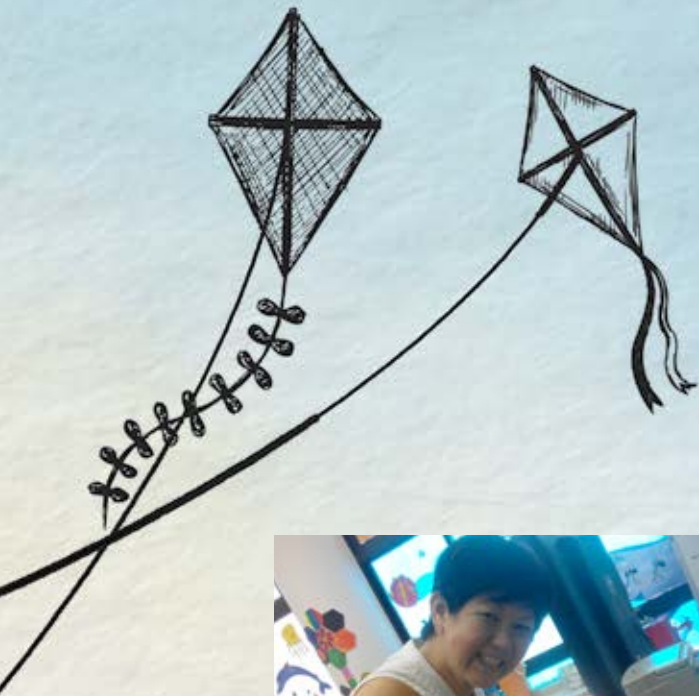




Because Inclusion Matters

SPD ANNUAL REPORT FY2015/2016



Concept

Like fingerprints, each of us is unique.

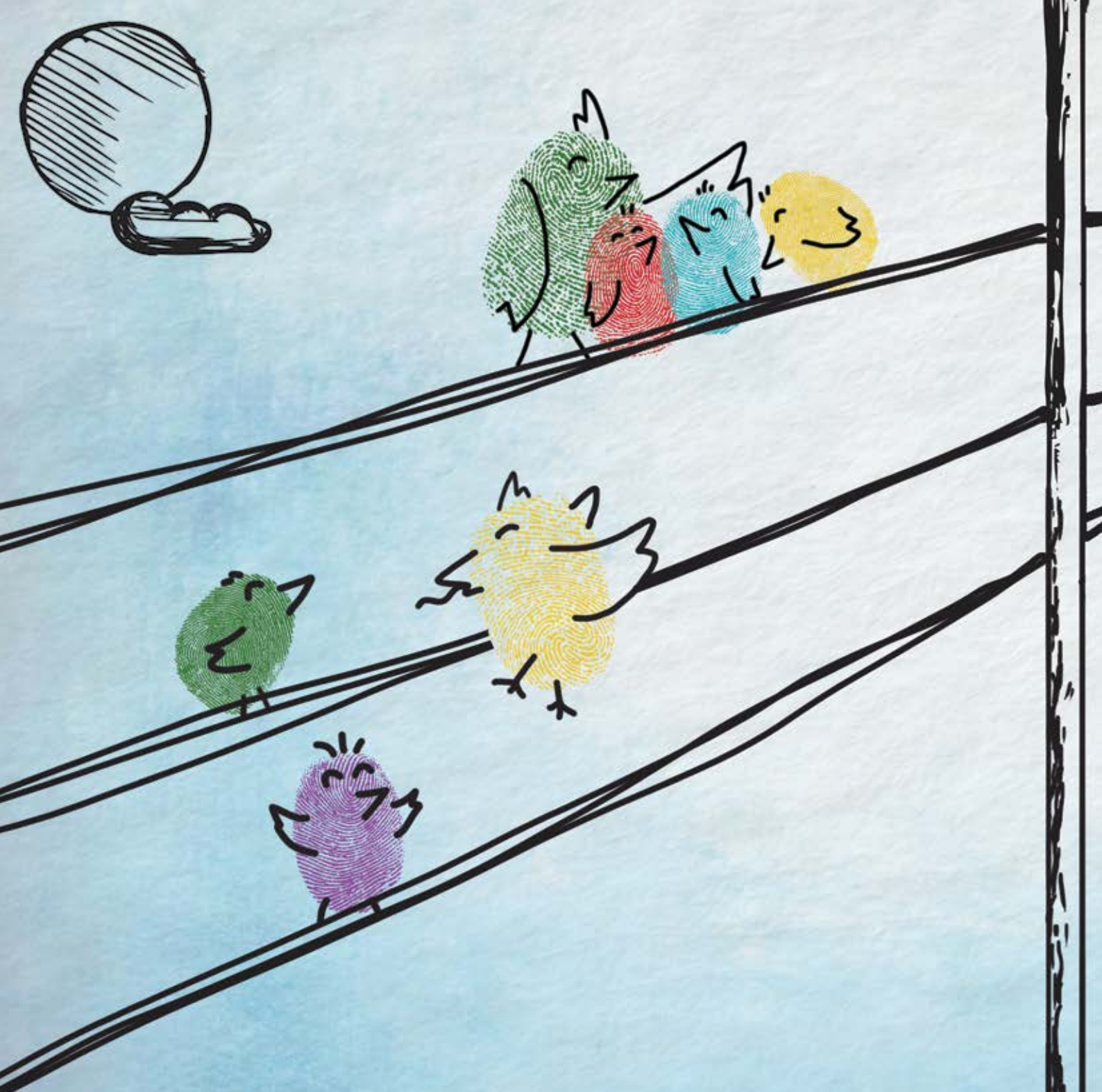
We have our strengths and weaknesses and face our own set of challenges in life. While we are all different, we are also similar in so many ways.

At SPD, we work with people with disabilities, to maximise their potential and enable them to integrate into mainstream society. We hope that ours will be a community that accepts all, regardless of abilities, because unity is strength, and because inclusion matters.

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About SPD



Who We Are and What We Do

SPD is a voluntary welfare organisation that helps people with disabilities to maximise their potential and integrate into mainstream society.

We serve people with physical, sensory and learning disabilities, as well as caregivers, employers, schools and others in the network of people with disabilities.

Our Vision

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

Our Mission

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

Our Service Quality Commitment

As a person-centred organisation, we are committed to service quality through:

Professionalism: We serve with integrity and strive to excel in our work.

Partnership: We listen and work together with you to strive for a favourable experience.

Compassion: We strive to see your point of view to achieve better care and understanding of your circumstances.

Respect: We value your dignity, privacy and needs.

President's Message

Last year was a busy and exciting one for SPD. We expanded our service offerings and improved service delivery to support over 5,000 persons with disabilities in their rehabilitation journey, as well as their families.

Growth

Our Specialised Assistive Technology Centre entered a new phase as we collaborated with SG Enable, the agency dedicated to enabling persons with disabilities, to build and jointly manage Tech Able at the Enabling Village. The facility was set up to enable persons with disabilities in employment as well as participation in all aspects of community living through information and communications technology and assistive technology (AT). Our AT assessments and training are now offered at Tech Able and in the year, we enabled 324 persons with disabilities through AT prescriptions and training.

We grew our Employment Support Programme to provide job coaching and job placement services for an increasing number of persons with disabilities looking for open employment. We served 486 job seekers in the year, up from 305 the previous year. With the expansion of the programme, the team also moved to the Enabling Village, in the process giving people with disabilities easier access to our services.

Demand for children services continued to grow as we served more children under the Early Intervention Programme for Infants and Children (EIPIC), Continuing Therapy Programme (CTP) and Development Support Programme. We were excited when the Ministry of Social and Family Development approved our funding application for the operation of two new EIPIC centres in Bedok and Tampines. With this, we would be able to reach out to more young children who require early intervention. The two centres, with the capacity to serve 277 children, started operations in August 2016.

In the year, our bid for CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation went full steam ahead, a testament of our commitment and focus on service quality. We were proud to have attained accreditation for two rehabilitation centres and the CTP at SPD Ability Centre and SPD@Tampines in June 2016.

Looking Ahead

With growing awareness and demand for rehabilitation and intervention services, we will continue to build our capabilities and professionalism to provide better care and support for our clients and their caregivers. We hope to extend CARF accreditation to other programmes. More resources will also be dedicated to helping persons with disabilities find jobs. Backend support such as IT infrastructure and data management systems will be boosted to cope with the expansion of service delivery.

Building an inclusive society is in the hands of every citizen. We will place greater emphasis on public education and outreach efforts so that with greater acceptance and understanding, every person with disabilities will have a place in this community.

Giving Back

As a voluntary welfare organisation, we have so often and in so many ways garnered goodwill from the community. I am glad that through our own community service programme, we were able to give back to the community by getting our staff to volunteer at nine non-profit organisations, contributing close to 1,000 hours in total.

Our Appreciation

We would like to thank our donors, volunteers, partners, staff and Board members for their continued support in the year.





Our utmost appreciation also goes out to Mr See Cher who has stepped down from the Board of Management on 29 August 2015 after serving on the Board for 12 years. We are deeply grateful to Mr See for his invaluable contributions to the Board over the years as President and member.

With the collective effort of all stakeholders, we can empower and enable every person with disabilities, and must make individuals of all abilities in this society count. Simply because inclusion matters.

Yours sincerely,

Chia Yong Yong, PBM
President
SPD



Our Programmes and Services



For Adults and the Elderly

Day Activity Centre (DAC)

Day care and social and recreational activities of daily living

Employment Support Programme (ESP)

Job placement, job support services and outreach to promote inclusion of persons with disabilities in the workforce

Vocational Skills Training

Skills training through the IAC Certificate in Office Skills, Job Specific Skills Training and Pre-Vocational Skills Training

Sheltered Workshop

Supported employment and vocational skills training through engagement in the production of lifestyle gifts, bookbinding and book restoration services, and simple sub-contract work

Rehabilitation Centres

Physiotherapy, occupational and speech therapy, nursing care and home-based therapy services for persons with disabilities and the elderly

Day care and weekend respite care services

Transition Programme for Employment (TPE)

Customised intervention support encompassing therapy and vocational training for those below 50 years old with spinal cord injuries or who have survived stroke

For Children and Youth

Development Support Programme (DSP)

Therapy and educational support for pre-schoolers with mild developmental delays

Early Intervention Programme for Infants and Children (EIPIIC)

Early intervention for infants and children 6 years old and below with developmental needs

Continuing Therapy Programme (CTP)

Occupational and speech therapy for children under 18 years old with special needs

SPD Education Programme

Bursaries, case management, tuition, school integration support as well as learning and development opportunities

Scholarships

Support for youth in their educational pursuits through the Microsoft YouthSpark Scholarship and Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities





For All Ages

SPD Therapy Hub

Recruitment, supervision and management of occupational therapists, speech therapists and physiotherapists deployed to serve clients in SPD and other community organisations

Assistive Technology Services

Assistive technology (AT) assessment, consultation and training

Promotion of use of AT and adaptation and modification of AT devices that are commercially unavailable

Loan of AT devices for trial, training or temporary replacement

Training and Consultancy Services

Training and consultancy in early intervention and support for people with disabilities in different care settings

Specialised Case Management Programme (SCMP)

Social support including case management, counselling, caregiver support and training, befriending and consultancy on disability issues, and administration of financial assistance and community support schemes

Specialised Transport

Specialised and dedicated transport service



Board of Management



6 Ms Chia Yong Yong, PBM

President (2008 – current)
Vice-President (2006 – 2008)
Partner, Yusarn Audrey

3 Mr Ngan Wan Sing, Winston

Vice-President (2012 – current)
Honorary Assistant Treasurer (2010 – 2012)
Partner, Ernst & Young LLP

4 Ms Poh Hwee Hian

Honorary Treasurer (2012 – current, 2008 – 2010)
Honorary Assistant Treasurer (2007 – 2008)
Managing Director (Singapore & Malaysia), De'Longhi Group

2 Mr Soh Chee Keong, BBM

Honorary Assistant Treasurer (2014 – current, 2008 – 2010, 2000 – 2002)
Honorary Treasurer (2010 – 2012)

Second Vice-President (2002 – 2004)
Chief Executive Officer, Synergy FM International Pte Ltd

1 Ms Ong Toon Hui

Member

5 Ms Suman K Balani

Member

7 Dr Ng Yee Sien

Member

8 Mr Tan Soo Nan

Member

9 Mr Low Wong Fook

Member

10 Ms Chow Siew Ying

Member

11 Prof Ho Lai Yun, BBM, JP, PBS

Member

12 Mr Abhimanyau Pal

Ex-Officio Secretary

*Not in Photograph:

Mr See Cher

Member (up to 29 August 2015)



Audit Committee

Mr Ngan Wan Sing, Winston
Chairperson

Ms Suman K Balani
Member

Mr Kamalarajan M Chettiar
Member

Mr Yeo Jau Nam
Member

Fundraising Committee

Ms Chia Yong Yong, PBM
Chairperson

Mr Rajan Raju
Member

Mr Ajay Sondhi
Member

Mr Tan Soo Nan
Member

Human Resource & Remuneration Committee

Ms Chow Siew Ying
Chairperson

Mr Low Wong Fook
Member

Mr See Cher
Member

Services Committee

Prof Ho Lai Yun, BBM, JP, PBS
Chairperson

Mr Lim Hua Beng
Member

Dr Ng Yee Sien
Member

Mr Tang Liheng
Member

Dr Wong Meng Ee
Member

Mr Zhang Weijie
Member

Management Team



1 Jeffrey Chin
Deputy Director
Adult & Elderly Services

2 Loi Boon Lee
Senior Director
Community Partnerships

3 Abhimanyau Pal
Executive Director
(From 1 December 2010)

4 Manoj Pathnapuram
Assistant Director
Children Services

5 Kam Jin Chieh
Assistant Director
Adult & Elderly Services

6 Becky Hoo
Director
Children Services

7 Tay Soong Kiang
Director
Corporate Services

8 Quek Hong Choon
Director
Organisational Development



9 Katherine Sng
Assistant Director
Community Partnerships

10 Tommy Tng
Senior Manager
Sheltered Workshop

11 Clemaus Lim
Senior Manager
Community and Social Service
& Schemes and Grants

12 Geraldine Lai
Senior Manager
Communications

13 Pearly Leong
Assistant Director
Human Resources &
Organisational Development

14 Lee Hui Lin
Senior Manager
Employment Support
Programme

15 Pauline Tan
Senior Manager
Schemes and Grants &
Organisational Development

16 Deborah Kellene Chow
Senior Manager
Clinical Services

Management Team



17 Sarah Yong
Manager
Specialised Assistive
Technology Centre

21 Robin Mah
Manager
Administration

18 Chong Aye Wah
Manager
Human Resources

22 Kunal Kanti Ghosh
Centre Manager
SPD@Bedok

19 Susan Teo
Manager
Admin & Service Quality

23 Eric Yeong
Manager
Resource Development

20 Khoo Khee Ling
Manager
Resource & Impact

24 Ee Boon Siong
Manager
Information Technology



25 Winnie Lim
Centre Manager
SPD@Jurong

26 Sharon Sim
Manager
SPD Therapy Hub

27 Trivedi Neha Umang
Manager
Rehabilitation Centre

28 Ivan Tan
Manager
e-Accessibility

29 Zunaidah Binte Shahul Hamid
Centre Manager
SPD@Tampines

30 Sharon Chen
Centre Manager
SPD@Toa Payoh

31 Sharon Chuo
Manager
Advocacy & Public Education

*Not in Photograph:

Joyce Wong
Director, Inclusion Advancement

Helen Tay
Senior Manager, Resource Development

Pang Ghee Keong
Manager, Finance

Yvonne Chew
Assistant Manager, EIPIC
SPD@Tampines & SPD Ability Centre

Highlights of FY2015/2016

SPD was appointed as operator of two new centres for the Early Intervention Programme for Infants and Children (EIPIC). The centres located in Bedok and Tampines commenced operations in August 2016.



SPD entered a partnership with SG Enable to set up and manage Tech Able at the Enabling Village in October 2015 to offer assistive technology services to persons with disabilities.

From October 2015, SPD began offering job placement and job support services at the Enabling Village.

Under a new corporate responsibility initiative, all staff were engaged in community service where they volunteered at nine non-profit organisations.

SPD piloted the I.M.Powered programme in October 2015 to help strengthen the mental resilience of youth with disabilities.

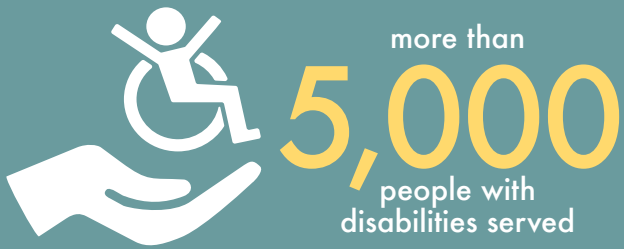
SPD@Jurong completed a two-year consultancy project in November 2015 aimed at improving the quality of service provided by the EIPIC Centres.

SPD's two rehabilitation centres and Continuing Therapy Programme underwent CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation.

All caregivers rated SPD services effective in enabling them to provide better care for their loved ones.

At a Glance

ACHIEVEMENTS IN FY2015/2016



177
caregivers
empowered



234
individuals
underwent
vocational
training



835
children and youth
supported and
enriched through
early intervention
and education
support



192
job seekers
placed in open
employment



630
allied educators,
healthcare professionals
and individuals offered
accessibility and
disability awareness
training



\$530,000
in transport subsidies provided for
823 clients



324
lives enhanced
through AT



532
individuals received
therapy at SPD's
rehabilitation
centres



334
clients supported
in day and
respite care



3,871
individuals and
43
programmes supported
by SPD Therapy Hub



\$4.39 million
raised

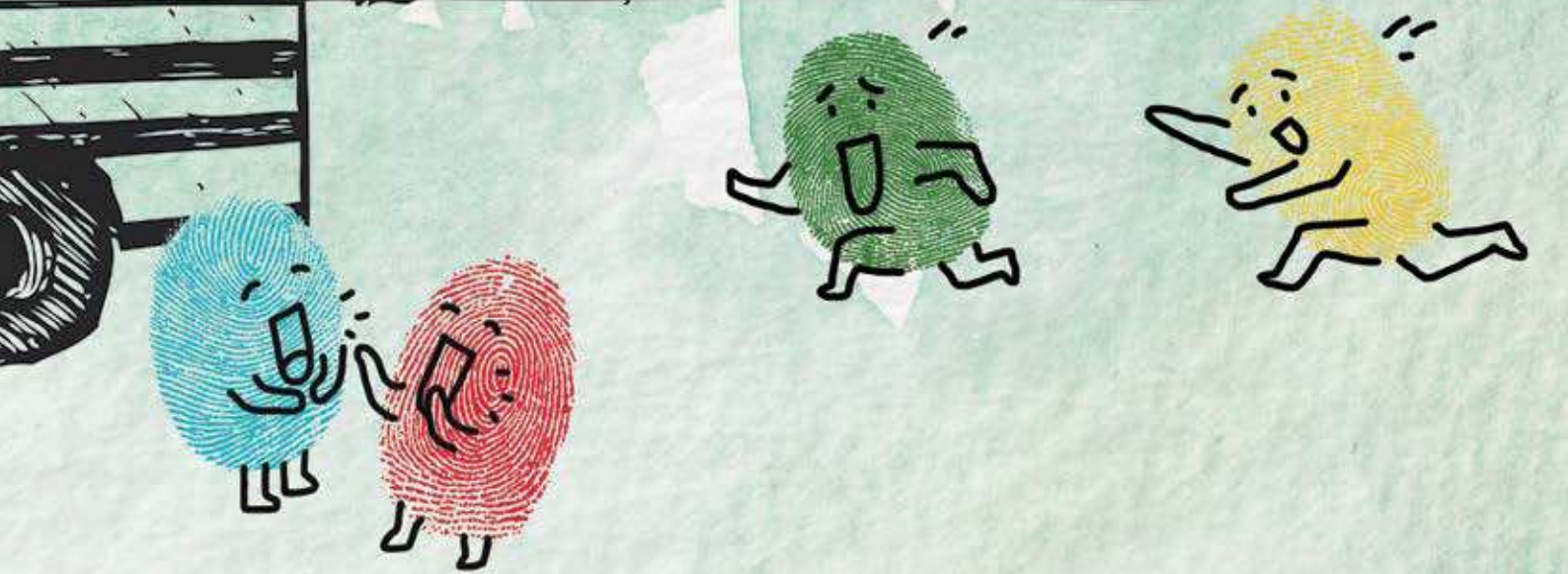


34
disability awareness
events organised,
reaching out to over
3,000
individuals



4,181
volunteers garnered
who gave over
15,219
man hours





Changes Effected,
Lives Improved

Supporting Children & Youth with Special Needs



694

children received early intervention support



\$56,150
in bursaries awarded

141

children and youth supported in education



23

scholarships awarded



Early Intervention Programme for Infants and Children (EIPIC)

The Building Bridges EIPIC Centres at SPD Ability Centre and SPD@Jurong served 201 children with special needs.

Thirty-three children graduated from the programme in November 2015, with 16 progressing to mainstream schools and the rest to special schools.

SPD@Jurong completed a two-year EIPIC consultancy project in November 2015 with a team of healthcare professionals from KKH and NUH appointed by the Ministry of Social and Family Development to improve the quality of service provided by the EIPIC centres across Singapore. Following this, improvements in processes were rolled out in SPD@Jurong and other Building Bridges EIPIC centres.

Development Support Programme (DSP)

The DSP teams at SPD@Jurong and SPD@Tampines offered intervention support to 331 pre-schoolers with mild developmental disabilities at their pre-schools, and provided 323 therapy and support packages in all.

Work processes were streamlined to allow for better information management and decision-making.

Continuing Therapy Programme (CTP)

The CTP, offered at SPD Ability Centre and SPD@Tampines, screened 249 children and supported 162 children with special needs attending mainstream schools, special schools and early intervention centres.

To bolster the caregiver's role in the child's rehabilitation and help facilitate the child's progress, a caregiver communication form and functional assessment tool PEDI-CAT were used to facilitate caregiver's engagement in the programme.





Support in Education

The SPD Education Programme supported 114 students in mainstream schools. Eighty-four received over \$56,000 in bursaries sponsored by NatSteel Holdings Pte Ltd at the SPD Education Programme Award Presentation Ceremony in January 2016. Ms Grace Fu, Minister for Culture, Community and Youth, was the Guest-of-Honour.

At the same event, four students with disabilities also received a grant of \$5,000 each under the SPD Youth Aspiration Award to pursue their interests in performing arts, sports and community service.

As the administrator of the Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities and the Microsoft YouthSpark Scholarship, SPD marketed the scholarships to

institutes of higher learning, junior colleges and voluntary welfare organisations.

Out of 30 applicants, three new undergraduates were awarded the APB Foundation scholarship while the Microsoft YouthSpark scholarship was awarded to five new students, the largest number of recipients since 2009, bringing the total scholarships disbursed in the year to 23.



Reasons to Smile

Azeezah

Mother of EIPIC client

“My son, Sheik, had trouble speaking and expressing himself. After enrolling at SPD, he made significant improvement. The teachers were very understanding and helped him to become more outspoken and confident. He is no longer timid and shy. I truly appreciate all the effort and guidance of the teachers at SPD in helping children like Sheik. Through the lessons, my son learnt that he could also achieve wonderful things.”

Ang Chin Hao

Microsoft YouthSpark Scholarship recipient

Chin Hao was born with macular dystrophy, a rare genetic eye disorder that causes vision loss. Despite his deteriorating vision, he was not afraid to try new things. His positive attitude propelled him academically and in sports. Chin Hao clinched the Microsoft YouthSpark Scholarship for his engineering informatics diploma studies at Nanyang Polytechnic as well as computing engineering degree at Nanyang Technological University, which helped to lighten his family’s financial burden.

Providing Care in the Community



334

clients supported in day and respite care



532

individuals served by SPD Rehabilitation Centres



10,896

therapy sessions provided at the SPD Rehabilitation Centres

SPD Rehabilitation Centres

| | SPD Ability Centre | SPD@Tampines | SPD@Toa Payoh |
|------------------|--------------------|--------------|---------------|
| Clients Served | 297 | 105 | 130 |
| Therapy Sessions | 7,011 | 1,929 | 1,956 |

Rehabilitation Centres

Half of the clients served at the rehabilitation centres (RCs) at SPD Ability Centre and SPD@Tampines were diagnosed with neurological conditions such as stroke, Parkinsonism, head injuries and dementia, and were over 65 years old. Clients at SPD@Toa Payoh were mostly over 65 years old and diagnosed with orthopaedic-related conditions such as hip fractures.

Following a review of the rehabilitation programmes at SPD@Toa Payoh, we set up the Community Rehabilitation Programme to focus on providing quality services to clients undergoing active rehabilitation.

Therapy sessions at the RCs were also extended by another 30 minutes to 1.5 hours from 29 February 2016 so that clients could have more direct contact time with their therapists.

SPD renewed its agreement with Tan Tock Seng Hospital and will continue to support its Integrated Hip Fracture Programme from April 2015 to September 2016. Clients will undergo therapy at SPD@Toa Payoh.

SPD@Tampines received 27 referrals from the Eastern Health Alliance and Community Health Centre of patients with musculoskeletal-related conditions who required physiotherapy.

In the year, we streamlined our services and maximised on available resources by consolidating our rehabilitation services at the SPD Ability

Centre and SPD@Toa Payoh. The RC at SPD@Tampines was converted to a new Building Bridges EIPIC Centre which opened in August 2016.

Respite Care Services

Operating at close to capacity, the Day Activity Centre (DAC) at SPD Ability Centre provided day care services for 56 clients.

Over 11,646 training hours were provided to train the clients in simple life skills or tasks.

SPD@Toa Payoh offered day care that incorporated therapy support for 264 clients, covering over 20,000 day care sessions.

Fourteen clients were enrolled in the Weekend Respite Care programme introduced at SPD@Toa Payoh in 2014 to relieve caregivers from their caregiving duties.



Reasons to Smile



Abdul Mansur Bin Jamaludin

Client, Day Activity Centre

Mansur was working as a parking attendant at Changi Airport until 2006 when his motorcycle collided with a stationary bus.

He sustained traumatic brain injuries which impaired his verbal communication as well as his ability to follow complex instructions. A cheerful young man before, he became reserved due to his limitations.

Mansur enrolled in SPD's Day Activity Centre in January 2007 where he receives training in activities of daily living and community living skills. He also participates actively in social and recreational activities and pre-vocational skills training. Today, Mansur is motivated, cheerful and outgoing. The 32-year-old can now communicate his needs and wants through simple words and physical gestures, and sometimes with verbal prompts for more complex situations.

Thurga D/O Silvan (Cindy)

Client, SPD Rehabilitation Centre

Cindy was diagnosed with multiple sclerosis in 2007 when she was 19.

She started receiving therapy at the SPD Ability Centre as she had difficulty co-ordinating her movements, making it unsafe for her to move around on her own. Therapy thrice weekly has strengthened her core muscles. She also learnt to use a walking frame. Working and communicating closely with her therapists has helped her to build self-esteem and confidence. She is becoming increasingly mobile within the community and continues to explore options with her therapists to enable her to be more independent.

Home Therapy

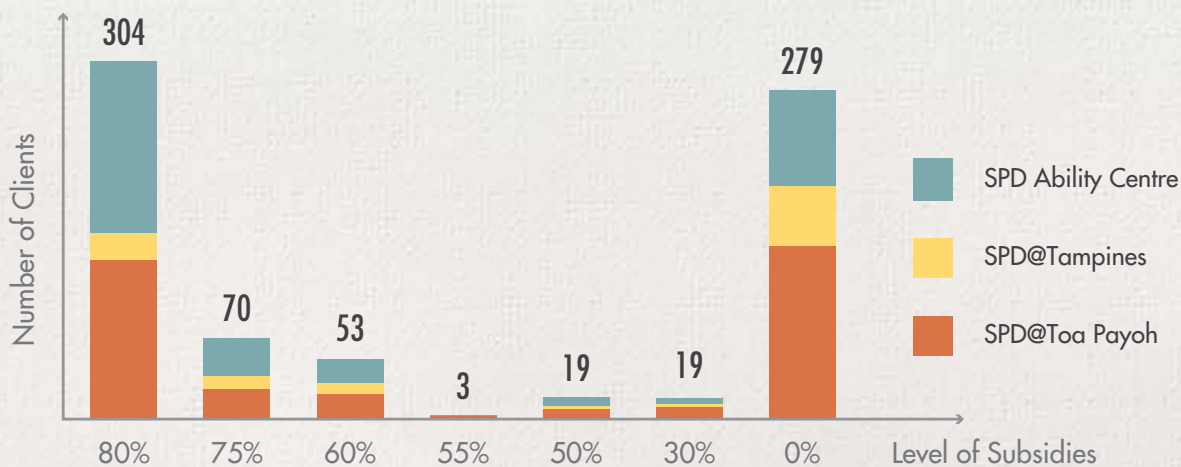
SPD@Toa Payoh provided 579 home therapy sessions to 23 clients who were unable to leave home due to their medical conditions.

Dedicated Transport and Shuttle Services

In the year, about 250 trips were made daily in SPD's dedicated and shuttle services, benefitting 823 clients. Transport fees for clients were heavily subsidised. In addition to Government subsidies, SPD also subsidised about \$530,000 or 35 per cent of the total transport bill.

Subsidies

SPD tapped on its coffers to help those clients unable to pay their fees even after Ministry of Health's subsidies. In the year, close to 140 RC clients from SPD Ability Centre received such assistance while more than 250 clients from SPD@Toa Payoh had help with their therapy fees, including 190 clients who required meal subsidies.



Clients Eligible for Ministry of Health Subsidies

Maximising Potential



More Possibilities with Assistive Technology

In the year, our assistive technology (AT) team supported 324 persons with disabilities, enabling them to participate in many aspects of integrated community living. Over 300 assessment sessions and 577 training sessions were conducted on the use of AT.

We partnered SG Enable to set up and jointly manage Tech Able at the Enabling Village from October 2015. We now offer our AT services and AT loan facilities out of Tech Able.

The AT team worked with Building Bridges EIPIIC Centre in Jurong to introduce AT to children. Teachers and therapists were also trained to incorporate the use of AT in their lessons.

To promote the adoption of AT, we participated in 39 public education events, reaching out to 535 individuals.

Vocational Training

Office Skills Training

The vocational training team was integrated with the job placement and job support team under the Employment Support Programme in the second quarter to provide a more holistic support to clients.

To better serve the trainees, the IAC Certificate in Office Skills (ICOS) curriculum was delivered in modular format from January 2016, providing flexibility for trainees who only required training in selected modules.

In the year, there were 68 ICOS trainees, 15 pre-vocational trainees, and 14 Job Specific Skills Training trainees.





881 assistive technology assessments and training sessions



324 lives enhanced through assistive technology



234 people with disabilities underwent vocational training



Reasons to Smile

Lim Lian Hua

Trainee, Sheltered Workshop

A road traffic accident in 2011 left Lian Hua with a spinal cord injury. He relies on a wheelchair to move around now. He joined SPD's Sheltered Workshop for a structured routine and to widen his social circle. While he has not been able to resume work as a crane operator, he hopes the training at the workshop would gear him towards open employment so that he could help supplement the household income.

Peter Chan

Client, Specialised Assistive Technology Centre

Peter suffered a fall and sustained spinal cord injuries in 2015. As a result, he was paralysed from the neck down and is reliant on others for all activities of daily living. Peter stayed in bed most of the time, feeling lost and dejected.

SPD's Specialised Assistive Technology Centre assessed Peter's abilities and recommended a switch and scanning software to help him use the computer again. Initially, as Peter could not use his hands at all, the switch had to be placed near his cheek so that he could click it. With much practise and training in the use of assistive technology (AT) devices, Peter is now able to use the computer to surf the Internet and explore ways to better himself.

Now that his world has opened up through the use of the computer, the 58-year-old feels happier and more energetic. The use of AT has enabled him to do things that he did not think was possible again. He also found work as a data entry assistant.



Training at Sheltered Workshop

The Sheltered Workshop provided training and supported employment to 137 persons with disabilities. Trainees were assigned to the different sections of the workshop — labour intensive, office and administrative-related or the work-enclave at an off-site location in Jurong — based on their abilities.

An accredited Institute of Education (ITE) Certified On-the-Job Training (OJT) centre, SPD put 20 trainees through structured training and awarded them the ITE certificate.

Seven clients from the Sheltered Workshop were successfully placed in open employment.



Enabling the Sector



Training Educators, Professionals and Individuals

The 'Identification and Management of Pre-Schoolers with Learning Difficulties' workshop was conducted five times in the year, attracting the participation of 117 pre-school teachers. Into its fourth year, a new phase of training is in the pipeline to support pre-school educators who have completed the training.

Twenty-four teachers and allied educators underwent disability awareness training at SPD where they also learnt to provide better support to students with speech and sensory motor-related learning issues.

We taught 356 seniors, allied healthcare students and professionals as well as social service professionals the accessible features found on mainstream devices.

Five disability awareness talks were conducted for about 250 ASEAN Para Games staff and volunteers to help them better support the athletes.

CARF Accreditation

Preparation was made in the year for CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation involving four programmes — rehabilitation centres at SPD Ability Centre and SPD@Toa Payoh, and Continuing Therapy Programme offered at SPD Ability Centre and SPD@Tampines.

Clinical Supervision

In the year, senior therapists from SPD Therapy Hub were involved in the supervision of nine therapists who progressed from conditional registration to full registration status.

Reasons to Smile

R.S. Chandraajothi

Senior Executive, Hong Kah North Day Care

"SPD's occupational therapists support our dementia and maintenance day care programmes.

They communicate and relate well with our clients and are able to guide even our care staff at the centre. Their presence here has contributed tremendously during our recent MOH audit."

Tengku Maziah Bte Tengku Mahmood

Teacher, Busy Bees Pte Ltd (Small Wonders@Punggol) and participant of the 'Identification and Management of Pre-Schoolers with Learning Difficulties' workshop

"It has been a fruitful three days. Understanding the different learning difficulties and intervention strategies are useful knowledge for me and I can also share what I learnt with others back at my centre."



141
educators trained
in handling students
with special needs



630
allied educators, healthcare
professionals and individuals
offered accessibility and disability
awareness training

SPD Therapy Hub



69 physiotherapists,
occupational
therapists and
speech therapists



29 partners
supported across
43 programmes
including those
offered by SPD



3,871
people with disabilities served

Audits

27 therapists from 10 programmes participated in an internal audit conducted to enhance our clinical and administrative practices.

The SPD Therapy Hub underwent an On-Site Assurance Audit commissioned by the Ministry of Social and Family Development in February 2016. All proper work processes were found to be in place.

Knowledge-Sharing

Professionals and subject matter experts among our staff were invited to share their knowledge and expertise in their respective fields on several platforms.

SPD's therapists presented clinical research papers and posters at events such as the World Confederation of Physical Therapy Congress, the AIC Community Care Forum 2015 and first Asia-Pacific conference organised by the Rehabilitation Engineering and Assistive Technology Society of North America. A senior therapist sat on the scientific committee of the National Occupational Therapy Conference 2015.

At the quarterly inter-agency meetings, the Development Support Programme (DSP) teams shared topics of interests with other anchor operators and service providers to help with professional development and to build on the capabilities of those within the DSP network.



Empowerment through Financial Independence



192
persons with
disabilities placed in
open employment



128
employers
partnered in
job placement



Sheltered Employment

The SPD Sheltered Workshop provided supported employment to 11 skilled craftsmen who engaged in bookbinding and book restoration for libraries, companies and individuals. They were also involved in making lifestyle gifts such as notebooks and photo frames.

Support in the Transitional Phase

In the year, the Transition Programme for Employment (TPE) helped 16 persons under 50 years old with either stroke or spinal cord injury return to the mainstream workforce.

Circuit training and swimming sessions were introduced as part of physical readiness preparation. More TPE clients were engaged in art which was explored as a meaningful occupation they could pursue.



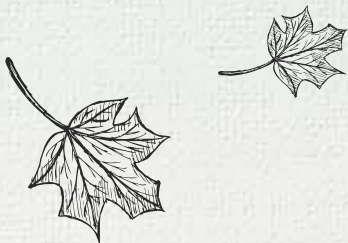
Open Employment

The team at the Employment Support Programme served 486 persons with disabilities, 60 per cent more than the previous year. In addition, 352 needs assessments were conducted and 381 job orders processed.

In the year, we placed 192 persons with disabilities in open employment at 128 companies.

In October 2015, the team moved to the Enabling Village, a centralised one-stop service centre for people with disabilities. This has resulted in faster referrals and reduced waiting time for job seekers.





Reasons to Smile

Yin Kim Khew

Client, Transition Programme for Employment

Kim Khew was a manager in the manufacturing sector for many years until he had a stroke in 2013.

The 51-year-old joined TPE in 2014 with the hope of going back to work. Initially, he was unable to walk independently and got tired quickly because of his weak muscles. Kim Khew underwent months of therapy and work-specific skills training at TPE and also received support from the social workers to help him cope with life after stroke and potential work stress. By May 2015, Kim Khew was able to walk independently. He found full-time employment in an administrative role. He received job support and was finally discharged from TPE in August 2015 after settling into his role.



Strengthening Social Support



Social Support and Assistance

Our social workers and case management officers counselled and provided social and financial assistance to 531 individuals and their families through the Specialised Case Management Programme (SCMP). They also conducted 475 home visits in the year.

The department spearheaded the I.M. Powered pilot programme funded by the National Council of Social Service to help strengthen the mental resilience of youth with disabilities in mainstream schools and their families or caregivers. The 2½-year project was rolled out in October 2015.

Caregiver Support and Empowerment

Recognising the role caregivers play in the rehabilitation of people with disabilities, our social workers and case management officers worked closely with 149 caregivers to provide psycho-social support and counselling to strengthen their caregiving knowledge, skills and stress management.

The Training and Consultancy Department also taught 28 caregivers and foreign domestic helpers how to assist in activities of daily living and wheelchair transfer.

The rehabilitation centres also enhanced the clients' care plans to include caregivers' training and home exercises.

Schemes and Assistance

Financial assistance schemes are administered on a short-term basis to provide interim and/or supplementary assistance to temporarily relieve the beneficiaries' difficult situation.

These schemes and grants are useful in supporting the clients in meeting basic, transport and information needs.

We saw more clients in low-income households seeking help with daily necessities. In the year, NTUC FairPrice vouchers were given out to lighten the grocery expenses of 225 clients under the NTUC Daily Needs Programme.

SPD clients also received financial help with their transport expenses through the SMRT Gift of Mobility Programme. In the year, 19 clients from low-income families tapped on this fund for transport fares for trips for medical treatment or to commute between work and home.

About 80 clients from low-income families received help in the purchase of new computers and access to the Internet through the Neu PC Plus Programme funded by the Infocomm Development Authority of Singapore.

Reasons to Smile

Lim Ser Liang

Client, Specialised Case Management Programme

Ser Liang has diabetes and has been a wheelchair-user since his right leg was amputated below the knee in 2009. He was referred to SPD by his medical social worker for help with the purchase of a new motorised wheelchair. The 58-year-old was a vegetable seller but has been unemployed since the operation.

Estranged from his family and with no family support, SPD's social workers helped Ser Liang regain mobility and alleviate financial worries by tapping on various community assistance schemes such as the Assistive Technology Fund and Public Assistance Scheme. Among other support, the social workers also looked into his physical and emotional wellbeing.

Today, with social support, Ser Liang is glad to be able to keep up with his social life as he travels around independently in his motorised wheelchair. He also has a less negative outlook of the future with a renewed focus on self-reliance.



Soh Whee Lian

Beneficiary, NTUC Daily Needs Programme

Whee Lian was diagnosed with disc degeneration disease and caudal equine syndrome in 2009.

He lives with his mother and an elder brother who was previously the sole breadwinner of the family until he lost his job. All three have medical conditions that require follow-up at different hospitals and polyclinics. The NTUC Daily Needs Programme was helpful in supporting the family with their grocery and dietary needs so that they could better maintain their health.

More clients also applied for assistance from the SPD Care Fund. In FY2015/2016, we disbursed over \$47,000 to 76 beneficiaries, up from \$43,000 for 40 beneficiaries in the previous year. Most of the applications were for purchase of assistive technology devices that they could not afford to co-pay after Government subsidy. The devices such as customised wheelchairs were instrumental to clients regaining their mobility and independence.



531
people received
case management
support



475
home visits
conducted



177
caregivers
empowered

Engaging the Community

Educational Institutions

In the year, we worked with several mainstream schools to help provide support to students with disabilities. Under the Continuing Therapy Programme, we reached out to schools and provided on-site consultations and conducted therapy sessions. The EIPIIC team brought graduating students to Zhangde Primary School in October 2015 to familiarise them with the primary school setting. The team at Jurong also worked with mainstream schools to provide interim post-EIPIIC support for children who had just graduated from the programme.

We provided clinical attachments to 80 nursing, physiotherapy and occupational therapy students from ITE College East and Nanyang Polytechnic.

Staff from the Transition Programme for Employment (TPE) collaborated with Nanyang Technological University's engineering researchers to develop an assistive device to help people with spinal cord injuries feed themselves. Our clients gave feedback on the prototypes and the research team has plans to commercialise the product with the support of the National Council of Social Service.

We collaborated with five National University of Singapore's students from the Chua Thian Poh Community Leadership Programme in conducting a pilot project to map resources in the community for persons with disabilities living in isolation.

The SPD Therapy Hub participated in recruitment outreach events at Nanyang Polytechnic, Singapore Institute of Technology and the National Council of Social Service to encourage students to join the community sector. Four open houses were also organised for 50 students at SPD Ability Centre.

Our advocacy team collaborated with educational institutes such as Singapore Management University, Institute of Technical Education and Ngee Ann Polytechnic to promote disability awareness among their staff and students.

Healthcare Community

Staff from SPD Ability Centre's rehabilitation centre engaged Dr Peter Lim, Senior Consultant and former Head of Department of Rehabilitation Medicine at the Singapore General Hospital, and Professor Walter Frontera who was a Visiting Expert under Ministry of Health's Health Manpower Development Plan, in exploring avenues of coordinating care between acute hospital and community care.

To reach out to patients with potential to return to the workforce, the TPE team held talks at Tan Tock Seng Hospital, St. Andrew's Community Hospital and Singapore General Hospital to encourage more referrals.

Government Agencies

Among the amendments made to Singapore's Copyright Act in 2015 was one on increasing access to information and resources for those with print disabilities. SPD's assistive technology specialists were consulted and their recommendations and the needs of those with print disabilities were taken into consideration by the Intellectual Property Office of Singapore.

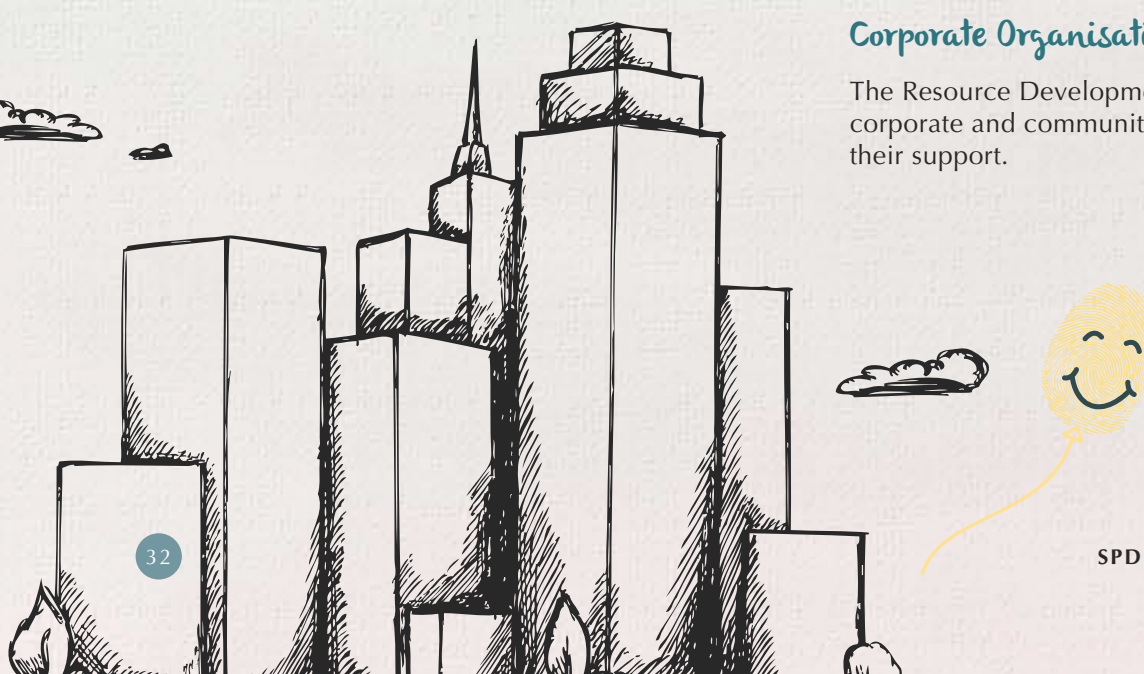
Staff from the Community and Social Service Department initiated meetings with the social service offices in Kreta Ayer and Bukit Merah to make support more accessible for individuals with disabilities living in those areas.

Employers

Our employment support team met with more than 300 employers in the year to promote the hiring of people with disabilities. The 'Towards An Inclusive WorkForce 2015' seminar was organised by SPD in September 2015 to share topics relating to inclusive hiring practices and support for staff with disabilities as well as employers. The event attracted over 140 participants including employers and hiring managers.

Corporate Organisations

The Resource Development team met close to 180 corporate and community organisations to engage their support.



Advocating Change



316,133
hits on SPD website

13



letters contributed
to forum pages



96

articles published
in UPDATES



219

media mentions



34

disability awareness
events organised,
reaching out to

3,000

individuals



People Who Help Us
Carry Out Our Mission



\$4.39 million
raised



4,181
volunteers



15,219
man hours contributed
by volunteers

Donors and Sponsors

Only with the support of donors and sponsors who shared our vision of inclusion and equal opportunities for people with disabilities were we able to carry out our mission. Here are some of them:

Asia Pacific Breweries Foundation and **Microsoft Singapore** offered scholarships to support students with disabilities in their studies

HSBC Singapore helped provide early intervention support to pre-schoolers

NTUC FairPrice Foundation sponsored grocery vouchers to help clients from low-income families defray their monthly household expenses

NatSteel Holdings Pte Ltd sponsored bursaries and the SPD Youth Aspiration Award

Presto Expat Motoring Services Pte Ltd funded the purchase of two specially-adapted vehicles

StarHub Ltd sponsored courses to increase the employability of jobseekers with disabilities

We are also grateful to all the companies and individuals who had responded generously to our appeal:

Donation Appeals
\$703,349
raised

'Have a Sweet Day'
Charity Drive 2016
\$97,075
raised

STAR Programme
\$428,545
received

Donation Boxes
\$80,495
collected

Online Donations
\$201,877
collected

SPD Charity
Hongbao 2016
\$127,677
raised, **105** schools and
companies participated

Volunteers



Close to 4,200 volunteers comprising students, retirees, professionals and corporate volunteers gave their time to lend us a helping hand or simply spend time befriending and interacting with our clients.

We hosted 130 volunteers and their guests for breakfast and a movie screening in December 2015 as a show of appreciation.



Staff



Government and Funding Agencies

We continued to work closely with SG Enable to extend support to people with disabilities in areas such as client referrals and to reach out to employers to promote inclusive employment practices. SG Enable was also among the five funding bodies for our Transition Programme for Employment, which includes Tote Board, National Council of Social Service (NCSS), Ministry of Health (MOH) and Singapore Workforce Development Authority.

Our Children Services Division worked closely with the Ministry of Social and Family Development (MSF) as well as NCSS for a co-ordinated service delivery. Both the Development Support Programme and Early Intervention Programme for Infants and Children (EIPIC) received funding from MSF.

MOH provided subsidies for many of our clients' therapy fees after means test. It also raised the subvention norm cost for the rehabilitation programmes at SPD@Toa Payoh and SPD Ability Centre from 1 July 2015.

SPD Therapy Hub took part in a recruitment drive in Ireland jointly organised by NCSS and MOH in March 2016 where six therapists were recruited.

Elderly clients tapped on the Agency for Integrated Care's (AIC) Senior Mobility Fund for transport subsidies. Changes made from 1 April 2015 to extend subsidies beyond seniors using wheelchairs to those requiring mobility assistance helped more clients access this subsidy.

MSF agreed to continue providing partial funding for SPD Therapy Hub for FY2016/2017, which will be used to increase capabilities to serve the social service sector.

The Early Childhood Development Agency renewed their funding for the 'Identification and Classroom Management of Pre-Schoolers with Learning Difficulties' workshop for two more years until July 2017.





Organisational Development

Manpower



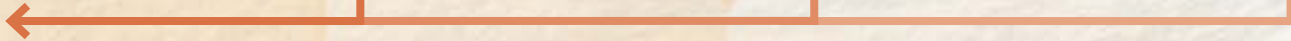
FY2015/2016
296



FY2014/2015
245



FY2013/2014
188



People Development

With people our key resource, we embarked on various human capital initiatives in FY2015/2106.

The Capability Development and Service Quality departments were formed to drive organisational excellence.

We clocked 1,068 staff training days, or 30.68 training hours per staff.

To help our staff grow professionally, we also supported five in the Professional Conversion Programme, the Intermediate and Long Term Care – Upgrading Programme, NCSS awards and the WDA Healthcare Scholarship. In particular, SPD Therapy Hub supported the scholarship applications of two therapists and a student for their undergraduate and postgraduate studies.

Staff salary was adjusted upwards with reference to the social service sector benchmark and salary guidelines following a salary review exercise. A performance-based increment system was also implemented in FY2015/16 to recognise good performers.



Service Quality

The Service Quality Department was set up to improve stakeholders' experience. Various platforms such as feedback boxes, e-mail channels and staff appreciation notice boards were established where clients and stakeholders could submit their feedback.





Our Way Forward





Service Expansion

SPD responded to the Ministry of Social and Family Development's request to meet the need for early intervention support in the eastern part of Singapore. SPD will operate two new EI PIC centres in Bedok and Tampines with a capacity to serve 127 and 150 children respectively. The centres started operations in August 2016.

The Continuing Therapy Programme (CTP) will extend more support to children with special needs in mainstream schools by conducting awareness talks, skills building workshops and offering consultation services for allied educators as well as social skills training for students.

SPD@Jurong will be piloting the Early Intervention (EI) Continuum from July 2016. The new EI Continuum will expand and extend early intervention services to children at their pre-schools and homes, with centre-based support for children with moderate to severe needs.

Collaborations and Engagements

Our partnership with SG Enable in Tech Able will extend beyond assistive technology (AT)

services to employment outreach to promote the hiring of people with disabilities. We also look forward to more engagements with hospitals, voluntary welfare organisations and educational institutions in the area of AT.

The AT team will also explore the use of AT and alternative and augmentative communication in new areas such as early intervention and higher education.

Staff from the Development Support Programme (DSP) will continue to regularly network with anchor operators of mainstream kindergartens and childcare centres, including teachers and principals, to raise the awareness of the programme.

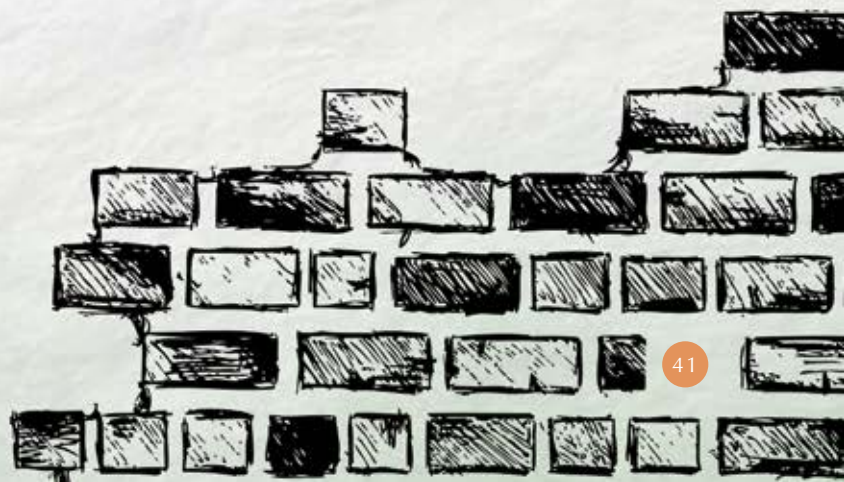
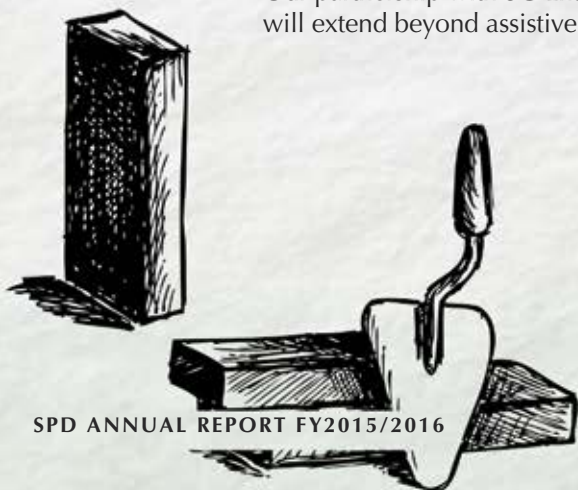
Going forward, we will also focus more on enhancing our efforts to connect and collaborate with our stakeholders to better meet the needs of our clients.

Focus on Clients and Caregivers

Plans are also in the pipeline to strengthen caregivers' engagement and support for children in EI PIC, CTP and DSP, with special focus on children transiting from kindergarten to Primary 1.

The Community and Social Service Department will be piloting a project to help caregivers set up a natural support group within their own communities.

There are plans to make therapy more accessible to clients supported by other SPD programmes.



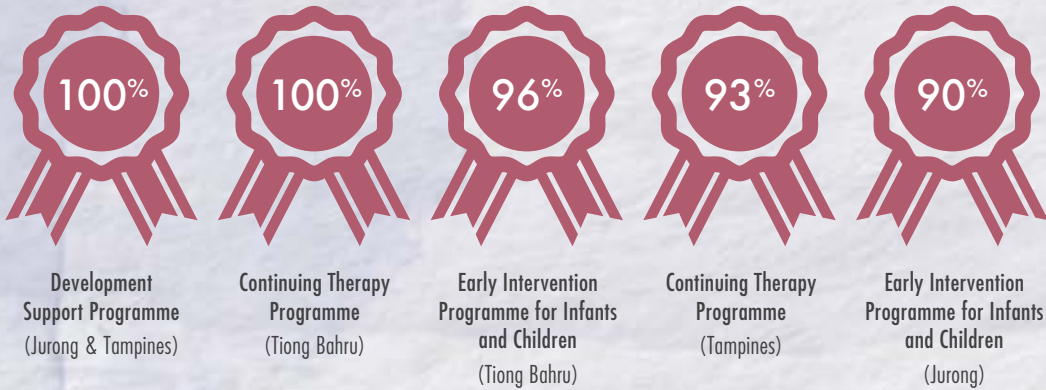


How We Rate

Satisfaction Levels

EARLY INTERVENTION SERVICES

Satisfaction with service received



REHABILITATION SERVICES

Satisfaction with service received



VOLUNTEER SATISFACTION





Governance



Improving Transparency and Accountability

In the year, we continued to adhere to 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 (MSF), Ministry of Health (MOH), National Council of Social Service (NCSS) and Agency for Integrated Care (AIC).

Our 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 Board members are not paid any remuneration or director's fees.

We bid farewell to Mr See Cher, who stepped down from the Board of Management on 29 August 2015. Mr See served as SPD's president between 2004 and 2008 and is one of SPD's longest-serving Board members. Mr See continues to support SPD as a member of the Human Resource & Remuneration Committee.

The Board actively recruits members through various means such as contact with stakeholders, the social service sector, corporates and the Board Match programme offered by Centre for Non-Profit Leadership. New members are inducted into the Board by Board members specially assigned to the task, and are regularly encouraged to attend training courses relevant to their roles as Board members or in the speciality topics identified as that new member's area of strength and contribution. The Board as a whole undertakes self-evaluation through annual retreats and undergoes the Online Board Assessment Survey.

Committees such as the Services Committee, Fundraising Committee, Human Resource & Remuneration Committee, and Audit Committee also continue to support the work of the Board of Management. These Committees are regulated by terms of reference set by the Board which are reviewed from time to time to ensure relevancy and maintain good governance.

The Board of Management continued into the second year of the Board term from 2014 to 2016.



Board Attendance

| Board Member (Date of Appointment) | Designation for Term 2014-2015 | Attendance in FY2015/2016 |
|--|-----------------------------------|------------------------------|
| Ms Chia Yong Yong, PBM (from 30 August 2014) | President | 6 out of 6 |
| Mr Ngan Wan Sing, Winston (from 30 August 2014) | Vice President | 5 out of 6 |
| Ms Poh Hwee Hian (from 30 August 2014) | Honorary Treasurer | 6 out of 6 |
| Mr Soh Chee Keong, BBM (from 30 August 2014) | Honorary Assistant Treasurer | 6 out of 6 |
| Ms Suman K Balani (from 30 August 2014) | Member | 6 out of 6 |
| Ms Chow Siew Ying (from 30 August 2014) | Member | 4 out of 6 |
| Professor Ho Lai Yun, BBM, JP, PBS (from 30 August 2014) | Member | 4 out of 6 |
| Dr Ng Yee Sien (from 30 August 2014) | Member | 4 out of 6 |
| Mr See Cher (from 30 August 2014 to 29 August 2015) | Member | 0 out of 2 |
| Mr Low Wong Fook (co-opted from 30 August 2014) | Member | 4 out of 6 |
| Mr Tan Soo Nan (co-opted from 1 January 2015) | Member | 6 out of 6 |
| Ms Ong Toon Hui (co-opted from 14 March 2016) | Member | 0 out of 0 |

Conflict of Interest Policy

All Board members and employees are required to comply with SPD's conflict of interest policy which stipulates that, when dealing in matters concerning SPD, they are to exercise their best care, skill and judgement for the sole benefit of SPD, and to make full disclosure of interests, relationships and holdings that could potentially result in a conflict of interest.

Written processes are in place for Board members and employees to declare actual or potential conflicts of interest on a regular and need to basis. In addition, staff and Board members are to be excluded from discussions and approvals of transactions to which they have a conflict of interest. SPD's written policy and procedures guide Board members and management on how a conflict of interest situation is to be handled and further define what constitutes a conflict of interest.



Reserves Policy

SPD continued to adopt a pragmatic approach while planning the organisation's reserves for the year. Our reserves level was maintained at no more than three years to ensure that we meet the immediate needs of our clients and at the same time have sustainable resources to support people with disabilities through our various programmes and services.

As at 31 March 2016, SPD's reserves stood at about 8.8 months.

Our financial results and standings were regularly reviewed by our Board through financial performance updates, forecasts, a budgetary exercise and annual financial statements approval. This was to ensure that we had adequate reserves to fulfil our continuing obligations.



Code of Governance Evaluation Checklist for the year ended 31 March 2016

| S/N | Code Description | Code ID | Compliance | Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable. |
|-------------------------|---|---------|------------|---|
| BOARD GOVERNANCE | | | | |
| 1 | Are there Board members holding staff appointments? <i>Remarks: (Skip questions 2 and 3 if "No")</i> | | No | |
| 2 | If the governing instrument permits staff to become Board members, they should comprise not more than one-third of the Board. | 1.1.2 | | |
| 3 | Staff does not chair the Board. | 1.1.2 | | |
| 4 | There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman). | 1.1.6 | Complied | |
| 5 | The Board conducts regular self-evaluation to assess its performance and effectiveness. | 1.1.10 | Complied | |
| 6 | There are Board committees (or designated Board members) with documented terms of reference. | 1.2.1 | Complied | |
| 7 | The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument). | 1.3.1 | Complied | |

| S/N | Code Description | Code ID | Compliance | Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable. |
|--|---|---------|------------|---|
| CONFLICT OF INTEREST | | | | |
| 8 | There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board. | 2.1 | Complied | |
| 9 | Board members do not vote or participate in decision-making on matters where they have a conflict of interest. | 2.4 | Complied | |
| STRATEGIC PLANNING | | | | |
| 10 | The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public. | 3.1.1 | Complied | |
| 11 | The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives. | 3.2.2 | Complied | |
| HUMAN RESOURCE MANAGEMENT | | | | |
| 12 | The Board approves documented human resource policies for staff. | 5.1 | Complied | |
| 13 | There are systems for regular supervision, appraisal and professional development of staff. | 5.6 | Complied | |
| 14 | There is a system to address grievances and resolve conflicts. | 5.11 | Complied | |
| FINANCIAL MANAGEMENT AND CONTROLS | | | | |
| 15 | The Board ensures internal control systems for financial matters are in place with documented procedures. | 6.1.2 | Complied | |
| 16 | The Board ensures reviews on the charity's controls, processes, key programmes and events. | 6.1.3 | Complied | |
| 17 | The Board approves an annual budget for the charity's plans and regularly monitors its expenditure. | 6.2.1 | Complied | |
| 18 | The charity discloses its reserves policy in the annual report. | 6.4.1 | Complied | |
| 19 | Does the charity invest its reserves? <i>Remarks: (Skip question 20 if "No")</i> | | Yes | |

| S/N | Code Description | Code ID | Compliance | Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable. |
|------------------------------------|--|---------|------------|---|
| 20 | The charity invests its reserves in accordance with an investment policy approved by the Board. It obtains advice from qualified professional advisors, if deemed necessary by the Board. | 6.4.4 | Complied | |
| FUNDRAISING PRACTICES | | | | |
| 21 | Donations collected are properly recorded and promptly deposited by the charity. | 7.2.2 | Complied | |
| DISCLOSURE AND TRANSPARENCY | | | | |
| 22 | The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management. | 8.1 | Complied | |
| 23 | Are Board members remunerated for their Board services? <i>Remarks: (Skip questions 24 and 25 if "No")</i> | | No | |
| 24 | No Board member is involved in setting his or her own remuneration. | 2.2 | | |
| 25 | The charity discloses the exact remuneration and benefits received by each Board member in the annual report. | 8.2 | | |
| 26 | Does the charity employ paid staff? <i>Remarks: (Skip questions 27 and 28 if "No")</i> | | Yes | |
| 27 | No staff is involved in setting his or her own remuneration. | 2.2 | Complied | |
| 28 | The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact. | 8.3 | Complied | |
| PUBLIC IMAGE | | | | |
| 29 | The charity accurately portrays its image to its members, donors and the public. | 9.1 | Complied | |



Our Heartfelt
Thanks

Thank You

Donor Acknowledgement April 2015 to March 2016

\$250,000 and above

Microsoft Singapore
The Hongkong and Shanghai
Banking Corporation Limited

\$100,000 - \$249,999

NatSteel Holdings Pte Ltd
NTUC FairPrice Foundation
StarHub Ltd

\$50,000 - \$99,999

Chew How Teck Foundation
President's Challenge 2014
Singapore Totalisator Board

\$10,000 - \$49,999

Asia Pacific Breweries Foundation
Auw Chor Cheng
Bukit Batok East Community
Sports Club
CapitalLand Hope Foundation
Cheow Kian Seng
Chia Soo Hien
Chong Soo Loi & Goh Sook Ling
Clifford Chance Pte Ltd
CMA Mental Arithmetic Centre
Pte Ltd
Community Foundation of Singapore

DBS Bank Ltd
EMC Computer Systems (South Asia)
Pte Ltd
Frank Steinhäuser
German Embassy Singapore
Goh Tiak Boon
Hoe Kee Hardware Pte Ltd
Institute of Singapore Chartered
Accountants
Korean Chamber of Commerce
(Singapore)
Kowloon Club
Leong Yi Onn Ian
Li Teck Chuan Cin Tong
Lum Chang Holdings Limited
M+W Singapore Pte Ltd
Maxi-Cash Group Pte Ltd
Michael A Witt
Ministry of Education
NEC Asia Pacific Pte Ltd
Ng Ching Kok Anson
Ngai Chin Construction Pte Ltd
Phillips 66 International Trading
Pte Ltd
Quah Kee Swee
Raffles Medical Group Limited
Sompo Japan Nipponkoa Welfare
Foundation
Tan Chin Tuan Foundation
Wong Kim Yin

\$3,000 - \$9,999

ACR Capital Holdings Pte Ltd
Ah Chiang Porridge Pte Ltd
Ai Tong School
Allen & Gledhill LLP
Ascan Marketing Services Pte Ltd
AXS Pte Ltd
Bowen Secondary School
Chan Bee Hong
Chan Eng Chiu
Chan Lian Chai
Chan Man Ping Philip
Chiang Hock Seng Patrick
Clementi Primary School
Fairfield Methodist School (Primary)
Goy Hoe Shin
Harry Elias Partnership LLP
Heineken Asia Pacific Pte Ltd
Hong Leong Foundation
Hoy San Stevedoring Pte Ltd
Hua Siah Construction Pte Ltd
In memory of Ms Tan See Hong
Isaac Manasseh Meyer Trust Fund
Jung Young Soo
Kalthsum Mohd Yassin
Kingsmen Creatives Ltd
KPMG LLP
Kurnia Wira
Lee Foundation, Singapore
Lee Kim Tah Foundation

Lee Lam Lee
Lim Eng Kiang
Lim Nancy
Lim Song Kie @ Linda Kusumawati
Luke Anne
Manohar Advait
Mediacorp Pte Ltd
NCS Pte Ltd
New Creation Church
Ngee Ann Secondary School
NSFOCUS Technologies (S) Pte Ltd
NUS University Scholars Programme
- We Will Dance 2015
Oan Chim Seng
OSIM International Ltd
Pei Hwa Foundation Limited
People's Association Staff Club
Pico Art International Pte Ltd
Poa K B Cynthia
Prudential Assurance Company
Singapore
Puat Jit Buddhist Temple
Quek Swan Jet Ferdinand
Raffles Girls' Primary School
Rajah & Tann LLP
RHB Bank Berhad
Samsung Asia Pte Ltd
SATS Staff Association
Sembcorp Industries Ltd
Singapore Exchange Limited
Singapore Press Holdings Foundation
Limited

Singapore Pools (Private) Limited
Singtel Recreation Club
SMRT Corporation Ltd
Soh Kim Chua
Soon Poh Telecommunications
Pte Ltd
Tan Yuh Woei
Tay Hwee Lin
Teo Hong Lim
Tham Wei Chern
Thomson Shin Min Foundation
Trans-Orient Shipping Pte Ltd
TTJ Design And Engineering Ptd Ltd
United Overseas Bank Limited
Veeam Software Singapore Pte Ltd
Wellington Primary School
Whitley Secondary School
Woh Hup (Private) Limited
Wong Adrian
Wong Chee Khin David
Yio Chu Kang Community Club
Yong Chin Hwee
Zhonghua Primary School

Thank You

Supporters and Volunteers/ Organisers of Events, Donations-in-Kind, Services Offered to SPD

3-In-1 Family Centre
ABC Children's Place
AceCom Technologies Pte Ltd
Active Learners Child Care Pte Ltd
Agape Child Care (SK) Pte Ltd
Agape Little Uni @ Cecil Pte Ltd
Ai Tong School
Airbnb Singapore
Anderson Primary School
Anusha R Natarajan
Atos Wellness Pte Ltd
Baker & Cook Pte Ltd
Big Apple Child Care And
Development Centre
Boh Tai Lin Phyllis
Books Actually
Boon Cynthia
Bowen Secondary School
Brainy Juniors Kindergarten
Breakthrough Missions
Brunches Café
BSH Home Appliances Pte Ltd
Bukit Timah Primary School
Bunny and Pony
Buttercake N Cream
Buttercups Kindergarten
(Pasir Panjang)

By The Fire
Café Insadong
Café Pal
Cake Avenue
Cambridge Associates Pte Ltd
Canberra Secondary School
CapitalLand Singapore Limited
Carpe Diem Kidz Pte Ltd
Carpenter and Cook
Cat & The Fiddle Pte Ltd
Chapter 55
Charles & Keith (Singapore) Pte Ltd
Charlie Brown Café Singapore
Chay Yun Toh
Cheng Jessie
Cherie Hearts @ The Chevrons
Pte Ltd
Cherie Hearts Nurture Cottage
Pte Ltd
Chew The Fat
Chia Wan Ee Michelle
Chia Wing Soon James
Chiang Wei Min Sylvia
Chiew Poh Chue Agnes
Chng Chin Soon
Chow & Chows Childcare & Early
Learning Centre (Fengshan) Ltd
Chua Erika
Chue Pei San Lorriane
Churn Creamery
Ci Ai Education Incubator
Citibank

Civil Service Club
Cocoa Colony
College of Alice & Peter Tan
Cravings
Creamier Handcrafted Ice Cream
& Coffee
Crescent Girls' School
Cxrus Solutions Pte Ltd
Deutsche Bank AG, Singapore
Ecokidd Childcare Centre
@ Nanyang
Edrington Singapore
Eureka Schoolhouse Pte Ltd
Evergreen Primary School
EziPrint Pte Ltd
Fairfield Methodist School (Primary)
Fajar Secondary School
Far East Organization
Farrer Park Primary School
Fatboy's The Burger Bar
First Toa Payoh Primary School
First Toa Payoh Secondary School
FMC Technologies Singapore Pte Ltd
Foodie Market Place Pte Ltd
FoodPanda Singapore
Full House Communications Pte Ltd
Gelare Cafe
Godbole Swati
Goh Chew Lee Michelle
Goh Chong Hoe
Goh Jason
Goh Kim Joo

Goldman Sachs (Singapore) Pte Ltd
Grapeskin Pte Ltd (Skyve Wine
Bistro)
Great Eastern Financial Advisers
Pte Ltd
Grin Affair
Guac & Go
Hair Fitness
Hasbro Asia-Pacific Marketing Ltd
Hatter Street Bakehouse & Café
Health Promotion Board
Hee Shen Ru
Hee Yoke Choon Edwin
Heng Poh Tian Jane
Ho Geok Bin
Humane Society Singapore
IBM Singapore Pte Ltd
Impossible Marketing
Julia's Scissors
Jurong Christian Church
Jurong Church of Christ
Jurong Primary School
Kapok Singapore
Kent Ridge Secondary School
Key Elementary Eduhouse Pte Ltd
Kheng Cheng School
Kiew Yan Ching Geann
Kim Ai Ching Sharon
Koh Brothers Group Ltd
Koh Sok Cheng
Kong Hwa School
Lam Kit Ying

Land Transport Authority
Leck Sze Yun Eunice
Lee Choy Foon Phyllis
Lee Kum Hung Margaret
Lee Lian Tee Josephine
Lee Sia Mui Stella
Lee Swee Lan Sandra
Lend Lease
Li Jun Hui Kenneth
Liau Chee Kiong Edmund
Liberty Insurance Pte Ltd
Little Kinder Montessori LLP
Lim Geok Chiang
Lim Yu Ying Lynette
Lola's Café
L'Oréal Singapore Pte Ltd
Lui Woon Ying Yvonne
Ma Poh Ling Monica
Matheussen Caroline
Maxi-Cash Group Pte Ltd
Mayer Marketing Pte Ltd
Microsoft Singapore
Milk & Honey Gelato
Millennia Institute
Mind & Body Consultancy
Mindchamps Preschool @ Bishan
Ministry of Social and Family
Development
MLC (Canberra) Pte Ltd
My Awesome Café
My First Skool

My First Skool
@ Anchorvale 3
My First Skool
@ Blk 235 Bukit Panjang
My First Skool
@ Blk 459 Jurong West
My First Skool
@ Blk 613 Jurong West
My First Skool
@ Blk 654 Senja Road
My First Skool
@ Strathmore
Nani
Nanyang Girls' High School
NatSteel Holdings Pte Ltd
Newby S.E. Asia Pte Ltd
Ng Bee Tin Jean
Ng Jason
Ng Jaynus
Ng Sandy
Ngee Ann Polytechnic
Ngee Ann Secondary School
NOM - Bistro & Bakery
NTUC FairPrice Foundation Ltd
Nuture Tots Pre-School Pte Ltd
Oakwell Distribution (S) Pte Ltd
Oh Chwee Lian Alise
Old Boys Gallery
Old School Delights
Olga Myszlzyszyn
O'Malley Paul
On The Table
One Man Coffee

Ong Liat Geok Cynthia
Open Crumb Cafe
Paddy Hills
PAP Community Foundation
Education Centre Yio Chu Kang
Branch

PCF K+ Centre
@ Woodlands Blk 649

PCF Sparkletots
@ Pasir Ris East Blk 426

PCF Sparkletots Preschool
@ Ayer Rajah Blk 48

PCF Sparkletots Preschool
@ Bedok Reservoir - Punggol Blk 414

PCF Sparkletots Preschool
@ Bishan East Blk 197

PCF Sparkletots Preschool
@ Bukit Gombak Blk 512

PCF Sparkletots Preschool
@ Changi Simei Blk 233

PCF Sparkletots Preschool
@ Chong Pang Blk 115B

PCF Sparkletots Preschool
@ Eunos Blk 650

PCF Sparkletots Preschool
@ Fengshan Blk 115

PCF Sparkletots Preschool
@ Hong Kah North

PCF Sparkletots Preschool
@ Hong Kah North Blk 276D

PCF Sparkletots Preschool
@ Hong Kah North Blk 338

PCF Sparkletots Preschool
@ Jalan Kayu Blk 517

PCF Sparkletots Preschool
@ Jalan Kayu Blk 518 (KN)

PCF Sparkletots Preschool
@ Jurong Spring Blk 455

PCF Sparkletots Preschool
@ Kaki Bukit Blk 525

PCF Sparkletots Preschool
@ Keat Hong Blk 295

PCF Sparkletots Preschool
@ Kebun Baru Blk 180

PCF Sparkletots Preschool
@ Limbang Blk 543

PCF Sparkletots Preschool
@ Marsiling Blk 32

PCF Sparkletots Preschool
@ Pasir Ris Blk 412

PCF Sparkletots Preschool
@ Pasir Ris Blk 517

PCF Sparkletots Preschool
@ Potong Pasir Blk 143

PCF Sparkletots Preschool
@ Punggol Central Blk 206A

PCF Sparkletots Preschool
@ Punggol East Blk 143

PCF Sparkletots Preschool
@ Punggol South Blk 535

PCF Sparkletots Preschool
@ Punggol West Blk 602

PCF Sparkletots Preschool
@ Sengkang Central Blk 277B

PCF Sparkletots Preschool
@ Sengkang West Blk 436A

PCF Sparkletots Preschool
@ Tampines Central Blk 858

PCF Sparkletots Preschool
@ Tampines Changkat Blk 318

PCF Sparkletots Preschool
@ Tampines West Blk 887

PCF Sparkletots Preschool
@ Teck Ghee Blk 301

PCF Sparkletots Preschool
@ Telok Blangah Blk 2

PCF Sparkletots Preschool
@ Telok Blangah Blk 78A

PCF Sparkletots Preschool
@ Toa Payoh Central Blk 146A

PCF Sparkletots Preschool
@ West Coast Blk 702

PCF Sparkletots Preschool
@ West Coast Blk 728

PCF Sparkletots Preschool
@ Woodlands Blk 604

PCF Sparkletots Preschool
@ Woodlands Blk 652

PCF Sparkletots Preschool
@ Woodlands Blk 801

PCF Sparkletots Preschool
@ Woodlands Blk 824

PCF Sparkletots Preschool
@ Woodlands Blk 853

PCF Sparkletots Preschool
@ Woodlands Blk 875

PCF Sparkletots Preschool
@ Yew Tee Blk 608

PCF Sparkletots Preschool
@ Yew Tee Blk 682

PCF Sparkletots Preschool Childcare
@ Cashew

PCF Woodlands Sparkletots Child
Care Centre

Phoenix Contact (SEA) Pte Ltd

Pies & Coffee

Pince and Pints

Plain Vanilla Bakery
Poh Gwat Eng
Pro Carz Pte Ltd
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Punggol Secondary School
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SALADSTOP!
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Teo Bee Ling Pebble
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Tête-à-Tête Café
That Marketing Guy
The Bakehouse
The Bread Project Bakery
The Children's Campus
The Garden Slug
The Hearing Solution Group
The Hongkong and Shanghai
Banking Corporation Limited
The Little Skool House
@ Mountbatten Square
The Little Skool House International
Pte Ltd
The Little Skool House International
Pte Ltd @ NTUC Tampines Junction
The Muffinry
The Oven Café Bistro
The Providore Warehouse
The Straits Trading Company Limited

Therapy Dogs Singapore
Ting Tau Nay Nicky
Toothsome Café
Trend Micro
Verztec Consulting Pte Ltd
VFS (Singapore) Pte Ltd
VocalHearts
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Place / African Market Place)
Wang Kian Kim
Wee Choon Teck
Wellington Primary School
Westwood Secondary School
Wheeler's Yard
Wheels@Ubin
Whisk & Paddle
Woods in the Books
Zhenghua Secondary School

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.



VOLUNTEER

An extra pair of hands is always welcomed here at SPD to provide additional help to our many programmes and services.



RAISE FUNDS

If you have fundraising opportunities or ideas, as an organisation or individual, feel free to share them with us!



DONATE

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



How You Can Help



BE OUR ADVOCATE

Help us raise awareness of the need for support of people with disabilities to help integrate these individuals into mainstream society.



EMPLOYMENT

Providing job opportunities to job seekers with disabilities will greatly benefit the individuals and allow them to become financially independent.



BUY OUR PRODUCTS

Our Sheltered Workshop offers a wide variety of products and services carefully made by a team of more than 100 people with disabilities. Your support will translate to more training and employment opportunities to help them to become financially independent.



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