



Serving people with disabilities since 1964



OUR JOURNEYS.

OUR STORIES.

ANNUAL REPORT 2022/2023



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OUR PURPOSE

SPD is a charity set up in 1964 with the aim of helping people with disabilities of all ages integrate into mainstream society. We remain committed to enabling them to be a part of the community and not apart from it.

PEOPLE WE SERVE

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



PRESIDENT'S MESSAGE



The SPD journey has been one of continuous transformation. From a workshop providing sheltered employment for people with physical disabilities nearly 60 years ago, we have since expanded to serve persons with varying disabilities through a range of programmes and services and be an advocate for greater inclusion.

The social issues confronting Singapore are challenging and complex. We continue to observe a gap in post-18 services, more children diagnosed with developmental disabilities, and a rising demand for eldercare services. While we are grateful for the national initiatives that are being rolled out (e.g. Enabling Masterplan, Plan for Successful Ageing), SPD is committed to playing our part to address the challenges.

We must gird ourselves to remain relevant in supporting emerging needs of people with disabilities. Our journey over the next few years will be exciting as we further our foray into the post-18 and elderly services landscape. With the opening of the inaugural Enabling Services Hub (ESH) in mid-2023, persons with disabilities and their caregivers living in Bedok and Tampines can expect more care options as more integrated services are made available to them closer to home. In tandem with the 2023 Action Plan for Successful Ageing, we will operate two senior care centres in Yishun over the next two years to help seniors age well in the community.

SPD will continue to exercise leadership and promote good professional practices in early intervention. We have once again joined hands with sector partners to co-chair and plan for the third Early Intervention Conference which is

scheduled to be held in April 2024. First mooted in 2018, the purpose of this conference is to build a future-ready early intervention fraternity to better help our children with developmental needs.

On the sustainability front, we have taken steps to integrate Environmental, Social and Governance (ESG) goals into our operations. While conserving resources is already part of our DNA as a charity, we are making even more efforts progressively to reduce our carbon footprint and adopt energy-saving practices, signalling our commitment to supporting environmental sustainability even as we work towards fulfilling our mission.

As we advance in our journey, I am thankful to be able to count on the guidance, counsel and dedication of my fellow SPD Board of Management members and the Board committees. I would also like to extend my heartfelt gratitude to our Patron, President Halimah Yacob for her unwavering support of SPD and persons with disabilities over the years. It was a privilege to have her host our donors at an appreciation reception at the Istana in February 2023 as we honour some of our staunchest supporters. My appreciation also to our former SPD President Mr Winston Ngan, who has stepped down from the Board in August 2022, for his invaluable contributions.

I am immensely grateful for the trust and steadfast commitment of our supporters and staff who share our aspirations. Please continue to join hands with us to create a positive impact for our beneficiaries and their families.

With the strong support of the SPD community, we are well placed to continue making bold strides in our transformation journey. Wherever you are on your journey, we are thankful that our paths have crossed and look forward to creating a legacy with you for the generations after us.

Thank you.

Yours sincerely,

Ms Ong Toon Hui
President

CEO'S MESSAGE



Passion, tenacity and partnership sum up SPD's journey in the last financial year. While the effects of the COVID-19 pandemic looked to be abating, the solidarity that continued to bind us as a society remained strong.

Within SPD, we are blessed to see our people, partners and friends rallying to support persons with disabilities – be it through service, time, or money. We do not take for granted their trust and partnership. Being conferred the Charity Transparency Award last year for the fifth consecutive time is testament to our robust governance practices, a promise we make to our supporters.

It is with their unwavering support that we were able to serve a record of over 11,000 persons with disabilities and their families in the year, while launching new programmes to respond to developing needs.

The Little SEEDS Programme at EIPIC was one such new initiative. After the pilot, we rolled out the programme to support close to 160 caregivers and children who are on the EIPIC wait list. We are working with volunteers to kick off a siblings programme to strengthen the bond between children with developmental needs and their siblings. We also look to bring intervention support into schools and working with educators to support the students in their natural learning environment.

Venturing out of our comfort zone to make inroads into the contact centre industry was a significant milestone. This project was in the works for a few years, and with careful planning, the idea

finally took flight and we welcomed our pioneer batch of call agents in September 2022. The call centre complements our other services to create sustainable employment and training opportunities for persons with disabilities to be financially independent.

On the rehabilitation front, we have successfully completed the pilot Hip Fracture Bundle Plus programme in collaboration with Tan Tock Seng Hospital. The programme was subsequently incorporated into the National One-Rehab Framework. The partner network of the SPD Therapy Hub also increased to 72 community-based programmes. And our footprint is set to grow as we set sights on supporting more persons with disabilities and the elderly with disabling conditions. Winning the bids to operate two senior care centres in Yishun and being appointed the administrator of the Take-A-Break Programme for caregivers since October 2022 signal the trust that our stakeholders have in us.

Exciting developments await us in the year ahead but further advancements to a society where everyone, regardless of abilities, is a part of, requires all hands on deck. When we come together to lend our voice and strength to a meaningful cause, a positive ripple effect ensues as shown in the stories in this report.

I would like to express my deepest gratitude to everyone who have journeyed with us in transforming the lives of persons with disabilities. To my colleagues at SPD, thank you for your dedication and commitment to what we stand for. With you in my corner, I am confident we can create greater social impact together as one. My heartfelt appreciation to our steadfast allies and supporters who have given us the confidence to advance our cause.

Whether you are an existing friend or a new supporter, we welcome you onboard our SPD journey as we embark on a new chapter of progress.

Thank you.

Yours sincerely,

Mr Abhimanyau Pal
Chief Executive Officer

HIGHLIGHTS OF THE YEAR

1.

Appointment by the Ministry of Social and Family Development (MSF) to pilot the **Enabling Services Hub** in Tampines and Bedok in mid-2023.

2.

Appointment by the Ministry of Health (MOH) to operate **senior care centres in Canberra and Melody Springs** located in Yishun, operational in 2023 and 2024 respectively.

3.

The **SPD Contact Centre** began operations in September 2022, marking our first steps into the contact centre industry.

4.

Appointment by SG Enable to administer the **Take-A-Break Programme** from October 2022 to provide respite service to caregivers nationwide.

1.



3.



4.



5.

Implementation of the **Little SEEDS programme** for 160 children and caregivers on the EIPIC waitlist.

6.

Completion of the **Hip Fracture Bundle Plus pilot** by SPD@Toa Payoh with Tan Tock Seng Hospital, which was subsequently incorporated into the National One-Rehab Framework pilot.

7.

In its fourth year, the **UNLABEL** campaign continued to debunk disability stereotypes through the installation of posters at 20 MRT stations between 25 November and 22 December 2022.

8.

SPD Inclusion Champion and caregiver Mdm Tahirah Binte Mohamed was awarded the **Singapore Patient Caregiver Award** by Tan Tock Seng Hospital.

9.

Services Committee member and former client Mr Wong Zi Heng, and SPD Inclusion Champion Mr Justin Kueh received the **Goh Chok Tong Enable Awards 2022**.

7.



8.



9.



Wong Zi Heng
Inclusion Advocate

MAKING AN IMPACT

11,032 clients served in the year*



1,687

children and youth received early intervention and educational support



595

individuals worked towards greater independence through therapy at SPD Rehabilitation Centres



6,267

individuals supported by



158

jobseekers with disabilities placed in open employment



249

clients cared for at the day activity and day care programmes

104

therapists in

72

rehab-based community programmes



305

persons with disabilities trained for employment



254

lives enriched through assistive technology



230

individuals and



15,000

individuals reached through public education efforts



1,893

caregivers empowered

37

institutions donated

8,575

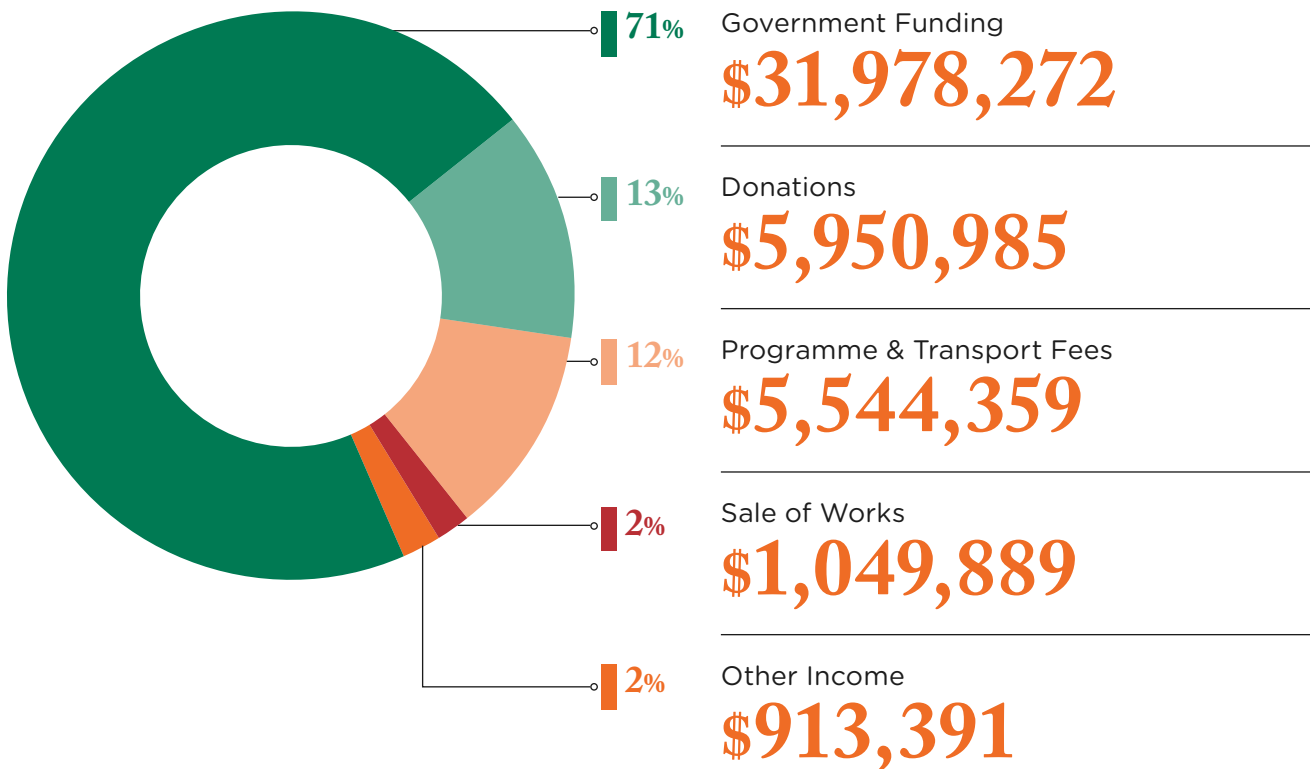
man hours

*based on service counts

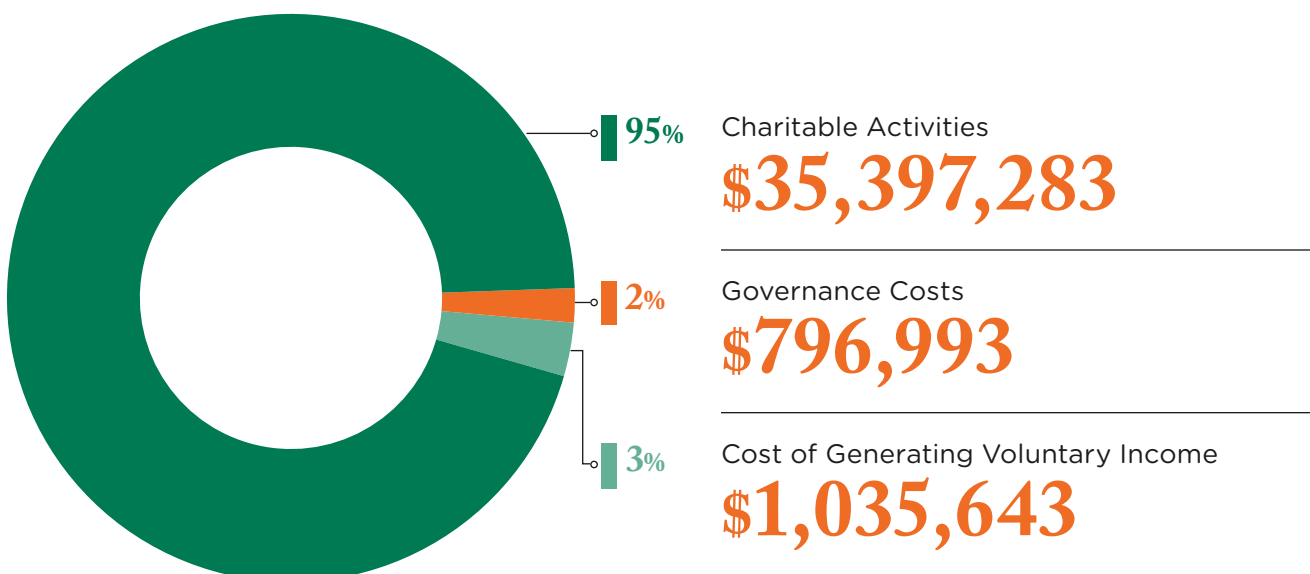
FUND SOURCES AND USAGE

In FY2022/2023, we received about **\$45.4 million**, mainly from grants and donations which went towards programmes and services for **11,000** persons with disabilities.

Sources of Funds



How Funds Were Used



01

HELPING CHILDREN NAVIGATE THEIR WORLD

Our early intervention professionals work with children with developmental needs to learn about themselves and the world, and to achieve every important milestone in their growing up years.



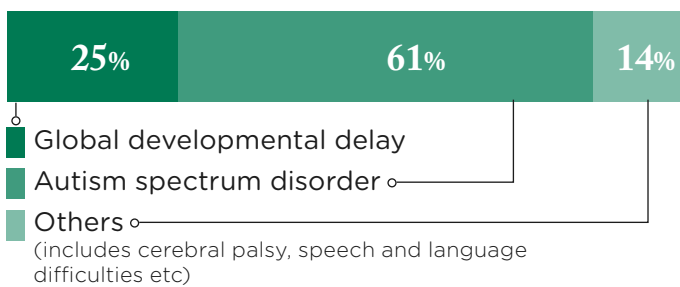
Speech therapist
Danica Tan in a session
with Jasper Ong.

No. of Children and Youth Supported: **1,612**

Early Intervention Programme for Infants and Children (EIPIC)

EIPIC aims to help children with developmental needs under the age of 7 to gain skills that maximise their capability for independence through a continuum of early intervention services. These services include **EIPIC Under-2s**, **EIPIC@Centre**, and **Development Support Plus (DS-Plus)**.

Diagnostic Profile



Highlights:

- Implemented three-month post-graduation support to guide **40** graduating EIPIC children and their caregivers in the children's transition to primary or special education schools.
- Rolled out the **Little SEEDS programme** to three other EIPIC centres following a successful pilot at **SPD@Jurong**. **160** caregivers and children on the EIPIC waitlist were supported.

726 children served at our four **Building Bridges EIPIC Centres**, a **7% increase** from last year

69 advanced to mainstream primary schools

67 progressed to special education schools



Development Support-Learning Support (DS-LS)

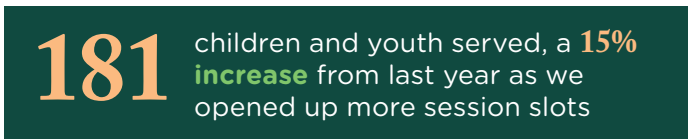
DS-LS provides on-site intervention and learning support to pre-schoolers who require low levels of early intervention support in mainstream kindergartens and childcare centres.



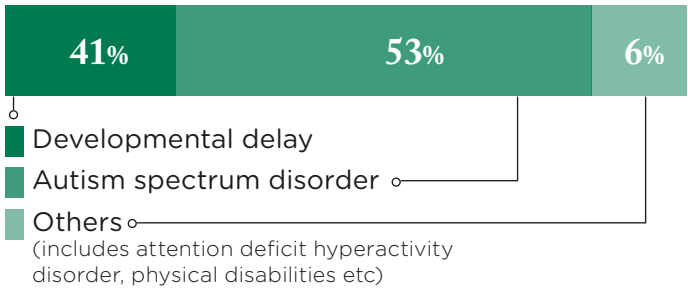
Continuing Therapy Programme (CTP)

This centre-based programme supports children and youth aged 17 and below who require occupational and speech therapy services to improve their functional and academic

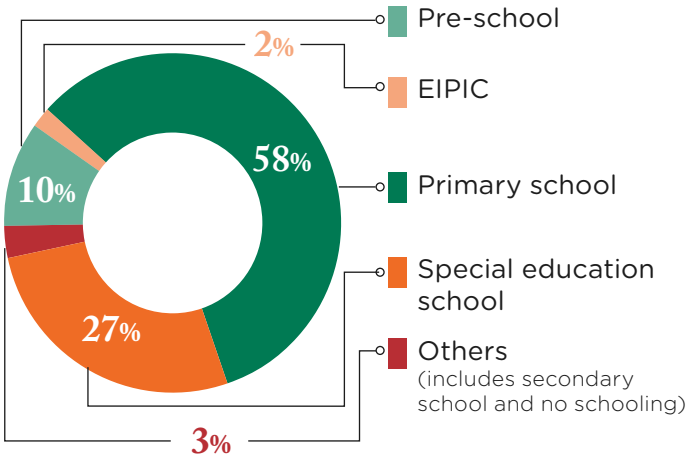
performances. It also complements the therapy services that the child receives in special education schools.



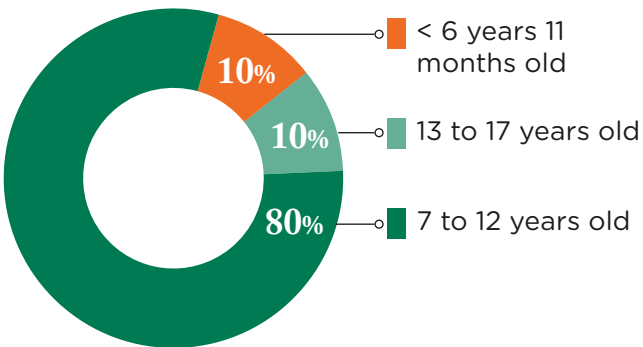
Diagnostic Profile



Education



Age



Little Steps Towards Greater Independence



Muhammad Ashary, 1

Born with Down Syndrome, Ashary struggled to manipulate objects such as holding and bringing his milk bottle to his mouth, due to his low muscle tone. He also needed support when crawling and sitting upright. When he was about 9 months old, Ashary was diagnosed with moderate hearing loss, a condition that made it difficult for him to process communication and speech sounds.

He was 6 months old when his parents enrolled him in **SPD@Jurong's EIPIC Under 2 Programme** which supports children below 2 years old. With the help of the EIPIC team, Ashary's motor skills have improved. He is now able to sit unsupported, navigate his environment by crawling and feed himself independently. Ashary's speech therapist also taught him to communicate with picture cards and to vocalise different sounds.

Our social worker took care of the emotional wellbeing of Ashary's parents, especially when he had to undergo a surgery for anorectal malformation. Ashary's fees at EIPIC were subsidised which alleviated his parents' financial worries.

In June 2023, Ashary transited to the **EIPIC@Centre Programme** at SPD@Jurong for more intervention.

Getting Heard and Being Understood



Lervis Xie, 8

Lervis is a Primary 2 student who has difficulties expressing his ideas. His speech lacked clarity, thus making it difficult for others to understand him. When he was enrolled in the **Continuing Therapy Programme (CTP)** in 2022, his speech therapist aimed to improve his understanding and use of language.

Besides one-to-one therapy sessions, Lervis was introduced to a newly launched language group session with two other children to aid his social communication skills. With intervention, Lervis now has an expanded vocabulary and is able to express himself more effectively. The friendly boy would also not hesitate to help his peers whenever they face difficulties during the sessions.

"My husband and I have seen great improvement in Lervis, thanks to the help from the CTP team and his speech therapist Sharni. Even my sisters and friends are happy to see that Lervis can speak more clearly now," said his mother, Ms Carleen.

02

EMPOWERING THE NEXT GENERATION

By offering a holistic support through bursaries, scholarships, case management and befriending services, we hope to spur our youth towards their hopes and aspirations.

Recipients of the Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities 2022 (from left) William Tay, Nicolette Koh and Matthew Ng.



2 youth awarded the NatSteel-SPD Empowerment Award

63 bursary recipients and 10 scholarship holders received

\$168,700

in educational support from the **NatSteel-SPD Education Programme Bursary Award** and the **Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities**.

Carving Out His Own Path



Muhamed Irfan, 19

Irfan has spina bifida and uses a wheelchair. The bursary award was a confidence booster for Irfan as he had put in his best efforts for his studies and co-curricular activity. Being promoted to group leader in his school's Infocommunications and Technology Club was one of his proudest moments. Irfan is grateful for the **NatSteel-SPD Education Programme Bursary Award** for supporting him. Since 2018, the award has gone a long way in supporting his school fees and expenses, which offers his family some financial relief as he has two school-going siblings.

His perseverance has brought him thus far, and there is no doubt that the ITE College West's Mechatronics and Robotics first-year student will continue to give his best in and out of the classroom.

Making Waves In and Out of the Pool



Toh Wei Soong, 25

Mr Toh has Transverse Myelitis, a condition caused by inflammation of the spinal cord, which affects his mobility. He started swimming competitively at 14 and has since amassed numerous medals. Most recently, the Paralympian clinched five medals, including three gold at the ASEAN Para Games 2023. In between training, the final-year undergraduate reads philosophy, politics and economics at the National University of Singapore.

"The **APB Foundation Scholarship for Persons with Disabilities** has been of tremendous help while I am training or competing overseas as I don't have to worry about my university fees. I could also devote the prize money I earned from the competitions into improving my performance," said Mr Toh.

For now, the national para swimmer has his sights set on the Paris 2024 Paralympics while he works towards completing his university studies this year.

03

TRANSFORMING LIVES THROUGH FINANCIAL INDEPENDENCE

Employment is a significant milestone in every adult's journey, including those with disabilities. We support jobseekers in their employment journey by providing a continuum of employment support and training in supported, sheltered and open employment settings. We also work closely with employers to help them kickstart and sustain their inclusive hiring efforts.

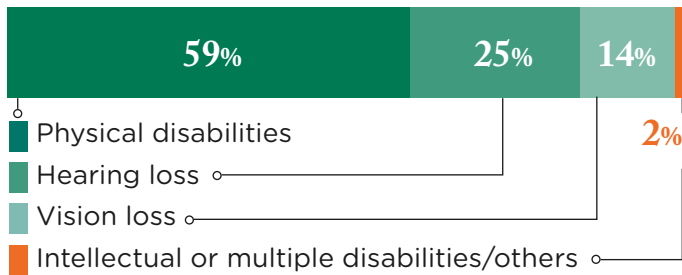


Employment Support Programme client Adrienne Lim with her centre manager at Tele-centre Services.

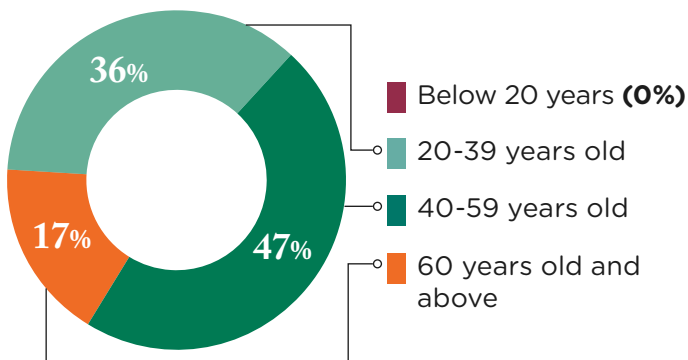
Employment Support Programme (ESP)

We advocate and promote inclusive hiring with the aim of securing open employment for people with physical disabilities and those with hearing and vision loss. We adopt an employment continuum model in seeking the best outcomes for the training and job placement of these jobseekers.

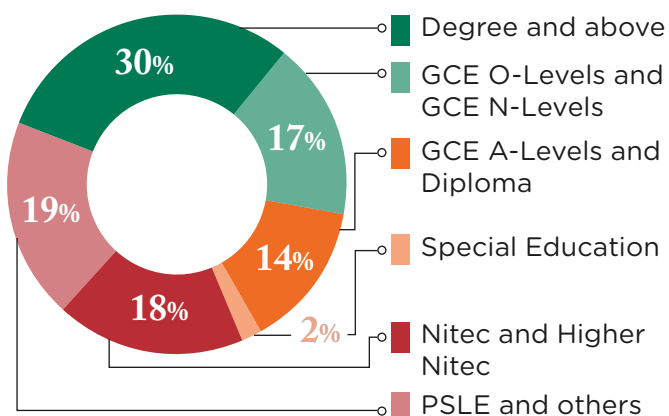
Diagnostic Profile



Age



Education



Highlights:

- We implemented a **triage and assessment system** for all incoming referrals from SG Enable to support clients with varying needs.
- A standardised **Individual Training and Employment Plan (ITEP)** was established for jobseekers with disabilities, including Sheltered Workshop trainees. The training is tiered based on the jobseeker's abilities and with vocational options from sheltered, supported to open employment.

158 clients placed in open employment in

123 organisations, as compared to **139** placements in **115** companies the year before as more companies were hiring when the COVID-19 situation improved

415 jobseekers with disabilities supported, a decrease from **424** individuals last year

43 vocational training sessions conducted, up from **36** last year

285 training places in hard and soft skills training provided to increase the employability of **167** trainees

Stepping Out with Grit and Positivity



Adrienne Lim, 64

Diagnosed with retinal displacement 15 years ago, Mdm Lim was first enrolled in the **Employment Support Programme (ESP)** in 2019. Her job coach prepared her for a job interview at a call centre. She was subsequently placed at Tele-centre Services as a customer care officer. To help her assimilate into the work environment, the ESP team conducted disability awareness talks for Mdm Lim's colleagues, and a work buddy was assigned to help her familiarise with the work processes.

Her good work performance and positive attitude did not go unnoticed. She was promoted to group leader where she supervises a team of call agents. To adapt to the change in job scope, Mdm Lim sought the help of ESP and was re-enrolled in 2023.

To help her in scheduling her team's roster, SPD's assistive technology specialist recommended her a ZoomText software, high contrast keyboard and elevated keyboard stand. Due to Mdm Lim's low vision, an occupational therapist is also looking at assessing and arranging workplace accommodations for her.

Grateful for the support from her employer and the ESP team, Mdm Lim encourages jobseekers with disabilities to stay positive and be open to seek help from relevant agencies.

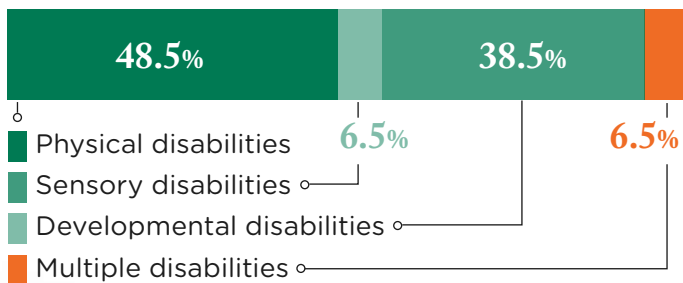


SPD Sheltered Workshop

This is where it all started. Our longest running programme, the **SPD Sheltered Workshop**, provides supported employment and vocational training for persons with disabilities through projects and contract work, in both simulated and actual working environments.

Supported by **Keppel**, the Sheltered Workshop engages persons with disabilities in skilled craftwork to offer book restoration services and produce quality lifestyle products. Trainees are also engaged in assembly and packing work as well as computer-based projects such as digital archiving and data entry.

Diagnostic Profile



Highlights:

- New products such as marbled handbound journals and leathercraft products were added to the product line.
- **11** artisans imparted their bookbinding and sewing skills to **324** participants from corporates and members of the public through **18** workshops.

\$1,038,639

in income generated from the workshop

35

clients engaged in enclave assignments

3

trainees graduated to open employment

59

persons with disabilities empowered with functional and vocational digital skills through the **Digital Enablement Programme**

138

persons with disabilities supported, a slight **increase** from last year



Start of Something New



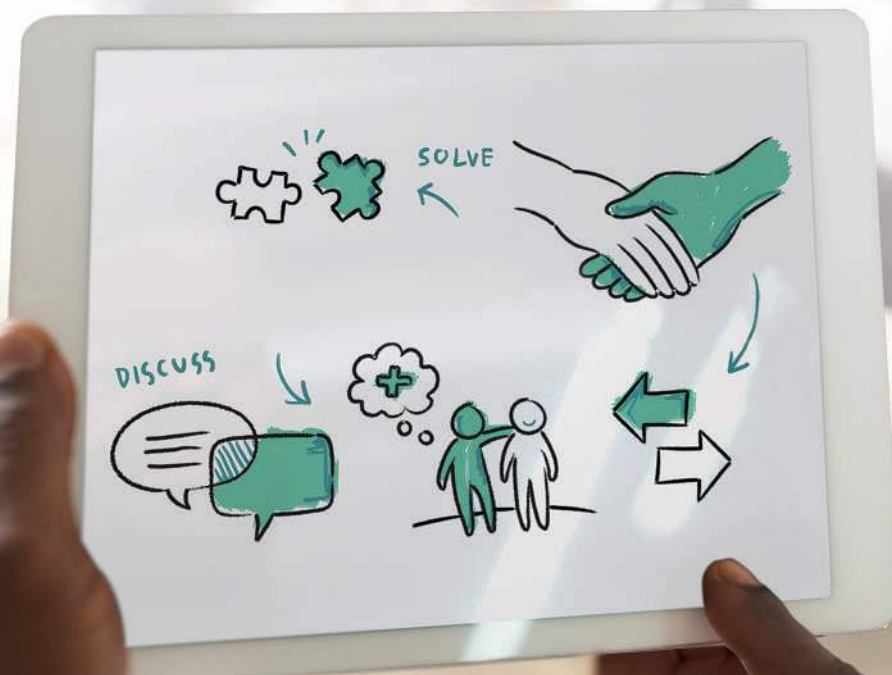
Batiah Bin Mohamad, 55

A traffic accident in 2017 left Mr Batiah with a brain injury which affected his cognitive functions permanently. He first approached the **SPD Employment Support Programme** but was found to be unsuitable for open employment then. He was subsequently referred to the **SPD Sheltered Workshop** in 2019, where he received vocational training to improve his focus, work endurance and comprehension of instructions.

As Mr Batiah showed the potential and motivation to work towards securing open employment, he was placed in an enclave training assignment with our employment partner **Bolloré Logistics** in August 2019 to simulate a more realistic working environment. He was involved in packaging, labelling, and recycling of cosmetics during his stint at Bolloré Logistics.

Mr Batiah has since come full circle in his employment journey as he was referred to SPD's **Intensive Supported Employment Programme (ISEP)** in 2022 to prepare for his transition to open employment.

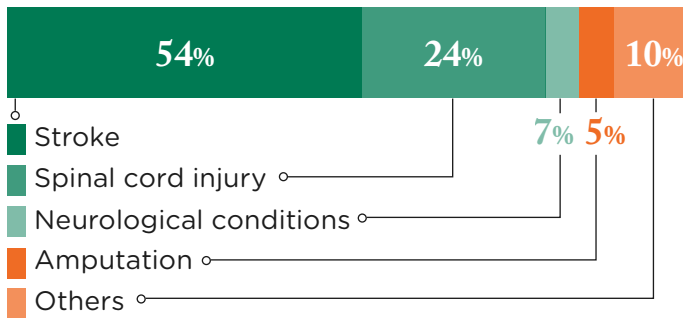
With the arrival of his newborn grandson, Mr Batiah is even more determined to secure a better future for his family. He has since completed his ISEP training and was offered employment as a warehouse associate at a multinational company.



Transition to Employment (TTE)

Acquiring a disability can be traumatic and disruptive to a person's life plans. Using a client-centered approach, we help persons with acquired physical disabilities regain the skills and confidence to return to work or school and reintegrate into the community through therapy, group or sport activities and work-hardening skills.

Diagnostic Profile



Highlights:

- We collaborated with the **NUS School of Public Health** to publish a research paper on the lived experiences of people with stroke or spinal cord injury who were returning to work. The paper was published in the **Disability and Rehabilitation Journal** in December 2022.

82
clients served, of whom **44** were discharged

Community integration scores of our discharged clients **increased** from **66%** to

82%
in the year

73%
of discharged clients returned to work

Embarking on a New Career for a Better Tomorrow



Daniel Kwek, 53

A stroke that Mr Kwek survived three years ago affected his dexterity, standing and walking endurance. He enrolled in the **Transition to Employment** programme in April 2022 where he received physiotherapy and community mobility training. Seeing the emotional impact that the incident had on Mr Kwek, his social worker provided counselling support and directed him to relevant community resources.

Determined to return to the workforce, Mr Kwek's indomitable spirit shone through as he worked tirelessly throughout his rehabilitation journey. Not being able to drive in the short term meant that the former taxi driver had to reconsider his career options. As he enjoys cooking, his employment support specialist worked with him on his career planning and job matching. To prepare himself for a career in baking, Mr Kwek proactively sought out courses to brush up his culinary skills and learnt baking. He is now a pastry assistant at **Good News Cafe**, where brightening up someone's day with his delectable treats also makes him smile.

SPD Contact Centre

Set up in 2022, the **SPD Contact Centre** provides training and employment opportunities for persons with disabilities in the contact centre industry. The centre is managed by industry

veterans who are passionate about imparting knowledge and mentoring persons with disabilities under their charge.

Charting Her Own Future



Nur Athirah Binti Azman, 32

Ms Athirah was born with retinitis pigmentosa, a rare eye disease which affects her vision. She values her independence and has learnt to use the white cane to navigate her environment since young. As she grew older, Ms Athirah also learnt to travel on her own using public transport.

Her pleasant and friendly personality makes her ideal for customer service roles. Ms Athirah is one of SPD's clients who was selected to support a pilot project between the **SPD Contact Centre** and **VITAL** where she helps to respond to e-mail queries from stakeholders within the stipulated turnaround time.

Always game to upskill herself, Ms Athirah completed a course in human resources last year. Her zeal and passion for learning stand her in good stead as she works towards realising her aspiration of leading her own small team one day.



04

IMPROVING QUALITY OF LIVES

Rehabilitation and care are key to helping persons with disabilities to gain the functional skills needed for greater independence. We seek to improve the quality of lives of persons with disabilities and their caregivers by providing care, respite as well as therapy services.

Occupational therapist
Charmaine Ang with
an SPD Rehabilitation
Centre client.



Day Activity Centre

At the **Day Activity Centre (DAC)** located within **SPD Ability Centre** in Tiong Bahru, our training officers engage adults with disabilities in a structured programme that builds their self-help, community living and social recreational skills. Caregivers and family members also get much-needed respite from their caregiving duties.

Since late 2019, we have started running the **DAC Without Walls** programme that leverages community spaces as learning grounds for our clients with moderate disabilities to enhance their daily living skills, physical health and social relationships.

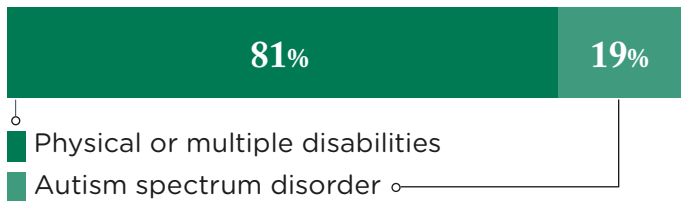
Highlights:

- **12** clients were trained to use assistive technology for computer access and to improve communication.
- **2** clients with autism were trained in leathercraft and had their work put up on the **SPD e-shop** for sale.
- **15** caregivers attended the **Digital Literacy Workshop** conducted by the DAC team to equip them with the skills to use video conferencing platforms like Microsoft Teams.

85
clients supported

16
clients served in
DAC Without Walls

Diagnostic Profile



Subsidies

Subsidies Level	No. of Recipients (after means test and internal deviation)
Public Assistance, 100%	16
75% to 80%	42
30% to 60%	9
No subsidies	18

Moving a Step Closer to Achieving Functional Goals



Leow Yi Ting, 25

Ms Leow has cerebral palsy and developmental delay. For many years, her mother, Mdm Heng, had to provide round-the-clock care for her as she needed help in her daily living activities. After Ms Leow was enrolled in the **Day Activity Centre (DAC)** in 2020, Mdm Heng could look for a part-

time job while getting respite, knowing that her daughter is in good hands.

At the DAC, Ms Leow is engaged in meaningful recreational activities to improve her functional skills. She has shown much improvement in the past year as she is now able to participate in tabletop activities and maintain ambulation for short distances with support from her training officers.

To help Ms Leow's family cope financially, her social worker helped them to apply for subsidised programme fees as well as quarterly grocery vouchers under **SPD's Daily Needs Programme**. Recognising the need for Mdm Heng to focus on self-care, her social worker referred her to the **Take-A-Break Programme**. This home-based respite service has given Mdm Heng some temporary relief from her caregiving duties, allowing her to be more well rested so that she can continue providing quality care to Ms Leow while taking care of her own wellbeing.

SPD Rehabilitation Centres

The **SPD Rehabilitation Centres** at the **SPD Ability Centre** and **SPD@Toa Payoh** provide step-down care in the community for adults and the elderly with disabilities. Clients we serve

include those with neurological, orthopaedic, medical, and surgical conditions as well as congenital disabilities. A **day care programme** for the elderly is also available at SPD@Toa Payoh.

Highlights:

- SPD@Toa Payoh completed the **Hip Fracture Bundle Plus pilot** with Tan Tock Seng Hospital (TTSH). The programme was woven into the **National One-Rehab Framework**.
- The SPD Rehabilitation Centre at SPD@Toa Payoh began collaborating with TTSH on their **Total Knee Replacement Rehabilitation Programme**.
- A total of **18** clients and **20** caregivers were supported under the **Brain Injury Rehabilitation Programme (BIRP)**.

595 clients supported at the SPD Rehabilitation Centres, a **17% increase** from last year

164 clients enrolled in SPD@Toa Payoh's day care programme, an **increase of 30%** from last year

22,336 therapy sessions provided at SPD Rehabilitation Centres and SPD@Toa Payoh's day care programme, a **6% increase** from last year

Forging Meaningful Connections in Her Silver Years



Soo Ah Moi, 86

Mdm Soo has multiple medical conditions including osteoarthritis and ischemic heart disease. Her children observed that she seemed moody, and they became more worried when Mdm Soo fell twice at home. Being cooped up at home on most days also strained her relationship with her husband. Hoping to keep her engaged while in the company of others, Mdm Soo's children enrolled her in the **day care programme** at **SPD@Toa Payoh** in 2022.

At the day care programme which Mdm Soo attends five days a week, she is always seen enjoying the group activities, exercises, and outings. The social worker also supported Mdm Soo's daughter by helping her to navigate the different community services to get suitable help for her father.

Immersing herself in meaningful activities and having a good camaraderie with her peers and staff at SPD@Toa Payoh have proven to be a mood lifter as Mdm Soo feels better emotionally and stronger physically. To her children's relief, their parents' relationship has also improved.

05

PUSHING BOUNDARIES WITH TECHNOLOGY

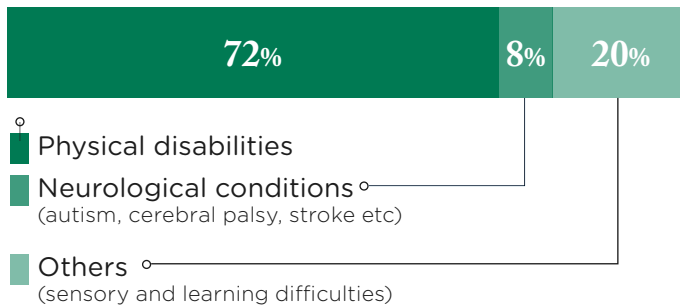


Speech therapist Saxena Chandhok Tanushree with Augmentative and Alternative Communication (AAC) user Yong Seng Koon.

Specialised Assistive Technology Centre

The **Specialised Assistive Technology Centre (Specialised ATC)** is situated at **Tech Able**, which is jointly managed by **SPD** and **SG Enable**, at the Enabling Village. There, we work with persons with disabilities and various stakeholders, supporting them to identify ways of overcoming environmental challenges with technology at different stages of their lives.

Diagnostic Profile



Physical disabilities

Neurological conditions (autism, cerebral palsy, stroke etc)

Others (sensory and learning difficulties)

Highlights:

- We started a **Store Accessibility Assessment project** with **UNIQLO Singapore** for their 51@AMK store and conducted disability awareness training for their staff.
- We conducted disability awareness training for **SBS Transit's** operational staff, introduced communication boards for public transport and supported their **Travel Buddy Programme**.

254 clients supported

518 intervention sessions conducted, an **increase** of **23%** from last year

528 AT devices loaned out, an **increase** from **413** loans last year

Championing Assistive Technology



Siti Fadillah Binte Mohamed Noor, 44, and Muhammad Sayfullah Bin Mohamad Sahrin, 19

Born with cerebral palsy, Sayfullah's speech used to be understood only by his mother, Mdm Fadillah. But with the **Augmentative and Alternative Communication (AAC)** devices recommended by the Specialised ATC team, Sayfullah has since been able to express himself and work on pursuing his dream of being a freelance digital artist. More recently, he was referred to the Specialised ATC for powered mobility.

Over the years, the team worked closely to train Mdm Fadillah in using the AAC devices to communicate with Sayfullah. She now volunteers to train other caregivers on the use of AAC devices. Mdm Fadillah hopes to share her experience to encourage more parents to adopt AAC strategies and technology with their children.

Having been empowered by assistive technology, Sayfullah and Mdm Fadillah are now working actively to promote greater awareness of the power of assistive technology.

06

PARTNERING CLIENTS AND CAREGIVERS IN THEIR REHAB JOURNEY



Social worker Janell Kuan with the late Mdm Letchimi d/o Balan.

Specialised Case Management Programme

Coping with a disability can be a daunting process for persons with disabilities and their loved ones. Walking alongside our clients and their families are our social workers and case management officers,

who provide them with supportive counselling, financial assistance, guidance on self-care and referrals to relevant community resources.

Highlights:

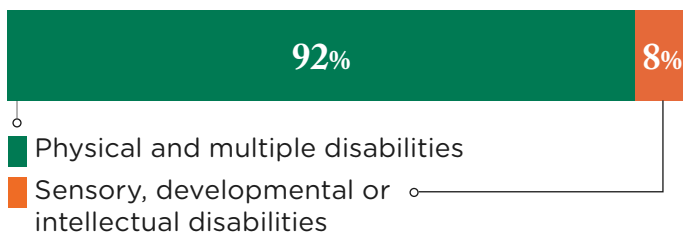
- We partnered with the **Singapore National Stroke Association** to run a monthly **Stroke Survivors Support Group (3SG)** from April to August 2022.
- We conducted a second run of the **Malay Community Psychosocial Support Group** to reach out to Malay-speaking clients.
- We commenced research to explore the challenges that young adults with disabilities face when transitioning to adulthood.
- We collaborated with **Nanyang Polytechnic** to conduct a community accessibility module for social work students to help them understand more about accessibility issues for persons with disabilities.

451 individuals and their families received case management support, an **11%** drop from the previous year as the level of support needed had stabilised in the COVID-19 endemic state

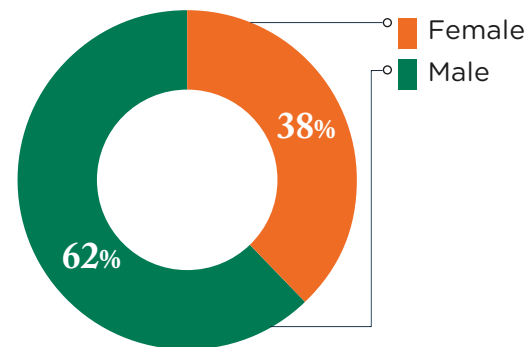
244 home visits conducted, down by **9%** from the previous year

Client Profile

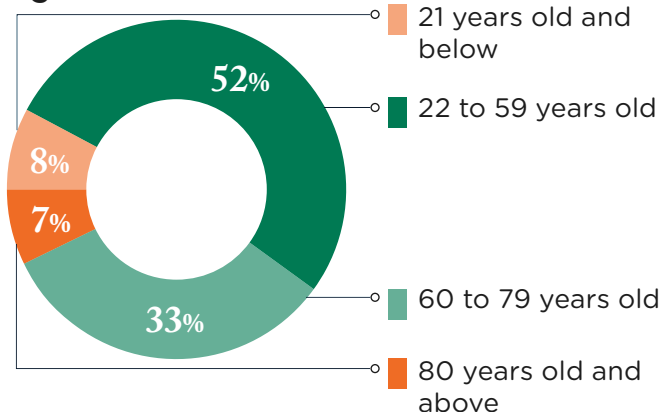
Diagnostic Profile



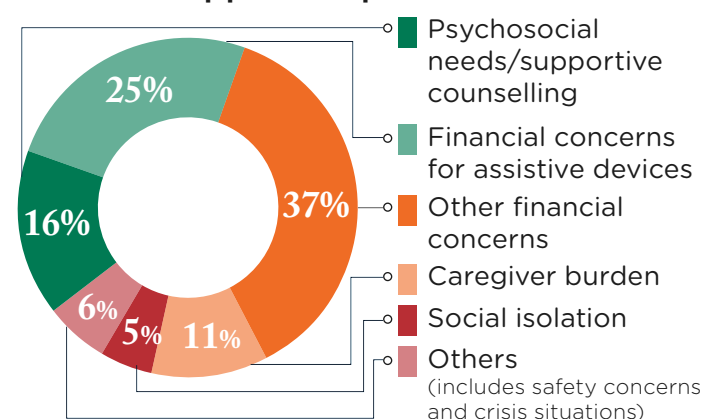
Gender



Age



Areas of Support Required



83% of clients had all their identified needs met at the point of discharge

Caregiver Support

- We supported and engaged **1,893** caregivers through a series of training and support activities.
- We were appointed by SG Enable to administer the **Take-A-Break Programme** in October 2022 to provide caregiver respite service to social service agencies and caregivers island-wide.
- SPD@Bedok organised a caregiver awareness event at Heartbeat@Bedok on 12 November 2022 to promote greater understanding of developmental needs.
- We conducted a care planning workshop for Malay-speaking caregivers under the **Malay Community Psychosocial Support Group**. All the participants felt that they gained respite as well as useful knowledge.
- A flower arrangement session was conducted for caregivers in celebration of Mother's Day.
- A **Family Fitness Day** was held to encourage family bonding. **8** clients and **21** caregivers attended the event.
- The **Kopi Kaki** sessions were organised to provide a safe space for caregivers to unwind and connect with each other. **8** sessions were conducted last year, benefitting **25** caregivers.

Subsidies & Financial Assistance

- **\$10,204** from the **SPD Care Fund** was disbursed to **55** clients who needed interim financial assistance to tide over social or healthcare crises, as well as to subsidise purchases of essential assistive technology and motorised devices.
- **\$43,390** in grocery vouchers were disbursed to 93 clients under the **Daily Needs Programme**.
- The **Infocomm Media Development Authority's NEU PC Plus Programme**, which SPD helps to administer, benefitted **85** clients.



Specialised Transportation

- Highly subsidised two-way dedicated transport was offered to 494 clients who were unable to take public transport to our centres due to their disabilities or route inaccessibility.



Facing Life's Adversities with Courage



Letchimi d/o Balan, 42

Mdm Letchimi had a stroke two years ago which affected her speech and mobility. Mdm Letchimi, who was receiving cancer treatment and speech therapy, was mostly home bound and relied on her husband's support in daily activities such as showering and dressing.

Mdm Letchimi joined the **Specialised Client Management Programme (SCMP)** in December 2021. At that time, as Mdm Letchimi and her husband were struggling to cope with the loss of her pre-morbid routines and functioning, her social worker stepped in to provide them with psychosocial support. With Mdm Letchimi's husband as the sole breadwinner, the social worker helped to alleviate their family's financial concerns by connecting them with relevant community resources and applying for grocery vouchers under **SPD's Daily Needs Programme**.

Mdm Letchimi's husband was grateful for the support provided by SPD which benefitted the couple both practically and psychosocially.

Note: Mdm Letchimi passed away in April 2023. We are grateful to the family for permitting us to share this story.

07

GROWING THE SECTOR TOGETHER

(From left) Therapy assistant Eric Koh, occupational therapist Tay Zi Man and senior speech therapist Eunice Chua.



SPD Therapy Hub

SPD Therapy Hub was established in 2005 to coordinate the **recruitment, management, and professional development** of a pool of allied health professionals (AHPs) to provide rehabilitation services in the community. Our therapists are well-trained to serve persons with disabilities in diverse community settings. We hope to journey with our partners by value-adding and raising their standard of therapy services and quality of care for their programmes.

6,267

clients in the community were supported by SPD Therapy Hub

104

physiotherapists, occupational and speech therapists were deployed to support children, adults and the elderly in

72

programmes within SPD and in the community such as in nursing homes, day activity centres, community hospitals, EIPIC centres, and schools.



Partners for Collective Impact

SASCO Singapore

Our partnership with **SASCO Senior Citizens' Home**, a major and long-time partner of SPD Therapy Hub, dated back to 2006 when we provided physiotherapy services at the **SASCO Evergreen Home**. Over the years, we have journeyed and grown with the organisation in expanding their services. Through consistent and quality service by our therapists, we have earned the trust and endorsement of SASCO by being the sole provider for rehabilitation services in all five SASCO centres since 2020. This includes their **Senior Citizen Home, Dementia Day Care, Day Rehabilitation Centre and Active Aging Hub**.

Beyond the provision of direct clinical services, we are always looking for ways to value add to our partners. When SASCO was

planning for service development projects, our therapists were roped in to help develop activity needs analysis and programme curation for SASCO Evergreen Home. Recognising the importance of grooming the next generation of therapists, SASCO also welcomed interns and Allied Health Professions Council (AHPC) conditional registration therapists, which enabled us to groom budding therapists for the sector to meet the increasing needs.

“SASCO Home’s partnership with SPD for more than 15 years has been truly beneficial. SPD’s therapists consistently demonstrate a high level of professionalism, be it when working directly with our clients or providing their clinical expertise in helping us in service development projects. We look forward to more similarly fruitful years ahead.” said Mr Damien Ooi, Head, Centre Management, SASCO Senior Citizens' Home (in picture above).

Capability Building Across Sectors

Our professionals from **Children Services** trained **353** school personnel to build their competencies in supporting children with developmental and learning needs in mainstream schools and pre-schools.

36

students studying in fields such as occupational therapy, speech therapy and physiotherapy were deployed to SPD for clinical attachment.

Courses	No. of Runs	No. of Participants
ECDA-endorsed professional development courses for Early Childhood and Early Intervention Educators (2 courses)	7	175
MOE-endorsed professional development courses for primary and secondary school Special Educational Needs Officers (5 courses)	5	132
Customised training workshops for pre-school staff	2	46
Total	14	353

08

FOSTERING UNDERSTANDING AND ACCEPTANCE

Through talks, events, as well as training and workshops, we reached out to over 15,000 individuals with the aim of inculcating an inclusive mindset among Singaporeans.



Communications & outreach executive
Crystal Yong conducting a disability awareness workshop.

Highlights:

- We grew our **SPD Inclusion Champions** Programme and partnered persons with disabilities and caregivers in advocating for inclusion for the disability community.
- Through the fourth run of the **UNLABEL** campaign, we continued to collaborate with public transport operator **SMRT** and creative agency **Societal** in debunking disability stereotypes. Posters were installed at 20 MRT stations between 25 November and 22 December 2022.
- Through **public education talks**, we reached out to close to **4,000** individuals.



09

COMING TOGETHER FOR GOOD

The journey towards inclusion cannot be achieved without everyone in the community. We are grateful for like-minded friends made along the way, many of whom have generously contributed their time, expertise and money, enabling us to empower our clients and their caregivers to lead more fulfilling lives.

SPD@Toa Payoh client
Ching Chew Hoon grocery
shopping with a corporate
volunteer.



Volunteers

230 individuals and
37 corporates, schools and community groups
stepped forward to volunteer, contributing

8,575 hours

6 corporates with
150 volunteers delivered groceries to more than

50 families through the groceries
distribution programme



Donors, Sponsors, Supporters

Total amount raised: **\$5,950,985**



- Long-time partner **Kowloon Club** raised close to **\$600,000*** for SPD through its **Enjoy Yourself Tonight@SG** charity dinner held on 8 July 2022.



- SPD's signature event, the **SPD Ability Walk & Run 2022**, returned with a hybrid format which raised close to **\$300,000***. The physical event on 3 September that attracted more than **1,200** participants, incorporated a geo-location activity for the first time, enabling participants to explore Singapore River and its vicinity with a mobile app. The virtual segment attracted over **3,500** participants.

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



□ The seventh **SPD Charity Golf** held at Orchid Country Club on 18 November 2022 attracted **128** golfers and raised **\$250,000***.



□ We participated in the annual **ChariTrees** fundraising event held from 20 November to 26 December 2022, which saw about **\$335,000*** raised for SPD.



□ We organised a **donor appreciation event** for **24** long-standing partners at the **Istana** on 24 February 2023 which was hosted by **SPD Patron, President Halimah Yacob**.



□ The **SPD Charity Hongbao** garnered the participation of **99** schools and raised close to **\$120,000**.

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

A Volunteering Stint that Ignites the Spark to Serve



Deepti Dongre, 46

Mrs Dongre started volunteering at the **SPD Sheltered Workshop** in 2018 before helping out at the **SPD Day Activity Centre (DAC)** last year. As part of her role, Mrs Dongre worked closely with the training officers to engage clients with physical disabilities or autism in meaningful and fun-filled activities to hone their skills in different areas.

Her stint at SPD's **DAC Without Walls (DWW)** also opened her eyes to how the training officers turned the community into a

learning space, training the clients in various life skills such as taking public transport. Mrs Dongre also accompanies the clients around the community, looking out for every learning opportunity.

"I first came to know about SPD from a friend. I was amazed by her positive energy and wondered how she managed to be so. She shared about SPD and how it changed her attitude towards life completely. And now, I am experiencing the same," said Mrs Dongre, who is now a care aide at the DAC.

Kindness that Goes a Long Way



Lee Weng Chong, 65

A chance encounter with SPD 15 years ago marked the start of a long-time giving journey for Mr Lee. While his support started as a goodwill gesture, it soon turned into something more personal.

Having to amputate his leg due to cancer eight years ago, Mr Lee now relies on his prosthetic leg to walk and do many things. Adjusting to life as a person with mobility challenges was physically and mentally tough for Mr Lee. But this experience made

him appreciate the challenges that people with disabilities face, their joys in life and the work that SPD does. This spurred him to continue giving to SPD.

"More often than not, disability is not something one is prepared for nor think about. Helping a person who has just acquired a disability to return to some form of normalcy becomes key. I hope that my contributions can help people with disabilities to have a shot at being more self-confident, and more active and engaged in society," said Mr Lee.



10

THE HEARTBEAT OF SPD

Our people are the very heartbeat of SPD. Through their work, passion and dedication, we are closer to our mission and goals. Regardless where they are in their career journey, they are here to deliver the best care in the most efficient manner so that those under our care are not left behind.

(From left) Occupational therapist Bradley Lam Yeow Hing, therapy assistant Nur Ellyana Kai and occupational therapist Lim Jia Yi.



People Development

Highlights:

- A **succession planning framework** was developed to identify and groom potential successors for key positions.
- A **dedicated HR business partner** was assigned to each frontline division to step up recruitment efforts and provide adequate support.
- Successfully completed and launched Phase One of the **Learning Management System** for our internal users.
- The inaugural **SPD Innovation Awards** was launched to reward and motivate staff to continuously think of ways of improving SPD's effectiveness, efficiency, and competitiveness.
- Senior educational therapist Felicia Ng Min Hui was presented the **Outstanding Early Intervention Professional Commendation Award** by the Early Childhood Development Agency
- Senior manager of SPD Therapy Hub Tay Hwee Lin and senior training officer of Day Activity Centre Shahidah Lam received the **Community Care Excellence Awards 2022** Individual Category Gold Award from the Agency for Integrated Care

Staff strength:

404

Staff clocked an average of

45

training hours each

Service Quality Commitment

- 2 staff were awarded the **SingHealth Quality Service Award** for their service excellence.
- A **Service Quality and Assurance Committee** was set up to implement a new service quality framework for all SPD programmes.

Sustainability

- We adopted the practise of green disposal of IT devices and printer toners.
- Florescent tubes were converted to LED panel lightings for most corridors and toilets at SPD headquarters.
- We implemented measures such as motion sensors and timers to reduce electrical consumption.
- Water fittings with the highest water efficiency rating were installed.

Technology and Infrastructure

- **Renovation works** at the SPD Ability Centre to provide a more conducive environment for our clients, caregivers and staff was 70 per cent completed.
- Renovation works commenced at SPD@Toa Payoh for better utilisation of space and to add **dementia-friendly features** to cater to the needs of elderly clients.
- We attained **bizSAFE** Level 3 accreditation status for another three years till November 2025.
- Our **digital transformation** journey to improve work efficiencies through the adoption of cloud-based solutions and digitisation of hardcopy documents was on track.
- Training was ongoing to increase **cybersecurity** awareness amongst staff.

11

OUR JOURNEY CONTINUES

Day Activity Centre client
Veronica Tan boarding
SPD's wheelchair-
accessible vehicle



New Programmes

- The **Enabling Services Hub** which the **Ministry of Social and Family Development** had appointed SPD to pilot, will be launched in mid-2023. It will be situated at the **Tampines West Community Club**, with a satellite site in Bedok. SPD will adopt an upstream and locality-based approach in bringing integrated, person-centric and inclusive services for persons with disabilities and their families in these two towns.
- Having won the bids to operate two senior care centres in **Canberra** and **Melody Springs** located in Yishun, the SPD rehabilitation team is working with the **Ministry of Health** and the constituencies on the ground to have the two centres up and running in 2023 and 2024.

Programme Enhancements

- A **caregiver tool kit** will be implemented to guide new caregivers at various touchpoints during their child's first six months in EIPIC.
- A **siblings programme** will be piloted for children and their siblings with the help of volunteers at **SPD@Jurong** and **SPD@Tampines** to strengthen siblings' relationships.
- Renovation works at **SPD headquarters** and **SPD@Toa Payoh** are projected to complete by the end of the next financial year.
- The **SPD Contact Centre** will ramp up operations and build sales pipelines.

Technological Capability Boost

- Continuous efforts are being made to enhance our existing systems to harness technology to digitalise work processes.
- The finance system will be upgraded and new programme modules will be developed in the **Client Management System**.

Build Staff / Sector Capability

- Co-chairing the third **Early Intervention Conference**, SPD and nine other EIPIC providers have commenced the planning for the conference to be held in April 2024 to build capability of about 1,200 EIPIC professionals.
- Plans are in place to facilitate learning journeys or short attachments for pre-school educators to understand early intervention practices.
- We will be organising **Communities of Practice** sessions for 400 Inclusion Coordinators to boost their capability to support pre-schoolers with developmental needs.
- Staff will be equipped with training in user experience journey mapping, design thinking and systems thinking to nurture an innovative culture within SPD.
- A **mentorship programme** will be introduced to support and inspire therapists, as well as platforms created for resource sharing and collaboration.
- We aim to train 100 persons with disabilities over the next two years to prepare them for a career in the contact centre industry.

THE STEWARDS

Patron and Board of Management

Patron

Her Excellency, Madam Halimah Yacob
President of Singapore

Board of Management



Ms Ong Toon Hui,
PPS(E)

President
(27 August 2022 -
current)

Vice-President
(26 September 2020 -
27 August 2022)

Dean & Chief Executive
Officer, Singapore Civil
Service College



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

Vice-President
(27 August 2022 -
current)

Emeritus Consultant,
Neonatal &
Developmental
Medicine, Singapore
General Hospital



Mr Kelvin Ling Ang
Kerng

Honorary Treasurer
(26 September 2020 -
current)
Retired



Mr Zhang Weijie

Honorary Assistant
Treasurer
(27 August 2022 -
current)

Honorary Assistant
Treasurer
(16 July 2019 - 26
September 2020)

Director, Energy &
Climate Policy, Ministry
of Sustainability and the
Environment



Mrs Diana Ee-Tan
Member



Mdm Fawziah d/o
Jainullabudeen
Member
(from 1 March 2023)



A/P Lim Hua Beng
Member



A/P Lim Sok Mui, May
Member



Mr James Ong Hsien
Chih
Member



Mr Tang Liheng
Member



Mr Yeo Teck Guan
Member

Board Advisory Panel

Members

Ms Chia Yong Yong, BBM, PBM
Mr Low Wong Fook

Technology Advisory Panel

Chairperson

Mr Tan Yuh Woei

Members

Ms Koh Li-Na
Dr Ong Chen Hui
(appointed 17 October 2022)
Mr Wong Hwee Lim
Mr Yeo Teck Guan
Ms Gin Wong Chin Ee
(appointed 28 March 2023)

Audit Committee

Chairperson

Mr James Ong Hsien Chih

Members

Ms Suman Kishinchand Balani
Ms Chow Siew Ying, PPA(G)
Mr Kamalarajan M Chettiar
Mr Ngan Wan Sing, Winston
(appointed 27 March 2023)

Resource Mobilisation & Partnerships Committee

Chairperson

Mr Yeo Teck Guan

Members

Mr Philip Chan Man Ping
Mrs Diana Ee-Tan
Mr James Ong Hsien Chih
Dr Claire Tan Lee Fang
Mr Tan Yuh Woei

Human Resource & Remuneration Committee

Chairperson

Ms Ong Toon Hui, PPS(E)

Members

Mr Lim Khia Tat
Mr Low Wong Fook
Mr Charlton Ong
(appointed 17 January 2023)
Ms Poh Hwee Hian
Ms Lilian Tan
(appointed 30 January 2023)

Services Committee

Chairperson

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

Members

Dr Bok Chek Wai
A/P Lim Hua Beng
A/P Lim Sok Mui, May
Ms Susan Niam
(till 9 February 2023)
Ms Tan Bee Yee
Mr Tang Liheng
A/P Wong Meng Ee
Mr Wong Zi Heng
Mr Zhang Weijie

Social Enterprise Pro-Tem Committee (with effect from 7 July 2022)

Chairperson

Mr Ngan Wan Sing, Winston

Members

Mr Ang Yuit
Ms Poh Hwee Hian
Mr Toh Kia Wee

Senior Management



Mr Abhimanyau Pal
Chief Executive
Officer and Ex-Officio
Secretary
(from 1 December 2010)



Ms Esther Chong
Director, Organisational
Development



Ms Becky Hoo
Director, Children
Services



Ms Katherine Sng
Director, Community
Partnerships



Ms Tay Soong Kiang
Director, Corporate
Services



Ms Teo Pek Wan
Director, Adult & Elderly
Services



Ms Joyce Wong
Director, Centralised
Services



Mr Kam Jin Chieh
Deputy Director, Adult
& Elderly Services

GOVERNANCE

A new Board of Management, led by President Ms Ong Toon Hui, was elected into office on 27 August 2022 with Vice-President Professor Ho Lai Yun the only member who was elected for his final term, in accordance with SPD's Constitution and as part of the Board's leadership transition plans. At the same time, the Board bade farewell to Mr Ngan Wan Sing, Winston who stepped down after serving an extended term. We further extend our gratitude to Ms Chow Siew Ying and Dr Ng Yee Sien for their upstanding service in the Board, Audit and Services Committees.

In the year, the Board welcomed newly co-opted members Associate Professor Lim Sok Mui, May to the Board who also co-chairs the Services Committee and Mdm Fawziah d/o Jainullabudeen. The Human Resource and Remuneration Committee was strengthened with the addition of Mr Charlton Ong and Ms Lilian Tan who bring with them many years of human resource experience. The Technology Advisory Panel welcomed two new members, Dr Ong Chen Hui and Ms Wong Chin Ee, who add to the Board with their diverse skillset and experience.

The formation of the Social Enterprise Pro-Tem Committee, chaired by Mr Ngan Wan Sing, Winston with members Mr Ang Yuit, Ms Poh Hwee Hian and Mr Toh Kia Wee, will provide direction and oversight for SPD's first social

enterprise initiative on behalf of the SPD Board of Management. They will also provide guidance on processes and systems to be put in place to facilitate business operations and meet SPD's corporate governance standards. Mr Ngan, with his vast audit background, was also appointed to be a member of the Audit Committee.

SPD was conferred the Charity Transparency Award for the fifth consecutive year in November 2022 since the award was introduced in 2016.

SPD's Constitution was amended with the approval of the Commissioner of Charities and Registrar of Societies on 1 April 2022. The changes were to align the Board's authority with the Commissioner of Charities' "Guidelines on Governing Instruments (for Societies)" and to make editorial corrections and changes.

The profiles of members of the Board of Management, Advisory Panels and Board Committees are posted on SPD's website. SPD's Code of Ethics and Conduct and Whistle Blowing Policy are also available for viewing on SPD's website.

In the year, the Board held seven meetings, exceeding that is required under the Constitution. This is apart from non-mandatory special meetings and strategic planning sessions.

Attendance

Board Members	Designation for Term 2022-2024	Attendance in FY2022/2023
Ms Ong Toon Hui, PPS(E)	President	7 out of 7
Prof Ho Lai Yun, BBM, PBS, PBM, JP	Vice-President	6 out of 7
Mr Kelvin Ling Ang Kerng	Honorary Treasurer	6 out of 7
Mr Zhang Weijie	Honorary Assistant Treasurer	6 out of 7
Mrs Diana Ee-Tan	Member	5 out of 5
Mdm Fawziah d/o Jainullabudeen	Member	1 out of 1
A/P Lim Hua Beng	Member	7 out of 7
A/P Lim Sok Mui, May	Member	2 out of 3
Mr Ong Hsien Chih James	Member	7 out of 7
Mr Tang Liheng	Member	7 out of 7
Mr Yeo Teck Guan	Member	6 out of 7

Board Members	Designation for Term 2020-2022	Attendance in FY2022/2023
Mr Ngan Wan Sing, Winston	President	4 out of 4
Ms Chow Siew Ying	Member	3 out of 4
Dr Ng Yee Sien	Member	4 out of 4

Reserves Policy

The Board of Management regularly reviews the financial performance and budgets to ensure that unrestricted funds are adequate to fulfil our continuing obligations. The Board of Management's current policy is for SPD to maintain reserves that are freely available for operating purposes of no more than two years

of its total operating expenditure for financial sustainability. This should enable services with unanticipated reduction or disruption in funding to continue running smoothly until new funding is available. As of 31 March 2023, SPD's reserves stood at about 10.9 months.

Conflict of Interest Policy

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

Board and Committee members from discussions and decision-making where there is a conflict of interest. Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled.

Governance Evaluation Checklist Submission for the Period April 2022 to March 2023

S/No	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied	
	Are there governing Board members holding staff* appointments? Remarks: (skip questions 2 and 3 if "No")		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3		
3	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5		
4	The Treasurer of the charity (or any person holding an equivalent position in the charity e.g. Finance Committee Chairman or a governing Board member responsible for overseeing the finances of the charity) can only serve a maximum of four consecutive years. If the charity has not appointed any governing Board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing Board members must submit themselves for re-nomination and re-appointment at least once every three years.	1.1.8	Complied	
6	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every three years, whichever is shorter.	1.1.12	Complied	
	Is there any governing Board member who has served for more than 10 consecutive years? Remarks: (skip item 7 if "No")		Yes	Refer to explanation in next row

7	The charity discloses in its annual report the reasons for retaining the governing Board member who has served for more than 10 consecutive years.	1.1.13	Complied	In August 2022, Prof Ho Lai Yun, the only Board member who has served more than ten (10) consecutive years, was elected to continue for a final term of two (2) years as permitted by and in accordance with SPD's Constitution, as part of Board Committee leadership transition.
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
CONFLICT OF INTEREST				
9	There are documented procedures for governing Board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing Board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
12	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied	
HUMAN RESOURCE AND VOLUNTEER* MANAGEMENT				
13	The Board approves documented human resource policies for staff.	5.1	Complied	
14	There is a documented Code of Conduct for governing Board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
15	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? Remarks: (skip item 16 if "No")		Yes	
16	There are volunteer management policies in place for volunteers.	5.7	Complied	

FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

17	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied	
18	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
19	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
20	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
21	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? Remarks: (skip item 22 if "No")		Yes	
22	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	

FUNDRAISING PRACTICES

	Did the charity receive cash donations (solicited or unsolicited) during the financial year? Remarks: (skip item 23 if "No")		Yes	
23	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? Remarks: (skip item 24 if "No")		Yes	
24	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	

DISCLOSURE AND TRANSPARENCY

25	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing Board member at those meetings.	8.2	Complied	
	Are governing Board members remunerated for their services to the Board? Remarks: (skip questions 26 and 27 if “No”)		No	
26	No governing Board member is involved in setting his or her own remuneration.	2.2		
27	The charity discloses the exact remuneration and benefits received by each governing Board member in its annual report. OR The charity discloses that no governing Board member is remunerated.	8.3		
	Does the charity employ paid staff? Remarks: (skip questions 28, 29 and 30 if “No”)		Yes	
28	No staff is involved in setting his own remuneration.	2.2	Complied	
29	The charity discloses in its annual report the annual remuneration – (a) the total annual remuneration for each of its three highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the three highest paid staff also serves as a governing Board member of the charity. The information relating to the remuneration of the staff must be presented in banks of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	

30	<p>The charity discloses the number of paid staff who satisfies all of the following criteria:</p> <p>(a) the staff is a close member of the family* belonging to the Executive Head* or a governing Board member of the charity;</p> <p>(b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p>OR The charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing Board member of the charity who has received remuneration exceeding \$50,000 during the financial year.</p>	8.5	Complied	There is no paid staff who is a close member of the family belonging to the Executive Head or a governing Board member.
PUBLIC IMAGE				
31	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

Note:

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

SUMMARISED FINANCIAL STATEMENTS

BALANCE SHEET

(as at 31 March 2023)

	2023	2022
ASSETS		
Current Assets	74,835,919	69,865,302
Non-Current Assets	5,751,158	1,846,281
Total Assets	80,587,077	71,711,583
LIABILITIES		
Current Liabilities	11,465,209	10,796,692
FUNDS		
General Fund	32,728,393	28,936,850
Designated Funds	8,094,688	8,094,688
Restricted Funds	28,298,787	23,883,353
TOTAL FUNDS AND LIABILITIES	80,587,077	71,711,583

STATEMENT OF FINANCIAL ACTIVITIES

(for the year ended 31 March 2023)

	2023	2022
INCOME		
Voluntary Income	8,406,537	7,757,913
Investment Income	877,946	203,201
Income from Charitable Activities	36,116,968	34,101,334
Other Income	35,445	121,159
Total Income	45,436,896	42,183,607
EXPENDITURE		
Cost of Generating Voluntary Income	1,035,643	953,499
Charitable Activities	35,397,283	31,798,745
Governance Costs	796,993	728,458
Total Expenditure	37,229,919	33,480,702
NET SURPLUS	8,206,977	8,702,905

THANK YOU!

Donor Acknowledgement (April 2022 to March 2023)

\$250,000 and above

Estate of RNR
In Memory of the Late Mdm Lee Sim Kuen
Jesus the Light Grant-Making Project
Kowloon Club
President's Challenge

\$100,000 - \$249,999

Asia Pacific Breweries Foundation
CTC Global Pte Ltd
In Memory of Mary Kho and Danny Cheng
OUE Limited

\$50,000 - \$99,999

FMC Technologies Singapore Pte Ltd
KPMG LLP
Kwan Im Thong Hood Cho Temple
Lee Foundation, Singapore
NatSteel Holdings Pte Ltd
Ng Kim Suan Foundation
NTUC Fairprice Foundation Ltd
Oan Chim Seng
The Community Foundation of Singapore
The Ireland Fund (Singapore)
Zhou Haiyan

\$10,000 - \$49,999

Alfa Connections Pte Ltd
Berzins Andrey Charles
Bukom 7th Lunar Month Festival
Certis Group
Chan Man Ping Philip
Chew How Teck Foundation
Chicago Mercantile Exchange Inc (Singapore Branch)
Chung Seow Lim
Clixer+ Pte Ltd
CMA Mental Arithmetic Centre Pte Ltd
de Vaz Ian Marc Rosairo
Dell Global B.V. (Singapore Branch)
Digital Treasures Center Pte Ltd
Edmund Optics (S) Pte Ltd
Ee Siong Chee Nora
Estate of Lau Siew Hoon Deceased
Eureka! Campaign Associates Pte Ltd
Exyte Singapore Pte Ltd
Flex Foundation
Hitachi Vantara Pte Limited
Hong Lam Marine Pte Ltd
HY Building & Maintenance Services Pte Ltd
Keppel Care Foundation
Keppel Club
Korean Chamber of Commerce (Singapore)

Lee Chee Keong
Lee Jia Yun
Lih Ming Construction Pte Ltd
Lim Swee Lian Ivy
Linklaters Singapore Pte Ltd
Liu Jiehong
Low Junwei
Loyang Tua Pek Kong
L-QuBE Pte Ltd
M.Tech Products Pte Ltd
Tan Chin Tuan Foundation
Mind the Gap 200
Moomoo Financial Singapore Pte Ltd
Ng Ching Kok Anson
Ow Chin Seng
Pavilion Capital International Pte. Ltd.
Phillips 66 International Trading Pte Ltd
Red Hat Asia Pacific Pte Ltd
Seet Lucy
Singapore Pools (Private) Limited
Sayang Sayang Fund
Tan Wei Fang Geraldine
THL Holdings Pte Ltd
TTJ Design And Engineering Ptd Ltd
VDL Enabling Technologies Group (Singapore) Pte Ltd
VMware Singapore Pte Ltd
Wang Learning Centre Pte Ltd
Woh Hup (Private) Limited
Xiaochuan Shu
Zhao Yong

\$3,000 - \$9,999

(ISC)² Singapore Chapter
42Technology Pte Ltd
abrdn Charitable Foundation
ADDP Architects LLP
Adepture Consulting Pte Ltd
Aegis Building & Engineering Pte Ltd
Aleem Amin Manji
Alibaba Cloud
Allalloy Dynaweld Pte Ltd
Amazon Asia-Pacific Holdings Private Limited
Asiacloud Solutions Private Limited
AsiaPac Technology Pte Ltd
Aspial Corporation Limited
Bae Systems Applied Intelligence (Asia Pacific) Pte Ltd
BIT Solution Pte Ltd
Bridge Data Centres (International) Pte Ltd
CD Plus A Pte Ltd
Chan Bee Hong
Chan Kah Chong Dennis
Chanrai Holdings Pte Ltd
Chee Kheng Leng

Cheng Cheang Wing	Overseas Academic Link Pte Ltd
Chia Edward	Panoramic Capital Pte Ltd
Chia Peng Chwan	Parpia Altaf Hussain
Chin Jin Han	Poa K B Cynthia
Chiu Dennis	Poa Koon Koon Hazel
Chong Kwee Lian	PTC System (S) Pte Ltd
Chong Reiyen	Qi Lu Restaurants Holdings Pte Ltd
Dabo Corporation Pte Ltd	Quah Kee Swee
Eclypsium Inc.	RainMaker Shows Pte Ltd
Eco Special Waste Management Pte Ltd	Raja & Tann Singapore LLP
Eng Hsi Ko Peter	RGA Services (Singapore) Pte Ltd
Exabeam Pte Limited	Rich-Art Enterprise Pte Ltd
Exsto Asia Pte Ltd	RSM Chio Lim LLP
F5 Networks Singapore Pte Ltd	S & I Systems Pte Ltd
GET International Pte Ltd	S.S. Kim Enterprises Pte Ltd
GIC Pte Ltd	Sakamoto Shungo
Gwee Tiong Kee Ronald	Samir Chandra Arora
He Zhi Hao	Samsung Electronics Singapore Pte. Ltd.
Hewlett-Packard Singapore (Sales) Pte Ltd	Samudera Shipping Line Ltd
Ho Twee Teng	Shoot Football Academy Pte Ltd
Hong Leong Foundation	Singapore Telecommunications Limited
Hoy San Stevedoring Pte Ltd	Singapore United Estates (Pte) Ltd
Hua Seah Investment Holding Pte Ltd	Song Jianbo
Hua Yuan Association	SPTel Pte Ltd
Hyundai Engineering & Construction Co., Ltd	Standard Security & Investigation Services Pte Ltd
Imperva Singapore Pte Ltd	Star Ready-Mix Pte Ltd
Ingram Micro Asia Ltd	Sunray Woodcraft Construction Pte Ltd
Invisalign Singapore Pte Ltd	T.E Welgrow Engineering Pte Ltd
Isaac Manasseh Meyer Trust Fund	Tak Products & Services Pte Ltd
JR Life Sciences Pte Ltd	Tan Aik Hock
Kalthsum Mohd Yassin	Tan Family
Kauffman Duncan William	Tan Mui Yoke Rufina
Koh Boon Kiat	Tan Sze Yen
Koh Brothers Eco Engineering Limited	Tan Yew Kong
Koh Lee Kiang	Tan Yuh Woei
Kwek Eik Sheng	Tech Data Advanced Solutions Pte Ltd
Lam Kun Kin	Teo Chih Woei
Lee Chin Cheng	Teo Hong Lim
Lee Kim Tah Foundation	Teo Ngiang Heng
Lee Weng Chong	The Better Craft Private Limited
Lian Huat Group	Thomson Shin Min Foundation
Liau Suzanne	Tradeit.com Pte Ltd
Liew Kai Lin Elaine	Trans-Orient Shipping Pte Ltd
Lim Jew Jing	Tuas Pek Kong Keng Management Council
Lim Li Ann Noelle	Value Add System & Technology Pte Ltd
Lim Ming-Hui Andrew	Veeam Software Singapore Pte Ltd
Lim Nancy	Veritas Storage (Singapore) Pte Ltd
Lim Poh Han	Wong Soon Peng Adrian
Ling Cher Guan	xFusion Technologies Singapore Pte Ltd
LinkedIn	YCH Group Pte Ltd
Liu Jia	
Lo Chin Chai Daniel	
Lo Fei A	
Loh Sian Ju Gwendolyn	
Low Hwee Chua	
M1 Limited	
Maih Lan Ying @ Mah Lan Ying	
Mitsubishi Electric Asia Pte Ltd	
Moeez H Nakhoda	
New Mun Kit	
Ng Cho Jan	
Nutanix Singapore Pte Ltd	
	\$1,000 - \$2,999
	A.P. Jewellery Pte. Ltd
	AAstar Pte Ltd
	Abwin Leasing Pte Ltd
	Acumed Medical Pte Ltd
	Adipradana Yonathan Widya
	Agarwal Harsh Lakshman
	Aimpact Capital Pte Ltd
	Allen & Gledhill LLP
	Ang Hwee Yang

Ang Phuay Eng
 APPS Pte Ltd
 Aptitude Management Consulting Pte Ltd
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 Baosteel Singapore Pte Ltd
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 Boo Thuan Kit
 Bora Abhijit
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 Chan Yue Shing William
 Chan Yue Wing Andrew
 Chang Chin Meng
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 Cheng Xin Contractor Pte Ltd
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 Chia Yuan Yuan
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 China Express Commerce And Consultants Pte Ltd
 Chong Khee Yin
 Chong Wei Xian
 Chow Siew Ying
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 Chua Chuan Leong Contractors Pte Ltd
 Chua Hai Siew Ambrose
 Chua Wee Lee Anggerek
 Chuen De Wei, Benny
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 Dimpee Ajay Bali
 Dou Yee Enterprise (S) Pte Ltd
 Du Kun
 Dynamic Motoring (S) Pte Ltd
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 Equinix Singapore Pte Ltd
 Feng Lei
 Fleur Memories
 Fong Chee Meng
 Foo Kok Wee
 Foo Yoon Fatt
 FotoHub Holdings Pte Ltd
 Frank Benjamin
 Gan Beng Jin Lloyd
 Gan Chin Jer Jonathan
 Gan Chin Wei Tervis
 Gan Kok Tuan
 Gay Ping Kee Raymond
 Geetha D/O Ammaiyappan
 Goh Boon Eng
 Goh Geok Lin
 Goh Mui Pong
 Goh Peck San
 Goh Pi Lee Beverly
 Goh Yong Tian
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 Han Chung Heng
 Han Juat Hoon
 Heng Eu Min
 HMM (SG) Pte. Ltd.
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 Ho Kim Jee
 Ho Wee Khong
 Ho Xu Ying Nicole
 Hong Shui Yam
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 Jiangsu Association
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 Judith Evelyn Jyothi Parakash
 Juz Bread Holding Pte Ltd
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 Keith De Vaz
 Khiew Kim Choy
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 Kuah Siau Hian
 Kunal Karani
 Kwan Sharon
 Kwee Irene Nee Irene Chia
 Kwek Lay Khim
 Kwok Li Yu Michelle
 Lai Seng Yeow
 Lai Wing Keung
 Lai Yock Wah
 Lam Kim Meng
 Lau Audrey
 Lau Hau Sian
 Lau Lee Leng
 Lee Bin Hwee
 Lee Chee Yan
 Lee Geck Hoon Ellen
 Lee Hock Chuan
 Lee Hong Seng Robert
 Lee Jun Chou
 Lee Kheng Chei
 Lee Kit Ming Edmund
 Lee Seng Quee

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 Lee Yong Guan Gabriel
 Lek Kai Wen
 Leng Ern Jee Temple
 Leong Sook Kuen
 Leow Lip Hong
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 Lim Bee Yan Agnes
 Lim Fang Peng
 Lim Hua Ern John
 Lim Khia Tat
 Lim Kim Huat
 Lim Kim Kee
 Lim Leong Chuan
 Lim Liang Thai
 Lim Meng Hwa
 Lim Seow Hwa
 Lim Siew Wah
 Lin Jian Chuang Kennard
 Lin Yinghui Joanna
 Linn Yeh Ching
 Little Sage International School (Bidadari)
 Liu Baoshan
 Liu Tow Nyap Victor
 Loh Eunice
 Loi Oi Kuan
 Low Kian Yong
 Low Kim Sun
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 Morgan Stanley Asia (Singapore) Pte Ltd
 Mountain Top Pte Ltd
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 Ng Chuan Her
 Ng Eng Khin
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 Ng Tian Beng
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 Ng Weng Kwai Philip
 Ng Xin Zhan
 Ng Zi Qing Jennie
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 Noorjannah Binte Ramli
 O2Work Pte Ltd
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 Ong Shu Qin Charis
 Ong Siew Chin
 Ong Su Fern
 Ooi Bok Koon
 Outsource Asia Industries (2008) Pte Ltd
 Pacodis Pte Ltd
 Pang Ai Chee Felicia
 PDS International Pte Ltd
 Peh Bee Geok
 Peirce Capital Pte Ltd
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 Phadke Saurabh Suvratmadhav
 Poh Boon Keong
 Poh Hwee Hian
 Poh Tiong Choon Logistics Limited
 Prabal Bhowmick
 Quek Chin Huat
 Quek Sio Chua Robert
 Quik Lee Lee
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 SainHall Nutrihealth Pte Ltd
 Saleha Bt Johari
 Sat Pal Khattar
 SBS Transit Ltd
 Seah Chee Hua
 Seah Chee Hwee
 Sheo Shanker Rai
 Shy Wee Min
 Sim Mong Keang
 Sim Mong Teck & Partners
 Sim Soo Hoon Eunice
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 Sin Kwong Chong Augustine
 Sin Lai Ching
 Singapore Amoy Association
 Singh Surajdeep
 Siti Hajar Muhammad
 Sivakumar Saravan
 Sng Hui Bin Cindy
 Soh Kim Chye Dave
 Soh Kok Hong
 Soh Lee Yong
 Soo Shuenn Chiang
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 Sundaram s/o K Valliappan
 Tai Pei Foundation
 Tampines Chinese Temple
 Tan Ah Boon
 Tan Aik Hoe Ivan
 Tan Boon Huat
 Tan Chi Ann Joseph Barnabas
 Tan Chong Peng Kenneth
 Tan Gek
 Tan Gek Kiang Amanda
 Tan Gek Tiang
 Tan Hong Beng
 Tan Khee Swang
 Tan Kian Giap Kevin
 Tan Kian Ming
 Tan Kim Biau
 Tan Kok Ann
 Tan Kwee Hong
 Tan Lay Lian
 Tan Lay Thiam
 Tan Lee Hua

Tan Poh Gek Christina
 Tan Seck Guan
 Tan Sheng An Jonathan
 Tan Siok Lan
 Tan Siok Peng
 Tan Tiong Heng Richard
 Tan Yi Zhao
 Tang Liheng
 Tang Swee Yi
 Tara Apothecary
 Tay Hui Hian Kenny
 Tay Lionel
 Tay Pin
 Tay Woon Teck
 Teng Gek Hong Lynette
 Teng Wen Lien Matthew
 Teo Beng Hua Katherine
 Teo Kee Meng
 Teo Peck Leng Iris
 Teo Seow Phong
 Teow Kiok Liang
 The Illumina Foundation
 Thian Zhangshen
 Think One Credit Pte Ltd
 Thio Tse Gan
 Tian Deyong
 Tien Siew Ling
 Tiong Heng Liong
 Toh Hong Huat
 TSL Logistics Pte Ltd

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 Wee Lian Xin
 Wong Chi Kong Thomas
 Wong Chun Hoe
 Wong Kim Yin
 Wong Oi Chee
 Woo Shian Loong Alan
 Woon Wee Hao
 Wu Guohua
 Yang Peter
 Yang Yu Fook Raymond
 Yao Wei
 Yee Lai Ching (Yu Lizhen)
 Yeo Ee Lin Eunice
 Yeo Hwee Joo
 Yeo Lee Hoon Lily
 Yeo Lee Kiaw
 Yeoh Phaik Hong
 Ying Weng Kit
 Yip Khai Tang Frederick
 Yip Wai Ping Annabelle
 Yoga-Willetts Nalini
 Young Men's Christian Association of Singapore
 Yu Hung Ho
 Yuen Kah Fai
 Yum Shuen Liang
 Zhang Jiaren
 Zhao Xiaojing
 Zunaidah Bte Shahul Namid

Supporters and Volunteers/Organisers of Events, Donations-In-Kind, Services Offered to SPD (April 2022 to March 2023)

A

abc children's place
 Active Learners Child Care Pte Ltd
 Ademco (Far East) Pte Ltd
 Agape Child Care (JW) Pte Ltd
 Agape Childcare (SK) Pte. Ltd
 Agape Little Uni. @ Cecil Pte Ltd
 Agape Little Uni. @ Compassvale Pte Ltd
 Agape Little Uni. @ Gambas
 Agape Little Uni. @ Thomson Pte Ltd
 Agape Little Uni. @ Upper Serangoon Pte Ltd
 Ah Chiang's Porridge Singapore
 Aimee Nicole Pestano
 allysgourmet
 Alps Group Pte Ltd (Cloversoft)
 Amar Singh s/o Pritam Singh
 Ang Jing Yi Crystal
 April Lim
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 Asian Civilisation Museum
 Au Hui Jing

B

baked.by.fen
 bakingwithgina
 Balaji Seenivasagan

Bank of America
 Barclays
 Bernardo Jean Fatima Ocampo
 Bethel Day Care Centre
 Bethel Preschool
 BIG Time SG Pte Ltd
 blindandshine
 Bo Tien Welfare Services Society
 Boey Kit Yee Annie
 Boon Tong Kee
 Brouwer Michael Anthonius
 brunoise.sg
 Bryan Khoo Chin How
 Bustard Vikram Raj

C

Caleb Peter Steven Clayton
 Caliph Muhammad Yazid bin Moezar
 Caluza Denise Jazmine Carnate
 Canberra Primary School
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 Certis Group
 Chan Chai Yen
 Chan Chong Yee Evelyn
 Chan Chor Weng Francis
 Chan Choy Foong @ Patti Ho

Chan Wei Chen Mario
 Chan Wei Ling
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 Charmaine Bong Jing Wen
 Chee Biu Yee Helen
 Chen Ziyu
 Cherie Hearts @Charlton Pte Ltd
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 Chew Jun Yu
 Chiew Poh Chue Agnes
 Chip Seng Impex (S) Pte Ltd
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 Choo Rae Kit
 Choong Wei Hing
 Christina Chan Wye Han
 Chua Hwee Yong Marie
 Ci Ai Education Incubator
 CJ Group
 CME Group
 cookinginserenity
 Creamier @ Tiong Bahru
 Crescent Girls' School

D

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 Deepti Dongre
 Deepti Gupta
 Deshpande Riya Anand
 Desiree Lim Xin Yi
 Doctor Anywhere
 duo.bakessg

E

Edmund Optics Singapore
 eggsnbakes
 Eureka! Campaign Associates Pte Ltd

F

Fang Xinran
 Fion Tan Li Kheng
 Flamingg Mangos
 flash.bakes
 fleur_memories
 Flextronics Manufacturing (Singapore) Pte Ltd
 Fong Chan Whye Roy
 Foo Mei Qi Sherry
 Foodie Market Place
 Fountfully Pte. Ltd.
 Fruit' Alive Pte Ltd

G

Gan Li Li
 Gao Heng
 Gao Yuxin
 Gardenia Foods (S) Pte Ltd
 Garrett Popcorn Shops
 German Market Place
 Goh Chew Lee Michelle
 Goh Siok Cheng Pearly
 Gold Peak Innovations Pte Ltd
 Google Singapore
 Gunaseelan Arunimaa

H

Hannah Goh Him Yeng
 Hannah Tan Yok Fong
 Hao Ren Hao Shi (好人好事)
 Heng Mui Heng Julia
 Hewlett Packard Enterprise
 hlbakes
 Ho Jya Syn Amelia
 Ho Suet Keng Heidi
 Ho Yi Zhen Stephanie
 Hsing Hsiao Wen
 Huang Xin Hong
 humblebakery.sg

I

Ice Cream Brandz Pte Ltd (Gelare Café)
 Ideale Lifestyle Pte Ltd
 Ilaria Mameli
 Island Creamery
 Iyer Shilpa Viswanathan

J

JEN Singapore Tanglin by Shangri-La
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 jooskueh
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 Junie Lim
 Junyuan Secondary School
 Jurong Port Pte Ltd
 Justin Lee Hing Giap

K

Katharina Alexandra Pfaff
 kekitobakery
 Kenneth Heng Pin Yuan
 Ker Yue Xan Clara
 K-Golf Global Pte Ltd
 Kheng Cheng School
 Kim Ai Ching Sharon
 Koh Goh Eng
 Koh Xian Ming
 KPMG Singapore
 Krishveen Kaur Dhillon
 Kuo Man Tsu

L

Lai Kim Yee Kym
 Lai Yuan Ming Donavan
 Lam Hui Ju
 Lam Nguk Hiong
 Land Transport Authority
 Lath Nayan
 Lau Boon Cheng Jasmine Lau
 Lau, Jasmine
 Lee Fun Nam Kee
 Lee Hui Peng Annie
 Lee Kah Hwa
 Lee Kang
 Lee Kum Hung Margaret
 Lee Lian Tee Josephine
 Lee Siew Hon
 Lee Yei Ping

Lenovo Singapore
 Leong Cayden
 Leong Jacc Kie
 Leong Mei Keat
 Li Jun Hui Kenneth
 Lian He Zao Bao
 Liang Barker
 Liang Jie
 Liew Huay Ling
 Lim Bee Nah
 Lim Ee Lee
 Lim Guang Boo Barry
 Lim Jie Ying Samantha
 Lim Khing Guan
 Lim Kim Seng Jessie
 Lim May Ling
 Lim Poh Gek June
 Lim Shu Ying Joey
 Lin Jun
 Lin Yue Zhen
 Ling Ee Choo Pearly
 Little Mighty Me
 Little Paddington Preschool
 Little Seeds Preschool (St. Andrew's)
 Liu Peiling
 Liu Qian Wen
 Liu Shutian
 Liu Xiao Ping
 Liu Xiao Xue
 Liu Yu Fen
 Loh Yin Hoi
 Loke Siew Yoke Janet
 lolascafesg
 Long Shao Zhen
 Low Su Juan
 Low Yong Hoe Vincent
 LS Aesthetic Clinic Pte Ltd

M

Mandiant
 Mara Tutay Raina Marie Pamandanan
 Maria Rau Jia Yu
 Martin Medical Centre
 Maxi-Cash
 May Neo Kim Mui
 Maybank Singapore Limited
 Methodist Girls' School
 Mind Culture
 MindChamps Preschool@Holland Village
 Ministry of Social and Family Development
 Mitsubishi Electric Asia Pte Ltd
 Mo Yee Kwan Tracey
 Mobot SG
 MOE Kindergarten @ Oasis
 MOE Kindergarten @ Temasek
 Moe Moe Win
 Moh Tee Puay Carol
 Moriah Child Care & Development Centre
 Mr Lai
 Ms Han
 Muhd Hazwan Zainal
 My First Skool @ Blk 229 Ang Mo Kio Ave 3

My First Skool @ Blk 613 Jurong West St. 62
 My First Skool @ Blk 785E Woodlands Rise
 My First Skool @ Blk 817C Keat Hong Link
 My First Skool At 6 Segar Road
 My First Skool At Blk 208B Punggol Place
 My First Skool At Blk 347 Woodlands
 My First Skool At Blk 654 Senja
 My First Skool At Blk 803 Tampines
 My Kiddie Klubhouse Pte Ltd
 My Kiddos Pte Ltd

N

Nabeel Nuruddin Khetty
 Nai Boon Hui Jogina
 Nan Hua Primary School
 nanasyummykitchen
 Nanyang Old Coffee @ Biopolis
 Nanyang Polytechnic - Diploma in Social Work
 NatSteel Holdings Pte Ltd
 Neha Vatsal Parikh
 Ng Hui Peng Alan
 Ng Jia Ying
 Ng Ling Ling Sharon
 Ng Seok Choo Molly
 Ng Shi Min
 Ng Soh Hua
 Ngee Ann Polytechnic
 Ngoh Jing Yan Annette
 Nigel Lim Chee Hean
 Nikolas Florian Pfaff
 Niroj Kumar Mohanty
 niteowl_patisserie
 NTUC Fairprice Foundation Ltd
 Nudel Lam
 NUS Sheares Hall Voluntary Corps (SHVC)
 NVPC
 Nyan Wai Lin

O

Oasia Hotel Downtown
 Oh Chwee Lian Alise
 ohbaker.sg
 Ong Choy Wan Jessica
 Ong Gek Kuan Sandy
 Ong Teck Hui
 Orchid Country Club
 Otis Elevator Co.
 Ow Yong Siew Ying

P

P Santhia
 Pan Xiu Mei
 PCF Kembangan Chai Chee Blk 116 (DS)
 PCF Sparkletots @ Ang Mo Kio Hougang Blk 452 (DS)
 PCF Sparkletots @ Boon Lay Blk 262 (KN)
 PCF Sparkletots @ Kampong Chai Chee Blk 135 (KN)
 PCF Sparkletots @ Pasir Ris East Blk 216 (KN)
 PCF Sparkletots Preschool @ Ang Mo Kio-Hougang Blk 535 (DS)

- PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 276D (KN)
- PCF Sparkletots Preschool @ Ayer Rajah-Gek Poh Blk 41 (CC)
- PCF Sparkletots Preschool @ Ayer Rajah-Gek Poh Blk 48 (DS)
- PCF Sparkletots Preschool @ Bedok Reservoir-Punggol Blk 475C (DS)
- PCF Sparkletots Preschool @ Bishan East -Sin Ming Blk 197 (KN)
- PCF Sparkletots Preschool @ Bukit Gombak Blk 535 (DS)
- PCF Sparkletots Preschool @ Buona Vista Blk 4 (DS)
- PCF Sparkletots Preschool @ Changi Simei Blk 233 (CC)
- PCF Sparkletots Preschool @ Eunos Blk 620 (CC)
- PCF Sparkletots Preschool @ Kampong Chai Chee Blk 424 CC
- PCF Sparkletots PreSchool @ Kampong Glam Blk 462 (DS)
- PCF Sparkletots Preschool @ Kembangan -Chai Chee
- PCF Sparkletots Preschool @ Kreta Ayer-Kim Seng Blk 79 (DS)
- PCF Sparkletots Preschool @ Kreta Ayer Kim Seng Blk 8
- PCF Sparkletots Preschool @ Limbang Blk 543
- PCF Sparkletots Preschool @ Macpherson Blk 108
- PCF Sparkletots Preschool @ Marine Parade Blk 46 (DS)
- PCF Sparkletots Preschool @ Nanyang Blk 934
- PCF Sparkletots Preschool @ Nee Soon Central Blk 737 (KN)
- PCF Sparkletots Preschool @ Pasir Ris Central Block 412
- PCF Sparkletots Preschool @ Pioneer Blk 694 (CC)
- PCF Sparkletots Preschool @ Potong Pasir 143
- PCF Sparkletots Preschool @ Punggol Coast Blk 602
- PCF Sparkletots Preschool @ Punggol Shore (EY)
- PCF Sparkletots Preschool @ Radin Mas
- PCF Sparkletots Preschool @ Radin Mas Blk 70A (KN)
- PCF Sparkletots Preschool @ Sengkang Central Blk 208 (CC)
- PCF Sparkletots Preschool @ Sengkang East Blk 143
- PCF Sparkletots Preschool @ Sengkang North 292B
- PCF Sparkletots Preschool @ Serangoon Blk 226
- PCF Sparkletots Preschool @ Tampines Changkat Blk 318
- PCF Sparkletots Preschool @ Tampines Changkat Blk 358
- PCF Sparkletots Preschool @ Telok Blangah 78A(DS)
- PCF Sparkletots Preschool @ Telok Blangah Blk 44 (CC)
- PCF Sparkletots Preschool @ Toa Payoh Central Blk 157
- PCF Sparkletots Preschool @ Whampoa Blk 105
- PCF Sparkletots Preschool @ Woodgrove Blk 364
- PCF Sparkletots Preschool @ Yew Tee Blk 608 (DS)
- PCF Sparkletots Preschool @ Yew Tee Blk 682 (KN)
- PCF Sparkletots Preschool @ Yuhua Blk 317
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- petitebrew.bakes
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- Poh Gwat Eng
- Poh Hui Min
- Poon Sau Kwuan
- Purple Panda Diner @ Hillion
- Q**
- Qin Yu
- R**
- Raeanne Choo Chen Xi
- Raie Yew Li Yun
- Rajagopalan Kalanithy
- Rajiv Krishnabhadur Singh
- Ray Ong Chin Chuan
- Reprise
- Riverlife Kindergarten
- Rotary Club (Jurong Town)
- S**
- SAFRA
- Sakai Ken
- Samajdar Jhuma
- Seah Guan Yi
- See Swee Ling
- Sembawang Primary School
- SG Bike
- SG Cares
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- Shahnaz Banu Goodenough binte Jeffry Tafsir
- Shameer bin Jamal
- Shayne Seow
- Sheng Siong Group Ltd
- Shum Sze Yeung Sam
- Sim Huat Shirley
- Sim Hui Ying Yvonne
- Sim Jian Wei
- Simon Teoh
- Singapore Institute of Technology - Health and Social Science Cluster
- Singapore Pools (Private) Limited
- Social Science Cluster
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- SMRT Corporation Ltd
- sms.ireland
- Societal
- Soh Ah Tee Susan
- SOI 47 Thai Food
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- Soon Seok Hian Louisa
- SportCares
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- Stacey Soh Jie Wei

Studio Daydream
 Sum Yim Ling
 Sun Li Hong
 Sunflower Preschool @ Pasir Ris Pte Ltd
 Sushi Tei Pte Ltd
 Syvester Song Shi Jun

T

Tamara Van Der Sluis
 Tan Jing Lei Mildred
 Tan Kah Siew @ Chen Jia Shou
 Tan Koon Poh
 Tan Lay Choo
 Tan Lee Tuan
 Tan Li Xin Bernice
 Tan Li Ying Charlene
 Tan Ming Li
 Tan Sieu Ern (Sherlyn)
 Tan Siew Hong
 Tan Siew Lian Eve
 Tan Siew Ling
 Tan Wee Thian @Tan Kok Chuan
 Tan Wei Chin
 Tang Xiao Jing
 Tang Xiu Tian
 Tanjong Pagar Community Centre
 Tann Soon Aun Kevin
 Tay Kai Hui Sheryl
 Temasek Junior College
 Temasek Polytechnic
 Teng Ai Wei
 Ter Xue Ling, Sheryl
 Tey Ling Ling
 The Clan Hotel Singapore
 The Jia-Ling
 The Little Skool-House At Downtown East
 The Little Skool-House At-Devan-Nair-Institute
 The Little Skool-House International (At-Delta House)
 The Little Skool-House International (By-The-Lake)
 The Little Skool-House International At Tampines Junction
 The Little Skool-House International At-Republic-Polytechnic
 The Little Skool-House International Pte Ltd (At Ministry Of Education)
 The Little Skool-House International Pte Ltd (At-Ngee-Ann-Polytechnic)
 The Little Skool-House International Pte Ltd (By-The-Vista)
 The Muffinry
 The Providore Singapore Pte Ltd
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 thisisgaryyang

Tian Jing
 Toh Yu Qi
 Toi Xin Yi
 Tuan Yuan Pork Ribs Shop

W

Wang Dan Rong
 Wang Jia
 Wang Learning Centre (Ang Mo Kio Branch)
 Wang Learning Centre (Bukit Timah Branch)
 Wang Learning Centre (Hougang Branch)
 Wang Learning Centre (Jurong East Branch)
 Wang Learning Centre (Main Branch)
 Wang Learning Centre (Punggol Branch)
 Wang Learning Centre (Serangoon Branch)
 Wang Learning Centre (Tampines Branch)
 Wang Learning Centre (Yishun Branch)
 Wang Shufang Berry
 wawabakes_sg
 Wee Meng Soon
 Wei Ai Rong
 Weng Xue Qing
 Westwood Secondary School
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 Wimbly Lu Chocolates
 Woh Hup (Private) Limited
 Wong Sheau Fang
 Wong Wei Loon Alan
 Wye Lai Kuan
 Wynnona Pheeby Yansen

X

Xie Qun
 Xpressflower.com Pte Ltd
 Xu Liyun Jolyn
 Xu Xiu Fang

Y

Yan Xixia
 Yang Liu
 Yap Kit Deborah
 Yarcia Augustus Emmanuel Villar
 Yeo Hwi Koon
 Yeo Luo Wei
 Yew Swee Mui Judy
 Yin Lu Lu

Z

Zeng Ting
 Zeste Brands Pte Ltd
 Zhang Hong Linda
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 Zhou Xiao Yu Cindy

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.

HOW YOU CAN HELP



Advocate

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



Offer Employment

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



Buy Our Products

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



Fundraise

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



Donate

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



Volunteer

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

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(ROS Registration)

SPD's status as an Institution of a Public Character (IPC) was renewed for the period from 1 January 2022 to 31 December 2025.