

# E.M.P.O.W.E.R

Educate

Motivate

Promote

Organize

Work

Evolve

Rise

## UPLIFTING AND ADJUSTING

### EXPLORING NEW WAYS TO BOOST THE LIVES OF CITIZENS



**The Honourable Shamfa Cudjoe**  
**Minister of Sport and Community Development**

As we advance in our mission to alleviate poverty, we remain committed to positioning our people to make more meaningful contributions toward expanding the national economy. Uplifting and adjusting first requires listening, and going the extra mile to bring much needed relief. The Ministry's mandate is hinged on the philosophy of people-centered development, people-powered growth and sustainable advancement for all residents in communities across the nation. 2022 is the year of restoration and resurgence as our Ministry works hand in hand with communities towards self-sufficiency, and rebuilding our nation.

**“The National Commission for Self Help Limited remains an invaluable jewel in the Ministry's crown, providing relief to the most vulnerable in our society, and restoring hope against the backdrop of economic challenges and financial difficulties.”**

The work has already begun through various partnerships and community interventions. Our National Policy on Sustainable Community Development has become a strategic tool in establishing key linkages and relationships for rural community development, allowing grassroots to influence the decision making process and actively contribute to improving the lot for all residents. We continue to construct and refurbish community facilities that are central to improving the quality of life for citizens, creating opportunities for further civic inclusion and enhancing social development. Skills-training and capacity-building are key elements of the Ministry's signature programmes, thus providing multiple avenues for growth and opening new windows of opportunity for our participants to excel in their respective areas of interests and hone their entrepreneurial spirit. The National Commission for Self Help Limited remains an invaluable jewel in the Ministry's crown, providing relief to the most vulnerable in our society, and restoring hope against the backdrop of economic challenges and financial difficulties.

Social support remains number one amongst government's mandate and development priorities, and we remain committed to delivering quality service to all the people of our beloved country.

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

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# A MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

The National Commission for Self Help Limited is a stalwart in the area of community empowerment across Trinidad and Tobago. Empowering a community requires implementing measures and structures that can add value and comfort to the lives of individuals and groups for present and future generations. Preparation for this requires that the needs of a developing nation, such as Trinidad and Tobago, be well-thought-out. To achieve this, we must possess a level of progressiveness to adapt and chart a new course to meet the needs of the vulnerable, particularly in challenging economic times. Providing relief to the most vulnerable in our society allows the Commission to target the improvement of Living Standards, one of the three categories of multidimensional poverty, and more specifically one of the ten indicators of multi-dimensional poverty, Housing. The Board of Directors remains dedicated to our role in the alleviation of poverty through the Commission's work in Trinidad and Tobago.



**Chairman of the Board of Directors  
Anthony Campbell**

# A MESSAGE FROM THE OFFICE OF THE CEO



**Mr. Gary Romain, Senior Project Officer  
(South) /f/ Office of the CEO**

As an employee of the Commission for the past 18 years, I take pride in meeting the Commission's mandate and upholding its Mission, Vision and Values. Through the years, the Commission has faced and overcome its share of challenges. We have used these challenges to revisit, unlearn and relearn our thinking as well as our habits, to ensure growth and successful navigation of difficulties.

As our Line Minister, the Honourable Shamfa Cudjoe, stated in her message, "...uplifting and adjusting first requires listening..." The Office of the CEO at the Commission is one that is afforded the opportunity to directly interact with the nation's citizens and listens to their needs, therefore, we will continue to adapt to ensure social protection and sustainability as we have been called to serve our fellow men, to the benefit of all stakeholders involved. Our leadership team and members of staff take pride in steering the Commission in a direction to flourish and thrive.

# “ERADICATING POVERTY”

## PLAYING OUR ROLE IN A MULTI-DIMENSIONAL MATTER

For the calendar year 2021, the Commission hosted several grant distribution ceremonies across Trinidad and Tobago (T&T) bringing the total number of distributions held for that year to nineteen (19). The Commission continues to treat with poverty and recognizes that it is multi-dimensional with a number of coinciding inadequacies experienced by people across three (3) dimensions – health, education and standard of living. According to a United Nations Development Programme (UNDP) article dated 2020, T&T’s most recent survey data made public refers to the year 2011 and places our Multi-Dimensional Poverty Index (MPI) estimation at 0.6 percent of the population (9000 people) considered to be experiencing a multidimensional level of poverty while an additional 3.7 percent were classified as vulnerable to multidimensional poverty, approximately (51,000 people) – (UNDP Human Development Report 2020)

According to T&T’s Ministry of Planning and Development Central Statistical Office (CSO) Household Budgetary Survey and the Survey of Living Conditions in Trinidad and Tobago, results show that over the years, T&T’s poverty level has fluctuated and more recent studies show a decrease in poverty across Trinidad and Tobago.

This is now coupled with other positive indicators for social development and compounds the role the Commission plays in ensuring social protection. The United Nations regards Trinidad and Tobago as a high income developing country and notes that the government maintains its commitment to reducing poverty levels by 2% each year. This 2% annual reduction is crucial to the achievement of “Eradicating Poverty”- Goal-1 of the Sustainable Development Goals and the national development goals stated in Trinidad and Tobago’s Vision 2030. (Central Statistical Office)

### A breakdown of multidimensional poverty

Three dimensions of poverty by 10 indicators

#### Health



#### Education



#### Living standards



Source: Global Multidimensional Poverty Index 2018 ©DW



# FROM THE OFFICE AND ON THE FIELD

## NCSHL DELIVERING ON ITS MANDATE



Chairman Campbell presents a grant to a resident in Moruga/Tableland where 25 families are able to complete structural home repair works at an estimated value of \$435,000.00.



Chairman Campbell poses for a photo with recipients in D'Abadie/ O'Meara, where 20 families received an estimated \$285,000.00 in MRRG and ERRAG grants



Naghika Mc Alister, Project Support Officer (standing right) presents a grant to a recipient at a distribution in South Trinidad for residents of Oropouche West, Couva South, Chaguanas East and Chaguanas West, totaling an estimated \$745,000.00



MP for Diego Martin North East, Colm Imbert stands along with Chairman Anthony Campbell as well as grant recipients in the Diego Martin North East constituency.



Minister of Social Development and Family Services, Donna Cox, being interviewed by the media at a site visit at the home of lightning strike victim Ms. Neverson who received an ERRAG grant to begin her home repair works.





The ceremonial ribbon has been cut. Standing l-r are President of Pan Trinbago Mrs. Beverly Ramsey-Moore, Chairman Anthony Campbell, the Honourable Shamfa Cudjoe, Area Representative for Plymouth/Golden Lane Community, then CEO Elroy Julien and Manager Tobago Pan-Thers Steel Orchestra Mr. Brian Thomas

## TOBAGO PAN - THERS STEEL ORCHESTRA



The Honourable Shamfa Cudjoe chats with Manager Brian Thomas of Tobago Pan-Thers at the ceremony

Sunday 17th October 2021 marked the official opening ceremony for the Tobago Pan-Thers steel orchestra pan theatre at Seaview Trace, Golden Lane, Tobago.

The Commission successfully completed much needed refurbishment works at the pan theatre including a retaining wall, a box drain for improved drainage, office spaces and washroom facilities, at an approximate cost of \$396,000.00, satisfying an estimated seventy (70) beneficiaries in the Golden Lane community.

The event saw the Honourable Shamfa Cudjoe - MP Tobago West , Area representative for Plymouth/Golden Lane Zorisha A. Hackett - Area Representative -Plymouth/Golden Lane, Chairman of the Commission Mr. Anthony Campbell, CEO of the Commission Mr. Elroy Julien, President of Pan Trinbago Mrs. Beverly Ramsey- Moore and Manager, Tobago Pan-Thers steel orchestra Mr. Brian Thomas.





Minister of Sport and Community Development, the Honourable Shamfa Cudjoe as she presents a grant at the 1st ever Drive-Thru grant distribution ceremony in Tobago.

## DRIVE-THRU GRANT DISTRIBUTION

### TOBAGO

A key strength of the Commission, is the ability to adapt to changing times. The pandemic challenged us all to revisit the way we work while maintaining efficiency and prioritizing safety. As a result, the Commission's first ever Drive-Thru grant distribution ceremony was held on the compound of the Commission's Tobago Regional office to facilitate minimal person to person contact between when delivering grants to recipients. Grants were distributed to a total fifty-five (55) recipients at a total dollar value of \$940,000 to complete structural home repairs



Chairman Anthony Campbell was pleased to participate in the 1st ever Drive-Thru grant distribution ceremony in Tobago.



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

## 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.

### 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.*

### DEFINITION:

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

## 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.

## 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.



Chairman Campbell signs the M.O.U, while the Honourable, Minister of Sport and Community Development Shamfa Cudjoe bears witness along with then CEO Elroy Julien, and Habitat for Humanity's Trinidad and Tobago's National Director, Jennifer Messiah and Resource Development Coordinator, Carlene Pooran.

## HABITAT FOR HUMANITY PARTNERSHIP



The Commission recognizes that it provides valuable assistance, some citizens require additional support to complete their construction projects. As a resolve to this, a Memorandum of Understanding (M.O.U) was signed between the Commission and Habitat for Humanity Trinidad and Tobago (HHTT), on September 8th 2021. HHTT is the local arm of the established and internationally recognized Habitat for Humanity. This M.O.U. sees the Commission maintaining its provision of materials to recipients, while in instances where the applicant is challenged to source and fund the labour, Habitat for Humanity Trinidad and Tobago (HHTT) will provide the labour necessary for recipients to complete the projects.

## CONTINUING TO EMPOWER COMMUNITIES THROUGH GRANT DISTRIBUTIONS



Standing left - right, Chairman Campbell, Minister Cudjoe, residents of Port of Spain (South) and Member of Parliament for Port of Spain (South) Mr. Keith Scotland. 20 families received an estimated \$500,000.00 to assist with home repair works to their homes.



# OUR CORE VALUES

**Transparency**

**Collaboration**

**Teamwork**

**Reliability**

**Customer  
Care**

**Integrity**

**Equity**

**Professionalism**

**Community**

**Accountability**



**NCSHL**

**People Focused  
Service**



# TOP WAYS TO BE A HAPPIER EMPLOYEE AT WORK

Even without an employer providing fancy benefits, it's possible for employees to create their own sense of happiness at work. Whether your job is one you feel passionate about or one that you simply know you can do well, you can increase your happiness at work with a variety of everyday strategies.

## FIND A CAREER YOU ENJOY

For some people, a career that they enjoy may mean finding a job that uses skills they are proud of. In other cases, a career you enjoy could be work that you are passionate about or find personally fulfilling.

No employee is happy at work every single day, and even jobs you are passionate about can sometimes be frustrating or tedious. But if your career is something you generally enjoy and feel proud of, you are more likely to feel happy at work. Take a look at yourself, your skills, and interests, and find something that you can enjoy doing everyday.



## TAKE CHARGE OF YOUR OWN PROFESSIONAL AND PERSONAL DEVELOPMENT

Take charge of your own growth by investing in your personal and professional development. Develop a plan and goals for your career, then pursue them.

Ask for specific and meaningful help from your boss. Look for assignments that will help you achieve career milestones or learn specific skills.

When you feel in control of your career and can see yourself improving and growing, you are more likely to feel satisfied in your current position.



## ONLY MAKE COMMITMENTS YOU CAN KEEP

One of the most serious causes of work stress and unhappiness is failing to keep commitments. In many cases, employees spend more time making excuses for failing to keep a commitment and worrying about the consequences of incomplete tasks than they spend completing their work.

To manage stress levels and minimize unhappiness at work, create a system for tracking your commitments and managing your schedule. Stay organized enough that you can judge quickly and accurately whether you are actually able to commit to a request or a new assignment.



## AVOID NEGATIVITY

Participating in a toxic work environment will increase your unhappiness, no matter how much you enjoy your job. Choosing to be happy at work means avoiding negative conversations, gossip, and unhealthy work relationships as much as possible.

No matter how positively you feel, negative people have a profound impact on your psyche. If you find that certain groups at work are more likely to engage in negative behaviors such as gossip or complaining, try to distance yourself from those people. If that's not possible, do your best to redirect conversations onto more positive topics.

Adapted from an article by SUSAN M. HEATHFIELD [www.thebalancedcareers.com](http://www.thebalancedcareers.com)



# OUR MISSION & VISION

## BUILDING COMMUNITIES

### VISION STATEMENT

"The leading Agency in  
stimulating  
communities to  
alleviate poverty and  
transform lives"

### MISSION STATEMENT

"To improve and  
transform lives  
through micro and macro  
infrastructural  
development aiding  
deserving individuals and  
motivating communities to  
become  
self-sufficient"



NATIONAL COMMISSION  
FOR SELF HELP LIMITED

"Empowering Communities Since 1987"

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COMMISSION'S WORK**

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Limited**

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**THE NATIONAL COMMISSION FOR SELF HELP  
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Website: [www.ncshl.co.tt](http://www.ncshl.co.tt)

## ASK ABOUT OUR GRANTS



Minor Repairs/Reconstruction Grant  
(M.R.R.G) valued up to \$15,000.00



Emergency repairs Reconstruction  
Assistance Grant (E.R.R.A.G) valued  
up to \$25,000.00



Development Programme (D.P) value  
determined by the Board of Directors

