



Awards & Appreciation Ceremony



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FROM THE DESK OF THE CEO

MISSION: "To mobilise human, financial and physical resources for the benefit of volunteer-driven, community service organisations in Trinidad & Tobago. We shall conduct all affairs with integrity and transparency."



Mrs. Pamela Francis,
Chief Executive Officer
United Way Trinidad & Tobago

2012 is quickly going by as we continue to work assiduously in the pursuit of our mission to assist where necessary. It seems only recently that, through the generosity of the Hyatt Regency Trinidad, we were thanking Mr. Derek Hudson, President and Asset General Manager BG Trinidad & Tobago, for his stellar leadership as the 2011 Campaign Cabinet Chairman, and welcoming our new Chairman of the 2012 Campaign Cabinet Mr. Gervase Warner, President and Group CEO Neal & Massy Holdings Limited. I am reminded of a quotation by an unknown author, "Volunteers don't necessarily have the time, but they have the heart, so they make the time." We are grateful for the generosity of all our volunteers who give of their time and expertise to help those less fortunate.

The highlight of the first half of 2012 was our Annual Awards & Appreciation Ceremony 2011 and Fundraising Campaign Launch 2012. At the event, we welcomed to Trinidad & Tobago our United Way Worldwide liaison, Ms. Wamite Muthara, who also serves our Caribbean counterparts in

Jamaica, Puerto Rico, St. Thomas/St. John and St Croix. Wamite spent a few days with us and had the opportunity not only to meet with our Board of Directors and Committees, but also visit several of our NGOs to get a first-hand view of the projects that we are supporting. Additionally, she was able to bring local stakeholders up to date on developments throughout the network and the progress of the United Way Worldwide operations.

The merger of the Annual Appreciation Ceremony and the Fundraising Campaign Launch proved to be an excellent decision. We saw an unprecedented number of Employee Campaign team members attending, and the networking and camaraderie that followed made for a wonderful evening. This newsletter includes many highlights of the awards and the various recipients. We congratulate all the winners.

The Employee Campaign Coordinator of the Year award was also introduced in 2011. Ms. Griselle Smith of IBM World Trade Corporation won and consequently attended the 2012 United Way Community Leaders Conference in Nashville, Tennessee. She expresses

her sentiments in this issue. We are optimistic that 2012 will see many more participants in this special award and the excellent opportunity it offers at exposure to the United Way Worldwide network.

As we continue to present the opportunity to as many employees and corporations as a possible, to give back to our communities through United Way, we are now looking forward to several event initiatives for which we ask support, in an effort to boost the funds for the NGOs. PCS Nitrogen and Neal & Massy Foundation will again host their Starstruck evening featuring PCS Silverstars and Neal & Massy All Stars. TSL Group's "Cup for Charity" takes place on November 1st at the Hyatt Regency Trinidad, and United Way's Carols & Classics on Steel is carded for November 25th at the Hyatt. These all offer excellent entertainment and, with your support, will make our efforts even more successful.

As we celebrate the 50th Anniversary of our nation's independence, let us reflect on our personal contributions to creating a "Better life for all".



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Microsoft and United Way T&T Partner to Host NGO Connect Day

Microsoft, in collaboration with United Way Trinidad & Tobago, hosted NGO CONNECT DAY with the selected theme “Strengthening Institutions and Optimising their Resources Through the Use of Technology”.

The day of technical training and capacity building was designed to empower NGOs and CBOs in the areas of Technology and Social Media Outreach. Microsoft’s Global Community Affairs Programme, which offers support to NGOs in Software Solutions and integration to assist them with meeting and measuring their relevant community missions and mandates, and in delivering critical social services to citizens in need, was also presented.

Frances Correia, Country Manager Microsoft Trinidad & Tobago, Eastern & Southern Caribbean, LATAM New Markets (LNM), outlined Microsoft’s commitment to supporting the specific needs of NGO’s as they related to technology and providing opportunities for optimum connectivity. She explained that Microsoft through its global Community Affairs Programme was dedicated to strengthening non-profits through innovative IT solutions and assisting them in optimising their service delivery to a wide range of publics.

Microsoft has recorded over 1000



registered global NGO partners and in excess of 40,000 community tech partners benefiting from the company’s Digital Literacy Programme. Microsoft through its Community Affairs Programme and

in keeping with the highest levels of good governance and transparency, ensures that recipients of their community donor initiatives utilise and transform their operations to new levels of efficiency through Microsoft recommended licensed software solutions and training. Ms. Ramcharan outlined the integral facets of Microsoft’s global Community Affairs Initiative in creating responsible Community Technology Centres, strengthening capabilities and opening opportunities for non-profits to engage and impact on society in a positive way.

Donnell Bhaggan, actg. Partner Account Manager/Partner Technical Advisor Microsoft, presented “Introduction to Microsoft Tools and Social Media for Social Good; Internet Safety and Security.” “Financial Literacy” was delivered by Keisha Joseph and Narissa Lezama of the Central Bank Financial Literacy Department.

Chief Executive Officer of UWTT Pamela Francis delivered the Vote of Thanks to over 75 NGO representatives who participated in NGO Connect Day. She reiterated her gratitude to Microsoft for providing an innovative, interactive forum for discourse and discovery, in which NGOs could embrace new ways to accomplish their organisational goals.



6th Annual Awards and Appreciation Ceremony

United Way Trinidad & Tobago held its 6th Annual Awards and Appreciation Ceremony in conjunction with its 10th Fundraising Campaign Launch at the Hyatt Regency Trinidad on April 12th, 2012. An impressive crowd of 200 people gathered to collectively celebrate the positive impact their support has made and continues to make in the lives of the vulnerable and disadvantaged in our society.

Each year UWTT celebrates its Employee and Corporate Donor Partners for their steadfast commitment and support of the Civil Society Sector. This was attested to by Donations Committee Chairman Ian Welch in his welcoming remarks to the packed audience. "United Way of Trinidad and Tobago feels a deep sense of gratitude to all of you. You are the life-blood of this organisation and today we have dedicated this time to express our thanks to you. Collectively, we strive for a country in which our children can lead healthy lives, so that they are able to learn and grow to become contributors to our country's sustainability. To do this, we galvanise all sectors of our society - individuals, businesses, non-governmental organisations and our government. This is key to effecting social change that produces healthy, well-educated, and financially stable individuals and families. With your help and support, we have made, and will continue to make, a qualitative difference in the lives of our people."

Mr. Derek Hudson, Campaign Cabinet Chairman 2011, thanked the 3,500 plus donors to the campaign. Thanks to the generosity of our campaign donors, United Way was able to meet its fundraising target of \$7 million, thus allowing UWTT the capacity to provide grants to well-deserving NGOs throughout Trinidad & Tobago.









Special Visit from Wamite Muthara

In her inaugural visit to Trinidad & Tobago, Ms. Wamite Muthara, Regional Liaison Caribbean and Africa, United Way Worldwide, addressed the audience of UWTT's Annual Awards & Appreciation Ceremony and Fundraising Campaign Launch.

In her message she thanked the Employee Donors, Corporate Sponsors, the Campaign Cabinets past and present, as well as the Board and Management of UWTT. Ms. Muthara praised each and every member for making a valiant contribution to the social fabric of the country and by extension the world.

Her eloquent and deliberate presentation emphasised the meaning of LIVING UNITEDLY.

A number of issues ranging from education, poverty, income, education,



adult literacy and a myriad issues plaguing the vulnerable were addressed, and she amplified her message that "no matter what part of the world you are from, United Way is willing to work alongside all stakeholders to bring lasting change and progress in our communities."

“IN A NATION OF MILLIONS AND WORLD OF BILLIONS, THE INDIVIDUAL IS STILL THE FIRST AND BASIC AGENT OF CHANGE.”
 – LYNDON B. JOHNSON

MEET OUR 2012 CAMPAIGN CABINET MEMBERS

The 2012 Fundraising Campaign officially kicked off on April 12th, 2012. Chaired by Gervase Warner- President and Group CEO of Neal and Massy Holdings Limited, the campaign cabinet is comprised of volunteers from within the business community who have all pledged to give of their time and expertise to raise funds during the 2012 United Way Campaign. Each of these individuals is involved in their communities and we are honoured that they have chosen to work with us to ensure we have another successful campaign. The cabinet's efforts will help UWTT impact positively in the areas of Family Life, Youth and Education as well as continuing to support programs that are providing emergency assistance and basic needs.

We extend special thanks to these civic-minded volunteers.



My Employee Campaign Coordinator Experience

By GRISELLE SMITH



Being the first recipient of the Employee Campaign Coordinator of the Year for 2011 was a very gratifying experience. There was great anticipation of the actual award - the opportunity to attend the 2012 United Way Community Leaders Conference in Nashville, Tennessee (USA) - and needless to say, the trip exceeded all of my expectations.

The journey was eventful from the onset with an airline delay which resulted in a missed connection flight, an unscheduled overnight hotel stay in Miami, and our arrival in Nashville a day late. However, having an excellent travel companion in UWTT's CEO Pamela Francis made the inconveniences much less painful.

Nashville is as picturesque as a travel guide magazine spread, and Southern hospitality was in abundance. The conference was hosted at the Gaylord Opryland Resort & Conference Centre. The facility was exquisite and the service impeccable.

On the first two days of the Conference, we attended ancillary business meetings specific to the International Network (Caribbean region) and I had the opportunity

to meet CEOs and Board Members of the United Way branches in Jamaica, St. Croix, St. Thomas/St. John, and Puerto Rico. I understand and support the Vision and Mission of United Way in Trinidad & Tobago and, by extension, the global organisation, but to have the opportunity to hear the regional Community Leaders share their experiences in person and the ability to contribute to the discussions was very enlightening and rewarding.

On the third day, we saw the arrival of the United Way Worldwide participants as it was the official start of the Community Leaders Conference. United Way is one of my passions and to be in the same room with 2,400+ people, all of whom share my passion, was overwhelming and priceless. The sheer energy in the room was palpable.

Over the three days of the official conference, I attended sessions and learning presentations hosted/moderated by Brain Gallagher (President & CEO, United Way Worldwide), Dr. Tererai Trent (Founder and Principal Evaluator, Tigonona Evaluation and Research Consulting and Oprah's All

Time Favourite Guest), Seth Godin (Author and Marketing & Business Leadership Provocateur), Don Lemon (Award-winning Journalist and CNN Anchor) and many other presenters, all of whom were of such a high calibre that every session was edifying. The various learning formats were structured to meet the needs of every participant and ensured assimilation.

The Awards Dinner & 125th Anniversary Celebration was heart warming, and the Women's Leadership Council Reception & Fleur de Lis Dinner hosted by the First Lady of Tennessee at the Governor's Mansion was awe-inspiring. But, for me, the highlight of the trip was the opportunity to network with people from almost every continent. In addition to the Caribbean delegation, I networked with Community Leaders from France, Italy, Hungary, Romania, Kenya, South Africa, Nigeria, Puerto Rico, India, Japan, and various US States. It is remarkable to discover that their societal issues are no different to ours and their determination to make a difference is as intense as ours.

The effort and teamwork necessary to execute a conference of such magnitude was herculean but clearly evident because the 2012 United Way Community Leaders Conference was a resounding success. I left Nashville with an even greater appreciation of the United Way organisation on two levels:

1) the clear focus on processes geared at maintaining and reinforcing the principles of Transparency and Accountability and 2) the obvious dedication of every single individual within the United Way global family.

The Employee Campaign Coordinator of the Year Award presented me with numerous opportunities for both personal and professional growth. It was a life-changer and I was able to participate thanks to the UWTT.

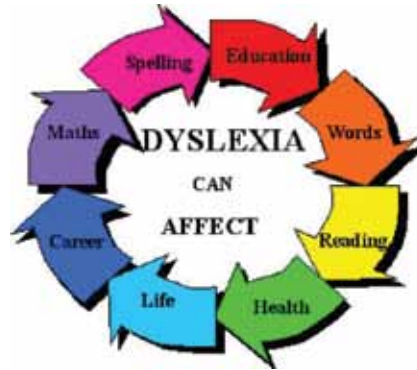
The Dyslexia Association

Lindamood Phoneme Sequencing Programme

The Dyslexia Association provides specialist training for teachers in internationally recognised techniques for teaching dyslexic children and adults. Dyslexics comprise 10% - 15% of the population according to international figures. Even at a most conservative estimate this amounts to 100,000 - 150,000 dyslexics in Trinidad & Tobago.

Dyslexia can be best described as a developmental Language Learning Difficulty. All areas of language acquisition (speech, reading, writing, spelling, essay planning and even the language aspect of mathematics learning) can be affected.

For many teachers and parents the best predictor of reading success is the ability of young children to “play” with the sounds of language (phoneme awareness). However, many severely reading disabled students are unable to discriminate, separate and blend



the individual sounds of words despite adequate hearing and intelligence.

Recent Functional Magnetic Resonance Imaging (fMRI) research has shown that for some learners the area of the brain that governs this function just doesn't become engaged during these activities. This means that these students need training in the use of alternative modalities to achieve a level of

phonemic awareness necessary to become fluently literate.

The LiPS programme uses the feel and shape of the mouth to help these students develop phonemic awareness. These procedures are effective for all ages and furthermore also increase language acquisition and performance in reading and spelling.

Many remedial programmes incorporate awareness of mouth shapes to support phoneme awareness but LiPS is an in-depth auditory discrimination programme and consequently meets the needs of a significant proportion of adults and children who do not develop phoneme awareness through traditional instruction.

For the fifth year, United Way Trinidad & Tobago has committed the sum of the **\$125,000.00** to the Dyslexia Association in support of the LiPS programme that will benefit 50 teachers throughout T&T.

CREDO Foundation for Justice

Sophia House

Sophia House is a project of Credo Foundation for Justice, a registered non-profit organisation affiliated to the Holy Faith Sisters. Sophia House opened its doors in 2004 for the empowerment of young girls on the streets or living in abusive circumstances. It offers a haven providing love, care, attention and security and works towards re-instatement, social conformity and productive citizenship. The centre caters for girls aged 10-17 years. Like the other centres that fall under the purview of the CREDO Foundation, there is remedial help with academics, a full developmental programme, training in income-generating



skills, counselling and parent empowerment.

In 2012, United Way renewed its commitment to Sophia House by way of a grant of **\$96,000.00** to build the human resource capacity by way of two alternating developmental facilitators.

Restoring fatherhood, rebuilding family life



The Companions of the Transfigured Christ (CTC) Community is involved in restoring fatherhood and rebuilding family life in Trinidad & Tobago and the wider Caribbean. The Community was founded in August 2000 by three young men, Kyle Dardaine, Mikkel Trestrail and Shad Seaton who had the desire to help address some of the social, moral and spiritual challenges facing young men in our society. After many years of working in Trinidad and Tobago, the community extended its work into other islands, especially in Curacao and Aruba. The community has a total of 20 members, who work alongside their staff, associates and volunteers to achieve this mission.

A major part of CTC community's mission of restoring fatherhood and rebuilding family life is achieved by reaching out to young men and other youth in need of guidance and attempting to assist them in initiating positive changes in their lifestyle and behaviour. This is done through counselling, mentoring, formation, psychological and therapeutic services with individuals and groups of any affiliation, and is executed in the form of youth and young adult outreach, retreats, developmental programmes, workshops, clinical sessions or specialty talks/lectures on related subject matters. To achieve its mission more soundly, the community established two entities: The

John Paul II Centre on Fatherhood (Est. 2009), and the Therapeutic Clinic (Est. 2010).

Through the John Paul II Centre on Fatherhood, a "Kids Inspired by Dads to Study" Programme was developed to:

- Create a homework centre with a difference, i.e. a space where children are encouraged, affirmed and assisted by current, potential and prospective fathers to complete assignments and to study. Hence the name Kids Inspired by Dads to Study (KIDS Study Centre)
- Provide a supportive environment that affirms the importance of limits, boundary setting and logic-centred approaches to academic performance and achievement. (Masculine skills set)
- Offer a co-curriculum for all our children that endorses the development of their Five Innate Human Aspects (Physical, Mental, Emotional, Social and Spiritual)
- Invite and encourage the fathers of all children involved in our KIDS Study Centre to attend our very timely and life-changing workshops for fathers

- Engage in advocacy and programme development that helps close the gap between children at our Centre and their paternal or step fathers.

As a result of the success of this programme already in operation at the John Paul II Centre, and on the request of the Rosehill RC Primary School Laventille, the centre began another KIDS programme to achieve the same objectives with 10 students of their school. With the assistance of United Way, the KIDS Programme at Rose Hill R.C. was expanded to include an additional component- the provision of group and individual therapy for the students each week by certified clinicians of the Therapeutic Clinic. Additionally, a minimum of 10 children from Rosehill R.C., Mucurapo R.C., and possibly other schools, will each year receive free clinical testing once they have successfully applied and passed the screening process.

The KIDS programme at Rose Hill R.C. School runs three days a week for one and a half hours after school in a classroom setting, with one of those days specially set aside for therapy. The programme is facilitated by the school's staff, clinicians and volunteers of our Centre, Clinic, and CTC Community. The programme has successfully completed its first term which began in April 2012.

A day's work at Rosehill R.C. will usually comprise homework, an exercise in creative thinking, confidence building, values and virtue formation with ethical reasoning, and mentoring. On therapy days dubbed "fun day", the assigned therapists for the day lead the children in an innovatively exciting way to assess, counsel and exercise their psychological work with the kids.



De Souza & Friends Annual Carnival Warm-Up 2012



On Sunday 19th February, 2012 De Souza & Friends, with support from Republic Bank Limited, held its 3rd Annual Carnival Sunday Warm-Up. The annual event proved yet again to be a good time for all in attendance. Guests were wowed by a special performance from the sweet soca man Baron.

The event raised a total of \$ 32,263.00 and was donated to the FEEL (Foundation for the Enhancement & Enrichment of Life).

UWTT CEO and Committee Member Pamela Francis said, "This fete is incredibly important to my friends and me. The throwing of the Annual Carnival Warm-Up is our way of using the revelry and excitement of Carnival to raise vital funds to help those who are in need."

UWTT extends our gratitude to Ian and Ertha De Souza, Graeme and Maria Gellizeau, Bill and Pamela Francis, Ancil Harford and Anne Marie Akeung.

The Ultimate Carnival LIME – ‘Ready Yuh Self’



Themed the Ultimate Lime, Carnival Wednesday in Trinidad & Tobago will never be the same. LIME is the premier all-inclusive carnival fete held on the scenic waterfront esplanade of the Hyatt Regency Trinidad. From the unlimited and mouth-watering array of food and drinks along with the scintillating musical performances from some of T&T's finest soca artistes, guests were left anticipating LIME 2013.

The first LIME was held in 2011 and is now an annual event on the Trini Carnival calendar. As a donor partner of United Way Trinidad and Tobago, a portion of the proceeds from ticket sales in 2011 were donated to the Christ-Child Convalescent Home through United Way. This year, the sum of \$ 50,000.00 was donated to the Heroes Foundation through United Way.

