



NATIONAL COMMISSION FOR SELF HELP LTD

AN AGENCY OF THE MINISTRY OF SPORT & COMMUNITY DEVELOPMENT

NATIONAL COMMISSION FOR SELF HELP LIMITED
 "Empowering Communities Since 1987"

NEWSLETTER



The Honourable Shamfa Cudjoe
 Minister of Sport and Community
 Development

FOSTERING LEARNING & GROWTH

2020 can be described as a defining moment in our history as a people and as a nation. The year 2020 forced us, including the Government, to rethink and re-strategize how we perform the most mundane of tasks. Technology has become our primary source for social interaction with family and friends, how we conduct business and how we are entertained. This situation calls for a paradigm shift in our thinking and forces us to learn and grow rapidly.

“ While we continue to explore and adapt to this new normal, we must continue to ask ourselves – What is needed? Who are those most in need? What can best be done? How can we help? How can we empower? ”

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The story of how the caterpillar transforms into the butterfly has long been used as a metaphor for the process of transforming states of consciousness from one dimension to another, from knowing something on the surface, then undergoing a deep experience which leads to a whole new capacity and perception. Just like the butterfly, we are challenged to transform and evolve, while embracing a new vision of a very different society - the new normal. While we continue to explore and adapt to this new normal, we must continue to ask ourselves – What is needed? Who are those most in need? What can best be done? How can we help? How can we empower? We must develop a growth mind-set which will help us to become more resilient and committed to responding to obstacles, trying new strategies and using all the resources at our disposal effectively.

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THE COMMISSION WELCOMES A NEW LINE MINISTER THE HONOURABLE SHAMFA CUDJOE

The year 2020 proved itself to be a year of constant change and adjustments and with it the Commission welcomed a new Line Minister, Minister of Sport and Community Development, Shamfa Cudjoe. Minister Cudjoe began her political career when she was elected to represent the constituency of Tobago West as a member of the 11th Parliament, following the General Election of September 7, 2015. She was appointed Minister of Tourism on September 11, 2015 and has since held the portfolios of Minister of Sport and Youth Affairs and as of August 19, 2020 Minister of Sport and Community Development.

An International Trade professional by training, Minister Cudjoe is a former student of the Scarborough Secondary School and the Signal Hill Senior Comprehensive School, both in Tobago.

She graduated with honours with a Bachelor's degree in International Affairs from the Bethune-Cookman College in Florida, USA. Minister Cudjoe acquired a Master of Science degree, with distinction, in International Trade Policy from the University of the West Indies, Cave Hill Campus. She also completed certificate courses in Economic Development and Export Diversification, and in International Food and Agriculture Trade at the World Bank Institute. The Honourable Shamfa Cudjoe brings a wealth of community engagement experience to the National Commission for Self Help Limited and will use her natural and professional capabilities to further improve the Commission's standing.

The Commission looks forward to continued growth and excellence under Minister Cudjoe's guidance.

FOSTERING LEARNING & GROWTH CONT'D.

The Government, through the National Commission for Self Help Limited, continues to encourage infrastructural and personal development amongst the people of Trinidad and Tobago. The concept of self-help is meant to motivate individuals to use the resources available to them and take charge of their communities. It is therefore our perpetual goal, as a Government, to not only ensure we respond quickly to support those in dire need of assistance but to create opportunities which allow for self-reliance and independence in order to positively impact and sustain the development of communities. Our people are our greatest asset and as we continue to nurture and place them at the forefront by enabling an environment for self-actualization, we must do so through projects that foster learning and growth. We facilitate growth by mobilizing and developing communities to improve and transform lives. We facilitate learning by creating opportunities for skills development and retraining.

It is therefore our obligation to build a culture of self-help within communities by facilitating the promotion, design and implementation of self-help projects that allow communities, while still receiving support as needed, to persevere and become self-sufficient.

Although it is a time of uncertainty where opportunities may seem limited, we must continue to work together to ensure that we advance as a society. We must work towards fostering resilient self-sustaining communities.

It is therefore time that we become the proverbial butterfly and truly embrace our metamorphosis as we continue this journey of learning and growing together.

**A Message from
The Honourable Shamfa Cudjoe
Minister of Sport and Community Development**

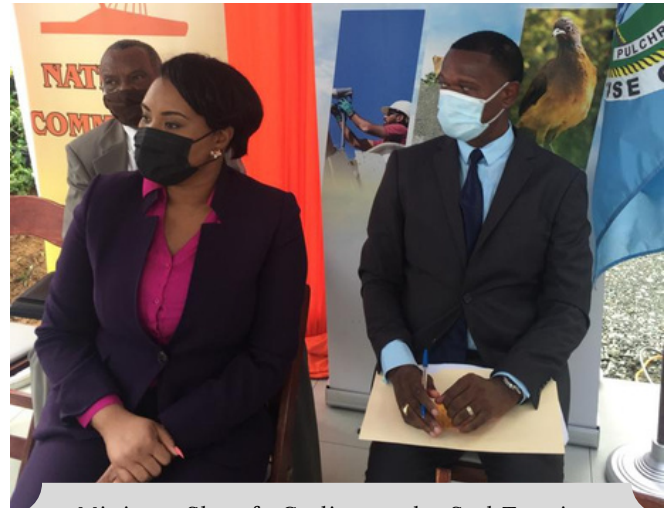
BUILDING BRIDGES - SOD TURNING FOR GRANDY GULLY BRIDGE

The Sod Turning Ceremony for Grandy Gully Bridge located in Goodwood Tobago, was completed on Monday 30th November 2020. This partnership exercise between the National Commission for Self Help Limited and the Division of Infrastructure, Quarries and the Environment (DIQE) will see the construction of a thirty-six (36ft) prefabricated bridge at a cost of three hundred and six-five thousand, nine hundred and eighty-five dollars (\$365,985.00 TTD). This bridge which will bring relief to forty-five (45) residents who have had a severe challenge crossing a temporary 12 inch wide slab, over a waterway, to access the community leading to their homes in Grandy Gully.

For this exercise, the Commission procured the bridge while DIQE was charged with preparatory works and its installation. The Commission's partnership with DIQE follows the signing of a Memorandum of Understanding (MOU) in June 2020 between the Commission and DIQE.

Minister of Sport and Community Development and Member of Parliament for Tobago West, Shamfa Cudjoe, took pride in stating that infrastructural development is the cornerstone that propels communities towards accelerated sustainable growth and declared "no more using of a 12 inch concrete slab to cross the river, where during the rainy season it becomes impassable due to river swells."

Mr. Kwesi Des Vignes, Secretary of Infrastructure, Quarries and the Environment was in attendance and addressed the gathering at the Sod Turning Ceremony stating that sometimes infrastructural projects have a localized impact but the overall impact is huge nonetheless. He encouraged the community not to take the bridge for granted and reiterated that the people of the Grandy Gully community "will be better off" with the bridge. Mr. Des Vignes acknowledged and voiced his appreciation for the efforts of all the partners who envisioned this project.



Minister Shamfa Cudjoe at the Sod Turning Ceremony for Grandy Gully Bridge, flanked by Chairman Anthony Campbell and CEO Elroy Julien.



Minister Shamfa Cudjoe and Chairman Anthony Campbell turn the sod for the Grandy Gully Bridge. Looking on are CEO Elroy Julien, Mr. Kwesi Des Vignes and residents.

CEO Elroy Julien in his remarks, stated that the Commission will monitor the project along with representatives of DIQE and will ensure that the supplier provides training to the team at DIQE in the placement and maintenance of the bridge.

Other key persons also present at the Sod Turning Ceremony were the Commission's Chairman Mr. Anthony Campbell, Directors of the Board and members of the Commission's staff as well as residents of the Grandy Gully community.

GRANT DISTRIBUTION CEREMONIES IN SOUTH TRINIDAD AS WELL AS TOBAGO

Adhering to our mandate to improve the lives of the citizens of Trinidad & Tobago, we continue our drive to do so by ensuring that grants are distributed to deserving applicants.

Notwithstanding the challenges and uncertain economic times created by the pandemic, the Commission and its committed team delivered over nine hundred and fifty (950) grants at thirty-five (35) Grant Distribution Ceremonies across Trinidad & Tobago for the year 2020.

Two of our largest distributions during the year 2020 were completed for South Trinidad and the island of Tobago, on Friday 27th November 2020 and Monday 30th November 2020 respectively. Both ceremonies saw more than two hundred (200) persons receiving grants collectively and were held at venues which facilitated and observed all Covid-19 protocols.

Minister Shamfa Cudjoe was in attendance at both distributions and delivered the feature address for each ceremony.

At the South Trinidad distribution, Minister Cudjoe stated that focus was being placed on doubling efforts to eradicate poverty and reverse inequality. Minister Cudjoe's commitment remained, to create opportunities, for every citizen who is willing to try and willing to work for a chance at a better and brighter future. At this distribution, CEO Elroy Julien in his opening remarks highlighted that the Commission visited communities and noted what was important to residents and responded within the context of the National Development Plan 2016 - 2030.

He also reiterated that the Commission's mission is predicated on the alleviation of poverty and improving the quality of lives of citizens through a process of self-help and self-reliance.



Member of Parliament for San Fernando East, Mr. Brian Manning is captured as he hands over a grant to a recipient.



Mr. Hement Mahraj (right) representative at the Couva North Constituency Office presents a grant on behalf of Member of Parliament for Couva North, Mr. Ravi Ratiram.



Director Krishna Salick (standing right) as he presents a grant at the South Trinidad distribution.

GRANT DISTRIBUTION CEREMONIES IN SOUTH TRINIDAD AS WELL AS TOBAGO CONT'D.

At Tobago’s distribution, CEO Elroy Julien termed the Commission’s grant recipients as overcomers. This shortly after he quoted Helen Keller (renowned American author) who said “the struggle of life is one of our greatest blessings as it makes us patient and sensitive, it teaches us that although the world is full of suffering it is also full of overcoming it. Minister and Member of Parliament for Tobago East, Ayanna Webster-Roy, was also in attendance at the Tobago Grant Distribution Ceremony and addressed the gathering, encouraging self-reliance and self-help as she shared the importance of Trinbagonians being the difference they would like to see in their communities.

Chairman Anthony Campbell delivered remarks at each of these gatherings noting the commitment of the Commission’s Board of Directors to the achievement of the Commission’s efforts. Various Members of Parliament and area representatives were in attendance for these distributions as they work in tandem with the Commission to improve the lives of their constituents.



Chairman Anthony Campbell (standing left) presents a grant at the Tobago Grant Distribution Ceremony.



CEO Elroy Julien as he delivers opening remarks at the Tobago Grant Distribution Ceremony. Listening at the headtable (l-r) Member of Parliament for Tobago East Ayanna-Webster Roy, the Commission’s Line Minister and Member of Parliament for Tobago West Shamfa Cudjoe and Chairman Anthony Campbell.

HOW TO GET ASSISTANCE FROM NCSHL STANDARD AND CRITERIA FOR GRANT APPLICATION

DEFINITION:

A Self Help Project is any activity which will benefit members of a community.

HOW TO GET ASSISTANCE FOR A SELF HELP COMMUNITY PROJECT

- Any self-help, community action group, village group, NGO can get assistance. However, a project coordinator must be appointed by the community and be prepared to do all the manual labor involved with the project.
- The community must indicate in writing the commitment to undertake the project and to finance an agreed percentage of the total cost (labour, materials, funds etc.).
- The number of beneficiaries and background to the project must be stated. Hardships, experiences and benefits to be derived after completion.
- For water and electricity projects to be completed, WASA or T&TEC must complete detailed evaluations.

CRITERIA FOR MINOR REPAIRS AND RECONSTRUCTION GRANT

- Income eligibility (i.e. Household size in relation to monthly income/poverty line).
- Applicants must fit into one of the following categories: senior citizen, fire victim, destitute or victim of natural disaster.
- Applicants will be considered only if the projects are community driven and an identifiable community or organization (Kiwani's, Lions, Rotary, SVP, Village Council) is prepared to co-ordinate the necessary repair/ construction work.
- In the case of repairs, the dwelling house must be owner occupied.
- Land tenancy on which the house is located must be freehold, leasehold or rented.
- Assistance will not be extended to squatting households except where there is regularization of squatting.

PLEASE NOTE

That funding will not be provided directly to the affected family or senior citizen but funding as may be approved will be disbursed to the approved supplier of materials.

OUR SOUTH REGIONAL OFFICE HAS MOVED!

The National Commission for Self Help Limited has relocated its South Regional Office to **#54 Southern Main Road, Marabella.**

This relocation was necessary to improve our applicants' customer service experience at the South Regional Office.

Our office telephone numbers remain the same, therefore we can be contacted at **652-3044/652-8861.**

The Commission remains committed to best serving the citizens of Trinidad and Tobago.

2021 - DEVELOPING YOURSELF HELPS



A new year presents us with the opportunity for growth, goal setting and anticipation of our future successes. The Commission along with the world, welcomed 2021 amidst a pandemic and with ample restraints in place to ensure the safety of all. During this time, we have demonstrated our capacity to help ourselves by adapting to the new normal as individuals and by extension as an organization.

A strategy is necessary to successfully achieve goals when embracing a new year or new endeavor and guidelines can be applied to your goal setting strategy to ensure that you remain on target.

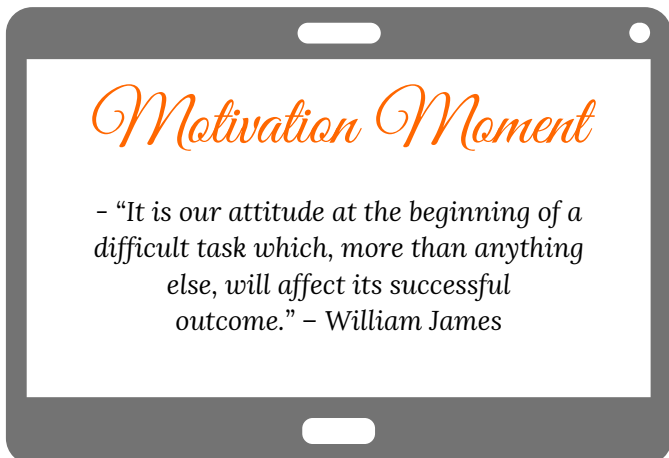
Some useful guidelines are as follows:

- Assess your mindset – Is it a Growth or Fixed Mindset? – A growth mindset leads to a desire to continuously learn and improve while a fixed mindset is one that remains unchanged. You can work daily to develop a growth mindset to help positively shape your life.

- Be self-aware - As you make strides toward personal development, pay attention to the behaviours and habits that are no longer beneficial to you or those around you and replace them with new and positive behaviours.
- Upgrade your skillset - Take a course to enhance/refresh skills you possess or venture into learning a new discipline. Covid-19, while tragic and disastrous, has had a positive impact in this regard. There are many more free and new courses online to peak your interest, so feel free to peruse at your leisure and take advantage while they are available.

With the use of gradual positive adjustments as mentioned above and trying other tips such as these, you will achieve your goals. If you stumble along the way, be sure to strengthen your attempt next time around.

Best of luck and Happy 2021!



TOKENS OF APPRECIATION FOR HSE EMERGENCY RESPONDERS

Department Feature - HSE Emergency Responders presented with tokens of appreciation. In December 2020, the Commission recognized ten (10) members of staff who in addition to their regular duties, function as Emergency Responders at the Commission. These Emergency Responders received tokens in recognition of their efforts at our regional offices. The tokens were distributed to the responders as follows - six (6) responders at North office, three (3) responders at South office and one (1) responder at the Tobago office.

Each Emergency Responder is responsible for the following:

- Retrieve the emergency first aid kit from its designated location during an emergency.
- Administer first aid in the time of an emergency or where it is required.
- Assist the floor warden, if called upon, in the event of an emergency.

The presence of an emergency response team is a critical and proactive measure in ensuring that the Commission stands in a state of readiness in the event of an emergency, while providing responders with key life skills that they can apply outside of the workplace.

This initiative is in alignment with the Commission’s strategic goal of Human Resource Management- Learning and Growth.



Members of staff stand with their certificates of recognition for their efforts as Emergency Responders at the Commission.

FIRE SAFETY PREVENTION TIPS



At the Workplace: Hold regular fire drills.



At Home: Maintain smoke alarms/detectors and check batteries regularly.



Parents/Kids: With the recent surge in online schooling, teach kids to prepare meals that do not require using the stove (in the event they are at home alone).



OJTS – WORKING FOR BETTER, TOGETHER

Welcoming On the Job Trainees (OJTs) to the Commission, allows for mentoring and coaching along with the exchange of skills between staff and trainees. This in turn enables the organization to be the living and advancing entity that it is, while enhancing the professional and personal lives of all. We interviewed our OJTs about their experiences and expectations during their time at the Commission. These impassioned spirits had this to say to us:-



Ms. Jamila Thomas – OJT - Assistant Legal Officer

“To have sufficient practice as a lawyer due to the fact that I have not had much (practice), since completion of university.” Ms. Thomas wishes to absorb the experience and information that she will gain from the Commission, for her progress as an attorney. She also thinks that her experience with the organization has been favourable thus far.



Ms. Arianne Rigaud - OJT - Health, Safety & Environment (HSE) Assistant

Arianne hopes to attain a greater grasp of working in an office and using HSE practices to ensure the best health, safety and environment of all employees. She expects that she will make great attempts to ensure safety of members at all of the Commission’s offices.



Ms. Tamara Faltine - OJT - Accounts Clerk

Ms. Faltine wants to improve her understanding of Accounts as a trainee and then to further her studies. She hopes to continue working efficiently at the Commission and wishes to someday apply for a position in the Accounts Department at the National Commission for Self Help Ltd.



Mr. Joshua Akin – OJT - Communications Assistant 1

Joshua wishes to gain insight into the broad area of Corporate Communications to be able to decide what program of courses to pursue at the Post-Graduate level. He wants to have sufficient practice within Corporate Communications, since he has not had much experience in this discipline.

Masks were momentarily removed to capture these photos and replaced thereafter.



*Our South Regional Office is ready to serve you at a new location,
#54 Southern Main Road, Marabella.*



**NATIONAL COMMISSION
FOR SELF HELP LIMITED**

"Empowering Communities Since 1987"

THE NATIONAL COMMISSION FOR SELF HELP LIMITED

Head Office: Lassalle Court, #75 Abercromby Street, Port of Spain.

Telephone: (868) 612-6274

South Regional Office: #54 Southern Main Road, Marabella.

Telephone: (868) 652-8861 or (868) 652-3044

Tobago Regional Office: #91 Barrington's Court, Bon Accord, Tobago.

Telephone: (868) 639-0032 or (868) 660-7672

Email: communications@ncshl.co.tt

Website: www.ncshl.co.tt

