



Serving people with
disabilities since 1964

Together, As One

Annual Report
FY2020/2021



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Our Purpose

Since 1964, SPD has been helping people with disabilities of all ages 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, our services today cater to children and youth with developmental needs requiring early intervention and education 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.



President's Message

2020 was like no other. With the COVID-19 situation disrupting many lives and businesses everywhere, we stood united with the nation in dealing with this crisis. Responding to the evolving pandemic situation, we at SPD endeavour to be adaptive and nimble so that we can continue delivering quality and timely services to persons with disabilities. And we aim to achieve this while prioritising the health and well-being of our people.

Our COVID-19 Response

At the onset of the pandemic, many of our beneficiaries were unable to come to our centres due to the restrictions. So, we kickstarted tele-practice for the Transition to Employment programme, SPD Rehabilitation Centres, Specialised Assistive Technology Centre, and the Continuing Therapy Programme that supports students in mainstream schools. We offered remote support for those in our Sheltered Workshop, Day Activity Centre (DAC) and our early intervention services. On the whole, many of our beneficiaries and their caregivers received uninterrupted care and support via our online platforms during this period. To enable this, we mobilised our supporters to secure laptops, tablets and SIM cards which were distributed to 158 clients from low-income households who had no computer access.

During the Circuit Breaker (CB), our DAC was one of the few designated to remain open. It continued to operate for beneficiaries from our DAC and beyond who had higher care needs or who lacked alternative care arrangements. A couple of therapists from the SPD Therapy Hub also made personal sacrifices and stayed in dedicated facilities away from their families to continue serving community organisations that they were supporting. It was incredibly uplifting to see our staff carrying out their roles with utmost dedication despite the many obstacles thrown their way due to the dynamic nature of the crisis. The ability of our people to pivot quickly despite the many challenges enabled us to support our clients.

Commitment to Continuous Growth

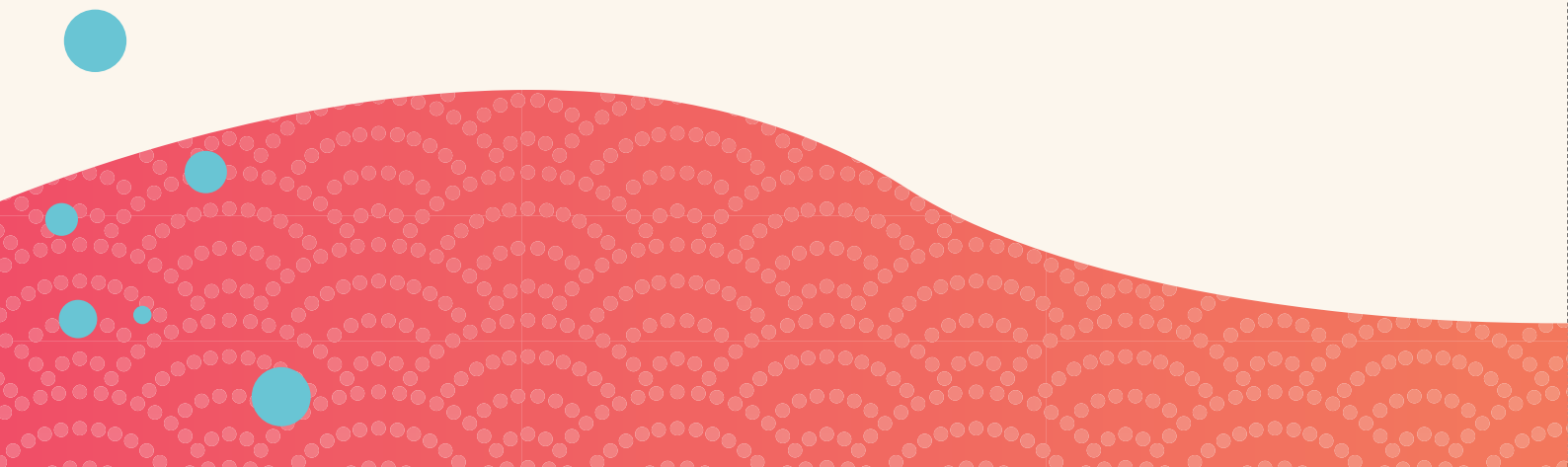
Amidst the pandemic, we stayed committed to organisational growth. We held staff engagement sessions to identify areas of improvement with the aim of transforming SPD into a more impactful organisation.

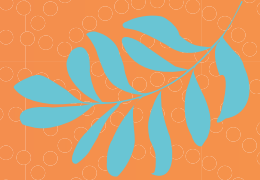
We also embarked on a digital transformation journey to enable our staff to achieve greater productivity while working remotely. As our frontline staff continued to care for our beneficiaries, we remained focused on enhancing our services through constant innovation. This fueled the setting up of an innovation committee led by the management, with staff appointed as innovation champions, to drive more robust cross-divisional collaborations.

A Community as One

The pandemic has undoubtedly placed a strain on our resources. Several programmes faced a manpower crunch as the staff-to-client ratio were reduced due to safe distancing measures. We were grateful to have the volunteers return after CB was lifted. Amongst them were volunteers from Team Nila, who not only supported our operational demands at the DAC, but also raised over \$31,000 for us.

Fundraising was also fraught with much uncertainties since physical events could not be staged and the economic gloom was affecting companies and causing job losses. The fundraising team turned to online platforms and converted events such as flag day and the SPD Ability Walk and Run to virtual ones. Partners such as mm2 and Kowloon Club also stepped up early in the year to organise virtual charity concerts which raised close to \$170,000 for our programmes.





In Appreciation

In this exceptional period, we are extremely heartened to see many committed volunteers and donors – some of whom are our longstanding supporters – rallying with us. ASML Singapore Pte Ltd donated their Jobs Support Scheme wage subsidies, while others like Apple, Singtel and Temasek Foundation sponsored devices and data SIM cards to enable our clients to receive remote services. Several individuals even donated their one-time \$600 Solidarity Payment that was given to them by the Government. We were also blessed with many friends of SPD who showed their care by donating necessities such as masks, hand sanitisers, and disinfectants.

The generous support of all our partners, donors, and volunteers was what made our work possible especially in an extraordinary year. On behalf of the Board, I would like to extend our heartfelt gratitude to everyone for your trust and contributions to SPD.

I would also like to thank my colleagues on the SPD Board of Management and the Board committees for their steadfast guidance and stewardship. Special thanks to our former President, Ms Chia Yong Yong, who stepped down in September 2020, for being one of the greatest advocates of SPD's mission and who will continue to do so in another capacity on the Board Advisory Panel.

Above all, my deepest appreciation to our staff who have exemplified SPD's core values of Commitment, Integrity with Compassion, and Professionalism in their work every day. Backed by a strong leadership team and dedicated staff, I am confident that we are well-placed to overcome what obstacles lie ahead as a stronger and more united SPD.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Winston Ngan'.

Winston Ngan
President



An Unprecedented Year

In this tumultuous period, we remain rooted in our mission to deliver a quality standard of care and support for persons with disabilities (PWDs).

“ When onsite services were temporarily suspended last year, we used the tele-practice platform to reach out to clients. As we were not physically present with them, it drove them to be more independent, thus boosting their confidence. The situation also pushed us to be more creative in planning our intervention.

Seiji Sim Milkinson,
occupational therapist, Transition to Employment

”

Our Day Activity Centre was designated to remain open during the Circuit Breaker for PWDs with higher care needs and those without alternative care arrangements

1



“ During the Circuit Breaker, the virtual badminton sessions conducted by SPD’s Day Activity Centre (DAC) and their volunteers motivated Theng Keong to be more disciplined in waking up earlier to prepare for the sessions. The DAC staff also called us regularly to help us connect to the internet and their patience helped my mum to be open to the virtual sessions.

Gan Theng Huat,
brother of DAC client, Gan Theng Keong

”

2

Tele-practice and remote services were piloted to ensure that clients received uninterrupted support when services were temporarily suspended



3

We garnered sponsorship for devices and data access to enable clients and caregivers from low-income families to receive remote support

“

During the COVID-19 pandemic, my husband got his second stroke and was homebound. Even though he was offered day care services, I found it hard to juggle between my hawker stall and sending him to day care. SPD supported me in these trying times by guiding me to get a stay-in caregiver and finding schemes that helped to soften the impact of the pandemic on my business.

Caregiver of a stroke survivor supported by SPD's social workers who requested for anonymity

”

4

We ventured into the online space and tapped on our network of influencers to raise funds for our programmes. mm2 and Kowloon Club staged our first virtual charity concerts



“

The pandemic had impacted the routines of our elderly day care clients and we had to make special arrangements to ensure continuity of care to them. We have also been stressing on the importance of good hygiene habits and encouraging all clients and staff to be vaccinated. Together, we shall fight through this tough period.

Guo Ruimin,
registered nurse, SPD@Toa Payoh

”



5

A series of initiatives were launched — care packs distributed, SPD Care Ambassadors appointed, and a partnership struck with Mind Culture to provide pro bono counselling services — to ensure staff's well-being during Circuit Breaker

Our Impact



9,218

lives transformed in the year



1,225

children & youth supported in early intervention and education



128

jobseekers with disabilities placed in open employment



113

persons with disabilities trained for employment



5,065

individuals supported by **101** therapists in **62** programmes in the community



392

individuals supported at SPD Rehabilitation Centres



214

clients served in day activity and day care programmes



215

lives enriched through assistive technology



1,705

caregivers and educators empowered



26,000

individuals reached through our public education efforts



6,142

man hours contributed by **119** individuals and **16** institutions

**based on service count*

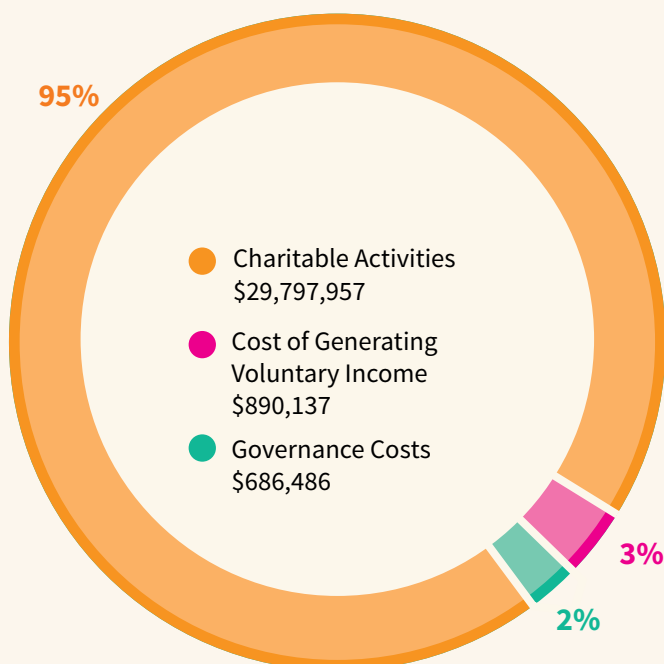
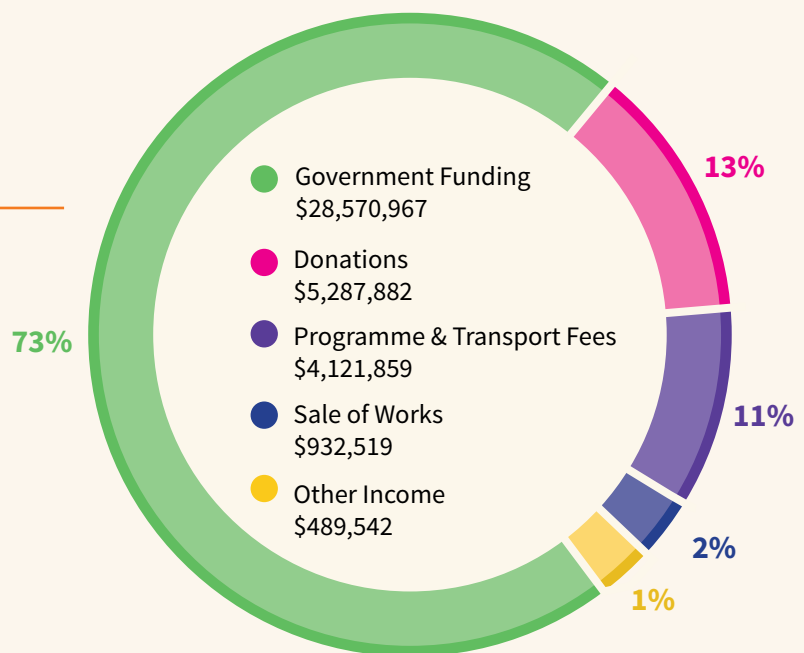
^Drop in client numbers in the year across programmes was mainly due to suspension of programmes and reduced referrals during the Circuit Breaker, restriction of movement of professionals across programmes and for home visits, and some clients choosing to remain at home.



Sources of Funds and How They Were Used

In FY2020/2021, we received about \$39.4 million, mainly from Government grants and donations which went towards programmes and services to enable our clients. We were encouraged by the donations received, which was in tune with reports of Singaporeans giving more to help those in times of need.

Sources of Funds



How Funds Were Used

Supporting Children with Developmental Needs

Our early intervention programmes support children and youth with developmental needs in reaching their highest potential.



HIGHLIGHTS

- The Remotely Enabled Service, which offered remote support for clients and caregivers, piloted by EIPIC won the Best Team (Special Mention) Award at the Singapore Health Quality Service Awards 2021
- The Pre-School Management System implemented by EIPIC won the Client Experience Award organised by the Agency for Integrated Care
- The Social Skills Group was started by the Continuing Therapy Programme to improve clients' social skills, and boost their confidence in fostering friendships



FIGURES

1,144 children and youth supported

Early Intervention Programme for Infants and Children (EIPIC)

668 

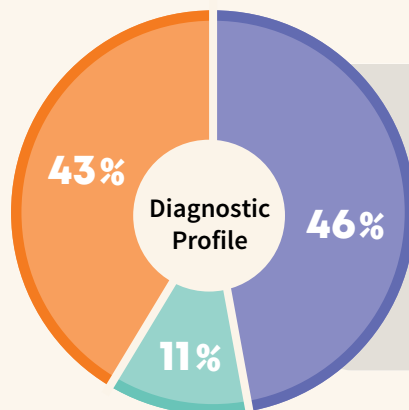
children served at four centres


80


advanced to mainstream primary schools


78

progressed to special schools



 global developmental delay

 autism spectrum disorder

 others **includes attention deficit hyperactivity disorder (ADHD), speech and language difficulties, etc*

Development Support-Learning Support (DS-LS)

332 

children supported to build their readiness for mainstream education

264 

pre-schools partnered to support children with developmental needs and educators in class

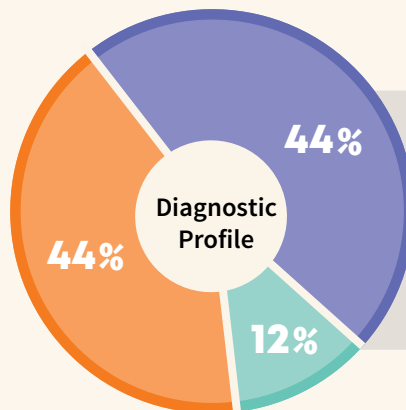
338 

therapy and learning support packages offered

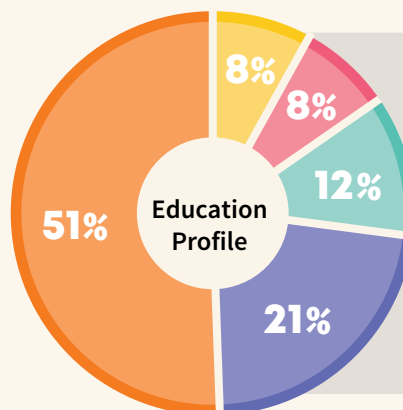
Continuing Therapy Programme (CTP)

144 

children and youth served



- developmental delay
- autism spectrum disorder
- others *includes ADHD, intellectual disabilities, etc



- primary school
- special education school
- pre-school
- EIPIC
- others *includes secondary school, home schooling, and no schooling



Moving Forward, Step by Step

Syaza Hidayah, 6

Early Intervention Programme for Infants and Children

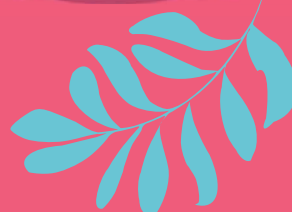
Syaza was diagnosed with global developmental delay with movement disorder, and hearing and visual impairments. She requires assistance in daily living activities such as toileting, bathing and feeding, as well as movement and mobility. At SPD@Jurong where she attended EIPIC, her physiotherapist helped to improve her neck control while in supported sitting positions, and recommended devices suitable for her ankle deformity and hip alignment. Regular caregiver training was conducted with Syaza's mother and helper on how they could position her, facilitate movements, improve neck control and perform stretching exercises. With better neck control, Syaza is now able to participate in activities by lifting her head to look at or listen to stimulus like toys and songs. She has since graduated from EIPIC and is now attending a special education school.

Improving Language Skills for Better Communication

Chua Sheng Nam, 12

Continuing Therapy Programme

Sheng Nam has language difficulties, which affected his ability to communicate with others, and understand and participate in class activities. He enrolled in CTP in March 2020, where he received speech therapy to improve his language skills in preparation for his Primary School Leaving Exams that year. When onsite services were suspended during Circuit Breaker, his speech therapist continued to engage him through tele-practice. His social worker also helped him to obtain a laptop so that he could learn better remotely. Through independent word-learning strategies, Sheng Nam was able to grasp new words, learn from context and build his vocabulary. He has since picked up reading comprehension strategies, and learnt to use verbs to describe events, which has improved the oral skills he needs to engage in conversations.



Unlocking Potential through Technology

Specialised Assistive Technology Centre

The Specialised Assistive Technology Centre (Specialised ATC) promotes the use of assistive technology (AT), and operates out of Tech Able, an AT showcase jointly managed by SPD and SG Enable and located in the Enabling Village.



HIGHLIGHTS

- Our ninth satellite AT Loan Library was set up at the Singapore National Eye Centre
- Our satellite AT Loan Library project won the Community Care Excellence Award – Team Award (Productivity) organised by the Agency for Integrated Care



FIGURES

215 clients supported

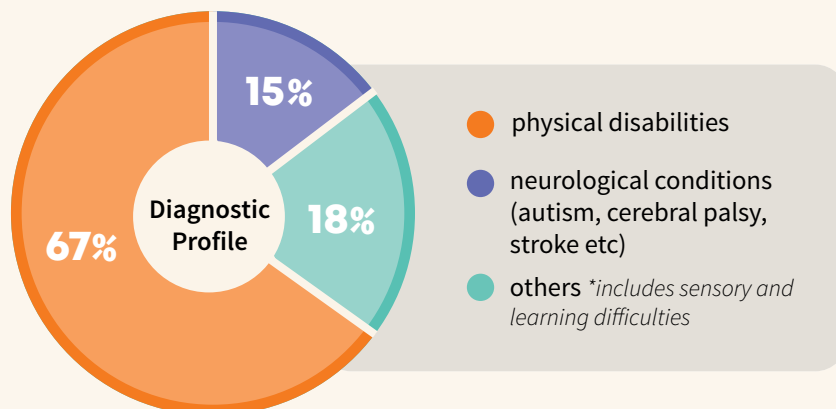
The temporary suspension of services during Circuit Breaker led to a slight drop in clients served. Remote services were promptly introduced so that clients could continue with their intervention.

268

intervention sessions conducted

341

AT devices loaned out



Elfred Found His Voice

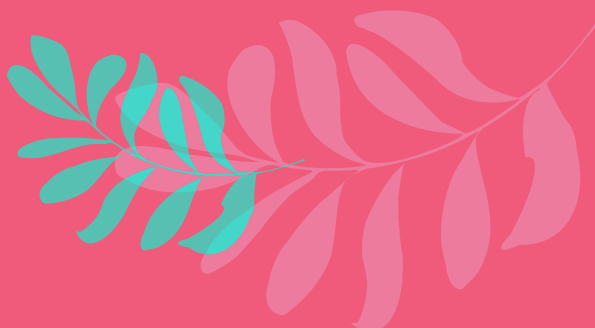
Elfred Ang Yu Zhe, 10

Specialised Assistive Technology Centre

Elfred has autism and bilateral severe-profound hearing loss. Before enrolling in the Specialised ATC in 2019, he was reluctant to use a text-based Augmentative and Alternative Communication (AAC) system to aid his speech, despite being familiar with it.

During the tele-practice sessions, our AT specialists guided Elfred's mother on the use of the app. Through strategies like aided language stimulation, she was able to help him to communicate better and express his thoughts and feelings more candidly.

Elfred is now more motivated to use his AAC app and is able to form longer sentences to express himself. He is also more interested in communicating with others.



Empowering Youth in Schools

We support students with disabilities from primary to university levels holistically through bursaries, scholarships, tuition grants, case management and befriending services through the NatSteel-SPD Education Programme Bursary Awards, and the Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities.



HIGHLIGHTS

- The inaugural Youth Circle was launched to nurture our youth as disability champions



FIGURES

81


children and youth supported through bursaries and scholarships

2

youth awarded the
NatSteel Empowerment
Award

\$266,250

AWARDED TO

63  bursary recipients

16  scholarship holders

Music from the Heart

Justin Kueh, 23

Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities

Justin was not yet 3 years old when he was diagnosed with profound hearing loss and began to wear hearing aids. Despite his condition, he became interested in music from a young age and has shown immense talent. Some of his proudest achievements in music was clinching the GOLD award at the 2013 Singapore Youth Festival, and getting a distinction in his grade 9 ABRSM exams for double bass.

Now a final year student at the Singapore Management University, Justin is grateful for the support from the APB Foundation Scholarship. The financial support has gone a long way in enabling him to go on an overseas exchange as well as upgrade his hearing aids. Justin pays it forward by contributing actively in SPD's Youth Circle, where he shares his experience to help other students with disabilities.



Capturing Moments in Life with Confidence

Madan Saravanapavan, 21

NatSteel-SPD Education Programme Bursary Award

Madan has popliteal pterygium syndrome, a condition that causes webbing of the skin at the joints. His use of a motorised wheelchair has not stopped him from going outdoors and pursuing his interest in photography.

Receiving the NatSteel-SPD Education Programme Bursary Award has helped Madan to defray his school and living expenses, while the NatSteel Empowerment Award has allowed him to acquire photography skills and equipment, enabling him to pursue his interest in photography under the guidance of NatSteel mentors.



Supporting Persons with Disabilities in Employment

With employment comes dignity and self-reliance. SPD strives to secure work opportunities for persons with disabilities in supported, sheltered and open employment.

Employment Support Programme

Through the Employment Support Programme (ESP), we help people with physical disabilities as well as hearing and vision loss secure open employment. Besides offering courses and training to improve employability, the ESP also provides job support of at least six months to ensure that clients placed in open employment are able to adapt and cope with the job and working environment.



HIGHLIGHTS

We introduced two new initiatives in the second half of FY2020/2021:

- The ITE Internship Support Programme was introduced to provide ITE students with special educational needs with pre-internship training, internship placements and three to six months of support. We have trained and placed five students on internship and have so far completed internship support for three of them.
- The Intensive Supported Employment Programme was launched to offer a higher-nuanced training and employment continuum to place and sustain persons with disabilities in jobs. Four jobseekers were supported in this programme.



FIGURES

421 jobseekers with disabilities supported

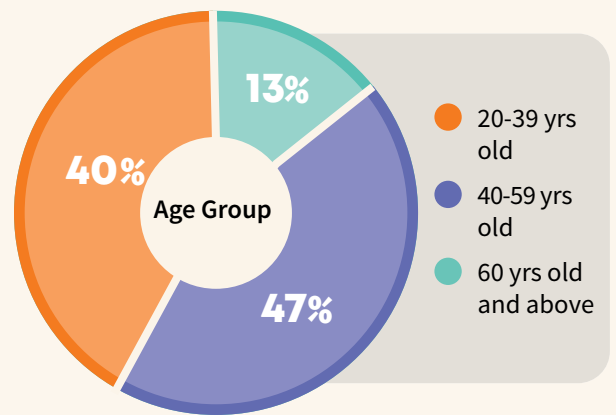
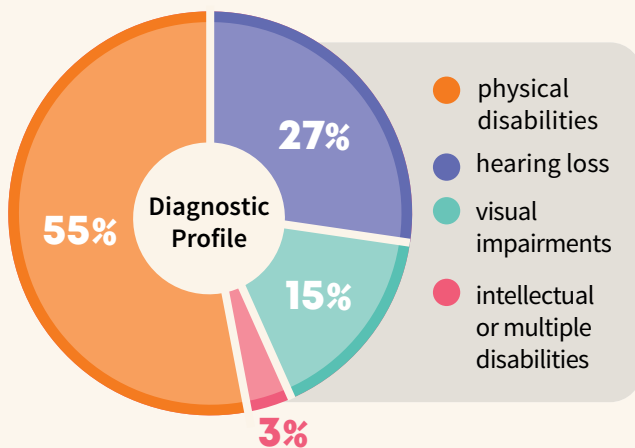
128 clients placed in open employment in 99 organisations

25 

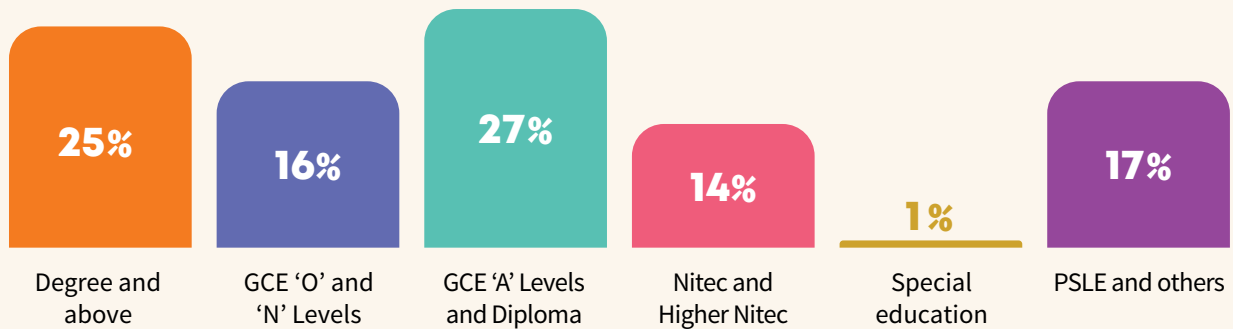
vocational training sessions conducted

233 

training places provided to increase the employability of **113** trainees



Education Profile



With the employment landscape adversely affected by COVID-19, our job placements also dropped last year. We looked to partnering emerging industries and have made inroads with new partners including an urban farm.

Working Hard for a Better Tomorrow

Goh Lai Yee, 50
Employment Support Programme

A stroke survivor who was then in his late 40s, Mr Goh experienced difficulties looking for employment. After a few months of unfruitful job search, he enrolled in SPD's Employment Support Programme in 2020. Through the programme, our employment support specialist referred him to suitable job openings, while providing training to brush up his skills in areas such as Microsoft Office, Adobe Photoshop and other commonly used software programmes.

Mr Goh eventually succeeded in securing a job in the business development function. Grateful for the support rendered by the ESP team, Mr Goh encourages other jobseekers with disabilities to seek support from SPD and not to walk their journey alone.



SPD Sheltered Workshop

Our longest running programme, the SPD Sheltered Workshop provides supported employment and vocational training for persons with disabilities through projects and contract work, in both simulated and actual work environments. Trainees are engaged in either skilled craftwork like bookbinding, book restoration and making of lifestyle products, or assembly and packing work as well as IT-related projects such as digital archiving and data entry.



HIGHLIGHTS

We introduced two new initiatives in the second half of FY2020/2021:

- The apprenticeship programme was expanded and the SPD Artisan Collab brand launched to ramp up product lines, with support from Keppel Corporation and its staff volunteers
- The new online shop was unveiled on 3 December 2020



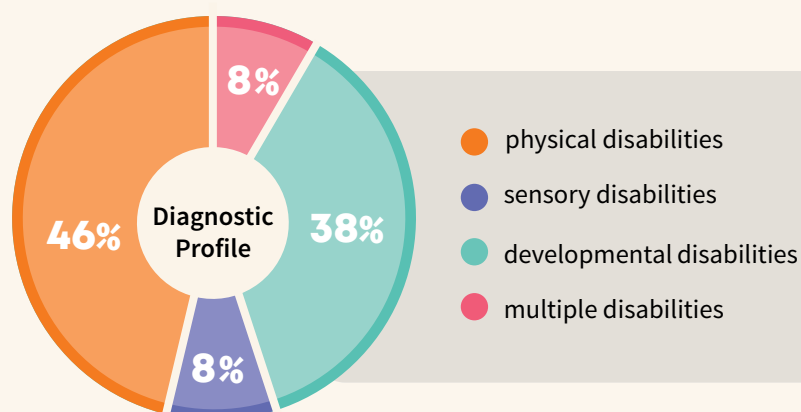
FIGURES

147

persons with disabilities supported

\$932,519

generated from the workshop



Income from contract jobs such as packing, packaging and digitalisation archival projects dropped by 46 per cent due to the cancellation of large-scale physical events. However the contract work with VITAL, the shared services arm of the Singapore public service, and the healthy demand for our lifestyle products helped to secure work and training for our clients which raised the workshop's total revenue by 7 per cent. Enrolment also dropped slightly with the suspension of the programme during Circuit Breaker and the gradual re-opening in the subsequent months after that.

Gaining Independence through Work

Mdm Hamidah Binte Wahab, 59

SPD Sheltered Workshop

Mdm Hamidah had post-polio after a high fever at 2 years old and her family could not afford the treatment fees. Mild-mannered and friendly, Mdm Hamidah is independent in her activities of daily living but walks with a slight limp. Prior to her enrolment as an SPD Sheltered Workshop trainee in 2003, Mdm Hamidah did not have any formal education nor working experience and spent most of her day watching television programmes, doing simple household chores and going for religious classes.

At the SPD Sheltered Workshop, Mdm Hamidah started out on packing and packaging work before moving on to creating leather products under the apprenticeship programme in 2019. Previously only conversational in Malay, she enrolled in the Basic Education in Skills Training programme administered by the Institute of Technical Education and is now able to hold a conversation in English. Mdm Hamidah is now meaningfully engaged and more sociable.



Transition to Employment

The Transition to Employment (TTE) is a community-based programme that adopts a transdisciplinary and client-centred approach to help persons with acquired physical disabilities return to work or school.



HIGHLIGHTS

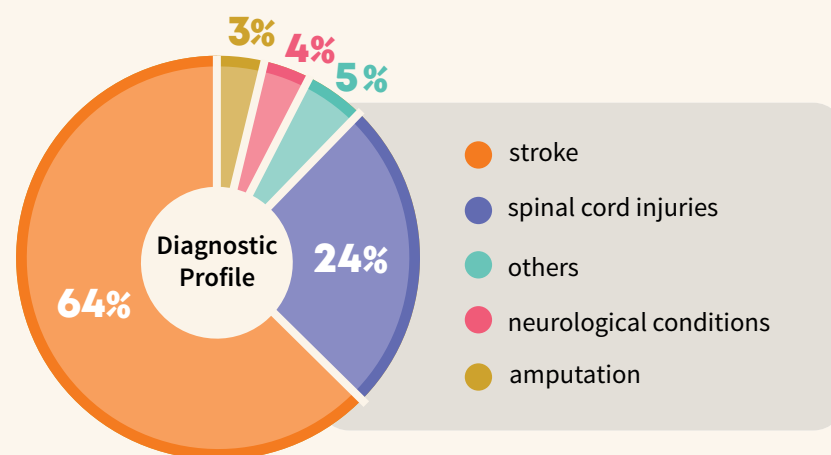
- We provided home therapy services and community mobility training to our clients during Circuit Breaker
- The TTE programme was presented at the CAREhab Conference 2020 under the vocational track
- We partnered a former TTE client and his employer Tower Transit in piloting the Public Bus Confidence Course
- The “Supporting People with Stroke to Return to Work in Singapore: Findings from a Pilot Vocational Rehabilitation Program” research study was published in The American Journal of Occupational Therapy



FIGURES

84 clients served

47 were discharged of whom **72%** went back to work



During Circuit Breaker, no referrals were made to TTE. However, we continued to provide support to our clients remotely via phone and video calls, as well as home therapy. Enrolment picked up in the months thereafter with clients being supported with onsite and tele-practice sessions.

Staying Resolute for His Family

Mr Chen Mun Wah, 44

Transition to Employment

With close to eight years of culinary experience, Mr Chen runs a chicken rice stall in Tanjong Pagar Market. After he had a stroke in November 2020, he experienced a reduction in left upper and lower limb co-ordination, as well as weakness in his left arm and leg. This made it difficult for him to complete work tasks using his left hand. When he enrolled in TTE in the same month, he was eager to begin his therapy sessions so that he could return to work.

During the sessions, his therapists worked with him on areas such as endurance, co-ordination and motor control training. They also visited his work site to assess his ability to perform the work tasks safely. Since January 2021, Mr Chen has returned to work, and he is grateful that he can continue working to support his family.



Improving Quality of Lives

We seek to improve the lives of persons with disabilities and their caregivers by providing care, respite as well as therapy services.

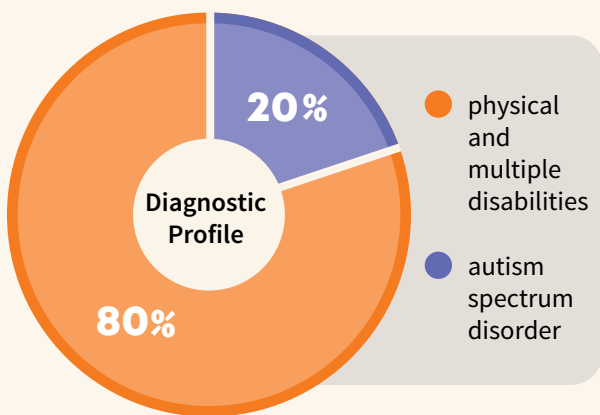
Day Activity Centre

Through balanced and structured programmes, the Day Activity Centre (DAC) at SPD Ability Centre in Tiong Bahru meaningfully engages adults with disabilities and builds their skills in self-help, community living and social recreation. Caregivers and family members also get much-needed respite from their caregiving duties.



FIGURES

92 clients supported



Subsidies (after means test and internal deviation)



We maintained the number of clients served as the DAC was designated to continue its onsite operations throughout the Circuit Breaker. For both clients in centre and at home during the Circuit Breaker, Phase 1 and Phase 2 periods, the DAC team checked in regularly with caregivers to ensure that both our clients and their families were coping well.

Support for Mr Lim and His Caregiver

Mr Lim Kok Wei, 48
Day Activity Centre

A road traffic accident left Mr Lim Kok Wei with a traumatic brain injury, which affected his left eye vision, along with cognitive and memory impairments. Since then, he requires constant supervision to perform his tasks and needs assistance in daily activities like toileting. As he tends to wander off, it was challenging for his mother to care for him while managing the household chores. His enrolment in DAC reduced his mother's load greatly. She was relieved that the DAC remained open during the Circuit Breaker to continuously serve clients and their families who needed the respite. At the centre, our training officers continued to work with him on targeted activities of daily living such as simple money management and toileting, as well as exercise sessions to prevent muscle atrophy and stiffness. In addition, the team also provided the family with care packages which included sanitisers, masks and non-perishable food.



Rehabilitation Centres

The SPD Rehabilitation Centres located at the SPD Ability Centre and SPD@Toa Payoh provide step-down care in the community for adults and the elderly with disabilities. A day care programme for the elderly is also available at SPD@Toa Payoh. Clients we serve include those with neurological, orthopaedic, medical and surgical conditions as well as congenital disabilities.



HIGHLIGHTS

- SPD has committed to the National Health Group and SingHealth Group regional clusters' proposal to be part of the national One-Rehab initiative to ensure seamless continuity of rehabilitation care from acute to community settings. We will cater to diagnostic groups such as hip fracture and musculoskeletal issues.



FIGURES

392 clients supported

122



clients enrolled in SPD@Toa Payoh's day care programme

217



tele-practice sessions provided to 17 clients

15,684



therapy sessions provided at the Rehabilitation Centres and SPD@Toa Payoh's day care programme



Regaining Independence After Stroke

Mr Venture Liang, 54
SPD Rehabilitation Centre

Following a stroke in March 2020, Mr Venture Liang (right, in black top) had difficulties in his co-ordination, memory, attention span, orientation and balance. He started to get tired easily and required supervision and prompting for his activities of daily living.

Mr Liang enrolled into the SPD Rehabilitation Centre in August 2020 for therapy sessions. He has since made significant improvements and is currently able to jog on the treadmill with supervision, is more independent in managing his daily routine and is able to express his thoughts and feelings better. Grateful for the help received, Mr Liang started an online charity sale for his book collection and mini potted plants, raising \$1,100 for SPD.



Supporting Clients and Caregivers in Every Way

Specialised Case Management Programme

Through the Specialised Case Management Programme (SCMP), our social workers and case management officers provide counselling, financial assessment and assistance, guidance on self-care management and referrals for persons with disabilities and their families, connecting them to useful community resources.



HIGHLIGHTS

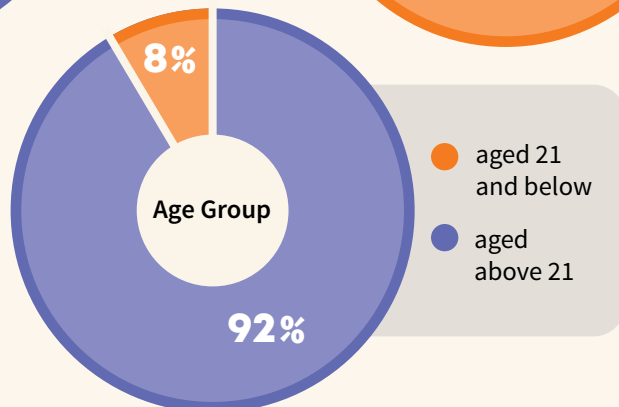
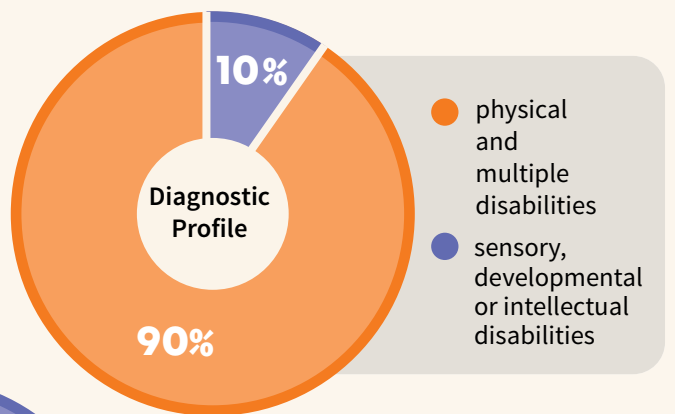
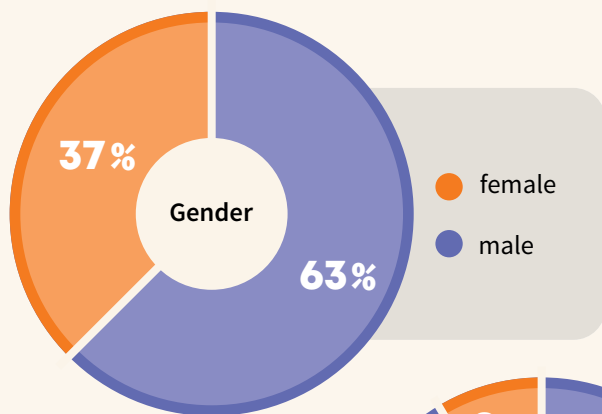
- We co-ordinated with the National Council of Social Service in sending food rations and meals to over 100 seniors and persons with disabilities during the Circuit Breaker
- We created a four-part How-arE-You? (HEY) series providing resources and materials for staff, client and caregiver wellness



FIGURES

460 individuals and their families received case management support

318 home visits conducted



Household Income

Over 50%
earned less than \$1,200 per month

Due to safe management measures, our social workers were unable to conduct home visits regularly, but continued to support clients through remote and online sessions.

Caregiver Support

1,285 

caregivers supported and engaged through a series of training and support activities

- This year, we moved caregiver activities online to continue empowering and engaging them through educational workshops and self-care activities like laughter yoga
- We conducted our first virtual caregiver-led workshop on caregiving stress for 17 caregivers of children with developmental needs

Subsidies & Financial Assistance

\$14,721 

was tapped from the **SPD Care Fund** which was used as an interim financial assistance for persons with disabilities in social or healthcare crisis, as well as to subsidise purchases of essential assistive technology and motorised devices for

28 clients

\$33,760 

in grocery vouchers, sponsored by NTUC FairPrice Foundation, was offered to

74 clients through the **Daily Needs Programme**

460 

clients were empowered with computer access by the Infocomm Media Development Authority's **NEU PC Plus Programme**, a five-fold increase from last year resulting from more home-based learning and work-from-home arrangements

Specialised Transportation

We provided heavily subsidised two-way dedicated transport to 433 clients who were unable to take public transport to our centres due to their disabilities or route inaccessibility; more than 300 daily trips were made.



An Unyielding Kinship

Mdm Tina Tan, 68

Specialised Case Management Programme

A stroke which struck Mdm Tan years ago has affected her mobility and hand function. Despite this, she remains the strong woman behind her 34-year-old son Mr Darren Chua, a stroke survivor who is physically and cognitively impaired. He relies on Mdm Tan for most activities of daily living and to take him to the SPD Rehabilitation Centre where he receives therapy.

As Mdm Tan is not able to afford her son's programme fees, our social workers helped her to appeal for financial support. They also assisted her in applying for laptop subsidies so that Mr Chua could receive tele-practice service during the Circuit Breaker. To empower Mdm Tan with digital skills, our social workers also guided her on the use of digital devices. The continuous support from SPD's social workers has helped Mdm Tan to achieve a better quality of life, which has in turn improved her interactions with her son.



Growing the Sector Together

SPD Therapy Hub

The SPD Therapy Hub recruits, develops and manages a pool of physiotherapists, occupational therapists and speech therapists to meet the needs of the sector. This also provides greater career development options for our staff.



HIGHLIGHTS

- We worked with the National Council of Social Service and Asia Insight in the Social Service SkillsFuture Tripartite Taskforce sub-team to lead the study on retention of allied healthcare professionals
- We participated in virtual career fairs in partnership with Singapore Institute of Technology and The Hong Kong Polytechnic University, making connections with over 80 students
- We offered alternative services such as training development and delivery as well as programme development to partner organisations, on top of routine clinical services
- We supported national level committees including the Allied Health Professions Council as Complaints Panel members, and the Occupational Therapy Credential Committee for the review of supervisory guidelines
- Our therapists empowered support staff of social service agencies through training in areas such as transfer skills, mobility devices, person-centred care, group therapy, stroke and dementia
- We served as a member of the Ministry of Health's Occupational Therapy Curriculum Review Working Committee
- Two of our cluster heads became core group members in the first Eldercare Community of Practice (COP) organised by the Centre for Allied Health and Pharmacy Excellence since 24 June 2020. The COP was formed to facilitate better eldercare through creating learning platforms for health and social care professionals to share knowledge and experiences.



FIGURES

5,065 clients supported

101 

physiotherapists, occupational and speech therapists supported children, adults and the elderly under **62 programmes** within SPD and in the community, such as nursing homes, day rehabilitation and social care centres, special schools, EIPIC centres and mainstream schools

Capability Building Across Sectors



HIGHLIGHTS

- Our Children Services professionals trained 420 school personnel to build their competencies in supporting children with developmental and learning needs in mainstream schools and pre-schools. The number more than doubled from last year as the courses were well-received and more runs were conducted to meet the high demand



FIGURES

Courses	No. of Runs	No. of Participants
Identification and Classroom Management of Pre-Schoolers with Learning Difficulties (ICMPLD)	3	52
MOE Allied Educators Training	8	203
Customised Training	5	165
Total	16	420

17

students studying in fields such as occupational therapy, speech therapy and physiotherapy were provided with clinical placements



Fostering a More Inclusive Society

Through talks, events, as well as training and workshops, we reached out to close to 26,000 individuals with the aim of inculcating an inclusive mindset among Singaporeans.



HIGHLIGHTS

- The UNLABEL public awareness campaign was launched for the second year running with support from SMRT Media which provided the media space, and boutique creative agency Societal offering pro bono services
- A chatbot was introduced on the SPD website to better connect with the public



FIGURES

820 
media mentions

12,751 
social media followers

1,042 
social media postings

A message brought to you by **spd**
Spreading awareness about disabilities since 1988



“WHY DO I HAVE TO BE IN THIS AD, NOT ONE FOR SHAMPOO?”

People with disabilities just want to live their lives—the same way you do. So start looking at the person, not the disability.

Unlabel people with disabilities today.

Join the movement at takeaction.spd.org.sg
















A message brought to you by **spd**
Spreading awareness about disabilities since 1988



“WHY DO I HAVE TO BE IN THIS AD, NOT ONE FOR A TECH STARTUP?”

People with disabilities just want to live their lives—the same way you do. So start looking at the person, not the disability.

Unlabel people with disabilities today.

Join the movement at takeaction.spd.org.sg
















Supporters and Friends of SPD

As a charity, we depend on the goodwill of the community to keep our programmes running, and this urgency for support was exacerbated with the COVID-19 situation. Here are some whom we have worked with in the year:


Volunteers


119 
individuals

16 
corporates, schools and
community groups

6,142 
hours contributed

We took our volunteering activities such as exercise and befriending sessions online so that our clients continued to be engaged. Tele-befriending was one of the new volunteering activities that came about during the pandemic situation.

16  tele-befrienders supported 14 clients through check-ins via phone calls and video-conferencing

 We used online channels, such as Facebook, to network with our volunteers



Committed to Making a Difference

P Santhia, 26
Volunteer

Santhia joined SPD as a volunteer befriender for 76-year-old Mdm Angie in June 2020. It was Santhia's maiden stint as a befriender and she was very keen to provide support to Mdm Angie during that challenging period. As home visits were not allowed due to the COVID-19 safety measures, Santhia made regular phone calls to check on Mdm Angie as well as keep her company as she lived alone and was also unable to travel out independently due to childhood post-polio syndrome. Santhia finally got to pay Mdm Angie a visit at her home when the safety measures were relaxed a few months later, even bringing along some goodies to share. The pair have grown fond of each other and their friendship is still going strong even as Santhia moves on to secure her first full-time job after graduation.

Donors, Sponsors and Supporters

\$169,000

raised through our first virtual concerts thanks to mm2 and Kowloon Club

\$245,308

raised from **30** online campaigns

In the year, organisations such as ASML Singapore Pte Ltd, Citrix Systems Pte Ltd, UBS Optimus Foundation Singapore Ltd and Nittan Capital Singapore Ltd, among others, stepped forward to donate to SPD for the first time, while others like Apple, Singtel and Temasek Foundation sponsored devices and data SIM cards to enable our beneficiaries to receive remote services.

Long-time partners like Asia Pacific Breweries Foundation, Chew How Teck Foundation, Far East Organization, FMC Technologies Singapore Pte Ltd, Keppel Care Foundation, NTUC FairPrice Foundation, Tote Board and Mr Oan Chim Seng remained committed to supporting SPD's cause.

240 corporates, schools and pre-schools participated in the Charity Hongbao 2021, raising

\$230,000

\$5.28 million

raised through individual and corporate giving

Many caring supporters have sponsored necessities:

Moda Paolo contributed

16,000 

surgical masks

BYD contributed

150  sanitisers and **10,000**  surgical masks



Our People

In a year marked by uncertainties and hardships, our people innovated and navigated the new normal to deliver the best care in the most efficient manner, so that those we served were not left behind.



HIGHLIGHTS

- We continued on our organisational development and digital transformation journey under the Tote Board Non-Profit Sector Transformation Initiative – Organisation Development Programme
- A talent management framework was developed to identify, engage and grow talents

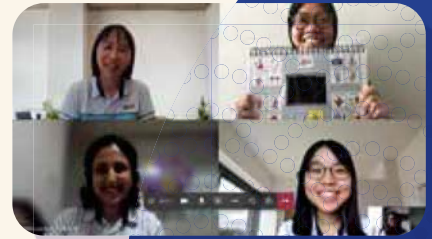
People Development

392 staff

60 training hours clocked by each staff on average

8

teachers were supported in their pursuit of the Advanced Diploma in Early Childhood Intervention (Special Needs)



Service Quality Commitment

59

staff awarded the SingHealth COVID-19 Heroes Award for their contribution in the COVID-19 safe management efforts

13

staff recognised for exemplary service standards in an internal service excellence awards programme



Plans for the Next Financial Year

Programme Enhancements

- SPD Rehabilitation Centre to launch the Acquired Brain Injury service to support 120 clients and 90 caregivers over three years
- A General Dementia Day Care programme to be developed in SPD@Toa Payoh that targets 20 clients in the first year
- We will carry out renovation works at SPD Ability Centre and SPD@Jurong to upgrade facilities and optimise space to serve clients
- The Early Childhood Holistic Outcomes (ECHO) core teams will review and streamline relevant processes to ensure consistency in practices across the four SPD EIPIC Centres
- Our social work team to co-lead with SG Enable in developing a framework for supporting caregivers in SPD as well as the wider sector
- A Values-in-Action programme to be developed for schools to improve students' understanding of and interaction with persons with disabilities
- We aim to groom caregiver champions to advocate inclusion
- We will conduct Employment Support Groups for clients to better address psycho-social issues
- Partnering pre-school operators, we will develop annual training plans for their staff, caregivers and children attending the pre-schools
- We will pilot training roadmaps for client-facing volunteer roles

Technological Capability Boost

- A learning management system will be implemented to facilitate training for staff and external stakeholders more efficiently
- A cloud-based strategy which includes the migration of file servers to SharePoint will be implemented for better information management
- The Therapy Hub Systems will be implemented in collaboration with the NCSS Back-to-Basics (B2B) project to improve efficiency in administrative processes for therapists, admin and management staff

Staff Capability Improvement

- We will work towards enhancing the capability of assistive technology specialists and therapists in areas such as powered mobility and environmental controls / smart devices

Our Leadership

Patron

Her Excellency, Madam Halimah Yacob
President of Singapore

Board of Management

Mr Ngan Wan Sing, Winston
President
(26 September 2020 – current)
Vice-President
(25 August 2012 – 26 September 2020)
Honorary Assistant Treasurer
(21 August 2010 – 25 August 2012)
Independent Non-Executive Director,
HSBC Bank (Singapore) Limited

Ms Ong Toon Hui
Vice-President
(26 September 2020 – current)
Dean & Chief Executive Officer,
Singapore Civil Service College

Mr Kelvin Ling Ang Kerng
Honorary Treasurer
(26 September 2020 – current)
Retired

Mr Tang Liheng
Honorary Assistant Treasurer
(26 September 2020 – current)
Honorary Assistant Treasurer
(25 August 2018 – 15 July 2019)
Director (Special Projects),
Ministry of Health

Ms Chow Siew Ying
Member

Prof Ho Lai Yun, BBM, PBS, PBM, JP
Member

Associate Prof Lim Hua Beng
Member

Dr Ng Yee Sien
Member

Mr James Ong Hsien Chih
Member

Mr Yeo Teck Guan
Member

Mr Zhang Weijie
Member

Mr Abhimanyau Pal
Ex-Officio Secretary
(from 1 December 2010)

Board Advisory Panel
(with effect 6 October 2020)

Members
Ms Chia Yong Yong, BBM, PBM
Mr Low Wong Fook
Mr Tan Soo Nan

Technology Advisory Panel
(with effect 14 October 2020)

Chairperson
Mr Tan Yuh Woei

Members
Ms Koh Li-Na
Mr Wong Hwee Lim
Mr Yeo Teck Guan

Audit Committee

Chairperson
Mr James Ong Hsien Chih

Members
Ms Suman Kishinchand Balani
Ms Chow Siew Ying
Mr Kamalarajan M Chettiar
Mr Yeo Jue Nam

Resource Mobilisation & Partnerships Committee

Chairperson
Mr Yeo Teck Guan

Members
Mr Philip Chan
Mrs Diana Ee-Tan
Mr James Ong Hsien Chih
Dr Claire Tan Lee Fang
Mr Tan Yuh Woei
Mrs Yeo Su Chen (up till 11 June 2021)

Human Resource & Remuneration Committee

Chairperson
Ms Ong Toon Hui

Members
Ms Christine Kho Geok Cheng
(Appointed 25 January 2021)
Mr Lim Khia Tat
(Appointed 25 January 2021)
Mr Low Wong Fook
Ms Poh Hwee Hian

Services Committee

Chairperson
Prof Ho Lai Yun, BBM, PBS, PBM, JP

Members
Associate Prof Lim Hua Beng
Associate Prof Lim Sok Mui, May
Dr Ng Yee Sien
Ms Susan Niam
Mr Tang Liheng
Associate Prof Wong Meng Ee
Mr Zhang Weijie

Senior Management

Abhimanyau Pal,
Chief Executive Officer

Esther Chong, Director,
Organisational Development

Becky Hoo, Director,
Children Services

Mitchell Leow, Director,
Community Partnerships
(Up till 31 August 2020)

Tay Soong Kiang, Director,
Corporate Services

Teo Pek Wan, Director,
Adult & Elderly Services

Joyce Wong, Director,
Centralised Services and
Resource & Impact

Katherine Sng, Deputy Director,
Community Partnerships

Governance

A new Board of Management, led by President Mr Winston Ngan Wan Sing, was elected into office on 26 September 2020 to serve for two years. As at FY2020/2021, Mr Ngan was the only Board member to have served beyond 10 consecutive years. He continued on the Board for an extended term as part of the Board's succession plan which is in a transitional phase.

In the year, the Board bade farewell to Ms Chia Yong Yong and Mr Tan Soo Nan, both long serving members who between them chalked up more than 20 years on SPD's Board. They are now part of the newly-formed Board Advisory Panel. We welcomed new members, Mr James Ong Hsien Chih, who also chairs the Audit Committee. The Human Resource and Remuneration Committee was strengthened with the addition of Ms Christine Kho Geok Cheng and Mr Lim Khia Tat who bring with them many years of corporate consultancy and human resource experience. The year also saw the formation of the Technology Advisory Panel. The members of this and the

Board Advisory Panels are specialists in their respective fields. The Board of Management was able to tap on the Panels' knowledge and experience which contributed to the Board's work in an ever evolving and complex operating environment.

The profiles of members of the Board of Management, Advisory Panels and Board Committees may be viewed on SPD's website together with SPD's Code of Ethics and Conduct and our Whistle Blowing Policy and Procedures.

In past years, SPD was conferred the Charity Governance Award, as well as the Charity Transparency Award every year it was held. Both awards took a hiatus in 2020.

In the year, the Board held beyond the minimum of four Board meetings required under the Constitution. This is apart from non-mandatory special meetings and strategic planning sessions.

Board Members	Designation for Term 2020-2022	Attendance in FY2020/2021
Mr Ngan Wan Sing, Winston	President	6 out of 6
Ms Ong Toon Hui	Vice-President	6 out of 6
Mr Kelvin Ling Ang Kerng	Honorary Treasurer	6 out of 6
Mr Tang Liheng	Honorary Assistant Treasurer	6 out of 6
Ms Chow Siew Ying	Member	6 out of 6
Prof Ho Lai Ying, BBM, PBS, PBM, JP	Member	6 out of 6
Associate Prof Lim Hua Beng	Member	6 out of 6
Dr Ng Yee Sien	Member	6 out of 6
Mr James Ong Hsien Chih	Member	3 out of 3
Mr Yeo Teck Guan	Member	6 out of 6
Mr Zhang Weijie	Member	6 out of 6

Board Members	Designation for Term 2018-2020	Attendance in FY2020/2021
Ms Chia Yong Yong	President	3 out of 3
Mr Tan Soo Nan	Member	2 out of 3

RESERVES POLICY

The Board of Management regularly reviews the financial performance and budgets to ensure that reserves are adequate to fulfil our continuing obligations. The Board of Management's current policy is for the Society to maintain reserves that are freely 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 or disruption in funding to continue running smoothly until new funding is available.

As at 31 March 2021, SPD's reserves stood at about 9.5 months.

CONFLICT OF INTEREST POLICY

SPD's conflict of interest policy which is approved by its Board, requires Board and Board Committee members and employees to declare actual or potential conflicts of interest on a regular, need to and earliest opportunity basis. 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.

Code of Governance Evaluation Checklist for the Year Ended 31 March 2021

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied	
2	Are there governing Board members holding staff* appointments? Remarks: (skip questions 3 and 4 if "No")		No	
3	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3		
4	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5		
5	The Treasurer of the charity (or any person holding an equivalent position in the charity e.g. Finance Committee Chairman or a governing Board member responsible for overseeing the finances of the charity) can only serve a maximum of four consecutive years. If the charity has not appointed any governing Board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	

6	All governing Board members must submit themselves for re-nomination and re-appointment at least once every three years.	1.1.8	Complied	
7	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every three years, whichever is shorter.	1.1.12	Complied	
8	Is there any governing Board member who has served for more than 10 consecutive years? Remarks: (skip item 9 if “No”)		Yes	Refer to explanation in next row
9	The charity discloses in its annual report the reasons for retaining the governing Board member who has served for more than 10 consecutive years	1.1.13	Complied	At the time Mr Ngan Wan Sing Winston was elected in Sep 2020 to continue for another two years, he had just passed 10 years on the Board. The Board unanimously supported his retention as part of its leadership succession plans which is in a transitional phase. Please also refer to the Annual Report.
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	

CONFLICT OF INTEREST

11	There are documented procedures for governing Board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
12	Governing Board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	

STRATEGIC PLANNING

13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity’s activities are in line with the charity’s objectives.	3.2.2	Complied	
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14	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied
HUMAN RESOURCE AND VOLUNTEER* MANAGEMENT			
15	The Board approves documented human resource policies for staff.	5.1	Complied
16	There is a documented Code of Conduct for governing Board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
17	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
18	Are there volunteers serving in the charity? Remarks: (skip item 19 if "No")		Yes
19	There are volunteer management policies in place for volunteers.	5.7	Complied
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS			
20	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied
21	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
22	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
23	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied
24	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
25	Does the charity invest its reserves (e.g. in fixed deposits)? Remarks: (skip item 26 if "No")		Yes
26	The charity has a documented investment policy approved by the Board	6.4.3	Complied

FUNDRAISING PRACTICES

27	Did the charity receive cash donations (solicited or unsolicited) during the financial year? Remarks: (skip item 28 if "No")		Yes
28	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied
29	Did the charity receive donations in kind during the financial year? Remarks: (skip item 30 if "No")		Yes
30	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied

DISCLOSURE AND TRANSPARENCY

31	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing Board member at those meetings.	8.2	Complied
32	Are governing Board members remunerated for their services to the Board? Remarks: (skip questions 33 and 34 if "No")		No
33	No governing Board member is involved in setting his or her own remuneration.	2.2	
34	The charity discloses the exact remuneration and benefits received by each governing Board member in its annual report. OR The charity discloses that no governing Board member is remunerated.	8.3	
35	Does the charity employ paid staff? Remarks: (skip questions 36, 37 and 38 if "No")		Yes
36	No staff is involved in setting his own remuneration.	2.2	Complied
37	The charity discloses in its annual report the annual remuneration – (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing Board member of the charity. The information	8.4	Complied

	relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.			
38	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family* belonging to the Executive Head* or a governing Board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing Board member of the charity who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied	There is no paid staff who is a close member of the family belonging to the Executive Head or a governing Board member.

PUBLIC IMAGE				
39	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

Notes :

- * Staff: Paid or unpaid individual who is involved in the day-to-day operations of the charity, e.g. an Executive Director or administrative personnel
 - * Volunteer: A person who willingly serves the charity, without expectation of any remuneration.
 - * Close member of the family: A family member belong to the Executive Head or a governing Board member of a charity-
 - (a) who may be expected to influence the Executive Head's or governing Board member's (as the case may be) dealings with the charity; or
 - (b) who may be influenced by the Executive Head or governing Board member (as the case may be) in the family member's dealings with the charity; or
- A close member of the family may include the following:
- (a) the child or spouse of the Executive Head or governing Board member;
 - (b) the stepchild of the Executive Head or governing Board member;
 - (c) the dependant of the Executive Head or governing Board member;
 - (d) the dependant of the Executive Head's or governing Board member's spouse.
- * Executive Head: The most senior staff member in charge of the charity's staff.

Summarised Financial Statements

BALANCE SHEET

(as at 31 March 2021)

	FY2020/2021	FY2019/2020
ASSETS		
Current Assets	62,181,671	53,870,825
Property, Plant and Equipment	1,385,008	1,893,581
TOTAL ASSETS	63,566,679	55,764,406
LIABILITIES		
Current Liabilities	11,354,693	11,580,609
FUNDS		
General Fund	30,313,524	26,304,361
Designated Funds	8,094,688	8,150,406
Restricted Funds	13,803,774	9,729,030
TOTAL FUNDS AND LIABILITIES	63,566,679	55,764,406

STATEMENT OF FINANCIAL ACTIVITIES

(for the year ended 31 March 2021)

	FY2020/2021	FY2019/2020
INCOME		
Voluntary Income	7,730,444	5,535,878
Investment Income	479,148	671,173
Income from Charitable Activities	31,182,783	29,424,129
Other Income	10,394	15,887
Total Income	39,402,769	35,647,067
EXPENDITURE		
Cost of Generating Voluntary Income	890,137	1,111,298
Charitable Activities	29,797,957	28,146,583
Governance Costs	686,486	927,117
Total Expenditure	31,374,580	30,184,998
NET INCOME	8,028,189	5,462,069

Note: Government funding schemes like the Jobs Support Scheme (\$4.6 million) and business-as-usual funding contributed significantly to the overall surplus of \$8 million for the financial year ended 31 March 2021. The business-as-usual funding in particular helped to cushion the drop in fees during the Circuit Breaker and subsequent phased-in resumption of services.

Thank You!

Donor Acknowledgment (April 2020 to March 2021)

\$250,000 and above

ASML Singapore Pte Ltd
Estate of the Late Frank George Newman
Far East Organization
Tote Board

\$100,000 - \$249,999

Asia Pacific Breweries Foundation
Citrix Systems Singapore Pte Ltd
Keppel Care Foundation
Kho Mary
Kowloon Club
Singapore Power Limited
UBS Optimus Foundation Singapore Ltd
United Overseas Bank Limited

\$50,000 - \$99,999

Chew How Teck Foundation
Estate of the Late Chan Yee Mui
FMC Technologies Singapore Pte Ltd
mm2 Entertainment Pte Ltd
Nittan Capital Singapore Pte Ltd
NTUC FairPrice Foundation Ltd
Oan Chim Seng

\$10,000 - \$49,999

Aberdeen Asset Management Charitable Foundation
Berzins Andrey Charles
Canon Medical Systems Asia Pte Ltd
Certis Cisco Security Pte Ltd
Chan Man Ping Philip
Cheong Sim Lam
Chew Ban Eng Stephen
Chung Seow Lim
Energeo Systems Pte Ltd
Estate of Tye Sok Cheng nee Tan
Exyte Singapore Pte Ltd
Helios Capital Management Pte Ltd
Ho Ching
Hoe Kee Hardware Pte Ltd
Keppel Club
Kuan Im Tng Temple (Joo Chiat)

Lee Foundation, Singapore
Lim Jew Jing
Lock Chee Wah
Medicell Pharmaceutical (S) Pte Ltd
Methodist Girls' School
Netpoleon Solutions Pte Ltd
Ngan Wan Sing Winston
Otis Elevator Co.
Phillips 66 International Trading Pte Ltd
President's Challenge
Quah Kee Swee
SATS Ltd
Seah Chee Hwee
Seet Lucy
Siew Kum Hong
Singapore Pools (Private) Limited
Summit Planners
Tan Chin Tuan Foundation
Team Nila
The Community Foundation of Singapore
THL Holding Pte Ltd
Trailblazer Foundation Ltd
Veeam Software Singapore Pte Ltd
Zhou Haiyan

\$3,000 - \$9,999

AAstar Pte Ltd
Accenture Pte Ltd
Agri-Supplies Pte Ltd
Allalloy Dynaweld Pte Ltd
AMOS Group Limited
ASA Contracts Pte Ltd
Bit Solution Pte Ltd
Central Singapore Community Development Council
Chan Xiao Li
Chanrai Suvir Sunder
Check Point Holding (Singapore) Pte Ltd
Chee Junmin Lester
Cheng Hong Wing Alfred
Chia Peng Chwan
Chiang Hui Wen
Cho Yu Chung
Chong Kit Lin

Chow Ban Hoe
 Chua Hui Min Hillary
 Chua Wee Lee Anggerek
 CMA Mental Arithmetic Centre Pte Ltd
 CTC Global Pte Ltd
 Customer Capital Consulting Pte Ltd
 Dabo Corporation Pte Ltd
 Dell Global B.V. (Singapore Branch)
 Ee Siong Chee
 Eng Hsi Ko Peter
 Farel Kuswanda
 Goh Joo Hin Pte Ltd
 Goldbell Engineering Pte Ltd
 Gwee Tiong Kee Ronald
 Heineken Asia Pacific Pte Ltd
 Hewlett Packard Enterprise Foundation
 Ho Rosalind
 Hong Leong Foundation
 Hong Shui Yam
 Hoy San Stevedoring Pte Ltd
 Isaac Manasseh Meyer Trust Fund
 Jung Young Soo
 Kalthsum Mohd Yassin
 Koh Ee Chor
 Lee Choon Bok
 Lee Weng Chong
 Leong Yi Onn Ian
 Lim Eng Khiang
 Low Hwee Chua
 Mitsubishi Electric Asia Pte Ltd
 MTZ Pte Ltd
 New Mun Kit
 Overseas Academic Link Pte Ltd
 Ow Flora
 Pavilion Capital International Pte. Ltd.
 Pei Hwa Foundation Limited
 Phoon Siew Koon Francis
 Poa K B Cynthia
 Revel Tech (SG) Holdings Pte Ltd
 RSM Chio Lim LLP
 See Kee Oon
 Sigma Conso Asia Pte Ltd
 Sim Bee Choo
 Sim Mong Keang
 Singapore United Estates (Pte) Ltd
 St John's St Margaret's Church
 Tan Ming Hong David
 Tan Yuh Woei
 Teo Joo Pek
 The Late Mdm Lai Wai Queen

The Shaw Foundation Pte
 Thomson Shin Min Foundation
 Trans-Orient Shipping Pte Ltd
 Union Energy Corporation Pte Ltd
 Value Add System & Technology Pte Ltd
 Veerasingam Prem Kumar
 Veritas Storage (Singapore) Pte Ltd
 VMware Singapore Pte Ltd
 VSTECs (Singapore) Pte. Ltd.
 Wang Learning Centre Pte Ltd
 Wang Yanchao
 Want Want Holdings Ltd
 Wong Soon Peng Adrian
 YMCA Youth for Causes - Team Simply Special

\$1,000 - \$2,999

Alyssa Maharani
 Ang Boon Chiat Edmund
 Ang Hwee Yang
 Ashok Chakravarti
 Astute Tax Pte Ltd
 Auw Chor Cheng
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 PCF Sparkletots Preschool @ Pasir Ris East Blk 216 (KN)
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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.

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



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Our Sheltered Workshop offers a wide range of products and services made by a team of more than 100 persons with disabilities. Your support will translate to more training and employment opportunities for them.



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Provide job opportunities to jobseekers with disabilities and enable them to be financially independent.



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



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



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