to over 20,000. In Côte d’Ivoire we achieved a 7% increase in the number of DPOs we worked with, while in Sudan we worked with almost 55,000 DPO members and their families, covering a wide scope of disabilities.

3. Influence and lead the International Development world to include more disabled people in their work.
   The 2015 Millennium Development Goals set ambitious targets to tackle poverty by 2015, without a single mention of disability. Last year, ADD recognised that if there ever was a time to be involved in the debate on whatever new framework follows, that time was upon us. Since then, we have strongly pursued, engaged with and attempted to influence the debate at the highest level, including attending high profile discussions involving David Cameron, about what comes next. Our role is to facilitate disabled people from developing countries to be included in these processes so that their needs are accounted for in the future framework.

4. Improve and demonstrate the impact of our work with disabled people.
   Over the past year we have been working on improving the quality of our monitoring and evaluation (M & E) systems, not only to demonstrate the evidence and impact of our work but also to adapt ourselves according to lessons learnt and the changing needs and context of our work. We have been developing a suite of reporting tools which include gathering stories of significant change within our projects so that both funders, and the wider public, can see the impact. Although challenges remain, we strive to make this an ongoing focus and a core part of our new five-year strategic framework.

5. Strengthen our funding base and engage supporters in ADD’s dynamic programmes.
   Thanks to funding partners and support from the public, we achieved an increase in our income from last year. You can read more about our fundraising performance on page 22, and by viewing our financial statements.

What next: key objectives for 2013

1. Continue to support DPOs to reach more disabled people across Africa and Asia.
2. Influence and lead the international development world to include more disabled people in their work.
3. Deliver quality programmes – whilst clearly demonstrating the impact and value of our work.
4. Begin implementation of our new strategic framework.
5. Grow our funding base by engaging new donors, and strengthening relationships with existing supporters and funders.
In total we have 6 country offices, covering 9 countries. In 2012, through our support of direct partners in India and Zambia, our work spanned a total of 11 countries.

ADD continued important strategic partnerships with the Secretariat of the African Decade of Persons with Disabilities and the East African Federation of Disabled People.
ADD in Bangladesh

Where we are

In 1995, ADD’s work began with 73 people with disabilities in 12 villages in the remote Kushtia district and thus the disability movement started with a handful of dedicated people. With limited resources, the growth of the movement over the last 15 years is solely down to the commitment and determination of people with disabilities.

After DPOs were established at grass-roots level, two organisations were formed at the national level: the National Grassroots Disability Organisation and the National Council of Disabled Women. ADD continues to support these two organisations to strengthen their ability to achieve their goals.

Highlights and Successes

We are now working collaboratively with DPOs representing over 20,000 members and have extended our reach to cover nearly one third of the country (geographically).

Following advocacy work by ADD and local DPOs (and after a successful trial period), the Vice President of the Bangladesh Knitwear and Manufacturing Export Association has announced that at least 5% of jobs in their factories will be allocated to people with disabilities.

21 partner DPOs received funds from our project ‘Disabled People’s Rights to Social Justice & Inclusion in Bangladesh’ – this project focuses on advocacy work, training, and future funding strategies for DPOs.

Samsul’s story

"My father did not like me very much in the past due to my disability," Samsul Alam tells us. Samsul is 39 and has a physical impairment.

Samsul is a member of the Chiro Jagoroni Self-Help Group, which he joined in 2003. After receiving various types of human rights and organisational development training through the group, ADD appointed Samsul as a paid volunteer, covering 5 unions. He has developed excellent relationships between Union Councils, District Councils and NGOs.

Due to his immense contribution in the field of disability, Samsul was awarded the best Human Rights activist of the year 2011 by the Manusher Jonno Foundation.

“When I arrived home after receiving the prize, about 200 community people cordially received me and saw my medal and crest. I also received a cash prize! This reception continued for 20 days after receiving the award because neighbours kept visiting me to congratulate me.”

Samsul added, “After hearing of my success, my father was so pleased that he decided to transfer the Wakf land (donated for charitable purposes) which my grandfather had donated, to me instead of my other brother. Now, my father has totally changed his views and he is very proud of me. This is something I cherish above all.”
ADD in Cambodia

Where we are

ADD was established in Cambodia at the same time as the Cambodian Disabled People’s Organisation (CDPO). CDPO represented the voice of people with disabilities at national level, while ADD supported the formation of grassroots DPOs.

There were many social barriers to overcome in order to be able to speak directly to people with disabilities. ADD staff spent a lot of time with disabled individuals, providing counselling and helping build their confidence and awareness of their rights in order to improve their own situation.

ADD is the only organisation working specifically to improve the lives of people with intellectual disabilities in Cambodia using a community participation approach. This successful pilot project has reached 161 beneficiaries, who were previously ignored. Though this is a small number, the project has changed the attitude of communities who previously had no belief that people with intellectual disabilities could make a valuable contribution to society. This unique approach is proving to be very effective in changing the lives of people with intellectual disabilities in a sustainable way.

All of the beneficiaries are now able to look after themselves and help their family in general housework such as house cleaning, washing, and cooking. Encouragingly, they are also taking part in a number of income-generation activities such as rearing chickens, vegetable gardening, setting-up grocery shops, mat weaving and repairing motorbikes. They are now becoming part of community and have received mentoring and support from family members, neighbours and villagers.

Highlights and Successes

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Kunthea’s story

Kunthea is 20 and lives in a village in Svay Rieng province. In the recent past, villagers, and even her parents, knew her as the “mad” or “stupid” girl.

With support from ADD and the Kampongro Disabled People’s Development Federation (KRDF), a big change has happened in Kunthea’s life within a short space of time.

According to her mother, Kunthea was sick with a high fever as a baby, as a result of which she developed an intellectual disability. When Kunthea was ten, her parents divorced; her mother was too poor to take care of her, so she sent Kunthea to live with an aunt. In 2008 Kunthea’s father took her to live with him and his new wife who was not very nice to her. However, her father encouraged Kunthea to join a self-help group in her village where she found friends – something she had never had before.

In April 2011, KRDF and ADD began a small grant project which involved providing training in poultry rearing and raising community awareness of intellectual disabilities. This was achieved through providing examples of how disabled people can live independent and productive lives with support from their families and the community.

This resulted in a change in the way Kunthea’s father treated his daughter and he even started to teach her how to cook and care for the chickens. “At first I thought there was no sign of learning in Kunthea, but I found she could do well with instructions, like cooking rice and feeding and controlling animals”.

Discussing the support they received from ADD and KRDF, he said, “The project helped bring great change in my daughter. People used to think she was a stupid girl but now she has become another person who is capable and productive.”
ADD in Francophone West Africa

Where we are

When ADD began working in Francophone West Africa (Burkina Faso, Mali and Côte d’Ivoire), National Federations had been set up by governments to represent people with disabilities, but their links with grassroots DPOs, which were few and informal, were weak. ADD began by working with these groups, strengthening their links and facilitating the emergence of a disability movement. Through training, organisations have learnt to initiate, and effectively participate in, discussions with decision-makers for disability inclusive policies and legislation. Over time, this has resulted in regular dialogue between DPOs and governments on disability bills, political representation, employment, training and education as well as other basic services. Our operations in Côte d’Ivoire re-started in 2010, following a period of forced absence caused by the civil war, and we are now working on rebuilding a strong movement.

In Mali, we provided financial support to DPOs, enabling them to run advocacy campaigns for inclusive education and inclusion in social and economic activities. The Regional Federation in Sikosso gave training to teachers and parents of disabled children the use of sign language.

In Burkina Faso, we provided financial support to the offices of provincial DPOs and mentored them to strengthen their networking, develop and implement livelihood initiatives and mobilise other partnerships and resources to implement their micro projects. Training in agricultural techniques was provided to women with disabilities who grew crops, including cereals, vegetables and cassava, and are expecting a total yield of over 5 tons of produce. The benefit of this will be felt throughout their communities. We have set up savings groups in 23 villages where women with and without disabilities work together; this is benefitting almost a thousand women.

In Côte d’Ivoire, we provided financial support towards the publication of the Ivorian Sign Language Dictionary, which will enable hundreds of people with hearing impairments to communicate more easily with others in their communities. An increase in member numbers, and the strengthening of collaborative income-generating activities amongst DPOs, has resulted in a reduced amount of begging among people with disabilities.

Highlights and Successes

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Rosalie’s story

Rosalie is a 19 year old girl with a physical disability. She lives with her three brothers, two sisters and mother.

In the past, children made fun of her and copied the way she walked. They used to run and then tell her to catch them, which was a way of making fun of her. “I used to spend all my time crying,” she says.

She recently became a member of the Provincial Association for Disabled Women of Bougouriba, which was set up in 2010 and receives funding from ADD. They arrange activities including meetings, training sessions (on disability; writing in sign language; creating and managing businesses; as well as saving money and taking out loans) and the production and selling of soap.

Over the last six months, many things have changed for Rosalie. She is now a key member of the group that makes and sells soap.

“I am now an important person in my family because I contribute to the family’s household income. The adults in my community now have respect for me. This change within me, and of others attitudes towards me, mean that now I am not really embarrassed about my disability anymore.”
ADD in Sudan (and South Sudan)

Where we are

In the early 1970s, people with disabilities in Sudan began to form small groups. Although the groups grew in size as people began to recognise them as an opportunity for a social life, they had no clear plans or strategic direction to effect positive change.

ADD began supporting 8 state unions (DPOs) to develop the plans and strategies needed to work effectively towards their goals. Each state union works with a network of grassroots DPOs that ADD supports, to access services and overcome the barriers preventing them from being actively included in society.

Each union and DPO is led by democratically elected leaders with disabilities. ADD provides technical and financial support to DPOs via the national state unions for the deaf, the blind, and people with physical disabilities.

Currently, ADD is supporting the national state unions to come together to form one National Federation representing all impairment specific DPOs. Working together this way will ensure better coordination, and therefore effectiveness, of activities across the country and will enable us to reach those states where people with disabilities are not currently reached.

Highlights and Successes

Grants totalling almost £125,000 were awarded to DPOs for training and education, equipment, events, and awareness building activities. We are now working with almost 50,000 DPO members and their families.

We organised a number of radio and TV programmes to raise the profile of the National Disability Council, which was established in 2011 to represent the needs and views of disabled people in Sudan.

Supported by ADD, DPOs organised health awareness campaigns on subjects including Female Genital Mutilation, Malaria and HIV/AIDS. This has significantly increased understanding of these issues amongst people with disabilities and their local communities.

Adam Yousif’s story

Adam is 23 and has been deaf since birth.

In 2009, Adam found out about the Kassala Union of the Deaf (KUD), which is a DPO partner that receives funds and assistance from ADD. Adam read about how it helped to develop disabled people’s skills and talents, and decided to join.

He says, “The union conducted a sign language course which helped me to better communicate with my peers. When I started using the Sudanese Unified Sign Language (SUSL), I was very pleased. I have been involved in many activities through the union. Recently, a health awareness campaign was implemented by the union and ADD International. I was very impressed with the information I received, especially those relating to HIV/AIDS. My knowledge has definitely increased. Before, I didn’t really care for my health, but now I do very much.”

Adam giving a speech.
ADD in Tanzania

Where we are

In 1969, the Tanzania Association of People with Physical Impairments (CHAWATA) was formed to represent people with all types of impairments. The next 20 years saw five more impairment specific organisations established. In 1992, a group of disability activists formed SHIVYAWATA (the Tanzania Federation of People with Disabilities Association), a national umbrella organisation that now has ten affiliate DPOs working together to demand their rights through advocacy and lobbying.

Highlights and Successes

Members of local government and DPOs formed teams to raise awareness on inclusive education from village to district levels. This led to an increase in children with disabilities being enrolled in school – giving them the opportunity to gain a normal education. Alongside this, the number of specially trained teachers increased by 46% and a number of school buildings were improved to become more accessible to children with disabilities.

We have launched a ground-breaking 5 year project, focusing on enabling disabled children to receive quality primary education and on overcoming barriers within Tanzania’s education system. This project encompasses 265 primary schools, reaching over 3,000 children with disabilities and over 9,000 indirect beneficiaries. This innovative project is modelling how a fundamental change from segregation to inclusion can be rolled out across the country, enabling children with disabilities to receive quality primary education alongside their non-disabled peers.

Saidi’s story

Saidi Adamu is 13 years old and has a physical disability. He lives with his grandmother in Sanza village, Kisarawe district. He had never attended school before, because his grandmother was unaware of the importance of education, especially for children with disabilities.

When Saidi was 9 years old, the advocacy team met him and his grandmother. The team, with ADD International’s support, managed to identify a nearby school for him to attend. The school infrastructure was not adequate for pupils with disabilities, so the advocacy team had to arrange for the school management to create a more conducive environment. They succeeded in getting the school to build toilets for pupils with disabilities, and install ramps.

By the time Saidi was supposed to join the school, his grandmother had become reluctant to send him. So the advocacy team, with support from teachers and local leaders, held a session to stress the importance of education and the need for family support while he studied. His grandmother felt reassured by this and she allowed him to join the school.

His grandmother is thankful to ADD and the advocacy team for teaching her about the importance of education, because now her grandson is “… able to read and write, and mix with other children.”
ADD in Uganda

Where we are

ADD has been in Uganda since 1987. We have a long-standing and close partnership with the National Union of Disabled Persons of Uganda (NUDIPU). We are uniting and strengthening DPOs. We have supported the development of a strong disability movement in Uganda through raising awareness, advocacy and support, with ongoing initiatives across multiple areas.

Highlights and Successes

A number of women and girls with disabilities were trained in their rights and in strategies for avoiding gender based violence.

We opened a resource centre with offices and conference facilities that can accommodate over 100 participants. In the past, people with disabilities either trained under trees or at expensive, often inaccessible, training centres – or not at all. The local government reacted by renovating local buildings, installing ramps and wide doors in order to allow people with disabilities to access the relevant offices.

In 7 districts of Bugisu and Sebei, and with funding from the European Union, we began the ‘Project for Promoting full and Equal Enjoyment of Human Rights by Persons Living with and Affected by Albinism’. 7 groups of people with or affected by albinism have registered in the region (with a membership of about 300). 20 children with albinism have been enrolled in school, and 10 cases of rights violations involving people with albinism have been reported to the police.

ADD trained local government officials from more than 20 districts about the Convention on the Rights of Persons with Disabilities, as well as supporting our partners to deliver training to police, prison officers and other security workers.

We provided financial and logistical support to Martin Babu, who was successfully elected to the UNCRPD Committee.

Sherry’s story

Nambuba Sherry is 34. She lost her vision eight years ago.

A member of Mbale District Association of the Blind (MBADAB), she has teamed up with people with albinism to establish the Elgon Foundation for Persons with Albinism (EFPA), of which she is the coordinator. It is currently the most prominent such organisation in the country. It identifies and mobilises those people with albinism and encourages them to join groups in the 6 districts that they are operating in.

EFPA educates the parents of people with albinism, and the general public, about their plight and unique needs. They also support community based functional skills training for people with albinism to enhance their subsistence and income opportunities. Additionally, they advocate for mainstreaming issues of albinism in government and development agencies’ programmes and activities.

Sherry notes that in the two years that EFPA has existed, many people with albinism have been mobilised and supported in accessing medical support. In instances where their eyes have been assessed, many have been provided with glasses, Vaseline and hats – all key assistive items in their lives.

Sherry feels that thanks to EFPA, many of those with albinism have greater self-esteem, are no longer afraid to express their feelings and thoughts, and can now confidently access many social services in their communities that they weren’t able to before.

Local communities as a whole have benefited by being able to appreciate the needs and potential of those with albinism, and many have emerged as strong allies in their struggle for inclusion.
**Fundraising**

**Fundraising – strengthening income from grants**

A substantial grant from Comic Relief enabled us to develop a new programme in Tanzania based around inclusive education. This funding unlocks opportunities for achieving greater impact in a country where currently less than 5% of disabled children go to school. Increasing awareness about the importance of ensuring all children receive an education, as well as working with the Tanzanian government, will be the central aspects of this new programme. Our ultimate aim is to bring about change to the entire education system in Tanzania.

We received ongoing funding from organisations such as; The Breadsticks Foundation, The innocent foundation (who fund income-generation projects for our partners at ADD India), The Kadoorie Foundation, The Tides Foundation, The European Union and AusAID, to name but a few. Such worldwide support is vital, particularly for projects assisting extremely marginalised groups, for example in Cambodia, where we are the only organisation working with people with intellectual disabilities.

We received grants of just over £1.4 million (an increase of over 50% on last year’s figure). We continue to face challenges to secure major funding for our programmes in an increasingly competitive environment, where donors’ funds have also come under pressure.

Our relationship with the UK government through a Partnership Programme Arrangement (PPA) is in the second of a three-year strategic partnership. This flexible strategic funding enables ADD to continue investing in supporting the strengthening of disability movements across Africa and Asia, and lobbying for long-term change. It also enables ADD to strengthen internal functions, ensuring that we are prepared for the future.

**Fundraising – stabilising income and engaging our supporters**

In 2012, and after a period of a number of years, a decline in income was eventually stemmed and we raised almost £1 million through the generosity of regular supporters, appeals and major donors, and a generous legacy gift. As we sought to build long-term relationships with supporters – both existing and new – we turned our attention to producing high quality evidence of our impact. A new website was also launched – www.add.org.uk – creating greater accessibility of our news, project information and stories of change.

Following an in-depth review, the Public Fundraising unit was restructured and relocated to London – to help us achieve our ambitious growth target over the next 5 years. With plans for a small ‘hub’ office operating in London, Frome continues to be the main headquarters of ADD International.

**Working with disabled people for positive change**

Abdulla joined the Tanzanian League of the Blind (TLB), after he became blind. He was already a tailor but took part in ADD training to relearn his profession as a blind tailor.

TLB and ADD also supported Abdulla to advertise his skills to increase business, and provided him with training in leadership and governance.

Abdulla says the most significant change for him was his election as chairperson of the district branch of TLB.

Abdulla says that TLB is vital for meeting other people with visual impairments: “As a group, we can be heard.”

With the generosity of our supporters, people like Abdulla have been able to thrive.

Abdulla says the most significant change for him was his election as chairperson of the district branch of TLB.

Abdulla says that TLB is vital for meeting other people with visual impairments: “As a group, we can be heard.”

The community’s attitude towards disabled people is more positive because we [people with visual impairments] are involved in political activities. For a long time the community ignored us.
The following information is extracted from our full accounts to provide an overview of our incoming resources and expenditure for the year. A copy of our full audited accounts is available on our website www.add.org.uk.

Statement of financial activities year to 31 December 2012

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<tr>
<th>Unrestricted funds</th>
<th>Restricted funds</th>
<th>2012 total funds</th>
<th>2011 total funds</th>
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<tr>
<td>Income and expenditure</td>
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<tr>
<td>Incoming resources</td>
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<td>Voluntary income (notes 1 and 2)</td>
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<td>2,093,923</td>
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<td>Interest receivable</td>
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<td>Charitable expenditure</td>
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<td>Cost of generating voluntary income (note 1)</td>
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<td>Support of the International Disability Movement</td>
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<td>Governance costs</td>
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<td>Total resources expended (note 4)</td>
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<td>Transfers between funds</td>
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<td>Net incoming/outgoing) resources and Net movement in funds (note 7)</td>
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<td>Fund balances c/f at 31 December 2012</td>
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The amount spent on programmes in this financial year has fallen slightly due to the required additional investment in our newly agreed 5 year strategy, including an increase in our investment in Public Fundraising to strengthen our future income streams. In addition, we raised additional income in restricted funds this year, of which £300,000 will be carried forward to 2013, to be spent on programmes in that year.

The following information is extracted from our full accounts to provide an overview of our incoming resources and expenditure for the year. A copy of our full audited accounts is available on our website www.add.org.uk.

Financials

Income 2012

- Institutional grants £2,568,664
- Public fundraising £940,098
- Incountry income £9,664
- Interest receivable £8,157

Amount in every £ raised spent on programmes £0.67

Balance sheet 31 December 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2012</th>
<th>2011</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible fixed assets (note 10)</td>
<td>64,184</td>
<td>35,386</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtor (note 1ii)</td>
<td>343,183</td>
<td>176,535</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank and in hand (note 12)</td>
<td>1,351,115</td>
<td>1,040,782</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors: Amounts falling due within one year (note 13)</td>
<td>1,694,278</td>
<td>1,217,317</td>
<td>(114,112)</td>
<td>(101,272)</td>
</tr>
<tr>
<td>Net current assets</td>
<td>1,580,186</td>
<td>1,116,045</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total assets less current liabilities</td>
<td>1,644,370</td>
<td>1,151,431</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions (note 14)</td>
<td>(277,296)</td>
<td>(310,442)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total net assets</td>
<td>1,367,074</td>
<td>840,789</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Represented by:

Funds and reserves

Income funds

- Restricted funds (note 15) 485,171 155,611
- Unrestricted funds (note 16) 634,903 534,347

Total net assets 1,367,074 840,789

There is no difference between the net movement in funds stated above, and the historical cost equivalent. All of the charity’s activities derived from continuing operations during the above two financial periods.

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The amount spent on programmes in this financial year has fallen slightly due to the required additional investment in our newly agreed 5 year strategy, including an increase in our investment in Public Fundraising to strengthen our future income streams. In addition, we raised additional income in restricted funds this year, of which £300,000 will be carried forward to 2013, to be spent on programmes in that year.

Expenditure 2012

- Field operations £2,030,005
- Programme support £324,483
- Fundraising £462,047
- Governance £183,763

Total proportion of expenditure spent on programmes 78.5%

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Approved by the trustees on 10 May 2013 and signed on their behalf.

Saghir Alam OBE – Chair of Trustees
Looking to the future

In 2012, we finalised our strategic review and developed our Strategic Framework for 2013 – 2017. This framework, ‘Inclusion, Empowerment, and Positive Change’, sets out our strategic focus areas for the next 5 years.

The 6 strategic focus areas are:

1) Poverty
   We recognise the close links between chronic poverty and disability, and we will ensure that our work not only illustrates and provides the evidence of these links, but that we share our understanding. Disability is both a cause and effect of poverty.

2) Reaching the unreached
   We will ensure that our programmes include and impact positively on the poorest disabled people. This will include those who are most marginalised as a result of factors including gender, age, ethnic identity, geographical location and the nature of impairment. A harsh reality is that some disabled people are often isolated or hidden from public view so we simply don’t know that they exist.

3) Learning
   We will become more of a ‘Learning Organisation’ so that we can build the capacity of our partners, and this includes influencing and advocacy work. We will strengthen our monitoring and evaluation (M&E) systems – measure what we do, experiment, incorporate what we’ve learnt and share this with others.

4) Impact
   In all areas of our work we will focus on achieving, communicating and capturing the positive impact we make on the lives of disabled people living in poverty.

5) Communication and influencing
   We will communicate our experience and learning to raise awareness of disability issues. We aim to become a leading voice on disability issues within the development community at national and international levels.

6) Resourcing
   We will build and strengthen ADD’s capacity including people, culture and systems, and that of our partner DPOs for fundraising, improving our monitoring and evaluation, for learning and for programme delivery.

If you wish to read the framework in full, you can download it from our website www.add.org.uk or you can call us on 01373 473064 to request a hard copy.
How we are organised

ADD was established as an international development agency in 1985, incorporated as a company limited by guarantee on 3 July 1986, and registered as a charity on 18 November 1986. ADD is governed by its memorandum and articles of association.

Governance

How trustees are recruited and appointed

ADD’s trustees are recruited internationally to reflect the diversity of its stakeholders and we aim to have approximately 50% of our trustees being women and 50% disabled people. Of the 13 trustees serving at the end of 2012, five were women and five were disabled people.

Trustees are recruited and appointed through an open process. If a specific need for skills cannot be resolved through this process, individuals may be co-opted to the board.

Policies and procedures for induction and training of trustees

The role of trustees is set out in the Trustees’ Manual which is given to all trustees and updated periodically. All trustees receive a day’s induction with members of ADD staff before taking up their position, and are given the opportunity of external training courses in governance. The board follows a trustee and board annual performance appraisal process.

Organisational structure and how decisions are made

There are normally two face-to-face trustee meetings per year and two telephone conferences. The four current sub-committees (fundraising, HR, international development and finance) meet quarterly. They oversee and take responsibility for the agreement of ADD’s strategic framework, monitoring progress against plans, and operational and financial targets.

Sub-committees are made up of trustees with specific skills who report routinely to the full board with their findings and recommendations.

A further sub-committee, consisting of the chairs of the sub-committees, the chair of trustees and the vice chair[s] of trustees is an informal group whose role is to support the CEO.

The trustees regularly review the ADD risk policy, and map and assess it to ensure all reasonable steps have been taken to eliminate, minimise or mitigate risk as appropriate.

Trustees and advisers

Trustees

Saghir Alam OBE – Chair of Trustees
Jane Anthony
A K Dube (from Nov 2012)
Sarah Dyer (from Nov 2012)
Liz Goold
Agnes Kalibbala (until May 2012)
Charlie Massey
Sebenzile Matsebula
Stuart McKinnon-Evans – Treasurer
Sally Neville
Bob Niven CBE
David Ruebain (from Nov 2012)
John Tierney (from Nov 2012)
Balakrishna Venkatesh

Bankers

Lloyds TSB
25 Cheap Street
Frome, Somerset
BA11 IBW

Auditors

Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Solicitors

Harris & Harris
II Stony Street
Frome
BA11 BU

ADD Senior Staff

Senior management team
(as of December 2012)

Tim Wainwright – Chief Executive Officer
Karen De Cokere – Head of International Development
Robert Dickenson – Head of Finance and Operations
Esther Kwaku – Head of Public Fundraising and Communications
Mark Stroud – Head of Institutional Fundraising

Country directors
(as of December 2012)

Mosharraf Hossain – ADD Bangladesh
Kouch Ratanak – ADD Cambodia
Osman Abdelrahim – ADD Sudan
Sixbert Mzee Mbuya – ADD Tanzania
Joseph Walugembe – ADD Uganda
Emilienne Sanon – ADD Francophone West Africa Programme (Côte d’Ivoire, Burkina Faso and Mali)

A visually impaired boy at school.
Acknowledgements

ADD staff and trustees would like to acknowledge and thank the donors listed below and our thousands of loyal individual supporters.

The Allan and Nesta Ferguson Charitable Settlement
AusAID
Bread for the World
The Breadsticks Foundation
CAFOD
Comic Relief
Commission for the European Communities
Cordaid
EEP/SHIREE (supported by UKaid from DFID)
The Global Fund for Women
The innocent foundation
Japan League on Developmental Disabilities (JLDD)
The Kadoorie Charitable Foundation
Manusher Jonno Foundation
New Field Foundation
Sight Savers
The Sylvia Adams Charitable Trust
The Tides Foundation
UNICEF

Photographs
Page 30 – Esther Kwaku
Page 31 – Colin Paterson
Pages 4, 8, 9, 11, 15, 17, 21, 22, 23 – ADD International
Pages 1, 2, 3, 5, 6, 19, 26, 27, 29 and 32 – Geoff Sayer

Designed by
Berie from Lateral Media: berie@lateral-media.co.uk

Remembering Jabu Ncube

Last year, a dear friend and former colleague of ADD, Jabulani Manombe Ncube (Jabu) in Namibia, tragically passed away.

Jabu had been a part of ADD and worked with us in many ways since our very beginning in the mid-1980s, and more recently served as our International Director, and Deputy Chief Executive, from 2007 to 2010. Jabu had very strong links with the international disability community and worked tirelessly to promote human rights for disabled people. After leaving ADD Jabu continued to support our work and maintained regular contact with colleagues. He will be sorely missed.

Jabu will be remembered for his kind and generous spirit and for the many years he dedicated to the empowerment of disabled people all over the world.

He was a co-founder of the Zimbabwe disability movement with which he was involved from 1975 to 1989. It was his quiet determination and personal dedication to disability rights that inspired Chris Underhill, now CEO of BasicNeeds, to set up Action on Disability and Development (ADD) when he met him in Zimbabwe in 1984.

More than 20 years after he had inspired the formation of ADD, Jabu joined the organisation as the International Programme Director in 2007, a role he held until 2010 when he returned to Africa to work.

Jabu is greatly missed by his family, friends, colleagues, and the disability movement.

“Jabu was very interested in the idea of what became ADD and in turn was an important support to me as he took on the directorship of National Council of Disabled Persons of Zimbabwe (NCDPZ). Jabu and I would meet as often as we could. He was a really passionate advocate of disabled people being part of the wider development process of their country and encouraged me vigorously to start up ADD. Equally I was fascinated in the start-up and management of one of the really important early organisations run by and for disabled people, NCDPZ, and Jabu’s directorship of it was inspiring.

Chris Underhill, ADD founder
A disabled woman at work in a welding factory.