

# ALL THINGS GOOD

**SPD Annual Report**  
FY2018/2019



Serving people with  
disabilities since 1964

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By having the **values** of **commitment**, **integrity with compassion** and **professionalism** ingrained in our DNA, we endeavour to fulfill our **vision** of an inclusive society where everyone is a part. We are driven by our **mission** to work in partnership with people with disabilities to develop their potential to the fullest so that they can be self-reliant and independent.



# Our Purpose

SPD is a local charity set up in 1964 to help people with disabilities maximise their potential and be a part of mainstream society.

We are here to help children and youths with special needs reach for the stars and be the best that they can be through early intervention and educational support.

We strive to boost the self-reliance and mobility of persons with disabilities within the community, and we do so through therapy services, assistive technology and the support and encouragement of our care team.

Our day care programmes provide respite to families, making it possible for persons with disabilities to stay with their loved ones at home for as long as possible without having to resort to institutional care.

A strong advocate for inclusive employment, we train people with disabilities and work with them to seek suitable employment opportunities so that they can be financially independent and lead a full and engaged life.

After more than 50 years, we remain focused and committed to enabling people with disabilities.





# President's Message

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It has been a good year! Our friends – caregivers, volunteers, donors and partners – continued to rally behind us, and we made new connections with like-minded individuals and organisations who joined us to create greater impact on the lives of persons with disabilities and their families.

We had a good start to the year. The inaugural early intervention conference which took off in April 2018 was an accomplishment we all cheered for and were particularly proud of. Seeing that the early intervention sector had not had a sector-wide platform for knowledge sharing, we mooted the idea of a conference with our sector friends and partners. The conference was a huge success, bringing over 1,000 early intervention professionals from 10 Early Intervention Programme for Infants and Children (EIPIC) service providers together for the very first time to learn, network and share best practices.

During the year, we expanded several programmes to support more persons with disabilities. We increased the clients served at our Day Activity Centre (DAC) by 40 per cent, as a higher number of clients were enrolled and the DAC also started admitting adults with autism. In addition, we broadened the intake criteria of our Transition to Employment (TTE) programme to help more people who have acquired physical disabilities. Through the TTE programme, we enabled more than 75 per cent of the clients to return to work or studies. At the same time, the Employment Support Programme also offered 15 per cent more training places to increase the employability of jobseekers with disabilities.

We worked towards increasing the accessibility of assistive technology, a powerful enabler for independent living, study, work and participation in the community. Together with the Infocomm Media Development Authority, we set up satellite loan libraries in three institutes of higher learning to offer students with disabilities greater access to assistive technology. We continued to build knowledge on assistive technology through workshops and training sessions for professionals, educators and caregivers to enable them to support persons with disabilities better.

These good works were only possible with the support of many. In this year of good, our donors contributed \$6.76 million to support our programmes. We engaged more regular volunteers – 98 individuals in all – who invested at least 16 volunteering hours each and also forged new partnerships with 38 companies which came onboard as volunteers. Collectively as a community, we provided services that supported 10,451 persons with disabilities, a 10 per cent increase from last year.

Besides serving our clients, we focused on increasing the support to caregivers in the past year. We initiated more than 60 caregiver support and training sessions to enable caregivers to share experiences with one another and be equipped with the knowledge to provide good care to their loved ones.

Our public education efforts reached close to 12,000 individuals locally, and our voice was heard by a wider audience when we were invited to present on independent living leveraging on technology and design at Singapore's side event at the United Nations' 12th Session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities. As an organisation in special consultative status with the United Nations' Economic and Social Council, we look forward to greater knowledge sharing on a wider network.

Governance is integral to the good running of every organisation and the welfare of our clients. We are delighted to receive the Charity Council's Charity Transparency Awards for the third consecutive year since 2016. We continued to invest in our staff to build professionalism and provide high quality service to our clients. We remained committed to reviewing and improving our organisational processes and procedures by seeking accreditation from the internationally recognised accreditation body, the Commission on Accreditation of Rehabilitation Facilities (CARF) International.

We are honoured to have President Halimah Yacob as our Patron and lending us her support to bring wider public attention to our cause. Most recently, she attended the SPD Charity Show 2019 in March, which raised over \$4 million from individual and corporate donors.

My heartfelt thanks to all our partners, sponsors, volunteers as well as the Board, management and staff of SPD, for their relentless pursuit of delivering all things good in the year. I look forward to our continuous collaboration towards many more good years to come.

Yours sincerely,



**Chia Yong Yong, BBM, PBM**  
**President**  
**SPD**

# Highlights Of The Year

1

Working alongside the Infocomm Media Development Authority and institutes of higher learning, satellite assistive technology loan libraries were set up at Temasek Polytechnic, Singapore Polytechnic and Ngee Ann Polytechnic.

2

The sector's first Early Intervention Conference took place in April 2018 with SPD as co-organiser.

3

The Day Activity Centre was expanded to support adults with autism.

4

The Transition to Employment gym was enhanced to improve clients' experience and care support.

5

President Halimah Yacob accepted our invitation to be Patron.

6

Charity Council conferred on SPD the Charity Transparency Award in November 2018.

7

13 staff were recognised for their excellent service at the Singapore Health Quality Service Awards in January 2019.





# Highlights Of The Year



Recreational activities



Caregivers' wellness event



Early Intervention Conference 2018



SPD's CSR initiative



Volunteers' networking session



Outdoor learning



Scholarship award presentation



SPD Ability Walk 2018



SPD Charity Golf 2018



SPD Flag Day 2019



SPD Charity Show 2019



Disability awareness workshop



Youth Development Programme

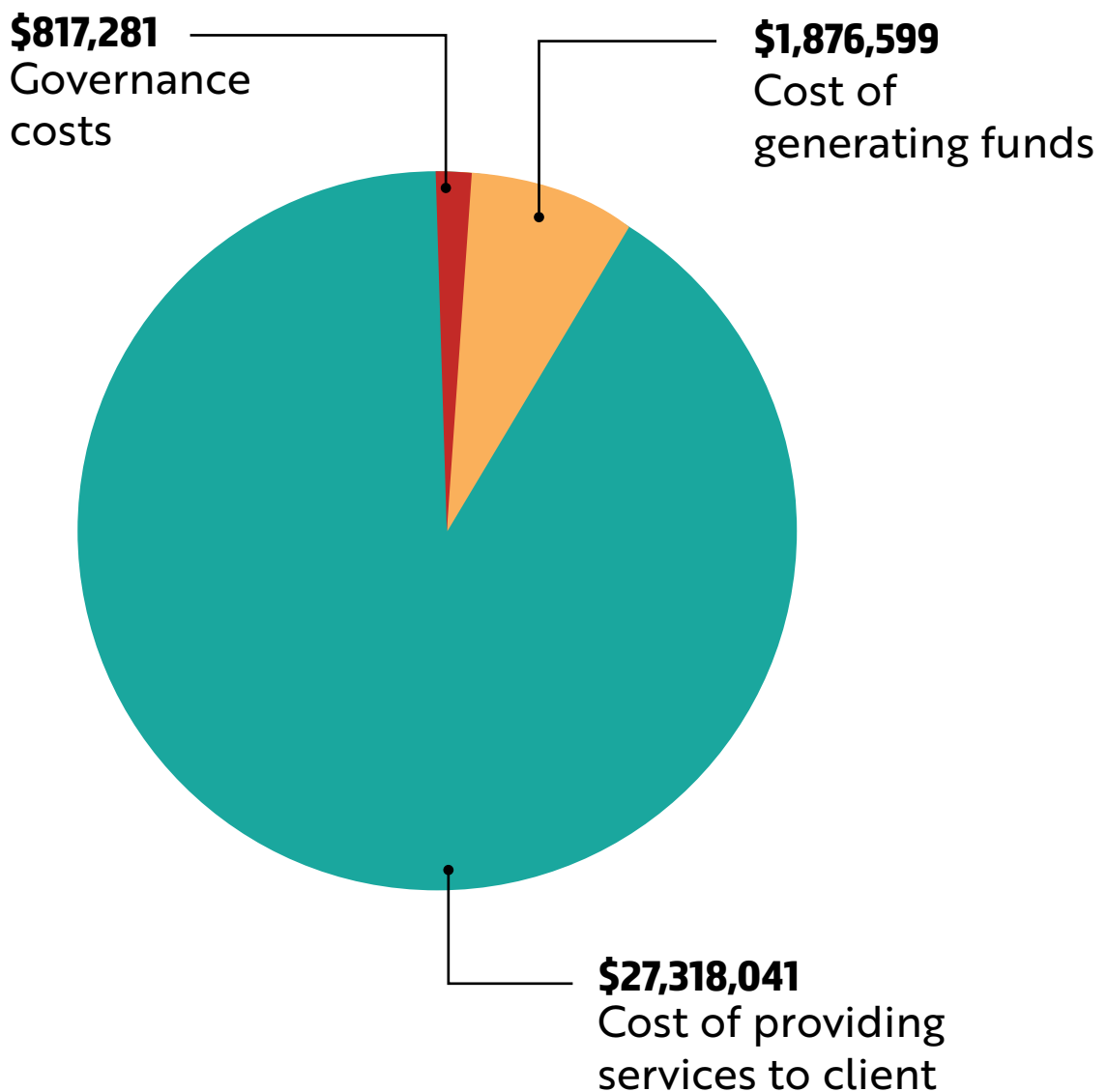


Chinese New Year outing



SPD Charity Dinner 2018

# How Funds Were Used



Our support cost was **16%** of the \$30 million total operating expenses.

# The Year In Numbers

**10,451**

**LIVES  
TRANSFORMED**



**327**

persons with  
disabilities  
trained for  
employment



**1,199**

children & youths supported  
in early intervention and  
education



**197**

jobseekers with disabilities  
found open employment



**12,000**

individuals reached  
through public  
education efforts



**5,880**

individuals supported by  
**81** therapists in **55**  
community-based  
rehabilitation programmes



**200**

lives enriched through AT

**2,041**

caregivers  
empowered



**27,901**

man hours donated  
by volunteers



# Our Work

**We have impacted persons with disabilities in the work that we do across these areas:**

- 1. Early Intervention and Educational Support**
- 2. Caregiver and Case Management Support**
- 3. Therapy and Rehabilitation**
- 4. Employment and Training**
- 5. Assistive Technology**
- 6. Sector Empowerment**



# A Good Start For Every Child

## EARLY INTERVENTION SUPPORT

Our early intervention programmes - the **Early Intervention Programme for Infants and Children (EIPIC)**, the **Development Support and Learning Support (DS-LS)** and the **Continuing Therapy Programme (CTP)** - help children and youths below 18 years old with developmental needs reach their highest potential.

### EIPIC

**568**

children supported, an increase of 6% from last year

**91**

children graduated from EIPIC

**52**

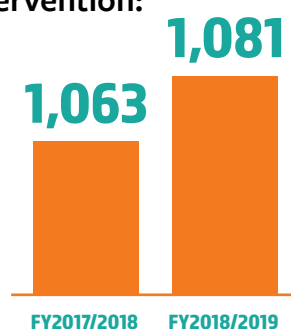
progressed to mainstream primary schools

**39**

progressed to special schools

## GREATER IMPACT

Children and youths supported in early intervention:



## Hello World!

Lincoln used to have little eye contact with others and had frequent meltdowns. His mother was also concerned about his communication and language skills, as well as his ability to control his behaviour and emotions.

After having enrolled in the Building Bridges EIPIC Centre at SPD@Bedok, Lincoln, who has Autism Spectrum Disorder (ASD), learnt to respond when he is called and is now able to maintain a conversation with his peers and adults.

He has gradually learnt to participate in class activities independently, joins in during group play and is more cheerful.

"Lincoln is able to communicate with many more words now and the meltdowns have also reduced. The most important thing is that he enjoys EIPIC very much. I am very grateful to all the teachers in SPD, you guys are amazing," said Lincoln's mother, Mdm Samantha Sng.

Zach Lincoln Lau, 5





## Development Support and Learning Support (DS-LS)

**359**

children supported, an increase of **11%** from last year

**322**

therapy packages offered

**37**

learning support packages offered

**236**

partnerships with child development centres

### Catching Up With His Peers

Elijah started talking only at four years old and had a vocabulary of less than 10 words. When he first attended the Building Bridges EIPIC Centre at SPD@Jurong in March 2017, his speech was unclear and he needed a lot of encouragement to speak and participate in class activities. With regular and structured intervention, Elijah progressed quickly and graduated to the DS-Plus pilot programme where he received speech and language therapy support in his pre-school.

"Elijah has shown tremendous improvement in articulation and interaction with his peers, and with it, an increase in his vocabulary. This has enabled Elijah to express himself better, which helps him in his day-to-day activities, socialising and building up his confidence," shared his mother, Mdm Pang Chong Jie.

Elijah Lim, 7



### Continuing therapy programme (CTP)

**154**



children and youths supported, half of whom were diagnosed with ASD

More children with higher needs requiring extended support in speech and occupational therapy



**DID YOU KNOW?**

**4,400**

children were diagnosed with developmental needs in 2014 and this number has likely gone up.\*

\*'Increase in Number of Children Diagnosed with Developmental Issues', Enabling Masterplan 3

# EDUCATIONAL SUPPORT

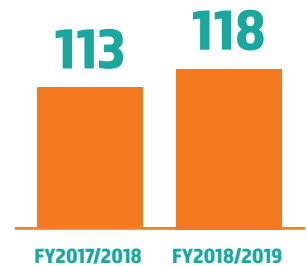
Education is an important social leveler that no child should be denied. We support students with disabilities through bursaries, scholarships and tuition grants to help them achieve their highest potential.

The **NatSteel-SPD Education Programme Bursary Award** is offered to students with disabilities from low-income families studying in mainstream schools to alleviate the financial burden of their families.

The **Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities** is awarded for excellent academic results to those studying at recognised local universities.

## GREATER IMPACT

Children and youths supported in mainstream schools:



**\$268,900**

in bursaries and scholarships awarded



**89**



students received bursaries

**20**

tertiary students received scholarship

**6**

students from low-income households received tuition grants

**3**

youths received SPD Youth Aspiration Award

## Never Give Up On The Opportunity To Learn

White cane user, Bo Sheng, who has had farsightedness from an early age, is a recipient of the NatSteel-SPD Education Programme Bursary Award. His elder brother, who has the same condition, also benefited from the bursary award. Supporting two children with visual impairment adds financial strain to the family. The bursary has helped with Bo Sheng's and his brother's educational expenses and offers his family some financial reprieve.

The Secondary 2 student enjoys learning despite having to put more time and effort into his studies than others. The unwavering support of his teachers and tutors has instilled in Bo Sheng the desire to mentor the next generation of students with disabilities in future.

**Toh Bo Sheng, 15**



# LEARNING OPPORTUNITIES

## Youth Development Programme

17 youths with and without disabilities came together to develop projects to promote greater social inclusion in the second series of the Youth Development Programme (YDP) from September 2018 to March 2019.

Their hard work culminated in four projects:

Prototype of a card game targeted at primary school students to increase understanding and awareness of disability issues and encourage support for people with disabilities



Designed a disability workshop for potential employers hiring persons with disabilities



Designed psycho-social workshop for students with Autism Spectrum Disorder (ASD) studying in a local polytechnic



Collaborated with National Library Board (NLB) on prototyping an inclusive library for children with ASD



## Coding Quest Camps

54 adults and youths with disabilities attended two coding quest camps co-organised by SPD and Microsoft to enhance their digital literacy.



# Standing On One's Own Feet

## EMPLOYMENT SUPPORT SERVICES

Our **Employment Support Programme (ESP)** helps persons with physical, hearing and visual disabilities secure open employment. Job support of at least six months is offered to ensure that the new hires are able to adapt and cope with the new job and working environment.

We also offer training courses, such as computer skills with WSQ certification, general administrative skills and telephone skills, to improve the employability of persons with disabilities.

**498**

jobseekers with disabilities supported

**197**

placed in open employment at **146** organisations

**50**

vocational training classes conducted

**395**

training places provided to increase employability of **163** trainees

## GREATER IMPACT

Employment training places offered:



## Never Losing Sight Of His Dreams

Azhari uses a white cane and tries to get back home by 7pm because of poor vision at night due to a rare genetic disorder of the eye. Although he did not complete his GCE 'O' levels, he obtained a certificate in Workplace Literacy and Numeracy (WPLN) Assessment.

With the support of the ESP, Azhari is now working in Watsons, a health and beauty retailer. He believes that having a disability does not mean inability, and with a little extra help, people with disabilities can also achieve what they want.

"Learning new things, the sense of satisfaction when customers are happy and achieving sales targets are what I like most about my job," said Azhari.

Azhari Bin Adam, 35



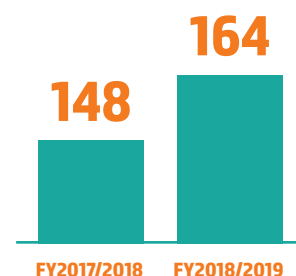
# VOCATIONAL TRAINING AND SHELTERED EMPLOYMENT

The **SPD Sheltered Workshop** provides sheltered employment as well as vocational and community living skills training to persons with disabilities through projects and contract works, carried out in a workplace environment to improve their employability in the open employment market.

The workshop launched a new enclave worksite at VITAL in January 2019 that provides job openings in document digitisation for **36** persons with disabilities.

## GREATER IMPACT

Persons with disabilities in sheltered employment:



Capacity of Sheltered Workshop ramped up from **80% to 100%**



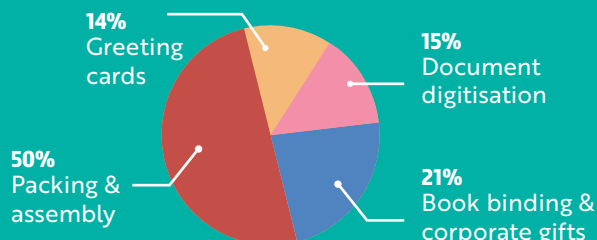
**10** trainees graduated to open employment



**30** trainees placed in actual workplace with job support through enclave projects

**\$395,178**

in income generated through the workshop



## Making Friends And Finding Independence

Before joining the Sheltered Workshop in 2014, Foo Mun had been staying at home for over 10 years.

Initially, Foo Mun, who has hearing loss and intellectual disability, kept to himself and did not interact much with his co-workers and supervisors. Spending time at the Sheltered Workshop has improved his interpersonal and social skills. Now, he proactively seeks clarification when he is unsure of the tasks, joins his co-trainees during breaks and communicates with staff and volunteers through gestures. Foo Mun also commutes by bus from his home to SPD after undergoing training by our occupational therapist last year.

His caregiver, Ms Karen Tham, is happy that Foo Mun is taking the initiative to help out at home now. He has also started keeping track of work days, a marked improvement from the past when he stayed home, oblivious of the passing of days.

**Tham Foo Mun, 56**



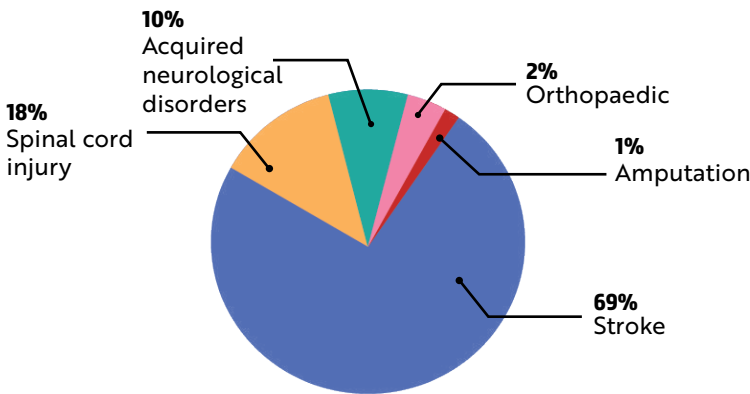
# TRANSITION TO EMPLOYMENT

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

The TTE gym underwent renovation at the end of 2018 to improve client experience and for better utilisation of space.

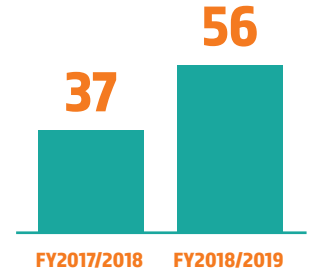


## Breakdown of clients' diagnosis



## GREATER IMPACT

Persons with disabilities who returned to work or school:



## When Resilience And Courage Wins The Day

Zohra became a quadriplegic after a traumatic traffic accident in 2017. When she became too weak to breathe, the doctors had to puncture a hole in her windpipe to keep her alive. Zohra's determination to live eventually saw her getting up from the hospital bed and fighting to get better.

At SPD, Zohra underwent therapy to improve her strength, endurance and fine motor skills. She also built friendships with other clients at the centre, providing one another with peer support.

From many nights crying in bed initially, Zohra began to have a new purpose. A social media influencer, Zohra has been posting videos to create awareness of persons with disabilities and speaking up for a more inclusive society. She courageously shares her story, her experience in managing stress and expectations, and the importance of self-care, and motivates others with disabilities to never give up.

Zohra believes that when persons with disabilities speak up collectively with one voice, society can become more inclusive. Zohra is currently pursuing her diploma in digital marketing.

Fathima Zohra, 21



# Stronger Than Yesterday

## RESPIRE CARE SERVICES

Through a balanced and structured programme, the **Day Activity Centre (DAC)** and the **day care programme** at SPD@ToaPayoh provide meaningful engagement for adults with disabilities and build their skills in self-help, community living and social interaction. Caregivers and family members also get the respite they need.

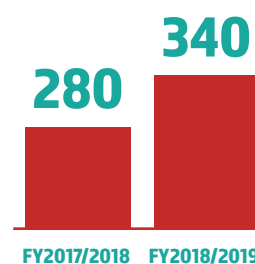
In June 2018, the DAC expanded to support adults with Austim Spectrum Disorder (ASD).

**85** supported at DAC

**255** attended day care at SPD@Toa Payoh

## GREATER IMPACT

Persons with disabilities in respite care services:



## A Place For Davis

Davis is one of the first few clients with ASD who enrolled in the expanded DAC. He initially attended school in Australia. When the family moved back to Singapore in 2015, Davis underwent a period of emotional stress and had difficulties adjusting to a new school in Singapore. In the end, he could not continue there and Davis' mother had to stop work to take care of him at home.

Things took a turn for the better in September 2018 when Davis enrolled in the DAC. The structured and consistent routine at the DAC helps Davis to follow instructions, focus on his tasks and learn calming techniques. At the DAC, Davis engages in table-top activities, such as arts and crafts, packing and sorting tasks, as well as outdoor activities including basketball and swimming sessions, which he enjoys.

Davis is now able to focus and complete his work tasks. He is also rostered to help collect lunch and helps clear the tables at times. Though these may not seem significant, they are small steps of independence to be celebrated.

Davis' attendance at the DAC has given his mother the respite she needs. "In the past months, I can feel that Davis likes the place. The staff are very professional and kind to him. They respect the clients and make friends with them. I am happy to see my son a happy boy at the centre and at home," said Mdm Maggie Zhu.

**Davis Pan, 20**



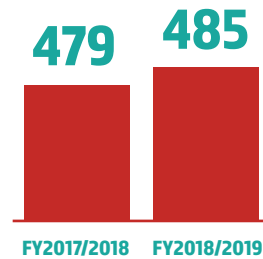
# REHABILITATION CENTRES

The **SPD Rehabilitation Centres** (RCs) at the SPD Ability Centre and SPD@Toa Payoh offer physiotherapy and occupational therapy to adults and the elderly with acquired or congenital disabilities, to enable them to work and live independently within the community.

A group maintenance programme was introduced at the SPD Ability Centre to encourage interaction between RC clients and to provide peer support to those with similar conditions.

## GREATER IMPACT

Persons with disabilities served at the RCs:



**36**

home therapy sessions offered to 7 clients who were unable to travel for therapy at the RCs



**21**

virtual rehab sessions conducted for 4 persons with disabilities at home under the Tele-Rehab pilot



**10,972**

therapy sessions provided at RCs

## Regaining Independence

Mr Li Wen Qing had a stroke in June 2018 and subsequently underwent a cranioplasty, a surgical repair to his skull, in November 2018. Mr Li, who used to work as a general manager in a shipping company, had to stop working after the stroke.

One step at a time, Mr Li needs to re-learn many daily tasks, such as dressing and tooth brushing, towards regaining independence.

After undergoing rehabilitation at SPD, Mr Li is now able to dress himself with minimal assistance from his helper. With his sights set on walking again, Mr Li also adheres to a stringent strengthening exercise regime at home prescribed by his SPD therapist.

**Li Wen Qing, 53**





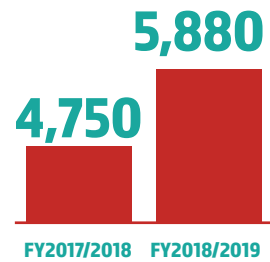
# SPD THERAPY HUB

The **Therapy Hub** model was pioneered in 2005 to centrally recruit and manage a pool of therapists to meet the needs of the sector and to provide greater career development options.

With co-funding from the Ministry of Health (MOH) and the Ministry of Social and Family Development (MSF), the SPD Therapy Hub could better support services and clients in the community.

## GREATER IMPACT

Persons with disabilities who received therapy support:



**81**

physiotherapists, occupational and speech therapists supported children, adults and the elderly in the year



**55**

programmes serving persons with disabilities within SPD and in the community, such as in nursing homes, day activity centres, community hospitals, rehabilitation centres and schools, supported by our therapists



### DID YOU KNOW?

**11,000**

elderly are staying in nursing homes and other live-in institutions\*

Singaporeans are living longer but will spend

**3 to 8**

years later in life with some form of disabilities#



\* 'Residents in Old Folks' Home by Type of Organisation and Sex', Department of Statistics, Yearbook of Statistics 2017.  
# 'Programmes that help with seniors' needs', The Straits Times, 20 February 2018.



ACM

ACM

ASIAN CIVILIZATION MUSEUM

ASIAN

DIAMOND SPONSOR

TechnipFMC

TAKE ME to the RIVER

TAKE ME to the RIVER

ABILITY WALK

合格证

SHUN ZHOU FOUNDATION

SPD

WAC

# Technology For Good

## ASSISTIVE TECHNOLOGY

The **Specialised Assistive Technology Centre (Specialised ATC)** promotes the use of assistive technology (AT) to help persons with disabilities overcome their day-to-day challenges and become fully-integrated into all aspects of community living.

The team operates from **Tech Able**, which is jointly managed by SPD and SG Enable, at the Enabling Village.

**200**

lives enriched through AT prescriptions

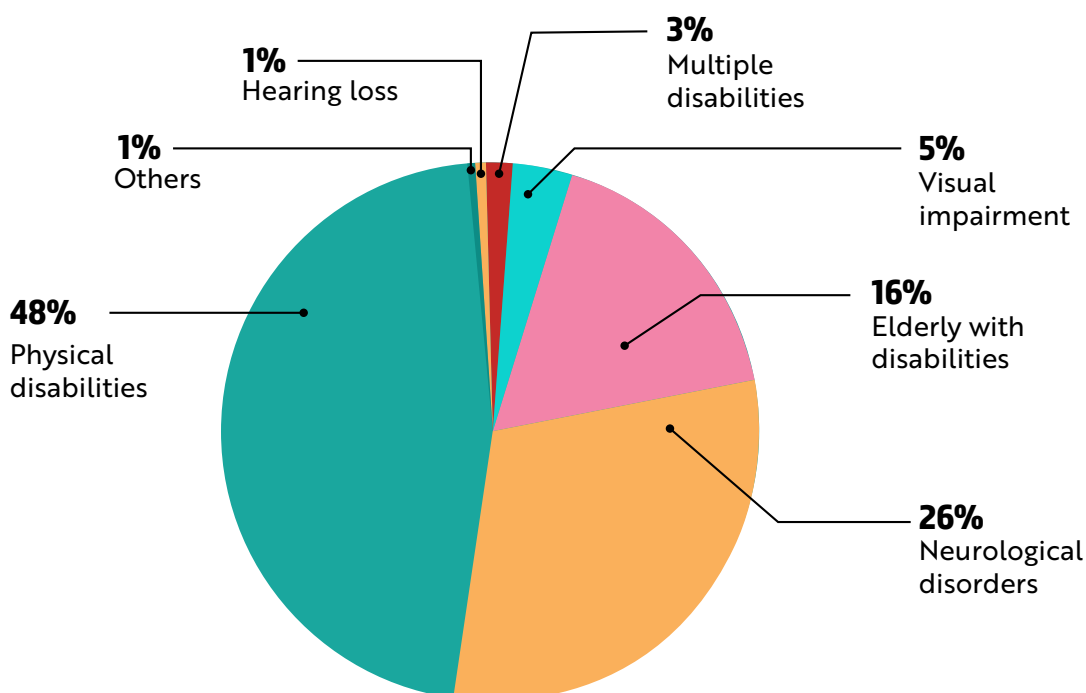
**699**

intervention/training sessions conducted

**321**

AT devices loaned out

## Breakdown of clients' diagnosis



# Satellite AT Loan Libraries

We partnered Temasek Polytechnic, Singapore Polytechnic and Ngee Ann Polytechnic in setting up satellite assistive technology (AT) loan libraries in the campuses to provide their students with different learning needs greater access to AT.

## Finding His Voice

Zhe Kai has an intellectual disability and his speech was often unclear and limited to a few words and short phrases. The Specialised ATC explored the use of Augmentative and Alternative Communication (AAC) devices with Zhe Kai and prescribed him with a speech generating application on his mobile tablet.

Zhe Kai uses the symbols and text in the application to form phrases and sentences and the device would then 'speak' for him. This complements his verbal speech, enabling him to express his thoughts, feelings and aspirations in greater detail. With his improved communication, the team is working with him to try out suitable applications to enhance his literacy.

To help Zhe Kai use the AAC more effectively at home and in the community, his mother attended our AAC for Caregivers Training Programme. During the training sessions, Zhe Kai's mother learnt and gained confidence in using skills and strategies that would enable her to effectively facilitate her son's communication. Seeing positive impact of AAC on her son's life, Zhe Kai's mother has been advocating and sharing her experience with other caregivers.

Tan Zhe Kai, 16



### DID YOU KNOW?

# 18,000

students with special needs are attending mainstream in schools but teaching material and assessments are still not fully accessible.\*

# Standing By You

## CASE MANAGEMENT

Under the **Specialised Case Management Programme (SCMP)**, our social workers and case management officers reach out to persons with disabilities and their families for their multiple needs. Their assistance include financial assistance, supportive counselling, connecting them to relevant resources and social service agencies, organising support groups and caregivers wellness programmes, and providing consultancy on disability issues.

542

individuals and their families received case management support



512

home visits conducted



## Staying Happy And Active

Mr Lee stays alone and had fallen several times because of his weak legs. He had to rely on his neighbours for his basic needs like buying grocery and was at risk of isolation.

Our SCMP team helped Mr Lee with the purchase of a motorised scooter and worked with various community partners to reconnect him with the community. Mr Lee is now able to carry out tasks on his own, participates in outings and attends a senior day activity centre for therapy and social interaction. With SPD's support, Mr Lee is leading a happier and more active life.

Lee Kim Swee, 69



# CLIENT SUPPORT

## Support Groups

**2** support groups started for stroke and spinal cord injury clients

**7** sessions on personal hygiene and **1** on safety precautions when using powered mobility devices were conducted for Sheltered Workshop trainees

**2** employment support workgroups were initiated for clients seeking employment to boost their confidence and resilience

**Return-to-work support group** set up for Transition to Employment (TTE) clients

**Former TTE clients** provided peer support for current clients



# CAREGIVER SUPPORT

## Training and Empowerment



**12**

caregiver training sessions on Augmentative and Alternative Communication (AAC) conducted for

**124**

caregivers



**294**

caregivers empowered by Specialised Case Management Programme (SCMP)



**Caregiver Champion programme** initiated at SPD@Bedok and **#MakanBonding** activities started at SPD@Tampines to encourage greater caregiver involvement and sharing



**30**

sessions of educational talks, workshops on self-care and parent/peer support held and attended by

**353**

caregivers and parents

# Orientation and Transition Briefings

12

orientation briefings conducted to help

189

caregivers who had newly enrolled their children into the Early Intervention Programme for Infants and Children (EIPIC)

7

transition briefings held for

121

caregivers whose children were graduating from EIPIC and entering a new educational phase

## Resources

**Loan Library System** piloted at SPD Ability Centre to provide parents with resources they could use at home



Articles on caregiving strategies shared with parents monthly



Phase 2 of the Pre-School Management System launched to improve communication between EIPIC teachers and caregivers

Assistive technology (AT) devices loaned to students with disabilities and education faculties from the satellite AT loan libraries at institutes of higher learning



# SUBSIDIES & FINANCIAL ASSISTANCE

**56%**

Rehabilitation Centre clients in SPD Ability Centre and

**68%**

SPD@Toa Payoh clients received at least **75%** in Government subsidies for their fees



**14%**



early intervention clients enjoyed the highest subsidy tier

**\$18,057**

in financial assistance offered to **22** clients through the **SPD Care Fund**

**\$101,500**

in grocery vouchers extended to **322** clients from low-income households under NTUC Fairprice Foundation's **Daily Needs Programme**

**\$2,050**

in transport vouchers from SMRT's **Gift of Mobility** helped **12** clients commute to school, work and medical appointments

**49**



clients empowered with computer access by the Infocomm Media Development Authority's **NEU PC Plus Programme**

## SPECIALISED TRANSPORTATION

We provided heavily subsidised two-way dedicated transport to clients who were unable to take public transport to our centres due to their disabilities or route inaccessibility. Clients who required this service had decreased in the year as some clients successfully began independently travelling to SPD.



**495**

clients benefitted from specialised transport service



More than

**400**

daily trips made

**\$1.46 MILLION**

in transportation costs incurred



# Growing The Sector Together

## ASSISTIVE TECHNOLOGY EXPERTISE

**32**

assistive technology (AT) workshops and training sessions conducted

**588**

professionals working with those with disabilities trained

## TRAINING FOR PRE-SCHOOL AND ALLIED EDUCATORS

**138**

pre-school and allied educators trained by our early intervention professionals to boost their competency in supporting children with special needs in mainstream schools



# CONFERENCES & PRESENTATIONS

Supported IMDA's biennial E<sup>2</sup> Connect Forum 2018 to promote assistive technology (AT) use among persons with disabilities at home, at work and on the move



Presentation on integration of patient care, and work readiness and employment of persons with disabilities by SPD occupational therapists at the National Occupational Therapy Conference



Presentation on eye communication using mainstream technology by SPD speech therapist at the International Society for Augmentative and Alternative Communication Conference



Presentation on efficacy of music in improving language in children with special needs by SPD speech therapist at the American Speech-Language-Hearing Association Conference



# PROFESSIONAL DEVELOPMENT

**4**

AT specialists received/undergoing certification in AT

**8**

allied health students from the National University of Singapore and Singapore Institute of Technology clinically placed at various programmes in SPD

Clarity on the role of social worker in the disability sector provided through participation in TWG, The Wakened Giants, a network consisting of senior social work leaders in the sector

**15**

physiotherapists, occupational therapists and speech therapists attained full registration status



# Advocating Change

Through talks, events as well as training and workshops, we reached out to nearly **12,000** individuals with the aim of inculcating an inclusive mindset among Singaporeans.

The public education team and SPD President, Ms Chia Yong Yong, conducted **32** talks and workshops for companies, schools and institutes of higher learning.

Ms Chia spoke at various national, regional and international platforms, including the Singapore's side event at the United Nations' 12th Session of the Conference of States Parties to

the Convention on the Rights of Persons with Disabilities, the Pyeongchang International Human Rights Forum for Persons with Disabilities and the Korean Paralympic Committee Forum.

To commemorate International Day of Persons with Disabilities (IDPD) on 3 December, we launched an integrated campaign to help members of the public to be more confident and comfortable when interacting with persons with disabilities:

<p>Installed IDPD campaign posters at <b>21</b> MRT Stations from 22 November to 19 December, media space courtesy of SMRT</p>	<p>Launched a microsite with disability-related information in celebration of the IDPD campaign</p>	<p>Jointly produced a disability sensitivity video with a group of students from Nanyang Polytechnic</p>	<p>SPD@Jurong raised awareness about early intervention and SPD's services at a health screening event organised by the National University Hospital for low-income families</p>
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We leveraged the media including social media to advocate change:

<p><b>272</b> media mentions</p>	<p><b>7,473</b> social media followers</p>
<p><b>6</b> letters published in The Straits Times Forum page and TODAY Voices</p>	<p><b>754</b> social media postings</p>
<p><b>1,381</b> new followers on social media</p>	



# In Good Company

Good people bring out the good in other people. We thank all our partners and many supporters who gave their time, money and a ready smile or encouraging words so that people with disabilities are not left behind.

## COMMUNITY PARTNERS

### Educational Institutions

- Community mobility exploration programme conducted with Nanyang Polytechnic for 12 Sheltered Workshop trainees.
- Drama workshops for parents and caregivers run in partnership with Singapore Polytechnic's Applied Drama & Psychology students.
- Partnered Hong Kah Secondary School, Ngee Ann Polytechnic and social enterprise Engineering Good to develop learning materials and mobility devices for children.

### Government Agencies and Corporates

- Collaborated with Bukit Batok Civil Service Club, DHL, Equal Ark, Happy Fish Swim School, L'Oréal, Methodist Girls' School, Ministry of Manpower, Spectra Secondary School, Tsao Foundation, Jurong Central Zone D Residents' Committee and The Good Life, to increase outdoor learning opportunities for our children.
- Enlivened the children's learning within the classrooms through partnership with People's Association, Kok Fah Technology Farm and National Library Board (NLB).

### Healthcare Institutions

- Collaborated with Ng Teng Fong General Hospital to fast track patients' enrollment into the Transition to Employment programme.



# VOLUNTEERS

262

individuals and

83

corporate and school volunteers donated

27,901

hours

250

individuals and

34

corporate and school volunteers were newly recruited



Close to

40

regular volunteers supported Early Intervention Programme for Infants and Children (EIPIC) teachers in classrooms and development of teaching resources



# DONORS AND SPONSORS

- \$6.76 million raised through corporate and individual giving.

# OTHER VWOS

- Co-organised the inaugural Early Intervention Conference with nine other EIPIC agencies for over 1,000 professionals working with children with special needs.



# Our People

We carry out our mission with people, who work alongside our clients and behind the scenes, to deliver the best care, ensure that our processes are robust and resources are utilised in the most efficient manner. They are our staff, one of our most valuable assets.

## PEOPLE DEVELOPMENT

**348**

Staff strength

**57**

training hours clocked by each staff on average

**39**

staff on sponsored professional courses and conferences

Areas of succession planning, leadership and management development addressed at the National Council of Social Service (NCSS) People Practice Consultancy

**12**

teachers supported in their Advanced Diploma in Early Childhood Intervention (Special Needs)

**33**

teachers and allied healthcare professionals in Key Worker Model Training

**23**

early intervention professionals and senior teachers attained Certificate of Autism and Higher Certificate of Autism

Day Activity Centre (DAC) staff underwent training to be further equipped to handle clients with Autism Spectrum Disorder (ASD)

## SERVICE QUALITY COMMITMENT

- **13** staff presented with the SingHealth Quality Service Awards.
- **7** staff recognised in the SPD Service Excellence Awards.

## PROCESS IMPROVEMENTS

- Bright Ideas staff suggestion scheme and the continuous improvement initiative launched.
- Data protection policies and practices strengthened.

## GIVING BACK

- **4 hours** donated by each staff to other non-profit organisations.





# What Lies Ahead

## ACCREDITATION

- CARF re-accreditation for SPD Rehabilitation Centres and Continuing Therapy Programme at SPD Ability Centre and SPD@Tampines.
- CARF accreditation for Transition to Employment (TTE) programme.

## ENHANCE QUALITY OF LIFE AND CARE FOR CLIENTS

- Discussions with hospitals for quicker admission to TTE.
- Implement Early Intervention (EI) Continuum at all four Building Bridges EIPIC Centres.
- Incorporate community-based learning at the Building Bridges EIPIC Centres.
- Launch Specialised Community Management Programme's (SCMP)'s Transition Care Project to provide support to clients and their caregivers to better prepare them when they transit from the healthcare setting to the community.
- Greater assistive technology adoption for clients at the Day Activity Centre (DAC) and Building Bridges EIPIC Centres.

## PROMOTE GREATER INTEGRATION

- Develop DAC Without Walls to boost clients' participation in the community.
- Increase job trial opportunities for TTE clients.
- Pilot simulated classroom to help graduating EIPIC children transit into the primary school setting.
- New enclave projects and the supported employment framework project with VITAL to increase work exposure for Sheltered Workshop trainees.

## CAREGIVER EMPOWERMENT

- Introduce new training areas for parents and caregivers to boost their caregiving capability.
- Set up Resource Library for EIPIC caregivers.
- Mobilise caregiver champions to lead mentorship programme.

## CAPABILITY BOOST

- Integrate human resource's IT system to streamline and automate its key functions for greater efficiency.
- Encourage staff to initiate continuous improvement projects.
- Build long-term organisational capabilities.

## SERVICES BEYOND BOUNDARIES

- Planning for services beyond our centre, for e.g., DAC Without Walls and work enclaves.





# Our Leadership

## Board of Management

### **Ms Chia Yong Yong, BBM, PBM**

President (23 August 2008–current)  
Vice-President (29 July 2006–23 August 2008)  
Managing Director, Chia Yong Yong Law Corporation

### **Mr Ngan Wan Sing, Winston**

Vice-President (25 August 2012–current)  
Honorary Assistant Treasurer  
(21 August 2010–25 August 2012)  
Partner, Ernst & Young LLP

### **Ms Chow Siew Ying**

Honorary Treasurer (27 August 2016–current)  
Chief Financial Officer, National University Health  
Services Group Pte Ltd, Ng Teng Fong General Hospital,  
Jurong Community Hospital

### **Mr Tang Liheng**

Honorary Assistant Treasurer (25 August 2018–current)  
Director (Public Sector Transformation Engagement),  
Public Service Division

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

Member

### **Mr Lim Hua Beng**

Member

### **Dr Ng Yee Sien**

Member

### **Ms Ong Toon Hui**

Member

### **Mr Tan Soo Nan**

Member

### **Mr Yeo Teck Guan**

Member

### **Mr Zhang Weijie**

Member

### **Mr Abhimanyau Pal**

Ex-Officio Secretary /  
Chief Executive Officer  
(from 1 December 2010)

## Audit Committee

### **Chairperson**

Mr Ngan Wan Sing, Winston

### **Members**

Ms Suman Kishinchand Balani  
Mr Kamalarajan M Chettiar  
Mr Kelvin Ling Ang Kerng  
Mr Yeo Jeu Nam

## Fundraising Committee

### **Chairperson**

Mr Tan Soo Nan

### **Members**

Mrs Diana Ee-Tan  
Mrs Yeo Su Chen  
Mr Yeo Teck Guan

## Human Resource & Remuneration Committee

### **Chairperson**

Ms Ong Toon Hui

### **Members**

Ms Chia Yong Yong, BBM, PBM  
Mr Low Wong Fook  
Ms Poh Hwee Hian

## Services Committee

### **Chairperson**

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

### **Members**

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

## Senior Management

**Abhimanyau Pal**, Chief Executive Officer

**Becky Hoo**, Director, Children Services

**Mitchell Leow**, Director, Community Partnerships

**Quek Hong Choon**, Director, Organisational Development

**Tay Soong Kiang**, Director, Corporate Services

**Joyce Wong**, Director, Resource & Impact

**Teo Pek Wan**, Acting Director, Adult & Elderly Services

**Katherine Sng**, Deputy Director, Community Partnerships

# Governance

## IMPROVING TRANSPARENCY AND ACCOUNTABILITY

SPD serves to promote the interest, welfare and advancement of people with disabilities so as to develop their potential to the fullest. In the year, the Board of Management reviewed policies aimed at reducing inefficiencies and maximising resources, which also led to greater independence and community integration of our clients. A taskforce appointed by the Board in the preceding financial year also concluded its findings on SPD's technology services in the year which assisted in giving the Board clarity in setting strategic directions for the organisation. In human capital management, the Board reviewed human resource policies and processes and endorsed IT acquisitions to stretch employee benefits, improve efficiency and retain talent.

SPD's Constitution was amended with the approval of the Commissioner of Charities and Registrar of Societies on 1 January 2019. The changes are to structure Board renewal and facilitate governance administration in view of a growing SPD whilst reserving control to the Board.

Term limits apply to Board members and the Board plans for renewal and succession. Ms Chia Yong Yong is the only Board member who continues to serve beyond 10 consecutive years as SPD benefits from her unique experience and leadership which includes her participation and contribution at the sector, community and national levels. SPD's Constitution, bye-laws and Board policy governs and guides the selection, recruitment, election, appointment and induction of new Board members. In the year, long serving Board members Mr Low Wong Fook, Ms Poh Hwee Hian and Ms Suman K Balani retired. At the same time, we welcomed Mr Lim Hua Beng, Mr Tang Liheng and Mr Yeo Teck Guan to the Board and are pleased to have Mr Kelvin Ling Ang Kerng and Mrs Diana Ee-Tan join our Board Committees.

Both new and continuing Board and Board Committee members accessed different platforms to improve skills and acquire knowledge in the discharge of their stewardship roles. Members also took on engagements that serve the sector and community at large. The Board undertakes self-evaluation at strategic points during its term using various means and platforms.

Our Board of Management is made up of volunteers who serve without remuneration for two years upon election or co-option to the Board. The current Board continued to lead the organisation in the third year of its strategic plan cycle.

The Board has appointed the Services Committee, Fundraising Committee, Human Resource & Remuneration Committee, and Audit Committee to support its work. There are Terms of Reference set by the Board and these Terms are reviewed from time to time to maintain relevancy and good governance.

Prior to its amendment in January 2019, the Constitution stipulated Board meetings be held at least once every two months. In the year, the Board had six Board meetings, apart from non-mandatory special meetings, Board retreats and workplan meetings.

# BOARD OF MANAGEMENT ATTENDANCE AT BOARD MEETINGS

Board Member	Designation for Term 2018-2020	Attendance in FY2018/2019
Ms Chia Yong Yong, BBM, PBM	President	6 out of 6
Mr Ngan Wan Sing, Winston	Vice President	6 out of 6
Ms Chow Siew Ying	Honorary Treasurer	3 out of 6
Mr Tang Liheng	Honorary Assistant Treasurer	3 out of 3
Professor Ho Lai Yun, BBM, PBS, PBM, JP	Member	5 out of 6*
Mr Lim Hua Beng	Member	1 out of 3
Dr Ng Yee Sien	Member	3 out of 6
Ms Ong Toon Hui	Member	6 out of 6
Mr Tan Soo Nan	Member	4 out of 6
Mr Yeo Teck Guan	Member	3 out of 3
Mr Zhang Weijie	Member	4 out of 6

\*Absent 1 out of 6 with leave of Board of Management

## RESERVES POLICY

SPD maintains a pragmatic reserves policy which is to ensure that the immediate needs of clients are met with sustainable resources to support our clients through the programmes and services.

As at 31 March 2019, SPD's reserves stood at about 8.5 months.

The Board regularly reviews the financial performance and forecasts against budgets to ensure that reserves are adequate to fulfil our continuing obligations.

## 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.

Conflicts of interest are also managed through excluding staff and Board members from discussions and decision-making where there is a conflict of interest.

Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled.

# CODE OF GOVERNANCE EVALUATION CHECKLIST FOR THE YEAR ENDED 31 MARCH 2019

S/NO.	Code Guidelines	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>BOARD GOVERNANCE</b>				
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied	
2	Are there governing Board members holding staff appointments? Remarks: (skip questions 3 and 4 if "No")		No	
3	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3		
4	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5		
5	The Treasurer of the charity (or any person holding an equivalent position in the charity e.g. Finance Committee Chairman or a governing Board member responsible for overseeing the finances of the charity) can only serve a maximum of four consecutive years. If the charity has not appointed any governing Board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
6	All governing Board members must submit themselves for re-nomination and re-appointment at least once every three years.	1.1.8	Complied	
7	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every three years, whichever is shorter.	1.1.12	Complied	
8	Is there any governing Board member who has served for more than 10 consecutive years? Remarks: (skip item 9 if "No")		Yes	
9	The charity discloses in its annual report the reasons for retaining the governing Board member who has served for more than 10 consecutive years	1.1.13	Complied	Ms Chia Yong Yong is the only Board member who continues to serve beyond 10 consecutive years as SPD benefits from her unique experience and leadership which includes her participation and contribution at the sector, community and national levels.
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	

## CONFLICT OF INTEREST

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

## STRATEGIC PLANNING

13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
14	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied	

## HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

15	The Board approves documented human resource policies for staff.	5.1	Complied	
16	There is a documented Code of Conduct for governing Board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
17	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
18	Are there volunteers serving in the charity? Remarks: (skip item 19 if "No")		Yes	
19	There are volunteer management policies in place for volunteers.	5.7	Complied	

## FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

20	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied	
21	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
22	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	

23	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
24	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
25	Does the charity invest its reserves (e.g. in fixed deposits)? Remarks: (skip item 26 if "No")		Yes	
26	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	

### FUNDRAISING PRACTICES

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

### DISCLOSURE AND TRANSPARENCY

31	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing Board member at those meetings.	8.2	Complied	
32	Are governing Board members remunerated for their services to the Board? Remarks: (skip questions 33 and 34 if "No")		No	
33	No governing Board member is involved in setting his or her own remuneration.	2.2		
34	The charity discloses the exact remuneration and benefits received by each governing Board member in its annual report, or the charity discloses that no governing Board member is remunerated.	8.3		
35	Does the charity employ paid staff? Remarks: (skip questions 36, 37 and 38 if "No")		Yes	

36	No staff is involved in setting his own remuneration.	2.2	Complied	
37	The charity discloses in its annual report the annual remuneration – (a) the total annual remuneration for each of its 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 bands 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	
38	The charity discloses the number of paid staff who satisfy all of the following criteria: (a) the staff is a close member of the family belonging to the Executive Head or a governing Board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000, or the charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing Board member of the charity who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied	
<b>PUBLIC IMAGE</b>				
39	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

# Thank You!

## DONOR ACKNOWLEDGEMENT APRIL 2018 TO MARCH 2019

### \$250,000 and above

Asia Pacific Breweries  
Foundation  
United Overseas Bank  
Limited

### \$100,000 - \$249,999

Estate of Lim Shan Shan  
TechnipFMC  
Kowloon Club  
Loyang Tua Pek Kong  
NTUC Fairprice  
Foundation Ltd  
President's Challenge  
San Wang Wu Ti  
Religious Society  
Singapore Totalisator Board  
StarHub Ltd

### \$50,000 - \$99,999

Chew How Teck Foundation  
Gan Beng Chwee Benjamin  
Keppel Club  
Kwan Im Thong Hood  
Cho Temple  
NatSteel Holdings Pte Ltd  
Singapore Bowling Federation

### \$10,000 - \$49,999

Aberdeen Asset Management  
Charitable Foundation  
Accenture Pte Ltd  
Agri-Supplies Pte Ltd  
Ah Chiang Porridge Pte Ltd  
Anglo-Chinese School  
(Independent)  
Apple Inc.  
Berzins Andrey  
Chan Man Ping Philip  
Chang Meng Kiat  
CMA Mental Arithmetic  
Centre Pte Ltd  
Coty Asia Pte Ltd  
DBS Bank Ltd  
Energeo Systems Pte Ltd  
Ernst & Young Solutions LLP  
Exyte Singapore Pte Ltd  
Federal Express (S) Pte Ltd  
Flextronics Foundation  
Hai Leck Holdings Ltd  
Hoe Kee Hardware Pte Ltd  
Isaac Manasseh Meyer  
Trust Fund

Jung Young Soo  
Jurong Port Pte Ltd  
Kuan Im Tng Temple (Joo Chiat)  
Lam Yew Chong  
LEGO Singapore Pte Ltd  
Marina Bay Sands Pte Ltd  
Methodist Girls' School  
Microsoft Singapore  
Ng Kim Suan Foundation  
Ntegrator Pte Ltd  
Oan Chim Seng  
Ong Kim Pong  
Overseas Academic Link  
Pte Ltd  
Pavilion Capital International  
Pte. Ltd.  
Phillips 66 International  
Trading Pte Ltd  
Quah Kee Swee  
Raffles Country Club  
RHB Bank Berhad  
Samsung Asia Pte Ltd  
Seet Lucy  
Select Group Limited  
Shu Xiaochuan



Singapore Pools  
(Private) Limited  
SJJ Marine Pte Ltd  
Tan Han Swee  
The Korean Chamber  
of Commerce  
Yeo Lay Choo  
Yin Fook Cheong  
Young Men's Christian  
Association of Singapore

**\$3,000 - \$9,999**

AAstar Pte Ltd  
Aegis Building &  
Engineering Pte Ltd  
ASA Contracts Pte Ltd  
Baurand Pte Ltd  
Chan Lian Chai  
Chen Yimei  
Cheong Wai Kun  
Cheong Yok Keat  
Concorde Security Pte Ltd  
Dabo Corporation Pte Ltd  
DNC (Education) Pte Ltd  
Elite Natural Healthcare  
Pte Ltd  
F.M.Noordin & Company  
Pte Ltd  
Foo Ai Luan  
Fraser's Property  
Corporate Services Pte Ltd  
Galmon (S) PTE LTD  
Gui Boon Pien  
He Zhi Hao  
HFC Prestige International  
Operations Switzerland Sarl  
Singapore Branch  
Hitachi Vantara Pte Limited  
Ho Wee Khong  
Hong Leong Foundation

Hoy San Stevedoring Pte Ltd  
HSBC Institutional Trust  
Services (Singapore) Limited  
Hua Siah Construction Pte Ltd  
Jiangsu Association  
JP Nelson Equipment Pte Ltd  
JSW Advisory Pte Ltd  
Kalthsum Mohd Yassin  
Khoo Mavis  
Kimoto Pte Ltd  
Koh Ee Chor  
KPMG LLP  
Land Transport Authority  
Lee & Lee  
Lee Chin Cheng  
Lee H. Y. Alfred  
Lee Hong Hwee Mike  
Lee Jun Hao Melvin  
Lee Kim Tah Foundation  
Lee Weng Chong  
Lenovo Enterprise Solutions  
(Singapore) Pte Ltd  
Leow Yuen Fen  
Lien Foundation  
Lim Ming-Hui Andrew  
Lim Nancy  
Lingjack Engineering  
Works Pte Ltd  
Liu Jiehong  
Low Hwee Chua  
Low Kim Sun  
Manohar Advait  
Maxi-Cash Group Pte Ltd  
Mitsubishi Electric Asia Pte Ltd  
Mutual Benefits Realty Pte Ltd  
National Research Foundation  
NEC Asia Pacific Pte Ltd  
Network For Electronic  
Transfer (Singapore) Pte Ltd  
New Mun Kit

Nira Tanoko - Solid Rock  
Foundation c/o Community  
Foundation of Singapore  
Noble Life International  
Singapore Pte Ltd  
Paul Jacob  
Peter Lee Orthopaedic Pte Ltd  
Phoon Siew Koon Francis  
Png Tiong Hai  
Poa K B Cynthia  
Puat Jit Buddhist Temple  
Quek Koh Kheng  
Sembcorp Industries Ltd  
SH Design & Build Pte Ltd  
Siang Cho Keong Temple  
Simple Technologies  
Private Limited  
Singapore Amoy Association  
Singapore Global Ginseng  
Exchange Pte Ltd  
Singapore United Estates  
(Pte) Ltd  
SingEx Exhibitions Pte Ltd  
Soo Wai Kong  
Soon Hao Han John  
St. Joseph's Institution  
Sumet Jiaravanon  
Tak Products & Services Pte Ltd  
Tan Yuh Woei  
Tay Jin Ying  
Teochew Poit IP Huay Kuan  
The Centre for Inner Studies  
in Singapore Ltd  
The Community Foundation  
of Singapore  
The Purple Parade Ltd  
The Shaw Foundation Pte  
Thomson Shin Min Foundation  
Tran Bao Yen  
Trans-Orient Shipping Pte Ltd

TTJ Design And Engineering  
Pte Ltd  
Tuas Pek Kong Keng  
Management Council  
Value Add System &  
Technology Pte Ltd  
Veritas Storage (Singapore)  
Pte Ltd  
Wang Renqian  
Wen Way Investments Pte Ltd  
Wendell Trading Company  
White Lodge Kindergarten  
Phoenix Park Pte Ltd  
William & Mary Bird Fund  
Wipro Networks Pte Ltd  
Wong Chee Khin David  
Wong Soon Peng Adrian  
Woon Brothers Foundation  
Pte Ltd  
Yangzheng Foundation  
Yeo Ah Yeng  
Zhang Rong  
Zhao Bingli  
Zhao Jiye

**\$1,000 - \$2,999**

Active Learners Child Care  
Pte Ltd  
Ang Hwee Yang  
Annitha Annathurai  
Asia Pacific Breweries  
Singapore Pte Ltd  
Auw Chor Cheng  
Baosteel Singapore Pte Ltd  
Bombay Bazaar  
Bryan Marshall  
Capital Airconditioning  
International Pte Ltd  
Capitaland Hope Foundation  
Chai Min Chuan

Chang Pow Onn Alexius  
Chang Wee Hua Eric  
Chang Yueh Fong Cecilia  
Cheah Seng Cher  
Chee Nian Tze  
Chee Wei Shuen Shaun  
Chew Beng Eng Evelyn  
Chia Cher Khiang Vincent  
Chia Kim Chai  
Chia Kim Huat  
Chia Kim Yong  
Chiang Cheok Kin  
Chiang Ging Seng  
Chiang Hock Seng Patrick  
Chien Hsiu Fang  
Chinniah Kunnasagaran  
Chionh Chye Khye  
Chok Soo Hoon Mildred  
Chong Khee Yin  
Choo Kok Guan  
Chow Kum Seng  
Chow Pei Pei Cindy  
Chow Woon Chun  
Chua Chai Hun  
Chua Hai Siew Ambrose  
Chua Shengzhi  
Chua Soh Har  
Chua Wee Lee Anggerek  
Design 2 Associates Pte Ltd  
Dhavale Ajinkya Arvind  
DHL Supply Chain Singapore  
Pte Ltd  
Dou Yee Enterprise (S) Pte Ltd  
Dunman High School  
Durasafe Pte Ltd  
ECO2 Builder Pte Ltd  
Edrington Singapore Pte Ltd  
Eng Boon Heng Leslie  
Fairfield Methodist School  
(Primary)

First Corp Pte Ltd  
Fong Chee Meng  
Gan Beng Jin Lloyd  
Gan Chin Wei Tervis  
Gan Ying Tang  
Gay Ping Kee Raymond  
Goh Boon Leng  
Goh Chwee Sing  
Goh Dong Hong  
Goh Eng Heng  
Goh Kwang Soon Joel  
Goh Pi Lee Beverly  
Goh Sze Wei  
Greatland Company Pte Ltd  
Grid Communications Pte Ltd  
Gwee Tiong Kee Ronald  
Hakim Warsono  
Han Chung Heng  
Harry Elias  
Hewlett-Packard Singapore  
(Sales) Pte Ltd  
Ho Pang Min  
Ho Twee Teng  
Ho Zhi Zhang  
Hong Geok Mui  
HP Singapore (Private) Limited  
Huang Ching Ying  
Hyundai Merchant Marine  
(Singapore) PTE. LTD.  
Interlocal Exim Pte Ltd  
James Cook University  
Singapore (Psychology  
Society)  
Joe Li Electrical Industries  
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We regret that we are unable to acknowledge all the help and support we have received in the year in these pages.

We sincerely thank all our donors, volunteers, supporters, friends and well-wishers who have stood by our cause and made an impact in the lives of persons with disabilities.

# 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 in our many programmes and services.





Serving people with disabilities since 1964



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