



ANNUAL REPORT 2016



GIVE. ADVOCATE. VOLUNTEER.
LIVE UNITED



United Way Annual Report 2016



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Vision, Mission and Core Values

Who we are, what we do, who we aspire to be

VALUES

Our Core Values are having a caring attitude, integrity and accountability

MISSION

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



VISION

To be the moving force in developing and sustaining a civil society in Trinidad and Tobago, in which every individual fulfills his/her responsibility of promoting human well being.

Our Structure

Board Member Listing

Ian Benjamin	Chair	Attorney at Law - Bethany Chambers
Vincent Pereira	Vice Chair	President – BHP Billiton Trinidad & Tobago
Dr Marie Advani	Director	Honorary Consul of the Philippines
Conrad Aleong	Director	Chief Executive Officer - CA International
Sri Ravi Bharati	Director	Param Dhamma Ashrama
Sandra Chin Yuen Kee	Director	Executive Chairman - Global Financial Brokers Ltd
Karen Darbasie	Director	Chief Executive Officer - First Citizens Bank Limited
Nigel Darlow	Director	Chief Executive Officer - Atlantic LNG
Don La Foucade	Director	Motivational Consultant/Author
Maria Catalina Herrera Roca	Director	Managing Director - Citibank Trinidad and Tobago
Wayne Moze	Director	Finance Director – Anfield Services Ltd
Brother Noble Khan	Director	Retired
Mark Ramkerrysingh	Company Secretary	Partner - Fitzwilliam Stone Furness-Smith & Morgan
Anya Schnoor	Director	Managing Director – Scotiabank Trinidad & Tobago Ltd
Gervase Warner	Director	President and Group CEO - Massy Group
Ian Welch	Director	President - PCS Nitrogen Trinidad Ltd
Lisa Wickham	Director	President & CEO, Imagine Media International Limited

Executive Committee

Ian Benjamin – Chair
 Vincent Pereira
 Anya Schnoor
 Ian Welch
 Sandra Chin Yuen Kee
 Lisa Wickham
 Wayne Moze

Allocations Committee

Ian Benjamin – Chair
 Mrs Zalayhar Hassanali
 Vincent Pereira

Audits and Nominations Committee

Sandra Chin Yuen Kee – Chair
 Dr Marie Advani
 Conrad Aleong
 Maria Catalina Herrera Roca

Donations Committee

Ian Welch – Chair
 Reyaz Ahamad
 Simon AQUI
 Douglas Camacho
 Karen Darbasie
 Nigel Darlow
 Nicole Lawrence
 Melanie Richards
 Howard Sabga

Marketing Committee

Lisa Wickham – Chair
 Roxanne Colthrust
 Ave Le Blanc
 Michelle Palmer-Keiser

NGO Committee

Wayne Moze – Chair
 Ravi Bharati
 Elizabeth de Gannes
 Br Noble Khan
 Don La Foucade
 Dr Indira Omah-Maharaj
 Lisa Wickham

Community Impact Advisory Committee

Anya Schnoor – Chair
 Michelle Adams
 Ian Benjamin
 Sandra Chin Yuen Kee
 Izola Garcia
 Melanie Richards

UWTT Staff

Jennifer Sancho - Chief Executive Officer
 Kristen Babb - Project Officer
 Carmen Little - Office Administrator
 Audrey Nesty - Community Impact Coordinator
 Zach Pantin - Marketing & Communications Officer
 Linda Ramsumir - Community Investment Manager
 Jason Thomson - Fundraising and Donor Relations Manager

Patron

Mrs Zalayhar Hassanali

Chairman's Report

I am very pleased yet again to provide this 2016 report to our stakeholders and the wider public in my capacity as Chairman of United Way Trinidad & Tobago (UWTT). I begin with gratitude for the hard work and commitment shown by the members of UWTT Board, its Committee Members and Management team and staff. The 2016 Live United TT Team of Jennifer Sancho, Jason Thomson, Linda Ramsumir, Carmen Little, Audrey Nesty, Zachary Pantin, and Kristen Babb have gone above and beyond in discharging their duties.

Our modest but simple goal is to promote and support Volunteerism & Philanthropy. To that end, we work with our NGO and Corporate Donor Partners to build up, contribute to and innovate in the social sphere. Among the keys to doing that successfully is

- to ask others what are the problems before we act;
- to do more with less;
- build on our and others' initiatives;
- to learn lessons from past actions and to implement those lessons.

This past year Jennifer and her team have worked assiduously to streamline and integrate our activities to increase their impact.

Workplace Giving

The generosity of employees and matching by their employers constitute the life giving arteries at the heart of the work of United Way. This is one of our core pillars. In 2016 United Way continued to work with our 72 donor partners and issued grants to our NGO's partners totalling more than TT\$ 3.3 million.

The Community Impact Project

Community Impact, a form of Collective Impact, is the second core pillar of United Way, which responds to certain intractable social problems. It is now one year since United Way commenced implementation of our Community Impact initiative in Fifth Company, Moruga. In these challenging times I thank the Board for its support which has not wavered. At its simplest level, Collective Impact happens

when a core group of people or organizations comes together around a shared goal with a common set of strategies and metrics; everyone bringing their strengths to the table to solve a social issue, which cannot be solved alone. The Community Impact Project in Fifth Company, Moruga is a multi-pronged five-year Collective Impact model; incorporating parents, primary schools leadership, and the village council of Fifth Company in addition to funding partners and implementing NGOs with UWTT providing management and backbone support. The shared goal of the project is to improve success at primary school level. Our NGO partners Toco Foundation (TF) with Parenting TT and Creative Parenting for the New Era (CPNE) focused on parenting; Caribbean Kids Family Therapy Organization (CKFTO) and Caribbean Sports Development Agency (CSDA) did teacher training; the National Commission Trinidad and Tobago for UNESCO did early literacy training and Principal leadership development, and we also started working more closely with the Village Council and their Planning Committee. United Way Trinidad and Tobago draws heavily on the lessons learnt from our Community Impact initiative by applying them, as appropriate, to all of our activities.

National Day of Caring

Our third core pillar is our National Day of Caring. Our focus is to energize our innate sense of volunteerism and generosity: our real natural resource. In 2016, UWTT embarked on an ambitious and successful National Day of Caring comprising of renovation, clean-up, recycling projects taking place across Trinidad and Tobago. We helped mobilize \$2.5 million for 64 projects undertaken by 66 companies and their employee volunteers. NDOC 2016 impacted and benefitted 4,177 persons not to mention the growth in goodwill of 3,139 participating volunteers.

Of particular note was Project Care's transformation of the Diego Martin Boys RC Primary School; we supported and encouraged the spirit of volunteerism among the Diego Martin Boys RC parents and wider T&T. UWTT has followed up by implementing the

community impact strategy with the Diego Martin School and the wider community. Diego Martin has proved to be a fantastic opportunity for leveraging these two pillars of United Way's activity and resources.

Lumination

All progress involves experimentation and innovation. The Lumination project seeks to promote and encourage "social innovation of social issues". The Ministry of Planning and Sustainable Development's Council for Competitiveness and Innovation partnered with United Way to monitor and disburse funds for 10 projects awarded for total grant funds of about \$1 million.

The Future

As always United Way Trinidad and Tobago is looking towards the future with projects that have both immediate and long term impact.

We thank all our Champions, Donor and NGO partners for the good they do for Trinidad and Tobago.



Ian Benjamin (UWTT Chairman)
Attorney at Law





FINANCIAL
STATEMENTS

31 DECEMBER 2016

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Statement of management's responsibilities

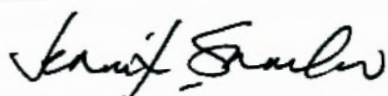
It is the responsibility of management to prepare financial statements for each financial year, which present fairly, in all material respects, the state of affairs of the Organisation as at the end of the financial year and of the operating results of the Organisation for the year. It is also management's responsibility to ensure that the Organisation keeps proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Organisation. They are also responsible for safeguarding the assets of the Organisation.

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities ('IFRS for SMEs'). This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies, and

making accounting estimates that are reasonable in the circumstances.

Management accepts responsibility for the annual financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgements and estimates, in conformity with the IFRS for SMEs. Management is of the opinion that the financial statements present fairly, in all material respects, the state of the financial affairs of the Organisation and of its operating results. Management further accepts responsibility for the maintenance of accounting records which may be relied upon in the preparation of financial statements, as well as adequate systems of internal financial control.

Nothing has come to the attention of management to indicate that the Organisation will not remain a going concern for at least the next twelve months from the date of this statement.



21 June 2017



Director
21 June 2017

Independent Auditor's Report to the members of the Board of Directors of The United Way of Trinidad and Tobago

Report on the audit of the financial statements

Opinion

We have audited the financial statements of The United Way of Trinidad and Tobago (the 'Organisation'), which comprise the statement of financial position as at 31 December 2016 and the statement of income, statement of changes in accumulated fund and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organisation as at 31 December 2016, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities ('IFRS for SMEs').

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants ('IESBA Code'), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the financial statements

Management is responsible for the other information. The other information obtained at the date of this auditor's report comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with the audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Organisation's financial reporting process.

Report on the audit of the financial statements (continued)

Auditor's Responsibilities for the Audit of the Financial Statements


Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Deloitte & Touche

Port of Spain

Trinidad

21 June 2017

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The United Way of Trinidad and Tobago

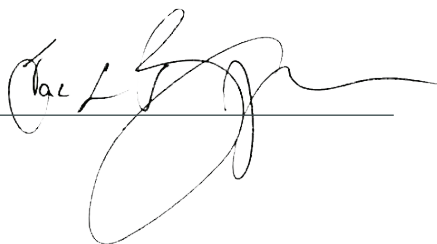
Financial Statements 31 December 2016

Statement of financial position

	Notes	As at 31 December	
		2016	2015
		\$	\$
ASSETS			
Non-current assets			
Property and equipment	4	43,747	42,394
Total non-current assets		<u>43,747</u>	<u>42,394</u>
Current assets			
Other receivables		10,398	7,551
Cash and cash equivalents	5	3,940,734	4,682,181
Total current assets		<u>3,951,132</u>	<u>4,689,732</u>
Total assets		<u>3,994,879</u>	<u>4,732,126</u>
ACCUMULATED FUND AND LIABILITIES			
Accumulated fund		<u>2,047,936</u>	<u>1,622,094</u>
Current liabilities			
Trade and other payables	6	1,946,943	3,110,032
Total current liabilities		<u>1,946,943</u>	<u>3,110,032</u>
Total accumulated fund and liabilities		<u>3,994,879</u>	<u>4,732,126</u>

The notes on pages 16 to 23 form an integral part of these financial statements.

On 21 June 2017, the Board of Directors of The United Way of Trinidad and Tobago authorised these financial statements for issue.


Director


Director

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Statement of income

	Notes	Year ended 31 December	
		2016	2015
		\$	\$
Donations			
Donation income	7	5,588,638	6,445,116
Donation expenses	8	<u>(319,014)</u>	<u>(349,746)</u>
Net donation income		5,269,624	6,095,370
Grants disbursement expenses	11	(3,323,657)	(4,001,334)
Net community impact expenses	10	(147,586)	(121,075)
Administrative and operating expenses	12	(1,378,116)	(779,889)
Finance income	9	21,040	5,093
Other expenses	13	<u>(15,463)</u>	<u>(15,399)</u>
Net surplus for the year		<u>425,842</u>	<u>1,182,766</u>

The notes on pages 16 to 23 form an integral part of these financial statements.

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Statement of changes in accumulated fund

	Accumulated Fund
	<u>\$</u>
For the year ended 31 December 2016	
Balance as at 1 January 2016	1,622,094
Surplus for the year	<u>425,842</u>
Balance as at 31 December 2016	<u>2,047,936</u>
For the year ended 31 December 2015	
Balance as at 1 January 2015	439,328
Surplus for the year	<u>1,182,766</u>
Balance as at 31 December 2015	<u>1,622,094</u>

The notes on pages 16 to 23 form an integral part of these financial statements.

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Statement of cash flows

	Note	Year ended 31 December 2016	2015
		\$	\$
Cash flows from operating activities:			
Net surplus for the year		425,842	1,182,766
Adjustment for:			
Depreciation	4	15,463	15,158
		441,305	1,197,924
Changes in:			
(Decrease)/increase in trade and other payables		(1,163,089)	272,317
Increase in other receivables		(2,847)	(7,072)
Net cash (used in) / generated from operating activities		(724,631)	1,463,169
Cash flows from investing activities:			
Purchase of property and equipment	4	(16,816)	(8,277)
Net cash used in investing activities		(16,816)	(8,277)
Net (decrease) / increase in cash and cash equivalents		(741,447)	1,454,892
Cash and cash equivalents - beginning of year		4,682,181	3,227,289
Cash and cash equivalents - end of year		3,940,734	4,682,181

The notes on pages 16 to 23 form an integral part of these financial statements.



The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

1. Registration and nature and activities

The United Way of Trinidad and Tobago ('UWTT') was incorporated in Trinidad and Tobago on 30 November 1999. The Organisation's registered office is situated at 61-63 Edward Street, Port of Spain. UWTT is affiliated to the United Way Worldwide (formerly United Way International).

UWTT is a national non-profit organisation which mobilises resources to serve Non-Governmental Organisations ('NGOs') and Community Based Organisations ('CBOs') that deliver social services in Trinidad and Tobago.

UWTT was established under the auspices of United Way Worldwide, UWTT is dedicated to the advancement and uplifting of society.

2. Summary of significant accounting policies

Statement of compliance

These financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities ('IFRS for SMEs') issued by the International Accounting Standards Board. The principal accounting policies applied in the preparation of these financial statements are set out below.

Basis of preparation

The Organisation's financial statements have been prepared under the historical cost convention.

The preparation of financial statements in conformity with the IFRS for SMEs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Organisation's accounting policies.

a) Foreign currency transactions

Items included in the financial statements of the Organisation are measured using the currency that best reflects the economic substance of the underlying events and the circumstances relevant to the Organisation ('the functional currency'). These financial statements are presented in Trinidad and Tobago dollars, which is also the functional currency.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the date of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of income.

b) Cash and cash equivalents

Cash and cash equivalents are carried in the statement of financial position at cost. For the purposes of the statement of cash flows, cash and cash equivalents comprise cash on hand, cash at bank and fixed deposits held with banks with original maturities of three months or less at the time of purchase.



The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

2. Summary of significant accounting policies (continued)

c) Property and equipment

All property and equipment is stated at historical cost less accumulated depreciation.

Depreciation is calculated on a reducing balance basis utilising rates, which are sufficient to write off the depreciable amount of the property and equipment over their estimated useful lives as follows:

Computer equipment	33.3%
Office furniture	25%
Office equipment	25%
Building improvement	25%

d) Revenue recognition

Revenue is recognised on an accrual basis once the Organisation has a contractual right to receive revenue. Where there is no contractual right to receive revenue, the cash basis is used. Revenue is derived mainly from donations from companies, individuals, fund raising activities and special events.

e) Trade and other payables

Trade payables are recognised for amounts to be paid in the future for goods and services received, whether billed by the supplier or not.

Grant disbursement accruals are the amount of grants to be disbursed to NGOs and CBOs based on agreements between the NGOs and CBOs and the Organisation.

f) Expense and grants disbursed recognition

Expenses are recognised on the accrual basis.

g) Gift in kind

Gift in kind for goods and services received is recognised as capital or revenue expenses based on the value of goods and services received with an equivalent amount recognised as revenue.

h) Taxation

The Organisation is a non-profit organization and has been exempted from taxation by agreement with the Board of Inland Revenue.

Notes to the financial statements for the year ended 31 December 2016

2. Summary of significant accounting policies (continued)

i) Impairment of tangible assets

At the end of each reporting period, the Organisation reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in the statement of income.

j) Provisions

Provisions are recognised when the Organisation has a present obligation (legal or constructive) as a result of a past event, it is probable that the Organisation will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

k) Comparatives

When necessary, comparative figures are adjusted to conform to changes in presentation in the current period.

3. Critical judgements and the use of estimates

The preparation of financial statements in conformity with IFRS for SMEs requires management to make critical judgements and use estimates and assumptions that affect the amounts reported in the financial statements and related notes to the financial statements. Actual results may differ from the estimates and assumptions used.

There were no critical judgements, estimates and assumptions that affect the amounts reported in the financial statements and related notes.

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

4. Property and equipment

	Computers \$	Office furniture \$	Office equipment \$	Building improvements \$	Total \$
Cost					
At 1 January 2016	28,022	19,151	7,632	119,511	174,316
Additions	11,345	-	5,471	-	16,816
At 31 December 2016	39,367	19,151	13,103	119,511	191,132
Depreciation					
At 1 January 2016	16,770	15,183	6,487	93,482	131,922
Depreciation for the year	7,532	992	432	6,507	15,463
At 31 December 2016	24,302	16,175	6,919	99,989	147,385
Carrying Amount					
At 1 January 2016	11,252	3,968	1,145	26,029	42,394
At 31 December 2016	15,065	2,976	6,184	19,522	43,747

5. Cash and cash equivalents

	2016 \$	2015 \$
Cash on hand	1,000	1,000
Cash at bank	2,846,393	3,595,444
Fixed deposit	1,093,341	1,085,737
	3,940,734	4,682,181

6. Trade and other payables

	2016 \$	2015 \$
Trade payables	13,450	13,450
Grants disbursement accrual	1,721,996	2,133,041
Lumination fund - undistributed	-	867,205
Other payables	211,497	96,336
	1,946,943	3,110,032

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

7. Donation income

	2016	2015
	\$	\$
Campaign donations income	5,070,431	5,496,196
Leadership contribution	70,825	97,200
Other income – gift	99,625	167,595
Special events income	266,560	260,000
Corporate gift	73,730	422,625
Day of caring	7,467	1,500
	<u>5,588,638</u>	<u>6,445,116</u>

8. Donation expenses

	2016	2015
	\$	\$
Campaign and other expenses	91,921	131,964
Special events expenses	227,093	217,782
	<u>319,014</u>	<u>349,746</u>

9. Finance income

	2016	2015
	\$	\$
Bank interest income	8,058	7,783
Bank charges	(3,905)	(2,690)
Exchange rate gain	16,887	-
	<u>21,040</u>	<u>5,093</u>

10. Net Community Impact (expenses)/income

	2016	2015
	\$	\$
Income	968,020	1,111,127
Expenses	(1,115,606)	(1,232,202)
	<u>(147,586)</u>	<u>(121,075)</u>

The Community Impact Project is a multi-year project which has been implemented to increase child readiness for school and success at the primary school level for children who reside in Fifth Company Village, Moruga, Phase 2. The long term objective of the project is to reduce school drop outs and overtime break the cycle of poverty for residents. The Organisation is key in arranging multiple funding and providing support to implementation partners. Pledges have been received for the first stage of the project which is scheduled to end on 1 April 2018.

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

1. Grants disbursement expenses

	2016	2015
	\$	\$
Adult Literacy Tutors Association (ALTA)	-	200,000
Amica house	132,000	131,900
Autistic Society of Trinidad and Tobago	144,000	-
Bhagwandass Mc Coon	-	50,000
Birdsong	-	211,276
Bridge of Hope	-	(21,000)
Casa de Corazon	122,500	17,900
Coalition Against Domestic Violence	-	155,000
Companies for Transfigured Christ	120,000	-
Consortium of Persons With Disabilities	228,000	120,000
Court Shamrock	(6,124)	-
Couva Children's Hospital	-	199,900
CREDO Foundation for Social Justice	288,000	280,000
Day of Caring	130,026	115,227
Donor Directed	450,000	635,750
Families in Action-TAG Programme	199,629	150,000
Fazied Sookoor	-	24,252
FT Farfan Limited	-	59,691
Foundation for the Enhancement & Enrichment of Life	200,000	200,000
Goshen House	148,000	-
Joshua Boys	102,000	-
Hope Centre	-	748
Kids in Need of Direction	144,000	-
Lady Hochoy Home	-	8,750
MAMATOTO Resource & Birth Centre	48,000	127,140
MOMS for Literacy	120,000	175,000
National Centre for Persons with Disabilities	149,626	150,000
Raffa House	150,000	150,000
SERVOL	170,000	-
Southern Supplies Ltd	-	22,757
T&T Innovative Parenting Support	180,000	-
Tatti's Refrigeration	-	48,928
The Dyslexia Association	-	150,000
The Heroes Foundation	-	403,066
The Informative Breast Feeding	70,000	-
The Life Centre	175,000	250,000
Veni Apwann	(141,000)	-
The Social Justice Foundation	-	(152,451)
The Voice of One Overcomers Club	-	50,000
Vision of Hope	-	(12,500)
Youth Business T&T	-	100,000
	3,323,657	4,001,334

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

12. Administrative and operating expenses

	2016	2015
	\$	\$
Accounting fees	108,000	108,000
Advertising	51,332	20,834
Audit fees	70,000	70,000
Dues and subscription	504	-
Employees benefit	180,129	148,920
Equipment rental	14,895	12,288
Equipment repairs and maintenance	1,350	-
Insurance expenses	10,699	4,526
Membership fee	142,403	96,294
Stationary and office expenses	27,683	37,458
Office maintenance	1,008	240
Other administration	28,405	59,283
Professional and legal fees	112,300	13,800
Rent	12	12
Salaries and national insurance	1,006,234	767,123
Telecommunications	13,186	25,543
Green fund levy	60,857	-
	<u>1,828,997</u>	<u>1,364,321</u>
Income to offset administrative and operating income:		
Events income (net)	271,381	249,682
Gifts in kind	179,500	178,000
Management fees	-	156,750
	<u>450,881</u>	<u>584,432</u>
Administrative and operating expense (net)		
Administration expenses	1,828,997	1,364,321
Operational and events income	(450,881)	(584,432)
	<u>1,378,116</u>	<u>779,889</u>

The United Way of Trinidad and Tobago

Financial Statements 31 December 2016

Notes to the financial statements for the year ended 31 December 2016

13. Other expenses

	<u>2016</u>	<u>2015</u>
	\$	\$
Depreciation and amortisation	15,463	15,158
Exchange difference	-	241
	<u>15,463</u>	<u>15,399</u>

14. Commitments under operating lease

The Organisation entered into operating lease agreements for the rental of property where its office located and rental of copier/printer. The lease terms are for 3 years.

	<u>2016</u>	<u>2015</u>
	\$	\$
Minimum lease payments under operating lease recognised as expense are as follows:		
Office rental	12	12
Equipment rental	-	12,288
	<u>12</u>	<u>12,300</u>
Outstanding operating lease commitment:		
Within one year	12	12,846
Less than one year but within five years	24	2,139
	<u>36</u>	<u>14,985</u>

15. Events after the reporting date

No significant events occurred after the reporting date affecting the financial performance, position or changes therein for the reporting period presented in these annual financial statements.



Donor Partner Testimonials

Meals for the vulnerable from Mario's

Mario's is proud to be not only a strong pillar in Trinidad's corporate environment but also its community. Over the years we have continued to support our employees, schools, religious and charitable organisations amongst others.

United Way Trinidad and Tobago has been a major partner that has allowed us to reach into schools and communities with refurbishment and community help programmes. As Mario's celebrates our 45th Anniversary this year, we have decided to focus on bringing light to the plight of poverty and hunger which affects 1 in every 5 persons in Trinidad.

Mario's has pledged to donate over 3500 meals to vulnerable persons in our society over the period

of July 2017 throughout the whole of Trinidad, thus being the first Quick Service Restaurant in our industry locally and regionally to undertake a CSR activity of this magnitude. Efforts like these are inspired through our collaboration with groups such as United Way who continues to fuel our drive to give back to the society in which we live and our customers who have contributed to our 45 years of success.

Having partners such as United Way makes achieving this goal to give back to our community easier, more realistic and achievable.

Hyatt Regency in the Community

As a leading global hospitality company, Hyatt is in the business of caring for people so they can be their best. Our purpose defines our practices and inspires how we engage with our guests, colleagues, owners and neighbours to build strong communities and foster sustainable environmental practices.

The Thrive Committee together with the General Manager and the Leadership Team currently engages in the following:

- Recycling of plastic bottles
- Recycling of glass bottles
- Recycling of paper
- Recycling and reuse of cooking oil
- Turning off lights and air-conditioning on a daily basis when offices and meeting rooms are not in use



Through Hyatt's THRIVE Programme, the management and associates of Hyatt Regency Trinidad are committed to enabling thriving communities. Hyatt Thrive is designed to help make our communities places where our associates are proud to work, our guests want to visit, our neighbors want to live and owners want to invest in.

Since 2009 Hyatt Regency Trinidad has been a donor partner of United Way Trinidad and Tobago (UWTT). Each year, a portion of the proceeds from LIME, the ultimate all-inclusive Carnival Fete is donated to an NGO through UWTT.

LIME is the ultra, all-inclusive event held at Hyatt Regency Trinidad on Carnival Wednesday. With musical entertainment by the country's leading performers, exquisite cuisine prepared by master chefs from Hyatt Regency Trinidad and international chefs from other Hyatt hotels, breathtaking scenery, with trendy cutting edge décor.

Recipients to date: ALTA (Adult Literacy Tutors Association), Christ-Child Convalescent Home, The Heroes Foundation, Rainbow Rescue Home for Boys, Amica House for Girls

PCS Nitrogen



Under the PCS Trinidad 'Gift Matching Program', our Company matches every direct employee contribution and all funds raised and donated by employees to UWTT. The PCS United Way Employee Campaign Team has completed many successful fundraisers over the years, in support of the valuable work undertaken by UWTT. Testimonies from beneficiaries emphasizes the impact our contributions make to their organisations, and stimulate our employees' philanthropic spirit to continue giving more of themselves in service to others. Always enthusiastic

to help, our employees have embarked on diverse initiatives including the donation of clothing, books, food and time to various children's homes under the UWTT umbrella.

At PCS Trinidad we believe our success is not measured in dollars and cents, but by the impact we have on our communities. Our employees are passionate about giving back and UWTT is one of the most appropriate vehicles for us to do so.



Funding Partner Listing

3M Interamerica Inc. (Trinidad Division)
ABT Engineers & Constructors Limited
Agostini's Limited
Anfield Services Limited (ASL)
Arthur Lok Jack Graduate School of Business
Atlantic LNG Company of Trinidad and Tobago Ltd
Beacon Insurance
The Bermudez Biscuit Company Limited
BHP Billiton Trinidad and Tobago
BP Trinidad & Tobago LLC
Caribbean Welding Supplies Limited
Central Bank of Trinidad and Tobago
Chevron Trinidad & Tobago Resources SRL
CIC Insurance Brokers Limited
Citibank (Trinidad & Tobago) Limited
Click Media Trinidad & Tobago Limited
CLICO
Courtyard by Marriott Port of Spain
Digicel (Trinidad & Tobago) Ltd.
EOG Resources Limited
FedEx
First Citizens Bank Limited
Fitzstone Limited
Fluor Daniel South America Limited
Global Financial Brokers Limited
Grant Thornton ORBIT Solutions Limited
Guardian Group
Hand Arnold Trinidad Limited
Hyatt Regency Trinidad
Hypertech Caribbean Limited
IBM World Trade Corporation
Imagine Media International Limited
Inglefield/Ogilvy & Mather Caribbean Limited
Insurance Brokers West Indies Limited
Label House Group Limited
Lange Trinidad Limited
Lonsdale Saatchi & Saatchi Advertising Limited
Mario's Pizza
Massy Credit Plus Limited.
Massy Energy Engineered Solutions (Insertech)
Massy Finance (GFC)
Massy Remittance Services (Trinidad) Limited
Massy Technologies Applied Imaging (Trinidad) Limited
Massy Wood Group Limited
Mc Cann Erickson (Trinidad) Limited
MESO
Methanex Trinidad Limited
National Flour Mills Limited
Nestlé Trinidad and Tobago Limited
Pan-American Life Insurance Group
PCS Nitrogen Trinidad Limited
Phoenix Park Gas Processors Limited
The Power Generation Company of Trinidad and Tobago (PowerGen) Ltd
Pricewaterhouse Coopers Limited
Process Management Limited
Repsol E&P T&T Limited
Republic Bank Limited
Resonance Trinidad
Rosco Petroavance Limited
Sagicor Financial Corporation
Shell Trinidad & Tobago Limited
T&T Stock Exchange Limited
Telecommunication Services of Trinidad and Tobago Limited
The Energy Chamber of Trinidad and Tobago
The New India Assurance Co. (T&T) Limited
Touchstone Exploration (Trinidad) Limited
Trinidad and Tobago Unit Trust Corporation
Trinidad Systems Limited
Trinity Power Limited
UNICOMER (Trinidad) Limited
Unilever Caribbean Limited
Very Exciting Things Limited
WorleyParsons Trinidad Limited



NGO Partner Listing

Adult Literacy Tutors Association (ALTA)
Amica House
Birdsong Academy
Bridge of Hope
Caribbean Educational Association
Caribbean Kids and Families Therapy Organisation (CKFTO)
Caribbean Sport and Development Agency (CSDA)
Casa De Corazon
Centre for Socially Displaced Persons - Court Shamrock
Charis Works Community Therapy Centre
Childline
Christ Child Convalescent Home
Companions for the Transfigured Christ - CTC - John Paul II Centre on Fatherhood
Consortium for the Empowerment of Person With Disabilities
Couva's Children's Home and Crisis Centre
Creative Parenting for the New Era (CPNE)
CREDO Foundation for Justice - Sophia House
CREDO Foundation Drop in Centre
Families in Action
Foundation for the Enhancement and Enrichment of Life (FEEL)
Goshen House
Healing with Horses
Hope Centre
Immortelle Children's Centre
Islamic Home for Children
Joshua Boys Home
Kernaham Centre for Community Development
Kids in Need of Direction (KIND)
La Brea Social Action Group
Lady Hochoy Home North
Living Waters Community
The Loveuntil Foundation



NGO Partners Listing

MAMATOTO Resource & Birth Centre Memisa Centre
Moms for Literacy
National Centre for Persons with Disabilities (NCPD)
New Life Ministries
Raffa House
Rainbow Rescue
Rape Crisis Society of Trinidad & Tobago
Rebirth House
SERVOL
Society of St. Vincent de Paul
Special Olympics Caribbean
St. Martin Welfare Association
Trinidad & Tobago Association of Midwives
The Autistic Society of Trinidad & Tobago
The Cotton Free Foundation
The Dyslexia Association of Trinidad & Tobago
The Heroes Foundation
The Breastfeeding Association of Trinidad & Tobago
The Life Centre
The Salvation Army
The Social Justice Foundation
The Voice of One Overcomers Club
Tobago Institute of Literacy
Trinidad & Tobago Cancer Society
Toco Foundation
Trinidad & Tobago Coalition Against Domestic Violence
Parenting TT
Trinidad & Tobago National Council On Alcoholism and Other Addictions
Trinidad & Tobago YMCA
Veni Apwann
Vision of Hope Halfway House
Women in Action for the Needy and Destitute (WAND)
Youth Business Trinidad & Tobago (YBTT)

Non-Governmental Organizations Testimonials

The Heroes Foundation

The Heroes Foundation has built two programmes which work with and for youth, helping them develop a sense of school connectedness, and providing them with opportunities to improve their self-esteem. The Youth Development Programme has enrolled over 500 secondary school students and continues to enlist students in lifelong membership.

The Foundation is also the local host organisation of the Big Brothers Big Sisters (BBBS) mentoring programme. They have been associated with Big Brothers Big Sisters International since 2004 and were granted full Affiliate Status in 2015. Sponsorship from UWTT has allowed them to ensure that youths who are wards of the State have access to personal mentors.

UWTT's continued support has ensured that BBBS has been able to serve youths in ten (10) Children's Homes in Trinidad over the last decade. In the last three years, BBBS also launched another model of service in the Corporate Workplace Mentoring model. This has allowed six (6) companies to host the programme, and have their staff volunteer as mentors. The Heroes Foundation looks forward to expanding our services to more children through other models of service including In-School and Group Mentoring, as we work with UWTT to recruit and train more and more adult volunteer mentors.



The Adult Literacy Tutors Association (ALTA)



The Adult Literacy Tutors Association provides the only comprehensive, structured, adult literacy programme in Trinidad and Tobago. As a non-governmental organisation, they use easily accessible public spaces as venues for their classes and literacy instruction is available free to the public.

Since 2003, ALTA has enjoyed a mutually beneficial relationship with United Way Trinidad and Tobago. UWTT has provided reliable annual funding, which has supported the holistic development of ALTA's literacy programme. Aside from free reading and writing classes, ALTA also runs a Reading Circle Programme, a Spelling Programme and supplies subsidised ALTA books to students and tutors. ALTA currently has over 300 tutors and 1000 students nationwide.

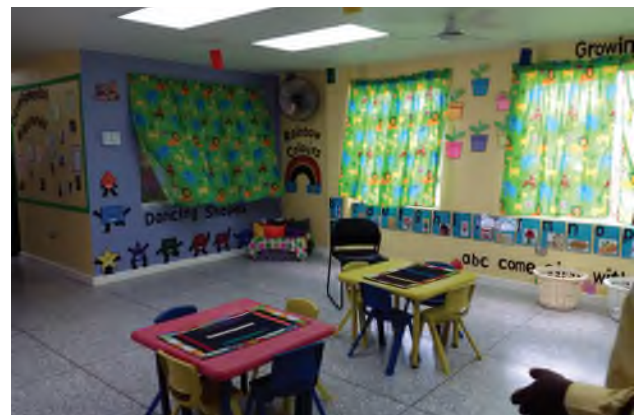
UWTT sponsored classes in South Trinidad are part of a bigger national ALTA network and funding at the level provided by UWTT over a consistent period has undoubtedly played a role in ALTA's development.

SERVOL

The Fr. Gerry Pantin Life Centre has been officially opened, and major funding was sourced from several foundations including United Way Trinidad and Tobago to help equip the centre. Servol will continue to build unique partnerships, which will help in the further development of the services we offer.

Another of the key projects undertaken was the integration of ICT and Television Production at the Barataria Hi-Tech Centre. This programme will be now called Digital Content Production, the graduates from this skill will be able to create and manage all publishing content, images, videos, infographics, vines, podcasts, YouTube videos and short films on all media platforms.

The Adolescent Development Programme in secondary schools, continue to be a success although we had to withdraw our services from two schools, during our period of downsizing. A number of our trainees successfully completed their CXC Second Chance Examination, an experience that was quite challenging but most rewarding.



The MAMATOTO Birthing Experience

Giving birth is an experience that should enrich the lives of women, their partners and families. It should give them confidence as they embark on parenthood. This is a time when a pregnant woman should be celebrated, respected, cared for, and nurtured.

Funding from United Way has enabled Mamatoto to provide exceptional care from midwives and doulas to a growing number of low-income women. We believe that we are making a difference in these women's lives by providing education, information, choice, and a safe, gentle and supportive birthing environment at a most critical and vulnerable time in a woman's life.



— PARENTS TESTIMONIALS —

 “ Having my very first baby here was one of the best decisions I made concerning my pregnancy and labour. The atmosphere is one of love and the birthing classes were very informative. ”

 “ From the prenatal visits to delivery and follow up care, I felt completely supported and encouraged to birth naturally, the way I imagined being most comfortable. ”

 “ Care, love and professionalism. ”



The Dyslexia Association

During the Easter Holidays, 35 teachers received training in the research-based programme NOW! (Neurodevelopment of Words) Foundations for Speech, Reading and Spelling. This one-week course was run by the Dyslexia Association, led by a neuropsychologist, Dr Tim Conway, from the Morris Center in Florida. United Way underwrote this training to the tune of \$125,000.

This programme is on the cutting edge of intervention for dyslexia. It directly trains the skills that are at the core of the dyslexic student's difficulty with literacy learning, phonological awareness or the ability to segment words into sounds, sequence the sounds in words, and blend sounds into words.

The United Way's contribution to this training not only changes the lives of dyslexic students but also of those children from deprived areas who are so at risk for school failure.



Grant Listing 2016

- 1 **Amica House** is a safe home for socially displaced girls located in St. Augustine. This home was opened in 2001; many of the girls are victims of abuse, incest or children of drug-addicted parents.
- 2 **Autistic Society of Trinidad and Tobago (ASTT)** is a local parent support group founded in 1990, its mission is to improve the quality of life of persons with Autism. Since 1999 ASTT has conducted annual training workshops for parents, teachers and therapists.
- 3 **Casa de Corazon** (formerly the Heart Home) located in Sangre Grande operates a residential children's home that provides refuge and holistic care for abused, abandoned and displaced children. The home's programme is designed to support challenged children to facilitate their maximum potential as well as reintegration with their families and wider society.
- 4 **Companions for the Transfigured Christ, John Paul II Center on Fatherhood** is a registered faith based NGO and social outreach ministry to men. The organisation works tirelessly to help address some of the social, moral and spiritual challenges facing fathers and future fathers. The centre aims to shape a balanced image of fatherhood and encourage a renewal of healthy masculine identity. The organisation provides the opportunity for men to impact on the lives of young people by sharing their positive fathering experience as mentors or second chance fathers.
- 5 **Consortium of Disability Organisations** is an umbrella organisation comprising 12 organisations for the disabled. Codo was set up in 2001 to be the umbrella body for all disability organisations in T&T. The consortium offers advocacy and training programmes for persons with disabilities.

CREDO Foundation for Justice was founded in 1993 to deal with the increasing problems of children on the street. The CREDO Centre was opened in 1997 in partnership with the Ministry of Social Development to cater to boys. Later Sophia House was established to cater to young girls in need.
- 7 **Families In Action (FIA)** was established in 1988 to address the emerging problem of drug addiction in the country. Over time, FIA has emerged as a virtual drop in centre for persons with alcohol and drug addictions and their families. Counselling and other support services are available such as Parenting, Peer Counselling and Mentoring Training Programs.
- 8 **Foundation for the Enhancement and Enrichment of Life (FEEL)** is an umbrella organisation that collaborates with other NGOs that serve the poor, needy and handicapped to increase their service delivery capacity. FEEL provides food, clothes and pharmaceuticals as well as equipment for the disabled.

It's not how much we give but
how much love we put into giving.

- Mother Teresa

- 9 **Goshen House** provides shelter, protection, food and clothing to battered women and their children, and pregnant teenagers who find themselves in difficult situations that seem hopeless.
- 10 **Kids in Need of Direction (KIND)** addresses the educational, social and emotional needs of disadvantaged children. Through their "sponsor, a child to learn" program KIND has helped over 350 children, giving them the opportunity to acquire a sound education while instilling in them a sense of worth.
- 11 **LIFE Centre** is dedicated to supporting and providing professional and empathetic therapeutic services to children with autism; supporting and empowering families of these children through education and involving the community of Trinidad and Tobago in creating an open and caring society for all persons with special needs. Their caring and sympathetic teachers and therapists have the daily goal to empower the child and their families to overcome mountains of challenges through their lifetime.
- 12 **MAMATOTO** is a Community Based Organisation that is committed to establishing an accessible, equitable and innovative childbirth centre. They offer family centred, individualised care to the healthy woman and her family. Care is tailored to her cultural needs and personal choices. MAMATOTO offers comprehensive counselling, education and support during pregnancy, birth and the postpartum period in a freestanding birth centre.
- 13 **Moms for Literacy** attacks the problem of illiteracy at its root, working with children 7 - 15 years old. MOMS is dedicated to providing not only literacy tutoring to its clients but also emotional and general support to the families involved. The children who attend MOMS are admitted with varying degrees of literacy challenges. Some require full day classes while others require after-school or vacation-time extra classes. They are recommended to MOMS by the Government Primary Schools in the surrounding communities and through "word of mouth" many families enroll their children in the MOMS classes.
- 14 **Donor Directed Grant.** A Donor Directed Grant is a philanthropic vehicle for corporate entities and individuals to make a charitable donation to specific NGO/CBO or causes. The 2016 Donor Directed Grants were, The Heroes Foundation
- 15 **ParentingTT** formerly (T&T Innovative Parenting Support) is a registered non-profit providing educational and support services to families. The group was formed to assist the growing number of parents who do not know how to handle their children. ParentingTT provides information, counselling and referrals to empower parents to help themselves and their children and to heal their families.

Grant Listing 2016

- 16 **Joshua Boys Home** is a residential children's home that provides accommodation for 14 boys between the ages of 2-17 years' old who have either been abandoned or abused. Funding was given toward Capacity Building.
- 17 **National Centre for Persons with Disabilities (NCPD)** is a registered non-governmental organisation located in the heart of San Fernando that is involved in the development and integration of persons with disabilities into the wider community. NCPD works tirelessly to promote and create opportunities for social inclusion for individuals with disabilities. Prior to this, NCPD was established as a vocational rehabilitation centre primarily for individuals who were affected by polio in the 1950s.
- 18 **Raffa House** is the Children's Home, arm of Loveuntil Foundation. This Non-Governmental Organisation comprises two facilities located in Curepe and Tacarigua which houses and cares for abandoned and abused girls and boys.
- 19 **SERVOL** is a service organisation engaged in educational and community-based efforts to strengthen the family unit by providing support and education for parents, children, and adolescents in Trinidad and Tobago. The scope of SERVOL's projects involves initiating employment skills, enterprise development, individual and community empowerment initiatives in disadvantaged urban and rural communities. Specific activities include counselling, teaching, and leadership/life skills development.
- 20 **Breastfeeding Association of Trinidad & Tobago (BATT)**. They are a voluntary, non-governmental organisation founded to protect, promote and support breastfeeding. Funding was used for the training of breastfeeding councillors.

We make a living by what we get.
We make a life by what we give.

- Winston S. Churchill



Exploring Social Innovation through the Lumination Challenge

Social Innovation has become an increasingly popular approach across all sectors trying to find new ways to address systemic social and environmental concerns. For United Way Trinidad and Tobago (UWTT), the Lumination Challenge provided our first opportunity to explore this approach through a model cross sector collaboration with The Ministry of Planning and Sustainable Development (The Ministry).

An initiative of The Council for Competitiveness and Innovation (CCI), the Lumination Challenge was aimed at promoting “social innovation and experimentation by providing grant funding, to implement socially innovative ideas”. The tagline was ‘create the change that changes lives’ and the goal was to alleviate many of the social issues plaguing Trinidad and Tobago through innovation, to positively impact lives and to light the way for a better future by empowering citizens.

This cross sector collaboration, involved CCI through The Ministry, as Project Manager and Funder, UWTT in the role of Monitoring, Reporting and Fund Disbursement and Veni Apwann as provider of Training and Capacity Building to the awardees. Applications were open to registered NGOs, social workers, social innovators and youth workers to come up with socially innovative concepts with a focus on issues pertaining to youth, education and family. Noteworthy is the fact that these areas aligned perfectly with the work of UWTT.

The Challenge

The Selection Committee established by CCI selected eleven “Luminaries” to receive awards, with ten winners eventually taking up the challenge to execute their social innovation projects. Under the programme, execution required taking the idea to “proof of concept”, a workable model with the potential to be scaled and or replicated.

Projects varied widely with eight of the ten projects awarded being technology based, primarily mobile applications or online based portals or websites. Interestingly, for the most part, the projects were not directly aligned to the focus on issues pertaining to youth, education and family but had more indirect links.

The project areas awarded included:

1. Fundraising website and mobile app;
2. Pet adoption mobile app;
3. Online tutorials for O’Level examinations;
4. Community based emotional wellness project using the arts;
5. Computer coding competition for youth;
6. Interactive mobile app for local historical sites;
7. Mobile app for local historical sites;
8. Wearable alert accessory linked to a mobile app;
9. Web portal for networking family history, communities and society;
10. Package for awareness and education on visual impairment.

A total of \$1,384,680 was allocated in varying amounts to the ten awardees between \$75,000 to \$200,000, based on their budgets presented during the application process, with UWTT disbursing based on monitoring and successful achievement of milestones.

At the end of the challenge, six (6) projects were completed to “proof of concept”, with full allocation disbursed; one

(1) project was completed without “proof of concept” also with full allocation disbursed; two (2) projects were incomplete with only partial disbursement and one was incomplete with no disbursement. In total seventy-five percent (75%) of the total allocation (\$746,676) was disbursed to successfully completed ‘proof of concept’ projects.

Becoming the Moving Force

As with most new experiences there are challenges, teething problems, which, if approached with the correct mind-set can become lessons learned, and the Lumination Challenge provided its fair share of these. For UWTT however, as we seek to realise our vision of being the moving force in developing and sustaining a civil society in Trinidad & Tobago, these lessons learned become part for the course.

Stepping outside your comfort zone - The nature of the projects awarded, with a strong focus on technology and mobile applications stretched our thinking with respect to the monitoring and evaluation methods typically used by UWTT. This forced us to rethink our methods so as to develop new approaches to indicators and milestones on which disbursements were based. As we moved rapidly towards an ever more technology based world, UWTT too must keep pace to ensure that we are not left behind appreciating that technology is fast becoming a requirement to be a “moving force”

Biting off more than you can chew – The implementation of the Lumination Challenge required extensive administrative capacity for tasks that could not easily be outsourced; including financial transactions that required adherence to UWTT’s strict internal control procedures. This put a strain on already lean internal administrative resources, as well as placing additional demands on cheque signatories, all of whom provide their time on a voluntary basis. As UWTT and many other NGO’s seek to expand their scope and engagement, it is important to manage capacity to ensure that there are sufficient resources available to execute projects efficiently and effectively.

The project ends but the brand lives on – For NGO’s that have worked with UWTT they would be familiar with the robust criteria required to receive funding. UWTT has built its reputation on a pillar of good governance. Engaging in multisector projects of this nature where the selection criteria is outside the control of the organisation presents a risk; the UWTT brand is inevitably linked to projects and partners with whom the organisation is involved and care must be taken to evaluate potential reputational risks in advance. For Lumination the risk was evaluated and the outcome was successful. The reputation of the organisation will long outlive any project implemented and care must be taken to protect all that your organisation has worked to establish.

Overall, the Lumination experience was a good one for UWTT, allowing us to stretch ourselves both figuratively and literally, and the lessons learned will help us as we move forward in our mission to mobilize human, financial and physical resources for the benefit of community service organizations in Trinidad & Tobago.

We hope that sharing our lessons can help other NGOs along their journey and we look forward to exploring new ways to address the ever increasing social challenges facing our country.



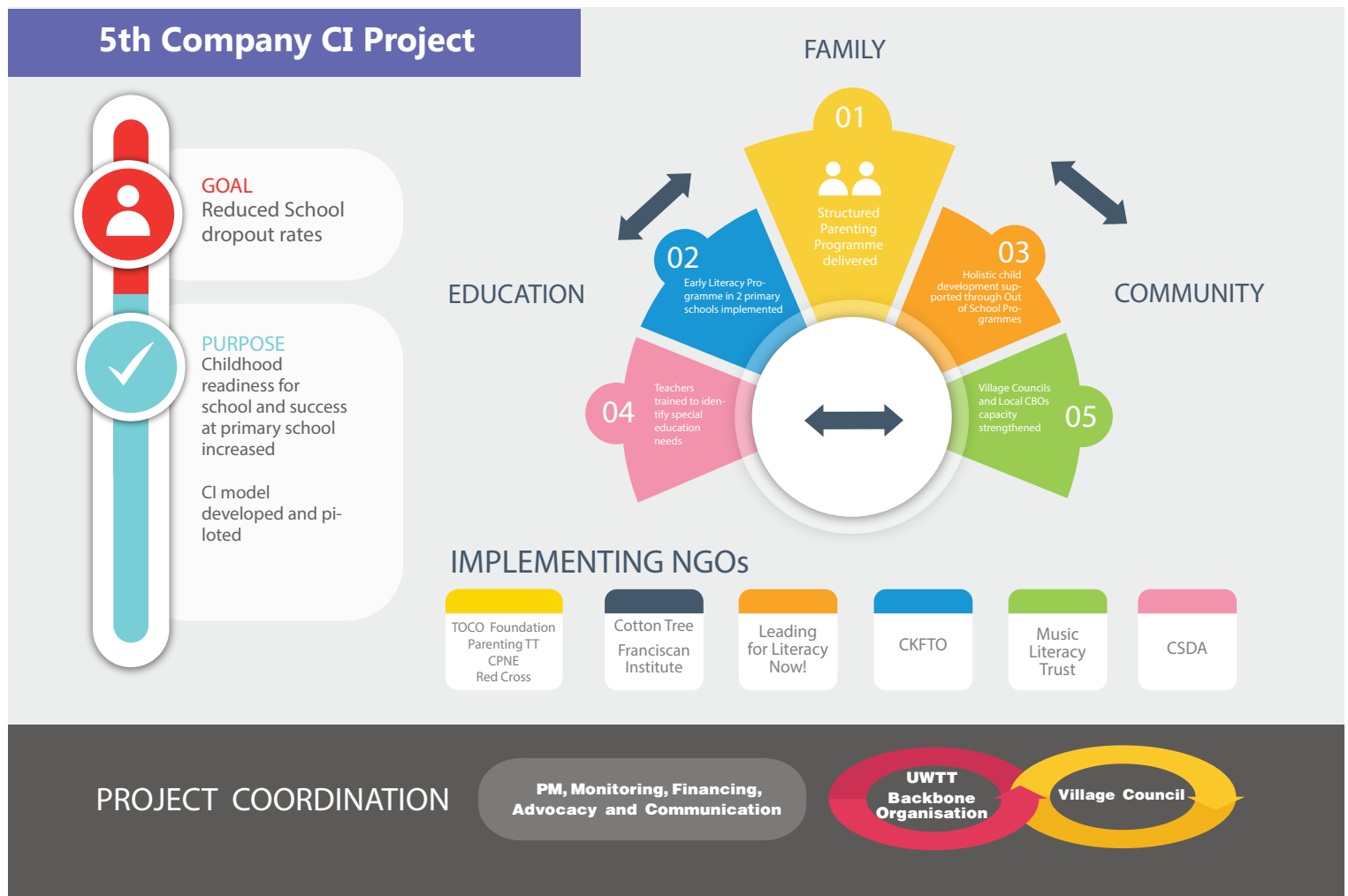
Fifth Company Village Community Impact

United Way Trinidad and Tobago embarked on a journey to create a model of collective working via the Community Impact project in the community of Fifth Company, Moruga. The project addresses one of the country's most challenging social issues, 'School Dropouts'. Following two years of community conversations and research, it was time for the tyre to hit the road in 2015 and continued work in 2016. The community impact project is a multifaceted approach to improving a common goal; improving success at the primary school level.

United Way Trinidad and Tobago, acting as a convener, project manager/co-ordinator for this project, invited a number of partners, including the Fifth Company Village Council, to create a strategy to address School Dropouts and invest in the implementation of the strategy.

The multi-pronged community level interventions is comprised of five (5) components as described below.

1. Parenting programmes.
2. Promoting early literacy.
3. Teacher training which will enable teachers to detect indicators of developmental gaps; Student testing which will assess students that exhibit indicators of developmental gaps; and Follow Up Services/Therapy which will provide students, where required, with the necessary support and therapeutic services. Collectively these elements will tackle undetected disabilities.
4. Out-of-School programmes to assist struggling students who require additional academic assistance and facilitate musical and sporting holistic development of children.
5. Capacity building of the Village Council to ensure programme sustainability even after UWTT's exit of the community.



Out of School Time sporting activities: The Caribbean Sports and Development Agency's Jump Rope for Health.

"...the Jump Rope Programme has taken off; the students have learned many skills since. They even have me jumping. Students jump rope during recess and any breaks they get; both boys and girls. Students are always asking for the jump ropes." Mr Curtis Matthews, Principal of the Fifth Company St. Gregory's Anglican School.

In November 2016, CSDA trained over 30 teachers in the Fifth Company Baptist and St. Gregory's Anglican School in their Jump Rope for Health Programme. What the children saw as just fun, is one component of a larger collaborative effort to help them become more successful in primary school.

Participation in a structured sporting activity or music programme helps students improve their work-study habits, homework completion rates, and school rates. It also helps students to build self-esteem, improve relationships with peers and adults. In turn, increased student engagement and performance in school can contribute to the student's overall educational attainment.



Teacher training and children practising new skills.



Caribbean Kids and Family Therapy Organization (CKFTO) teacher training

The principals of the two primary schools in Fifth Company, Fifth Company Baptist Primary School and Fifth Company Anglican (St. Gregory's) Primary School, in partnership with United Way Trinidad and Tobago (UWTT), hosted the 1st professional development workshop for teachers on identifying social and diverse learning needs in the classroom. This workshop was facilitated by the Caribbean Kids and Family Therapy Organization (CKFTO).

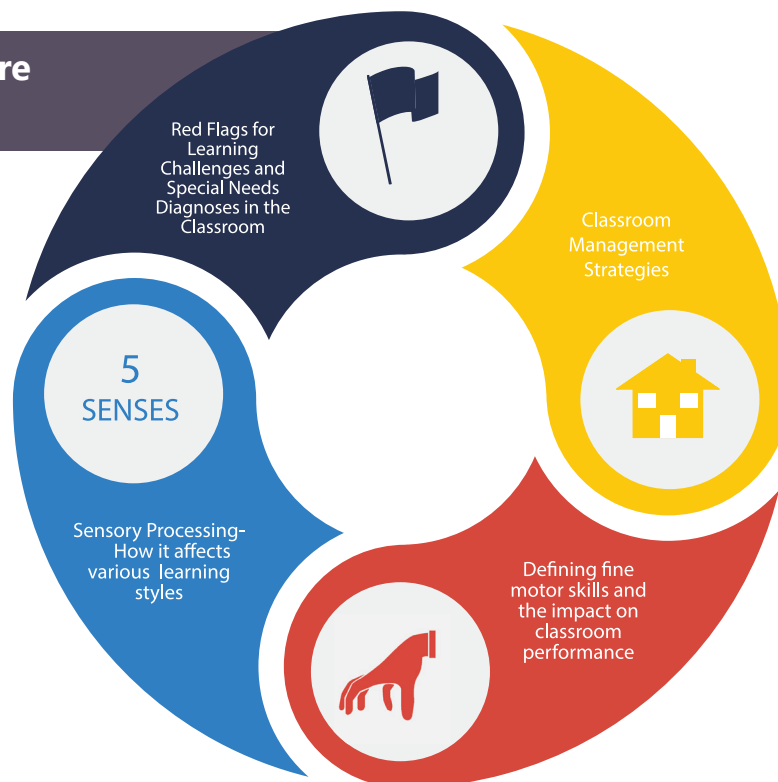
Different learning styles, if not managed, can lead to developmental issues in children. The Community Impact Project in Fifth Company, Moruga was designed to improve success at the primary school level and reduce school dropout through a multi-pronged Collective Working

model; incorporating parents, primary schools, and the village council of Fifth Company in addition to funding partners and implementing NGOs.

Mr Andre Bramble, the Fifth Company Baptist Primary School principal, and Mr Curtis Matthew, the St. Gregory's Anglican Primary School principal, with support from the Ministry of Education, acknowledged the need for this improved capacity in their schools. Mr Bramble and Mr Matthew partnered with UWTT and the Caribbean Kids and Family Therapy Organization to launch this first teacher development workshop titled, "Identifying different learning styles" on 24th November 2016. CKFTO provided 31 teachers and 2 principals with the knowledge and techniques to identify indicators of developmental issues in young children and provide practical classroom accommodation.

CKFTO's work on the Community Impact project will continue in 2017 with a parent sensitization workshop, continued the introduction of practical

The teachers are exposed to:



methods for improving self-regulation of children with different learning styles, supporting the teachers on implementing the strategies in the classroom, and providing a small intervention group camp.

This component of the Community Impact project will also be complimented in 2017 by the third project component: holistic child development supported by structured out of school time programmes. Participation in high-quality out-of-school time programmes helps to improve student work-study habits, homework completion rates, and school grades.

1 - Teachers learning about learning disabilities and tools that can aid students in the classroom.



2 - CKFTO Teacher Training



3 - Mr. Andre Bramble, principal of the Fifth Company Baptist School, doing an exercise during CKFTO's teacher training on various learning styles and learning disabilities.



4 - Principal of Fifth Co Baptist and Anglican Teacher Training



5 - 1st CKFTO Teacher Training



Meeting with Village Council's Planning Committee and Capacity Building

United Way Trinidad and Tobago works closely with the Planning Committee of the Village Council in Fifth Company Moruga so they are involved each step of the way.

UWTT has partnered with Baptist Church in 2015 on the renovation of a space that was started as a training centre more than 10 years ago to be used as the Project Office for the Community and by the Community.



Meeting with Village Council's Planning Committee United Way Trinidad and Tobago works closely with the Planning Committee of the Village Council in Fifth Company Moruga so they are involved each step of the way.



Proposed site for community space renovation

Fifth Company Baptist School participation in Leading for Literacy Now with the Trinidad and Tobago National Commission for UNESCO

As part of promoting early literacy, the Fifth Company Baptist School and Fifth Company Anglican School has committed to participating in UNESCO's 'Leading for Literacy' training. Leading for literacy is a 5-year early literacy programme and principal leadership training for primary schools implemented by the Trinidad and Tobago National Commission for UNESCO, in collaboration with the Ministry of Education (MoE) and the National Library and Information System Authority (NALIS). Funding and in-kind support is provided by Republic Bank Limited.

The (academic) year-long programme focuses on building leadership capacity in principals, and training Infants 1 and 2 class teachers and parents in new, innovate, age appropriate methods of building literacy skills in young children. The Fifth Company Baptist School successfully completed the Leading for Literacy training in 2016 with the Fifth Company Anglican School registered to complete the programme in 2017.



A parent reading to infant classes at the Fifth Company Baptist School.

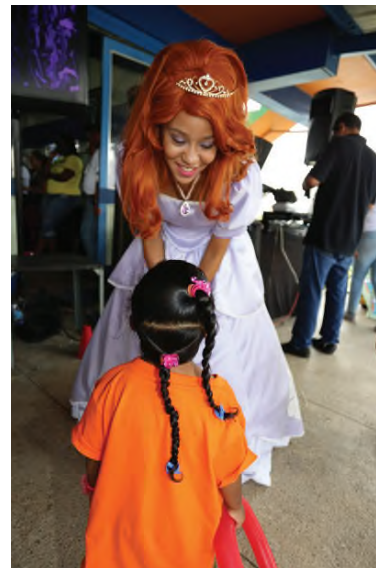
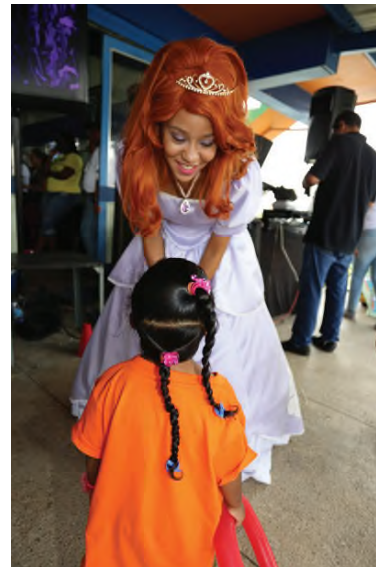
CHILDREN'S HOMES DAY OF CARING EVENT

Volunteerism takes many forms and is as diverse in its forms, as the people who GIVE their time and skills to assist those less fortunate in the communities of the many United Way global territories. A snapshot of the United Way Children Homes Day of Caring Event in May is but a window into this diversity. Every volunteer, caregiver, children's home and each child play an integral part in the success of United Way's National Day of Caring Project. 18 homes, and the 400 beautiful children in their care make this day special. For the caregivers, it is a day when they can break from their normal duties, as some 300 additional caregivers descend on the Republic Bank Sports Grounds in Barataria, to assume the roles of mothers, fathers, brothers, sisters and friends. These volunteers ensure that the children have the best time possible, even if it is for this one day. Food, drinks, pony rides, movies, karaoke, arts and crafts, football, cricket, Zumba and even a photo booth to capture their memories of the day are all provided. They come to VOLUNTEER.

The Day of Caring is no doubt fueled by the spirit of the volunteers and the energy of the staff at United Way. This combination has made the event a success for the past 8 years and once again in 2016. Recently, the question was asked... How do you value all of this? It's not about the bottom line. The value of one volunteer impacting the life of just one child on this day OR the impact that one child can have on one volunteer is simply – PRICE-LESS!!!

Year two of the Recycle Project was also a great success. SWMCOL, EMA and Waste Disposals joined Carib Glass, Plastikeep, Ace Recycling, Tetra Pak and Ansa McAl in an effort to ADVOCATE for and sensitize the nation to the importance of a national collective recycling effort.





NATIONAL DAY OF CARING 2016

The National Day of Caring is an initiative of United Way Trinidad and Tobago that started in 2013. Board Member, and the National Day of Caring Steering Committee Chairman, Mr. Gervase Warner - President and Group Chairman of Massy Group, challenged his colleagues and companies alike to spend a little time and effort with their employees to create a spirit of volunteerism where everyone's effort can impact lasting change in and around our communities of Trinidad & Tobago.

We would like to take this opportunity to thank those companies in Trinidad & Tobago that have taken part in the past, look forward to sharing this memorable third Sunday in May with much more in the future. The day, rather the several weekends that are spent planning, leading up to the execution of their chosen project, represents a chance for members of staff to affect the lives of those in need.

Volunteers for projects can range from a few persons to over a thousand per project. Here are a few examples of projects that have been undertaken in the past:

- Environmental clean-ups
- Infrastructural refurbishment
- Cleaning and repair of schools
- Mentorship activities

In 2016, 64 projects were successfully completed by the combined efforts of over 66 companies and selfless individuals. Some 3,139 volunteers gave of their time and talent over the weeks leading up to the 22nd May, to make the day special for over 4,177 beneficiaries.

United Way has traditionally been seen as an institution that disburses grants helping fund many projects and programmes through various local NGOs. The National Day of Caring is different in that it gives the companies and individuals the opportunity to invest directly, and volunteer in their community at institutions that need the help the most. Many often form a lasting relationship between the company/individual and beneficiary. In 2016, \$2.5 M was invested through the efforts of NDOC in communities all across the country.

IN 2016, UWTT EMBARKED ON ITS MOST AMBITIOUS AND SUCCESSFUL NATIONAL DAY OF CARING TO DATE



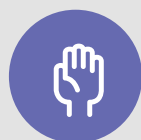
64

PROJECTS COMPLETED



66

COMPANIES INVOLVED



3,139

VOLUNTEERS



4,177

BENEFICIARIES



\$2.5 MIL

INVESTED



1 - 4 - Bethany Chambers & Araujo Law
 5 - 8 - Amica House Beautification of the play park. PSC Nitrogen Ltd
 9 - BHP - Hope Centre - Refurbishment of premises
 10 - Scouting Association
 11-14 - BP Tacarigua farmland





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15 - Dar ul Amaan Freeport(PGGPL)
16-18 - Massy Brings Joy to Childrens Home
19 & 20 - Penal Rock Road RC Primary (Massy Energy)



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21 & 22 - Diego Martin Boys School Project
23-25 - Vishok Bhavan Home (First Citizens)
26-28 - Raffa House Malabar (Associated Brands)
29-32 - Rainbow Rescue - Hyatt Regency Trinidad
33-35 - Tunapuna Presbyterian - CITIBANK
36-40 - The UWI, The Heros Foundation & UTC



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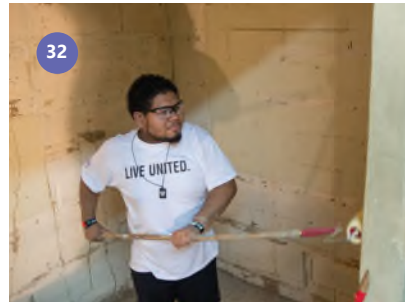
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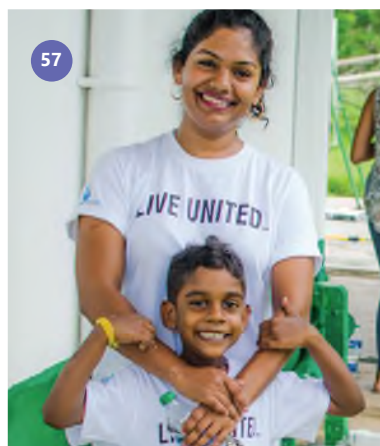
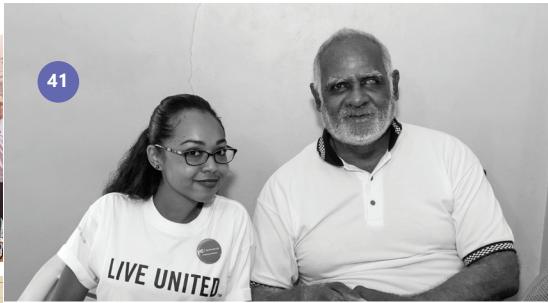
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41-43 - Charles Pius Rigsby Home for the aged - Unit Trust Corporation

44-46 - Brazil Primary School

47 & 48 - Couva South Primary - Massy Gas Products

49 - Matelot - McCann

50 & 51 - Vitas House and Marian Villas (TSL Group)

52 & 53 - RBC Financial (Caribbean) Ltd Belmont Government Primary

54 & 55 - Family Dwelling COnstrution Aid - National Energy Skills Centre (NESC)

56 & 57- Jerningham Government Primary (Massy Machinery)

58 & 59 - Vision on Mission - Republic Bank Ltd (Massy Machinery)

Community Impact in Diego Martin RC Boys School

UWTT is committed to promoting collective working in an effort to create a greater positive impact on the upcoming generation. As such, in 2016 United Way Trinidad and Tobago took its learnings from Community Impact Project in Fifth Company Moruga and brought it to Diego Martin RC Boys School.

Diego Martin RC Boys School (DMRCBS) is one of 9 Primary Schools in the Diego Martin area, home to 480 students age 5 -13 years from Infants 1 to Standard 5. DMRCBS is located close to many 'hot spots' communities identified by the Citizens Security Programme (CSP), and life in school reflects much of the home environment which affects the boys on a daily basis – an abiding sense of uncertainty and risk from crime and lawlessness.

The School was selected by Project Care as the recipient of the collective action, from over 90 companies and individuals, for its National Day of Caring (NDOC) 2016 project. Project Care started out by looking at 5 projects put up by the School through an NGO, Companion for the Transfigured Christ (CTC) which works with the School on an out of school time programme for 20 of the most challenged students. The DMRCBS Project Care initiative became the single biggest project for NDOC 2016 resulting in the complete

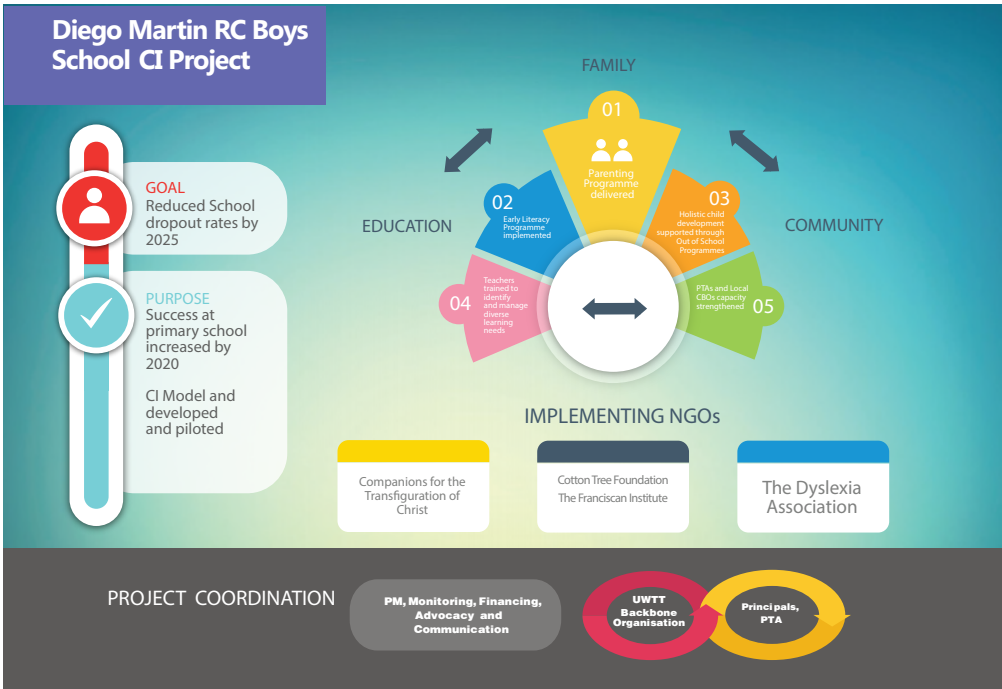


refurbishment of the School in 3 days. Project Care and the UWTT Board would like to continue the work started through the NDOC capital investment and explore ways to have an ongoing engagement with the School to the benefit of the boys and their families and the surrounding community of Diego Martin.



The Vision or long term Goal of the Diego Martin RC Boys School Community Impact (CI) Project is to decrease school dropouts in Diego Martin. The Project Purpose is to ensure student success in the Diego Martin RC Boys Primary School. It is envisioned by achieving these objectives that the boys attending

DMRCBS will enter secondary school prepared and ready, ultimately leading to more finishing secondary school successfully and entering the world of work and adult life better able to take care of themselves and their families.



APPRECIATION WINNERS 2016

The United Way Trinidad and Tobago held its annual Award and Appreciation Ceremony on the 22nd June 2017 to honour contributors and partners for their efforts in the preceding year. Held at the Hyatt Regency, the event saw eleven companies receiving awards in two categories Total Donations and Employee Donations.

Donations winners



LARGE	1st – Atlantic 2nd – Shell 3rd – The Hyatt Regency
MEDIUM	1st – BHP Billiton 2nd – Label House Group Ltd 3rd – Citi
SMALL	1st – IBM World Trade Corporation 2nd – Anfield Services Ltd 3rd – Trinity Power Limited

Employee Donations winners



LARGE	1st – Atlantic 2nd – Republic Bank Limited 3rd – Shell
MEDIUM	1st – BHP Billiton 2nd – Citi 3rd – Label House Group Limited
SMALL	1st – IBM World Trade Corporation 2nd – Anfield Services Limited 3rd – CIC Insurance Brokers Limited

NGO Partners



	Adult Literacy Tutors Association (ALTA) The Dyslexia Association The Heroes Foundation MOMS for Literacy SERVOL MAMATOTO Resource and Birth Centre
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United Way Trinidad and Tobago congratulates all the winners and encourages the continued support from all contributors. Your efforts, no matter the size will undoubtedly redound to the benefit of those we serve through our NGOs.

Also receiving special recognition awards on the night were several long-standing NGO partners who have been exemplars in their respective fields.

Our partners in our Community Impact Project, the JB Fernandes Memorial Trust II and Republic Bank were also in receipt of special awards.



CAROLS & CLASSICS 2016

For yet another year the Carols and Classics on Steel was held before a packed house and excited audience. The event now synonymous with the kick-off of the Christmas Season was held on November 27 at the Hyatt Regency Trinidad.

As one of United Way's marquee fundraising activity guests were treated to a fun evening of soothing and exciting sounds thanks in part to kind donations and concessions from our sponsors. Our kind and generous sponsors in 2016 were the Hyatt Regency Trinidad, The Ministry of Community Development Culture and The Arts, Caribbean Airlines, The Gallery, Massy Distribution, Angostura, Vintage Imports, Jacob's Creek and ShellyMar.

Guests lucky enough to get one of the hot tickets were treated to performances by the National Steel Symphony Orchestra of Trinidad and Tobago, Kyle Richardson, Llettesha Sylvester, Wendy Sheppard, AJ Thomas, Noel Espinoza and L.A. Rose with a full cast.

All proceeds from the show go to operations and charity.







Pamela Francis

*The size of one's heart is difficult to measure
But from one's actions it is easy to treasure
Small in stature, but gigantic in compassion
Pamela Francis truly exemplifies, life's invaluable lessons:*

*It is in giving that one truly earns
It is with unconditional love that one truly discerns
Every accolade to her unreservedly deserved
This noble lady, has taught us all how to truly serve:*

*Commit to the task at hand no matter the hour
Something we've grown to expect, from this loving wife and mother
A sudden illness couldn't keep her back
It too had to submit to these irresistible facts:*

*Our darling Pam is warm ever prayerful and loyally wonderful
A gentle, graceful and humble lady, who is every bit a Professional
With a steady head and a devotion second to none
Always concerned for the benefit of all not just some!*

*Her integrity and dedication to duty, has to be honored and admired
We know in her heart, she will never truly be retired
A timely sense of humour is amongst her sterling traits
Resolutely focused, trustworthy and definitely passionate...she's quick to state:*

*"If you fail to prepare, you prepare to fail!"
The budget starts at zero. That one without fail!
The UWTT Board and all who met her will forever be blessed
I'm sure all of us would gladly openly confess:*

*The size of one's heart is indeed difficult to measure
But from Pam's ongoing caring actions, we recognize a genuine treasure
Small in stature, but gigantic in compassion
Pamela Francis has truly exemplified life's invaluable lessons.*

- Don La Foucade

LIVE UNITED

Consider having a Deed of Covenant with us, email us for more information

First Citizens #1367844 Republic Bank #180473293901

RBC #88110396955 Scotiabank # 170637



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GIVE. ADVOCATE. VOLUNTEER.