

National Council on Substance Abuse
Annual Report



April 2007 - March 2008

Introduction

The NCSA is a statutory body guided by legislation enacted in 1995. It falls under the aegis of the Ministry of Home Affairs and enjoys an interface with several Government ministries and departments due to the myriad cross-cutting social issues that impact drug use.

As Barbados' National Drug Commission, the NCSA is a dynamic and responsive organization with dedicated staff committed to the task of educating, training, informing, providing technical assistance and counselling to Barbadians from all walks of life on the complexities of drug and alcohol abuse. The NCSA is an important national institution that has a critical role to play in safeguarding the future human potential of Barbados by discouraging and preventing drug use and its attendant behaviours such as crime, violence, homelessness and risky sexual activity that may lead to HIV/AIDS. As the lead agency on drug abuse, it must remain abreast of global drug trends and patterns of use so that it remains on the cutting edge of the discipline of drug prevention and drug addiction. There must be continuous staff training in these areas to allow the NCSA to fulfil its mandate effectively.

In Barbados, drugs play a role in our daily lives from our simple use of caffeine, nicotine and alcohol to prescription and over-the-counter drugs, and to other

dangerous and illegal substances such as marijuana, cocaine, heroin and ecstasy. All drugs impact our body and change the way we think, act and feel.

The United Nations Guiding Principles on Drug Demand Reduction set out the tenets for the optimal functioning of national and international drug commissions as follows:-

(a) There shall be a balanced approach between demand reduction and supply reduction, each reinforcing the other, in an integrated approach to solving the drug problem;

(b) Demand reduction policies shall:

- i. Aim at preventing the use of drugs and at reducing the adverse consequences of drug abuse;
- ii. Provide for and encourage active and coordinated participation of individuals at the community level, both generally and in situations of particular risk, by virtue of, for example, their geographical location, economic conditions or relatively large addict populations;
- iii. Be sensitive to both culture and gender;
- iv. Contribute to developing and sustaining supportive environments.

Mission Statement

To promote sustained action for positive change in the fight against substance abuse and in the facilitation of drug education, prevention and the promotion of drug-free lifestyles

The National Council on Substance Abuse (NCSA) Act 1995 mandates the Council to:

- a. Advise the Minister on measures for the eradication or control of substance abuse
- b. Advise the Minister on measures to prevent the proliferation of illegal narcotic drugs
- c. Devise, undertake and promote programmes and projects aimed at the prevention, elimination or control of substance abuse
- d. Authorize, conduct and facilitate research or surveys on substance abuse
- e. Undertake or facilitate programmes for the treatment and rehabilitation of persons affected by substance abuse
- f. Manage facilities for the treatment and rehabilitation of persons affected by substance abuse
- g. Coordinate or facilitate groups and organizations in the effort to eradicate or control substance abuse

- h. Cooperate with local, regional and international organizations with interests similar to those of the Council
- i. Solicit, receive and manage funds donated by Government, the private sector, private citizens and international organizations for the functions mentioned in paragraphs (a) to (h).

Core Values

- Integrity
- Confidentiality
- Mutual Respect & Trust
- Teamwork
- Competence & High Performance
- Equal Opportunity
- Creativity & Innovation
- Responsibility & Accountability
- Open Communication & Information Sharing.

Logo

Our logo represents two hands reaching out in support of each other. The open-ended box symbolizes acceptance, warmth and a non-discriminatory and non-judgemental approach towards persons with drug addictions.

Research & Information

OBJECTIVES

1. To ensure the conduct of timely and cyclical research on the nature and extent of the drug phenomenon among various populations in Barbados; to provide a scientific basis for the delivery of effective drug prevention programmes and projects
2. To consistently share research findings with NCSA Board and Staff; to disseminate research findings to key stakeholders locally, regionally and internationally (as a means of informing policy and programming)
3. To use research findings to guide Programme Officers in structuring, monitoring and evaluating drug education and prevention projects
4. To produce timely publications and other communication tools on the nature and extent of the drug phenomenon in Barbados as part of its information role
5. To consistently partner with local, regional and international agencies in an effort to advance the value of the research process in programme design and development.
6. To propel the NCSA mandate through the dissemination of research and information on aspects of substance abuse through the provision of library services.

The following projects were undertaken by the research department during the reporting period:

- Multi-lateral Evaluation Mechanism (MEM) – 4th Evaluation Round, (2005-2006): Designed to measure the progress of actions taken by the 34 member states of the OAS to combat the global drug problem and other related offenses
- BARDIN: An organised, electronic system through which Barbados will coordinate the gathering of information from all key players in the anti-drug field
- Survey of Drug Use and Risky Sexual behaviour among Tertiary Institutions: To determine the extent of the relationship between drug use and risky sexual behaviour among tertiary students

- Release of Survey findings – 1) National Primary School Survey 2) National Household Survey: To sensitise the public to the findings of the various survey reports
- Production of quarterly newsletters: To promote the NCSA's mandate by developing a reader friendly communication tool for the wider society
- Evaluation of NCSA Programmes and Workshops
- Data Collection – Global Youth Tobacco Survey (GYTS) #3
- Completion of Questionnaires and Compilation of Reports for International Agencies (MEM, ARQ, INCB)
- Presentation of findings Household Survey to Youth Commissioners Ministry of Youth Affairs and Community Development, March 28th 2008.
- Presentation to Primary School Principals to share the findings of the National Primary School Survey on drug use in schools

School-Based Prevention

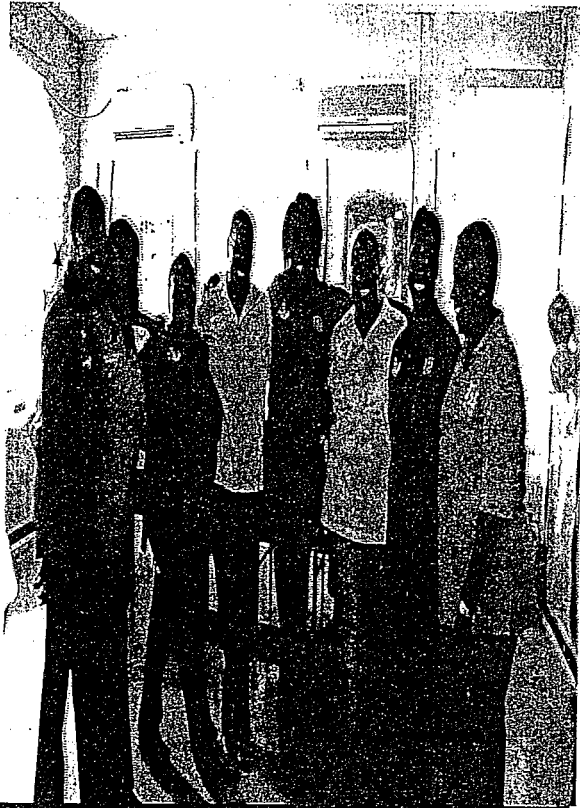
Aim:

To engage students in drug education activities that will assist them to make healthy and safe choices, identify risky situations, and develop strategies to prepare them for challenging situations.

Goals:

- To reduce the number of young people using drugs;
- To delay the uptake of drugs for as long as possible;
- To reduce the harmful use of legal drugs and medicines;
- To reduce adverse individual and social consequences of drug use; and
- To engage parents where possible.

Primary Schools



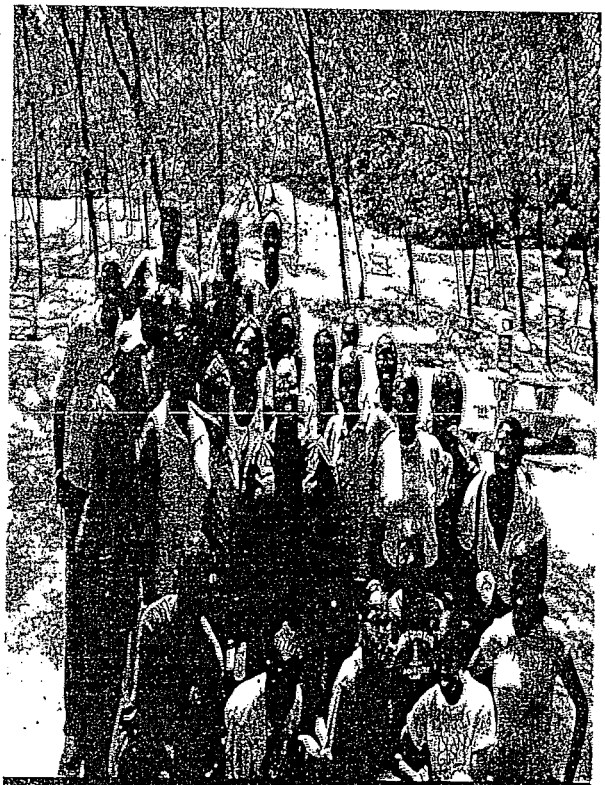
Members of the NCSA Primary School Team

The NCSA volunteers, who are members of the Primary School Team, are the backbone of the programmes. Over the years the Primary School Team has grown into a vibrant group that is willing to give of their time, skills and experience. Their efforts have not gone unnoticed as they are well respected and appreciated by the pupils and staff of the primary schools across the island and are highly commended for their continued dedication and service.

All members of the NCSA Volunteer Pool were invited to attend a Volunteer Appreciation Bus Tour and Picnic on May 15th.

Just the Facts

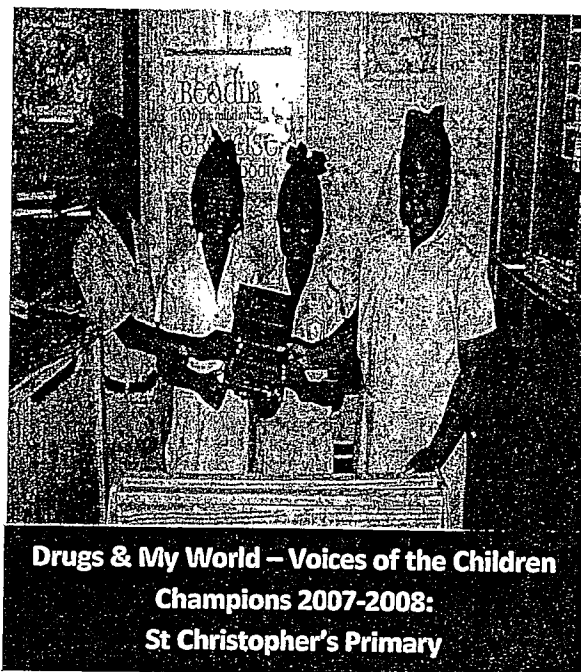
This five week programme targeted approximately 240 class 1 children of seven Primary Schools: Bay Primary, Sharon, St Ambrose, Eden Lodge, Christ Church Boys, St Christopher's, and Willkie Cumberbatch. The programme focused on educating the children on HIV/AIDS for two weeks then drugs the next two weeks. At the end of the programme each student created an art work that depicted what they learnt in the programme. The art work was then displayed as stickers.



NCSA Volunteers on tour at Barclays Park

Drugs and My World – “Voices of the Children”

The aim of this programme is to teach children about the health and social implications of drug use. The competition aspect was held in November 2007. St Christopher emerged the winners while St Joseph came in second followed by the People's Cathedral. On the 17 January St Christopher's Primary received their first prize of a reading corner comprising of five pieces of furniture and educational materials. The competition was aired in full on Friday, 18 January 2008 on CBC Channel 8. The speeches were also aired on Morning Barbados as part of a series.



Life Education Centre (LEC)

LEC Barbados received a major boost in the form of Mrs. Sarah Peck from LEC UK. Mrs. Peck, an Advanced Skills Educator Trainer (ASET) was selected to conduct a first-of-its-kind four-week LEC Educator training programme in Barbados. Following the resignation of our only certified educator earlier this year, LEC Barbados was operated by three NCSA volunteers who had received basic training. Kudos must be extended to those three ladies who

valiantly carried the mantle of the programme.

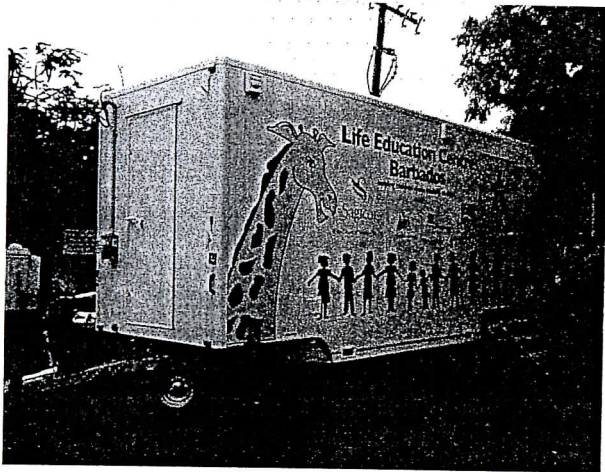
The training would not have been successful without the willingness and eagerness to embrace the training that was exhibited by the five trainees. Elements of the training included:

- An overview of Life Education philosophy – positive teaching and behaviour management strategies
- Training in the use of the mobile classroom equipment, including basic health & safety training within its learning environment
- Detailed training in the individual programmes

Special mention must also be made to the National Cultural Foundation, West Terrace Primary School and all of the summer camps for support rendered during the training period.

An appreciation session was for partnering agencies who assisted in the operations of the mobile classroom. The agencies were presented with certificates of appreciation at a ceremony held at the Ministry of Education. Personnel were also invited to tour the LEC where they were introduced to the programmes that were delivered at schools. Agencies awarded were:

- Barbados Light & Power
- Everson R Elcock
- Government Electrical Engineering Department
- Ministry of Education – Administration
- Royal Barbados Police Force Motor Pool



For this period, the LEC travelled through St Peter and St Thomas successfully targeting 1,149 students and 1,226 students respectively.

Secondary Schools

The overall aim of the secondary school intervention is to utilize holistic drug education programmes encompassing drugs, their consequences and refusal skills, decision making, healthy lifestyles, critical thinking, how to detect factors that encourage drug use and encourage self-development

The DELS Programme

DELS (Drug Education and Life Skills) is a holistic programme which targets the

secondary school children. This programme aims to:

- Increase awareness within that population of the possible dangers associated with the use, misuse and abuse of drugs.
- Encourage critical thinking in an increasingly complex and challenging environment.
- Equip students with social skills that will enable them to boldly confront today's challenges, and utilize available opportunities for self-actualization.
- Broaden an understanding of the many risk factors that can lead to and encourage drug use and other deviant behaviours and the many protective factors that can prevent or reduce drug use and other forms of deviant behaviour.
- Promote, among those protective factors, an appreciation for wholesome alternative activities, including sports and the visual and Performing Arts, so vital for the building of positive self-esteem, self-confidence, perseverance, team spirit, resilience, time management and healthy minds and bodies.

The Drug Education Officer works closely with the Guidance Counsellor in identifying the forms to be targeted, the time available,

the duration of each intervention, and the topics to be presented and discussed.

During the reporting period, the programme reached 128 students at 14 secondary schools and 430 students at 2 tertiary institutions

An integral aim of the DELS programme is to increase the appreciation and participation of young people in alternative activities.

The Performing Arts are promoted through dance and drama (DANDRA)

Edna Nicholls Intervention

The recent interventions at the Edna Nicholls' Centre were conducted utilizing a more structured approach in group sessions. Children with a history of drug use were involved in group sessions. Those who had never used, were involved in educational group sessions with a focus on highlighting risk factors and promoting strategies for resisting peer pressure to use. Part of the rationale for the restructuring of the groups was based on the following:

- to address the issues highlighted by the adolescents re: myths and various ideologies resulting from early exposure to street life
- 'ignorance' amongst the youth re: the harmful effects of marijuana

It was observed that the growing aggression of the females is of alarming concern. Though not characterized as a social problem, it is believed Barbadian females

are approaching that level of aggression that can be characterized as a social problem if it is not intercepted. Not surprisingly, during various informal discussions with these young people, the common theme which emerged was related to the poor quality of family life in single parent homes and a feeling of having to frequently fend for oneself as well a peer pressure.

The use of video/DVD presentations profoundly impacted the adolescents. Feedback from the adolescents highlighted that the sessions were interesting and that learning took place every week. Some students actually began to challenge themselves to abstain from negative behaviours and to actively pursue the goal involving working towards passing their Caribbean Examination Council Exams (CXC's) and accomplishing records at the athletics meet.

Peer Support

The Peer Support programme was conducted with 270 secondary school students ages 13-17 in 18 schools. The objectives of the programme are to:

- Develop self efficacy
- Develop leadership and communication skills
- Build resiliency skills
- Promote healthy lifestyles

Sessions at Sterling Resource Centre

Sessions were held at the resource centre at the Sterling's Home, on April 11, 18 and 25 2007. The sessions were conducted with twenty-two children with ages ranging from eleven to eighteen. The theme for the sessions was Adolescent Self Development/Awareness Sessions.

It was observed through use of the self-destructive use of drugs poster, that the children did not know their internal bodies. They could not differentiate organs like liver, kidneys and lungs for example. Thus, educating them about the respiratory system and the function of each organ was a positive influential, substance abuse teaching method. The next week, the children were divided into groups and given various scenarios like; 'being offered a drug by a best friend or by a person on a block'. They dramatized each scenario explaining

the effects that the drug could have on their bodies.

The aim, though teaching about substance abuse, was to encourage the children to join positive activities with goals and values for their lives as a preventative method. From feedback received, the sessions' theme was met through developmental and life skills training.

PTA's & Summer Camps

Several presentations were made to PTA's at both primary and secondary school. Approximately 300 persons were impacted. The Council's outreach to primary and secondary school children 5 – 16 years incorporated 13 summer camps. Over 500 children were exposed to drug education and information.

Community-Based Prevention

OBJECTIVES

1. To consistently deliver and facilitate drug prevention education to children, youth, parents, and adults in communities across Barbados through structured interventions and programmes;
2. To work in tandem with key operatives and stakeholders at the community-based level in an effort to infuse drug prevention education into social development initiatives;
3. To consistently partner with key local stakeholders i.e. the Ministry of Social Care, Constituency Empowerment and Urban Development; Ministry of Education and Human Resources; Ministry of Family, Youth, Sports and Environment; National HIV/AIDS Commission; Ministry of Health, National Insurance and Social Security; the Royal

Barbados Police Force and the Barbados Defence Force, in an effort to alleviate drug abuse;

4. To involve and engage other community agents in the facilitation of drug prevention education, such as the faith-based community, sports fraternity, NGOs, CBOs, service clubs, recovering addicts, civil society;
5. To utilize volunteers in the delivery of drug prevention education in an effort to expand outreach and capacity-building

Children Are People Too (CAP)

This programme is designed for children aged 5 – 12, with the following aims:

- ◆ To help children cope with pressures associated with drug use as well as living with the challenges of a complex society
- ◆ To teach children how to communicate more effectively their thoughts and feelings about living in a family and society – realising that they are not alone in facing life's challenges
- ◆ To provide children with the opportunity to comprehend their particular life and home situation and explore their options

Project S.O.F.T - (Safeguarding Our Future Today)

This is a one-week residential camp dealing with drugs and other social issues relevant to adolescent youth, and also encompassing a cultural element. The aim is to assist the class 4 child to make the transition from Primary to Secondary School. Thirty-six children participated this year.

The Prevention First Club

The Prevention First Club is the follow-up activity arising from Project SOFT. This year,

we felt it was important to reconnect with both our older and present Project S.O.F.T graduates from 2002 – 2007. The sessions were innovative and informative with the older secondary school participants sharing their experiences with the newest entrants to secondary school.

Tertiary Drug Awareness Programme

In response to a request from the Samuel Jackman Prescod Polytechnic, the NCSA developed a curriculum and facilitated lectures as a core course at that institution. The aim was to provide young adults with information about drugs that would prevent or delay their first experience with alcohol and other drugs. 175 students participated.

Shop Talk

The aim of this community outreach was to educate persons in the community about the consumption of alcohol and the sale of alcohol to minors. Ten (10) rum shops/ bars welcomed the NCSA outreach and an estimated 250 people were impacted.

Sports Interventions

Recognising that sports is a valuable medium for reaching younger persons, the

NCSA undertook several interventions at sporting events this year. These included:

- Deighton Griffith School- Males and females aged 9-29 years at one day Sports Rally
- Valarie Hard-court- Females 16-29 years at Netball rally
- Damien Boyce Soccer Rally at Lumber Company Grounds- All males aged 13 to 29
- Desmond Haynes Pavilion- Males and females aged 11 – 16
- Barbados Under -15 Cricket Team at Kensington Oval- Males aged 13 – 15

In addition to the presentations made to faith-based organizations, ongoing interventions/programmes were also conducted in various communities and organisations around the island. Other facilitated a substance abuse education project in conjunction with the Haynesville Sports and Culture Club. Thirty-five (35) persons between the ages of 7 – 19 participated in the programme.

Treatment & Rehabilitation Programmes

Community educational programmes were conducted at Teen Challenge which focused on the dangers of substance abuse to the 15 adult males enrolled in the rehabilitation

programme offered. The NCSA also targeted persons in the adult and juvenile justice systems

- Inmate Drug Rehabilitation & Counselling programme (IDRC): Inmates at Harrison Point and Dodds; Delivers individual counselling, an aftercare programme and an educational and treatment module to advance the inmate's cognitive and moral development
- Adolescent Treatment and Drug Abuse Programme: Juvenile Offenders at Government Industrial School; Drug Prevention and Behaviour Modification; 30 students
- Prison Officer Recruits Training: To sensitise Prison Officers to substance abuse and rehabilitation; 30 persons
- Drug Treatment Options Workshop: For treatment providers and social service agencies; to showcase the treatment modalities offered by existing drug treatment providers; 36 persons

Staff Profiles

Manager – Tessa Chaderton-Shaw

Mrs. Chaderton-Shaw holds a Bachelor of Arts degree in French and Spanish Literature from McGill University, Montreal, Canada and a Master of Arts in the Humanities from the University of Chicago, USA. She is a fellow of the OAS for which she received full sponsorship for her Master's degree. She is trained in Public Relations, Effective Speaking and Communications, as well as Supervisory Management.

In February 2003, she became certified, through the Florida Certification Board, as a Certified Addiction Prevention Professional (C.A.P.P). She completed all course work pertaining to the Certificate in Addictions Studies programme offered by the UWI and the Addiction Research Foundation.

Mrs. Chaderton-Shaw has spent most of her working career in health-related fields, where her knowledge of languages has been an asset. She has gained considerable community development experience and exposure to marginalised groups having worked with the UNICEF Caribbean Area Office; the Black Coalition for AIDS Prevention (BLACKCAP) in Toronto; and through teaching and consultancy in Canada and Jamaica.

She is responsible for the management of the NCSA, for planning, implementing, monitoring and evaluating the Council's varied projects and programmes as well as supervising all staff members.

Deputy Manager – Ishmael Morris

Mr. Morris transferred from Community Field Officer/United Nations Volunteer Specialist to the present position of Deputy Manager.

Mr. Morris has a Bachelor of Arts in Social Services from the Ryerson University, Ontario, Canada. He has also been employed as a Psychiatric Social Worker, where he interviewed, assessed and counselled patients being discharged; monitored the progress of ex-patients residing in half-way houses and conducted supportive counselling sessions and acted as an advocate for ex-psychiatric patients. He also worked at the Royal Victoria Hospital in Ontario and the Family Service Section of the Barbados Welfare Department. In April 2003, became certified, through the Florida Certification Board, as a Certified Addiction Prevention Professional (C.A.P.P).

His role as Deputy Manager is to provide direct supervision to staff and to develop monitoring systems for their effective management; supervise Programme Officers ensuring that the Council maintains active community outreach programmes; collaborate with and develop drug education programmes for government, NGO's and the private sector as well as to stimulate staff development and cross training of staff.

From its inception, Mr. Morris has also been a volunteer addiction counsellor with the Coalition Against Substance Abuse (C.A.S.A), where he is also a trainer of new volunteers.

As one of the pioneers in the establishment of non-medical detoxification centres, while employed by the Addiction Research Foundation, Ontario, Mr. Morris has assisted with training and supervision of several students in addiction counselling programmes.

Administrative Officer – Betty Headley

Ms. Headley holds a Bachelor of Science (Hons.) degree in Social Sciences (Psychology, Sociology & Management) from the University of the West Indies, Cave Hill, and an Associate degree in Social Work from the Barbados Community College. She also has Diplomas in Management of Human Resources from the Barbados Institute of Management and Productivity (BIMAP), Youth and Community Development from the Commonwealth Youth Programme (CYP), and a certificate in Basic Counselling from the Erdiston Teachers Training College. She is also a trained Volunteer with the National HIV/ AIDS Hotline since 1997.

Ms. Headley brings 18 yrs of experience from Central Government in the clerical/ administrative areas. As Administrative Officer, Miss Headley is responsible for the supervision of the Administrative staff, and assists the Manager in the daily operations of NCSA. Her duties also include maintaining accurate records of personnel-related data on the employees of the Council, as well as collaborating with any other supervisory staff, in the development of organizational guidelines.

Drug Education Officer (Primary Schools) – Wendy Greenidge

Mrs. Greenidge, a teacher by profession, graduated from Kingston University in England with a Bachelor degree in Education. She has also successfully completed the Centre for Management Development, University of the West Indies, Training of Trainers Programme and the National HIV/AIDS Commission (Barbados), Training of Trainers Programme. Mrs. Greenidge has also received additional training in the Fundamentals of Addiction, Modern Management and Administration and Information Technology.

As the Drug Education Officer for Primary Schools, Mrs. Greenidge is responsible for administering school staff, parental and child-focused substance abuse education programmes. Mrs. Greenidge is also involved in the development of a National Drug Policy for Schools, the enhancement of the school curriculum as it relates to drugs and in the coordination of the drug prevention component of the Barbados National Anti-Drug Plan as an active member of the Multi-Sectoral Working Group. Mrs. Greenidge also liaises closely with the National HIV/AIDS Commission (Barbados) and is the focal point for HIV/AIDS awareness at the NCSA.

Mrs. Greenidge's goal is to ensure the provision of drug education in a wide variety of formats for all members of the primary school family.

Drug Education Officer (Secondary Schools) – Brian Payne

Mr. Payne Holds a Bachelor of Arts degree in History and Sociology from the University of the West Indies, Cave Hill Campus, Basic and Intermediate Certificates in Family Life education and Peer Counselling from the Barbados Family Planning Association and a Certificate in Youth Work – Commonwealth Youth Programme. Mr. Payne also holds Certificates in Addiction Studies and Guidance and Counselling from the University of the West Indies, School of Continuing Studies. He pursued a course in Fundamentals of Addiction at the Caribbean Institute in Alcoholism and Other Drug problems in Tobago.

In September 2002, Mr. Payne became certified as a Certified Addiction Prevention Professional (C.A.P.P).

He is responsible for educating secondary school children on the use and abuse of legal and illegal substances through interventions in schools, in addition to teacher training, out-reach to communities, PTA's, church and youth groups.

Programme Officer – Paulavette Atkinson

"Building Bridges from the Block to the Boardroom," it is with this philosophy in mind that Paulavette undertakes her role as Programme Officer.

Originally joining the organisation as a volunteer in 1997, later working in the capacity of Programme Officer on such projects as RAS phase 1. With membership in many social clubs and having a Bachelor of Science degree in Political Science and Sociology, certainly paved the way for the creation of a solid foundation in her chosen field.

October 2000 marked two and a half years of facilitating Community Prevention Programmes and specialty drug education in the six communities where intervention activities were originally implemented. These areas include the City, Deacons, Eden Lodge, Gall and Silver Hill, Haynesville and Pinelands.

With NCSA having fully taken on a national focus in its drug prevention mandate, Paulavette has eagerly accepted the challenge of developing programmes to meet the needs of communities on the central and southern parishes.

Community Programme Officer – Cheryl Willoughby

Mrs. Willoughby holds a Bachelor's degree in Social Work from the University of the West Indies. She brings 14 years' experience from the Royal Barbados Police Force where she was a Sergeant and was also head of the Juvenile Liaison Scheme. She also pursued a course in Fundamentals of Addiction at the Caribbean Institute in Alcoholism and Other Drug Problems, in Tobago. Mrs. Willoughby also holds a certificate in "Youth and Drugs" from Ryerson University, Ontario, Canada.

Research & Information Officer – Jonathan Yearwood

Holder of Bachelor's of Science Degree in Public Administration, from the University of the West Indies.

Master of Arts Degree in Criminology from the University of Leicester, England with a focus on Offender Rehabilitation and the Penal System:

Currently pursuing advanced studies (Social Policy) at the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) University of West Indies, Cave Hill, Barbados. The principal area of study seeks to examine The Impact of Rehabilitation Programmes on Recidivism in Barbados.

Previous employment included 10 years as a Police Officer with the Royal Barbados Police Force, four of which involved attachments with the Force's Training Division and Research Departments.

Research Assistant (On Contract) - Ruchelle Roach

Ruchelle Roach, holder of a Bachelor of Science degree in Psychology from the University of the West Indies, joined the NCSA in 2002 while working with the International Arrestee Drug Abuse Monitoring (I-ADAM) programme as part of collaboration with the National Task Force on Crime Prevention. She was subsequently retained in the capacity of Research Assistant in 2003, rising to the challenges with diligence and dedication.

As Research Assistant, Ruchelle is in the centre of NCSA's information base by sourcing information on various aspects of substance abuse; coordinating the quarterly newsletter; assisting students and other members of the public as necessary; liaising with all relevant agencies to obtain statistics on the drug situation, along with assisting on all major projects and surveys undertaken by the organisation.

Accountant – Curtis Edwards

Mr. Edwards is currently pursuing his CGA accounting programme. His job includes budget preparation, maintaining adequate systems of internal controls of the Council's assets and revenues as well as managing the day-to-day finances of the NCSA. He also produces financial statements as required and other related accounting tasks.

Communications Officer (On Contract) - Kim Morris

Mrs. Kim Morris graduated with honours from the University of the West Indies Cave Hill Campus in 1999 with a Bachelors of Science degree in Sociology. Her working life has been closely linked to the media / communications field – an area that she thoroughly enjoys. She has worked as a part-time reporter at the Barbados Advocate Newspaper where she worked for two years on the news desk.

As Communications Consultant with the NCSA, she is responsible for the overall public relations of the organisation.

Secretary - Lisa Layne

Lisa Layne is the Secretary for the National Council on Substance Abuse. She is responsible for the communication, documentation and internal managerial coordination of the activities of the National Council on Substance Abuse. She has knowledge of various computer programmes, NCSA library operations and qualifications in Accounts. Ms. Layne is also a graduate of the Administrative Professional Course as well as the Administrative Cooperative Secretaries programme at the School of the Continuing Studies. Her academic goals are to obtain professional certification in Office Procedures and Accounts.

Clerk Typist/Volunteer Coordinator – Gina Fenty

Mrs. Fenty joined the organisation as a volunteer in 1997 and demonstrated keen interest in the NCSA's demand reduction thrust as well as working so diligently that she became the volunteer of the year in 1999. She took over the duty and challenge of Volunteer Coordinator in 2000 and has more than proven that exemplary service and commitment to any cause are paramount. She was also subsequently hired as Clerk/Typist in 2001. Among her strengths is her fascinating ability as Volunteer Coordinator, with responsibilities to recruit, motivate and mobilise the organisation's cadre of over 100 volunteers who are the lifeblood of the organisation.

She is the holder of certificates in Drug Addiction Counselling as well as Social Work from the school of Continuing Studies, UWI and Fundamentals of Drug Addiction in Trinidad from the Caribbean Institute on Alcoholism and Drug Dependency (CARIAD). Apart from doing such a great job in this fight against drugs, Mrs. Fenty is also a HIV/AIDS Educator.

Peer Support Coordinator (On Contract) - Derek A. Ward

Derek Ward is an ordained Minister and Pastor in the Church of God of Prophecy. He first came to the Council as a relief officer filling in for a number of officers who were on leave. He was subsequently retained as a consultant to facilitate the Peer Support Programme. He brings with him a wealth of experience from the Royal Barbados Police Force where he worked for 11 years as well as two years experience gained while employed with the Child Care Board.

Mr. Ward is presently coordinating the Peer Support Programme in Secondary Schools where he trains young persons in the skills and knowledge to become peer helpers. He works closely with Guidance Counsellors as well as a number of NCSA volunteers who serve as co-facilitators in the various schools.

IDRC Coordinator (On Contract) - Cephus Sealey

Cephus Sealey has a Masters in Psychology Counselling and qualifications as a Community Services Worker, Child Care Worker, Accredited Family Mediator and is trained in Domestic Violence to name a few of his qualifications. He has extensive experience in Substance Abuse

Counselling, Programme Development and Implementation acquired through formal education and employment experience.

As Coordinator of the Inmate Drug Rehabilitation Counselling Programme at Glendairy Prison since 2002, he is in his niche providing empathy and hope to those with the disease of drug addiction.

Clerk Typist (On Contract) - Margo Belgrave

Miss Belgrave began working at the National Council on Substance Abuse in June 2001 and brings a wealth of experience from her tenure at the Regional Security System where she performed duties as the Administrative Assistant (Technical Services).

Office Attendant – Margaret Durant

Ms. Durant joined the NCSA from its inception in 1995 and is responsible for maintaining the office in a clean and tidy condition. It is her responsibility to make and serve refreshments for any meetings held at the organisation along with assisting with photocopying and faxing when needed.

Driver/Messenger – Robert Ifill

Robert first came to the organisation in an acting capacity in 1998, while filling in for the previous Driver who was away. After acting in this post on various occasions, he was commended for being a keen employee and subsequently filled the position of Driver/Messenger in 2001 when it became available. He brought numerous years of driving experience in the private sector to the Council. He is responsible for the delivery and collection of documents pertaining to the Council's business, maintenance of the council's vehicles and ensuring their security as well as the transportation of personnel as directed.

Messenger/Technician – Timothy Ifill

Mr. Ifill holds a certificate in Information Technology from the Barbados Community College; a certificate in Network Administration from the Samuel Jackman Prescod Polytechnic; and a certificate in computer repair and maintenance from Ameritec Global.

Prior to his employment here at the National Council on Substance Abuse, Mr. Ifill worked for many years in the hospitality industry where he gained, not only the knowledge and experience that comes along with laboring in that sector but the soft skills he utilizes effectively to carry out his work as messenger/technician for the Council.

His introduction to the NCSA was through two of its many volunteer programmes, "Time To Talk" for primary school children and "Peer-Support" for secondary school children. Subsequent to volunteering, he officially joined the NCSA staff as Messenger/Technician where he applied himself to the maintenance of the office equipment and meeting some of the technical needs of the staff. Setting up audio and visual equipment for workshops, seminars and other activities lies amongst his responsibilities. Making sure that the office has an adequate supply of pamphlets and other stationery, by means of photocopying/riso-graphing of materials needed on a daily basis, keeps him highly occupied.

The next milestone for him is to obtain industry certification of Microsoft Certified Professional (MCP) within the next two years. He sees this not only as a personal goal, but as a way to broaden the scope of 1st level IT support he now provides to NCSA and eventually to the total management of the organization's computer network.

Mr. Ifill is also a PADI certified Open Water Scuba Diver. In addition he holds a Lay Worker's certificate from the Barbados Bible College.

National Council on Substance Abuse

Financial Statements

March 31, 2008

(expressed in Barbados dollars)



INDEPENDENT AUDITOR'S REPORT

To the Members of
The Board of the National Council on Substance Abuse

We have audited the accompanying financial statements of the National Council on Substance Abuse, which comprise the balance sheet as of March 31, 2008, the statement of income and expenditure, statement of changes in fund balances and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the National Council on Substance Abuse as of March 31, 2008, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

Rivewaterhouse Cooper *SR*

November 8, 2011
Bridgetown, Barbados

National Council on Substance Abuse

Balance Sheet

As of March 31, 2008

(expressed in Barbados dollars)

	2008 \$	2007 \$
Assets		
Current assets		
Cash	39,709	87,552
Loans receivable (note 5)	25,887	48,298
Property, plant and equipment (note 6)	334,212	384,584
Total assets	399,808	520,434
Liabilities and Funds		
Current liabilities		
Trade and other payables (note 7)	122,447	60,612
Funds	277,361	459,822
Total liabilities and funds	399,808	520,434

Approved on behalf of the Council

Chairman

Member

Yolande Forde
YOLANDE FORDE
Manager, NCSSA

National Council on Substance Abuse

Statement of Changes in Fund Balances

For the year ended March 31, 2008

(expressed in Barbados dollars)

	Accumulated surplus \$	UNDCP Fund \$	Total \$
Balance at March 31, 2006	379,612	(5,297)	374,315
Excess of income over expenditure for the year	85,507	—	85,507
Balance at March 31, 2007	465,119	(5,297)	459,822
Excess of expenditure over income for the year	(182,461)	—	(182,461)
Balance at March 31, 2008	282,658	(5,297)	277,361

National Council on Substance Abuse

Statement of Income and Expenditure

For the year ended March 31, 2008

(expressed in Barbados dollars)

	2008 \$	2007 \$
Income		
Government of Barbados grant (note 2(d))	1,954,291	1,636,196
Other income	176,362	490,947
Gain on disposal of vehicle	—	45,004
Total income	2,130,653	2,172,147
Expenditure		
NCSA Secretariat	1,126,605	917,423
School prevention	435,260	383,740
Research and co-ordination	181,721	225,244
Community prevention	275,664	212,726
Treatment and rehabilitation	154,312	216,361
Depreciation (note 6)	139,552	131,146
Total expenditure	2,313,114	2,086,640
Excess of (expenditure over income)/income over expenditure for the year	(182,461)	85,507

National Council on Substance Abuse
Statement of Cash Flows
For the year ended March 31, 2008

(expressed in Barbados dollars)

	2008 \$	2007 \$
Cash flows from operating activities		
Excess of (expenditure over income)/income over expenditure for the year	(182,461)	85,507
Adjustments for:		
Gain on disposal of vehicle	—	(45,004)
Depreciation	139,552	131,146
Excess of (expenditure over income)/income over expenditure before working capital changes	(42,909)	171,649
Decrease in loans receivable	22,411	20,126
Increase in accounts payable and accrued liabilities	61,835	30,459
Net cash generated from operating activities	41,337	222,234
Cash flows from investing activities		
Purchase of plant and equipment	(89,180)	(239,617)
Proceeds from disposal of vehicle	—	45,000
Net cash used in investing activities	(89,180)	(194,617)
(Decrease)/increase in cash during year	(47,843)	27,617
Cash - beginning of year	87,552	59,935
Cash - end of year	39,709	87,552

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

1 Formation and objectives

The National Council on Substance Abuse (the "Council") was established as a Statutory Board by the National Council on Substance Abuse Act, 1995-13 which was enacted on March 1, 1996. One of the primary functions of the Council is to advise the Minister of Home Affairs on measures for the eradication or control of substance abuse. The Council receives funding from the Government of Barbados and executes its mandate through its secretariat located in Bridgetown.

2 Significant accounting policies

a) Basis of preparation

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) under the historical cost convention.

The preparation of financial statements in conformity with IFRSs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Council's accounting policies. Although these estimates are based on management's best knowledge of current events and conditions, actual results could differ from these estimates.

Standards, interpretations and amendments to existing standards effective in the 2008 financial year

IFRS 7, Financial Instruments: Disclosures, and the complementary Amendment to IAS 1, Presentation of Financial Statements - Capital Disclosures

IFRIC 11, Group and Treasury Share Transactions

IFRS 7, Financial Instruments: Disclosures requires the Council to disclose its exposure to various types of risk: credit risk, liquidity risk and market risk associated with its financial instruments, how these risks are measured and what strategies are employed by management to hedge against such risk. It also requires the Council to quantify the level of risks it is exposed to at the balance sheet date for the risks identified and all relevant prior year comparatives are shown. New disclosures for managing capital have also been introduced.

IFRIC 11, Group and Treasury Share Transactions requires the Council to record an increase in the investment in subsidiary companies and an increase in equity when options are taken up by senior management of the subsidiary companies.

Interpretations to existing standards effective in the 2008 financial year, but not relevant

IFRIC 10, Interim Financial Reporting and Impairment

Interpretations and amendments to existing standards that are not yet effective and have not been early adopted by the Council

- IFRIC 14, IAS 19 - The Limit on a Defined Benefit Asset, Minimum funding Requirements and their interaction

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

2 Significant accounting policies ...continued

a) Basis of preparation ...continued

New standards and interpretations to existing standards that are not yet effective and may not be relevant to the Council's operations

- IFRS 8 - Operating Segments
- IFRIC 12 - Service Concession Arrangements
- IFRIC 13 - Customer Loyalty Programmes
- IFRIC 15 - Agreements for the construction of real estate
- IFRIC 16 - Hedges of a net investment in a foreign operation

b) Cash and cash equivalents

For the purpose of the cash flow statement, cash and cash equivalents comprise cash and bank deposits with original maturity dates of ninety days or less.

c) Property, plant and equipment

Property, plant and equipment is carried at cost and depreciated on the straight line basis to write off the cost of the assets over their expected useful lives as follows:

Furniture, fixtures and fittings	-	10 years
Motor vehicles	-	5 years
Computer and office equipment	-	4 years
Books and research material	-	4 years

d) Revenue recognition

a) Grants

- i) Revenue grants are not recognised until there is reasonable assurance that they will be received and that the Council will comply with the conditions applying to them, where applicable. Grants are recognised in the statement of revenue and expenditure and fund balances on a systematic basis matching them with the related costs for which the grants are intended to compensate.
- ii) Capital grants relating to plant and equipment are deferred and amortised on a systematic and rational basis over the useful lives of the assets to which they relate.

b) Other income

Income from donations and fund raising events are recognised as earned.

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

3 Critical accounting estimates and judgements in applying accounting policies

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Council makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4 Financial risk management

a) Financial risk factors

The Council's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Council's overall risk management programme seeks to minimise potential adverse effects on the Council's financial performance. The Council has not entered into forward contracts to reduce its risk exposures.

i) Market risk

i) Price risk

The Council is not exposed to equity securities price risk.

ii) Foreign exchange risk

The Council is not exposed to significant foreign exchange risk.

ii) Cash flow and fair value interest rate risk

As the Council has no interest bearing assets other than cash, the Council's income and operating cash flows are not dependent on changes in market interest rates.

iii) Liquidity risk

In order to manage liquidity risks, management seeks to maintain sufficient levels of cash and cash equivalents and the availability of funding through an adequate amount of committed credit facilities, to meet reasonable expectations of its short-term obligations.

iv) Credit risk

Credit risk arises from the Council's cash and cash equivalents. Cash is placed with a credit worthy international bank.

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

4 Financial risk management ...continued

b) Fair value of financial assets and liabilities

The Council's financial assets and financial liabilities as disclosed in the balance sheet are considered by management to approximate their fair value.

5 Loans receivable

	2008 \$	2007 \$
Loans receivable	47,239	69,650
Less: Provision for doubtful debt	(21,352)	(21,352)
	<u>25,887</u>	<u>48,298</u>

Included in loans receivable is an amount of \$31,832 relating to payroll cost incurred by a previous employee during a study leave period, prior to March 31, 2000. This amount is being repaid in equal monthly instalments of \$300. A provision of \$21,352 has been made against this loan. The loan balance as of March 31, 2008 stands at \$21,132.

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

6 Property, plant and equipment

i) Purchased Assets

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Total \$
Year ended March 31, 2007				
Opening net book amount	—	43,254	97,859	141,113
Additions	347,784	10,648	14,919	373,351
Depreciation charge	(69,557)	(15,730)	(44,593)	(129,880)
Closing net book amount	278,227	38,172	68,185	384,584
At March 31, 2007				
Cost	494,144	157,304	448,044	1,099,492
Accumulated depreciation	(215,917)	(119,132)	(379,859)	(714,908)
Net book amount	278,227	38,172	68,185	384,584
Year ended March 31, 2008				
Opening net book amount	278,227	38,172	68,185	384,584
Additions	68,684	1,073	19,423	89,180
Depreciation charge	(83,294)	(15,837)	(40,421)	(139,552)
Closing net book amount	263,617	23,408	47,187	334,212
At March 31, 2008				
Cost	562,828	158,377	467,467	1,188,672
Accumulated depreciation	(299,211)	(134,969)	(420,280)	(854,460)
Net book amount	263,617	23,408	47,187	334,212

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

6 Property, plant and equipment ...continued

ii) Contributed Assets

Contributed assets represent those assets that were contributed by the Government of Barbados on formation of the Council.

	Furniture, fixtures and fittings \$	Books and research material \$	Total \$
Year ended March 31, 2007			
Opening net book amount	626	640	1,266
Depreciation charge	(626)	(640)	(1,266)
Closing net book amount	—	—	—
At March 31, 2007			
Cost or valuation	15,725	77,554	93,279
Accumulated depreciation	(15,725)	(77,554)	(93,279)
Net book amount	—	—	—
Year ended March 31, 2008			
Opening net book amount	—	—	—
Depreciation charge	—	—	—
Closing net book amount	—	—	—
At March 31, 2008			
Cost or valuation	15,725	77,554	93,279
Accumulated depreciation	(15,725)	(77,554)	(93,279)
Net book amount	—	—	—

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

6 Property, plant and equipment ...continued

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Books and research material \$	Total \$
Total purchased and contributed assets					
Net book value at March 31, 2008	263,617	23,408	47,187	—	334,212
Net book value at March 31, 2007	278,227	38,172	68,185	—	384,584

7 Trade and other payables

	2008 \$	2007 \$
Trade payables	61,307	28,106
Accrued liabilities	61,140	32,506
	<u>122,447</u>	<u>60,612</u>

8 Taxation

As a non-profit making Statutory Board established by Substance Abuse Act, 1995-13, the Council is not subject to taxation.

National Council on Substance Abuse

Additional Information to Financial Statements

March 31, 2008

(expressed in Barbados dollars)

National Council on Substance Abuse

Index to Financial Statements

For the year ended March 31, 2008

(expressed in Barbados dollars)

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Additional Comments of Auditors

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Schedule of Other income

2

Schedule of Expenditure - Government of Barbados

3



Additional Comments of Auditors

To the Members of
National Council on Substance Abuse

The accompanying pages 2 & 3 are presented as additional information only. In this respect, they do not form part of the financial statements of the National Council on Substance Abuse for the year ended March 31, 2008, and hence are excluded from the opinion expressed in our report dated November 8, 2011 to the Members of the National Council on Substance Abuse on such financial statements.

PricewaterhouseCoopers SRL

November 8, 2011
Bridgetown, Barbados

National Council on Substance Abuse

Schedule of Other Income

For the year ended March 31, 2008

(expressed in Barbados dollars)

	2008	2007
	\$	\$
HIV/AIDS funds	—	200,000
LEC	102,000	—
Research and co-ordination	13,068	54,000
Community prevention	37,794	16,500
School prevention	22,500	216,422
NCSA secretariat	1,000	4,025
	<hr/>	<hr/>
	176,362	490,947

National Council on Substance Abuse

Schedule of Expenditure - Government of Barbados

For the year ended March 31, 2008

(expressed in Barbados dollars)

Description	NCSA Secretariat \$	School Prevention \$	Research and Coordination \$	Community Prevention \$	Treatment and Rehabilitation \$
Project Personnel					
National project staff	537,508	160,843	84,806	154,553	—
Operating Expenses					
Operating expenses - NCSA	71,508	—	—	—	—
Training	35,884	1,880	6,812	—	1,539
Life Education Centre	—	150,957	—	—	—
Other communities	—	—	—	78,791	—
HIV/AIDS expenses	—	15,125	16,425	4,916	—
Research projects	—	—	50,328	—	—
Project SOFT	—	—	—	33,123	—
Video - Schools	—	59,811	—	—	—
Utilities	38,976	—	—	—	—
Treatment and rehabilitation	—	—	—	—	71,825
Miscellaneous					
Professional fees	256,074	24,518	23,350	4,281	80,948
Supplies and stationery	81,733	—	—	—	—
Maintenance	104,922	—	—	—	—
Peer counselling workshop	—	22,126	—	—	—
Total	1,126,605	435,260	181,721	275,664	154,312