



Serving people with
disabilities since 1964



STRONGER TOGETHER: BRIDGING COMMUNITIES, CHANGING LIVES

ANNUAL REPORT
2024/2025



Our Purpose

SPD is a charity set up in 1964 with the aim of helping people with disabilities or those who may develop disabling conditions integrate into mainstream society. We remain committed to enabling them to be a part of the community and not apart from it.



People We Serve

A pioneer in serving persons with physical disabilities, today our services cater to children and youth with developmental needs requiring early intervention and educational support, adults with varying congenital or acquired disabilities seeking employment and independence, and the elderly who aim to be self-reliant through rehabilitation and day care.



Our Vision

To build an inclusive community where everyone is a part of it, not apart from it.



Our Mission

We are committed to working in partnership with people with disabilities to develop their potential to the fullest so they can be self-reliant and independent.



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You Can Make a Difference



Message from President

As Singapore marks its 60th year of independence, we celebrate not just the nation's progress, but our collective journey towards a more inclusive society. Disability inclusion is now part of our national fabric – shaped by the shared commitment of the Government, the social service sector, businesses, volunteers, families, and the wider community. It is an integral part of the refreshed social compact under the Forward SG agenda.

SPD is honoured to have played a key role in this journey. For six decades, we have worked hand-in-hand with our partners to advocate for inclusion, shape policies, and deliver impactful services that empower persons with disabilities to lead meaningful, independent lives. These partnerships are central to our mission – because only together can we bridge communities and transform lives.

The Committee of Supply 2025 debates reaffirmed Singapore's commitment to disability inclusion, spotlighting it as one of the key pillars of our shared future. The Enabling Masterplan 2030 offers a bold and decisive vision, and SPD remains committed to advancing its goals – collaborating with cross-sector stakeholders to build inclusive systems and create meaningful opportunities.

Over the past year, we expanded our reach across Singapore with the opening of two new early intervention centres and two new senior care centres, along with the launch of the **Enabling Services Hub** in Punggol. These facilities add to our organisational capability to deliver integrated community-based care that is accessible and responsive to evolving needs.

The new facilities are made possible through collaboration with Government agencies, grassroots partners, corporate donors and local communities. We are deeply grateful for the sustained support of long-time partners such as **Asia Pacific Breweries Foundation, NatSteel** and **TechnipFMC**, as well as the generosity of major donors including **Finova Impact, Keppel Ltd** and **Singapore Airlines**. Their support has enabled us to maintain quality programmes and pursue innovation in our service delivery.

Besides delivering services, SPD continues to grow and contribute as a thought leader in the sector. Over the years, we have actively contributed to national policy discussions and co-development efforts. This includes our role in the Ministry of Social and Family Development's **Taskforce on Community Living for Persons with Disabilities** – reimagining how individuals with disabilities can live independently in the community with the right support. We also helped shape the **National Code of Professional Practice for Social Service Professionals**, strengthening sector capacity and integrity as we prepare for growing demands.

SPD remains committed to the highest levels of governance and accountability. We were again honoured with the **Charity Transparency Award**, which we have received consecutively since its inception in 2016. Our organisational capabilities – especially talent development and digitalisation – will be further strengthened through the support of National Council of Social Service's **Transformation Sustainability Scheme**.

None of our achievements would have been possible without our community. To our donors, volunteers, partners, staff and supporters – thank you. Your belief in our mission fuels our work every day. I would also like to thank my fellow Board and Committee members for their leadership and counsel. A special note of appreciation goes to Professor Ho Lai Yun, who retired from the Board of Management in August 2024. His pioneering contributions to SPD's early intervention work continues to inspire our mission.

As we look to the future, we remain steadfast in our role as a national catalyst for inclusion and a trusted partner in Singapore's social progress. Together, let us continue to build a society where every person has the opportunity to thrive.

Thank you for walking this journey with us.



Ong Toon Hui

President

Message from CEO

At SPD, our mission to empower persons with disabilities to lead independent and dignified lives remains central to all that we do. In FY2024/2025, guided by our 60-year legacy and strengthened by collaboration, we continued bridging communities and to uplift lives.

In the year, we supported over 13,200 persons with disabilities and their families, deepening our reach across life stages and disability types. Most importantly, more than 90% of our beneficiaries and their families affirmed the quality of our services, which helped them progress toward their rehabilitation and inclusion goals. This was made possible by our team of over 500 dedicated staff, whose professionalism, compassion and belief in inclusion drive our work every day.

We grew our footprint with the launch of two new early intervention centres – **SPD@Kembangan** and **SPD@Jurong West** – and two new senior care centres – **SPD@Canberra** and **SPD@Melody Spring Yishun**. Collectively, our six early intervention centres and partner pre-schools, and four senior care and rehabilitation centres, enabled us to reach 1,567 children and 1,291 adults with disabilities and seniors. More than just facilities, these centres are hubs of empowerment, connection and care.

We also advanced post-18 services. SPD was honoured to be among the agencies selected to pilot the **Enabling Skills for Life Programme (ESLP)** in late 2025. This initiative will equip individuals with higher support needs to live more independently. In line with this, our Day Activity Centre and Sheltered Workshop, currently supporting 94 clients and 133 trainees respectively, will transition to the ESLP model.

Our commitment to person-centred care remained strong:

- 7,940 individuals supported by our team of over 120 therapists across SPD and partner organisations.
- 216 individuals were supported by the Specialised Assistive Technology Centre.

- 160 jobseekers with disabilities secured employment through partnerships with 110 organisations.
- Our social workers supported 384 individuals and their families addressing holistic needs beyond care delivery.

Our community inclusion efforts also grew. Partnerships with secondary schools led to the launch of **canteen enclaves** – creating training and employment pathways for persons with disabilities while shaping inclusive mindsets among students and teachers. Our two **Enabling Services Hubs (ESHs)** partnered with about 80 community organisations to introduce innovative ways of bringing life skills training to the heartlands. The ESHs have not only supported individuals with disabilities and caregivers but have also benefited entire townships through inclusive community initiatives.

SPD continues to play a leadership role in the sector. In April 2024, we contributed to the organising of the **Early Intervention Conference**, first initiated by SPD in 2018. This brought together professionals across early childhood, allied health, social work and intervention services to foster collaboration and knowledge-sharing. We also participated in national conversations to help shape inclusive policies.

In the assistive technology (AT) domain, we expanded sector capabilities by establishing a **Community of Practice** and training **AT Associate Assessors** and **Peer Reviewers**. These professionals are now better equipped to support students with special educational needs in polytechnics and ITEs, helping many more students to realise their full potential.

FY2024/2025 was also a time of celebration. Under the theme “Celebrating Yesterday, Imagining Tomorrow”, we commemorated **SPD’s 60th anniversary** with a series of meaningful initiatives. These included a **sector-wide symposium** on the future of community therapy, three “**Photography for Good**” exhibitions that showcased powerful stories, and a celebratory **SPD 60th Anniversary Dinner** graced by Prime Minister Lawrence Wong. These events honoured our journey and reaffirmed our purpose.

Looking ahead, SPD remains committed to **inclusion, innovation** and **organisational excellence**. A new **early intervention centre in Bukit Batok** will open in early 2026. As we chart our future, we will continue engaging stakeholders to shape **SPD Vision 2030** – our strategic roadmap for the future.

We move forward with the belief that we are stronger together. Our impact is only possible because of our partners, donors, volunteers, community advocates and supporters. Your time, expertise and resources help us bridge divides, build understanding, and uplift lives.

To our colleagues, partners, and supporters – thank you for walking alongside us. Let us continue building a more inclusive, connected, and compassionate Singapore.



Abhimanyau Pal
Chief Executive Officer



Highlights of the Year

Celebrated **SPD's 60th anniversary** with a year-long series of commemorative events and initiatives.



Opened **new senior care centres** in Canberra in April 2024 and Melody Spring Yishun, in March 2025, to better support seniors in the heartlands.

Co-organised the **Early Intervention Conference** in April 2024 alongside other key operators, fostering collaboration and knowledge exchange within the sector.



Expanded early intervention support with the launch of two new centres in **Kembangan** and **Jurong West** in July 2024.



Highlights of the Year

Partnered with Photographic Society of Singapore for the “**Photography for Good**” project, showcasing the triumphs and challenges of persons with disabilities through three impactful photo exhibitions.



Organised by:
60 SPD
Celebrating Yesterday, Imagining Tomorrow

In collaboration with:
SingHealth
Community Hospitals
Outram • Senkang



Co-organised “**Community Therapy 3.0**” with SingHealth Community Hospitals in September 2024, bringing 300 allied health professionals together to share insights and innovations in community rehabilitation.

Hosted the **SPD 60th Anniversary Dinner** in October 2024 at Pan Pacific Singapore with Prime Minister Lawrence Wong gracing as Guest-of-Honour.



Honoured with the **Charity Transparency Award** in 2024 in recognition of our commitment to governance and accountability.



Achieved reaccreditation of the **Enabling Mark (Gold)** for another three years, affirming SPD's commitment to disability-inclusion practices.



Figures at a Glance



13,200*

persons with disabilities and their families supported*



7,940

individuals supported by

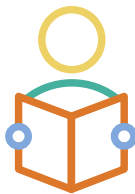
126

therapists in 68 rehab-based community programmes



160

jobseekers with disabilities successfully placed in open employment



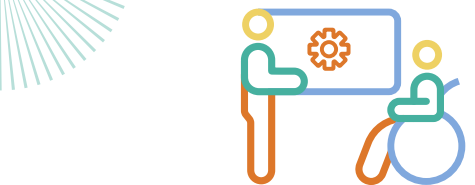
1,659

children and youth received early intervention and educational support



1,036

individuals received therapy through SPD Rehabilitation Services



323

persons with disabilities received employment-related training



2,654

caregivers empowered through targeted support initiatives



349

clients engaged in day activity and day care programmes



340

individuals and

77

corporates, schools and community groups contributed

216

clients supported by the Specialised Assistive Technology Centre

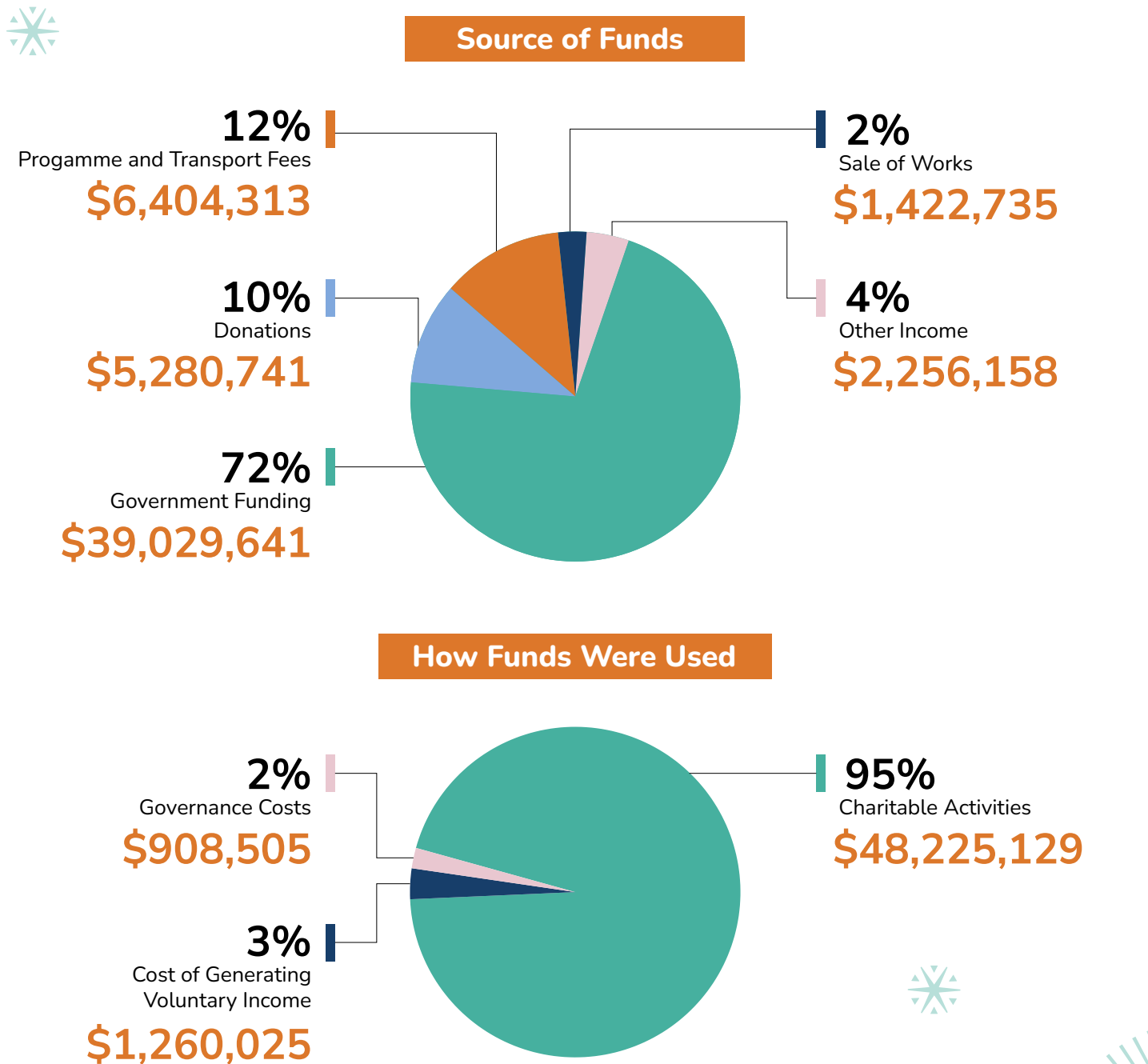
17,566

volunteer hours

*based on service count

Fund Sources and Usage

In FY2024/2025, we received **\$54.4 million**, mainly from grants and donations which went towards programmes and services for **13,200** persons with disabilities or those who may develop disabling conditions.



Helping Our Young Achieve Their Milestones

Our team of early intervention professionals provides tailored support to children with developmental needs, helping them navigate key developmental milestones either at our EIPIC Centres or within their pre-schools. Our range of services includes EIPIC Under-2s, EIPIC@Centre and Development Support Plus (DS-Plus).

EIPIC teachers Nepomuceno Jennica Pauline Sevilla (left) and Sherylyn Santhya Peter engaging with children during a session at SPD@Bedok.



Early Intervention Programme for Infants and Children (EIPIC)

EIPIC serves children under the age of seven, focusing on building functional skills in the areas of social relationship, knowledge, skills and independence.



Highlights

- Started **2** new early intervention centres **SPD@Jurong West** and **SPD@Kembangan**.
- Waiting time for EIPIC shortened from **24** months to **9** months.
- Little Buddies** and **SibLinks** implemented to strengthen sibling relationships for **36** sibling pairs.
- Partnership with the pre-school sector deepened through structured two-way knowledge exchange and learning journeys between **32** pre-school educators and SPD staff.
- Collaborated with **3** primary schools and **1** SPED school on **School Immersion Programme** in preparing our children for next educational setting.
- Co-organised **Early Intervention Conference** in April 2024, a platform for early intervention educators, allied healthcare professionals, social workers and early childhood educators to learn from one another.



902

children served at SPD's 6 Building Bridges EIPIC Centres, a **20%** increase from last year.



4

centres operated at full capacity. The **2** new centres, which opened in July 2024, ramped up enrolment efforts to target **80%** capacity in their first year.



81

children advanced to mainstream primary schools.



81

children progressed to special education schools.

Diagnostic Profile

52% Global developmental delay	33% Autism spectrum disorder	15% Others (includes cerebral palsy, speech and language difficulties etc)
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Raising a Child Takes a Community

Khairurafiqi Syafiullah Bin Khairul, 4

When Rafiqi first joined the **EIPIC** at **SPD@Kembangan** in July 2024, he was a quiet and reserved child. Referred due to suspected autism spectrum disorder and speech and language delays, Rafiqi struggled to communicate and often kept to himself. At family gatherings, his mother observed that he preferred to speak only with her and his younger siblings.

Receiving early intervention support, Rafiqi began to transform. Today, he raises his hand to participate during sessions and is eager to speak up. He shares stories from his day with his family and friends. His mother has noticed fewer meltdowns in public and a greater ability to manage changes in routines.

One of the biggest breakthroughs came when Rafiqi stood proudly in the front row during a pre-school performance. Indeed, Rafiqi's journey is a testament to what's possible when a child receives the right support at the right time.



Development Support-Learning Support (DS-LS)

Launched in 2011, the **DS-LS** programme provides on-site intervention and learning support to pre-schoolers in mainstream kindergartens and childcare centres who require lower levels of early intervention. The approach enables the children to receive timely support within their familiar learning environments.



Highlights ✨

- **4 Communities of Practice** sessions facilitated for Inclusion Coordinators at pre-schools in both the eastern and western regions of Singapore.



665

children supported through **701** therapy packages and **43** learning support packages provided at **360** pre-schools.

From Tears to Triumph



Nur Rizhan Bin Rihzwan, 6

Like many children his age, Rizhan attends kindergarten and childcare. Early on, his teachers noticed he needed more support than his peers. He required several reminders during lessons and small group activities. Rizhan would also burst into tears when he did not get what he wanted, be it losing in a game or being presented with a task that he perceived as too challenging.

He faced challenges with his motor skills. Rizhan held his pencil in a quadrupod grip – using four of his fingers – and wrote with pencil pressure that was too light.

Rizhan also required support in gross motor activities such as balancing on one leg for more than four seconds.

Together with SPD's occupational therapist and learning support educator, Rizhan started to grow in the **DS-LS** programme. He went from a boy who gave up easily and always finding ways to avoid difficult activities, to taking them on with increasing confidence.

Now, Rizhan has fewer outbursts and is able to write 23 out of 26 lowercase letters from memory. With each new step, he is proving that with the right support, he can rise above all challenges.



Building Brighter Futures for the Next Generation

With education as a powerful enabler, SPD is committed to supporting students with disabilities in their pursuit of learning and personal growth. Our bursary and scholarship programmes promote equal access to education and create opportunities for the students to chase their dreams.

Complemented by case management and befriending services, the holistic support we offer ensures that recipients get the encouragement and guidance they need to succeed.

Celebrating the 2024 recipients of the Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities: (from left) Eugene Seah, Chua Jia Ying, Raphaella Renanthera Gautama and Daniel Lai.





2

youth were awarded the
**NatSteel-SPD
Empowerment Award.**



81 bursary recipients and **9** scholarship holders
received **\$152,250** in educational support from the
NatSteel-SPD Education Programme Bursary Award and
the **Asia Pacific Breweries Foundation Scholarship for
Persons with Disabilities.**

Rising above Adversity



Eng Yong En, 20

Yong En, a dedicated Year 2 student at Republic Polytechnic, exemplifies resilience and determination.

Living with partial hearing loss, Yong En has never allowed his condition to hinder his academic pursuits. Raised in a family of four – where both parents are currently unemployed – his elder brother is working as a logistics assistant to support the household.

The **NatSteel-SPD Education Programme Bursary Award** has been instrumental in easing the burden of Yong En's educational expenses, allowing him to focus on his studies without financial stress. Beyond academics, he values the opportunities that SPD provides to connect with fellow bursary recipients and enhance his communication skills through these activities.



Driven by Personal Experience

Raphaella Ranenthera Gautama, 21

Diagnosed with the rare genetic condition fibrodysplasia ossificans progressiva (FOP) at 15, Raphaella faces chronic pain and limited mobility, relying on a wheelchair since the age of 16. Despite these challenges, she remained determined in her academic pursuits.

Raphaella overcame significant personal hardship during the COVID-19 pandemic, including the loss of her father and deterioration of her condition, while preparing for her GCE O-Levels. Raphaella's family not only had to cope with the grief of losing a loved one, they also had to manage complex legal and financial matters, adding further strain to their emotional journey. These experiences motivated her to pursue a law diploma at Temasek Polytechnic, where she graduated in May 2024 and received the Ngee Ann Kongsi Most Outstanding Overcomer Award.

With support from the **APB Foundation Scholarship for Persons with Disabilities** administered by SPD, Raphaella is now pursuing her linguistics and multilingual studies at the Nanyang Technological University – continuing her journey of resilience and excellence.



Supporting Journeys to Meaningful Employment

Employment is key to fostering independence and inclusion for persons with disabilities. Our employment services team equips jobseekers with the skills, confidence and resources to navigate the workforce, walking along with them in their journey towards finding meaningful work. In tandem, we offer guidance and support to employers to encourage inclusive hiring.

With support from SPD's Employment Support Programme, Mr Larry Chong (left) has been thriving in his role at the MCS Advisory Group, an agency representing Manulife (Singapore) Pte Ltd, since July 2023.



Employment Support Programme (ESP)

Through an employment continuum model, the **ESP** helps persons with disabilities secure open employment. This model also seeks the best outcome for their training and job placement.

In addition, the **Supported Employment Programme (SEP)** is offered to jobseekers with disabilities who require more support to be job-ready. We work alongside industry partners to deliver hands-on training in real work environments, helping trainees adjust to workplace routines and develop positive work habits.

Highlights ✨

- Framework implemented to serve and support clients with autism. Since October 2024, **17** clients with autism were served, with **6** employed and receiving further job support.
- Client tiering framework developed and implemented in October 2024 to provide job coaches with broad guidelines on how clients with different levels of needs should be supported. This helps job coaches to better manage their caseloads and ensures consistency in support for clients within similar tiers.
- An employer experience focus group discussion conducted in February 2025 with **18** HR and operations representatives from **8** companies in attendance. Besides discussing the challenges they faced in hiring and retaining persons with disabilities, the participants also shared best practices on creating an inclusive workplace culture.



470

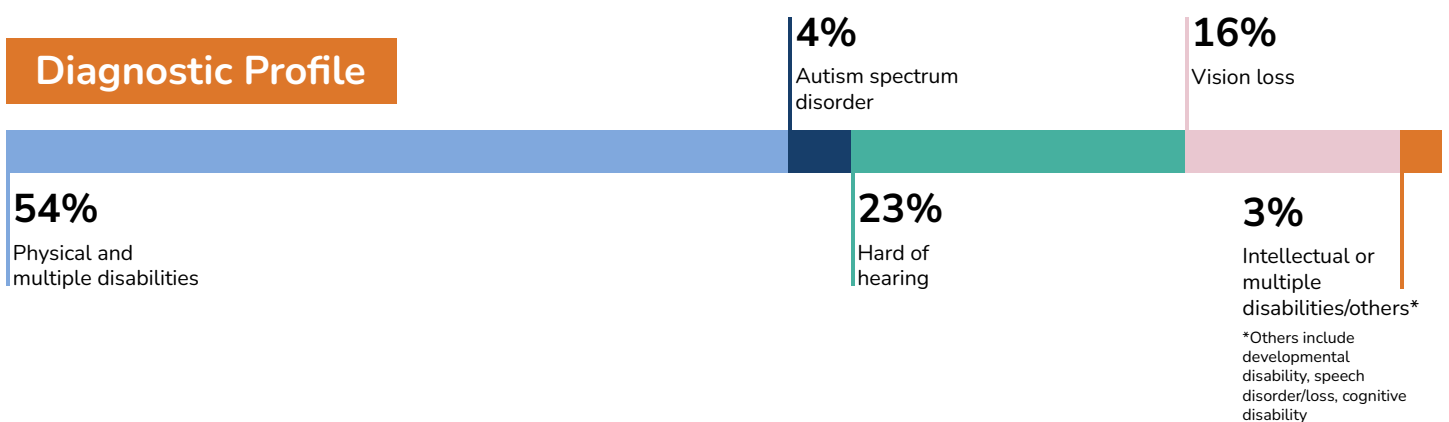
jobseekers supported with **160** placed in open employment in **110** organisations.



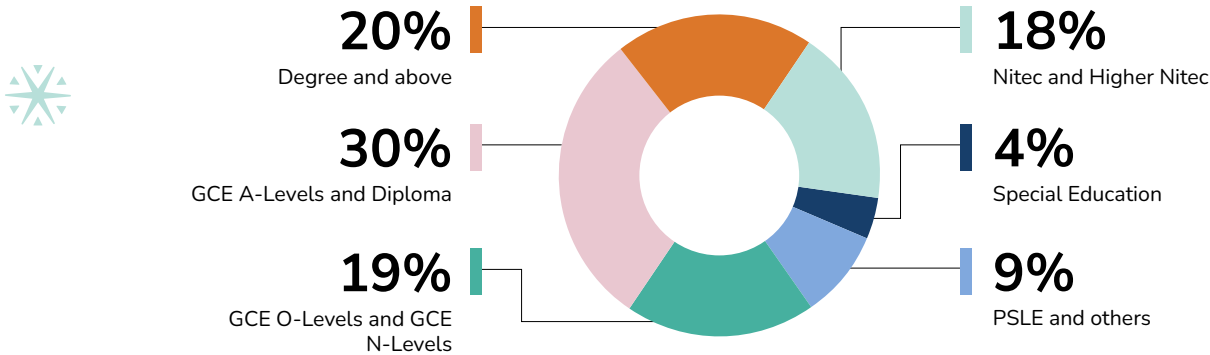
265

training places provided through **43** functional and soft skills training sessions to increase the employability of **152** trainees.

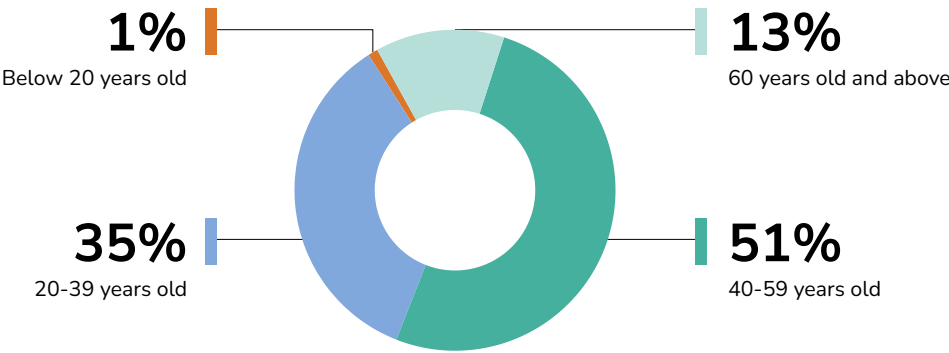
Diagnostic Profile



Education



Age



Finding a New Purpose in Life



Nur Raihan Binte Abdul Hak, 28

In a motorbike accident in 2019, Raihan sustained injuries to her brachial plexus, affecting the nerves that connect the spinal cord to her left arm. Although she continued working in cashiering roles, the need for full use of both hands made it difficult to keep pace, and she was eventually let go. Determined to find meaningful employment, Raihan enrolled in the **ESP** in February 2024, where she candidly shared her challenges and goals. She was eager to relearn computer literacy and administrative skills, and worked closely with her job coach to build confidence, improve communication, and enhance her job readiness.

Over time, Raihan strengthened her capabilities and self-confidence, and in August 2024, she was placed at the **Singapore Cruise Centre (SCC)** as a Customer Service Ambassador. The SCC's inclusive work environment and encouragement from her colleagues have enabled her potential to shine. Raihan now helps to ensure a smooth and pleasant experience for all travellers passing through the SCC.

SPD Sheltered Workshop

Our longest running programme, the **SPD Sheltered Workshop** has been providing supported employment and vocational training for persons with disabilities since 1967.

Supported by **Keppel**, the workshop engages persons with disabilities in packing, assembly and digitisation projects. Skilled artisans also offer book restoration services and craft lifestyle products that showcase their talents and creativity under the **SPD Artisan Collab** brand.

Highlights ✨

Supported employment offerings diversified with new canteen enclaves in **3** secondary schools and **3** new cleaning and hospitality enclaves piloted.



\$1,163,213

in income generated from the workshop, a **13%** increase from last year.



133

persons with disabilities supported.



36

trainees engaged in enclave assignments.



11

trainees advanced to open employment.

Diagnostic Profile

57%

Physical disabilities

17%

Developmental disabilities

of which 21 out of 23 are diagnosed with autism spectrum disorder

2%

Sensory disabilities

24%

Intellectual disabilities

Writing a New Chapter

Edmund Ho Seck Wai, 55

A stroke in 2019 dramatically altered Mr Ho's life, ending his career as a sales manager. Undeterred, he began his rehabilitation at **SPD@Toa Payoh**, receiving occupational and speech therapy to rebuild his life.

In October 2023, Mr Ho was referred to **SPD Sheltered Workshop** where he quickly adapted to tasks like packaging, labelling and quality checks. His friendly nature helped him form close bonds with his fellow trainees.

With steady progress and strong commitment, Mr Ho is now being considered for deployment to one of SPD's enclave projects as a canteen assistant – taking confident steps towards greater independence.



SPD Contact Centre

The **SPD Contact Centre** was set up in 2022 with the aim of delivering tailored solutions to meet business needs while empowering persons with disabilities through skills development and meaningful employment.

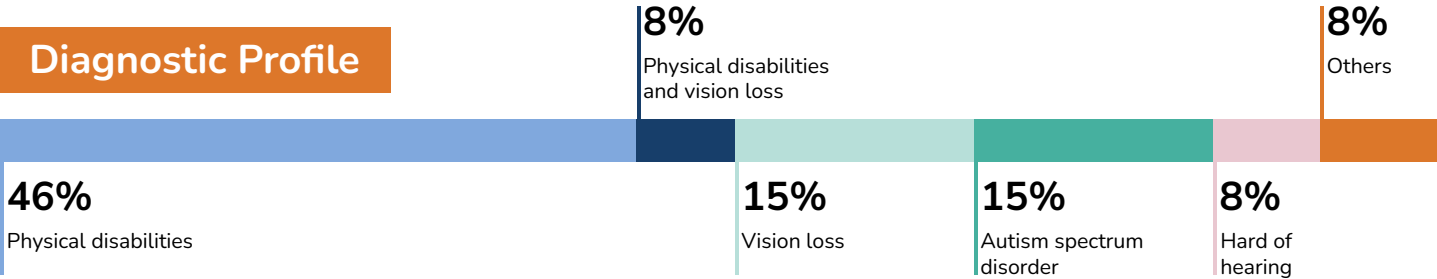
Highlights ✨

- 5 contracts secured for the year.
- Revenue rose by 60%.



38

persons with disabilities trained, 12 hired.



A Second Chance at Employment

Ivy Ten, 44

When she was 15 years old, Mdm Ten's life changed dramatically after a motorcycle accident led to the amputation of her left leg below the knee.

In 2019, Mdm Ten faced another setback when she was retrenched from her job. After nearly two months of failed job hunting, she felt very anxious as she needed to provide for her three young children, and was worried that she was not able to have enough to support her family.

Mdm Ten was introduced to **SPD's Employment Support Programme** which marked a turning point in her journey. The team took time to understand her needs – both as a mother and as a person with disability. After receiving training as an operations assistant in **VITAL**, she was found suitable for training at the **SPD Contact Centre** where she excelled at her tasks.

Mdm Ten is now deployed to support operations at one of SPD Contact Centre's customer sites, where her dedication and positivity make her a valued team member.



Enabling Greater Independence in the Community

Rehabilitation and therapy are essential in supporting persons with disabilities to achieve better health, independence and overall well-being. At SPD, we are committed to enhancing the quality of life of persons with disabilities and their caregivers by offering a range of services including therapy, care, and respite that meet their evolving needs.

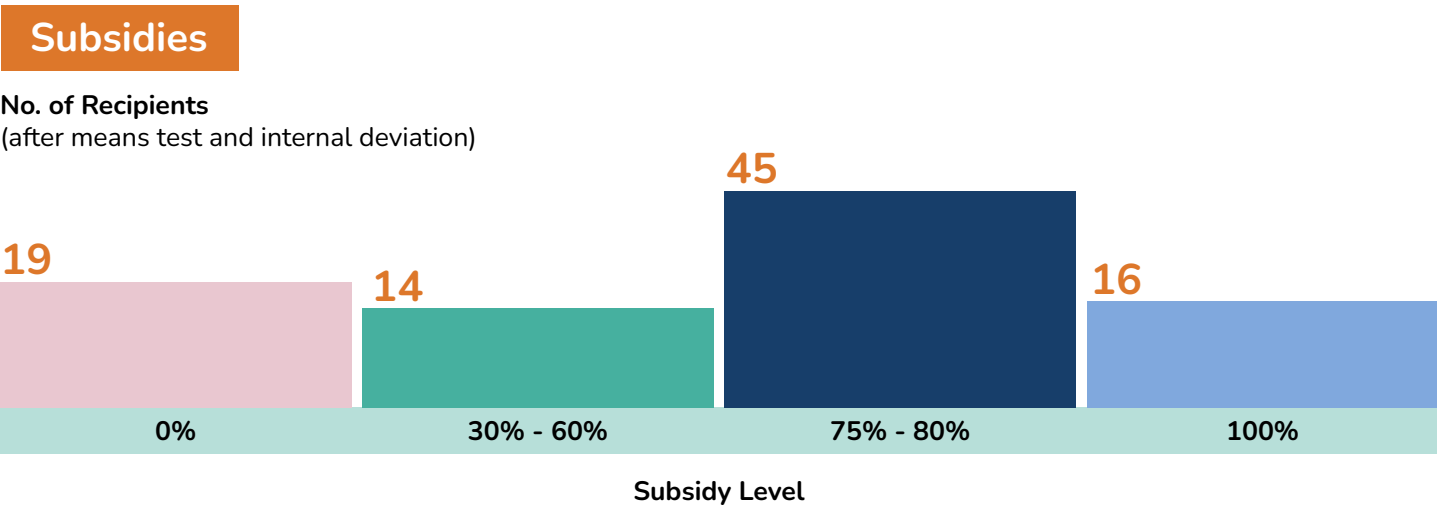
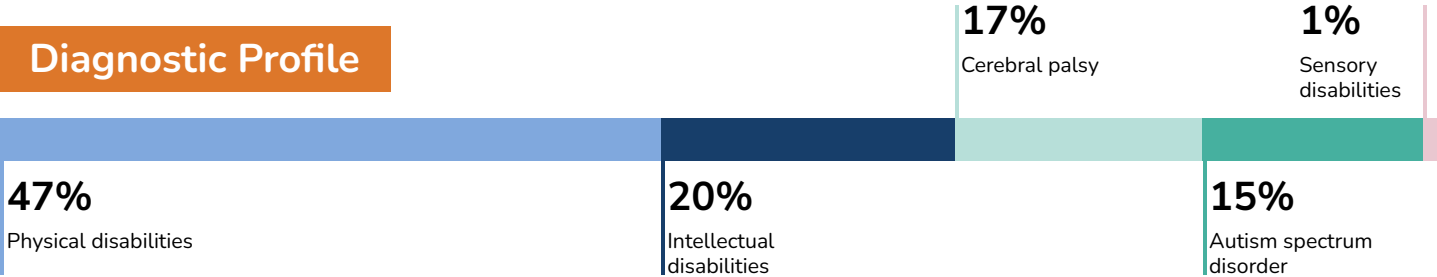


With the guidance of SPD healthcare therapy assistant Jeevaharshini d/o Vickneswaran, Mdm James Merlyn Susan carries out her daily exercises at SPD@Melody Spring Yishun.

Day Activity Centre (DAC)

Based at the **SPD Ability Centre** in Tiong Bahru, the **DAC** supports adults with disabilities, including those with autism, by nurturing essential self-help, social and recreational skills. Through meaningfully engagement at the DAC, clients gain greater independence, while caregivers benefit from valuable respite and peace of mind.

To further promote community inclusion, the **DAC Without Walls (DWW)** initiative was launched in 2019. This programme extends learning beyond the centre by using community spaces as inclusive environments for individuals with moderate support needs to develop and grow.



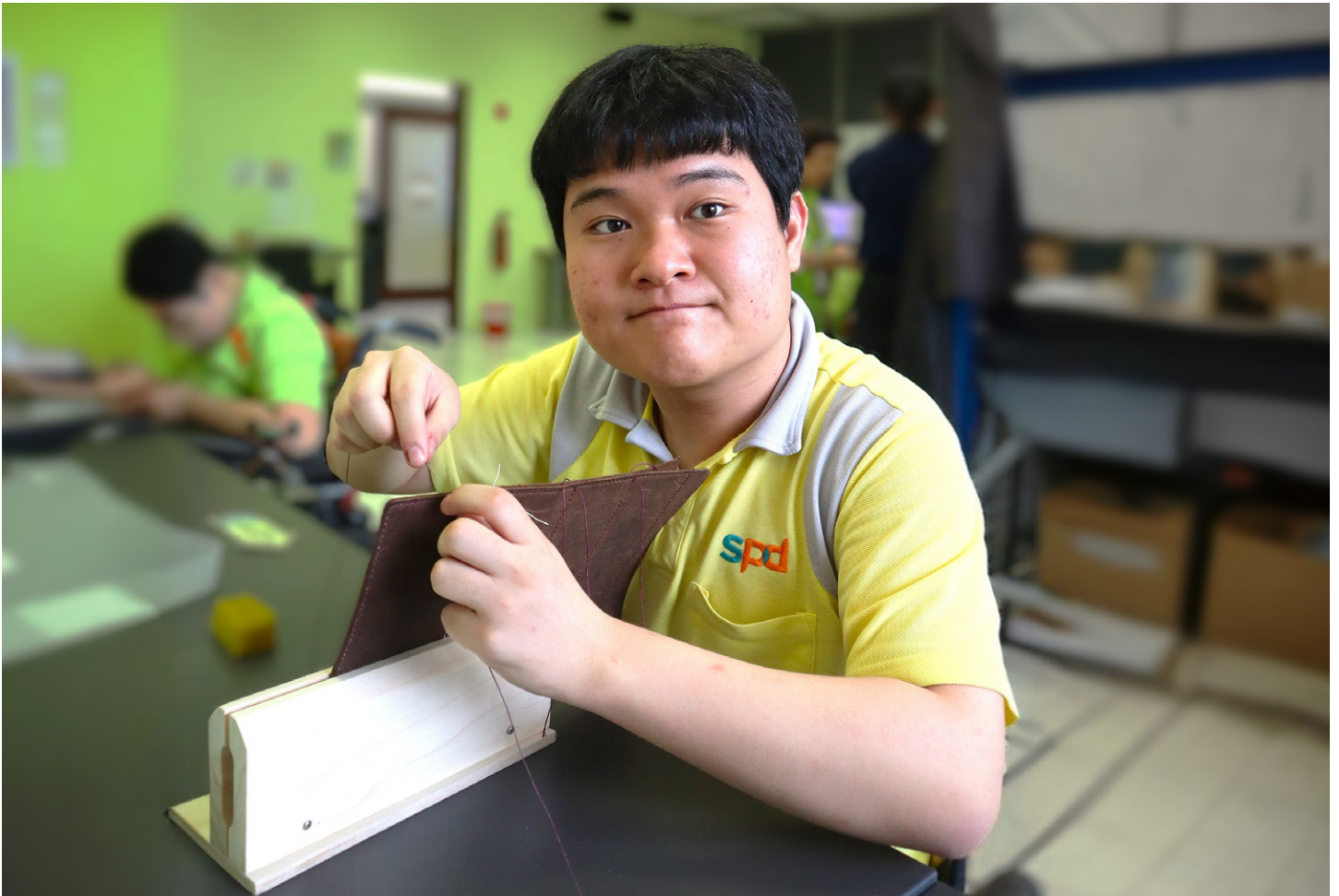
Building Life Skills and Confidence

Joel Ng, 23

Diagnosed with autism spectrum disorder and intellectual disabilities, Joel was enrolled in SPD's **DAC** in 2020 after graduating from a special education school.

The transition was initially challenging as Joel experienced anxiety with unfamiliar activities and displayed self-injurious behaviours when overwhelmed. DAC's training officers introduced to Joel coping strategies like deep breathing and finding quiet spaces. He began to show improved self-regulation and was subsequently enrolled in the pioneer batch of an apprenticeship collaboration programme between the DAC and **SPD Sheltered Workshop**, where he gained leathercrafting skills and developed in work readiness.

To support Joel's transition, the two programmes worked closely to develop a tailored training plan, as well as partnered with Joel's parents and helper to encourage family-centred practices such as practicing community mobility goals at home. As a result, Joel has gradually increased his hours at the Sheltered Workshop, learnt to travel independently from home to SPD, and can now confidently purchase his own lunch at the nearby hawker centre.



SPD Rehabilitation Services

The **SPD Rehabilitation Services** provides active rehabilitation primarily in physiotherapy, speech therapy and occupational therapy to help persons with disabilities or those at risk of developing disabling conditions gain greater independence at home and in the community.



Courage in Every Step

Gonzales Gerly Tina, 53

Nurses are sometimes referred to as medical angels – dedicated persons who go above and beyond to care for others with unwavering compassion. Ms Gonzales was one such individual, having served as a scrub nurse for 25 years before a stroke changed her life.

The stroke left her with limited use of the right side of her body and the need for assistance with dressing, showering, and walking safely in the community.

Determined to regain her independence, Ms Gonzales enrolled in the **SPD Rehabilitation Services' TTE programme**, where she attended rehabilitation sessions twice a week for six months to help her to return to work.

Supported by a multidisciplinary team, including a physiotherapist, occupational therapist, speech therapist, social worker, and employment support specialist, Ms Gonzales regained control of her right upper and lower limbs. Her speech also became more fluent, bringing her one step closer to returning to the profession she loves.



Senior Care Centres

The **SPD Senior Care Centre** is a place where seniors can feel safe, valued and respected. Our centres at **SPD@Toa Payoh**, **SPD@Canberra** and **SPD@Melody Spring Yishun** provide full day programmes for seniors requiring dementia or maintenance day care and community rehabilitation.



Highlights ✨

Operations for two new SPD Senior Care Centres commenced - **SPD@Canberra** in April 2024 and **SPD@Melody Spring Yishun** in March 2025.



15,676

day care sessions conducted for **255** clients at the **3** senior care centres.

Light Beyond the Shadows

Che Yok Hong, 71

Living with mild dementia, depression and chronic health conditions, Mdm Che tried her best to stay active with the support of her husband and two children. However, there were days when she just struggled to stay socially engaged.

Since joining **SPD@Canberra** in September 2024, she has shown remarkable improvement. Where she was once withdrawn and reserved, Mdm Che is now more alert, cheerful, and eager to take part in activities. From singing and gardening to dancing with fellow seniors, she has found new joy and confidence.

The centre's subsidised programme and transport fees have eased the family's financial burden while giving Mdm Che a safe and joyful space to stay connected – surrounded by care, community spirit, and simple pleasures that bring her happiness.



Enabling Services Hubs (ESH)

A strong support ecosystem is essential for persons with disabilities to thrive. At SPD's **ESHs**, individuals are empowered through befriending initiatives, social-recreational activities and skill-building programmes.

SPD operates ESHs in Tampines and Punggol, in partnership with **SG Enable**, serving residents across these areas and nearby neighbourhoods. These hubs provide a warm and inclusive space for persons with disabilities to stay connected to their community, grow in their abilities, and build confidence with the right support.

Highlights ✨

ESH@Punggol commenced operations in July 2024.



234

persons with disabilities and their families engaged.



Collaborated with

84

organisations such as National Library, National Museum, Esplanade, and Singapore Civil Defence Force to create engagement opportunities for ESH clients.

A Space to Belong and Grow



Tan Yu Jie Gabriel, 29

After graduating from a special education school, Gabriel, who has autism, spent most of his time at home with the family's helper. His family faced challenges in engaging him in meaningful activities. In July 2024, his mother enrolled him in **ESH@Punggol** after hearing about the programme from a church friend, hoping he could build more social connections.

Initially shy and withdrawn, Gabriel avoided eye contact and kept quiet even when others tried to engage with him. The ESH@Punggol team patiently initiated friendly conversations, listened to him, and encouraged him to participate in activities. Their genuine care helped him blossom socially. Gabriel is now a confident young man, often one of the first to greet others with a smile, initiate chats, and hold two-way conversations.



Empowering Independence through Assistive Technology

Assistive technology (AT) plays a vital role in enhancing independence, communication, mobility, and access to education and employment. Through AT, we open up new possibilities for persons with disabilities to participate more actively in everyday life and empower them to pursue their goals with greater confidence and autonomy.



Senior speech therapist Evelyn Chen demonstrates the use of an augmentative and alternative communication app to a client during a therapy session.

Specialised Assistive Technology Centre (Specialised ATC)

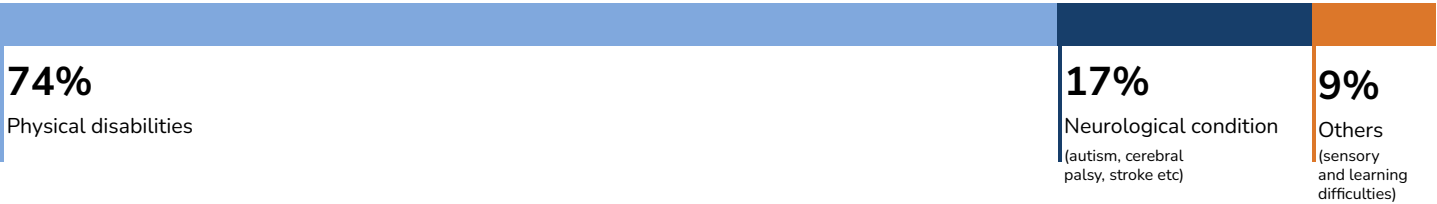
Based at **Tech Able**, which SPD co-manages with **SG Enable**, the **Specialised ATC** provides assessments, consultations, and training to help individuals and organisations harness AT to enhance the lives of persons with disabilities. Through the **AT Loan Library**, individuals can trial **over 700** types of AT devices in everyday settings – enabling them find the right fit. There are now **9 satellite AT Loan Libraries** set up in institutes of higher learning and the Singapore National Eye Centre.

Highlights ✨

- **Community of Practice (CoP)** for AT professionals and partners launched, enabling them to share insights and knowledge.
- **6 AT Associate Assessor (ATAA)** course graduates went on to complete both the **Continuous Learning Course** and **Peer Reviewer Course** which equipped them with additional skills to review and critique fellow ATAAs' AT processes and outcomes.



Diagnostic Profile



A Father's Journey to Independence



Shasi Kumar, 55

After two strokes left Mr Kumar with left-side weakness, daily activities became physically exhausting and risky due to poor balance and limited control of his left limbs.

Despite his determination to stay independent for his two school-going children, frequent falls made him realise he needed help.

Through **SPD's Specialised ATC**, he was prescribed a motorised scooter – a game-changer that restored his mobility and confidence. With this support, Mr Kumar now runs errands safely and explores job opportunities, reclaiming his role as a capable, independent father.

Lifting Lives through Personalised Support

Every individual's journey is unique and so are their needs. At SPD, we take a person-centred approach to uplifting lives through support that eases financial pressures or removes barriers to accessing essential services. These efforts ensure that no one is left behind, and that every person has the opportunity to live with dignity, confidence, and greater independence.



Social worker Sheri Teh shares a moment with caregiver Mdm Natalia Rajahmany and her daughter Gabrielle Davita d/o Rufus Devainthran who attends EIPIC at SPD@Tampines.

Specialised Case Management Programme (SCMP)

Adjusting to life with a disability can be overwhelming for individuals and their families. Through the **SCMP**, SPD's case management officers and social workers offer personalised support including counselling, financial assistance, self-care guidance, and referrals to relevant community services. Caregivers are also empowered with resources and knowledge to be primary supporters.

Highlights ✨

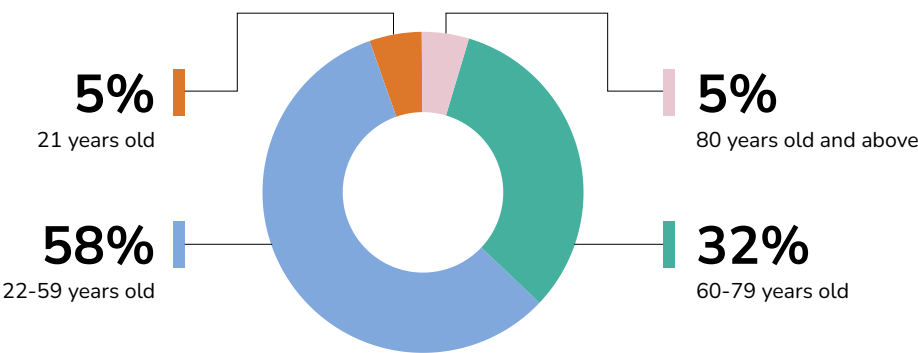
- **90%** of clients had all their identified needs met at the point of discharge.
- **2 reminiscence group work sessions** conducted to help senior clients recall significant life events and improve clients' psychosocial and emotional wellbeing.
- In collaboration with **Nanyang Polytechnic**, a groupwork session was run for **8** clients and **4** caregivers, aimed at reducing social isolation and encouraging meaningful community participation.
- A **research study** was completed on the needs of young adults with disabilities transitioning into employment, providing valuable insights and practical recommendations for future service planning.



Gender



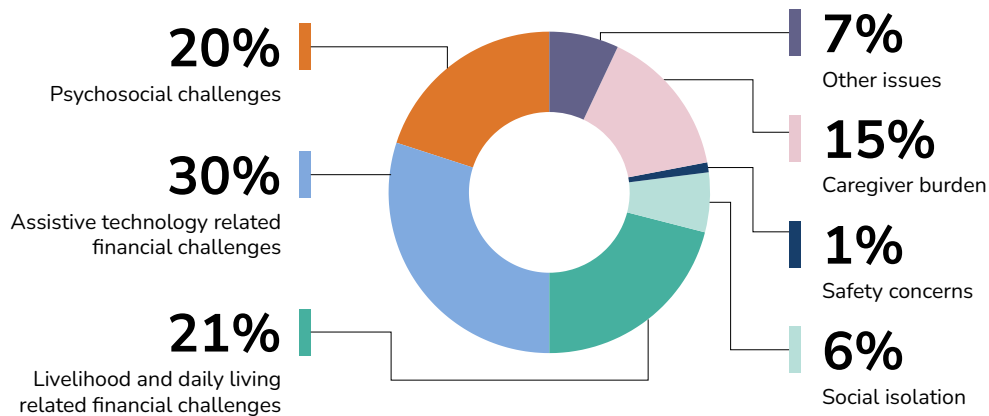
Age



Diagnostic Profile



Presenting Issues



Caregiver Support

Highlights ❄️

- **Digital safety awareness** raised over group work session organised in partnership with RSVP and the Singapore Police Force.
- A **self-care workshop** and a lantern-making activity was organised by 8 volunteers to promote caregiver well-being and provide practical self-care techniques.



Subsidies & Financial Assistance



- The **SPD Care Fund** provides short-term, temporary financial assistance to clients experiencing unexpected hardships, and to help offset the cost of essential assistive technology and mobility devices.



- In the year, the Fund disbursed **\$13,737** to **24** clients.



- The **Daily Needs Programme** provided **\$39,300** in grocery vouchers to **77** clients.

Take-A-Break (TAB) Programme

Funded by **SG Enable** and administered by SPD, **TAB** offers short-term, home-based respite care for caregivers of persons with physical, sensory or intellectual disabilities, and autism. Following a successful pilot, SPD was re-appointed to run the programme, giving caregivers essential time to rest or manage personal matters.



Supported
101
caregivers.



Caregivers activated a total of

8,121

respite hours, with the average usage nearly doubling to **80** hours per caregiver compared to the previous year.

Specialised Door-to-Door Transport Service

SPD provided dedicated door-to-door transport for **510** clients who were unable to use public transport due to their disabilities or inaccessible routes.



A Mother's Hope



Eugene Selva Raisaiah, 23

Eugene, who has Down Syndrome, lives with his mother – breadwinner and his sole caregiver. After years of being out of structured programmes, his mother grew concerned about his future and social development.

Through the **SCMP**, Eugene was enrolled in **SPD's Day Activity Centre** and the **TAB**. These interventions provide him meaningful daily engagement while giving his mother the peace of mind and time she needs to work and rest.

Together, these tailored efforts have helped Eugene take important steps towards greater independence and social inclusion.

Strengthening Care through Therapy Partnerships

Collaboration is at the heart of quality care. At SPD, we strengthen the ecosystem of support for those in need by working closely with partners across the sector. Through these therapy partnerships, we share expertise, build capabilities, and extend our reach to meet evolving needs on the ground.

With gentle guidance from SPD physiotherapist Newt Lau, a patient from TCF@East, a partner of SPD Therapy Hub, enjoys a morning walk.



SPD Therapy Hub

Established in 2005, **SPD Therapy Hub** delivers contracted rehabilitation services – including physiotherapy, occupational therapy, and speech therapy – to social service agencies and community organisations. These services benefit children with developmental needs, as well as seniors and clients with disabilities or who may develop disabling conditions.

Our therapists are equipped to serve persons with disabilities in diverse community settings. We aim to work closely with organisations to enhance their rehabilitation services and deliver better quality of care in their programmes.



Highlights ❄️

- Co-hosted the **Community Therapy Symposium** with **SingHealth Community Hospitals** in September 2024, facilitating knowledge sharing, networking, and collaborative learning among **300** allied health professionals and sector partners.
- By fostering a **model of shared learning and collaboration**, SPD Therapy Hub strengthened professional capabilities and service integration, ensuring more co-ordinated and effective care for clients.
- Drove innovation in service delivery, piloting holistic interventions such as holiday programmes in **APSN Tanglin School** to improve students' functional skills and prevent skills regression.
- Presented action research at national platforms such as **Developmental Paediatrics Conference**, **Singapore Rehabilitation Conference**, **National Occupational Therapy Conference**, and **Participation-Inclusion in Action Conference**. These engagements allow SPD Therapy Hub to shape national discourse on best practices in rehabilitation and inclusion.



7,940

individuals supported by SPD Therapy Hub.



126

physiotherapists, occupational therapists and speech therapists deployed to support children, adults and elderly in **68** programmes such as in nursing homes, day activity centres, community hospitals, EIPIC centres and schools.

- Proactively collaborated with institutes of higher learning to build the sector's professionalism and capabilities as part of talent acquisition. As an industry partner of **Singapore Institute of Technology** and **National University of Singapore**, SPD Therapy Hub engages students through lectures and industry insights, inspiring them to pursue a career in community care.

Capability Building across Sectors

- **403** educators equipped to better support children with developmental and learning needs in mainstream schools and pre-schools.
- **20** training sessions delivered to **332** early childhood educators and **21** Special Educational Needs (SEN) Officers through **curated professional development programmes**.
- **Customised training** provided to **1** primary school cluster, equipping **50** teachers with specialised strategies to support students more effectively.

Courses	No. of Participants	No. of Runs
ECDA-endorsed professional development courses for early childhood and early intervention educators	332	18
MOE-endorsed professional development courses for primary and secondary school SEN Officers	21	1
Customised training workshops for mainstream schools	50	1
Total	403	20



Shaping Perceptions, Sparking Inclusion

Changing mindsets is key to building a truly inclusive society. We advocate for greater understanding of people with disabilities through talks, workshops, campaigns, and public education efforts that bring real stories and perspectives to the fore. By shaping perceptions, we pave the way for empathy, respect, and lasting inclusion.



Facilitators and participants of the 'Walk In My Shoes series - Disability Etiquette on Wheels', an experiential workshop conducted by SPD in collaboration with The Purple Parade, SBS Transit Ltd, Caring SG Commuters, and the Public Transport. Council.

Image credit: The Purple Parade

Highlights ✨

- Reached more than **3,900** individuals through disability awareness talks, events, training and workshops - fostering greater understanding and inclusive attitudes across Singapore.
- **7 new SPD Inclusion Champions** appointed for disability inclusion.
- Public education campaign **UNLABEL** conducted in collaboration with **SMRT** and creative agency **Societal**. Posters were installed at **4** SMRT stations, specifically Dhoby Ghaut, Somerset, Bras Basah and Raffles Place, in in-train panels along Circle Line and North-South Line, as well as **50** bus stops between 14 November and 11 December 2024. Digital versions were also displayed at **Heartbeat@Bedok**, **One Punggol**, **Our Tampines Hub**, **SAFRA Choa Chu Kang** and **SAFRA Punggol**.
- **Photography for Good** exhibition launched and a commemorative video for SPD's 60th anniversary produced, strengthening empathy and community connections.



United in Purpose: Donors and Volunteers

Every step taken forward is fueled by the generous hearts and hands of our donors and volunteers. Their unwavering commitment sustains our mission, turning hope into action and dreams into reality. Whether through financial support or sharing of time and skills, these champions of change help create opportunities, build community, and empower persons with disabilities to live more fulfilling lives.



The Music Group volunteers bring joy to the clients at the SPD Day Activity Centre through song and music every month.

Volunteers

Highlights ✨

- Continued second year of participation in the **NCSS-NVPC Project V** initiative through collaboration with new partner **Razer**, whose **66** volunteers contributed **198** hours engaging **71** SPD Day Activity Centre clients.



340

individuals and **77** corporates, schools and community groups contributed **17,566** hours.



303

individuals and **36** organisations were newly recruited as volunteers.

Bringing Joy through Volunteering



Chau Mei Po, 69

Mdm Chau was strolling in Bedok Reservoir one day when she came across persons with disabilities participating in some activities. Inspired by their spirit and joy, she noticed the SPD logo and wanted to find out if she could lend a helping hand too. Through her search, she discovered that there were volunteering opportunities at **ESH@Tampines** – a community space where persons with disabilities could interact with the wider community and take part in inclusive activities.

Bringing with her 13 years of experience as a Special Educational Needs Officer in a primary school, she continues to be active in the disability sector, finding deep fulfillment in engaging with children and persons with disabilities. Volunteering at ESH@Tampines allows Mdm Chau to continue making a positive impact in an area close to her heart.

Donors & Sponsors

For 60 years, SPD has been sustained by the generosity of individuals and corporate partners. Their support has played a vital role in keeping our services accessible and affordable for those who need them most.

Highlights ✨

- Despite a volatile business climate exacerbated by geopolitical tensions in other parts of the world, we met our fundraising obligations, achieving a **10%** increase in corporate and individual giving compared to last year.

Key Fundraisers

SPD Charity Golf 2024:

\$544,000* raised with the support of **176** golfers at Orchid Country Club on 25 July.



SPD Ability Walk 2024:

Over **2,200** supporters participated in the event on 1 September that raised close to **\$569,000*** with the support of **9** new donors, long-time donor **TechnipFMC** and **13** returning donors.



Charitrees 2024:

80 trees lit along the Marina Bay Waterfront from 20 November to 26 December 2024 in this joint project with **The Rice Company Limited, Kidney Dialysis Foundation and Samaritans of Singapore**; **\$449,000*** raised from 22 donors.



SPD Charity Hongbao 2025:

Close to **\$201,000** raised with the support of **104** schools and **6** corporate partners. **64** talks were also conducted in schools to help students gain a deeper understanding of disabilities.



Total amount raised: **\$5.3 million**

*bolstered by support from the Tote Board's Enhanced Fund-Raising Programme

Building Capability, Driving Excellence

SPD's strength lies in the passion, dedication and professionalism of our people. Across roles and career stages, every staff member plays a vital part in driving our mission and delivery of quality care to those we serve.

SPD staff at the Organisational Excellence Day 2025.



People Development

Intensified our strategic recruitment efforts through staff referral programmes, active participation in sector-wide hiring campaigns, and collaborations with partners such as **NTUC's e2i** and **HMI Institute** to strengthen talent pipeline and attract suitable candidates.

Staff strength:
515
(as of 31 March 2025)



Training hours:
40 hours

clocked on average by each staff



Organisational Excellence

- Received the **Charity Transparency Award 2024** by Charity Council.
- Renewed **SG Enable's Enabling Mark (Gold)**, a national-level accreditation framework that benchmarks and recognises organisations for best practices and outcomes in disability-inclusive employment.
- 7** staff recognised at the **SingHealth Quality Service Awards 2025** for their commitment to service excellence.
- Acquired the **Progressive Wage Mark Accreditation** for a period of 1 year, starting from 1 August 2024.
- Enhanced **onboarding content** and process for new hires through the self-learning modules available on the SPD learning management system.
- Secured support from the **Transformation Sustainability Scheme** for capability building initiatives in People and Digitalisation domains in the Organisation Health Framework for Social Service.

Sustainability

Set up low energy LED lightings, energy saving air conditioning units and sanitary equipment with highest water efficiency ratings at all new early intervention centres.

Continued efforts in green disposal of IT devices and printer toners, and maintained recycling bins for wastepaper and plastics at SPD Ability Centre.

Technology and Infrastructure

- Implemented a **cloud-based financial system** and enhanced the client management system to include **Patient Management System**, improving service delivery and operational efficiency.
- Readied **4** new centres with complete renovations, IT infrastructure and equipment installation.
- Rolled out **Managed Detection and Response** service and **Data Security Instructions (DSI)** to bolster cybersecurity and decentralised network infrastructure to improve agility and system robustness.

Shaping the Future, Together

Sixty years on, SPD remains anchored in our founding purpose – to empower persons with disabilities to live independently and meaningfully in an inclusive society. While much progress has been made, there is still more to be done. Looking ahead, we continue to grow, evolve and innovate – ensuring we meet emerging needs while strengthening our foundations.



At the SPD Rehabilitation Services, senior physiotherapist Joyslyn Lai and therapy assistant Norieta B Galuga work with Samantha Lee on strength training exercises.

Strengthening Our Service Landscape

- New early intervention centre at **Bukit Batok** to open in January 2026.
- Services to be expanded and optimised for better stewardship of resources and outreach.
- Newly opened early intervention centres to be ramped up and practices standardised for improved child outcomes across centres.

Enhancing Programmes and Structures

- **Enabling Skills for Life Programme** to be developed and piloted in October 2025, integrating Day Activity Centre, Sheltered Workshop and home-based behavioural intervention services.
- An **EIPIC toolkit** to be created to better support EIPIC teachers and professionals.
- **Caregiver Toolkit** to be introduced as part of the Enhanced Caregivers Support Framework.
- **Community-based programmes** to be explored to support the preventive care and cognitive health of seniors.
- New courses to be developed to improve work readiness of clients.
- New **training modules** to be introduced for hiring managers, supervisors and co-workers to improve their confidence and competence in hiring and working with persons with disabilities.

Fostering Inclusive Communities

- **Volunteer training** to be scaled up to better meet service needs.
- More **F&B and hospitality enclaves** to be set up to create employment opportunities.
- More **therapeutic groupwork** interventions for both clients and caregivers to be introduced to better address their psychosocial and emotional needs.



Investing in People and Capability

- An **induction programme** to be rolled out for new managers.
- **SPD Therapy Hub** to be **repositioned** to focus on external therapist deployment.
- Therapist rotations to be facilitated across divisions for **career development**.
- SPD headquarters to be renovated to support new service models and address growing client complexity.
- Embark on a **job sizing and salary benchmarking exercise** to ensure salaries remain competitive and support career progression.



Strengthening Infrastructure and Digitalisation

- Funding from the **Transformation Sustainability Scheme** and **Community Silver Trust** deployed to reinforce digital and people capabilities.
- Cybersecurity posture to be enhanced with upgraded infrastructure and testing.
- **Client Management System (CMS)** to be expanded to onboard Early Intervention Programme for Infants and Children, Development Support and Learning Support and Employment Support Programme, while improving automation in procurement and finance.



The Stewards

Board of Management

Patron

His Excellency, Mr Tharman Shanmugaratnam
President of Singapore



 Ms Ong Toon Hui, PPS(E) President (Since 27 August 2022) Vice-President (26 September 2020 – 27 August 2022) Vice Dean and Executive Director, Institute for Governance and Leadership, Lee Kuan Yew School of Public Policy, National University of Singapore	 Mr Zhang Weijie Vice-President (Since 24 August 2024) Honorary Treasurer (1 September 2023 – 24 August 2024) Honorary Assistant Treasurer (27 August 2022 – 31 August 2023) Honorary Assistant Treasurer (16 July 2019 – 26 September 2020) Senior Director, Digital Economy Office & Director (Industry), National Artificial Intelligence Group, Ministry of Digital Development and Information	 Mdm Fawziah d/o Jainullabudeen Honorary Treasurer (Since 24 August 2024) Honorary Assistant Treasurer (1 September 2023 – 24 August 2024) Consultant, The CFO Centre Group	 Mr James Ong Hsien Chih Honorary Assistant Treasurer (Since 24 August 2024) Chief Strategy Officer, Tsao Pao Chee Group	
 Dr Fermin Diez Member	 Mrs Diana Ee-Tan Member	 Ms Koh Li-Na Member	 A/P Lim Hua Beng Member	
 Dr Lim Sok Mui, May Member	 Mr Ngan Wan Sing, Winston Member	 Mr Tang Liheng Member	 Mr Yeo Teck Guan Member	 Mr Abhimanyau Pal Ex-Officio Secretary (From 1 December 2010)

Audit Committee**Chairperson**

Mr Ngan Wan Sing, Winston

MembersMs Chow Siew Ying, PPA(G)
Ms Suman Kishinchand Balani**Human Resource & Remuneration Committee****Chairperson**

Dr Fermin Diez

MembersMr Lim Khia Tat
Mr Charlton Ong
Ms Ong Toon Hui, PPS(E)
Ms Poh Hwee Hian
Ms Lilian Tan**Resource Mobilisation & Partnerships Committee****Chairperson**

Mr Yeo Teck Guan

MembersMrs Diana Ee-Tan
Mr James Ong Hsien Chih
Dr Claire Tan Lee Fang
Ms Tan Bee Heong (appointed 19 April 2024)
Mr John Ng Pangilinan (appointed 22 October 2024)
Mr Tan Chang Huong (appointed 22 October 2024)**Services Committee****Chairperson**

Mr Tang Liheng

MembersAdjunct A/P Chong Shang Chee
A/P Lim Hua Beng
Dr Lim Sok Mui, May
Dr Ng Yee Sien
Ms Tan Bee Yee**Social Enterprise Pro-Tem Committee****Chairperson**

Ms Poh Hwee Hian

MembersMr Ngan Wan Sing, Winston
Mr Zhang Weijie**Board Advisory Panel****Members**Ms Chia Yong Yong, BBM, PBM
Mr Low Wong Fook**Technology Advisory Panel****Chairperson**

Mr Wong Hwee Lim

MembersMs Koh Li-Na
Dr Ong Chen Hui
Ms Gin Wong Chin Ee
Mr Yeo Teck Guan
Mr Ee Kiam Keong (appointed 24 August 2024)**Senior Management****Abhimanyau Pal**
Chief Executive Officer**Ron Loh**
Assistant Chief Executive Officer (Services)
(From 1 June 2025)**Tay Soong Kiang**
Assistant Chief Executive Officer (Corporate) and Director, Corporate Services**Joyce Wong**
Senior Director, Centralised Services and CEO Office
(Till 6 March 2025)**Esther Chong**
Director, Employment Services**Becky Hoo**
Director, Human Resource and Organisational Development**Katherine Sng**
Director, Community Partnerships**Teo Pek Wan**
Director, Adult Services**Kam Jin Chieh**
Deputy Director, Chief Allied Health Office
(From 5 May 2025)

Governance

A new Board of Management, led by President Ms Ong Toon Hui, was elected into office at the Annual General Meeting on 24 August 2024 with Vice President Mr Zhang Weijie. The meeting had deliberated and approved Ms Ong to serve an additional term as part of the Board's leadership transition. She would have served on the Board for ten consecutive years by March 2026. The Board's plan for leadership succession addresses SPD's long-term goals and complements key management succession. It has identified candidates who are proven leaders with passion and experience in the non-profit and disability sectors to lead the SPD Board. The Board bade farewell to Professor Ho Lai Yun and welcomed newly co-opted members Dr Fermin Diez, Ms Koh Li-Na and Mr Ngan Wan Sing, Winston.

The Services Committee welcomed back Dr Ng Yee Sien and his expertise in Rehabilitation Medicine, Neuro-Rehabilitation, Robotics and Interactive Technology in Rehabilitation. The Resource Mobilisation and Partnerships Committee was delighted to have Ms Tan Bee Heong, Mr John Ng Pangilinan and Mr Tan Chang Huang join us this year. The Technology Advisory Panel welcomed Mr Ee Kiam Keong who brought with him over 30 years of IT industry experience.

SPD was conferred the Charity Transparency Award for the seventh consecutive year in November 2024 as we continued to adhere to the requirements of the Charities Act, the Code of Governance for Charities & Institutions of a Public Character and regulations issued by the Charity Council, reporting regularly to the Ministry of Social and Family Development, Ministry of Health, National Council of Social Service and Agency for Integrated Care.

SPD's Board of Management is made up of volunteers who are elected to the Board and serve a period of two years before a new Board is elected. All members of the Board of Management, Board Committees and Panels do not receive any remuneration nor director's fees. The profiles of these members are posted on SPD's website. SPD's Code of Ethics and Conduct and Whistle Blowing Policy are also available for viewing on SPD's website.

In the year, the Board held five Board meetings, as required under the Constitution. This is apart from Board Committees, special meetings, workplan retreats and strategic planning sessions by members with relevant knowledge and experience in working with the management.

One Board Orientation session was conducted for new members of the Board, Committees and Panels. The session provided a deeper understanding of SPD's history and services, helped members foster positive relationships and confidence with stakeholders, media and the public. Board members have also actively participated in events organised by donors, partners and SPD throughout the year.



Attendance

Board Members	Designation for Term 2024-2026	Attendance in FY2024-2025
Ms Ong Toon Hui, PPS(E)	President	4 out of 5
Mr Zhang Weijie	Vice-President	4 out of 5
Mdm Fawziah d/o Jainullabudeen	Honorary Treasurer	5 out of 5
Mr Ong Hsien Chih James	Honorary Assistant Treasurer	5 out of 5
Dr Fermin Diez	Member	3 out of 4
Mrs Diana Ee-Tan	Member	4 out of 5
Ms Koh Li-Na	Member	3 out of 4
A/P Lim Hua Beng	Member	5 out of 5
Dr Lim Sok Mui, May	Member	5 out of 5
Mr Ngan Wan Sing, Winston	Member	4 out of 4
Mr Tang Liheng	Member	5 out of 5
Mr Yeo Teck Guan	Member	3 out of 5
Board Members	Designation for Term 2022-2024	Attendance in FY2024-2025
Prof Ho Lai Yun, BBM, PBS, PBM, JP	Vice-President	1 out of 1

Reserves Policy

The Board of Management regularly reviews the financial performance and budgets to ensure that unrestricted funds are adequate to fulfil our continuing obligations. The Board of Management's current policy is for the Society to maintain reserves that are readily available for operating purposes of no more than two years of its total operating expenditure for financial sustainability. This should enable services with unanticipated reduction of disruption in funding to continue running smoothly until new funding is available. As of 31 March 2025, SPD's reserves stood at about 10 months.

Conflict of Interest Policy

SPD's conflict of interest policy, approved by its Board, requires Board and Board Committee members, as well as employees, to declare actual or potential conflicts of interest regularly, as needed, and at the earliest opportunity. Conflict of interest is also managed through excluding staff, Board and Committee members from discussions and decision-making where there is a conflict of interest. Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled. There is no paid staff who is a close member of the family of the Chief Executive Officer or a Board member of the Society.

Salary Bands of Top 3 Executives

The total annual remuneration of the three highest paid staff for the financial year are as follows:

Remuneration Band*	Number of staff
\$200,001 to \$300,000	2
\$300,001 to \$400,000	1

*Includes salaries, bonuses and contributions to Central Provident Fund.

Governance Evaluation Checklist for the Year Ended March 2025

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
Principle 1: The charity serves its mission and achieves its objectives.					
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes		2
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes		2
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes		2
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes		2
Principle 2: The charity has an effective Board and Management.					
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes		2
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes		2
7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance * Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.	2.3	Yes		2
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes		2
10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position). For Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's reappointment to the position of Treasurer (or an equivalent position) may be considered after at least a two-year break. ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.	2.6	Yes		2
11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well. a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	Yes		2
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well. a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break. For all Board members: a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board. b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting). c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a 2.9b 2.9c	Yes		2
14	For Treasurer (or equivalent position) only: d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years. i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9b.	2.9d	Yes		2
Principle 3: The charity acts responsibly, fairly and with integrity.					
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise. a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	Yes		2
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes		2
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes		2
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes		2
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes		2
Principle 4: The charity is well-managed and plans for the future.					
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes		2
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes		2
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes		2
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes		2
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes		2
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes		2
Principle 5: The charity is accountable and transparent.					
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes		2
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes		2
30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes		2
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes		2
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable	5.6a	Yes		2
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument	5.6b	Yes		2
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes		2
Principle 6: The charity communicates actively to instil public confidence.					
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes		2
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes		2

SN	GEC Guidelines	Code ID	Yes / No / PC*	Explain if No or Partial Compliance	Score
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes		2
Total Score					76
Percentage (Total Score/76x100%)					100%

*PC: Partial Compliance

Summarised Financial Statements

BALANCE SHEET

(as at 31 March 2025)

	2025	2024*
ASSET		
Current Assets	83,895,375	79,469,388
Non-current Assets	9,309,295	7,386,221
Total Assets	93,204,670	86,855,609
LIABILITIES		
Current Liabilities	14,616,092	12,250,483
Non-current Liabilities	68,650	85,126
Total Liabilities	14,684,742	12,335,609
FUNDS		
General Fund	39,968,442	37,358,306
Designated Funds	7,366,656	7,366,656
Restricted Funds	31,184,830	29,795,038
TOTAL FUNDS AND LIABILITIES	93,204,670	86,855,609

*Reclassifications have been made to enhance comparison with the current year's presentation.

STATEMENT OF FINANCIAL ACTIVITIES

(for the year ended 31 March 2025)

	2025	2024
INCOME		
Voluntary Income	5,986,204	6,417,470
Investment Income	2,135,618	2,265,538
Income from Charitable Activities	46,151,225	37,388,716
Other Income	120,540	44,767
Total Income	54,393,587	46,116,491
EXPENDITURE		
Costs of Generating Voluntary Income	1,260,025	1,197,674
Charitable Activities	48,225,129	38,602,323
Governance Costs	908,505	918,362
Total Expenditure	50,393,659	40,718,359
NET SURPLUS	3,999,928	5,398,132

With Gratitude

Donor Acknowledgement (April 2024 to March 2025)

\$500,000 and above

Community Chest
Singapore Airlines Limited
Tote Board

\$250,000 - \$499,999

Deloitte Singapore
Keppel Care Foundation

\$100,000 - \$249,999

Asia Pacific Breweries Foundation
Finova Impact Ltd
FairPrice Foundation Limited
President's Challenge 2024
Shahani Mahesh Bhagwan Gobind

\$50,000 - \$99,999

Certis Cisco Security Pte Ltd
Flex Foundation
FMC Technologies Singapore Pte Ltd
Ho Beng Seng Eugene
Korean Chamber of Commerce in Singapore
NatSteel Holdings Pte Ltd
Piyush Jain
Seet Lucy
The Community Foundation of Singapore
VDL Enabling Technologies Group (Singapore) Pte Ltd

\$10,000 - \$49,999

ASA Contracts Pte Ltd
AsiaPac Technology Pte Ltd
Aw Pore Long
Berzins Andrey Charles
Car Fresh Pte Ltd
Cargill Asia Pacific Holdings Pte Ltd
Check Point Software Technologies Pte Ltd
Cheung Pui Yuen
Chew Chih-Lin, David
Chew How Teck Foundation
Chicago Mercantile Exchange Inc (Singapore Branch)
Chung Seow Lim
Cloudflare Pte Ltd
CMA Mental Arithmetic Centre (Yishun) Pte Ltd
ComfortDelgro Corporation Limited
CTC Global Pte Ltd

Cundhi Temple (The late Sek Weng Kong)
Dabo Corporation Pte Ltd
David Lim Everest Foundation
Ee Siong Chee Nora
Emerson Asia Pacific Pte Ltd
Enova Electrical Pte Ltd
Equinix Foundation
Eset Asia Pte Ltd
Exyte Singapore Pte Ltd
GL Engineering & Construction Pte Ltd
Hitachi Vantara Pte Limited
Hoe Kee Hardware Pte Ltd
Hong Lam Marine Pte Ltd
Imperva Singapore Pte Ltd
Keysight Technologies Singapore
Knots Cafe & Living @ Paya Lebar
KPI OceanConnect
Kwok Siew Chen Sharon
Lee Boon Teck
Lee Foundation, Singapore
Lih Ming Construction Pte Ltd
Lim Eng Hong
Link-8 Security Pte Ltd
Low Hwee Chua
L-QuBE Pte Ltd
M.Tech Products Pte Ltd
Madabhushi Srinivasa Kesava Muralidhar
Marina Bay Sands Pte Ltd
Moez Hatim Nakhoda
NCS Line Singapore Pte Ltd
Ng Jiak See
Ogilvy Singapore Pte Ltd
Onerht Foundation Ltd
Parakattil Kurian Pius
Pavilion Capital International Pte. Ltd.
Peng Kee Noodles Manufacturer Pte Ltd
Phillips 66 International Trading Pte Ltd
PTC System (S) Pte Ltd
Quah Kee Swee
Royal Secrets Beauty Indulgence Pte Ltd
Sheng Siong Group Ltd
Singapore Pools (Private) Limited
Soverus Pte Ltd
Straitdeer Pte Ltd
Tan Chin Tuan Foundation

Tan Ean Kiam Foundation
 Tan Wisni
 Tech Data Advanced Solutions (Singapore) Pte Ltd
 Top International Holding Pte Ltd
 Tuas Pek Kong Keng Management Council
 Unigold International Pte Ltd
 VEGA Instruments (SEA) Pte Ltd
 VMware Singapore Pte Ltd
 Wang Learning Centre Pte Ltd
 Woh Hup (Private) Limited
 Yong Fong Engineering & Construction Pte Ltd

\$3,000 - \$9,999

ADDP Architects LLP
 Allalloy Dynaweld Pte Ltd
 Amazon Asia-Pacific Holdings Private Limited
 Ang Siek Keong
 Arc Floor Pte Ltd
 Asiacloud Solutions Private Limited
 Aspial Corporation Limited
 Atek Engineering Pte Ltd
 Bit Solution Pte Ltd
 Chan Bee Hong
 Chen Wu
 Chia Peng Chwan
 Chia Wee Kiat Kelvin
 Chong Kwee Lian
 DCS Card Centre Pte Ltd
 Dell Global B.V. (Singapore Branch)
 Diana Virgo
 Dynatrace Asia-Pacific Pte Ltd
 Edy Susanto
 Ee Choo Lin Diana
 Eureka! Campaign Associates Pte Ltd
 Fabien Rousse
 Fiore Michael Peter
 Goy Hoe Shin
 Green Link Digital Bank Pte Ltd
 Hoy San Stevedoring Pte Ltd
 Hsieh Wei Tong
 Huawei International Pte Ltd
 HY Building & Maintenance Services Pte Ltd
 Iyanu Foundation Limited
 iZeno Pte Ltd
 Kaiden Group Pte Ltd
 Kalthsum Mohd Yassin
 Kingsmen Creatives Ltd
 Lai Ginn Song
 Lam Choong Weng
 Lauer and Sons Investments Pte Ltd
 Lede Collective Pte. Ltd.

Lee Weng Chong
 Lee Yuin Mei Jane
 Lim Eng Khiang
 Lim Fang Peng
 Lim Nancy
 Lin Xing
 Low Choon Meng
 Make The Change Pte Ltd
 Menlo Security Asia Pacific Pte Ltd
 Mitsubishi Electric Asia Pte Ltd
 Ng Cho Jan
 Ng Tuck Yeong Dayan
 Ng Wee Kiat Michael
 Ong Lye Huat
 Overseas Academic Link Pte Ltd
 Pin Press Pte Ltd
 Poa K B Cynthia
 Poa Koon Koon Hazel
 Puat Jit Buddhist Temple
 RainMaker Shows Pte Ltd
 Raja & Tann Foundation
 Red Hat Asia Pacific Pte Ltd
 Roxy-Pacific Holdings Pte. Ltd. (Roxy Foundation)
 RSM SG Assurance LLP
 SAFRA National Service Association
 Samir Chandra Arora
 SCSK Asia Pacific Pte Ltd
 Seah Wong Chi
 Seah Zi Ping Matthew
 Seet Seng Hong
 Seow Keng Seng
 ServiceNow Pte Ltd
 Shenton Investment Pte Ltd
 Sin Chow Mei
 Singapore Cruise Centre Pte Ltd
 Singapore Telecommunications Limited
 Singapore United Estates (Private) Limited
 Smart Energy Pte Ltd
 Soh Jin Ting
 SPTel Pte Ltd
 Sumet Jiaravanon
 T.E Welgrow Engineering Pte Ltd
 Tan Ah Boon
 Tan Hong Beng
 Tan Lay Kwan
 Tan Lee Kian
 Tan Siok Peng
 Tan Yew Kong
 Tee Up Capital Pte Ltd
 Teo Chih Woei
 Thomson Shin Min Foundation

Tie Edmund
 Tiong Heng Liong
 Trans-Orient Shipping Pte Ltd
 TTS Group Pte Ltd
 Tuty Limas
 Value Add System & Technology Pte Ltd
 Wang Jie
 Wong Mun Han
 Wong Soon Peng Adrian
 Yang Lin Lynn
 YCH Group Pte Ltd
 Yee Ting Chi Floris
 Yeoh Choon Jin
 Yeong Wai Teck
 实能岗北小饭住屋联合中元会 (财务报表)

\$1,000 - \$2,999

A Lee
 Abhijeet Kulkarni
 Abwin Leasing Pte Ltd
 Acumed Medical Pte Ltd
 Agarwal Harsh Lakshman
 Ah Chiang Porridge Pte Ltd
 Alcare Pharmaceuticals Pte Ltd
 Allen & Gledhill
 Ang Hwee Yang
 Ang Phuay Eng
 Ang Poh Choo
 Annitha Annathurai
 Astute Tax Pte Ltd
 Aziz Lakhani
 Baker Jarrod
 Baosteel Singapore Pte Ltd
 Believe to Success (B2S)
 Ben Israel Donald Anamalai
 Bora Abhijit
 Brent Vasconcellos
 Campion Thibaut
 Capital Airconditioning International Pte Ltd
 Chan Chee Hock
 Chan Chong How
 Chan Man Ping Philip
 Chang Chin Meng
 Charn Tze Choong
 Chay Li Keng
 Chee Chye Yun
 Chee Sue Yin Joy
 Cheng Jian Fenn
 Cheng Jyh Shyong
 Cheng Zhi Wei
 Cheok Lee Eng

Cheong Chew Wai
 Cherie Hearts @ Charlton Pte Ltd
 Chew Beng Eng Evelyn
 Chia Boon Hock Ivan
 Chia Carina
 Chia Cher Khiang Vincent
 Chia Huat Seng
 Chia Hwee Ming
 Chia Shu Min Sherman
 Chia Yuan Yuan
 Chien Hsiu Fang
 Chiew Hui Ying Chloe
 Chiew Xue Ting
 Chin Hon Choong
 Chiong Yee Keow
 Chng Chun Kiat Allen
 Chong Chai Loon
 Chong Chee Yen Gabriel
 Chong Khee Yin
 Choo Joseph
 Choong Way Min Gregory Gerard
 Chow Ban Hoe
 Christopher de Lavigne
 Chua Bing Yee
 Chua How Kiat
 Chua Siew Lian Florence
 Chua Wee Lee Anggerek
 Commonwealth Freight Services Pte Ltd
 Debashis Sen
 Deng Jiaqiang
 Design 2 Associates Pte Ltd
 Dhavale Ajinkya Arvind
 Dou Yee Enterprise (S) Pte Ltd
 Ee Seck Leng Stanley
 Equinix Inc
 Ever Clean Laundry Pte Ltd
 Fabulous Import and Export Pte Ltd
 Fong Chee Meng
 Foo Keong Tatt
 Foo Kok Wee
 Foo Lai Wah
 Forey Anouchka Bee
 Furama Hotels International Management Pte Ltd
 Gan Beng Jin Lloyd
 Gan Chin Wei Tervis
 Gan Meng Wee
 Gay Ping Kee Raymond
 GenRiver Financial Pte Ltd
 Giam Ei Leen
 Goh Boon Teck
 Goh Ken

Goh Kwang Soon Joel
Goh Pi Lee Beverly
Goh Sze Wei
Green Spell Pte Ltd
Happyganics Pte Ltd
Heytens Annella
Hilda Loe Associates Pte Ltd
HMM (SG) Pte. Ltd
Ho Chee Leong
Ho Ching
Ho Fan
Ho Jin Khee
Ho Kim Jee
Ho Kok Wah
Ho Lai Yun
Ho Pei Ying Esther
Ho Wee Khong
Hong Shui Yam
How Chin Hong Aylwin
Huang Ching Ying
Huang Der Tuen
Hyundai Engineering & Construction Co., Ltd
Interlocal Exim Pte Ltd
Jodhbir Gill
John Edward Champion
Kam Loon Beng
Kam You Kin
Keith Davies Peter
Keith De Vaz
Khiew Kim Choy
Khong Keng Leng
Kikkeri Sreevathsa
Koh Boon Kiat
Koh Cheok Eng Angeline
Koh Guangwen Mark Alphonsus
Koh Hwee Meng Terri
Koh Kok Ong
Koh Shang Lin
Koh Shiao Hoon
Koh Soon Bee
Koh Tee Guan
Kong Lai San
Kong Yee Mun
Kris Cita Nusantara
Kuah Hsian Yang
Kueh Shiao Yin Valerie
Kwan Chong Wah
Lai Hee Kit
Lai Seng Yeow
Lai Yock Wah
Lam Yen Koon

Lau Kok Seng
Lee Chew Chiat
Lee Chong Win
Lee Khng Liang
Lee Kit Ming Edmund
Lee Mei San
Lee Seng Quee
Lee Siew Hui Jacqueline
Lee Soh Pte Ltd
Lee Soo Hian Lionel
Lee Ven How
Lee Wai Peng
Lee Wei Koon Eric
Lee Yih Chyi Yvonne
Lee Ying Pei
Lek Hong Kheng
Leng Ern Jee Temple
Leong David
Lewin Christopher Gregory
Li Qianwen
Liau Suzanne
Lie Sook Sian Lorayne
Liew Kai Lin Elaine
Liew Li Mei
Liew Ming Hau
Lim Chin Heng Gabriel
Lim Chiow Pheng
Lim Choon Chong
Lim Feng Philip
Lim Hoo Yang
Lim Hoon Loo
Lim Je Yen Cheryl
Lim Jew Jing
Lim Kim Huat
Lim Kim Kee
Lim Lee Cheng Sophie
Lim Leong Chuan
Lim Liang Thai
Lim Loo Khoon
Lim Mei Ling
Lim Meng Koon
Lim Seow Hwa
Lim Soo Kin
Lim Su Fei Sophie
Lim Tiong Hin Lawrence
Lim Wei Han
Lim Yock Chuan
Lin Jian Chuang Kennard
Lin Yinghui Joanna
Lingjack Engineering Works Pte Ltd
Linn Yeh Ching

Liu Baoshan
Loh April Jacqueline
Loh Keh Chuan
Loh Teck Hui Albert
Loi Chee Keong
Loi Oi Kuan
Loke Tuck Weng
Loo Shi
Lopez Clifford
Low Boon Hon
Low Chee Shiong
Low Hwee Ming
Low Kim Sun
Low Phui Hiong
Low Tze Pin
Makmur Wongosari
Meta Fusion Pte Ltd
Meyer Christopher Andrew
Mohamed Ghamazy Bin Abd Rashid
Mohammad Azron Bin Basrun
Mohammad Shariq Sayeed Barmaky
Mountain Top Pte Ltd
Muangma Narumol
Musser Eric
Nam Ann Siang Theon
Neha Jain Sinha
Ng Boon Teck Lawrence
Ng Cheow Boo
Ng Chuan Her
Ng Eng Khin
Ng Guan Choo
Ng Meng Chuan Darren
Ng Seok Kuan
Nomura Singapore Limited
Nyan Yew Loong
Odyssey Technical Solutions Singapore Pte Ltd
Ong Ai Shuang
Ong Cai Shi
Ong Siok Peng
Ong Su Fern
Ong Swee Nam
Ong Toon Hui
Ooi Bok Koon
Ored Production Pte Ltd
Outsource Asia Industries (2008) Pte Ltd
Pacodis Pte Ltd
Pankaj Kumar Rathi
Peh Bee Geok
Peh Cheng Hoon
Pek Chin Siong
Phua Gim Hock

Phua Jun Han Jeremy
Pieter Cornelis Theresia Van Calcar
Poh Hwee Hian
Posey William David
Potluri Sai Kumar
Prabal Bhowmick
Pradeep Aggarwal
Pua Wee Meng
Qiu Chuanxin
Quek Chin Huat
Quek Sio Chua Robert
Quik Lee Lee
Rao Siddharth
Ravindran Paul Issac
Ready Server Pte Ltd
Richemont Luxury (Singapore) Pte Ltd
Ronny Chandra
Seah Chee Hua
Seah Gek Choo
Seah Kah Weng Daniel
See Kuo Min Matthew
Seow Tien Long
Shy Wee Min
Sia Sabrina
Sim Soo Hoon Eunice
Singh Surajdeep
Sivakumar Saravan
Soh Ease
Soh Kay Log
Soh Kim Chye Dave
Solely Construction Pte Ltd
Soo Cai Sheng Sheldon
Soo Shuenn Chiang
Soon Ann (Kim Kee) Pte Ltd
Soon Soon Tuan Tiong Tuan Tai Guan Sw
Star Ready-Mix Pte Ltd
Stephen Richard Burson
Sundaram s/o K Valliappan
Sze Woon Shim
Tai Pei Foundation
Takahashi Toshinari
Tampines Chinese Temple
Tan Ai Ching
Tan Aik Hoe Ivan
Tan Boon Huat
Tan Chang Huang
Tan Chi Ann Joseph Barnabas
Tan Gek
Tan Kian Ming
Tan Kim Biau
Tan Lay Lian

Tan Lay Thiam
 Tan Mary
 Tan Mui Yoke Rufina
 Tan Peck Thiang
 Tan Siang Lim Danndy
 Tan Siok Lan
 Tan Su Ann
 Tan Sze Yen
 Tan Tuan Heng David
 Tan Vei Chyi
 Tan Zili Kerry
 Tang Liheng
 Tara Apothecary
 Tay Boon Suan
 Tay Geak Peng
 Tay Kwang Yong Timothy
 Tay Lay Kiat Kenneth
 Tay Shi Min Vivian
 Tay Thiam Song
 Tay Woon Teck
 Tee Soo Kien
 Teo Beng Hua Katherine
 Teo Kee Meng
 Teo Peck Leng Iris
 Teo Poh Bee
 Teo Say Kiat
 Teo Su Pei Belinda
 Teo Zhi Shiun
 Teow Kiok Liang
 Tey Jack Kie
 The Late Sim Geok Cheng
 The Late Seenevasan Marimuthu
 The Shaw Foundation Pte
 Thian Zhangshen

Thio Tse Gan
 Thong Jin Loo
 Tien Siew Ling
 Tiong Shu
 Toh Hong Huat
 Toh Jin Chiang Brian
 Toh Yew Kuan Jeremy
 Tokio Marine Insurance Singapore Ltd
 Wang Keng Chin
 Weng Yew
 Wijaya Benny
 Wong Chi Kong Thomas
 Wong Chin Ee
 Wong Choon Yng
 Wong Siew Wan
 Woo Shian Loong Alan
 Woon Wee Hao
 Yam Maggie
 Yang Chi Chih
 Yang Yi Jing Sarah
 Yangzheng Foundation
 Yap Peck Sim
 Yee Lai Ching (Yu Lizhen)
 Yeo Chin Hwee
 Yeo Hwee Joo
 Yeo Lee Sze Lisa
 Yeo Shi Ying Brenda
 Yeo Zong Yun Alvin
 Yip Khai Tang Frederick
 Yoga-Willetts Nalini
 Young Men's Christian Association of Singapore
 Yu Chun Sing
 Yuen Ewe Jin Philip
 Zunaidah Bte Shahul Namid

Supporters and Volunteers/Organisers of Events, Donations-in-Kind, Services Offered to SPD (April 2024 to March 2025)

A

Amazon Web Services Singapore Pte Ltd
 Anderson Serangoon Junior College
 Aaliyah Iman Cheong
 ABC Children's Place
 Abineta Arch Nangit
 Abineta Novie Duran
 Active Learners Child Care Pte Ltd
 Agape Little Uni. @ Cecil Pte Ltd
 Agape Little Uni. @ Clementi
 Agape Little Uni. @ Commonwealth
 Agape Little Uni. @ Compassvale
 Agape Little Uni. @ Gambas (Nordcom II)

Agape Little Uni. @ Jurong West
 Agape Little Uni. @ Sengkang
 Agape Little Uni. @ Thomson
 Agape Little Uni. @ Upper Serangoon
 Ahmad Yasir bin Mohammad Yusri Yubhi
 Alviedo Dionne Robin Menez
 Amir Asyraf bin Maszrudean
 Amir bin Supardi
 Andres Neo Bo Jun
 Angela Joan Alrivers
 Annabelle Lim
 Anoma Padmini Athulathmudali

Arguilla Hannah Estiaga
 Arisyah
 Aroma Truffles Pte Ltd
 Ashath Farveen Ameer Basha
 Asian Civilisations Museum

B

Barclays
 Becton Dickinson Holdings Pte Ltd
 Bedok View Secondary School
 Bedok South Secondary School
 Bharathidasan Balamurali
 Bidisha Ghosal
 Bjorn Ng
 Boey Kit Yee Annie
 Boon Mooi Kean
 Brouwer Michael Anthonius
 Byoung Hi Ha

C

Caliph Muhammad Yazid bin Moezar
 Caluza Denise Jazmine Carnate
 Canberra Primary School
 Carpe Diem MI Schoolhouse Pte Ltd
 Catherine Lim Mei Na
 Certis Cisco Security Pte Ltd
 Certis Group
 Chan Jia En
 Chan Marie Elizabeth Ventura
 Chan Poh Choo
 Chan Saik Wai
 Chang Tock Hwee, Yvette
 Chau Mei Po
 Cheam Chee Chian
 Cheang Yin Mui
 Chee Biu Yee Helen
 Chee Wong
 Chen Siew Choo
 Cheng Lingzhe
 Cherie Hearts @ Charlton
 Chew Yan Hwee Arthur
 Cheryl Tan
 Chiam Soon Lim
 Chiew Poh Chue Agnes
 Chin Li Ying
 Chin Siew Wah
 Chip Seng Impex (S) Pte Ltd
 Chong Charlotte
 Chong Wan Choy
 Choo Rae Kit
 Choong Wei Hing

Chow Tay Pin
 Christian Ernel Mendoza Regoso
 Christina Chan Wye Han
 Chua Siok Hua
 Chui Jia Shin
 Ci Ai Education Incubator
 Civil Service Club @ Bukit Batok
 Claris Sim Rui Yan
 Cloudflare Pte Ltd
 CMA Mental Arithmetic Centre (Canberra)
 CMA Mental Arithmetic Centre (Yishun)
 Compressport Asia Pacific Pte Ltd
 (Emjay Enterprises Pte Ltd)
 Conradie Eleanor
 Crescent Girls' School
 Cuano Marjorie Flores
 Cummins Asia Pacific Pte Ltd

D

Damien Lim
 Danielle Kang
 Das Saumyadip
 Deepti Gupta
 Delcie's Desserts & Cakes
 Deloitte & Touche LLP
 Delos Reyes Phenena Palisoc
 Dennis Quek Group
 Derek Chiang
 Derrick Ong
 Devon Rahul Ravindran
 Dialogue in the Dark
 Diong King Kee
 Dr Ekachai Danpanich

E

Eashan Alexander Ravindran
 Edward Ng
 Elkan Soh Kaixiang
 ELPSO Singapore Eagles/Lady Eagles Club
 Emerson Asia Pacific Pte Ltd
 Equinix Asia Pacific Pte Ltd
 Esther Ho Bee Choo
 Esther Lim Xin Yi
 Eureka! Campaign Associates Pte Ltd
 Exceltec Property Management Pte Ltd
 Exyte Singapore Pte Ltd

F

F&N Foods Pte Ltd
 FAM@FSC (Care Corner - Tampines)
 Farah Juwita

Fathima Zohra
 Fatimah Binti Osman
 Feng Leirong
 Finova Impact Ltd
 Flex
 FMC Technologies Singapore Pte Ltd
 Fong Chan Whye Roy
 Foo Hee Shen
 Foo Huili Priscilla
 Foo Jun Wei Daniel
 Foodgnostic Pte Ltd
 Foong Guo Xiang
 Frasers Property Limited
 Freshening Industries Pte Ltd
 FUJIFILM Asia Pacific Pte. Ltd.

G

Garrett Popcorn
 Gazzard Olivia Jane
 George Tai
 Goh Jing Hao Timothy
 Goh Juan Yap
 Goh Wei Chong Jeff
 Goh Wei Hong
 Goh Zhi Wei
 Good Friends Team
 Gowri Shankar Jathukullan
 Greenridge Secondary School
 Gregory Poo
 Gueta Grace Padayhag
 Guneet Kaus
 Guo Tian Wei
 GXS Bank

H

Hamizah Binte M Jaffri
 Han Kim Eng Lily
 Hanbaobao Pte Ltd
 Hao Ren Hao Shi Limited (好人好事)
 Harini Pasham
 Hau Jia Ling
 Haw Par Healthcare Limited
 Hayati binte Mohd Noor
 Heartbeat@Bedok
 Helen Ang
 Hend Saad Karim Al Sabti
 Heng Mui Heng Julia
 Hewlett Packard Enterprise
 Ho Geok Bin
 Ho Suet Keng Heidi
 Ho Yi Zhen Stephanie

Ho Zi Kang, Max
 Hong Jian
 House of Tau Sar Piah
 Hsing Hsiao Lan
 Hsing Hsiao Wen
 Huang Tianjian
 Hwa Chong Junior College

I

Ian Christian Goh
 in:genius Student Care @ Ubi
 IPG Mediabrands

J

Janet Low Bee Lyn
 Jason tan.k.s
 Jean Ling
 Jeannie
 Jebson & Jessen Broadway Singapore Pte Ltd
 Jemima Han Hua Hui
 JEN Singapore Tanglin by Shangri-La
 Jessica Sim
 Jikku
 Jin Binbin
 Jolin Koh Xiao En
 Joshua Ong
 Joshua Tan Jee Yong
 Joshua Tseng
 Ju Xian
 Junita Pandiagan
 Justin Kueh
 Justin Tan
 Justus Teo Wee Jun

K

Kalaiselvi Balasekar
 Kannan Narayanswamy
 Kapde Pallavi Tushar
 Kelvin Lee SJ
 Kheng Cheng School
 Khong Guan Biscuit Factory (S) Pte Ltd
 Khoo Swee Koon
 Khor Yao Xin Shiphrah
 Kim Ai Ching Sharon
 Kishon Chong
 Koh Aloysious
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 Koh Wei Shi
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 Krajcek Kristijan
 Krishveen Kaur Dhillon

Kristen Nicole Seah Shyn Rae
Kwan Toh Meng
Kwek Kon Yew
Kwok Kit Yee
Kyaw Khant

L

La Hui Fung (Yi Hui Fen)
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Lai Yue Ying Vicky
Lalita Chua
Lam Zhi Wei Dave
Land Transport Authority
Lars Myrhoej Jensen
LASALLE College of the Arts
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Lau Geok Choo
Lau Lexuan, Chloe
Lau Siew Kheng
Law Mui Ping Julie
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Lee Betty
Lee en Ning
Lee Jin Yew
Lee Kum Hung Margaret
Lee Lay Keow
Lee Lian Tee Josephine
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Leslie Wong Teck Fong
Li Hong
Li Ting
Liang Barker
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Lim Bee Lee
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Lim Ho-Wen
Lim Hua Huey Adeline
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Lim Kwan Hock
Lim Le'er Joy
Lim Li Lin
Lim Pui Wah Tricia

Lim Sharon
Lim Shu Qi, Clara
Lim Sim Poh Gek
Lim Yu Ying
Lin Jun
Lin Meishuang
Ling Ee Choo Pearly
Little Mighty Me Pte Ltd
Little Seeds Preschool (St Andrew's)
Little Skool-House Delta House
Little Skool-House Downtown East
Little Skool-House Ministry of Education
Little Skool-House Ngee Ann Polytechnic
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Little Skool-House Tampines Junction
Little Skool-House Yishun Community Hospital
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Liu Peiling
Logicalis Singapore
Loh Foong Lin
Low Gek Eng Valerie
Low Su Juan
Low Wen Wei
Lu Yeaw Choo Helen
Lubrizol Southeast Asia (Pte) Ltd
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M

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Maggie Shen Xiu Zhen
Mah Xue Yi
Mah Yi Ling
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Mark Lim Beng Han
Mary Grace Montano Paisaje
Mathias Kung
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Maung May La Min
May Neo Kim Mui
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Meganathan Ramanand
Methodist Girls' School
Microsoft Singapore
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 Mrs Tan
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 Muhammed Sayfullah
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 Muhammad Syahmi B Sumadi
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 My First Skool at Blk 187 Marsiling Road
 My First Skool at Blk 208B Punggol Place
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 My First Skool at Blk 487 Segar Road
 My First Skool at Blk 613 Jurong West St 62
 My First Skool at Blk 642 Senja Close
 My First Skool at Blk 654 Senja Road
 My Kiddie Klubhouse Pte Ltd
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N

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 Na-bee & flower
 Nabeel Nuruddin Khetty
 Nan Hua Primary School
 Nanyang Polytechnic
 Nanyang Technological University
 Naresh Kumar
 Navaneethan Sindhuja
 Neha Dinesh Singh
 Nestlé Singapore (Pte) Ltd
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 Ng Hui Peng Alan
 Ng Li Ching Vanessa
 Ng Seok Choo Molly
 Ng Susan
 Ng Yan Qi Stanley
 Ngai Construction Pte Ltd
 Ngee Ann Polytechnic
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Nicole Thong Wen Teng
 Nigel Andrew Hall
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 Northwest Youth Assembly
 Nur Hanisah binte Hamid
 Nur Hidayah binte Mohammed Firdauz
 Nur Madiyah Hidayah Lim Othman
 Nur Syafiqah Aziz
 Nurul Amirah binte Maszrudean
 NUS Sheares Hall Voluntary Corps (SHVC)

O

Oh Rachel
 Old Chang Kee Ltd
 One Punggol
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 Ong Ai Luann (Karen)
 Ong Gek Kuan Sandy
 Ong Geok Mui
 Ong Peck Hiang Julia
 Oon Chi Yan
 Orchid Country Club
 OSIM International Pte Ltd
 Otis Elevator Co.
 Our Tampines Hub
 Ow Chee Chung
 Ow Yong Siew Ying

P

P Santhia
 Palaniappan Karthik
 Pan Pacific Singapore
 Pang Chow Yin
 Pang Hee Juon
 Panjawnam d/o Kaliappan Gopal
 Patricia Ann Villanueva Amparo
 PCF Sparkletots Preschool @ Ang Mo Kio - Hougang Blk 535
 PCF Sparkletots Preschool @ Ang Mo Kio - Hougang Blk 452
 PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 276D
 PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 41
 PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 48
 PCF Sparkletots Preschool @ Bedok Reservoir - Punggol Blk 475C
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 PCF Sparkletots Preschool @ Boon Lay Blk 262
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 PCF Sparkletots Preschool @ Choa Chu Kang Blk 123
 PCF Sparkletots Preschool @ Eunos Blk 616
 PCF Sparkletots Preschool @ Jurong Spring Blk 455
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 PCF Sparkletots Preschool @ Radin Mas
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 PCF Sparkletots Preschool @ Punggol Coast Blk 602
 Pearl Lee
 Pendharkar Radhika Ajit
 Periayya Naigom d/o Periayya Thevar
 Phoon Siew Boon Jonathan
 Phoon Siew Chuan
 Pinaz & Team
 Poh Gwat Eng
 Poh Lian Hoo
 Poruthotage Ramesh Malinda Fernando
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 Project Puedo
 PSB Academy
 PwC Singapore Na Sar Moi Mabel

R

Rainmaker Shows Pte Ltd
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 Ralph Lauren
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 Rani Vinod Agnihotri
 Razer
 Re Sustainability (Singapore)
 Red Swastika School
 Reid Gillian
 Resorts World At Sentosa Pte Ltd
 Riverlife Kindergarten
 Rou En
 Rui Ni

S

S&P Global (The Blackbaud & Benevity)

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 SAFRA Punggol
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 Samsung C&T Singapore Pte Ltd
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 Soh Li Sar
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Standard Chartered Bank
 Staniforth Heather May
 Steven Halim
 Sumi Yati
 Sun Li Hong
 Sunflower Preschool @ Pasir Ris Pte Ltd
 Surya Devan
 Susanna Ellis
 Suu Balm Singapore

T

Tampines Fire Station
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 Tan Chunyan
 Tan Hung Bak
 Tan Kai Soon
 Tan Kia Hwee
 Tan Kim Wee Steven
 Tan Lydia
 Tan Meiling Dede
 Tan Mi Siew
 Tan Pee Hui
 Tan Poh Hwa
 Tan Siew Hwa
 Tan Su Hui, Clara
 Tan Tze Ee
 Tang Lai Mui
 Tang Sok Yee Shirley
 Tanjong Katong Secondary School
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 Tara
 Tarun Kumar Verma
 Tay Fui Bin
 Tay Wei Lin
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 Teo Li Peng Shirlene
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 Teo Zhuang Chern Joseph
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 The Photographic Society of Singapore
 The Write Connection (Ang Mo Kio)
 The Write Connection (Bishan Community Club)
 The Write Connection (Bukit Timah)
 The Write Connection (Choa Chu Kang)
 The Write Connection (City Square Mall)
 The Write Connection (Jurong Gateway)
 The Write Connection (Parkway Parade)

The Write Connection (Punggol Plaza)
 The Write Connection (Tampines)
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 The Write Connection (Woodlands)
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 TSC Education Lab (Admiralty) Pte Ltd
 Tsao Pao Chee Pte Ltd

U

Ugly Carrot (Toh Xing Jie)
 Usha Madhuri Busa

V

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 Vellaisamy Muthalagu
 Vincent Jayaraj
 Vin's Automotive Group
 Vishnu Vardhan Reddy Vanam
 Vitiello Jeanne Emma
 Vu Thi Ngan Ha

W

Wang Jia
 Wang Kian Kim
 Wang Learning Centre (Ang Mo Kio Branch)
 Wang Learning Centre (Bukit Timah Branch)
 Wang Learning Centre (Clementi Branch)
 Wang Learning Centre (Dairy Farm Branch)
 Wang Learning Centre (Hougang Branch)
 Wang Learning Centre (Jurong East Branch)
 Wang Learning Centre (Main Branch - Marine Parade)
 Wang Learning Centre (Novena Branch)
 Wang Learning Centre (Punggol Branch)
 Wang Learning Centre (Serangoon Branch)
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 Wang Shufang Berry
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Wong Nancy
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Wong Yoke Wai Geraldine
Wong Yuen Yee Pauline
Workato
Worldwide Hotels

X

Xu Xiu Fang
Xuna

Y

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Yakult (Singapore) Pte Ltd
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Yap Ying Hui (Christine)
Yee Ngan Choy Betty
Yeo Ka Mi Seraphina
Yeo Kah Wah
Yeong Chui Mee
Yim Janessa
Yingzi
Yip Sow Fun
Yong Poh Lin
Yu an Jiamei Alicia
Yu Jia

Z

Zhangde Primary School
Zhonghua Secondary School
Zhou Jie
Zhou Yangzhu



We regret that we are unable to acknowledge all the help and support we have received in the year in these pages. We sincerely thank all our donors, volunteers, supporters, friends and well-wishers who have stood by our cause and made an impact in the lives of persons with disabilities.



You Can Make a Difference



● Advocate

Help raise disability awareness and integrate persons with disabilities into the community.



● Fundraise

If you have an opportunity to raise funds for us, or have ideas on how we can do it, please share them with us!



● Support Our Products and Services

Our Sheltered Workshop offers a wide range of products and services. Your support will translate to more training and employment opportunities for persons with disabilities.



● Offer Employment

Providing employment, internship or project opportunities to jobseekers with disabilities will help them to achieve financial independence.



● Donate

Every donation goes a long way towards helping people with disabilities achieve independence and self-reliance.



● Volunteer

An extra pair of hands is always welcome to provide additional help to our many programmes and services.



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