

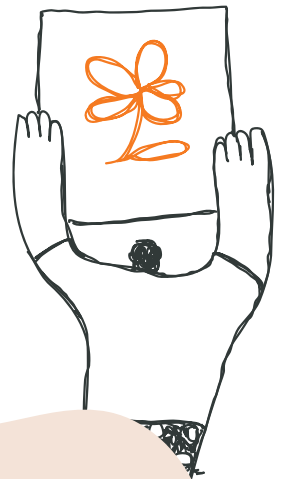
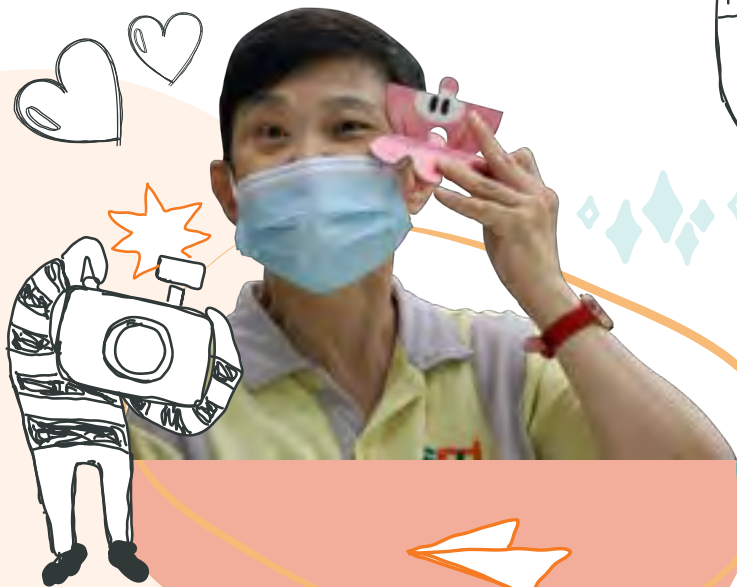


Serving people with disabilities since 1964

What We Do

Together Matters

ANNUAL REPORT 2021/2022

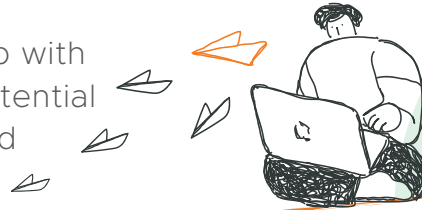


Vision

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

Mission

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

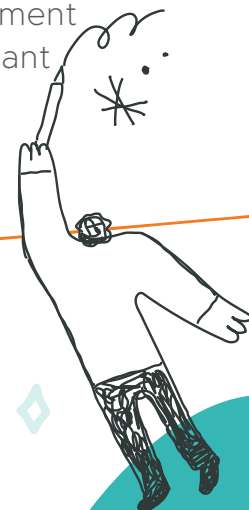


ur Purpose

Since 1964, SPD has been helping people with disabilities of all ages to integrate into mainstream society. We remain committed to enabling them to be a part of the community and not apart from it.

Pe ple 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.



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President's Message

FY2021/2022 was another challenging year as the world continued to reel from the impact of the COVID-19 pandemic. In times like this, the power of collective strength was all the more important as we joined hands to help persons with disabilities weather the storm.

We are thus very heartened by the solidarity shown by our staff, supporters, caregivers and partners in coming together to serve over 10,500 persons with disabilities in the year. Their immense support enabled us to deliver quality and timely services to persons with disabilities and their families, while enhancing our programmes and services to cater to the varying needs of our clients.

Programme Highlights

On the early intervention front, we piloted the Little Seeds programme at SPD@Jurong so that caregivers could learn strategies to support their children with developmental needs awaiting enrolment in the EIPIC programme. Much effort was also put into building capability among pre-school educators and caregivers through training courses and workshops to enable them to support children with disabilities better.

We resumed the DAC Without Walls programme in January 2022 after it went on a hiatus due to the COVID-19 situation. Piloted from late 2019, we hope to see more people with moderate disabilities enhance in their physical health, independence and social relationships through this community-based programme.

In June 2021, our rehabilitation centre branched into brain injury rehabilitation, making us the first

known community service provider in Singapore to provide rehabilitation to improve the quality of life of persons with moderate traumatic brain injury.

Together with SG Enable, Microsoft and Infocomm Media Development Authority, we developed the Digital Enablement Programme and trained 51 persons with disabilities in digital skills so that they would not be left behind in this highly digitally connected world that we live in.

We kept up our push for adoption of assistive technology (AT) with our ninth satellite AT loan library set up at the Singapore National Eye Centre. This is the first satellite AT loan library based in a healthcare institution.

Tapping on the collective strength of different social service agencies, we partnered SG Enable and two other social service agencies in developing a caregiver assessment and engagement framework for the disability sector.

Recognising the importance of self-advocacy, we appointed five individuals with disabilities and caregivers as Inclusion Champions and worked with them to advocate for the disability community.

Receiving the inaugural Enabling Mark (Gold) accreditation for two years from 27 August 2021 was certainly a great honour and we are heartened to receive this national-level accreditation from SG Enable.

Exciting times lie ahead as we gear up for the launch of a contact centre in the second

quarter of FY2022/2023 which would provide employment and training for persons with disabilities. We will share more details in due time.

What We Do Together Matters

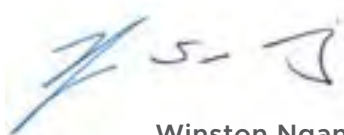
We are moved by the unwavering commitment of our longstanding partners as well as the support of our new friends who gave \$5.69 million in all to our cause. We are also blessed to have over 100 individuals and 17 corporate partners coming onboard as volunteers, contributing a total of more than 5,000 hours in service. Five corporates also supported our new groceries distribution programme where they bought groceries, then packed and delivered them to more than 100 families.

The road to inclusion has started and there is still some way to go. We are extremely fortunate to have many friends who have joined us on this journey. Without them, many of our achievements would not have been possible.

I would like to express my deepest appreciation to our partners, donors, volunteers, my colleagues on the Board, as well as the management team and staff of SPD, for believing in and staying true to our mission and for working hand-in-hand to empower persons with disabilities.

Our work in disability inclusion continues. Through it all, what we do together matters, because our unified action can rebuild lives and seed goodness in the community that would in time engender even more excellent outcomes.

Yours sincerely,



Winston Ngan
President



Highlights for the Year

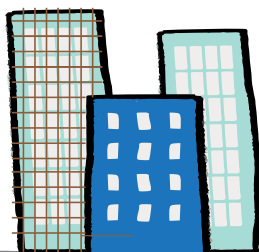


We were accredited the **Enabling Mark (Gold)** for two years from 27 August 2021 in recognition of our inclusive employment practices.



Asia Pacific Breweries (APB) Foundation Scholars Winston Wong and Elliot Teng, together with former Transition to Employment client Kishon Chong, received the **Goh Chok Tong Enable Awards** in recognition of their potential and commitment in serving the community.

We launched the **Brain Injury Rehabilitation Programme (BIRP)** in June 2021, making us the first known community service provider in Singapore providing specialised rehabilitation to persons with moderate traumatic brain injury.



41 SPD staff were awarded two Star, 22 Gold and 17 Silver awards at the **Singapore Health Quality Service Awards 2022**.



An **SPD Contact Centre** is being set up under the Enabling Lives Initiative. Situated at the Enabling Village, the centre will provide employment and training for persons with disabilities and is expected to be operational by the second quarter of FY2022/2023.



Coming Together for Good



“Being a voice of change for our children with special needs takes mental strength and energy and may sometimes be lonely. So imagine my excitement when I was approached to be one of SPD’s Inclusion Champions, where I was given opportunities to amplify my advocacy values through media features, focus group discussions and talks. I look forward to doing my bit to advance the disability cause with the support of SPD.”

Mdm Tahirah Mohamed, SPD Inclusion Champion and mother of nine children of whom seven have special needs

“It has been a great experience working with SPD to provide internship opportunities for students with special needs. SPD’s pre-internship training has helped the students to cope with the work tasks and they could value-add to the company. With the support of the experienced job coaches from SPD, we were also able to onboard our interns smoothly. Thank you for the great work, Team SPD!”

Mr Lawrence Luan, Founder and Chief Executive Officer, Octopus8



“Exyte is privileged to be part of SPD’s corporate volunteers and donors for more than 15 years. The partnership has been fantastic and ties in with our core value to inculcate diversity and inclusivity, while supporting meaningful CSR activities. We are thankful to contribute in our small ways and look forward to the continued partnership with SPD.”

Mr Jerry O’Sullivan, Vice President, Operations (SEA), Exyte Singapore Pte Ltd (second from right)

“As a sportsman who had to contend with his fair share of injuries, I realised quite early on in life that I was taking for granted simple things like the ability to walk, squat, sit or lie down unaided. During my periods of “forced inactivity”, my thoughts went out to those with permanent or semi-permanent physical and other disabilities. Before long, I resolved to support charities like SPD. Earlier this year, I visited SPD at their premises and it was a truly edifying experience. As one of its long-time supporters, I was delighted to see SPD making prudent use of its resources to carry out its activities, programmes and various initiatives for those with disabilities.”

Mr Ian De Vaz, individual donor





“Working as a craftsman at SPD for over 51 years, I’ve had the opportunity to breathe new life into my customers’ treasured books through book restoration, as well as binding journals with specialty fabric. Sharing my skills with the younger generation and members of public whenever they participate in our workshops makes me happy. I’m proud to be able to share my knowledge and the work that we do each day.”

Mr Gan Boon Leong, Master Craftsman at the SPD Sheltered Workshop supported by Keppel

“Mind Culture’s vision of helping people thrive in the face of life’s struggles aligns with SPD’s mission to maximise the potential of people with disabilities. Understanding the challenges they face, we aim to support SPD’s staff by assisting them in coping with the weight of their duties and responsibilities.”

Ms Jeslyn Lim, Founder and Managing Director, Mind Culture



“Much of our work at SPD is possible because of the goodwill of the community. It is not only heartening but also inspiring to work with like-minded donors and sponsors to make a difference. I am proud to contribute to this ecosystem.”

Ms Adeline Tan, Partnerships Manager, Resource Development, SPD

“In my nine years with SPD, nothing is more rewarding than helping clients with varying levels of needs build their confidence and a sense of belonging through creative activity planning. I am blessed to have a group of supportive colleagues in this journey as we continue to bring positive energy and make a difference in the lives of our clients.”

Ms Shahidah Lam, Senior Training Officer, SPD Day Activity Centre



Figures at a Glance

10,572

clients supported in the year*



1,512

children and youth received early intervention and educational support



139

jobseekers with disabilities placed in open employment



121

persons with disabilities trained for employment



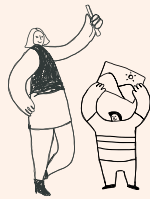
6,150

individuals supported by 104 therapists in 61 rehab-based community programmes



507

individuals underwent therapy at SPD Rehabilitation Centres



214

clients served in day activity and day care programmes



262

lives enriched through assistive technology



1,456

caregivers supported



Over **15,000** individuals reached through public education efforts



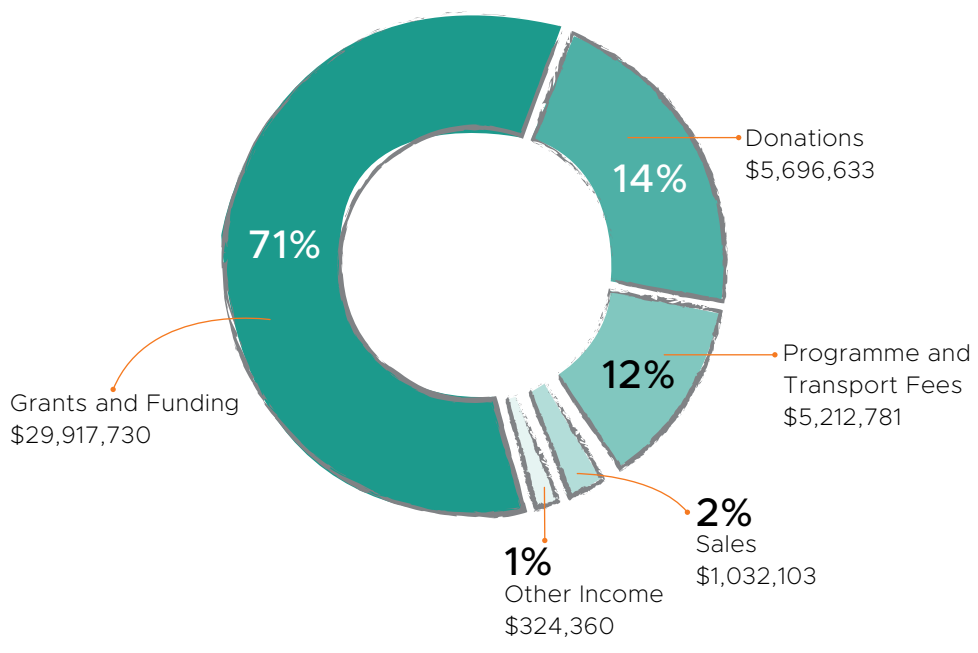
108 individuals and **17** institutions donated **5,145** man hours

*based on service count

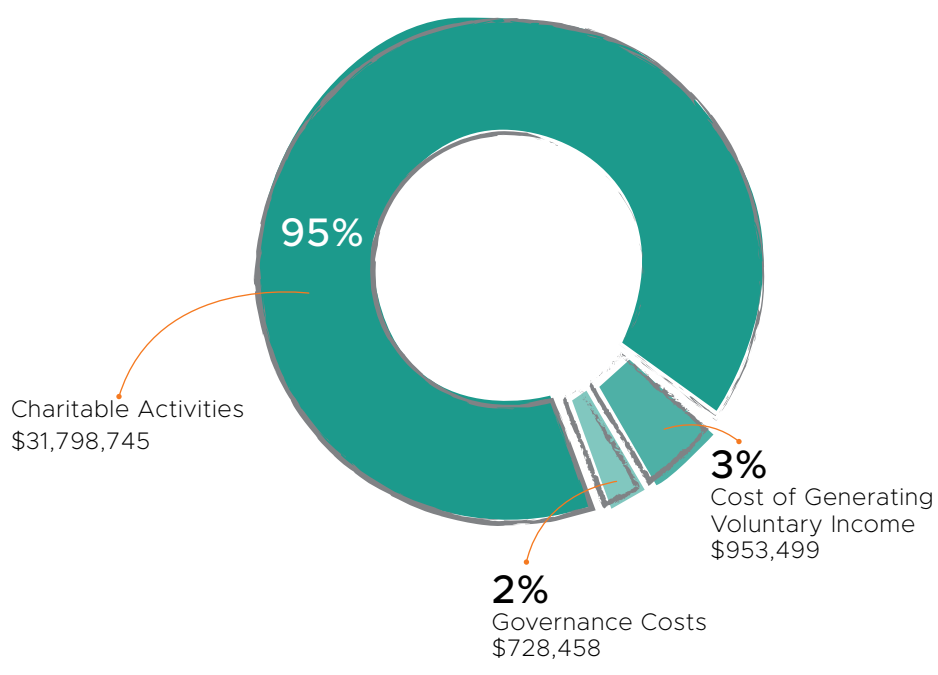
Sources of Funds and How They Were Used

In FY2021/2022, we received about \$42.2 million, mainly from Government grants and donations, which went towards programmes and services to enable more than 10,500 persons with disabilities. Our support cost was maintained at 16 per cent of the \$33 million total operating expenditure.

Sources of Funds



How Funds Were Used



Helping Children Reach for the Stars

In our early intervention programmes, we work with children and youths with developmental needs to help them achieve their educational milestones.

1,429 children and youths supported.



Highlights



- Under our newly-enhanced **Transition Programme**, our **Early Intervention Programme for Infants and Children (EIPIC)** graduates and caregivers were offered three months of support post-graduation to help ease the children's transition into primary school.



- We piloted the **Little Seeds programme** at SPD@Jurong to support caregivers whose children were waiting to be enrolled in the EIPIC.



- A fundraising campaign was set up to encourage caregivers of children who have benefitted from the **Continuing Therapy Programme (CTP)** to pay it forward by sponsoring therapy services for children from lower-income families.

Early Intervention Programme for Infants and Children

678

children served at four centres, a **1.5 per cent increase** from last year.

56

advanced to mainstream primary schools.

65

progressed to special education schools.

Diagnostic Profile

29% Global developmental delay

59% Autism spectrum disorder

12%
Others*

*includes cerebral palsy, speech and language difficulties etc

Development Support-Learning Support (DS-LS)

Provided

567

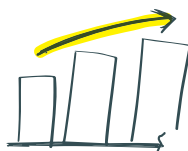
therapy packages and

26

learning support packages at **326** pre-schools.



More clients were served this year with the relaxation of COVID-19 measures.



Number of pre-school partners **grew** by **23** per cent to **326** with greater outreach to pre-schools to raise awareness of the programme.



I've always treasured the partnership with SPD as their DS-LS is truly a programme that we can rely on to support children who need help in their learning. The teachers and I also benefitted from this programme as SPD's therapists are very willing to share useful methods that we can use to teach the children better. I look forward to our yearly partnership and also hope that more childcare centres in Singapore can take up this programme with SPD too."

**Ms Germaine Chia, Principal,
Childcare@The Enrichment Pte Ltd**
(left, in white top)



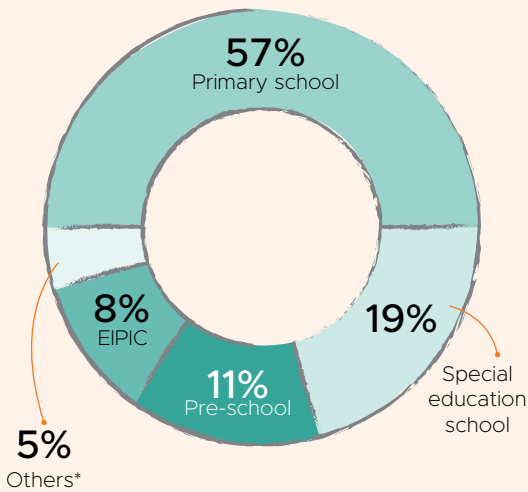
Continuing Therapy Programme (CTP)

158

children and youths served, an **increase** of **10** per cent from last year.

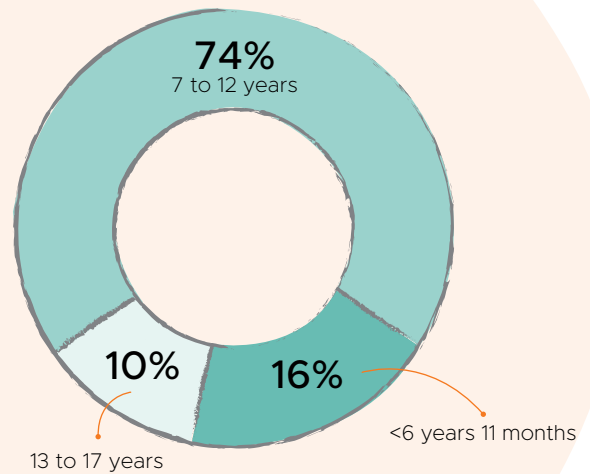


Educational Profile

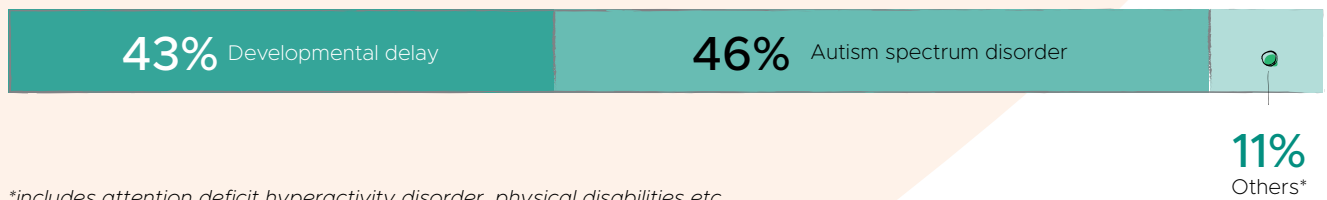


*includes secondary school and no schooling

Age Profile



Diagnostic Profile



*includes attention deficit hyperactivity disorder, physical disabilities etc

Coping with and Enjoying School with Timely Intervention

Muhammad Aqif Bin Muhammad Zulkarnain, 9

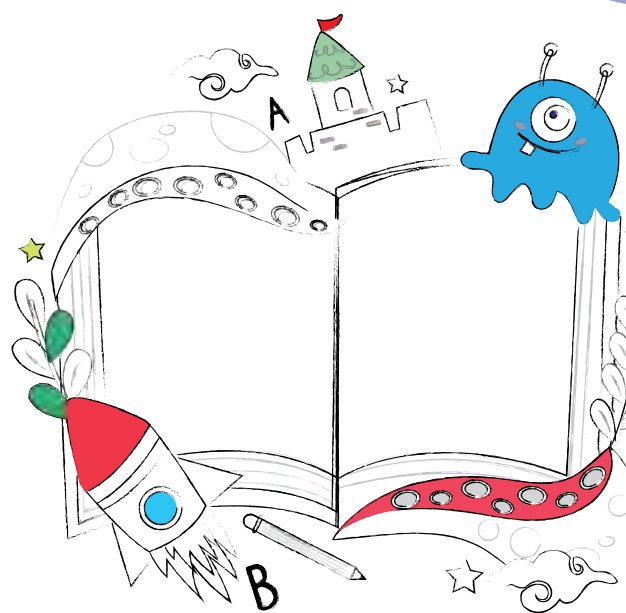
Aqif was diagnosed with moderate-severe language delay and attention difficulties. The Primary 3 student struggled to participate in school activities as he got easily distracted in class and had difficulty expressing his ideas in sentences. He also had difficulty understanding classroom instructions and completing his homework.

Concerned with his inability to express himself adequately and pay attention in school, Aqif's mother enrolled him in the Continuing Therapy Programme (CTP) in 2020 where he attended speech and occupational therapy.

His speech therapist worked with him on his oral language and reading comprehension skills to increase his engagement in curriculum activities and improve communication with his loved ones. Aqif also worked on improving his planning, organising and handwriting skills with his occupational therapist as they are important for daily tasks such as packing his school bag and completing writing tasks.

Besides working with Aqif and his parents, his therapists also reached out to his teachers, updating them on his therapy progress and sharing strategies so that they could help Aqif learn better in class.

Aqif has made great progress and is now able to narrate a story, apply new vocabulary in sentences, and focus better.



She Bloomed Under a Circle of Care

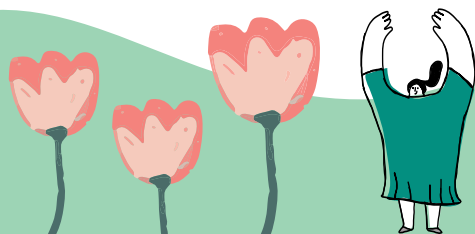
Awlia Waafini Binte Abu Bakar, 4

Awlia was diagnosed with spina bifida, a condition that results in a severe structural scoliosis of her spine, limited left shoulder movements, and weak muscles around her trunk and limbs. She requires assistance in her daily activities such as dressing and moving around.

In 2020, her parents enrolled her in the Building Bridges EIPIC Centre at SPD@Jurong where she attends EIPIC three times a week, and receives physiotherapy at least once weekly.

Her physiotherapist worked with her family and the other EIPIC professionals to carry out interventions in the EIPIC classroom and at home. With time, Awlia made good progress.

Awlia's eyes sparkle with determination as she now works on improving trunk rotation, spinal mobility and upper limb strengthening.



Empowering Youths

We aim to bring out the best in our students by offering holistic support through bursaries, scholarships, case management and befriending services.

Highlights



69 bursary recipients and

14 scholarship holders received **\$237,400** in educational support from the **NatSteel-SPD Education Programme Bursary Awards** and the **Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities**.



- A **NatSteel Empowerment Award** was given to a youth to pursue his interest in IT applications development.



- The funding quantum and income criteria for the Bursary were increased to support more low-income families amid rising living costs.

- Networking events and developmental workshops on financial literacy and work-life harmony were organised for the **Youth Circle** comprising past and current Scholarship recipients, to build stronger ties among the youths and to encourage self-advocacy.

Undergrad Helps Others Like Him Who Have Hearing Loss

Rajpal Nirat Singh, 22

Nirat was diagnosed with moderate hearing loss at the age of five. While living in Vietnam, the circumstances of fellow students with hearing loss struck a chord with him, inspiring him to set up an organisation called Hearing Vietnam to transform their education. His resourcefulness saw him successfully garnering devices like bone-conduction headphones and audiobooks, which beyond helping these students learn English, also enabled some of them to hear music for the first time.

“My family’s financial situation was hit badly from the pandemic and with the APB Foundation Scholarship, I hope to alleviate the financial burden. It also provides an added boost for me to pursue my aspiration of being a social entrepreneur,” said Nirat, who is an economics undergraduate at the National University of Singapore.



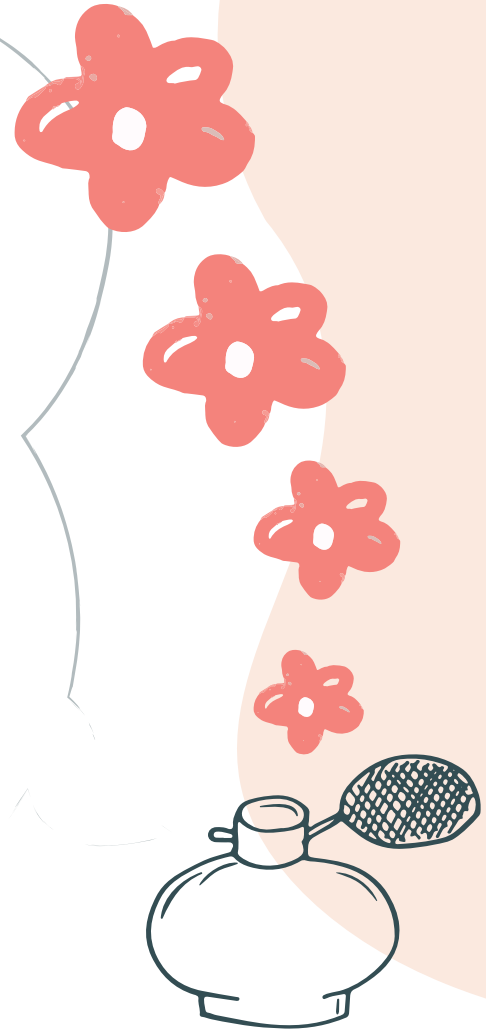
Overcoming the Odds

Fatimah Bte Mohammed Ali, 18

Fatimah has cerebral palsy and relies on her mother, her main caregiver, for support in daily activities such as grooming, dressing and commuting.

To help with the household expenses, her mother joined Fatimah's father in signing up as safe distancing ambassadors. But both lost their jobs after the COVID-19 restrictions were eased when the pandemic situation stabilised. While her father found a job as a security officer subsequently, her mother hopes to find a job closer to their home so that she can care for Fatimah.

The Secondary 4 student hopes to pursue a course in perfumery upon graduation and is thankful for the NatSteel-SPD Bursary Award which has supported her since 2017. The award has gone a long way in helping Fatimah pay for her school fees and expenses, which offers her family some financial reprieve.





At APB Foundation, we are invested in supporting communities to thrive and that includes investing in young talents. I am deeply proud of all that we have accomplished in the past 18 years with SPD in empowering outstanding individuals who have since gone on to make a positive impact and contribution back to our community. Every success that we have seen is testament that with the right support, these talents can uncage their fullest potential and shine brightly.”

Mr Kenneth Choo, Member, Board of Trustees, Asia Pacific Breweries Foundation (left, receiving a token of appreciation from former scholar Winston Wong)



Over the last three years through the NatSteel-SPD Empowerment Award, I was able to mentor some youths and help them achieve their career aspirations. It has been meaningful and extremely satisfying to guide the mentees in taking charge of their aspirations and preparing them for the future. I'm delighted to be part of this programme.”

Mr Ganesh Krishnaswamy, Chief Information Officer, NatSteel Holdings Pte Ltd (top left with NatSteel Empowerment Award recipient Keith Tan and his mother)



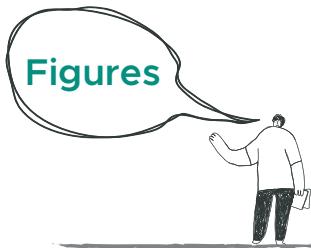
Transforming Lives through Financial Independence

Employment provides not only financial independence, but also instills dignity and presents opportunities for social participation. We offer job seekers with disabilities a continuum of employment support and training in supported, sheltered and open employment settings.

Employment Support Programme

Our **Employment Support Programme (ESP)** helps people with physical disabilities as well as hearing and vision loss secure open employment and realise their career aspirations.

Besides offering courses and training to improve their employment prospects, there is also job support of at least six months to ensure our jobseekers with disabilities are able to adapt and cope with the job and working environment.



424

jobseekers with disabilities supported, **up from 421** individuals last year.

139

clients placed in open employment in **115** organisations, as compared to **127** placements in **99** companies the year before as more companies were hiring when the COVID-19 situation improved.

36

vocational training sessions conducted, **up from 25** last year as we started the digital skills training classes for Sheltered Workshop trainees since October 2021.

189

training places in IT, admin and softskills training provided to increase the employability of **121** trainees.



Diagnostic Profile

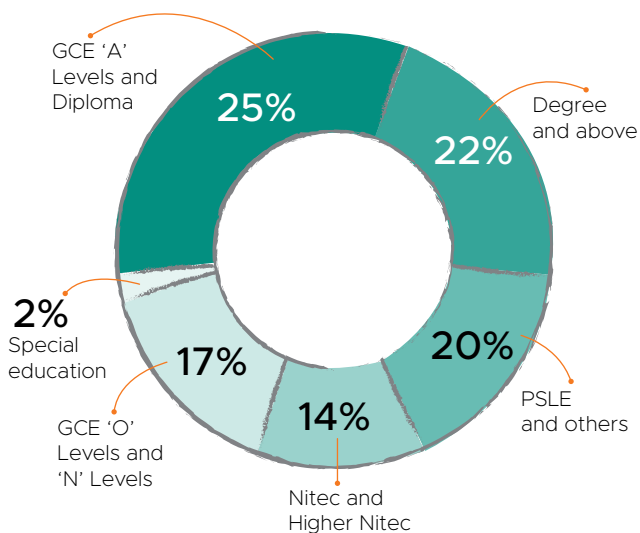
60% Physical disabilities

23% Hearing loss

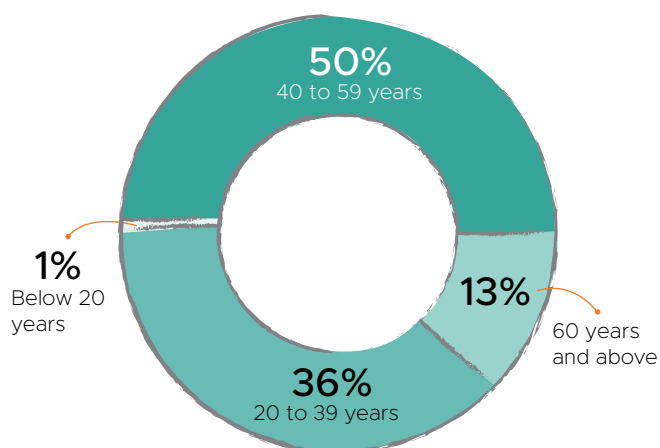
11% Vision loss

6% Intellectual or multiple disabilities / others

Educational Profile



Age Profile



Learning and Growing in the Job

Loh Eng Meng, 43

Born with profound hearing loss, Mr Loh enrolled in SPD's Employment Support Programme (ESP) in the hopes of seeking employment after his contract as an events management co-ordinator at his previous company ended in 2017.

When he first joined the ESP, he underwent a structured ESP employability training conducted by our social worker to understand his own job expectations better and find ways to identify suitable training opportunities. Our employment support specialist worked closely with him to finetune his resume and recommended suitable jobs that matched his strengths and experience.

Eventually, Mr Loh landed a job at a company specialising in interior fit-out where he provides IT support to the Human Resource department, and helps in the onboarding of new hires and the planning of building facilities. Having worked in the company for three years now, he enjoys learning new things every day. He is grateful to be working in a company that has an inclusive hiring policy that welcomes persons with disabilities.

SPD Sheltered Workshop

Our longest running programme, the **SPD Sheltered Workshop** supported by **Keppel** provides supported employment and vocational training for persons with disabilities through projects and contract work in both simulated and actual working environments.

The workshop engages persons with disabilities in skilled craftwork like bookbinding, book restoration and production of lifestyle products, assembly and packing work as well as computer-based projects such as digital archiving and data entry.



Highlights



- In collaboration with **SG Enable, Microsoft and IMDA**, we introduced the **Digital Enablement Programme** which equips persons with disabilities with functional digital skills and increases the employability of those who are work-ready.

137

supported, a dip of **7** per cent from last year as most screened did not meet the admission criteria. There was also withdrawal from the programme due to the pandemic situation.

3

trainees graduated to open employment.

41

trainees engaged in enclave assignments, an **increase** from last year as more were found to be work-ready under the Sheltered Workshop training.

Figures



\$1,032,103

in income generated from the workshop, an **11** per cent **increase** with more work contracts secured as the economy opened up.



Diagnostic Profile

47% Physical disabilities

40% Developmental disabilities

7%
Multiple disabilities

6%
Sensory disabilities

To Be Self-reliant is Her Greatest Motivation

Ng Chai Lian, 54

Mdm Ng had a stroke eight years ago and lost her job. As her savings were depleting, she turned to SPD's Employment Support Programme for help. Found unsuitable for open employment at the time, she was referred to the SPD Sheltered Workshop where she received job training and work skills development.

As part of a training opportunity, Mdm Ng was selected for an enclave assignment offered by our employment partner, **Bollore Logistics Singapore Pte Ltd**, in November 2019. She worked at Bollore's warehouse and was involved in unzipping, unpacking and kitting of cosmetic products. Our occupational therapist also worked with her in taking public transport independently to and from the workplace.

After receiving an On-the-Job Training certification from the Institute of Technical Education, the team shortlisted her for a job as a hand packer at **N&N Agriculture**, under **SPD's Intensive Supported Employment Programme (ISEP)**. Mdm Ng completed her job trial and ISEP training and has been gainfully hired by N&N Agriculture since September 2021.



Transition to Employment

Adopting a transdisciplinary and client-centred approach, the **Transition to Employment (TTE)** team helps persons with acquired physical disabilities return to work or school through therapy and work-hardening skills.



Highlights

- **Emotional Resilience Programme, Client-To-Client sessions** and **Sleep** and **Pain support groups** were developed to offer a range of care support for clients.
- **3** TTE alumni returned to offer peer support and resource building services in projects such as the **Return to Work Support Group**.
- Psychology services were incorporated as part of TTE's programme offerings.



- **TTE Rehabilitation Track** was introduced for clients who needed a longer runway to prepare for employment.



87 clients served,
of whom **50** were discharged.

70 per cent
of discharged clients
returned to work

Figures



2%
Amputation

Diagnostic Profile

60% Stroke

23%
Spinal cord injuries

12%
Others

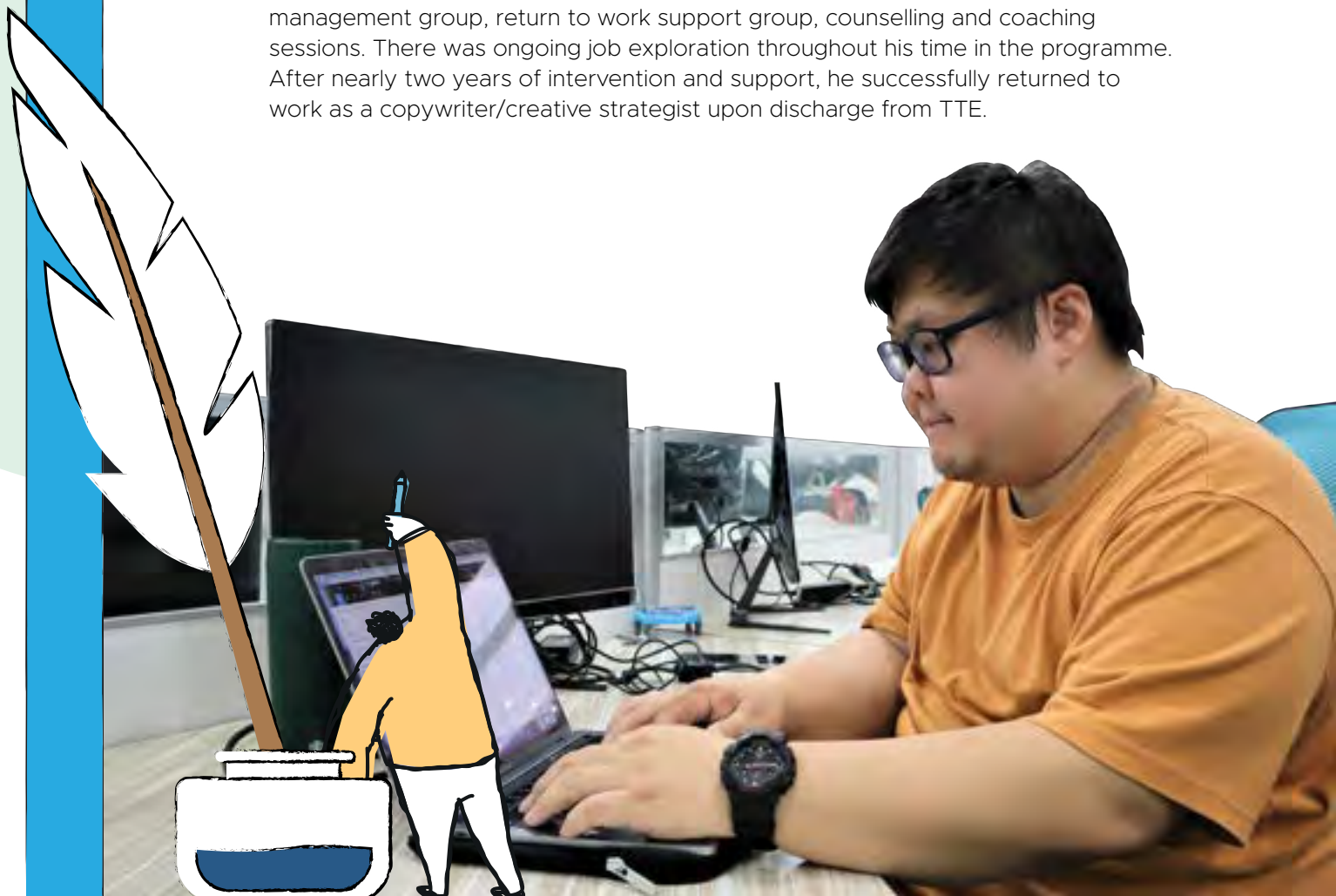
3%
Neurological
conditions

Returning to the Workforce with Confidence

Issac Lim, 36

Isaac was a former writer who joined SPD's Transition to Employment (TTE) programme after he was diagnosed with Cauda Equina syndrome. As he uses a wheelchair, it was difficult for him to access his previous office which was located above a shophouse that has no lift access. Though he was working from home, he was concerned that it would be inconvenient if he had to return to office. He decided to look for a new job and joined TTE in 2020.

At TTE, he received physical and functional interventions comprising strengthening exercises, functional upper limb activities, community mobility training, community outings and exploration of sports such as disabled archery. He also received psychosocial and employment support through participation in TTE's self-management group, return to work support group, counselling and coaching sessions. There was ongoing job exploration throughout his time in the programme. After nearly two years of intervention and support, he successfully returned to work as a copywriter/creative strategist upon discharge from TTE.



Improving Quality of Lives

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



Day Activity Centre

At the **Day Activity Centre (DAC)** located at our headquarters in Tiong Bahru, adults with disabilities are engaged 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.

Highlights

16

clients were trained to use assistive technology (AT) to help them communicate better and for computer access.



- **DAC Without Walls** resumed in January 2022 after the programme went on a hiatus due to the COVID-19 situation.
- Leathercraft and diamond artwork produced by clients with autism were put on the SPD e-shop for sale.

88

clients supported



Figures



Diagnostic Profile

81% Physical or multiple disabilities

19% Autism spectrum disorder

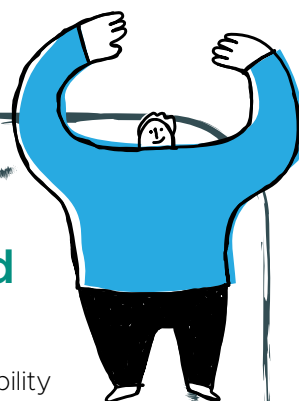
Subsidies	No. of Clients (after means testing and internal deviation)
Public Assistance, 100%	21
75% to 80%	38
30% to 60%	13
No subsidies	16

Keeping Hong Yun Meaningfully Engaged

Chong Hong Yun, 22

Hong Yun was diagnosed with autism spectrum disorder and intellectual disability at an early age. When he first joined the Day Activity Centre (DAC) in 2019, he was found to engage in self-injurious and aggressive behaviours such as hitting himself or others and biting his hands and legs to the point that they bled. He also threw tantrums and had meltdowns frequently. These behaviours would increase in frequency and intensity when he could not have the snacks and drinks that he wanted.

To address this behaviour, a “first, then” visual schedule was created to set limits and convey clearly to Hong Yun when he could get the items that he wanted. Concrete visual cues and a timer were also used to teach him the concept of waiting. With consistent interventions, the frequency and intensity of his tantrums and self-injurious behaviours reduced significantly. In this past year, he has also shown improvements in terms of his work task tolerance and ability and willingness to follow exercise circuits. Hong Yun, who attends the DAC thrice a week, is now learning leathercraft skills to maximise his vocational potential as well as to hone his fine motor skills and improve his concentration.



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

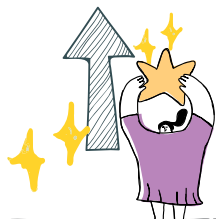
- The **Brain Injury Rehabilitation Programme (BIRP)** was launched in June 2021, making SPD the first known community service provider in Singapore to provide specialised rehabilitation to persons with moderate traumatic brain injury. It provides cognitive rehabilitation with the aim of rebuilding the individual's self-identity, promoting independence and improving overall quality of life.



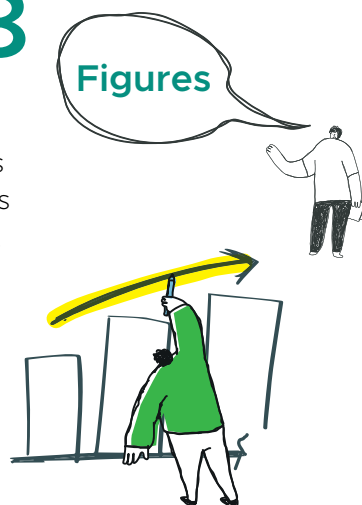
- A bi-monthly medical consultation was started with rehabilitation doctors from **Tan Tok Seng Hospital** to expose SPD's therapists to the expertise of external rehabilitation physicians. This is on top of similar ongoing sessions with **Singapore General Hospital**.
- The SPD Rehabilitation Centre at SPD@Toa Payoh reached out to **National Health Group Polyclinics (NHGP)** and private practitioners in the vicinity for referrals and started supporting patients with musculoskeletal issues from these clinics from September 2021.

507 clients supported at the SPD Rehabilitation Centres, **up 29** per cent from last year as more clients returned for service as the COVID-19 situation stabilised locally.

126 clients enrolled in SPD@Toa Payoh's day care programme, **up 3** per cent from last year.



20,978 therapy sessions provided at SPD Rehabilitation Centres and SPD@Toa Payoh's day care programme, **up 34** per cent from last year.



145 tele-practice sessions offered to **13** clients from the SPD Rehabilitation Centres.



Stroke Survivor Finds His Voice

Allan Tan, 50

Former managing director in the automotive industry, Mr Tan found that his life took a dramatic change when he survived a stroke three years ago. Since then, he has difficulty holding conversations as he struggles to plan and organise sentences, as well as finding the right words to say. His condition, known as aphasia, happens when parts of the brain that control language are damaged after an injury such as a stroke.

When he was enrolled in the SPD Rehabilitation Centre, his speech therapist introduced strategies such as using alternative words and a mix of languages to help him find the right words to say. She also worked with Mr Tan to better plan and organise his messages so that his loved ones could understand him better. With regular intervention, Mr Tan has made much progress to his expressive speech and is now able to apply the strategies effectively to his daily communication.



Leveraging Techn[♥]ology and Pushing Boundaries



Specialised Assistive Technology Centre

We explore the use of assistive technology (AT) with our clients to enable them to overcome challenges in the environment. Our **Specialised Assistive Technology Centre (Specialised ATC)** is situated at **Tech Able**, which is jointly managed by **SPD** and **SG Enable**, at the Enabling Village.

Highlights



- Conducted AT training for **439** students, who are undergraduates in occupational therapy, biomedical engineering and more, from **11** Institutes of Higher Learning (IHLs).
- Developed and conducted masterclasses on Supporting Students with Special Educational Needs (SEN) for SEN Support Centres of **8** IHLs.
- Launched the **ninth** AT satellite loan library at the **Singapore National Eye Centre**, the first that is based in a healthcare institution.

262

clients supported, up **22** per cent from last year.

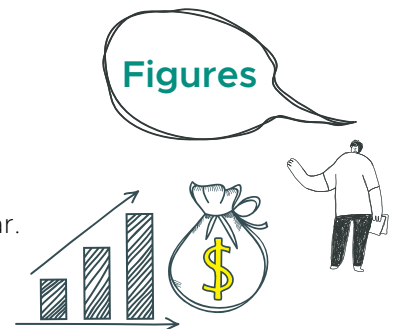
420

intervention sessions conducted.



413

AT devices loaned out, an **increase from 341** loan last year.



Figures

Diagnostic Profile

Neurological conditions (autism, cerebral palsy, stroke etc)

67% Physical disabilities

14%

19%

Others (sensory and learning difficulties)

Connecting with Others through Assistive Technology

Lim Joo Phiau, 43

A road traffic accident left Mr Lim with traumatic brain injuries that impacted his motor skills, communication abilities and to some extent, his memory. With limited hand and leg movements, he relies on his stepfather, who is his main caregiver, to help him in daily activities. Mr Lim was enrolled in the Specialised Assistive Technology Centre (Specialised ATC) in 2019. To help him move around independently, he was prescribed a motorised wheelchair.

During an assessment, the Specialised ATC team noticed that his communication was limited to sounds or part words, which only his stepfather could understand. Before receiving intervention, Mr Lim primarily used a handphone to receive phone calls from his stepfather, which limited his ability to express himself fully. Subsequently, the team prescribed him with an android and text-based Augmentative and Alternative Communication (AAC) application that allows him to type out messages, say them aloud and even store messages for future use. As he gets more familiarised with using the app, Mr Lim is now able to engage his family and friends via WhatsApp. More recently, he was able to attend online befriending sessions with a volunteer from SPD.



Partnering Clients and Caregivers in Their Rehab Journey



Specialised Case Management Programme

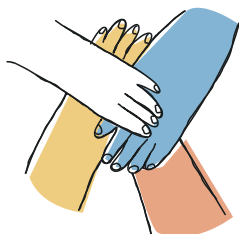
Our social workers and case management officers provide counselling, financial assessment and assistance, guidance on self-care management and referrals for persons with disabilities and their families, connecting them to useful community resources.

Highlights

- Monthly **Stroke Survivors Support Group (3SG)** was run from April to July 2021 in collaboration with the **Singapore National Stroke Association**.
- Conducted a care planning talk for caregivers of stroke survivors in September 2021.
- Started the **Malay Community Psychosocial Support Group** to reach out to Malay-speaking clients and caregivers.
- Two posters on supporting children of parents with disabilities and disability money matters were presented at the **Principal Social Work Seminar**.
- Served as a member in the **Family Violence Workgroup** along with other agencies in central Singapore such as the **Singapore Police Force, Social Service Office @ Bukit Merah and Kreta Ayer, and Association for Persons with Special Needs (APSN)**.



504 individuals and their families received case management support **up 9** per cent from last year.

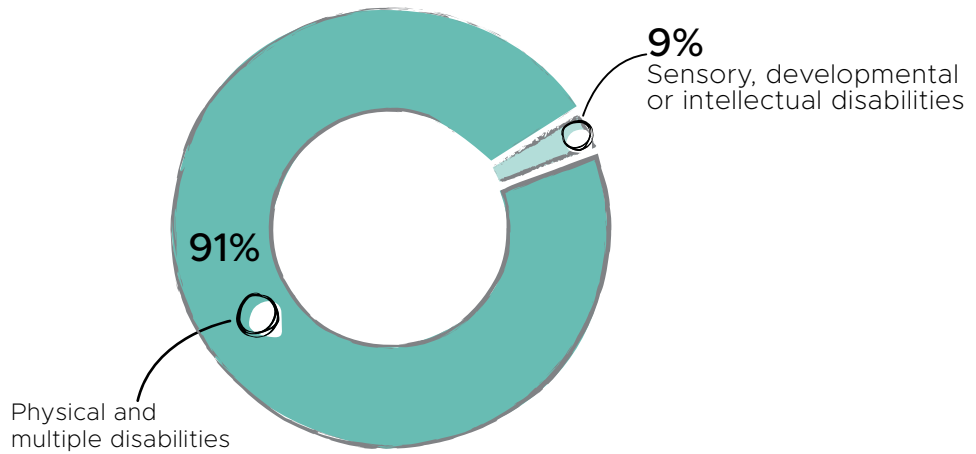
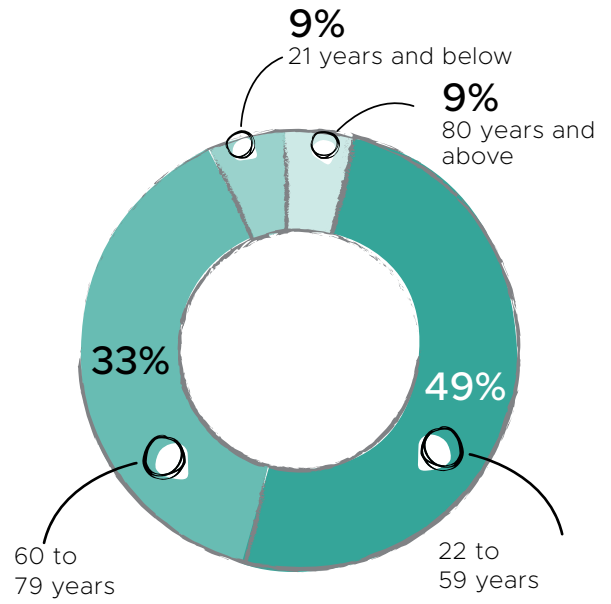
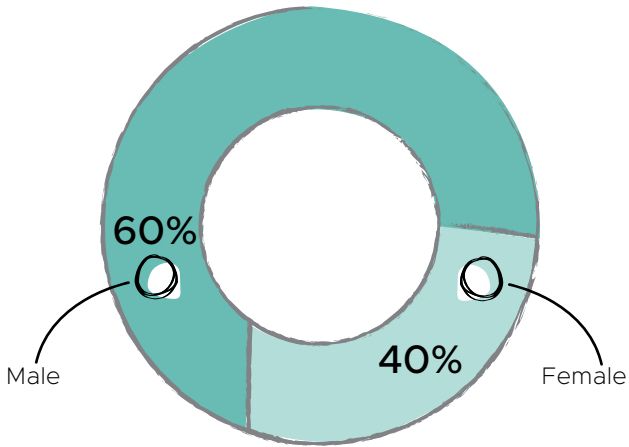


267 home visits conducted, down **16** per cent from last year as we shifted to virtual support in view of the COVID-19 situation.



Figures

Client Profile



Over **60%** earned less than **\$1,200** per month



Caregiver Support

Supported and engaged **1,456** caregivers through a series of training and support activities.



Co-developing a **Caregiver Assessment and Engagement framework** for the disability sector together with **SG Enable** and two other social service agencies.



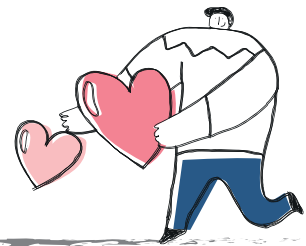
Piloted the use of the **Zarit Burden scale** as a consistent assessment tool to tier the level of support for caregivers.

Sheltered Workshop started a monthly support group for its caregivers.

Quarterly talks on topics such as self-care, future care planning and deputyship were organised for caregivers of clients from **Day Activity Centre, Sheltered Workshop and Specialised Case Management Programme.**



Launched a caregiver-to-caregiver support for the **Transition to Employment programme.**



Subsidies & Financial Assistance

The **SPD Care Fund** disbursed **\$15,350** to **22** clients who needed interim financial assistance to tide over social or healthcare crisis, as well as to subsidise the purchase of essential assistive technology and motorised devices.

The **Daily Needs Programme** disbursed **\$26,750** in grocery vouchers to **79** clients. The income criteria was increased to support more low-income families amid rising living costs.



182 clients were technologically enabled through computer access offered by the **Infocomm Media Development Authority's NEU PC Plus Programme** which SPD helped to administer. There were fewer clients supported as compared to last year as many have returned to onsite classes and working in the office, reducing the need for devices.



Specialised Transportation

Our highly subsidised two-way dedicated transport service was offered to **492** clients who were unable to take public transport to our centres due to their disabilities or route inaccessibility.



A Home of Her Own

Wong Sow Fong, 60

Mdm Wong has multiple medical conditions including hearing loss in her right ear and depression. When she was first referred to the Specialised Case Management Programme (SCMP), she was living temporarily at a friend's house while waiting for her rental flat.

As Mdm Wong has no family support, our social workers helped to alleviate her financial worries through applications for grocery vouchers, milk powder as well as for the Assistive Technology Fund to repair her mobility scooter. They also provided supportive counselling to enhance her emotional wellbeing.

When her flat was ready, our social workers helped her to settle in by applying to the Pass It On initiative and for the SPD Care Fund to get essential items for the flat. The SCMP team also worked with the district's Family Service Centre to orientate Mdm Wong into the new environment. With the encouragement and support of the social workers, Mdm Wong is now enjoying a better quality of life and improved emotional wellbeing.



Growing the Sector Together

SPD Therapy Hub

The **SPD Therapy Hub** recruits and manages a pool of physiotherapists, occupational therapists and speech therapists to meet the needs of the sector. The opportunity to be exposed to different clinical settings provides our staff with varied experience and professional development options.

6,150

clients in the community were supported by SPD Therapy Hub,

up **21** per cent from last year.

104

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

61

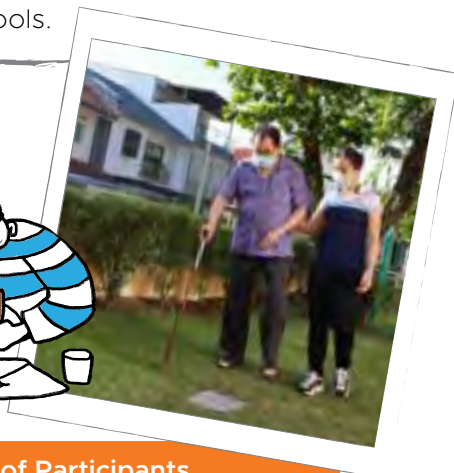
programmes within SPD and in the community such as in nursing homes, day activity centres, community hospitals, EIPIIC centres, and schools.

Figures



Capability Building across Sectors

- Professionals from **SPD's Children Services** trained **354** school personnel to build their competencies in supporting children with developmental and learning needs in mainstream schools and pre-schools.



Courses	No. of Runs	No. of Participants
ECDA-endorsed professional development courses for Early Childhood and Early Intervention Educators (2 courses)	6	150
MOE-endorsed professional development courses for primary and secondary school Allied Educators (5 courses)	5	141
Customised training workshops for pre-school and primary school staff	2	63
Total	13	354

21

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

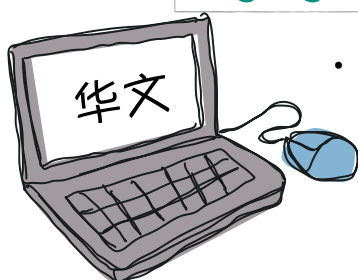


F[♥]ostering Understanding and Acceptance



Over **15,000** individuals reached through talks, events, campaigns and workshops aimed at inculcating an inclusive mindset among Singaporeans.

Highlights



- A Chinese version of SPD's corporate website, created to reinforce outreach to the Chinese-speaking community in Singapore, went live in August 2021.

- The **SPD Inclusion Champions Programme** was launched under which persons with disabilities and caregivers are recruited to advocate on behalf of the disability community.

- The **UNLABEL** campaign, with support from public transport operator **SMRT** and creative agency **Societal**, was staged for the fourth year to debunk disability stereotypes. Posters were installed at **20** MRT stations between 25 November and 22 December 2021.





Steadfast Supporters

We galvanised people from all walks of life to contribute time, expertise and money so that our clients and their caregivers are adequately supported in their programmes. We are grateful for the unwavering commitment that our supporters have shown.



Volunteers

108 individuals and **17** corporates, schools and community groups stepped forward and contributed **5,145** hours.



A new groceries distribution programme involving out corporate partners was launched.

5 participating corporates with more than **130** volunteers purchased, packed and delivered groceries to more than **100** families.



Mind Culture provided counselling support to **26** SPD staff throughout the COVID-19 pandemic.



I started volunteering with SPD since 2014. The time I spent helping others and giving back to the society has been very meaningful, and I'm happy to be a part of the SPD community. "

Agnes Chiew, SPD volunteer

Donors, Sponsors, Supporters

- The **My SPD Experience** initiative was started to encourage staff, clients and supporters of SPD to start their own online fundraising campaigns on **Giving.sg** in aid of SPD. More than **\$60,000** was raised from **15** campaigns.

- Since 2020, **Kowloon Club** has pivoted to organising virtual charity concerts to raise funds for SPD. With **Tote Board's** dollar-for-dollar matching, the Club raised **\$226,000** in the year for SPD through the **Blessed New Journey Charity Concert** held on 8 October 2021.



- The **SPD Ability Walk & Run** and **SPD Charity Golf** raised close to **\$600,000** with Tote Board matching, thanks to all our donors who came out to support the events while keeping to COVID-19 restrictions.



- Together with some friends including people with disabilities, Scott Tay (*right, seated in wheelchair*), founder of boutique travel agency **Beyond Expeditions**, embarked on a 72-km coast-to-coast trail on wheelchairs to push their own limits, inspire others and to raise funds. The group of **8** raised **\$24,000** for SPD.

- 128** schools participated in **SPD Charity Hongbao**. Altogether, they helped to raise close to **\$200,000**.

- The generosity of individual and corporate donors raised **\$5.69 million**.

- Despite economic uncertainties, the following long-time partners continued to support SPD: **Asia Pacific Breweries Foundation, Chew How Teck Foundation, Far East Organization, Keppel Care Foundation, NatSteel Holdings, NTUC Foundation, President's Challenge, TechnipFMC, Tote Board, Trailblazer Foundation Ltd, Mr Oan Chim Seng and Mr Wong Kim Yin.**

Our People, Technology and Infrastructure

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



People Development

Highlights

- The **Generic and Technical Skills and Competencies Framework** for staff as well as a **Talent Management Framework** were developed to support capability building.
- A succession planning framework was drawn up to bolster SPD's bench strength.
- An Innovation Steering Committee comprising the CEO and directors was formed to steer the innovation journey.



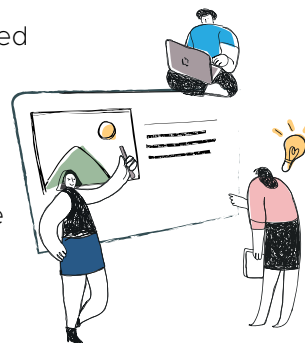
- **19 Innovation Champions** across departments and divisions were appointed to promote innovation within their teams.
- Recommendations from the **SPD One** staff projects, formed to help SPD improve in different aspects, were incorporated into the staff's career development planning and the induction of new hires.



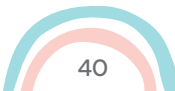
Staff clocked

49

hours each on average in training.

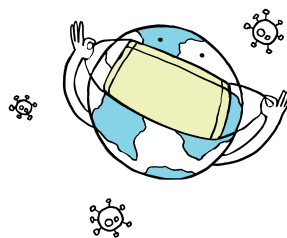


Figures



Service Quality Commitment

41 staff were awarded the **SingHealth Quality Service Award** for their service excellence and/or contribution in the COVID-19 safe management efforts.



Technology and Infrastructure

- We stayed on track in our digital transformation journey to improve work efficiencies.



- Enhancements were made to the IT infrastructure, including the upgrading of Internet bandwidth, network backbone, servers and Wi-Fi coverage to grant staff greater connectivity.



- There were ongoing efforts to increase cybersecurity awareness amongst staff.



- Renovation works were started at our headquarters to provide a more conducive environment for our clients, caregivers and staff.



- Renovation works completed at SPD@Jurong, enabling the centre to optimise space and stay relevant to evolving needs of EIPIC.





Forward and Upward

Our work continues. We are determined to see every person with disability included in our communities, and we believe we can achieve this together. Here are our initiatives for the next year.

Programme Enhancements

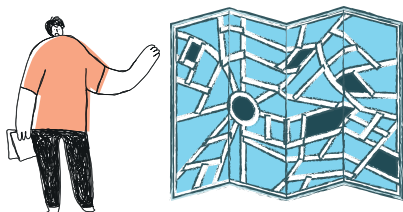
- Expand the Little Seeds programme to reach more caregivers and children on the waiting list at SPD's Building Bridges EIPIC Centres.



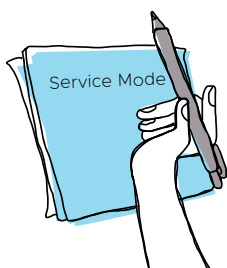
- Set up a caregiver resource library at SPD@Tampines and SPD@Jurong.



- Develop a roadmap on the training and employment options for potential jobseekers with disabilities and those graduating from special education or mainstream schools.



- Pilot and evaluate an alternative caregiver service model in reducing the burden or stressors experienced by caregivers.



- Develop a resource kit with bite-sized resources to engage the EIPIC caregivers at various touchpoints.



- Pilot a siblings programme at SPD@Jurong with the help of volunteers.

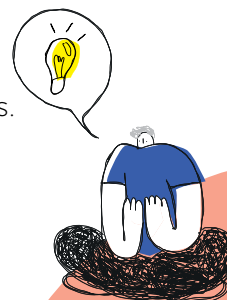
- Continue to roll out training modules under the Digital Enablement Programme to raise the employability of persons with disabilities.



- Recruit caregivers as caregiver champions.



- Renovate SPD@Toa Payoh to include dementia-friendly features.



Boost Technological Capability

- Enhance cybersecurity measures and provide devices to frontline staff to facilitate their work.

- Digitalise work processes and adopt technology to enhance existing systems and maximise work efficiencies.

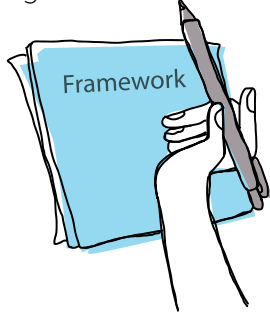


Improve Staff Capability

- Strengthen staff engagement.



- Implement the succession planning framework.



- Put in place a coaching and mentoring framework.



Leading the Way

Patron

Her Excellency, Madam Halimah Yacob

President of Singapore

Board of Management

Mr Ngan Wan Sing, Winston

President

(26 September 2020 – current)

Vice-President

(25 August 2012 – 26 September 2020)

Honorary Assistant Treasurer

(21 August 2010 – 25 August 2012)

Retired Partner, Ernst & Young LLP

Ms Ong Toon Hui, PPS(E)

Vice-President

(26 September 2020 – current)

Dean & Chief Executive Officer,

Singapore Civil Service College

Mr Kelvin Ling Ang Kerng

Honorary Treasurer

(26 September 2020 – current)

Retired

Mr Tang Liheng

Honorary Assistant Treasurer

(26 September 2020 – current)

Honorary Assistant Treasurer

(25 August 2018 – 15 July 2019)

Director, Service Delivery Division,

Ministry of Defence

Ms Chow Siew Ying, PPA(G)

Member

Mrs Diana Ee-Tan

Member

(from 18 February 2022)

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

Member

A/P Lim Hua Beng

Member

Dr Ng Yee Sien

Member

Mr James Ong Hsien Chih

Member

Mr Yeo Teck Guan

Member

Mr Zhang Weijie

Member

Mr Abhimanyau Pal

Ex-Officio Secretary

(from 1 December 2010)

Board Advisory Panel (with effect from 6 October 2020)

Members

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

Technology Advisory Panel (with effect from 14 October 2020)

Chairperson

Mr Tan Yuh Woei

Members

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

Audit Committee

Chairperson

Mr James Ong Hsien Chih

Members

Ms Suman Kishinchand Balani
Ms Chow Siew Ying, PPA(G)
Mr Kamalarajan M Chettiar
Mr Yeo Jeu Nam

Resource Mobilisation & Partnerships Committee

Chairperson

Mr Yeo Teck Guan

Members

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

Human Resource & Remuneration Committee

Chairperson

Ms Ong Toon Hui, PPS(E)

Members

Ms Christine Kho Geok Cheng
Mr Lim Khia Tat
Mr Low Wong Fook
Ms Poh Hwee Hian

Services Committee

Chairperson

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

Members

Dr Bok Chek Wai (from 28 August 2021)
A/P Lim Hua Beng
A/P Lim Sok Mui, May
Dr Ng Yee Sien
Ms Susan Niam
Ms Tan Bee Yee (from 28 August 2021)
Mr Tang Liheng
A/P Wong Meng Ee
Mr Wong Zi Heng (from 28 August 2021)
Mr Zhang Weijie

Senior Management

Abhimanyau Pal, *Chief Executive Officer*
Esther Chong, *Director, Organisational Development*
Becky Hoo, *Director, Children Services*
Tay Soong Kiang, *Director, Corporate Services*
Teo Pek Wan, *Director, Adult & Elderly Services*
Joyce Wong, *Director, Centralised Services and Resource & Impact*
Katherine Sng, *Deputy Director, Community Partnerships*

Governance

SPD's Board of Management continued to serve in the second of its two-year term led by President, Mr Winston Ngan Wan Sing. In FY2021/2022, Mr Ngan was the only Board member serving more than 10 consecutive years, having been elected for his final term in accordance with SPD's Constitution and as part of the Board's leadership transition plans.

In the year, the Board welcomed Mrs Diana Ee-Tan to the Board. Mrs Ee-Tan also serves on SPD's Resource Mobilisation and Partnerships Committee. The Board added to its clinical and medical talent pool through the recruitment of Dr Bok Chek Wai and Ms Tan Bee Yee to the Services Committee and was pleased to have Mr Wong Zi Heng join the Services Committee with his passion to advocate for disability causes.

The profiles of members of the Board of Management, Advisory Panels and Board Committees are posted on SPD's website.

Please also refer to SPD's website for our Code of Ethics and Conduct and Whistle Blowing Policy.

In the year, the Board met six times, exceeding that provided under the Constitution. In addition, other meetings involving Board and Board Committee members with relevant backgrounds and capabilities to evaluate potential new areas of service, budgetary preview, strategic shifts and responses to government actions and schemes were held throughout the year to guide management in their journey.

Board Member	Designation for Term 2020-2022	Attendance in FY2021/2022
Mr Ngan Wan Sing, Winston	President	6 out of 6
Ms Ong Toon Hui, PPS(E)	Vice President	6 out of 6
Mr Kelvin Ling Ang Kerng	Honorary Treasurer	5 out of 6
Mr Tang Liheng	Honorary Assistant Treasurer	6 out of 6
Ms Chow Siew Ying, PPA(G)	Member	6 out of 6
Prof Ho Lai Yun, BBM, PBS, PBM, JP	Member	6 out of 6
A/P Lim Hua Beng	Member	6 out of 6
Dr Ng Yee Sien	Member	5 out of 6
Mr James Ong Hsien Chih	Member	6 out of 6
Mr Yeo Teck Guan	Member	6 out of 6
Mr Zhang Weijie	Member	5 out of 6
Mrs Diana Ee-Tan (from 18 February 2022)	Member	1 out of 1

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 the Society to maintain reserves that are freely available for operating purposes of no more than two years of its total operating expenditure for financial sustainability. This should enable services with unanticipated reduction or disruption in funding to continue running smoothly until new funding is available. As of 31 March 2022, SPD's reserves stood at about 10.8 months.

CONFLICT OF INTEREST POLICY

SPD's conflict of interest policy which is approved by its Board, requires Board and Board Committee members and employees to declare actual or potential conflicts of interest on a regular, need to and earliest opportunity basis. Conflict of interest is also managed through excluding staff, Board and Committee members from discussions and decision-making where there is a conflict of interest. Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled.

Code of Governance Evaluation Checklist for the Year Ended 31 March 2022

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 ¹ 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	

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
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 ten 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 ten consecutive years	1.1.13	Complied	In FY2020/2021 (Sep 2020), Mr Ngan Wan Sing Winston, the only Board member who has served more than ten consecutive years, was elected to continue for a final term of two years as permitted by and in accordance with SPD's Constitution, as part of Board 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	

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
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 VOLUNTEER² 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	

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
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	

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
	Are governing Board members remunerated for their services to the Board? Remarks: (skip questions 26 and 27 if “No”)	8.2	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 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	

S/No.	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
30	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family ³ belonging to the Executive Head ⁴ 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 ³ belonging to the Executive Head ⁴ or a governing Board member of the charity who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied	
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	

Notes :

¹ Staff: Paid or unpaid individual who is involved in the day-to-day operations of the charity, e.g. an Executive Director or administrative personnel.

² Volunteer: A person who willingly serves the charity, without expectation of any remuneration.

³ 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.

⁴ Executive Head: The most senior staff member in charge of the charity's staff.

Summarised Financial Statements

BALANCE SHEET (as at 31 March 2022)

	2022	2021
ASSETS		
Current Assets	69,865,302	62,181,671
Property, Plant and Equipment	1,846,281	1,385,008
Total Assets	71,711,583	63,566,679
LIABILITIES		
Current Liabilities	10,796,692	11,354,693
FUNDS		
General Fund	29,406,850	30,313,524
Designated Funds	8,094,688	8,094,688
Restricted Funds	23,413,353	13,803,774
TOTAL FUNDS AND LIABILITIES	71,711,583	63,566,679

STATEMENT OF FINANCIAL ACTIVITIES (for the year ended 31 March 2022)

	2022	2021
INCOME		
Voluntary Income	7,757,913	7,730,444
Investment Income	203,201	479,148
Income from Charitable Activities	34,101,334	31,182,783
Other Income	121,159	10,394
Total Income	42,183,607	39,402,769
EXPENDITURE		
Cost of Generating Voluntary Income	953,499	890,137
Charitable Activities	31,798,745	29,797,957
Governance Costs	728,458	686,486
Total Expenditure	33,480,702	31,374,580
NET INCOME	8,702,905	8,028,189

Thank You!

Donor Acknowledgment

(April 2021 to March 2022)

\$250,000 and Above

Far East Organization
President's Challenge
Trailblazer Foundation Ltd

\$100,000 - \$249,999

Asia Pacific Breweries
Foundation
Keppel Care Foundation
Kowloon Club
Singapore Pools
(Private) Limited
UBS Optimus Foundation
Singapore Ltd

\$50,000 - \$99,999

A Ilancheran
FMC Technologies
Singapore Pte Ltd
Ho Ching
Keppel Club
NatSteel Holdings Pte Ltd
NTUC Fairprice Foundation Ltd
Oan Chim Seng
VDL Enabling
Technologies Group
Wong Kim Yin

\$10,000 - \$49,999

Aberdeen Asset Management
Charitable Foundation
Arttic Collections Pte Ltd
Berzins Andrey Charles
Cargill TSF Asia Pte Ltd
Certis Cisco Security Pte Ltd
Chan Man Ping Philip
Chan Mui Noi
Chew How Teck Foundation
CMA Mental Arithmetic Centre
Pte Ltd
CTC Global Pte Ltd
Digital Treasures Center Pte Ltd
Ee Siong Chee
Embassy of the Federal Republic
of Germany, Singapore
Energeo Systems Pte Ltd
Estate of Chau Kwok Chew,
Deceased
Exyte Singapore Pte Ltd
Hitachi Vantara Pte Limited
HY Building & Maintenance
Services Pte Ltd
Jung Young Soo
Korean Chamber of Commerce

Lee Foundation, Singapore
Link-8 Security Pte Ltd
Loyang Tua Pek Kong
M.Tech Products Pte Ltd
Medicell Pharmaceutical (S)
Pte Ltd
Netpoleon Solutions Pte Ltd
Ng Eng Hen
Otis Elevator Co.
Phillips 66 International Trading
Pte Ltd
Quah Kee Swee
Seagate Singapore International
Headquarters Pte Ltd
Seet Lucy
Shu Xiaochuan
Sian Chay Medical Institution
Tan Chin Tuan Foundation
Tan Yuh Woei
Tech Data Advanced Solutions
Pte Ltd
The Community Foundation of
Singapore - Donors of Sayang
Sayang Fund
Tionale Pte Ltd
United Overseas Bank Limited
Wipro Networks Pte Ltd
Yong Kon Yoon Eugene

\$3,000 - \$9,999

AAstar Pte Ltd
ADDP Architects LLP
Aegis Building & Engineering
Pte Ltd
Allalloy Dynaweld Pte Ltd
Ang Boon Choo
Aptitude Management
Consulting Pte Ltd
Asia Enterprises
(Private) Limited
Asia Pacific Breweries
(Singapore) Pte Ltd
AsiaPac Technology Pte Ltd
Aspial Corporation Limited
Bit Solution Pte Ltd
Bridge Data Centres
(International) Pte Ltd
Chanrai Suvir Sunder
Cheong Kit Kee
Chia Shee Tien
Chia Soo Hien
Chiang Pik Wan Erica
Chin Kirk Jin
Chua Siao Leng
Chua Wee Lee Anggerek

Chuan Lim Construction Pte Ltd
Chung Seow Lim
Commonwealth Kokubu Logistic
Pte Ltd
Dabo Corporation Pte Ltd
Davinder Singh
Dell Global B.V.
(Singapore Branch)
Ee Soon Teck Vincent
Estate of Chan Yee Mui
Deceased
F&N Treasury Pte Ltd
Gwee Tiong Kee Ronald
Hoe Kee Hardware Pte Ltd
Hoy San Stevedoring Pte Ltd
Hu Aimin
Isaac Manasseh Meyer
Trust Fund
Koh Wee Seng
Lai Ginn Song
Lai Mun Onn
Lee Kim Tah Foundation
Lee Weng Chong
LG Electronics Singapore
Pte Ltd
Liew Kai Lin Elaine
Lim Eng Khiang
Lim Jew Jing
Lim Kah Gek
Lim Nancy
Ling Cher Guan Daniel
LinkedIn
Liu Jiehong
Loh Qiuli
Low Hwee Chua
Maxi-Cash Group Pte Ltd
Mitsubishi Electric Asia Pte Ltd
Mutual Benefits Realty Pte Ltd
Network For Electronic Transfer
(Singapore) Pte Ltd
Ng Cho Jan
Ng Rebecca
Ng Wee Loong
Ocean Network Express Pte Ltd
Oracle Corporation Singapore
Pte Ltd
Ow Chin Seng
Pei Hwa Foundation Limited
Peicai Secondary School
Phua Lay Peng Denise
PMG Asia Pacific Pte Ltd
Poa K B Cynthia
PTC System (S) Pte Ltd
Revel Tech (SG) Holdings
Pte Ltd

Sheik Allavudeen Bin S S Omar
 Shin Yong Seub
 Shing Leck Engineering Service Pte Ltd
 Siltronic Singapore Pte Ltd
 Sim Bee Choo
 Singapore Telecommunications Limited
 Singapore United Estates (Pte) Ltd
 Soh Kim Chua
 SPTel Pte Ltd
 Standard Security & Investigation Services Pte Ltd
 Star Ready-Mix Pte Ltd
 Sytron Pte Ltd
 Tak Products & Services Pte Ltd
 Tan Huan Lee
 Tan Melvin
 Tan Sze Chern
 Tan Wei Fang Geraldine
 Tang Poh Kheng David
 Thomson Shin Min Foundation
 Tiong Heng Liong
 Trans-Orient Shipping Pte Ltd
 Value Add System & Technology Pte Ltd
 Veeam Software Singapore Pte Ltd
 Veritas Storage (Singapore) Pte Ltd
 VMware Singapore Pte Ltd
 VSTECS (Singapore) Pte. Ltd
 Wong Soon Peng Adrian
 Yangzheng Foundation
 Yaw Kin Giap
 Yeoh Choon Jin

\$1,000 - \$2,999

10x Capital Pte Ltd
 AcuMed Medical Pte Ltd
 Adecco Personnel Pte Ltd
 Adipradana Yonathan Widya
 Aimpact Capital Pte Ltd
 Ang Choon Keow
 Ang Hwee Yang
 Ang Lee Meng
 Ang Phuay Eng
 Ang Tong San
 Ang Wan Lin Rita
 Ang Zhao Hui
 Arun S/O Ramachandran
 ASML Singapore Pte Ltd
 Astute Tax Pte Ltd
 Azalea Investment Management Pte Ltd
 Azhagiya Pandiyan S/O Duraiswamy
 Baosteel Singapore Pte Ltd
 Bay Sok Gek

Binjai Tree
 Bora Abhijit
 Bordier & Cie (Singapore) Ltd
 Celanese Singapore Pte Ltd
 Central Singapore CDC
 CH Supply & Services
 Chan Bee Hong
 Chan Felicity
 Chan Gek Ching Jocelyn
 Chan Hock Eng
 Chan Sek Wai
 Chan Shi-En Joanna
 Chan Yue Shing William
 Chang Chin Meng
 Chang Pow Onn Alexius
 Chee Kheng Leng
 Chee Yin Meh
 Chen Yimei
 Cheng Hong Wing Alfred
 Cheng Kheng Wan Jasper
 Cheong Yok Keat
 Cherie Hearts @ Charlton Pte Ltd
 Chew Beng Eng Evelyn
 Chia Cher Kiang Vincent
 Chia Feng Quan Wilson
 Chia Hwee Ming
 Chia Poh San
 Chia Poh Yean
 Chiang Hock Seng Patrick
 Chien Hsiu Fang
 Chin Li Liang
 Chin Siew Kee Dave
 Chong Khee Yin
 Choo Kok Guan
 Chow Pei Pei Cindy
 Chua Choon Hock
 Chua Lee Eng Julie
 Chua Shengzhi
 Citrix Systems Singapore Pte Ltd
 Cosco Shping International (S) Pte Ltd
 Cycle & Carriage Industries Pte Limited
 Daimler South East Asia Pte. Ltd.
 Damodaram Dhanasekhar
 Design 2 Associates Pte Ltd
 Dhavale Ajinkya Arvind
 Dongah Geological Engineering Co., Ltd (Singapore Branch)
 Dutt Ishan Surendra
 Dutt Surendra Hemmady
 DZ Bank AG
 D'zage Pte Ltd
 Ebenex Pte Ltd
 Ecas Consultants Pte Ltd
 Ed. Zublin AG, Singapore Branch
 Ee Choo Lin Diana
 Enterprise Assurance Pac
 Eric Pestana Luke

FEC Skyline Pte Ltd
 Feoso Oil (Singapore) Pte Ltd
 Fong Chee Meng
 Foo Ji-Bin
 Foo Kok Wee
 Fu Chin Feng
 G.K. Goh Holdings Ltd
 Gan Beng Jin Lloyd
 Gan Chin Jer Jonathan
 Gan Chin Wei Tervis
 Gay Ping Kee Raymond
 GET International Pte Ltd
 GlobalFoundries
 Goh Aik Shin
 Goh Boon Leng
 Goh Eng Heng
 Goh Kwang Soon Joel
 Goh Pei Ling
 Goh Pi Lee Beverly
 Goi Kok Ming
 Grandluxe Private Limited
 GS Engineering & Construction Corp.
 Han Chung Heng
 He Zhi Hao
 Heng Li Koon
 Henky Toha
 Ho Kim Jee
 Ho Seng What
 Ho Siew Hua
 Ho Twee Teng
 Ho Vui Min
 Ho Wee Khong
 Honedu Pte Ltd
 Hong Shui Yam
 Hoo Mui Luan Becky
 Huang Yvonne
 Hyundai Engineering & Construction Co., Ltd
 Interlocal Exim Pte Ltd
 Jin Liyan
 Jioe Inge Munardi
 John Edward Champion
 JR Life Sciences Pte Ltd
 Kam You Kin
 Kandasamy Tamilselvan Naveenkumar
 Kang Sai Mui
 Kauffman Duncan William
 Kee Bing Han
 Keith De Vaz
 Khiew Kim Choy
 Khoo Cheng Paik Peggy
 Koh Boon Kiat
 Koh Cheok Eng Angeline
 Koh Kok Ong
 Koh Lee Hwee
 Koh Li-Na
 Koh Meihui
 Koh Ming Sue

Kong Yee Mun	Lim Tan Motor Pte Ltd	Seah Pei Yoke
Krishnan Mayazhagu	Lim Xue Ting	Seah Wong Chi
Kuah Hsian Yang	Lim Yan Say	Seow Phoy Ching @ Teresa
Kuah Wan Keng	Lin En Yu	Seow Doreena
Kuek Yu Chuang	Lin Yinghui Joanna	SH Design & Build Pte Ltd
Kunal Karani	Linn Yeh Ching	Sheo Shanker Rai
Kwan Chong Wah	Liu Baoshan	Shy Wee Min
Kwang Wan Yi	Liu Tow Nyap Victor	Sim Mong Keang
Kwee Irene Nee Irene Chia	Loe Kwee Eng Hilda	Sim Mong Teck & Partners
Kwik Wan Ling Regina	Loi Boon Toon	Sim Sew Bee
Lai Bee Supplier	Loi Oi Kuan	Sim Soo Hoon Eunice
Lai Wing Keung	Loke Qian Li	Sin Lai Ching
Lai Yoke Yong	Loke Tuck Weng	Singa Raju
Lakshman Agarwal Harsh	Long Tew Luan	Singapore Press Holdings
Lam Kim Fai	Low Peck San	Foundation Limited
Lam Kim Meng	Lu Huiru, Grace	Singh Surajdeep
Landesbank Baden-	Lui Wing Loon	Sivakumar Saravan
Wurttemberg	Luke Anne	SK Energy International Pte Ltd
Lapp Asia Pacific Pte Ltd	Marco Preisig	SK Realty Pte Ltd
Lau How Sin	Methodist Girls' School	Sng Ming Wei Karen
Lau Kok Seng	(Secondary)	Soh Kim Chye Dave
Lau Mei Hwa	Moeez H Nakhoda	Soh Lee Yong
Lee & Lee	Mok Kon Lim	Soo Shuenn Chiang
Lee Geck Hoon Ellen	Munich Management Pte Ltd	St. James' Church
Lee Guan Guan	Nai Lee Kheng	Kindergarten (Leedon)
Lee Han Chew	NCS Line Singapore Pte Ltd	Stanfield-Chia Karwei Rebecca
Lee Hong Seng Robert	Neha Jain Sinha	Sundaram S/O K Valliappan
Lee Huei Sheen	Neo Huey Wen	Tampines Chinese Temple
Lee Kheng Chei	Ng Ban Chung	Tan Aik Hoe Ivan
Lee Kit Ming Edmund	Ng Chee Keong	Tan Bee Leng
Lee Meng Hwee Roland	Ng Chee Weng	Tan Cheng Kang
Lee Pu Luin Anne	Ng Cheng Guat	Tan Chin Guan
Lee Seng Quee	Ng Eng Khin	Tan Gek Gnee
Lee Siong Tek	Ng Leok Cheng	Tan Gek Kiang Amanda
Lee Soek Shen	Ng Sheng Tiong	Tan Hong Beng
Lee Soo Hian Lionel	Ng Tiong Beng	Tan Kian Ming
Lee Thiam Chye	Ng Tuck Yeong Dayan	Tan Kim Biau
Lee Yih Chyi Yvonne	Ocorian Singapore Trust	Tan Lay Lian
Leng Ern Jee Temple	Company Pte Ltd	Tan Lee Hua
Leong Audrey	Oh Kok Ghee	Tan Lee Wah Eva
Leow Yoon Kien Justin	Ong Poh Chu @ Ong Ping Ping	Tan Ling Neo Irene
Li Hung	Ong Su-Li Elisabeth	Tan Mary
Li Qianwen	Ong Yeok Chye	Tan Mei Lee
Liang Lip Yew Venture	Ooi Bok Koon	Tan Peck Sim
Lie Sook Sian Lorayne	Outsource Asia Industries	Tan Pei Cheng
Lim Bee Yan Agnes	(2008) Pte Ltd	Tan Poh Gek Christina
Lim Boh Yong	Pacodis Pte Ltd	Tan Swee Swee
Lim Chin Choon	Peh Bee Geok	Tan Sze Ling
Lim Chin Heng Gabriel	Pek Chin Siong	Tan Sze Yen Daniel
Lim Chor Tiong Steven	Poa Koon Koon Hazel	Tan Tat Ming
Lim Feng Philip	Poh Hwee Hian	Tan Thiam Hock
Lim Hoo Yang	Prabal Bhowmick	Tan Tuan Heng David
Lim Julie	Quek Chin Huat	Tan Wee Leng June
Lim Kee Eng	Quek Sio Chua Robert	Tan Xian Zheng
Lim Kim Huat	Quik Lee Lee	Tan Yew Kong
Lim Kong Eng	Rajesh Johar	Tan Yi Zhao
Lim Leong Chuan	Rapid Physiocare Pte Ltd	Tan Yong Jun Jason
Lim Liang Thai	RIB International Holding Pte Ltd	Tan Zep Phye
Lim See Seng	Saleha Bt Johari	Tan Zili Kerry
Lim Seow Hwa	Seah Chee Hua	Tang Liheng
Lim Siew Hwa	Seah Chee Hwee	Tang Loo Gaik

Tara Apothecary
 Tay Bing Sen
 Tay Chui Guek
 Tay Woon Teck
 Teng Ai Wei
 Teng Gim Gee
 Teo Beng Hua Katherine
 Teo Joo Pek
 Teo Kee Meng
 Teo Peck Leng Iris
 Teo Seow Phong
 Teo Sial Meng Gabriel
 Teo Soon Ann Spencer
 Teo Su Pei Belinda
 Teoh Lay Ghee
 Terang Company Pte Ltd
 The Late Gan Chin Tian
 The Late Goh Ngin Hui
 Thian Zhangshen
 Think One Credit Pte Ltd
 Thio Tse Gan
 Thofique Adamjee
 Tien Siew Ling
 Toh Annie
 Toh Hong Huat
 Tomato Photo
 Tong Khing Chung Simon
 Tse Yiu Kuen
 Tseng Charles
 V I P Hotel
 Vishnoi Mayank
 Wee Yep Yin
 Wein & Vin Pte Ltd
 WOM Asia Pacific Pte Ltd
 Wong Chi Kong Thomas
 Wong Hwee Lim
 Wong Mei Chun
 Wong Mun Han
 Wong Mun Pheng
 Wong Nguk Yoong
 Wong Oi Chee
 Wong Trace
 Wong Yew Choo
 Woo Shian Loong Alan
 Woon Wee Hao
 Yan Huey Miin
 Yang Yu Fook Raymond
 Yeo Gek Eng
 Yeo Hwee Joo
 Yeoh Phaik Hong
 Yeow Kok Heng
 Yip Wai Hong
 Yoga-Willetts Nalini
 Yong Lee Chieh
 Young Kok Inn Grace
 Yu Lo Si Rosy
 Yuen Kah Fai
 Zheng Mingxia

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

(April 2021 to March 2022)

A
 abc children's place
 Active Learners Child Care Pte Ltd
 Actxa Wellness
 adibeecookies
 Agape Child Care (JW) Pte Ltd
 Agape Child Care (SK) Pte Ltd
 Agape Little Uni. @ Cecil Pte Ltd
 Agape Little Uni. @ Commonwealth
 Agape Little Uni. @ Compassvale Pte Ltd
 Agape Little Uni. @ Gambas
 Agape Little Uni. @ Thomson
 Agape Little Uni. @
 Upper Serangoon Pte Ltd
 Agis Medical Supplies Pte Ltd
 Ah Chiang's Porridge Singapore
 ahbobpapa
 Aimee Nicole Pestano
 alice_treatz
 __alittlehappiness
 Amanda Au Yu En
 Amelia Phua Jia Wei
 Amelia Yeo Jing Ling
 Analogue+
 Anderson Primary School
 Angelina Foo
 Arindam Mukherjee
 Ariston Singapore
 Ashley Tan
 Asia Pacific Breweries (S) Pte Ltd

B
 bakeomaniac
 bakingwithgina
 Bethel Day Care Centre
 Bethel Preschool
 blindandshine
 Boehringer Ingelheim Singapore Pte Ltd
 Boey Kit Yee Annie
 brendas.bakery
 Brouwer Michael Anthonius
 Bukit Merah East NPC
 bushbakes_
 buttercrumb.co

C
 c_mixingbowl
 cakedwithlovesg
 Canberra Primary School
 Cathleen Leo Wen Qi
 Certis Group
 Chan Chor Weng Francis
 Chan Choy Foong @ Patti Ho
 Charlene Goh Hui Fen

Charmaine Bong Jing Wen
Cherie Hearts @ Charlton Pte Ltd
Cherie Hearts Nurture Cottage Pte Ltd
Chiew Poh Chue Agnes
Chitransh Sahai
Chrisal S.E.Asia
Christine
Chua Hwee Yong
Chung Jia Xuan
Ci Ai Education Incubator
CJ Group
Cleo Chang
Cloversoft
Collin's Movers Pte Ltd
cookinginserenity
Creamier @ Tiong Bahru
Crescent Girls' School

D

Daimler South East Asia Pte. Ltd.
Deanna Tan
Desmond Teo
Devi Viana Oei
Dibiya Chatterjee
Divashini Sivakumar
Diyanah Foat
Dongre Deepti
dorisgozbakes
Dragon Bowl Restaurant
dressacake
duo.bakessg
Dwijapriya
DZ Bank AG

E

ED Viston Pte Ltd
Ed. Zublin AG
eggsnbakes
Eliane Ho
Elza Low Li Shan
Eureka Campaign Associates Pte Ltd

F

Far East Organization
Farrer Park Primary School
Flamingg Mangos
fleur_memories
Flexiconcept Pte Ltd
Foo Yu Wan
Foodie Market Place
Forty Hands @ Tiong Bahru

G

Gayathri Dorai Raju
German Market Place
Go Wander Go Beyond
Goh Bee Leng
Goh Siok Cheng Pearly

H

Hannah Goh Him Yeng
Happy Town Child Care Centre
(Sunflower Preschool)
happyzboys
He Xinyi
Hee Shen Ru
Hendy Tan
Heng Mui Heng Julia
Herlina Ng
Hewlett Packard Enterprise
Ho Geok Bin
Ho Suet Har Hazel
Ho Suet Keng Heidi
homemade_kukiss
Howard Shaw

I

I-Spray Pte Ltd (Mr Alvin Yeo)
Ice Cream Brandz Pte Ltd (Gelare Café)
icingplanner
iluvmycakes
Island Creamery

J

james.ek
Jamie Jian Jing Ying
Ja'naed Woods
Jaslyn Ho Sook Yin
jaslyn.ng.worklifeintegration
jayaprakash_bojan
JEN Singapore Tanglin by Shangri-La
Jenny Wee
Jessica Siak Li Peng
Jolyn Ho
Joycelyn Ong Xin Yi
JP Pepperdine Group Pte Ltd
Junior Playworld Child Care & Development Centre
juzcopy

K

Katelyn Chan
Kathleen
Kelvin
Keppel Corporation Limited
Keppel Young Leaders
Ker Yue Xan Clara
Kheng Cheng School
Kim Ai Ching Sharon
Kwek Swee Eng Sharon
Kyrin Toh Huey Zheen

L

Lakhena Tan
Land Transport Authority
Landesbank Baden-Wurttemberg
Lapp Asia Pacific Pte Ltd
Lath Nayan

Lau Boon Cheng Jasmine
 Lau Jasmine
 Lee Jing Vanessa
 Lee Kum Hung Margaret
 Lee Lian Tee Josephine
 Lee Rui Ting Janessa
 Lee Siew Hon
 Lee Wai Yin Florence
 Lembayung Tirzah
 Leong Fai Keong
 Liebherr-Singapore Pte Ltd
 Liew Huay Ling
 Lim Gek Suan Catherine
 Lim Jia Shin Cheri
 Lim Jie Ying Samantha
 Lions Club of Singapore
 Little Paddington Preschool Bartley
 Little Paddington Preschool EC Pte Ltd
 Little Paddington Preschool Serangoon Pte Ltd
 Little Paddington Preschool Tanglin Park Pte Ltd
 Little Paddington Preschool TC Pte Ltd
 Little Skool-House (By The Lake)
 Loh Clara
 Loh Siew Heng
 Loh Siying Denise
 Loke Siew Yoke Janet
 Low Yong Hoe Vincent
 LS Aesthetic Clinic Pte Ltd
 Lubrizol Southeast Asia (Pte) Ltd
 Lye Hao Yu Xanthia
 Lynn

M

Mandom Corp (Singapore) Pte Ltd
 Mathena Vaythamanickam
 Matrix Star Marketing Pte Ltd
 MC2 Pte Ltd
 Mdm Ng
 Mdm Soon
 Microsoft Operations Pte Ltd
 Microsoft Singapore
 millecrepescake
 Mind Culture
 Ming Si Leng
 minimineybites
 Ministry of Burgers
 MOE Kindergarten - Tampines Primary School
 MOE Kindergarten @ Oasis
 Moh Tee Puay Carol
 Moriah Childcare & Development Centre
 Mrs Aw
 Muid Hazwan Zainal
 Munich Management Pte Ltd
 MVO Marketing (S) Pte Ltd
 My First Skool - 487 Segar Rd
 My First Skool @ Blk 229 Ang Mo Kio Ave 3
 My First Skool @ Blk 785E Woodlands Rise
 My First Skool @ Blk 817C Keat Hong
 My First Skool at 6 Segar Road

My First Skool at Blk 208B Punggol Place
 My First Skool at Blk 347 Woodlands Avenue 3
 My First Skool at Blk 613 Jurong West St. 62
 My First Skool at Blk 654 Senja
 My First Skool at Blk 803 Tampines
 My Kiddie Klubhouse Pte Ltd
 My Kiddos Pte Ltd

N

n_surjawidjaja
 Nan Hua Primary School
 Nanyang Old Coffee @ Biopolis
 NatSteel Holdings Pte Ltd
 Neo Kim Mui
 Neosia (S) Pte Ltd
 Ng Chong Kai
 Ng Hui Peng Alan
 Ng Ling Ling Sharon
 Ng Shi Min
 Noodle Factory Pte Ltd
 NTUC Fairprice Foundation Pte Ltd
 Nur Anizza bte Norman

O

offlinemandy
 Ong Choon Eng June
 Ong Gek Kuan Sandy
 Ong Siew Mei
 Orchid Park Secondary School
 Otis Elevator Co.
 Ow Yi Xian

P

P Santhia
 P.M. Lee
 PCF Blk 601 Woodlands Drive 42
 PCF Blk 649 Woodlands Ring Road
 PCF Blk 652 Woodlands Ring Road
 PCF Blk 677 Woodlands Ave 6
 PCF Blk 801 Woodlands Street 81
 PCF Blk 824 Woodlands Street 81
 PCF Blk 853 Woodlands Street 83
 PCF Blk 875 Woodlands Street 82
 PCF Sparkletots @ Ang Mo Kio - Hougang Blk 535
 PCF Sparkletots @ Bedok Reservoir
 - Punggol Blk 475C
 PCF Sparkletots @ Bukit Gombak Blk 535 (DS)
 PCF Sparkletots @ Bukit Panjang Blk 412
 PCF Sparkletots @ Kampong Chai Chee
 Blk 424 CC
 PCF Sparkletots @ Kembangan-Chai Chee Blk 326
 PCF Sparkletots @ Kreta Ayer-Kim Seng Blk 8 (DS)
 PCF Sparkletots @ Limbang Blk 543 (EY)
 PCF Sparkletots @ Sengkang Central Blk 277B
 PCF Sparkletots @ Sengkang East Blk 143
 PCF Sparkletots @ Tampines Changkat Blk 358
 PCF Sparkletots @ Telok Blangah Blk 44(CC)
 PCF Sparkletots Preschool @ Ang Mo Kio -
 Hougang Blk 452 (DS)

PCF Sparkletots Preschool @ Ayer Rajah
- Gek Poh Blk 276D (KN)
PCF Sparkletots Preschool @ Ayer Rajah
- Gek Poh Blk 48 (DS)
PCF Sparkletots Preschool @ Ayer Rajah
Blk 41 (CC)
PCF Sparkletots Preschool @ Bedok Blk 30
PCF Sparkletots Preschool @ Bishan East
- Sin Ming Blk 197 (KN)
PCF Sparkletots Preschool @ Boon Lay
Blk 262 (KN)
PCF Sparkletots Preschool @ Changi Simei
Blk 233-141 (CC)
PCF Sparkletots Preschool @ Chong Pang Blk 115B
PCF Sparkletots Preschool @ Eunos Blk 620 (CC)
PCF Sparkletots Preschool @ Hong Kah North
Blk 338 (KN)
PCF Sparkletots Preschool @ Kampong Chai Chee
Blk 135 (KN)
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 @ MacPherson Blk 108
PCF Sparkletots Preschool @ Marine Parade
Blk 46 (DS)
PCF Sparkletots Preschool @ Marsiling Blk 32
PCF Sparkletots Preschool @ Nanyang
Blk 934 (KN)
PCF Sparkletots Preschool @ Nee Soon Central
Blk 737(KN)
PCF Sparkletots Preschool @ Pasir Ris Central
Block 412
PCF Sparkletots Preschool @ Pasir Ris East
Blk 216 (KN)
PCF Sparkletots Preschool @ Pasir Ris West
Blk 517
PCF Sparkletots Preschool @ Pioneer Blk 694 (CC)
PCF Sparkletots Preschool @ Potong Pasir
Blk 143 (DS)
PCF Sparkletots Preschool @ Punggol Coast
Blk 602
PCF Sparkletots Preschool @ Punggol Shore (EY)
PCF Sparkletots Preschool @ Radin Mas
Blk 70A (KN)
PCF Sparkletots Preschool @ Sengkang Central
Blk 208 (CC)
PCF Sparkletots Preschool @ Sengkang North
292B (KN)
PCF Sparkletots Preschool @ Serangoon Blk 226
PCF Sparkletots Preschool @ Telok Blangah
78A(DS)
PCF Sparkletots Preschool @ Toa Payoh Central
Blk 157
PCF Sparkletots Preschool @ Toa Payoh Central
Blk 97 (KN)
PCF Sparkletots Preschool @ West Coast
Blk 728 (KN)
PCF Sparkletots Preschool @ Whampoa Blk 105

PCF Sparkletots Preschool @ Woodgrove 364
PCF Sparkletots Preschool @ Yew Tee
Blk 608 (DS)
PCF Sparkletots Preschool @ Yew Tee Blk 682
PCF Sparkletots Preschool @ Yuhua Blk 251
PCF Sparkletots Preschool @ Yuhua Blk 317 (KN)
PCF Tampines Changkat Blk 318
Peacehaven Nursing Home
Pearly
pearllyluo
Perumalnadar Arumugam Mani Siva
Phoon Siew Boon Jonathan
Phoon Siew Chuan
Poh Gwat Eng
Poon Sau Kwuan
Procter & Gamble
Purple Panda Diner @ Hillion

Q

Quek Eng Ping @ Aishah Quek

R

Rajendran K. Sethuraj
Razer (Asia Pacific) Pte Ltd
Regina Fong/Ho Kum Yoong
Reid Gillian
RIB International Holding Pte. Ltd
Riverlife Kindergarten
rizsunawan
Rotary Club
Royal Bank of Canada, Singapore Branch
Ruhens

S

SAFRA
saraannk1
sasawhisk
Seah Ee Seng
See Swee Ling
Sembawang Primary School
SG Bike Pte Ltd
SG Cares
Shayna Leng Shuen Rea
Sheam Kannan
Sheng Siong Group Ltd
shootandspoon
Siltronic Singapore Pte Ltd
Sim Hui Ying Yvonne
Simple Systems Pte Ltd
Singapore Airlines
Singapore Institute of Technology
(SIT Magical Hearts)
Singapore Island Country Club
Singapore Pools (Private) Limited
SMRT Corporation Ltd
Sneha Sundar Rajan
Societal
Soh Eng Soon
SOI 47 Thai Food

Soka Gakkai Singapore
 Song Xiao Qing
 SportCares
 Sports Singapore
 St. Andrew's Kindercare – Little Seeds Preschool
 Star Learners @ Rivervale
 Stephanie Kok
 Studio Daydream
 Sue Lim Sok Hoon
 sumopocky
 Sunder & Karishma Chanrai
 Sunflower Preschool @ Pasir Ris Pte Ltd
 Sunshine Bakeries
 Sureclean Pte Ltd
 Sushi Tei Pte Ltd

T

Tam Sook Wei Sarah
 Tan Chia Sah Eemanueil
 Tan Heng How
 Tan Kah Siew @ Chen Jia Shou
 Tan Kok Chuan @ Tan Wee Thian
 Tan Ming Li
 Tan Seng Siong
 Tan Yi Heng
 Tan-Loh Soek Yein
 Tann Soon Aun Kevin
 Tay Fiona
 Tay Hua Keong
 Team Believe to Success
 Temasek Polytechnic
 Teng Ai Wei
 Teo Eng Huat
 Tey Ling Ling
 The Blue Ginger Restaurant
 The Food Bank Singapore Ltd
 The Jia-Ling
 The Little Skool-House (At-Mountbatten-Square)
 The Little Skool-House (By-The-Vista)
 The Little Skool-House at Downtown East
 The Little Skool-House At-Devan-Nair-Institution
 The Little Skool-House At-OCBC Tampines
 The Little Skool-House International
 At Tampines Junction
 The Little Skool-House International
 At-Republic-Polytechnic
 The Little Skool-House International PL-
 At Ministry of Education
 The Little Skool-House International Pte Ltd
 (At-Ngee-Ann-Polytechnic)
 The Little Skool-House International Pte Ltd
 At-Temasek Polytechnic
 The Little Skool-House On The Green
 thebatterroom
 The Muffinry
 The Providore Singapore Pte Ltd

thestubbornbaker.sg
 thisisgaryyang
 Thng Hong Choo Sally
 Tongle
 T-Pride
 Trivedi Meghana
 Tuan Yuan Pork Ribs Soup

V

vanellabites
 vanillynbakery

W

Wang Kian Kim
 Wang Learning Centre @ Ang Mo Kio
 Wang Learning Centre @ Bukit Timah
 Wang Learning Centre @ Hougang
 Wang Learning Centre @ Jurong East
 Wang Learning Centre @ Marine Parade
 Wang Learning Centre @ Punggol
 Wang Learning Centre @ Serangoon
 Wang Learning Centre @ Tampines
 Wang Learning Centre @ Yishun
 Weng Jin
 whitesbakery
 Whiz Kids Montessori @ Hougang Pte Ltd
 Wilhelmsen Ships Service (S) Pte Ltd
 Wimbly Lu Chocolates
 Wong Sheau Fang

X

Xie Mi Mi
 Xpressflower.com Pte Ltd

Y

Yap Kit Deborah
 Yeo Luo Wei
 Yew Swee Mui Judy

Z

zatayayummy
 zoraaax6

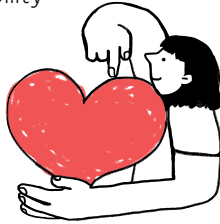
We regret that we are unable to acknowledge all the help and support we have received in the year in these pages. We sincerely thank all our donors, volunteers, supporters, friends and well-wishers who have stood by our cause and made an impact in the lives of persons with disabilities.

You Can Make a Difference



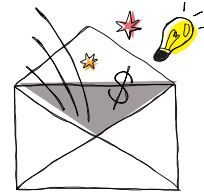
Advocate

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



Fundraise

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



Donate

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



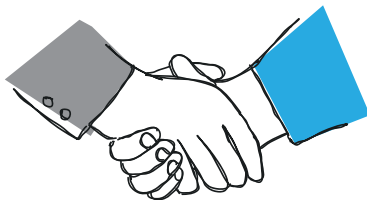
Buy Our Products

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.



Employ

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



Volunteer

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





Serving people with disabilities since 1964

Headquarters

2 Peng Nguan Street
SPD Ability Centre
Singapore 168955

SPD@Bedok

Blk 522, Bedok North Ave 1
#01-312
Singapore 460522

SPD@Jurong

Blk 337, Jurong East Ave 1
#01-1562
Singapore 600337

SPD@Tampines

Blk 866, Tampines St 83
#01-237
Singapore 520866

SPD@Toa Payoh

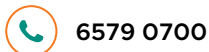
Blk 249, Kim Keat Link
#01-83
Singapore 310249

Tech Able

20 Lengkok Bahru
Enabling Village
Singapore 159053



CONTACT US



Unique Entity No: S64SS0052D
(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.

