



Thank You for *Touching Our Lives*

SPD Annual Report
FY2017/2018



Serving people with
disabilities since 1964

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About SPD

We are a charity that helps people of all ages, who are born with or have acquired disabilities, lead enriching and fulfilling lives.



Our **mission** is to work in partnership with people with disabilities to develop their potential to the fullest so that they can be self-reliant and independent.

By having the **values of commitment, integrity with compassion and professionalism** ingrained in our DNA, we endeavour to fulfill our **vision** of an inclusive society where everyone is a part.

Established in 1964, SPD now operates from six locations across Singapore.

Message from *President*

FY2017/2018 was another fulfilling year for SPD. We continued to make headway in enabling and empowering people with disabilities and their loved ones. But our work is only possible because of the generosity, dedication and enthusiasm of our supporters – companies big and small, as well as individuals from all walks of life, whose kindness have given hope to many and transformed their lives.

Within these pages, we feature some of them along with the people whose lives they have touched. We hope their contributions and the impact we have made together will inspire even greater support and increase interest in our work.

In the year, we set out to improve lives and promote acceptance of people with disabilities in the community, and we would like to believe we achieved more than some measure of success.

In all, our programmes and services catered to 9,400 persons with disabilities. We stood behind 1,200 children and youths with therapy, learning and educational support, giving them the confidence to dream big and reach for the brightest stars. We offered 300 training places to increase the employability of persons with disabilities finding jobs, and we were there to rejoice with over 200 individuals when they found financial independence through our job support services. We took comfort that nearly 500 adults and elderly could stay home with the step-down care provided at our rehabilitation centres, and that 300 families were supported through the respite care service that we operated. We introduced assistive technology to

300 individuals and changed their lives. We also rallied and empowered over 1,600 caregivers, and called for greater acceptance in schools, at the workplace and in the community by reaching out to 17,000 individuals.

We pushed the envelope to innovate, to try to do more with less. We leveraged technology in the classrooms, tried new initiatives including our first virtual run and charity dinner to reach out to previously untouched segments of the community, and we stepped out of our comfort zones to review how best our clients could be supported.

That said, there's more work ahead for us. The demand for disability support will grow as Singapore prepares for its 'silver tsunami', not forgetting that increasingly more children are also diagnosed with some form of developmental needs. The SPD Vision 2020 strategic roadmap was formulated to take us forward to year 2020, focusing on the client, organisational and societal levels. We are working towards creating greater opportunities for people with disabilities, strengthening our capabilities to provide impactful services and focusing on advancing the interests of persons

with disabilities through greater collaborations in the community to achieve an inclusive society.

Lastly, the Board and I would like to thank all our supporters as well as the management and all staff of SPD who always give their best at work every day. And we are grateful to each and every one of you who have supported us with your time, money and expertise. Let's continue to work together to ensure that no one is left behind because of their disabilities.

Yours sincerely,



Chia Yong Yong, PBM
President
SPD



Highlights of the Year

01

More than \$300,000 was raised through the SPD Charity Golf 2017 held at the Raffles Country Club in April 2017.

02

The EIPIC Parent Support Groups (PSG) were organised at all EIPIC centres to provide a platform for caregivers to explore issues, learn strategies and support one another.

03

An alumni was set up in May 2017 for our current and past Microsoft YouthSpark and Asia Pacific Breweries Foundation scholarship recipients to provide a network of support and inculcate a give-back ethos.

04

We co-organised the "Inclusiveness: Innovations in Wellness" Conference with the Institute of Technical Education (ITE) in September 2017 to enhance the holistic participation of students with special needs in education.



05

SPD's first virtual run was held as a fundraiser in November 2017.

06

We received the Charity Council's Charity Transparency Award on 15 November 2017, our second since it was introduced in 2016.

07

President of Singapore, Her Excellency Madam Halimah Yacob, graced the SPD Education Programme Awards Presentation Ceremony held on 20 January 2018 as Guest-of-Honour and also visited the SPD Ability Centre.

09

We supported the True Colours Festival held in March 2018, helping to ensure the event was accessible to all.

11

Three new employment support training courses were introduced in the year to increase the competency and skills of jobseekers.

13

The Day Activity Centre was renovated to provide a bigger and more organised space that is conducive to activities and learning.

08

Twelve SPD staff who constantly delivered their best to serve clients, whether directly or indirectly in their work, received the Service Excellence (Silver) Award from Health Minister Mr Gan Kim Yong at the Singapore Health Quality Service Awards on 30 January 2018.

10

SPD's first charity dinner held in March 2018 was graced by Minister for National Development Mr Lawrence Wong and supported by chefs from the Singapore National Culinary Team. The event raised close to \$290,000.

12

The first phase of the Pre-School Management system was launched to help teachers at our Building Bridges EIPIC Centres to streamline administrative processes and provide a platform in future to facilitate communication with caregivers.

What We Accomplished Together



\$4.9 million
raised



4,320
volunteers donated
21,069
man hours



1,176
children and youths
supported in early
intervention and
education



214
people with disabilities
found jobs



344
training places
provided for
jobseekers



95
therapists deployed
in the community



4,750
individuals with
disabilities supported
across 55 programmes
run by 21 community
partners



479
received therapy at
our rehabilitation
centres



299
lives enriched through
assistive technology



1,656
caregivers empowered

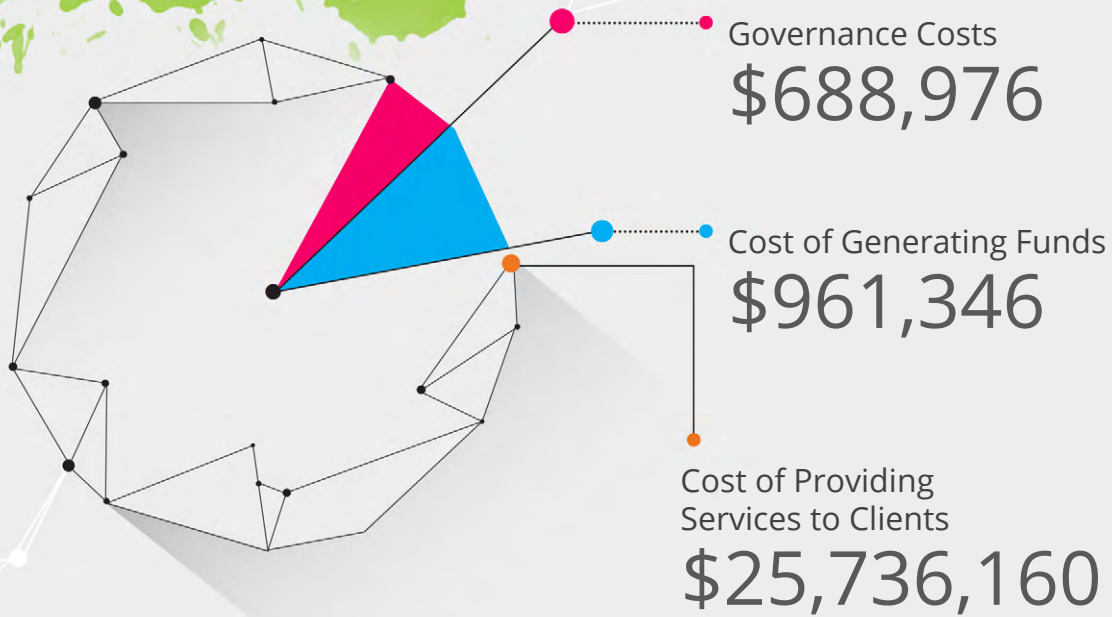


Respite for
280
families while their
loved ones were
cared for at SPD



Public education efforts
reached out to over
17,000
individuals

How Funds Were Used



Our support cost was 14.5% of the total operating expenses which is \$27.4 million.

Our Community

From staff and volunteers, to donors and partners, we have a passionate and committed network of supporters who make it possible for us to fulfil our mission.



4,320 volunteers donated

21,069 man hours



\$4.9 million

raised through organisational and individual giving



166 employment partners



211 pre-school partners



343 staff



150 partners from schools and institutes of higher learning



Ms Frances Chua (left) and Ms Mabel Yee (right)



Ms Frances Chua
Volunteer

Ms Frances Chua, who founded Vocal Heart, a music interest group, has been conducting music sessions at our Day Activity Centre (DAC) every fortnight for the last 10 years. Frances also trains and prepares the DAC choir for performances at events.

“*Their sense of pride and achievement is truly palpable after the performance of every medley. I could see how music moves them and brings them joy. This is what keeps me going all these years.*”
- Ms Frances Chua



Ms Mabel Yee
SPD Trainee & Volunteer

Ms Mabel Yee is a trainee at our Sheltered Workshop. The former childcare teacher had a heart attack and stroke in 2011, and underwent therapy sessions at our rehabilitation centre. Her passion for music was sparked off by Vocal Heart during her time at the DAC. In the last five years, Mabel has been helping out at the DAC music sessions and performing for clients at SPD@Toa Payoh.

“*I enjoy helping out at the music sessions and singing for other SPD clients. I am happy to be able to contribute in this small way.*”
- Ms Mabel Yee



Mr Chng Chin Soon (in blue)

Mr Chng Chin Soon
Volunteer

Mr Chng Chin Soon manages a group of volunteers under the Freedom Adventure Club which organises outdoor and physical-based activities for our clients. He believes people with disabilities should also be given the chance to enjoy outdoor activities just like their peers, and hopes that these experiences can help aid our clients in character and confidence-building

“*The time commitment for volunteering is always a challenge. However, every time I see how happy the participants are from our activities, I always feel that the time spent is worth it and I would still want to do more.*”
- Mr Chng Chin Soon



**Eureka!
Campaign
Associates**
Event Partner

The Eureka! Campaign Associates team, led by their directors Mr Edwin Lee and Ms Eva Lim, has extended event management support to the SPD Charity Walk since 2016 and has never failed to go the extra mile to ensure that the events ran smoothly.

“Every event with SPD is a rewarding experience for our staff and management. It all started when we first engaged the clients to pack goodie bags for our campaigns. We were very impressed by how organised and efficient they were. Subsequently, we came to learn more about SPD, what it stands for and we share the vision and cause. We hope that through our efforts, we can do our part to make a positive difference in the lives of people with disabilities.”

- Mr Edwin Lee, Managing Director, Eureka! Campaign Associates



Mr Edwin Lee



**Dr & Dr (Mrs)
Pesi B Chacha**
Individual Donors

Dr Chacha was a former committee member of SPD in the 1970s, then known as Society for Aid to the Paralysed. He and his wife felt the organisation needed encouragement and financial support and they decided to donate on a monthly basis in 1999. They continue to give till today and remain one of our most loyal supporters.

“Our contributions have been small but we hope they have helped to some extent in the growth of SPD which is doing a fantastic job for people with disabilities. From time to time we do send additional donations to help new programmes to diversify the reach out for the persons with specific disabilities.”

- Dr Pesi B Chacha





**Asia Pacific
Breweries
Foundation**
*Corporate
Donor*

The APB Foundation is committed to building an inclusive society and helping youths with disabilities further their educational pursuits and fulfill their aspirations. The APB Foundation partnered us in the management and administration of the APB Foundation Scholarship for Persons with Disabilities and in funding assistive technologies. In 2016, the APB Foundation further invested in new programmes in youth development and case management support to benefit more and deliver tangible social outcomes.

“ We believe all youths deserve a chance to make a mark in life and fulfill their aspirations, and we are delighted to partner SPD to empower our youths with disabilities and to build a more inclusive society in Singapore. Over the years, SPD has proven to be a valued, dedicated and professional partner.”

- Mr Frans Eusman, Chairman,
Board of Trustees, APB Foundation



Mr Frans Eusman





Kowloon Club
Corporate Donor

The Kowloon Club has mobilised its members, consisting mainly of Hong Kongers living in Singapore, to raise funds annually for us. Through these efforts, the club hopes to help its members assimilate better into the Singapore society.

“As President of Kowloon Club, I have been encouraging our members and friends to integrate with the local society through charity work and community services. 2018 marks our 7th year of raising funds for SPD. It is always more blessed to give than to receive. We feel that SPD is doing an excellent work to support their clients.”

- Mr Philip Chan, President, Kowloon Club



Mr Philip Chan (left)

Mdm Siti Fadillah is a full-time homemaker and a dedicated mother to her three children. She is also a pillar of strength to her teenage son, Muhammed Sayfullah, who has cerebral palsy and minimal intelligible speech. She is always by his side when he turns up at SPD for training in the use of assistive technology to enable him to communicate.

“The caregiving journey is tough but the progress I see in Sayfullah motivates me to go on. I am thankful to his therapists at SPD for advising me and giving useful tips on working with Sayfullah at home.”

- Mdm Siti Fadillah

Mdm Siti Fadillah
Caregiver

Mdm Siti Fadillah and Sayfullah



Mr Wee Ee Cheong

UOB staff and customers have united to support our programmes for infants and children with special needs. Not only did UOB organise fundraising events, it also conducted activities and outings for children to learn, play and bond with their caregivers. It was also the first bank to use PayNow to encourage giving and make donating to us easy.

At UOB, just as we are dedicated to helping our customers with their financial needs, we are also committed to giving back to the communities in which we operate. We do this through our UOB Heartbeat Corporate Social Responsibility programme which focuses on art, children and education.

In Singapore, UOB's colleagues and customers have united to support SPD's programmes for families with infants and children with special needs. This has included raising funds to support SPD's Continuing Therapy Programme for children, activities that provide avenues for children to learn, to play and to bond with their caregivers and hosting a special Lunar New Year shopping expedition to help families celebrate the festive season. UOB was also the first bank to use PayNow to encourage others in the community to make donations easily for SPD's early intervention programme for infants and children.

Through these collective efforts, we also hope to inspire others to help nurture a more inclusive society."

- Mr Wee Ee Cheong, Deputy Chairman and Chief Executive Officer, UOB

UOB
Corporate Donor



A new employment partner, social enterprise Spic and Span has offered the role of an office cleaner to Andrew (not his real name) who has a physical disability and dealing with depression and anxiety.

In the beginning, we gave Andrew simple tasks to help him regain his self-esteem. We also met up with SPD to provide better support for Andrew. It was not all smooth sailing and Andrew almost wanted to resign. Only with strong support from SPD, we managed to strive on and make this partnership between a VWO (voluntary welfare organisation), an employer and a person with disability a successful one."

- Mr Benjamin Chua, founder of Spic and Span

Spic and Span Pte Ltd
Enabling Employer

Mr Benjamin Chua





Ms Grace Ng

Thanks to MGS who gave us free access to their swimming pool, children from our Building Bridges EIPIC Centre were able to benefit from the aqua therapy programme. The school also allowed the EIPIC team to hold its annual graduation ceremony at their auditorium and raised \$15,500 for us.

Methodist Girls' School
Sponsor

MGS is pleased to partner with SPD to support the EIPIC aqua therapy programme. Our students and staff cherish the opportunity to be a blessing and bring joy to the children. In turn, the children have touched our hearts and working with the dedicated SPD volunteers has been an invaluable learning experience in many ways.

It is our belief that everyone can make a difference. We hope to work together with the community to do our part to be that blessing."

- Ms Grace Ng , Principal, Methodist Girls' School

Mr Thomas Ho is a teacher aide at our Building Bridges EIPIC Centre at SPD@Jurong. Thomas helps our teachers in their lesson preparation and enjoys playing the guitar for the children in their sing-along sessions.

A lot of hard work goes into helping the children achieve their goals, but when they do, we all feel very happy. It is also this satisfaction that keeps me going every day."

- Mr Thomas Ho

Mr Thomas Ho
Teacher aide, SPD



Ms Valli is a senior training officer at the Day Activity Centre (DAC). She has been with SPD for almost seven years and continues to enjoy her job of giving her charges the best care at the DAC.

It makes me so happy to see the clients smile. The best thing that can happen in my job is to gradually see the improvements made through the training for an individual and how he or she gets better. These experiences motivate me."

- Ms Thamaravalli Narayanan

Ms Thamaravalli Narayanan (Valli)
Senior Training Officer, SPD



In the year, people from all walks of life responded to the call and gave us their fullest support.

Here are some of the events they have supported.

SPD Charity Golf 2017



SPD Charity Hongbao 2018



SPD Virtual Run 2017

SPD Charity Dinner 2018



SPD Ability Walk 2017



SPD Flag Day 2017



Our Work

We've impacted persons with disabilities in the work that we do across these areas:

Early Intervention & Educational Support

Employment & Training

Community Care

Assistive Technology

Caregiver and Case Management Support

Sector Empowerment

OUR WORK:

Creating brighter futures for our children

EARLY INTERVENTION SUPPORT

SPD runs three early intervention programmes – the **Early Intervention Programme for Infants and Children (EIPIC)**, the **Development Support and Learning Support (DS-LS)** and the **Continuing Therapy Programme (CTP)**, helping children and youths with special needs below 18 years old.

The EIPIC and CTP are centre-based programmes while the DS-LS teams in Jurong and Tampines go to the children's pre-schools and support them in their natural learning environment.



1,063 children and youths received early intervention support



87 pre-schoolers graduated from EIPIC - **46** advanced to mainstream primary schools, **41** progressed to special schools



EIPIC waitlist was reduced by

23%



186

training places offered to mainstream educators and administrators to support them in managing children with special needs

DS-LS partnered

211 child development centres to provide

48 learning support packages and

306 therapy packages to children attending pre-schools and childcare centres

With greater capacity, the four Building Bridges EIPIC Centres served 535 children, 13 per cent more than the previous year. CTP, which provides speech and occupational therapy, served 206 children under 18 years old. This was 11 per cent more than year before. Fees for DS-LS packages were revised in the year, and we served 322 children, a slight dip from last year.

The first phase of the online pre-school management system was launched to help EIPIC teachers streamline administrative processes. When extended to caregivers the following year, it would facilitate communication between staff and caregivers. Caregivers will be able to use it to keep tabs on their child's progress and access useful resources via the portal.

Children graduating from EIPIC joined Primary 1 students from Zhangde Primary School in class and during recess in an immersion programme. Parents were also briefed on what they could expect and how they could help their child transit to primary school.

Ridhwan Jacob Bin Irwan
EIPIC Client

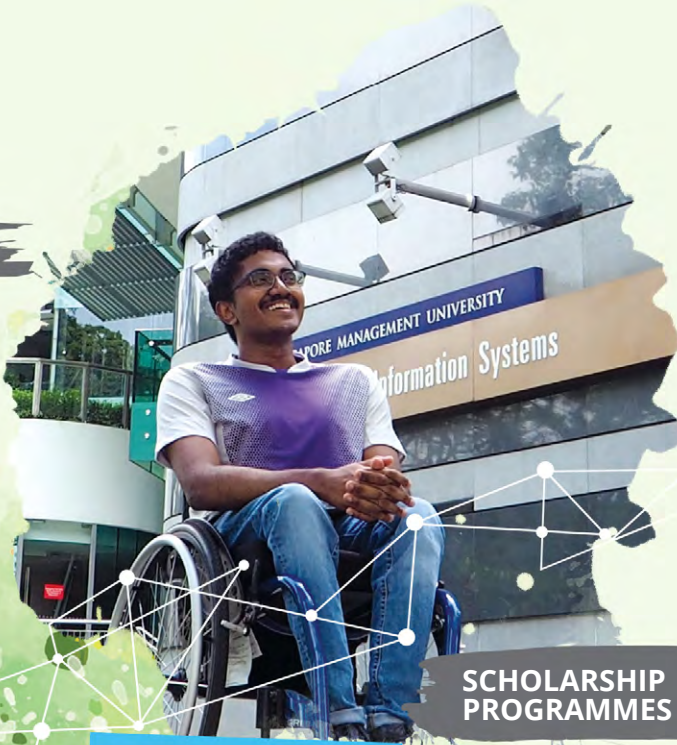
Ridhwan Jacob Bin Irwan was diagnosed with Autism Spectrum Disorder and had frequent meltdowns that caused disruption in his daily activities. At her wit's end, his mother, Mdm Racquel, enrolled him into SPD's Building Bridges EIPIC Centre in Bedok. The team of trans-disciplinary professionals, including teachers and therapists, worked with Mdm Racquel to plan the best intervention strategies for Ridhwan. She has since seen huge improvements in the 5-year-old who is now able to follow instructions and perform daily activities with guidance from his teachers. Mdm Racquel is grateful for the care shown towards Ridhwan, and looks forward to seeing her son improve further.



EDUCATIONAL SUPPORT

Recognising that a good education could be the game-changer for our youngsters that would broaden their career options, we work harder to help level the playing field and provide the support they need in school.

The **SPD Education Programme** offers students with disabilities in mainstream schools, from primary to tertiary levels, a holistic support that encompasses bursary, learning opportunities, resilience training and tuition support.



Mohamed Najulah
Bursary Recipient

The bursary given out under the SPD Education Programme has supported Mohamed Najulah in his studies from secondary school through polytechnic and then university. The undergraduate at the Singapore Management University, who was born with brittle bones, is working towards becoming a software developer. He wants to develop applications that would help persons with disabilities.

SCHOLARSHIP PROGRAMMES

The **Microsoft YouthSpark Scholarship** and **Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities**, which are both bond-free, are administered by SPD. Three new students were awarded the APB Foundation scholarship in September 2017.

An alumni club was set up to build camaraderie among former and current scholarship recipients and to nurture a give-back ethos.

LEARNING OPPORTUNITIES

Coding Quest, a year-long programme sponsored by Microsoft Singapore and introduced in December 2017, imparted digital literacy skills in web coding, design, game creation and development of e-stores to about 30 youths with disabilities between 13 and 39 years old.

Team Alluvial's social inclusion project was picked as the winner of the year-long mentorship and training programme – **SPD Youth Development Programme**. Through simulation activities, team members Teo Zi Lin and Joshua Ong enabled secondary school students to experience daily life as a person with visual impairment.



\$309,450

in bursaries and scholarships awarded



113

students supported in mainstream education – **95** bursary recipients, **18** scholarship recipients



Sponsored by NatSteel Holdings, the number of bursaries awarded to students in institutes of higher learning was higher than before. We also gave out the SPD Youth Aspiration Award to three youths to pursue community service, music and sports.

OUR WORK:

Providing a financially independent tomorrow

EMPLOYMENT SUPPORT SERVICES

The **Employment Support Programme (ESP)** helps persons with disabilities find work and provides them with the financial means to support themselves and their families. Courses are also conducted to help them improve their employability.



549 jobseekers with disabilities were supported



214
placed in open employment;



166
employers partnered



44
vocational training classes conducted



344
training places provided for



170
trainees to help increase their employability



3 new courses introduced – ESP Enabling Training, Advanced Microsoft Excel, Microsoft Word

Ng Xian Min
ESP Client

Ng Xian Min was diagnosed with brittle bones disease when she was young and has been using a manual wheelchair to move about. Due to her disability, Xian Min could not take up work that involves manual labour. Through the ESP, she signed up for courses to improve in her resume writing, job hunting and interview skills. The training boosted her confidence in handling job interviews, and she was successfully placed in a cashiering role at a pet shop. In the initial months, our employment support specialist and occupational therapist were there to ensure that she integrated well into her new work environment. Xian Min told us that she enjoys her job very much.



SUPPORTED EMPLOYMENT

For those found unsuitable or not yet ready for open employment, the **SPD Sheltered Workshop** provides training in a supported employment setting.



133

trainees offered sheltered employment, **15** deployed to a work enclave, **11** graduated to open employment



\$419,940

in income generated through the workshop

Social workers conducted social etiquette training to prepare trainees for open employment. Mobility training in the community was also conducted so that trainees could learn to commute independently and integrate better in the community.

TRANSITIONAL SUPPORT TO EMPLOYMENT

Transition to Employment (TTE) is a community-based return-to-work programme aimed at reintegrating people with acquired physical disabilities back to the mainstream workforce through a trans-disciplinary and client-centred approach.

The programme previously called Transition Programme for Employment expanded to admit those with other acquired disabilities besides spinal cord injuries and stroke.

Yuen Lai Yee Sheltered Workshop Trainee

Yuen Lai Yee, a stroke survivor, joined the Sheltered Workshop after she was discharged from the SPD Rehabilitation Centre. At the workshop, Lai Yee, 41, received regular one-on-one community mobility training conducted by an occupational therapist. The encouragement of the social workers also motivated her to press on. Her confidence grew with familiarity of the work processes and the training that she received. Lai Yee was selected as one of the 15 trainees to be seconded to a customer's warehouse. With the support of the Sheltered Workshop programme, Lai Yee is a step closer towards returning to open employment.

Muhammad Haikal Johari TTE Client

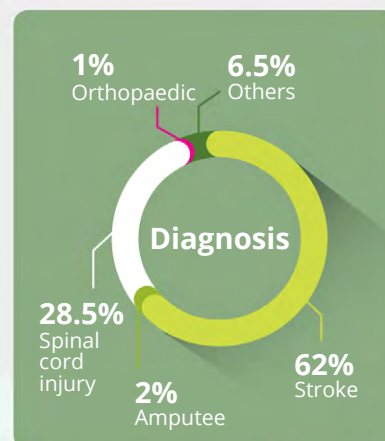
Muhammad Haikal Johari is an executive chef who was previously based in Bangkok. A motorcycle accident in 2015 left him partially paralysed from the shoulder down. His wife became his main caregiver and he needed to re-learn even the most basic activities like walking and grasping onto items. Months of therapy later, Haikal went on to become part of the team that helped a local Spanish restaurant earn a Michelin star. At the TTE, SPD's transdisciplinary team continue to help Haikal build up capabilities he requires for his work in the kitchen. Our employment support specialists also helped with the workplace accessibility assessments when Haikal was planning for his own fine-dining restaurant which opened in early 2018 to many positive reviews.

105

persons supported – **28** returned to work, **2** went back to school

2,072

therapy and training sessions provided



OUR WORK:

Improving community care

RESPIRE CARE SERVICES

The **Day Activity Centre (DAC)** located within SPD Ability Centre is a day care facility for people with physical and multiple disabilities. Here, the clients are trained in activities of daily living as well as social skills. Caregivers also receive respite and are able to continue working with peace of mind.

Day care programmes are also available at SPD@Toa Payoh, which has one incorporating day care and active therapy.



Day care and respite services for

280
clients



61 at DAC,
219 at SPD@Toa Payoh



DAC operated at
full capacity

Lim Yu Ann
DAC Client

Having been diagnosed with congenital cerebral palsy, Lim Yu Ann requires supervision and uses a quadstick for long distance travel. After a working stint that went south due to anxieties being in a work environment, Yu Ann was referred to the DAC programme and has been enrolled in it since 1 August 2006. She is a core group member of the DAC choir, performing with the team in many SPD events, including the SPD Charity Show. Having found a safe haven with the DAC, she enjoys the community there. The DAC team is constantly helping Yu Ann with building her confidence and hopes that she will be able to manage her anxieties and be more independent in the days to come.



REHABILITATION CENTRES

We operate two **SPD Rehabilitation Centres (RCs)** at SPD Ability Centre and SPD@Toa Payoh to provide step-down care for persons with disabilities. Through physiotherapy and occupational therapy, we help our clients regain self-reliance and integrate back into the community.



479

clients supported at the RCs –
280 at SPD Ability Centre,
199 at SPD@Toa Payoh



11,216

therapy sessions provided at RCs –
5,460 at SPD Ability Centre
5,756 at SPD@Toa Payoh



177

home therapy sessions provided for
10 clients who were unable to
 access services at the RCs

Manomoney D/O Subramaniam SPD Rehabilitation Centre Client

Manomoney D/O Subramaniam is passionate about cooking and she used to teach cooking at a community centre before undergoing a total right knee replacement. Besides the surgery, Manomoney was also nursing an ankle injury. The once cheerful and active 67-year-old started feeling unhappy and frustrated as she couldn't move around without the use of walking aids. Manomoney was referred to SPD for physiotherapy and occupational therapy twice a week to help her get back on her feet. SPD's therapists worked patiently with her, motivating her to carry out the prescribed exercises at home. As she got stronger, Manomoney's spirits also lifted and she worked harder in the hopes of going back to her previous active lifestyle. Manomoney is much happier today because she is able to walk independently now. Her heart is set on visiting her family overseas and then going back to work.

SPECIALISED TRANSPORTATION

To help clients who are unable to use public transport due to their disabilities or route inaccessibility, we provide a dedicated two-way transport service using specialised vehicles to our centres. Transport fees were heavily subsidised for clients.



545 clients required specialised transportation



More than
400

daily trips were made



\$1.36
 million

in transportation costs incurred



OUR WORK:

Enriching lives through AT

ASSISTIVE TECHNOLOGY

We believe assistive technology (AT) is a powerful enabler that could help individuals with disabilities overcome their physical limitations and help them lead a more meaningful and enriching life in school, at work and in the community.

Our Specialised Assistive Technology Centre (Specialised ATC) operates from Tech Able at the Enabling Village. Tech Able is a partnership between SPD and SG Enable to promote AT use.

Leonard Lu Ping Kang

Leonard Lu has cerebral palsy and a history of hydrocephalus, or swelling of the brain due to the build-up of fluid in the skull. Communicating through speech is a huge challenge for the 19-year-old. Assessed by the Specialised ATC for alternative and augmentative communication (AAC) intervention, Leonard was prescribed with AAC devices and given training which would aid him in daily communication. He is happy that AAC has given him a voice and enabled him to interact with others, especially on the phone with his father who travels regularly for work.



299

lives enhanced with AT prescriptions



723

intervention/training sessions conducted



489

AT devices loaned out

OUR WORK:

Supporting clients and the whole family

CASE MANAGEMENT SUPPORT

Under the **Specialised Case Management Programme (SCMP)**, social workers and case management officers offer counselling, consultancy on disability issues and self-care management, and provide co-ordination and links to useful resources to support our clients and their caregivers. **Clients served in the year largely had multiple issues such as lack of mobility independence and were in denial over their conditions.**



546

persons received case management support



620

home visits by social work team conducted



Mr Benson Tiew

CLIENT SUPPORT



Stroke Support Group

- ✓ **10** clients participated in the pilot held fortnightly over five sessions.
- ✓ Helped clients to cope with their condition and advised how they could rebuild their lives.



Employment Support Workgroups

- ✓ Two workgroups aimed at building self-awareness, confidence, resilience and soft skills to overcome employment-related challenges were conducted.
- ✓ The sessions benefitted **12** clients seeking employment.



Community Accessibility Pilot Project

- ✓ Nanyang Polytechnic students helped four clients manoeuvre confidently in their communities using public transport and identifying wheelchair-accessible routes.



"Everywhere you want to be" Pilot Project

- ✓ Under the "Everywhere you want to be" pilot project, about **50** clients got to visit popular destinations in Singapore. The project aimed to reduce social isolation, improve social participation through outings and thereby increase the clients' quality of life.

CAREGIVER SUPPORT



Caregivers Empowerment

- ✓ 9 orientation sessions were conducted for 117 EIPIC caregivers.
- ✓ 1,271 caregivers of children with special needs participated in activities and training, a two-fold increase from last year.



Transition Briefings

- ✓ Briefings were held for 149 caregivers whose children were graduating from EIPIC and transiting to the next stage of their academic journey.



Survey

- ✓ A survey was conducted among EIPIC caregivers to understand their needs and stress points so as to improve our service delivery to caregivers.



Parent Support Groups

- ✓ Parent support groups were organised for EIPIC caregivers at our Building Bridges EIPIC Centres.
- ✓ 40 participants benefited from this platform set up this year to explore issues, learn strategies and provide support to one another.



Caregivers' Wellness Programme

- ✓ Organised training and activities that empowered 385 caregivers, helping them to manage stress and providing respite.

SUBSIDIES & FINANCIAL ASSISTANCE



Fee Subsidies

- ✓ 12% of children on early intervention support received the highest fee subsidies at 75%.
- ✓ 50% of clients from the Transition to Employment programme received 60% or more in fees subsidies.
- ✓ More than half the clients at SPD@Toa Payoh received 80% Government subsidies; they also received more than \$160,000 in subsidies from SPD for meals, therapy and transportation.



SPD Care Fund

- ✓ \$18,221 from SPD Care Fund provided temporary and short-term financial assistance to 24 clients and families.



Daily Needs Programme

- ✓ \$112,320 in grocery vouchers, sponsored by NTUC Fairprice Foundation, was offered to low-income households.
- ✓ 234 clients and their families were supported in the year.



SMRT Gift of Mobility

- ✓ Provided point-to-point transfer to 39 clients for medical treatments and work.
- ✓ \$7,500 was disbursed to help low-income clients with their transportation expenses.



NEU PC Plus Programme

- ✓ 66 clients from low-income households successfully applied for a new computer with 3 years of free broadband access.

Benson Tiew SCMP Client

Benson Tiew, 39, was in a car accident in 2002 which resulted in a spinal cord injury. He was referred to SPD where he underwent vocational training and worked as a web designer in the now-defunct Multimedia Centre operated by SPD. While Benson has successfully moved on to open employment, he continued to be supported by our social workers over the years who rendered assistance, especially in applying for financial help for recurring purchases of assistive devices and replacement batteries for his motorised wheelchair. Their timely intervention and support have helped Benson and his family cope and move on with their lives.

OUR WORK:

Sector empowerment

DEPLOYMENT OF THERAPISTS

We recruit, train and manage a pool of physiotherapists (PTs), occupational therapists (OTs) and speech therapists (STs) under the **SPD Therapy Hub**. They are deployed to support SPD in our programmes and other community partners who require therapy services.



95 physiotherapists, occupational and speech therapists



4,750

individuals with disabilities supported across **55** programmes run by **21** community partners

Therapists reached out to



276

individuals through talks, training and workshops in the areas of accessibility, mobility aid prescriptions and demonstration of home care devices

ASSISTIVE TECHNOLOGY EXPERTISE



Trained

771

professionals from other voluntary welfare organisations, schools, hospitals and the public service in the use of AT.



Co-organised the AAC by the Bay Conference 2017 with Speech And Language Therapy Singapore (SALTS) for



60

PTs, OTs and STs working with people with disabilities.

TRAINING FOR PRE-SCHOOL AND ALLIED EDUCATORS



Trained


115

pre-school and allied educators to build competency in supporting children with special needs in mainstream schools.



PROFESSIONAL DEVELOPMENT

✓  Enabled **9** therapists to obtain full registration status with the Allied Healthcare Professional Council.

✓ Provided clinical placements for  **74** occupational therapy, physiotherapy and nursing students.

✓ Supported  **7** speech & language therapy, occupational therapy and physiotherapy students in their tertiary education under the Professional Conversion Programme.

CONFERENCES & PRESENTATIONS

✓ Co-organised the “Inclusiveness: Innovations in Wellness” Conference with the Institute of Technical Education (ITE) on 20 September 2017

■  Over **400** educators, allied professionals and employers in attendance.

■ Focused on innovative ways to enhance holistic participation of students with special needs in education.

✓ Presentations by three therapists at the National Occupational Therapy Conference 2017, 5th Rehabilitation Conference, Neuroscience Nursing Seminar as well as at the 10th Biennial Asia Pacific Conference on Speech, Language and Hearing in Japan.

RESEARCH & JOURNAL PUBLICATION

✓ A paper “The Perception of Affective Prosody in Children with Autism Spectrum Disorders and Typical Peers” by a ST was published in the “Clinical Archives of Communication Disorders” journal in August 2017.

✓ Grant secured from the Singapore Association of Occupational Therapist for a senior OT to conduct a two-year research on “Perceptions of Family and Allied Health Professionals on Family-Centred Community Paediatrics Rehabilitation Programme in Singapore.

Influence in Action

In advocating social inclusion and bridging inclusion gaps, we constantly reach out to educators, school administrators, employers, policymakers, professionals working with persons with disabilities and the general public, to change mindsets and attitudes towards persons with disabilities.

Public education activities reached over

17,000

individuals



Garnered

5,000

'likes' on Facebook



Recorded

322

media mentions



Published

85

newsletter articles

Had **2**

forum letters published



OUTREACH

- ✔ Our advocacy and public education team, together with our therapists and AT professionals, conducted disability awareness talks, workshops and training in schools, companies, voluntary welfare organisations, public libraries and healthcare providers to create greater understanding and acceptance in the community.
- ✔ SPD President Ms Chia Yong Yong brought the inclusion message to the fore when she spoke at numerous public engagements such as the National Youth Council's Our Singapore Leadership Programme, NCSS Social Service Summit, 5th Singapore Rehabilitation Conference, #SG4Diversity Inclusion Festival, TEDxYouth@ACJC 2017 and the Far East Organisation Leadership Speaker Series.
- ✔ Through a new partnership with the National Heritage Board, we trained staff, volunteers and museum docents from the National Museum, Peranakan Museum and Asian Civilisations Museum so that the needs of visitors with mobility or other disability challenges can be better met.

Our People



Staff strength of

343

14,370

training hours clocked,

41.9

hours per staff



Staff contributed

4 hours

each to other not-for-profit organisations



PEOPLE DEVELOPMENT

As part of our focus to build capabilities, all managerial staff achieved minimally 40 hours of training. A total of 14,370 training hours were clocked by all staff in the year, an average of about 41.9 hours per staff.



We supported **11** EIPIC teachers

in their pursuit of the Advanced Diploma in Early Childhood Intervention (Special Needs).



One physiotherapist obtained

sponsorship for his studies with the support of SPD Therapy Hub.



An **SPD Study Award**

was launched to attract tertiary students to join SPD as social service professionals.



DAC staff received on-site training from the Institute of Mental Health to work with clients with behaviours of concern.

QUALITY SERVICE AWARDS



We remained committed to upholding our service quality values and **12** staff received recognition for their exemplary service delivery at the Singapore Health Quality Service Awards in February 2018.

GIVING BACK



Grateful for the generosity and goodwill that we received, we embarked on a social responsibility initiative to give back to the community. In the year, every staff, on average, contributed four hours to support another social cause.



The Year Ahead

- ✓ The Day Activity Centre will soon support persons with autism.

SERVICE EXPANSION

- ✓ Mooted by SPD and a first for the sector, the Early Intervention Conference jointly organised with 9 other EIPIC agencies for professionals working with children with special needs was slated for April 2018.
- ✓ E-learning modules are being developed to help conditional registered therapists develop their clinical skills and knowledge.
- ✓ Preparation for CARF accreditation.

PROGRAMME ENHANCEMENTS

- ✓ Technology will be introduced as a new teaching medium in classrooms to enhance learners' experience.
- ✓ More transitional support for caregivers and EIPIC children progressing to Primary or special schools.
- ✓ More training modules relevant to the needs of jobseekers with disabilities are in the pipeline.
- ✓ Enhance employment opportunities of professionals, managers, executives and technicians with disabilities.

Leadership

BOARD OF MANAGEMENT

Ms Chia Yong Yong, PBM

President

(23 August 2008 – current)

Vice-President

(29 July 2006 – 23 August 2008)

Managing Director,
Chia Yong Yong Law Corporation

Mr Ngan Wan Sing, Winston

Vice-President

(25 August 2012 – current)

Honorary Assistant Treasurer

(21 August 2010 – 25 August 2012)

Partner, Ernst & Young LLP

Ms Chow Siew Ying

Honorary Treasurer

(27 August 2016 – current)

Chief Financial Officer,
National University Health
Services Group Pte Ltd

Ng Teng Fong General Hospital,
Jurong Community Hospital

Ms Suman K Balani

Honorary Assistant Treasurer

(27 August 2016 – current)

Founder & Executive Coach,
Strengths Coaching Asia LLP

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

Member

Mr Low Wong Fook

Member

Dr Ng Yee Sien

Member

Ms Ong Toon Hui

Member

Ms Poh Hwee Hian

Member

Mr Tan Soo Nan

Member

Mr Zhang Weijie

Member

Mr Abhimanyau Pal

Ex-Officio Secretary

(from 1 December 2012)

SUB-COMMITTEES

Audit Committee

Chairperson

Mr Low Wong Fook

Members

Mr Kamalarajan M Chettiar

Mr Ngan Wan Sing, Winston

Mr Yeo Jue Nam

Human Resource & Remuneration Committee

Chairperson

Ms Ong Toon Hui

Members

Ms Chia Yong Yong, PBM

Ms Poh Hwee Hian

Mr See Cher

Fundraising Committee

Chairperson

Mr Tan Soo Nan

Members

Mr Rajan Raju

Ms Suman K Balani

Mrs Yeo Su Chen

Mr Yeo Teck Guan

Services Committee

Chairperson

Prof Ho Lai Yun, BBM,

PBS, PBM, JP

Members

Mr Lim Hua Beng

Dr Lim Sok Mui, May

Dr Ng Yee Sien

Ms Susan Niam

Mr Tang Liheng

Dr Wong Meng Ee

Mr Zhang Weijie

SENIOR MANAGEMENT

Abhimanyau Pal

Executive Director

Loi Boon Lee

Senior Director,
Community Partnerships

Becky Hoo

Director, Children Services

Han May Ching

Director, Adult & Elderly Services

Joyce Wong

Director, Resource & Impact

Quek Hong Choon

Director,
Organisational Development

Tay Soong Kiang

Director, Corporate Services

Teo Pek Wan

Deputy Director,
Inclusion Advancement

Katherine Sng

Senior Assistant Director,
Community Partnerships

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), Agency for Integrated Care (AIC) and SG Enable (SGE).

We have also begun on our journey to meet the requirements of the refined Code of Governance for Charities & Institutions of a Public Character issued by the Charity Council in April 2017.

Our Board of Management is made up of volunteers. Board members are not paid any remuneration or director's fees. They serve for two years upon election or co-option to the Board in accordance with the SPD Constitution which is its principal governing and constituting instrument. The current Board has been serving since August 2016 and in the year, continued to lead the organisation into its strategic and forward planning cycle for 2017 to 2020.

In between election years, the Board continues to pursue its policy of active recruitment of Board members through means such as Board members' contacts and the organisation's networks. Board policy and SPD's bye-laws guide the Board on selection, recruitment and induction of new members. Board and Board Committee members have access to multiple learning opportunities and platforms including formal training, representation in focus group discussions and conferences. These help Board members add depth to their leadership in the organisation and contribute to sector and community knowledge. The Board undertakes self-evaluation through retreats, work plan sessions and Board assessment surveys at strategic periods in the year.

The Board's work is supported by four Board Committees. They are the Services Committee, Fundraising Committee, Human Resource & Remuneration Committee, and Audit Committee. These committees work based on terms of reference set by the Board which reviews these terms from time to time to ensure relevance and to maintain good governance.



BOARD OF MANAGEMENT ATTENDANCE AT BOARD MEETINGS

Board Member	Designation for Term 2016-2018	Attendance in FY17/18
Ms Chia Yong Yong, PBM	President	5 out of 6
Mr Ngan Wan Sing, Winston	Vice President	4 out of 6
Ms Chow Siew Ying	Honorary Treasurer	5 out of 6
Ms Suman K Balani	Honorary Assistant Treasurer	4 out of 6
Professor Ho Lai Ying, BBM, PBS, PBM, JP	Member	3 out of 6*
Mr Low Wong Fook	Member	5 out of 6
Dr Ng Yee Sien	Member	5 out of 6
Ms Ong Toon Hui	Member	6 out of 6
Ms Poh Hwee Hian	Member	3 out of 6
Mr Tan Soo Nan	Member	4 out of 6
Mr Zhang Weijie	Member	5 out of 6

*Absent 2 out of 6 with leave of the Board of Management

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 two years to ensure that it met 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 2018, SPD's reserves stood at about 7.3 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.

CONFLICT OF INTEREST POLICY

All Board members and employees are required to comply with SPD's conflict of interest policy. They are to exercise their best care, skill and judgement for the sole benefit of SPD when dealing with matters concerning the organisation, and make full disclosure of interests, relationships and holdings in potentially conflicting situations. In addition, there are written processes guiding Board members and employees to declare actual or potential conflicts of interest on a regular and need to basis. Conflict of interest is also managed through excluding staff and Board 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.

S/No.	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.
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BOARD GOVERNANCE

1	Are there Board members holding staff appointments? Remarks: <i>(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	

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? Remarks: <i>(Skip question 20 if "No")</i>		Yes
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
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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
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23	Are Board members remunerated for their Board services? Remarks: (Skip questions 24 and 25 if "No")		No
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24	No Board member is involved in setting his or her own remuneration.	2.2	
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25	The charity discloses the exact remuneration and benefits received by each Board member in the annual report.	8.2	
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26	Does the charity employ paid staff? Remarks: (Skip questions 27 and 28 if "No")		Yes
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27	No staff is involved in setting his or her own remuneration.	2.2	Complied
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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
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PUBLIC IMAGE

29	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied
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The profiles of members of the Board of Management 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. We continue in our efforts to improve transparency and facilitate public access to critical information on governance matters.



Our Heartfelt Thanks

Donor Acknowledgement

April 2017 to March 2018

\$250,000 and above

Asia Pacific Breweries Foundation
Microsoft
President's Challenge
The Hongkong and Shanghai Banking Corporation Limited

\$100,000 - \$249,999

ABR Holdings Limited
Building & Construction Authority
Singapore Totalisator Board
StarHub Ltd
United Overseas Bank Limited
Yeo Jue Nam

\$50,000 - \$99,999

Chew How Teck Foundation
Eurokars Group
FMC Technologies Singapore Pte Ltd
Kowloon Club
Kwan Im Thong Hood Cho Temple
NatSteel Holdings Pte Ltd
The Singapore Island Country Club
Wong Kim Yin

\$10,000 - \$49,999

CMA Mental Arithmetic Centre Pte Ltd

Community Foundation of Singapore

Coty Asia Pte Ltd

Crescendas Land Corporation Pte Ltd

DBS Bank Ltd

Flextronics Foundation

Frasers Centrepoint Property Management Services Pte. Ltd.
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H2 Hub Pte Ltd

Helios Capital Management Pte Ltd

Hitachi Vantara Pte Limited

Hoe Kee Hardware Pte Ltd

Hotel Grand Central Ltd

Huang Chang Yi George

Insurance and Financial Practitioners Association of Singapore
--

Isaac Manasseh Meyer Trust Fund

J's United Co Pte Ltd

Jurong Port Pte Ltd

Korean Chamber of Commerce (Singapore)
--

Kwek Lee Hoon

Laguna National Golf & Country Club Ltd

Lee Soek Shen

LEGO Singapore Pte Ltd

Li Teck Chuan Cin Tong

Lim Soo Nghoh

Local Engineering Pte Ltd

Loh Chin Hua

Lum Chang Holdings Limited

M+W Singapore Group

Manulife Financial Advisers Pte Ltd

Mellford Private Limited

Methodist Girls' School

MM2 Asia Ltd

Ng Kim Suan Foundation

Norix International Pte Ltd

Overseas Academic Link Pte Ltd

Phillips 66 International Trading Pte Ltd

Rajah & Tann Singapore LLP

Resorts World at Sentosa Pte Ltd

RHB Bank Berhad

Roots Asia Pacific (Singapore) Pte Ltd
--

Samsung Asia Pte Ltd

San Wang Wu Ti Religious Society

SATS Ltd

Seet Lucy

SH Design & Build Pte Ltd

Singapore Metal and Machinery Association

Singapore Pools (Private) Limited

Singapore Power Limited

SingEx Exhibitions Pte Ltd

Stephen Newman

Tay Soo Hoon Elaine

Tee Yih Jia Food Manufacturing Pte Ltd
--

Visa Worldwide Pte Ltd

Wipro Networks Pte Ltd

Young Men's Christian Association of Singapore
--

Zodiac Aerospace Services Asia Pte Ltd
--

\$3,000 - \$9,999

Aastar Pte Ltd
 ACR Capital Holdings Pte Ltd
 ADDP Architects LLP
 Anglo-Chinese School (Independent)
 ARA Trust Management (Suntec) Limited
 BNP Paribas Singapore Branch
 Canon Singapore Pte Ltd
 Capitaland Hope Foundation
 Carey Olsen Singapore LLP
 Chan Chim Yan
 Chan Man Ping Philip
 Cheam Dar Shyh
 Cheong Sim Lam
 China Construction (South Pacific) Development Co Pte Ltd
 Chng Tiong
 Chong Kwee Lian
 Chong Soo Loi / Goh Sook Ling
 Clifford Chance Pte Ltd
 De Vaz Ian Marc Rosairo
 Deutsche Bank Ag, Singapore Eastern (1961) Co Pte Ltd
 ECS Computer (Asia) Pte Ltd
 Eng Hsi Ko Peter
 EnGro Corporation Limited
 Ernst & Young Solutions LLP
 EZ-Link Pte Ltd
 Fabrice Desmarescaux
 Flextronics Manufacturing (Singapore) Pte Ltd
 Gan Ying Tang
 Global Databank (Singapore) Pte Ltd
 Goh Lian Hwee
 Gold N Gems Pte. Ltd.
 Gui Boon Pien
 He Zhi Hao
 Hehsed Consulting Pte Ltd
 Hewlett-Packard Asia Pacific Pte Ltd
 HL Building Materials Pte Ltd
 Hoy San Stevedoring Pte Ltd
 Hua Siah Construction Pte Ltd
 Itochu Singapore Pte Ltd
 Jung Young Soo
 Keppel Care Foundation
 Kimberly-Clark Asia Pacific Headquarters
 Kimly Construction Pte Ltd
 Kingsmen Creatives Ltd
 Kingsmen Ooh-Media Pte Ltd
 Koh Brothers Group Limited
 KPMG LLP

Kwee Chin Wei Kevin
 Lee Foundation Singapore
 Lee Jun Hao Melvin
 Lee Kim Tah Foundation
 Lee Weng Chong
 Leoch Battery Pte Ltd
 Lim Eng Kiang
 Lim Kheng Jin John
 Lim M. Andrew
 Lim Nancy
 Lim Wei Cai
 Liu Jiehong
 Loke Choon Hoe
 Low Kim Sun
 Lu Li
 Luke Anne
 M1 Limited
 Manohar Advait
 Marina Bay Sands Pte Ltd
 Maxi-Cash Group Pte Ltd
 Maximus Asia Pte Ltd
 Megawatts Engineering Services Pte Ltd
 Ming Hailong
 Mitsubishi Electric Asia Pte Ltd
 MST Golf (Singapore) Pte Ltd
 National University of Singapore
 NEC Asia Pacific Pte Ltd
 Network for Electronic Transfers (Singapore) Pte Ltd
 New Creation Church
 Ng Kam Hong
 Ng Kee Thiam
 Oan Chim Seng
 ofo SG Pte Ltd
 Ong Kok Thai
 Ong Seng Gee
 PCF Sparkletots Preschool @ Toa Payoh Central
 Peh Chong Eng
 Phoon Siew Koon Francis
 Poa K B Cynthia
 Puat Jit Buddhist Temple
 Quah Kee Swee
 Roxy-Pacific Holdings Limited
 Samwoh Corporation Pte Ltd
 Seah Keah Leng
 Siang Cho Keong Temple
 Sing Investments and Finance Limited
 Singapore United Estates (Pte) Ltd
 SJJ Marine Pte Ltd

SMRT Corporation Ltd
 Specialists Trade Alliance of Singapore
 Splunk Singapore Services Pte Ltd
 Tai Sun (Lim Kee) Food Industries Pte Ltd
 Tan Gim Choo
 Tan Jiew Sin Augustus
 Tan Jim Lah
 Tan Mary
 TATA Consultancy Services
 Tay Cheng Poh
 Tay Hwee Lin
 Teng Heng Chew Eric
 Teo Hong Lim
 Teo Joo Pek
 Tham Tuck Cheong
 Thampuran Rajendran
 The Shaw Foundation Pte
 Thomson Shin Min Foundation
 Tjio Shan
 Toshiba Tec Singapore Pte Ltd
 TOTO Asia Oceania Pte Ltd
 Trans-Orient Shipping Pte Ltd
 TTJ Design And Engineering Pte Ltd
 Tuas Pek Kong Keng Management Council
 United Engineers Developments Pte Ltd
 Value Add System & Technology Pte Ltd
 Vicom Ltd
 Wang Learning Centre Pte Ltd
 Wang Yip Kee
 Wendell Trading Company
 Woh Hup (Private) Limited
 Wong Liang Kwang
 Wong Soon Peng Adrian
 WT Partnership (S) Pte Ltd
 Yangzheng Foundation
 Yen Tze Chen
 Yeo Ai Ling
 Yeo Lay Choo
 Yeo Wei Ping Patricia
 Yeo Yit Boon
 Yim Wing Kuen Jimmy

\$1,000 - \$2,999

ABS Benchmarks Administration Co Pte Ltd
 Absolut Properties Pte Ltd
 Active Learners Child Care Pte Ltd
 Agasthian s/o Thirugnanam
 Airtropolis Express (S) Pte Ltd
 Akila Vijay Lyengar
 Amitofo Care Centre (S) Ltd
 Ang Ah Beng
 Ang Hwee Yang
 Annitha Annathurai
 Aw Yui Ying
 Bireme Group Pte Ltd
 Boo Thuan Kit
 Bustard Vikram Raj
 Cathay Photo Store Private Limited
 Chacha Pesi Bejonji
 Chan Lian Chai
 Chan Mei Lide
 Chan Siew Gim Sally
 Chan Swee Kim Bernadette
 Chang Pow Onn Alexius
 Chang Wee Hua Eric
 Char Yong (Dabu) Foundation Ltd
 Cheah Seng Cher
 Chee Nian Tze
 Chee Wei Shen Shaun
 Chellam Raju
 Chen Ah Joo
 Chen Qiyi
 Chen Yimei
 Cheng Tin Swan
 Cheng Wei Liang
 Cheong Yok Keat
 Chew Beng Eng Evelyn
 Chia Cher Khiang Vincent
 Chiang Ging Seng
 Chiang Pik Wan Erica
 Chinniah Kunnasagaran
 Chionh Beng Hock
 Chionh Chye Khye
 Chow Ban Hoe
 Chow Kum Seng
 Chow Pak Kin
 Chow Pei Pei Cindy
 Chow Woon Chun
 Chua Soh Har
 Chung Weng Hang Jason
 CJ International Asia Pte Ltd

CJ Korea Express Asia Pte Ltd
 CJ SE Asia Pte Ltd
 Composers and Authors Society of Singapore Limited (COMPASS)
 Darga Iqbal Basha
 DG Packaging Solutions Singapore Pte Ltd
 Dhavale Ajinkya Arvind
 Dou Yee Enterprise (S) Pte Ltd
 Dunman High School
 Ee Diana
 efinancialcareers Pte Ltd
 Elite Natural Healthcare Pte Ltd
 Erabelle Pte Ltd
 Fabio La Mola
 Fong Chee Meng
 Foo Kok Wee
 Gan Beng Jin Lloyd
 Gan Chin Wei Tervis
 Gan Kok Tuan
 Gay Ping Kee Raymond
 Gerald William Rodrigues
 GIC Pte Ltd
 Goh Eng Heng
 Goh Joo Hin Pte Ltd
 Goh Kwang Soon Joel
 Goh Pi Lee Beverly
 Goh Sze Wei
 Goy Hoe Shin
 Greatland Company Pte Ltd
 GS Caltex Singapore Pte Ltd
 Gwee Tiong Kee Ronald
 Hakim Warsono
 Harry Elias
 Hatim Fidahusein Nakhoda
 Henky Toha
 Ho Jia Jian Paul
 Ho Wee Khong
 Ho Zhi Zhang
 Hong Choy Ken
 Hwa Sheng Construction Pte Ltd
 Hyundai Corporation Singapore Pte Ltd
 Hyundai Heavy Industries Co., Ltd
 Hyundai Merchant Marine (Singapore) PTE. LTD.
 Interlocal Exim Pte Ltd
 Jeanny
 Jesunesan s/o S Moriam Pillai Edwin Joseph
 Jiangu Association

John Edward Champion
 JSW Advisory Pte Ltd
 Kaiser Pharmaceutical (S) Pte Ltd
 Kalthsum Mohd Yassin
 Kang Choon Seng
 KCC (Singapore) Pte Ltd
 Keh Soh Hua
 Keith De Vaz
 Khiew Kim Choy
 Koh Kok Ong
 Koh Lee Kiow
 Koh San San Susan
 Koo Kok Thong Frank
 Korean Register of Shipping
 Kurnia Wira
 Kwee Meiwan Melissa
 Kwik Wan Ling Regina
 Lam Kim Fai
 Lars Setffart Sorensen
 Latha Mathew
 Lau Kok Seng
 Law Tian Beng James
 LBC Express Airfreight (S) Pte Ltd
 Leap Foundation Ltd
 Lee Chin Yong
 Lee Geck Hoon Ellen
 Lee H. Y. Alfred
 Lee Hong Hwee Mike
 Lee Hong Seng Robert
 Lee Kang Hwa
 Lee Lai Cheng Alicia
 Lee Lam Lee
 Lee Lay Har
 Lee Lim Keong
 Lee Ming Eugene
 Lee Pearl
 Lee Seng Quee
 Lee Siong Tek
 Lee Yew Ho
 Lee Yih Chyi Yvonne
 Leng Ern Jee Temple
 Leong Chee Kuok
 Leong Teck Hong
 LG Electronics Singapore Pte Ltd
 Li Hung
 Li Qianwen
 Li Yanqing
 Liaw Mui Fue
 Lim Ee
 Lim Hong Lian

Lim Kay Leong	Peter Lee Orthopaedic Pte Ltd	Tan Tuan Heng David
Lim Kee Hong	Phoon Yat Tatt	Tan Wan-Ju Judy
Lim Kim Huat	Phua Kok Ping Joseph	Tang Liheng
Lim Kong Puay	Poh Cheong Concrete Product Pte Ltd	Tara Apothecary
Lim Kui Teng	Poh Hwee Hian	Tay Cheng San
Lim Leong Chuan	Posco Daewoo Singapore Pte Ltd	Tay Choon Mong
Lim Seow Hwa	Quantedge Foundation (Singapore) Ltd	Tay Hui Hian Kenny
Lim Siew Hwa	Quantum Automation Pte Ltd	Tay Kelvin
Lim Siew Kwan Selina	Quek Kui Hoi	Tay Kway Heng
Lim Soo Kin	Quek Sio Chua Robert	Tay Sen Yong
Lim Susana	Quik Lee Lee	Tay Woon Teck
Lim Vih Chun	Ramanathan Balasubramanian	Tay Yew Keng
Lim Wei Kwang	Roger John Dyer	Teck Whye Primary School
Lin Chung Chiao Annie	Rugged Tree Pte Ltd	Tee Wee Sien
Linn Yeh Ching	Sachi Saurajen	Teo Joo Kim
Liquidity Group Pte Ltd	Saleha Johari	Teo Kee Meng
Liu Meng Lye	Salted & Hung	Teo Siew Mui Wendy
Loh Jun Kitt	Seah Chee Hwee	Teo Su Pei Belinda
Loh Kim Chah	Seah Wong Chi	Tham Mun San
Loi Oi Kuan	Seu Teck Sean Tong Yiang Sin Sia	The Centre for Inner Studies in Singapore Ltd
Low Wong Fook	Sheo Shanker Rai	Thio Shen Yi
Mangala Vihara (Buddhist Temple)	Sim Ann (Shen Ying)	Thio Tse Gan
Meta Fusion Pte Ltd	Sim Keat Sim	Thong Teck Sian Tong Lian Sin Sia
MHC Medical Network Pte Ltd	Sim Siah Kwang	Tien Siew Ling
Mindchamps Preschool @Bedok Pte Ltd	Singh Surajdeep	Toh Annie
Moeez H Nakhoda	Sivakumar Saravan	Toh Hong Huat
My Private Pantry Pte Ltd	SMC Pneumatics (Sea) Pte Ltd	Tong Geok Yen
Neo Koon Bak	Soh Kim Chye Dave	Tong Siew Lai
Netsis Technology (S) Pte Ltd	Soh Lee Yong	Tong Tuck Sung
Ng Chai Peng Tania	Soo Poh Kern	Tow Soon Kim
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April 2017 to March 2018

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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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