

National Council on Substance Abuse
Annual Report



April 2006 - March 2007

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 therefore undertaken by the research department during the reporting period:

BARDIN

A proposal was forwarded to management to enhance the data collection process of BARDIN. This proposal includes the recommendations for the employment of a data base coordinator to assist in the data collection process and the subsequent production of reports.

Global Youth Tobacco Survey Proposal

Completed data collection for the Global Youth Tobacco Survey, 2007.

Secondary School Survey, 2008

Completed writing of the introduction and sampling associated with the Secondary school report due to begin in the following financial year 2007-08.

Evaluation

The Research Assistant completed the Evaluation workshop titled "The Psychology of Caring for the Incarcerated." The workshop was geared towards drug sensitisation training for Prison Officer Recruits.

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

Primary School Art Competition

Now in its third year, the NCSA demonstrated its commitment to the nation's children through its coordination of the Primary Schools Art Competition.

The competition, which was open to children ages 6-11, challenged entrants to depict the theme "Value Yourself – Make Healthy Choices." The theme was selected to reinforce to children that there were plenty of wholesome activities that they could engage in rather than use drugs.

Charles F. Broome and South District Primary emerged the champions, with Romario Craigwell and Benjamin Henry

placing first in the 9-11 and 6-8 categories respectively.

Second placed winners were Philip Evelyn of the Rock Christian Primary (9-11) and Christian Alleyne (6-8), who is home schooled.

South District's Deandra Frederick (9-11) placed third as did six year old Brendon Springer who entered the competition independently. Chelsea Branch of Ellerton Primary School was received special mention. Prizes included a laptop, iPod, bicycle and placement of their artwork in the 2007 NCSA calendar.

The Prize Giving presentation to the winners of the Art competition took place on June 2nd 2006.

International Day Against Illicit Drug Abuse and Trafficking

In recognition of the International Day and as part of the NCSA open day, a display of the Primary School Programmes was erected at the NCSA office. In addition to this, a visit was made to St Mary's Primary School on June 26th. Taking the theme "Drugs Are Not Child's Play" to heart, drug prevention activity books were distributed to all children. The children in the infant department were also treated to a visit from "Bo Bo The Clown" who educated them through song and dance about the dangers of drugs and encouraged them to live healthy lives.



A section of the Primary School display at the NCSA Open Day 2006

On Tuesday June 27th the NCSA in collaboration with the United Nations Office on Drugs and Crime (UNODC) staged a mini concert for primary schools at Sherbourne Conference Centre. The attending schools are listed below.

- Hindsbury Primary
- St Mary's Primary

- Eagle Hall Primary
- Wesley Hall Primary
- St Martin's- Mangrove Primary
- Wills Primary
- Irving Wilson School

Drugs & My World – Voices of the Children

"Drugs & My World – Voices of the Children" is a two part programme which aims to teach children about the health and social implications of drug use and then gives the children the opportunity to express their ideas and opinions on drugs through speech and the performing arts. The educational component was conducted in November by twelve members of the Primary School Team at eighteen schools.

"Drugs & My World – Voices of the Children" came to an end on February 13th 2007 with St Margaret's Primary School emerging as the winners over fellow finalists St Christopher's & Hilda Skeene Primary Schools. At the final event held at the NCSA Office, the children presented drug prevention messages through speech, song, drama and poetry, then demonstrated their general health knowledge in the form of a quiz.

This pilot programme has taught the Primary School Team many things, but the overriding message is that the voices of the children of Barbados need to be heard. The children spoke with passion and pride on the theme "Drugs & My World" and displayed their capacity to *conduct research* and combine it with personal observations

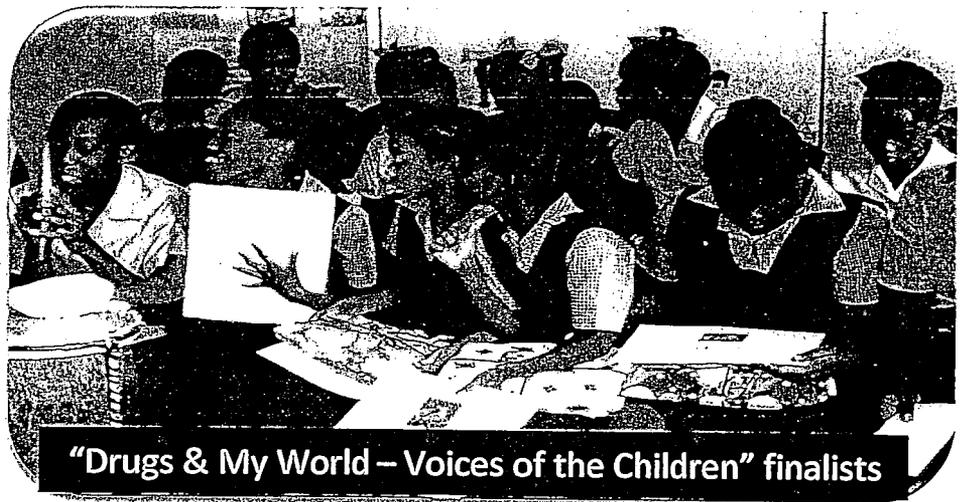
to present some heartfelt presentations. Kudos must also be given to the teachers who would have taken the time to coach the children and gone the extra mile to ensure that they did their best.

Corporate sponsorship assured that each child received a prize bundle that included tours, kid's meals, horseback riding lessons and educational toys. St Margaret's Primary also received the school prize which

consisted of puppets, craft supplies, percussion instruments and other educational resources.

It is anticipated that this programme can be repeated next academic year with a greater number of participants.

The following photos were taken at the conclusion of the "Drugs & My World – Voices of the Children" competition.



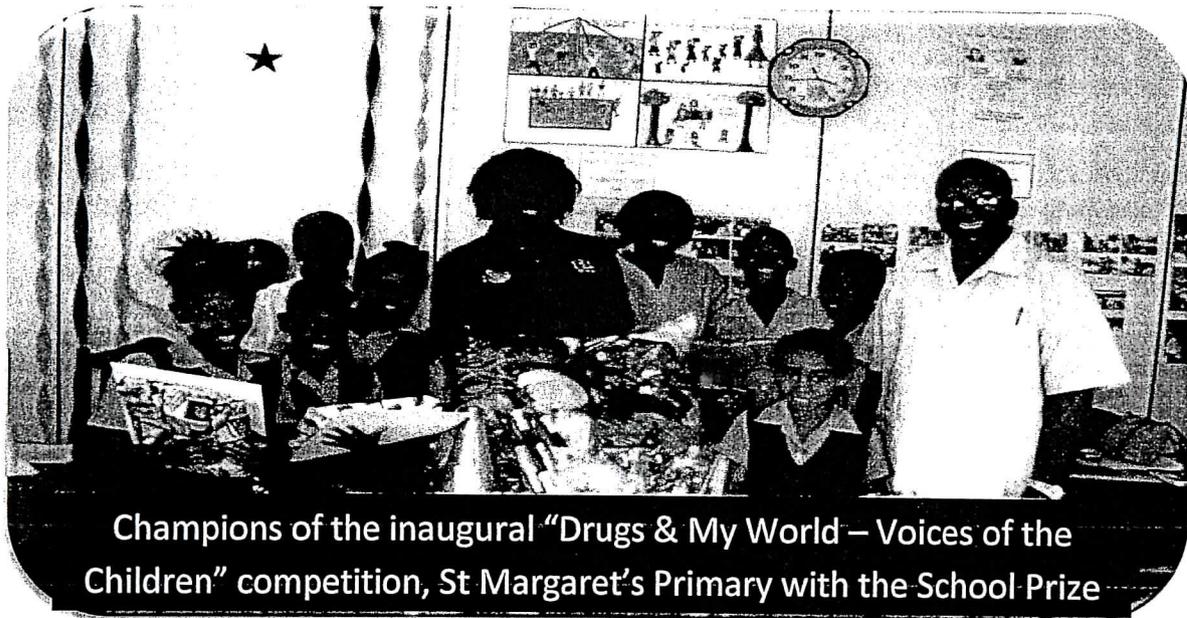
"Drugs & My World – Voices of the Children" finalists



The 3rd place team from Hilda Skeene Primary



The 2nd place St Christopher's Primary School team



Champions of the inaugural "Drugs & My World – Voices of the Children" competition, St Margaret's Primary with the School Prize

Life Education Centres (LEC)

On 25 October 2006, the NCSA Board, staff and specially invited guests watched with pride as the Council unveiled its largest project in its 11 year history: the launch of Life Education Centres Barbados. It was a special event, as the Centre, which is an interactive mobile classroom, is the first of its kind in Barbados and the Caribbean. Under the auspices of the Attorney General

(Ag), Minister of Education, sponsors and stakeholders, the Life Education Centre was officially declared open.

The National Council on Substance Abuse scored a victory when Esso Standard Oil SA Ltd approached the Council with a fundraising idea. Country Manager of Esso, Mr. Calley Boyea was so impressed with the Life Education Centre that Esso pledged to

donate four cents from every gallon of fuel sold from 20th November to 20th December 2006, to the Life Education Centre.

The Help us Help campaign increased the Council's visibility in a positive way whilst drawing attention to the Life Education Centre. A total of \$78,671.00 was raised during this promotion.

In January 2007, LEC Barbados got under way with its first visit to St Andrew's Primary School, and commenced its island wide educational tour of duty.

Primary School Team Logo

In an effort to improve the spirit and image of the Primary School Team, the suggestion

was made to design a logo which would demonstrate the work of the team. With the full support of Management, Mr. James Leacock, NCSA Volunteer, subsequently designed the logo below, which was featured on all polo shirts worn by the Primary School Team from January 2007.



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

Project SOFT

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.

Corporate links were strengthened when on 29 September 2006, the NCSA hosted a luncheon in recognition of sponsors of Project SOFT. Representatives from PriceWaterhouseCoopers, Hanschell Inniss, NCH Action for Children, S.Y Adams & Son and City of Bridgetown Cooperative Credit Union met over lunch where they learnt more about the NCSA's mandate and programming.

Prevention First Club

The Prevention First Club sessions resumed with sessions being held at the Elsie Payne Complex. The children continue to be enthusiastic about the sessions. The Club's continued growth has created an opportunity for the NCSA to develop a Peer Support Programme for this specific group of children. After graduating from the Peer Support Programme, these children can be utilised in their respective schools to strengthen existing programmes.

World No Tobacco Day

Smokers across Barbados had an opportunity to receive counselling for their nicotine addiction when the National Council on Substance Abuse (NCSA) in association with the Ministry of Health hosted a smoking cessation drive on 31 May 2006.

For five hours, smokers streamed into Collins Ltd to learn more about quitting tobacco from counsellors Gina Pitts of the Heart and Stroke Foundation of Barbados and Cephus Sealy of the NCSA. The smokers were encouraged to save their health and their money, and to get them started, counselors provided them with a green piggy bank.

WNTD 2006 focused on the harmful effects of all tobacco products and the day was aptly themed "Tobacco: Deadly in any Form or Disguise."

Summer Camps

- Tender Loving Care Day Camp
- Hilda Skeene Primary School Boy Scouts Day Camp
- The Thursday Club Summer Camp
- Quality Control & Computer Services Summer Camp

Treatment & Rehabilitation Programmes

Inmate Drug Rehabilitation Counselling Program (IDRC)

The goals, objectives and programme structure have been amended for compatibility with the new direction of prison services at Harrison's Point, St Lucy. The relocation of inmates and security precautions prohibited the free flow of inmates for group rehabilitation; however, an area was provided for secure individual counselling and was hastily utilized. The primary focus of the IDRC programme became one of pre-release with minimal reference to the components i.e. psycho-education and treatment.

During the period April to June 2006, the programme continued with its primary focus- male pre-release and individual counselling, as well as group counselling for the females. The therapeutic process being utilized was brief solution focused. Inmates have responded very favourably and none required follow-up sessions.

Informal research was conducted on twenty-three male recidivists who attended the IDRC programme during the period 2002 – 2006. All indicate their willingness to return to the IDRC programme before their release.

In the third quarter (July to September 2006) service was provided for twenty-two male inmates to determine their suitability for drug rehabilitation. Sixteen met the criteria and six declined. Four were released before being interviewed for drug rehabilitation.

Statistics for this period revealed thirteen males and twelve females benefited from emotional support in individual sessions. Three females met the criteria to fill vacancies in the next left by released inmates.

The Adult Male Sex Offenders Treatment (AMSOT) Group

AMSOT is a non-medical approach to treatment which looks at the relationship between drug use/ addiction, one's socialization and sexual assault. AMSOT has been implemented and ten inmates oriented to the group goals and objectives. All are motivated to commence the journey during the next twelve months of their sentence.

Community Initiatives

- A presentation of the IDRC programme on behalf of the NCSA and Glendairy Prisons to the Superintendent of Prisons within the Caribbean and the British High Commission representative in Barbados.
- CICAD-sponsored visit to the following countries: - Antigua, St. Kitts & Nevis, St. Lucia and St. Vincent to offer the IDRC

programme for consideration and to assist them as requested for technical assistance.

- Conducted a presentation "Working with Female Inmates" to all female Officers assigned to the female prison.
- New Prison Officer Recruits were oriented to the IDRC programme and the role of Prison Officers in drug rehabilitation. As well as the effects of punishment versus empowerment in the lives of inmates.

Government Industrial School

The partnership between NCSA and GIS continues to enhance rehabilitation for the teenage males and females.

- The Pre-discharge Programme continues in its fourth year preparing committals for their discharge to the community with a sense of pride, independence and knowing when to be dependent. As well, understanding the effects of drugs on their psyche. The cost and benefit of using and associating with drugs is an integral component of the programme.
- The pre-discharge programme received permission from the Principal to create a leisure day in the community with their support staff. The objective was to expose the youth to areas of Barbados where they can derive pleasure with little money versus hanging on the block because they felt they didn't have the economic means to do other things.

This activity went very well and the committals displayed a high degree of normalcy and maturity in excess of the norm in the areas.

Communications

Crop-Over

This period of merriment and excitement was also a worrying time for the NCSA, as some people tend to throw caution to the wind and imbibe excessive alcohol. Concerned that people may over indulge in alcohol and put themselves at risk for accidents and HIV/AIDS, the NCSA partnered with the National HIV/AIDS Commission (NHAC) to remind the public to know their limit regarding alcohol.

The NCSA made its first appearance on the calypso scene when it supported two tents, Experience and Socaholic Headliners. Using the slogan, "Drinking Alcohol? Know Your Limit," both tents spread the NCSA message through in house announcements, give-aways and jingles.

Banks Holdings Ltd demonstrated its support for stamping out underage drinking when it donated ten 6 x 3 banners on the same subject. The banners were placed in highly trafficked areas such as Fontabelle and Wildey Road and also on the NCSA building itself.

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.

RECEIVED 31 MAY 2010

National Council on Substance Abuse

Financial Statements

March 31, 2007

(expressed in Barbados dollars)

INDEPENDENT AUDITORS' 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, 2007, 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. This responsibility includes: designing, implementing and maintaining internal control 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.

Auditors' 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 auditors' 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 auditors consider 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, 2007, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.



Chartered Accountants
April 26, 2010
Bridgetown, Barbados

National Council on Substance Abuse

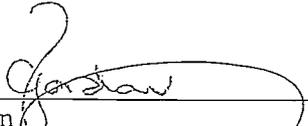
Balance Sheet

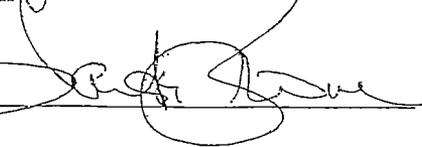
As of March 31, 2007

(expressed in Barbados dollars)

	2007 \$	2006 \$
Assets		
Current assets		
Cash	87,551	59,934
Property, plant and equipment (note 3)	348,581	142,376
Deposit on purchase of fixed asset	—	133,734
Loans receivable (note 4)	48,298	68,424
Total assets	<u>484,430</u>	<u>404,468</u>
Liabilities and Funds		
Current liabilities		
Trade and other payables (note 6)	60,612	30,153
Funds	<u>423,818</u>	<u>374,315</u>
Total liabilities and funds	<u>484,430</u>	<u>404,468</u>

Approved on behalf of the Council


Chairman


Member

National Council on Substance Abuse

Statement of Changes in Fund Balances

For the year ended March 31, 2007

(expressed in Barbados dollars)

	Accumulated surplus \$	UNDCP Fund \$	Total \$
Balance at March 31, 2005	184,567	(5,297)	179,270
Excess of income over expenditure for the year	195,045	—	195,045
Balance at March 31, 2006	379,612	(5,297)	374,315
Excess of income over expenditure for the year	49,503	—	49,503
Balance at March 31, 2007	429,115	(5,297)	423,818

National Council on Substance Abuse

Statement of Income and Expenditure

For the year ended March 31, 2007

(expressed in Barbados dollars)

	2007	2006
	\$	\$
Income		
Government of Barbados grant (note 2(c))	1,636,196	1,593,688
Other income	490,947	319,516
Fund raising	—	146,801
Total income	<u>2,127,143</u>	<u>2,060,005</u>
Expenditure		
NCSA Secretariat	917,423	1,019,214
Research and co-ordination	225,244	112,180
School prevention	383,740	299,560
Treatment and rehabilitation	216,361	142,560
Community prevention	212,726	220,827
Depreciation (note 3)	122,146	70,619
Total expenditure	<u>2,077,640</u>	<u>1,864,960</u>
Excess of income over expenditure for the year	<u>49,503</u>	<u>195,045</u>

National Council on Substance Abuse

Statement of Cash Flows

For the year ended March 31, 2007

(expressed in Barbados dollars)

	2007	2006
	\$	\$
Cash flows from operating activities		
Excess of income over expenditure for the year	49,503	195,045
Adjustments for:		
Depreciation	122,146	70,619
Excess of income over expenditure before working capital changes	171,649	265,664
Decrease/(increase) in accounts payable and accrued liabilities	30,459	(13,047)
Net cash generated from operating activities	202,108	252,617
Cash flows from investing activities		
Purchase of plant and equipment	(194,617)	(100,643)
Increase in deposit on purchase of fixed asset	—	(105,856)
(Increase)/decrease in loan receivable	20,126	(7,798)
Net cash used in investing activities	(174,491)	(214,297)
Increase in cash during year	27,617	38,320
Cash - beginning of year	59,934	21,614
Cash - end of year	87,551	59,934

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2007

(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 IFRS requires management to make certain estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Amendments to standards and interpretations effective in 2007

Management has reviewed the new standards, interpretations and amendments to published standards that are effective in the current year and concluded that they are not relevant to the Council's operations.

Standards, interpretations and amendments to published standards that are not yet effective

Management has reviewed the new standards, interpretations and amendments to published standards that are not yet effective and concluded that IFRS 7, Financial Disclosures, and the complementary amendment to IAS 1, Presentation of Financial Statements - Capital Disclosures are relevant to the Council's operations. Management has not early adopted this new standard and amendment.

b) Property, plant and equipment

Property, plant and equipment is 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

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2007

(expressed in Barbados dollars)

2 Significant accounting policies ...continued

c) 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 contributed 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, 2007

(expressed in Barbados dollars)

3 Property, plant and equipment

i) Purchased Assets

	Motor vehicles \$	Furniture, fixtures and fittings \$	Computer and office equipment \$	Total \$
Year ended March 31, 2006				
Opening net book amount	12,877	57,920	38,078	108,875
Additions	—	—	100,643	100,643
Depreciation charge	(12,877)	(14,666)	(40,865)	(68,408)
Closing net book amount	—	43,254	97,856	141,110
At March 31, 2006				
Cost	146,357	146,656	433,125	726,138
Accumulated depreciation	(146,357)	(103,402)	(335,269)	(585,028)
Net book amount	—	43,254	97,856	141,110
Year ended March 31, 2007				
Opening net book amount	—	43,254	97,856	141,110
Additions	302,784	10,648	14,919	328,351
Depreciation charge	(60,557)	(15,730)	(44,593)	(120,880)
Closing net book amount	242,227	38,172	68,182	348,581
At March 31, 2007				
Cost	449,141	157,304	448,044	1,054,489
Accumulated depreciation	(206,914)	(119,132)	(379,862)	(705,908)
Net book amount	242,227	38,172	68,182	348,581

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2007

(expressed in Barbados dollars)

3 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, 2006			
Opening net book amount	2,199	1,278	3,477
Depreciation charge	(1,573)	(638)	(2,211)
Closing net book amount	626	640	1,266
At March 31, 2006			
Cost or valuation	15,725	77,554	93,279
Accumulated depreciation	(15,099)	(76,914)	(92,013)
Net book amount	626	640	1,266
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	—	—	—

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2007

(expressed in Barbados dollars)

3 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, 2007	242,227	38,172	68,182	—	348,581
Net book value at March 31, 2006	—	43,880	97,856	640	142,376

4 Loans receivable

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.

5 Trade and other payables

	2007 \$	2006 \$
Trade payables	28,106	7,278
Accrued liabilities	32,506	22,875
	<u>60,612</u>	<u>30,153</u>

National Council on Substance Abuse

Notes to Financial Statements

March 31, 2007

(expressed in Barbados dollars)

6 Financial instruments

Financial assets of the Council include cash and loans receivable. Financial liabilities of the Council include accounts payable.

Interest rate risk

The Council has no interest bearing financial assets or liabilities.

Credit risk

Credit risk on accounts receivable is limited as accounts receivable are shown net of provision for bad and doubtful receivables.

Fair value

The fair values of the Council's financial assets and liabilities are not materially different from their carrying amounts.

7 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, 2007

(expressed in Barbados dollars)

National Council on Substance Abuse

Index to Financial Statements

For the year ended March 31, 2007

(expressed in Barbados dollars)

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Schedule of Expenditure - Government of Barbados	3

PricewaterhouseCoopers
The Financial Services Centre
Bishop's Court Hill
P.O. Box 111
St. Michael BB14004
Barbados, West Indies
Telephone: (246) 626-6700
Facsimile (246) 436-1275

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, 2007, and hence are excluded from the opinion expressed in our report dated April 26, 2010 to the Members of the National Council on Substance Abuse on such financial statements.



Chartered Accountants
April 26, 2010
Bridgetown, Barbados

National Council on Substance Abuse

Schedule of Other Income

For the year ended March 31, 2007

(expressed in Barbados dollars)

	2007	2006
	\$	\$
HIV/AIDS funds	200,000	230,000
Research and co-ordination	54,000	69,831
Community prevention	16,500	2,430
School prevention	216,422	1,000
NCSA secretariat	4,025	16,255
	<hr/>	<hr/>
	490,947	319,516

National Council on Substance Abuse

Schedule of Expenditure - Government of Barbados

For the year ended March 31, 2007

(expressed in Barbados dollars)

Description	NCSA Secretariat \$	School Prevention \$	Research and Coordination \$	Community Prevention \$	Treatment and Rehabilitation \$
Project Personnel					
National project staff	411,384	139,463	68,100	108,480	—
Operating Expenses					
Operating expenses - NCSA	49,191	—	—	—	—
Training	26,621	2,796	4,650	2,982	2,264
Life Education Centre	—	39,940	—	—	—
Other communities	—	—	—	30,779	—
HIV/AIDS expenses	32,776	59,784	2,500	45,564	—
Research projects	—	—	123,744	—	—
Project SOFT	—	—	—	24,721	—
Video - Schools	—	77,930	—	—	—
Utilities	35,069	—	—	—	—
Treatment and rehabilitation	—	—	—	—	96,695
Miscellaneous					
Professional fees	205,664	50,769	26,250	200	117,340
Supplies and stationery	53,767	—	—	—	—
Maintenance	102,950	—	—	—	—
Skills building	—	—	—	—	62
Peer counselling workshop	—	13,058	—	—	—
Total	917,422	383,740	225,244	212,726	216,361