

RESPONSE TO COVID - 19 (Digital Transformation)



Blossom Seeds Limited | Annual Report 2019

UEN 201304904N
(Charity with IPC status)

To Serve with Love and Care



Blossom Seeds
福善



Our Mascot ~ Bouncy The Penguin

Penguins work in a group and stay together to brave the cold arctic winters and the occasional killer leopard seal. They are sociable and yet independent.

We are no different. As we face the bigger issues that are affecting our planet, we need to collaborate to better the status quo, one small, waddling step at a time.

Blossom Seeds G.R.E.A.T. Values



Gratitude



Respect



Empathy



Advancement



Teamwork

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ABOUT US



Blossom Seeds
福善

Our Vision

A compassionate community where everyone blossoms

Our Mission

To care for seniors with love and support them to actively care for others.

Our Objectives

- Support frail and home bound elderly to live in the community despite their frailty. (MET-AIC)
- Engage & recruit active seniors to be volunteers, empower them to serve the needy elderly. (SVP – C3A)
- Engage the seniors to embrace a purposeful life by ageing positively and continuing to lead healthy and active lives while they advance in age. (Active Ageing Programmes)
- Promote active ageing and cultural awareness through the learning about different cultures amongst multi-racial seniors (Cultural Programmes - Community Chest)
- Provide structured befriending services and psycho-social support through active volunteers in the community for needy elderly and their caregivers. (CBP – C3A)
- Promote and encourage community participation in caring for the needy elderly.

Corporate Information

BSL has M&AA as its governing instrument.

UEN No.	201304904N
Registered address:	105 Canberra Street, #02-01, Singapore 750105
Bankers:	Development Bank of Singapore United Overseas Bank
Auditors:	Fiducia LLP
Corporate Secretary:	Mr Lim Chin, APTA Pte Ltd
Legal Counsel:	Mr Henry Hoe, A. Ang, Seah & Hoe Advocates & Solicitors, Notary Public & Commissioners for Oaths



Our Staff



CHAIRMAN'S MESSAGE

Blossom Seeds (BSL) has made a steady and significant progress in 2019 and 2020H1 since moving to our new centre at 105 Canberra in January 2019.

COVID-19 (Pandemic)

Early this year, Singapore and many other countries are facing the spread & impact of the viral infections of COVID-19 (Pandemic). In February 2020, Our Honourable President Halimah Yacob came to our centre to distribute masks and sanitizers to our multiracial senior beneficiaries. We were very delighted to host her together with the Youth Corps Singapore (YCS).

Our Medical Escort and Transport Service (MET) teams including volunteers continued to provide service during the Circuit Breaker (CB). Our beneficiaries were in more urgent needs to visit the hospitals & polyclinics.

Review of Financial Results

For the year ended 31 December 2019, BSL had an income of \$2,590,000 compared to \$823,000 in 2018 with a surplus of S\$1,507,000. Community Silver Trust (CST) of \$980,000 from 2017 & 2018 formed the major portion of our surplus in 2019.

Future Outlook

Due to the COVID-19 pandemic, all our fundraising events for year 2020 were aborted. We appeal for your support & kind donations.

Appreciation

We thank Mr Ong Ye Kung, Minister for Transport as our Guest of Honour at our Blossom Tribute Gala Lunch in December 2019. He sang 3 songs to raise \$100,000 and we are grateful to Sheng Siong Group for being the sponsor for his performance. We also thank him for accepting our invitation to launch our Flag Day on 7 November 2020.

I would like to express my heartfelt appreciation to our Board Members, volunteers and staff for their dedication in this trying period. I also thank all Community partners, Gambas Grassroot, Schools, PC 2019, MSF, MOH (AIC, C3A, HPB), NCSS, NCSS (Community Chest), Tote Board, sponsors, donors and stakeholders for their continuing support.

With gratitude

Aw Cheow Thiam

主席致辭

福善(BSL)自2019年1月迁入堪培拉街105号#02-01/06的新中心以来，在2019年和2020H1取得了稳定的进步。

冠状病毒的流行

COVID-19疫情使大家的生活受到很大的影响。2月初，我们非常荣幸与新加坡国家青年团(YCS)一起在我们的中心接待尊敬的哈利马雅各布总统。总统向多种族的年长者分发口罩，消毒剂和慰问他们的状况。

我们的医疗护送项目(MET)在阻断期间(CB)继续为体弱和独居的年长者提供服务，让他们及时并能继续得到妥当的医疗照顾。

财务业绩报告

2019年12月31日年度，福善的收入为S\$2,590,000。而2018年为S\$823,000，盈余为S\$1,507,000。这是因为其中S\$980,000是2017年和2018年的社区银信托基金(CST) 1元对1元的津贴。

未来展望

由于冠状病毒的流行，福善2020年所有筹款活动都被终止。我们衷心吁请您慷慨解囊，资助我们的运作开支，让更多的年长者能得到这份服务和收益。

致谢

我们非常感恩王乙康交通部长作为2019年向年长者致敬慈善午餐的主宾。并献唱了3首歌为福善筹得10万元善款。也感谢昇菘集团对这个项目的赞助。我们也感谢王部长，再次接受我们的邀请，作为我们在2020年11月7日首次举办的售旗日的主宾。

在此我衷心感谢董事会成员，义工和员工在这艰难时期的承担与付出。我还要感谢所有社区伙伴，基层领袖，学校，2019总统慈善挑战活动，社会及家庭发展部(MSF)，卫生部(AIC, C3A, HPB)，国家福利理事会(NCSS)，公益金(Community Chest)，新加坡赛马博彩管理局(Tote Board)，赞助商，捐助者等的温馨支持与鼓励。

感恩

胡诏添



CEO'S REVIEW

COVID-19 threw us a “curve in our plans” as we entered 2020. As Sun Tzu says, “change disturbance into order and danger into safety”.

We set up our Business continuity plans and enhanced our infection and control precautions for all our services. MET service continues to operate during the Circuit Breaker. Together with our community partners, arrangements were put in place to ensure the well-being of our seniors under our CBP Programme. We launched FB live stream of our main Active Ageing activities for our seniors while our centre remained closed. The staff supported each other across the departments when resources are limited and extended the care towards each other and to the volunteers. It is heartening to see everyone supportive and adaptable to the changes.

2019 Operational Highlights

Blossom Seeds continues our efforts to address the issues of rapidly ageing population in Singapore.

For vulnerable seniors who are frail and ill, our two new wheelchair-enabled buses help to strengthen our MET coverage in the new Gambas constituency. We received 100% satisfaction ratings for our service. We will be having another new bus with the award from the President Challenge 2019 (PC 2019).

To support Active Seniors to age well, we launched our Active Ageing Programmes to cater to multi-racial seniors of varying conditions at our new Activity Centre. The year ended with multi-racial seniors taking up volunteering roles with their new found skills at our year end fundraising Blossom Tribute 2019 lunch. The 2nd phase of our Centre renovation for Active Ageing activities will incorporate Gym Tonic and we thank Lien Foundation for sponsoring the equipment and room construction cost. We will invite sponsorship for other activity rooms after finalizing the Design and Build plans.

As a result of our expanded services and coverage, our staff strength increased to 16 from 12 in 2018.

Future Outlook with COVID-19 challenges

We are facing an unprecedented situation and confronting the biggest challenge to our operation due to COVID-19 in early 2020 which will have a deep impact on our 2020 and 2021 programmes and

activities. All our fundraising events were aborted since February 2020 except Flag Day on Saturday 7 November 2020. Our plan is to appeal on social media for donations. The launch of our new Gym Tonic programme will be slightly delayed.

COVID-19 will speed up our efforts to harness the use of technology and do our part towards preservation of our environment. We are focused in our vision to walk with our seniors till their last moment, extend our care with palliative help either at their residences or in a nursing and sheltered home as our goal.

Tribute and Thanks

None of these accomplishments would have been possible without our team. Their commitment and dedication towards the seniors despite these anxious times have been unwavering. The support amongst the team helped us to pull through the Circuit Breaker despite the reduction in manpower.

Our efforts would also not have been possible without the support of everyone. Together, we will be able to support a compassionate community where everyone blossoms.

With gratitude

Ong Siew Chin

執行長致辭

在我们步入2020年时，冠状病毒干扰了我们的计划。孙子兵法强调：“化危机为机遇”。

我们建立了业务连续性计划，并为所有服务加强个人卫生和感染预防措施。在COVID-19阻断期间，我们的医疗护送服务(MET)没有间断，我们的社区伙伴计划(CBP)也在AIC属下机构，关爱乐龄办事处(SGO)的合作下，一起派送必需品与午/晚餐给一群独居年长者。

我们的活跃乐龄活动中心关闭期间，也开始利用社交媒体直播，陆续跟年长者在网上互动关怀，丰富他们的生活内容。在有限资源的情况下，全体全职互相支援各部门，互相关怀，并把关怀延申到义工。看见大家好无埋怨的适应这些改变，非常令人鼓舞。

2019年运营亮点

1) 为体弱和生病的年长者提供的服务

我们的两辆新型轮椅用厢形载客车，让我们在新的 Gambas 选区，服务更多体弱和生病的年长者并获得年长者100%的满意率。我们也获得了2019年总统挑战赛(PC 2019)的殊荣，补助第三部的新型轮椅用厢形载客车。

2) 为活跃的年长者推出的活动

为了帮助年长者保持活跃，我们推出了一系列多元种族多元文化的活动，以迎合各种族，不同健康状况的年长者，并让他们在我们的年终筹款午餐担任义工的演出。我们中心第二阶段的装修将包括 Gym Tonic，以预防极度的衰老。我们感谢连氏基金对此设备和健身房的赞助。我们也邀请大家对其他活动室的赞助。

3) 全职

由于我们扩大了服务和覆盖范围，员工人数从2018年的12人增加到16人。

新型冠状病毒让我们快速的使用通讯设备，在我们的许多工作流程都自动化。同时也让我们为环境保护做出贡献。我们的愿景是陪年长者一起走到生命的终点，在他们的住所或疗养院提供临终关怀护理。

致敬

一切的承办，要感恩我们的全职与义工，在这期间，对年长者的用心与关怀。也感恩大家在这减少人力的情况下，互相帮忙。没有大家的支持，我们不可能承办这一切。因为有大家的支持，我们才能够建立一个幸福乐施，各展所能的和善社区。

感恩

翁秀卿

新型冠状病毒带来的挑战

新型冠状病毒让我们的运作面临前所未有的挑战，对2020年和2021年的计划和活动产生深远影响。自2020年2月，我们所有的筹款活动均终止，唯2020年11月7日的售旗日，将通过社交媒体呼吁捐款。我们的Gym Tonic项目，也将会延迟。

LEADERSHIP



Mr Aw Cheow Thiam
Chairman
Occupation
KepMedia International Pte Ltd,
Business Development Director
Date of Appointment
21 September 2015



Dr Pua Hwee Leng
Director
Occupation
BW Monastery, Lecturer in Training
& Development
KK Women's and Children's Hospital, Visiting
Consultant Paediatric Anaesthesiologist
Date of Appointment
21 September 2015



Ms Leong Soon San
Director
Occupation
BP Singapore Pte Ltd, Tax Director,
Asia Pacific
Date of Appointment
21 September 2015



Dr John Zaw Min
Director
Occupation
Singapore University of Social Sciences,
Singapore Polytechnic and BCA
Academy, Adjunct lecturer
Date of Appointment
28 June 2017



Ms Tan Chiew Hoon
Director
Occupation
PTC System (S) Pte Ltd,
Assistant HR Manager
Date of Appointment
28 June 2017



A/Prof Wong Yee Chee
Director
Occupation
National University Hospital,
Senior Consultant Obstetrician &
Gynaecologist
Date of Appointment
12 April 2017



Mr Lee Chin Chye
Director
Occupation
FleetIQ Pte Ltd,
Director
Date of Appointment
9 May 2018



Ms Chua Mui Kiang
Director
Occupation
Business Owner
Date of Appointment
4 October 2018



Mr Teo Kim Swa
Director
Occupation
Arya Architects,
Principal Architect
Date of Appointment
12 October 2019



Ms Goh Sock Choo
Director
Occupation
Eng Lee Engineering Pte Ltd,
QA/QC Manager
Date of Appointment
12 October 2019

Our Committees

Fundraising Committee

Mr Aw Cheow Thiam
 Dr John Min
 Mr David Lee
 Ms Nancy Chua
 Ms Hazel Tan
 Ms Goh Sock Choo
 Mr Chan Mun Hoe
 Ms Ong Siew Chin
 Mr Cheng Yau Tong

Programme Committee

Dr Pua Hwee Leng
 Prof Wong Yee Chee
 Dr Chow Khuan Yew
 Ms Ong Siew Chin
 Mr Cheng Yau Tong

Human Resource Committee

Ms Leong Soon San
 Mr Aw Cheow Thiam
 Ms Hazel Tan
 Ms Ong Siew Chin
 Mr Cheng Yau Tong

Projects Committee

Mr John Min
 Mr Aw Cheow Thiam
 Mr Teo Kim Sea
 Mr David Lee
 Ms Ong Siew Chin
 Mr Cheng Yau Tong

Governance and Administration Committee

Mr Aw Cheow Thiam
 Ms Leong Soon San
 Ms Ong Siew Chin
 Mr Cheng Yau Tong

Executive Management Team

Ms Ong Siew Chin

Chief Executive Officer

- Chartered Accountant (Singapore)
- 7 years of volunteering experience in Hospice work
- Appointed since November 2017

Mr Cheng Yau Tong

Director, Technology & Operations

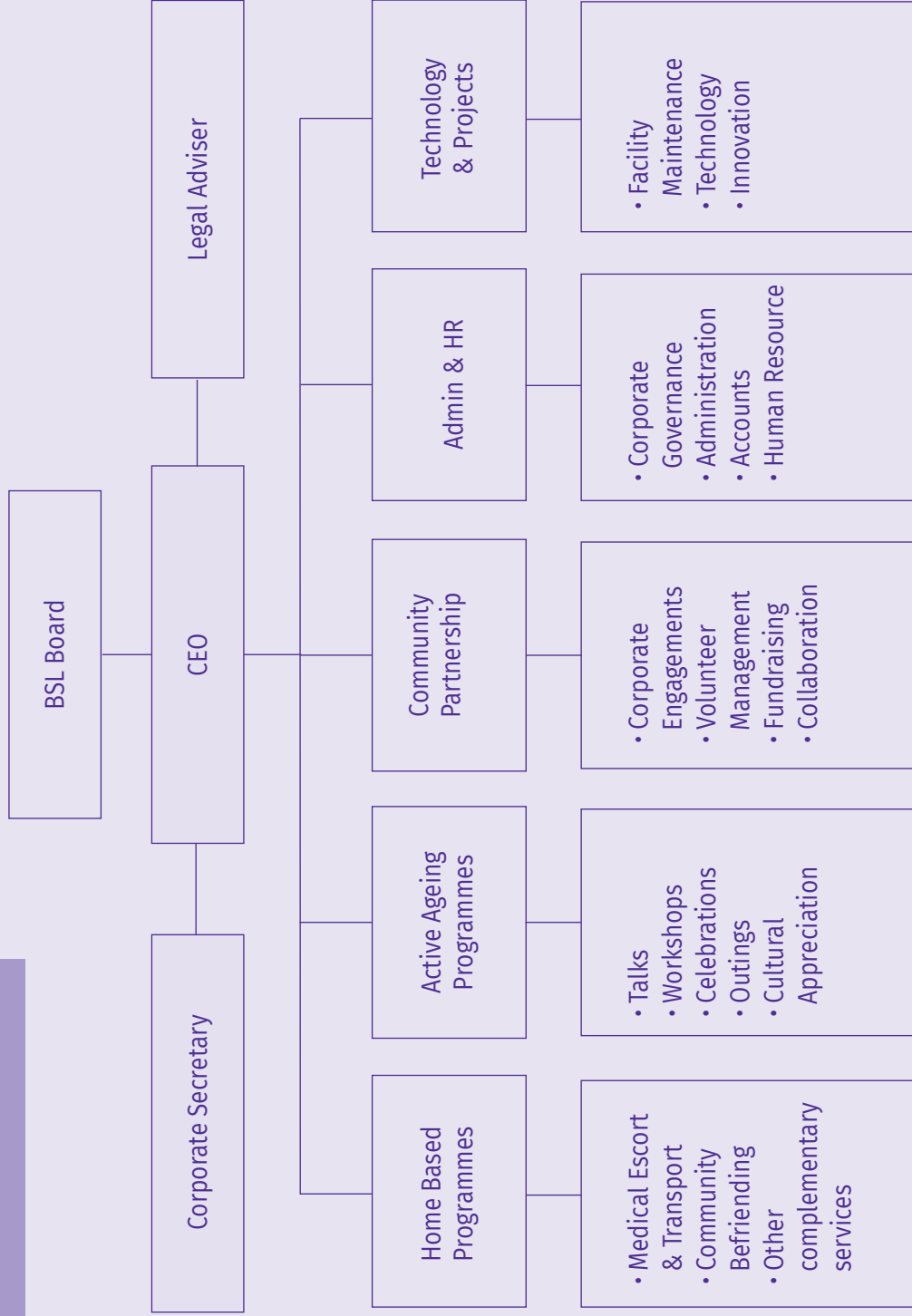
- MSc of Science(NTU) and BSc (NUS)
- 30 years in electronic, integrated & design system
- ISO International Convenor of ISO TC160/SC1/WG9
- Appointed since July 2018

Ms Sherry Yeo

Director, Active Ageing

- Bachelor of Accountancy (Hons)
- Experience includes treasury, risk management, contracts review and grant application
- Diploma in Community and Social Services (Senior Services)
- Appointed since October 2018

Organisational Chart



Response To COVID-19

Knowledge As Our Best Defence

When news of COVID-19 spread, we invited Mr Hadi (Master of Nursing) to share his experience supporting SARs patients in 2003 for our staff, volunteers and community partners. The talk Infection Control and Precautions for COVID-19 helps to increase their awareness of how infection is spread in the community, protect themselves and share precautions with the seniors under our care.



Essential Services During COVID-19 Circuit Breaker

Our Medical Escort & Transport (MET) Service supports vulnerable seniors who have little or no resources.

Certain treatments cannot be postponed and our service still carries on during the Circuit Breaker period from 7 April to 1 June 2020 with the support from Agency for Integrated Care (Ministry of Health). We worked with the hospitals to contact the seniors for postponement of critical appointments and reassigned the senior volunteers to other tasks. With the reduction in resources, younger staff from the centre and other programmes are roped in to support the MET service.



Community Befriending Programme (CBP)

Already at risk of experiencing social isolation, some of the seniors can find their sense of loneliness exacerbated by a loss of routine.



Although we are not able to make physical visits to these seniors, our staff and volunteers have been doing weekly calls to keep the seniors connected and check in on them to see if they require any assistance. At least the seniors know that they are not alone.

Special arrangements were made with Agency for Integrated Care (AIC) to deliver meals and grocery to them during this period.

Mask Distribution @ East Canberra Pre-Circuit Breaker (COVID-19)

The community plays an important role in preventing the spread of the virus. We are pleased to support the Gambas grassroots with the distribution of masks and sanitisers to the community before the Circuit Breaker.



Bring Your Own Bottle (BYOB) Supported By Temasek Foundation And Gambas Grassroots Pre-Circuit Breaker (COVID-19)



Visit By President Halimah Yacob To Blossom Seeds Centre Pre-Circuit Breaker (COVID-19)

Blossom Seeds is delighted and honoured to have our President Halimah Yacob to grace us with her visit on Saturday 8 February 2020 at East Canberra.

Supported and guided by the youth volunteers from Youth Corps Singapore (YCS), she helped to reinforce the message of good personal hygiene practices to protect ourselves.



Grocery Distribution On Eve Of COVID-19 Circuit Breaker

On the eve of COVID-19 Circuit Breaker, with the support from Gambas Befrienders, we managed to distribute grocery to our vulnerable seniors under our Medical Escort Service and to other seniors, bringing some cheer to them amidst the uncertainties.



Ramadan Grocery Distribution During Circuit Breaker

It's a very challenging time for the needy families and a very different Ramadan this year.

We are grateful to be able to support Assyafaah Mosque in their Ramadan Drive to put food on the table for more than 200 needy families in Sembawang GRC during this Festive Season.

ASSYAFAAH

Ramadan Drive

9 - 15 May Groceries | 17 - 19 May Frozen Meat

Medical Escort & Transport (MET) partnering Agency for Integrated Care (AIC)

1 Admiralty Lane, Singapore 757620

ASSYAFAAH Masjid Ahmad Ibrahim Blossom Seeds



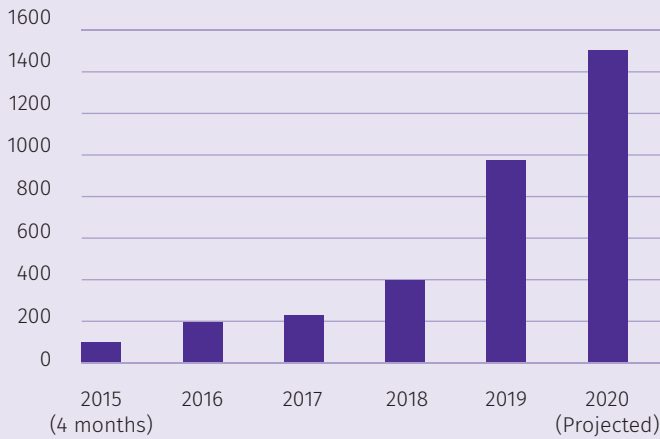
Vesak Grocery Distribution Post Circuit Breaker Phase 2

On Day 2 of post Circuit Breaker Phase 2, together with Silver Generation Office (SGO), Gambas Befrienders (GB), Assyafaah Mosque and BW Monastery, we distributed grocery to 200 vulnerable seniors under our care in the spirit of Vesak in June 2020.



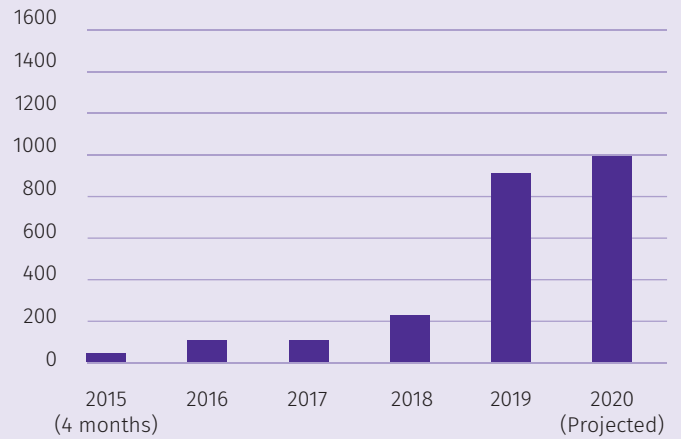
Highlights Of The Year

Medical Escort & Transport (MET)



No of trips made for Medical Appointments

Befriending



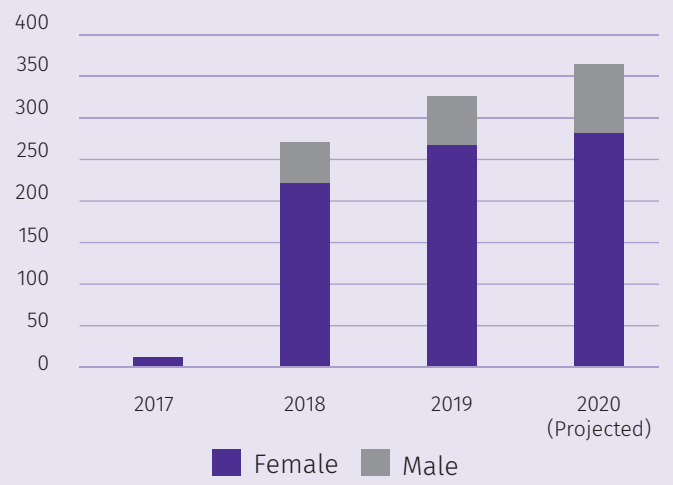
Befriending visits for the Seniors

Active Ageing Programmes



No of Participants (Attendance)

Blossom Kaki (Senior Volunteerism) Programme



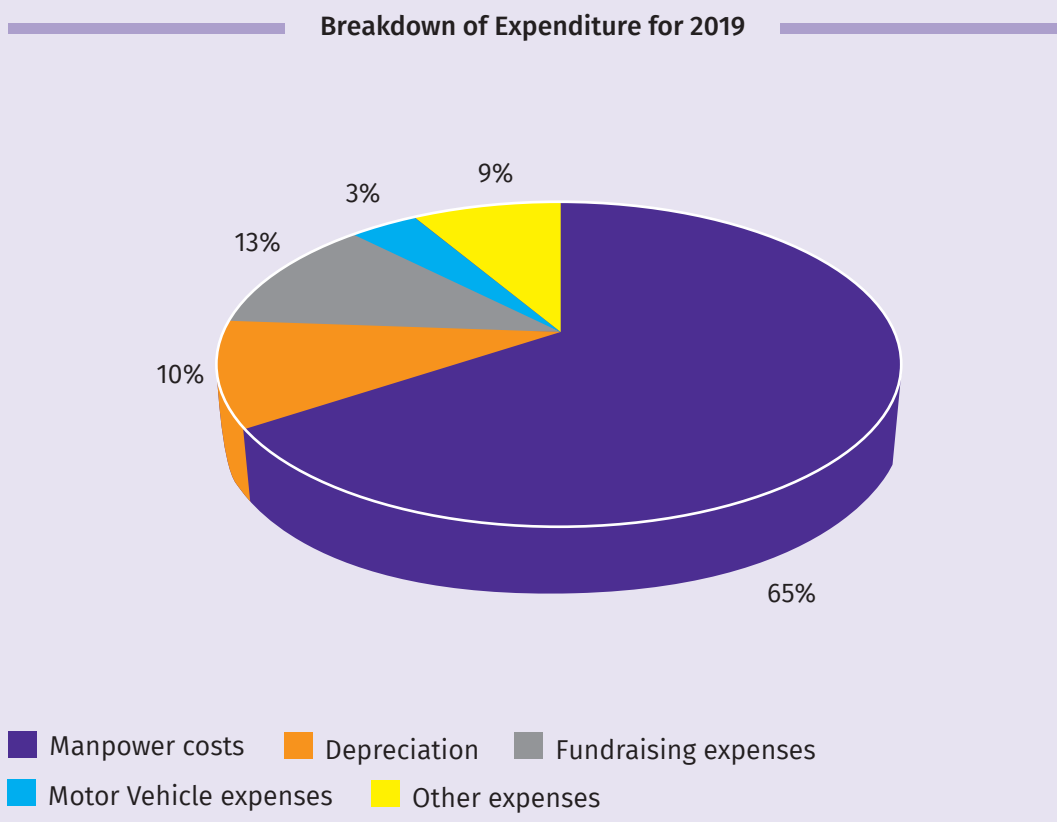
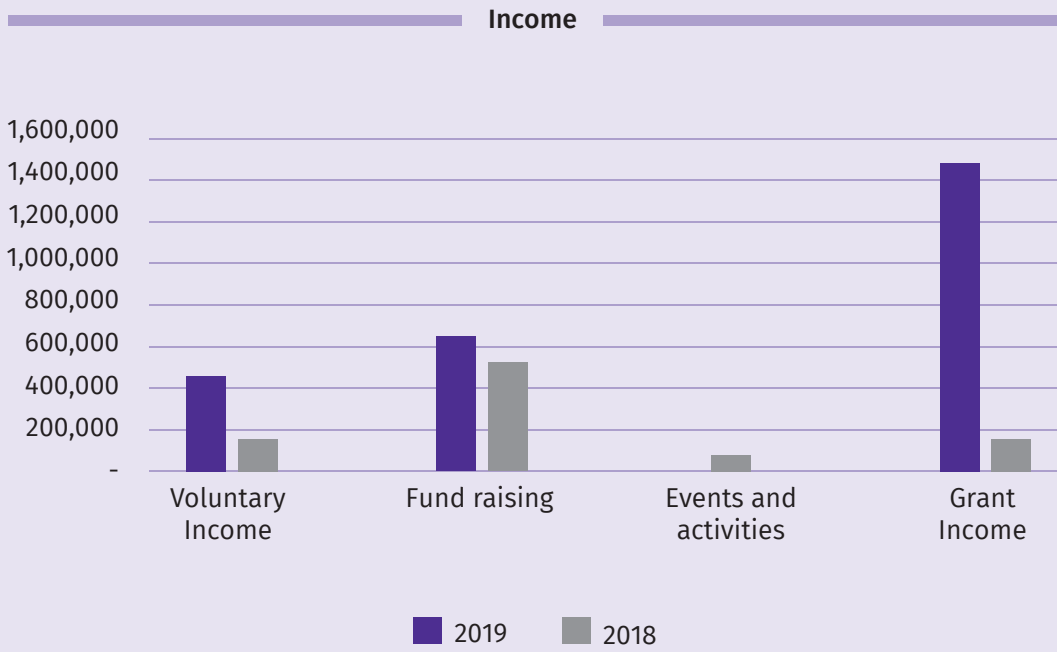
No. of Senior Volunteers

Financial Highlights

Income for the year increased mainly due to grants received from Community Silver Trust for 2017 and 2018, Charity Support Fund for Cultural Programmes and VWOs-Charities Capability Fund for the implementation of card system. Voluntary income increased because of new programmes including Gym Tonic and donations towards the wheelchair-enabled buses and the new centres to support the programmes.

The Charity purchased two new wheelchair-enabled buses to support the Medical Escort & Transport Services for frail and wheelchair-bound Seniors. Expenditure for the year is higher due to new headcounts of 16 at the end of 2019 compared to 12 in 2018., depreciation and motor vehicle expenses.

Income	2019	2018
Voluntary Income	470,000	160,000
Fund raising events	636,000	505,000
Events and activities	7,000	46,000
Grant income	1,472,000	110,000
Other income	6,000	2,000
Total Income	2,591,000	823,000
Expenditure		
Fundraising expenses	112,000	133,000
Event expenses	8,000	30,000
Cost of charitable activities	947,000	441,000
Governance & other administrative costs	15,000	28,000
Total	1,082,000	632,000
Net surplus	1,509,000	191,000



Medical Escort & Transport (MET) Partnering Agency For Integrated Care (AIC)

Medical
Escort &
Transport
during
COVID-19

Story of Mr Tan (a MET Beneficiary)

Mr Tan (not his real name) is so happy to be out of his house. He is unable to leave the house on his own and requires the support of a wheelchair-enabled bus to bring him for his medical appointment.

He has not been out of the house since January. This is the first time he puts on a mask since COVID-19 and the first time out of his house after 5 months at home.

After his medical appointment, he requested that he would like to have a hair-cut and we brought him to the salon next door. He also requested that we do some grocery shopping with him and was delighted to choose the fruits, tidbits and kueh that he likes.

Every appointment is an opportunity for him to be out of the house and he usually requests the escort kakis to help him with some errands.

We are so restless after staying at home for 2 months during the Circuit Breaker. What about these seniors who are home bound and have no access to internet and smartphone?



Our MET service supports frail, needy seniors or physically disabled individuals with no caregiver; frail caregiver or working caregiver, to live in the community for as long as possible.



We promote an inclusive culture where volunteers from all races and religions learn together and care for vulnerable seniors who need help.



Impact In 2019

SUMMARY FINDINGS

Top-2 box scores for **Overall Satisfaction**, **Service** and **Safety** achieved 100%

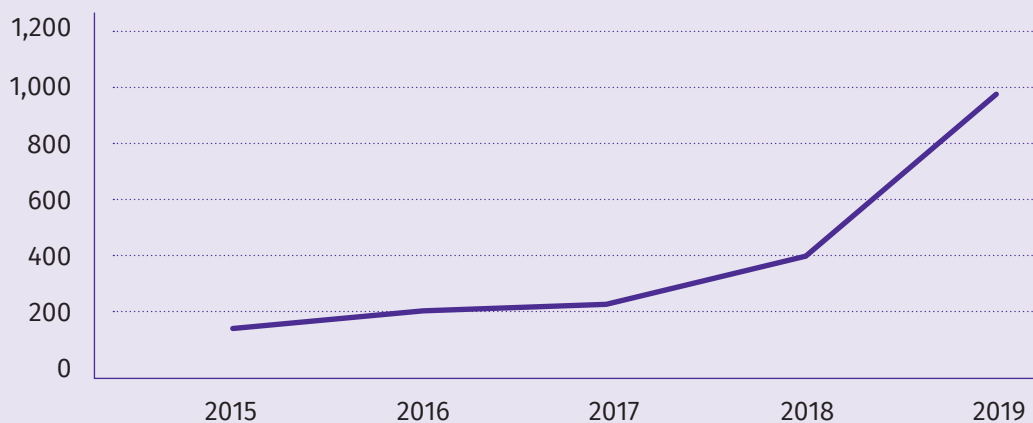
	Overall Satisfaction (n=24)	Service Quality (n=24)	Safety (n=24)	Willingness to Recommend^ (n=24)
Positive Score in 2019	100%	100%	100%	100%
Top-2 box score in 2019	100%	100%	100%	100%

Note: "Satisfactory", Good and "Excellent" are the Positive score
 "Good" and "Excellent" are the Top-2 box score
 "Margin of error = ±0.0%. Any improvement or decline of more than 0.0% is statistically significant

* All attributes achieved perfect Top-2 box ratings (Good+Excellent) in 2019

- 100 satisfaction in quality and service
- More than 100% increase in the number of trips due to the donation of two wheelchair enabled buses and the use of technology to support the MET service.

Medical Escort & Transport (No. of Trips)

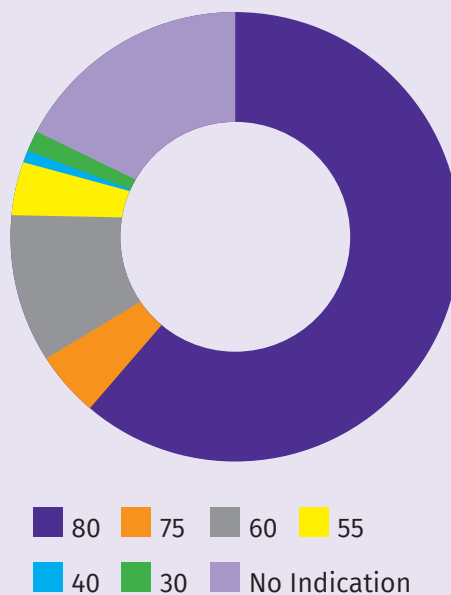


The buses, supported by Lee Foundation, LSK Engineering (S) Pte Ltd, NCSS and Tote Board allow us to support frail seniors who are wheelchair-bound.

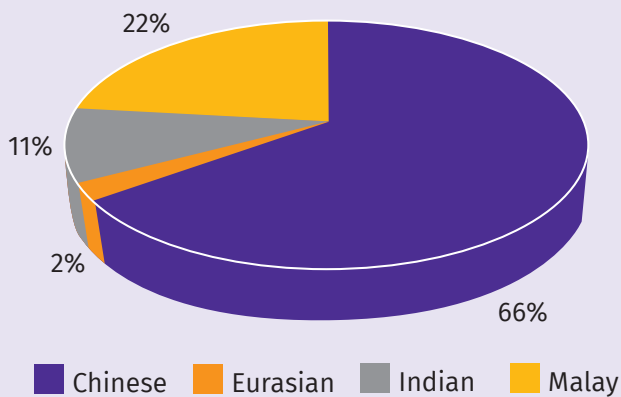
More than 80% are needy seniors

All the beneficiaries have to go through means testing and about 80% of the beneficiaries are under subvention of 60% and above.

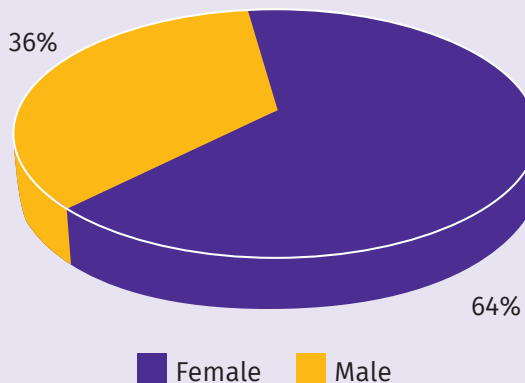
Subvention (%)



Race



Gender



Complementary Services (Unfunded)

We support them with annual spring cleaning, festive grocery distribution, grocery shopping, and bring them to our centre for activities. These are made possible because of the goodwill of others.

Annual Spring Cleaning



Bringing the beneficiaries to the Centre for Activities





Community Befriending Programme (CBP) Partnering Council For Third Age (C3A)

Story of Ms Lee (a CBP Beneficiary)

Ms Lee is in her 60s and single. She recovered from cancer but is frail and needs to use a walking frame or wheelchair to move around. Before knowing Blossom Seeds, she stayed at home most of the time and seldom engaged in any activities.

Ever since Blossom Seeds befriended her in September 2019, we started to understand and care for her. In order to let her find more meaning and interest in life, we encouraged her to come to our centre for activities and celebrations. She was reluctant at first as she was afraid that she would be the only one on a wheelchair and didn't want to trouble anyone to look after her.

After lots of encouragement and persuasion, she finally agreed to come to our centre for Winter Solstice Celebration. She enjoyed herself and was moved to tears as it has been a long time since she participated in such events. Subsequently, she also came to our Blossom Tribute to Seniors Charity Lunch.



Winter Solstice Celebration



Blossom Tribute to the Seniors



“I rarely come into contact with charities but Blossom Seeds has changed my life significantly. To be honest, I don’t know much about them to give my opinion, but my life has definitely improved after knowing them. I feel that there are people who care about me. Things were better when my grandmother and sister were alive. Besides them, no one cares about me. Until Blossom Seeds came along. My sister even commented that I am more knowledgeable after getting to know Blossom Seeds.”

- Miss Lee

In face of COVID-19 pandemic, the beneficiaries experienced growing anxiety and restlessness. Our team of befrienders stepped up their efforts to extend their support to the them.



Mdm Loh, in her late fifties, is a housewife and spends most of her time taking care of her family. She looked after her father-in-law during the final days of his life. He was in ill health and extremely difficult to care for. Her experience looking after him had helped her to empathise with the seniors. She recognised that the Singapore population is ageing and there are many seniors who are at risk of social isolation and require such care and support.

Mdm Loh was part of the pioneer volunteer group when Blossom Seeds started our Community Befriending Programme in 2018. She attended our volunteer trainings to enrich herself and participated in the regular volunteer sharing sessions. The training coupled with her past experience helped her to get connected very quickly to the seniors under her care.

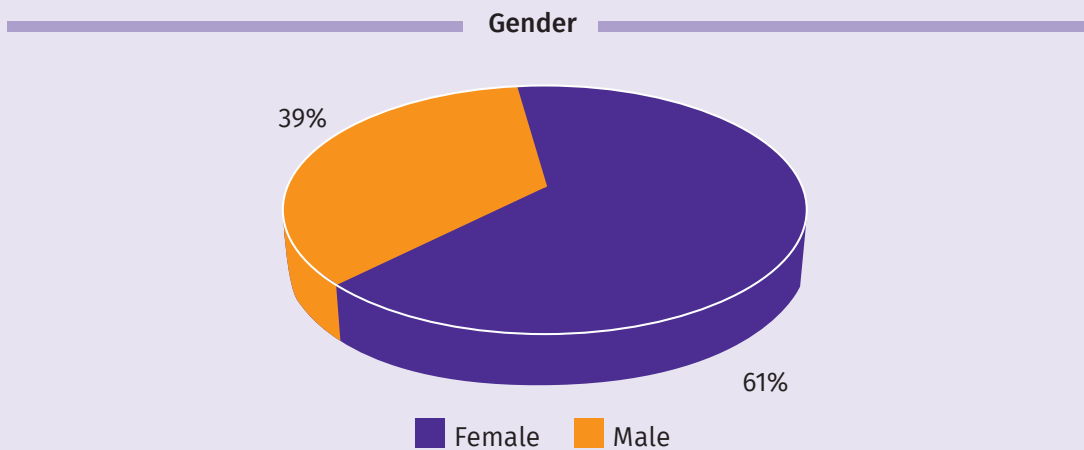
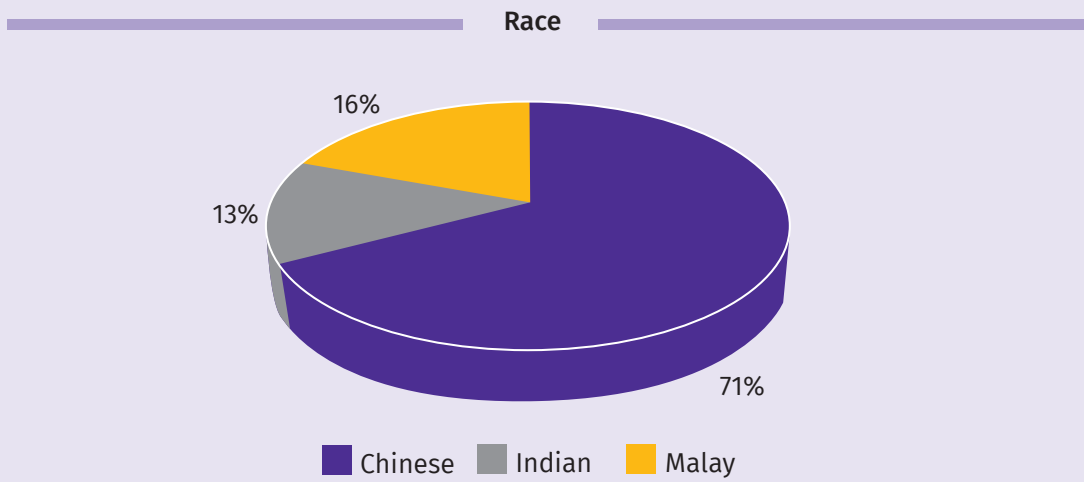
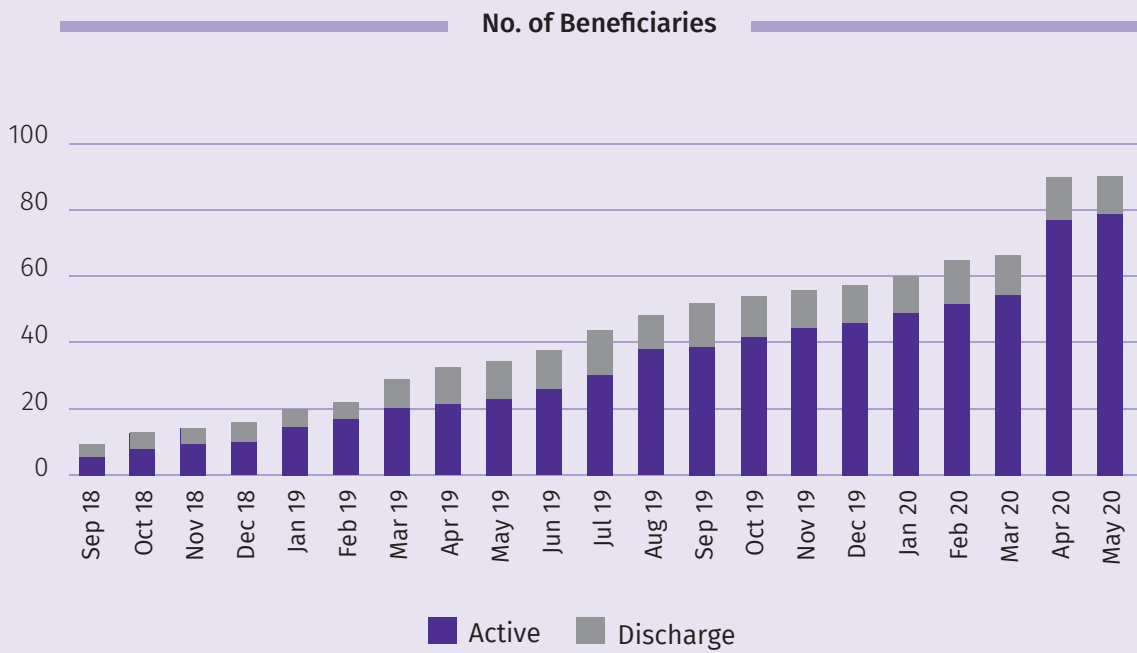
To these vulnerable seniors, she is an endearing friend whom they affectionately addressed as “Ah Ping”.

“The seniors struggled during their younger days and they are having a tough time now that they are old and frail. I am glad that I am able to bring some joy to them in their twilight years, and comfort them when they are feeling anxious. I am extremely grateful that I am healthy and able to contribute, and that my family is supportive of my volunteer work.”

- Mdm Loh



Impact In 2019



Active Ageing Programmes

Story of Mdm S (an Active Ageing beneficiary)

The centre has to close for activities during the Circuit Breaker. Mdm S is one of the vulnerable seniors who are encouraged to stay at home.

Before COVID-19 she came to the centre regularly with her daughter for exercise. At the centre she learns Tai Chi and Wushu exercises that are gentle for her age. Her daughter also started to exercise with her.

She learnt how to do paper quilling and decoupage and got to know more of her neighbours, including those from other races at Blossom Seeds.

At other times, she helped out with our cooking sessions to share recipes and cook with the other seniors for the seniors.

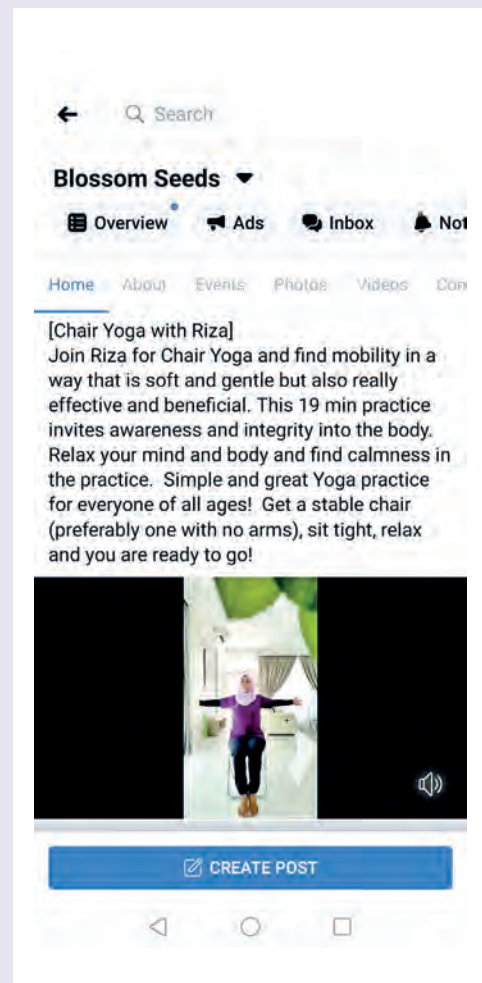
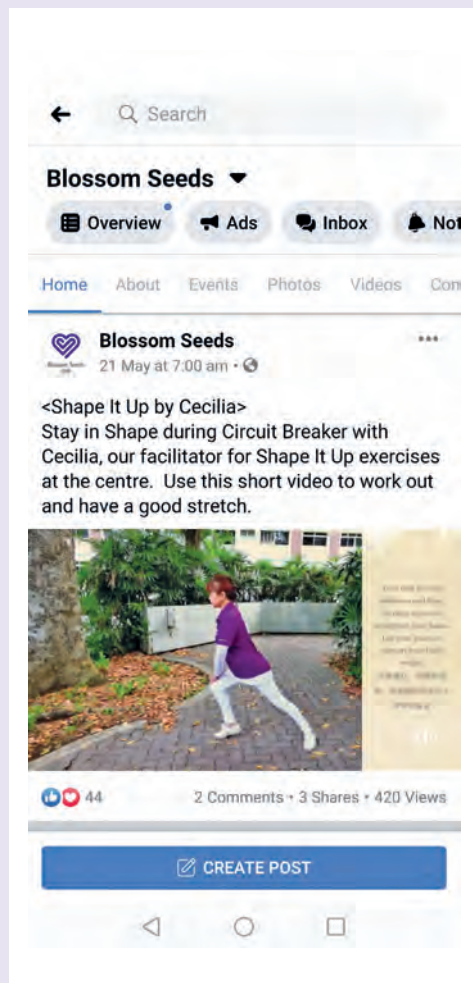


Active Ageing Programmes During COVID-19



Our Foray Into Social Media

To support these seniors, some of our centre volunteer trainers started making videos of the exercises and craftwork to share with the seniors.



The team also made one-to-one phone calls to check in on them to keep their spirit up. After much effort, the team managed to coax them to go online, and connect with one another over WhatsApp video call and zoom.

Virtual Active Ageing

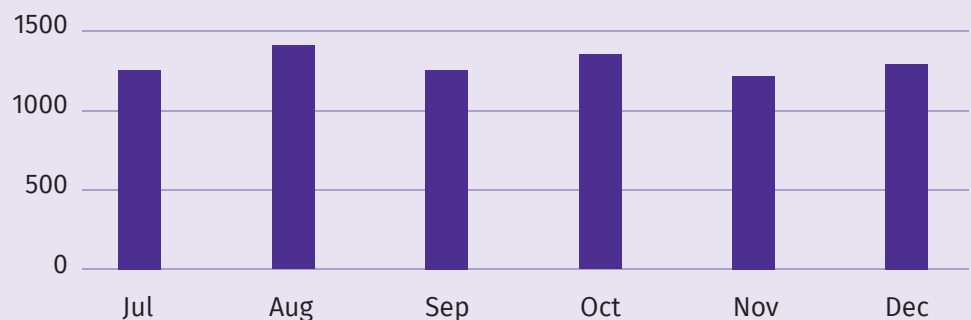
After the success of getting a group of seniors onto whatsapp videocalls and zoom, we begin to start having online activities.

The activities are similar to what was previously held at the centre so that it is easier for the seniors to follow the moves of the facilitators.

We plan to support more seniors to go online to join our activities in the months ahead.



Activities Participation Rate 2019



Cultural Programmes Supported By Charity Support Fund (Community Chest)

Blossom Seeds Activity Centre is a common platform that supports people of different races, languages, religions and socio-economic backgrounds to interact and get to know each other. The programmes help to strengthen our racial harmony, reduce social tension and celebrate Singapore's rich multi-cultural heritage.

Tai Chi and Qigong for people of all races and people with varying degrees of mobility



Cultural
Appreciation
through
language
learning



Chinese New Year Celebration and Gift Pack Distribution



Easter Celebration



Supported by PCF Sparkletots Preschool @ Yew Tee

Hari Raya Celebration & Iftar



Vesak Lunch and Vesak Goodie Bag Distribution



Supported by Nanyang Polytechnic

Racial Harmony Celebration



National Day Celebration



Supported by GovTech

Mid - Autumn Celebration



Supported by Woodlands Ring Secondary School and National University of Singapore

Winter Solstice Celebration



Supported by BP Singapore

Christmas Celebration



Blossom Kaki (Senior Volunteerism) Programme

Story of Raj (a Senior Volunteer)

Mr Kaliraj was the son of one of our beneficiaries. As the only son, his mother was worried about him but he was hardly at home. We encouraged him to volunteer with us.

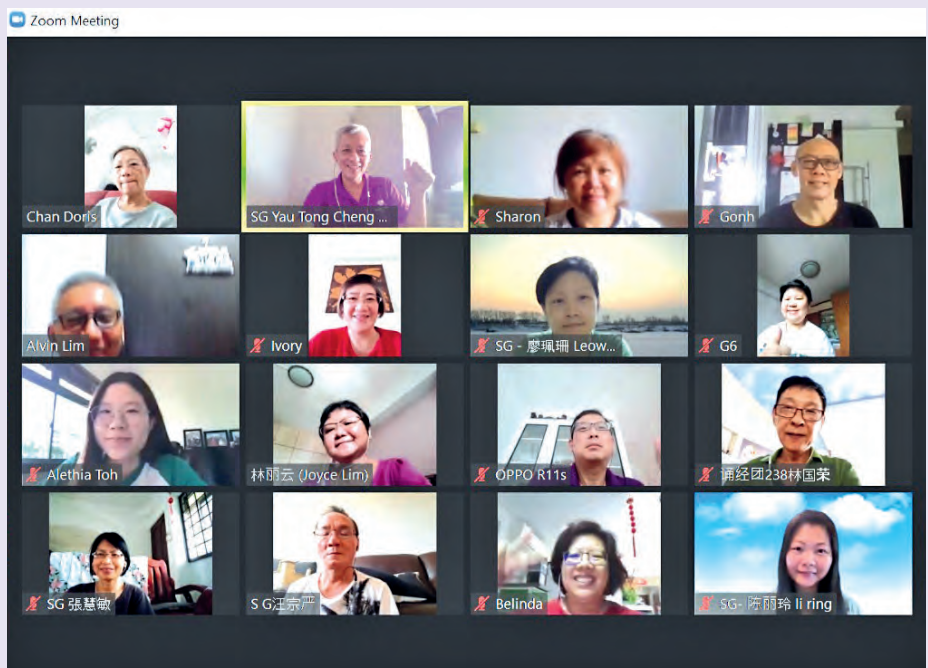
Before his mother passed away in 2019, she encouraged him to do good and support those in need. With the support of his family, he attended our volunteer training sessions under our Blossom Kaki (Senior Volunteerism) Programme which were partially funded by Council for Third Age (C3A).



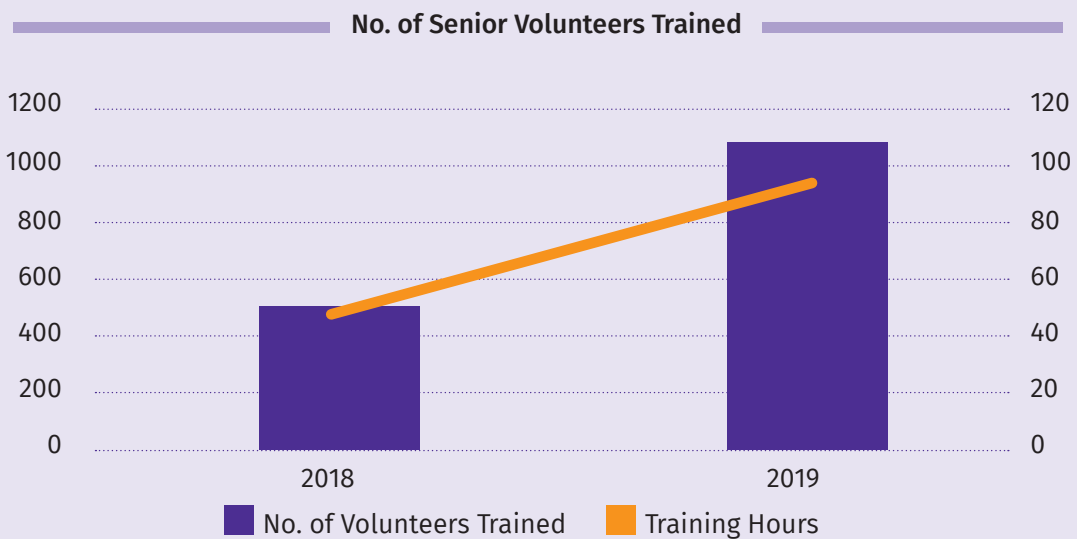
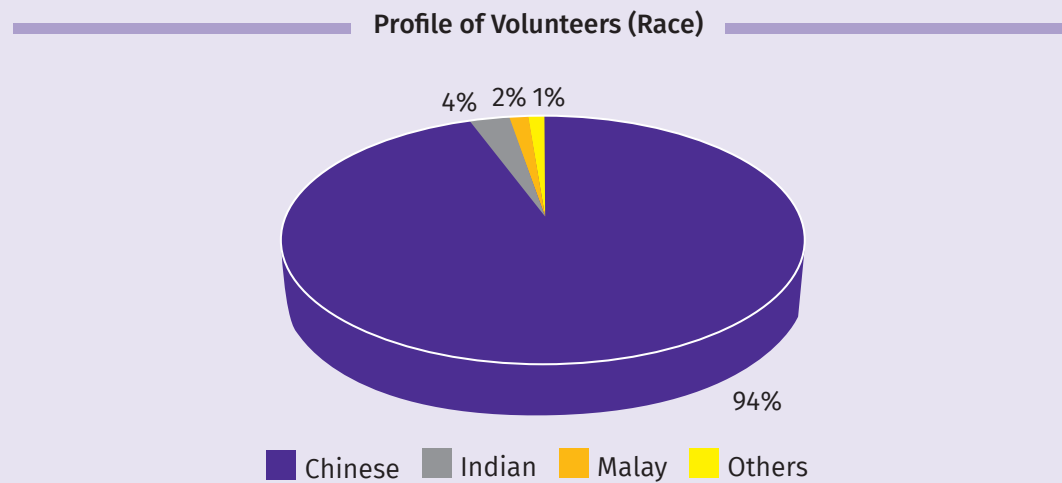
With encouragement from his family, and the patient support of the staff and fellow volunteers, Raj helps to bring the seniors for their medical appointment. He also helped to bring the seniors to the centre for activities.



In face of COVID-19, we organise regular volunteer training to address the concerns of our volunteers. Support for our volunteers continued via zoom throughout the Circuit Breaker. As part of our efforts to harness technology to support our programmes, most of our senior volunteers have been exposed to various digital platforms. With COVID-19, a number of the senior volunteers acquired another skill.



Impact In 2019



Fundraising Efforts

Blossom Seeds held our 2nd Blossom Tribute to Seniors at SAFRA (Jurong) on Sunday 29 December 2019. The Charity Lunch seeks to raise funds for our programmes and Phase 2 renovation at our new centres at East Canberra (Gambas). Our Guest of Honour Mr Ong Ye Kung, then Minister for Education and Adviser for Sembawang GRC (Gambas) sang 3 songs to raise funds for us, which were sponsored by Sheng Siong Group for \$100,000.

Blossom
Tribute To
Seniors
2019











Ready, Set, Gold - A Charity Fun Day

On 3 March 2019 (Sunday), Blossom Seeds held its inaugural “Ready Set Gold” Charity Fun Day, bringing together close to 1,000 people (beneficiaries, participants, befrienders, students and other volunteers, well-wishers, and community partners).

This active ageing event aims to encourage people to stay active and healthy for a longer period of time.





Blossom Vesak
Charity Lunch



Technology

Tech-Ki Workshop

Seeing the benefits of Digitalisation, Blossom Seeds ran a series of Tech-Ki workshops to support seniors to navigate in the digital space.



Multi-Purpose Card System

With the support from NCSS Voluntary Welfare Organisations (VWOs)-Charities Capability Fund (VCF), Innovation and Productivity Grant (IPG), Blossom Seeds implemented the Multi-Purpose Card System. Digitalisation allows the organisation to improve its productivity while coping with the increased demand for its services. More importantly, our staff and senior volunteers are brought onto the digital platforms.



Anywhere, Anytime

With the implementation of the card system, the staff and volunteers supporting the Medical Escort & Transport (MET) Services could now work from anywhere and anytime, using their mobile, notepad or laptop.

Empowering volunteers

The volunteers are able to access the medical appointments and select the appointments that they are able to support.

A reminder is sent to the beneficiary and the staff/volunteer escort upon confirmation of the appointment. Conversely, a message is sent to the staff/volunteers upon cancellation of the appointment.

One card for all systems

The card is used to track the attendance for programmes at the centre, the number of MET trips made, volunteering hours, etc by staff, volunteers and beneficiaries.



Renovation

The 2nd phase of our Centre renovation will incorporate Gym Tonic, Training room, Cooking Area and other activity areas. Gym Tonic, a programme by Lien Foundation, focuses on strength training to address frailty systematically. The Centre will support seniors on the road to recovery from their illnesses. Active seniors can stay physically and mentally healthy and be socially connected with the community.

Gym Tonic



Cooking Area



Activity Area



Training Room



Technology Room



Health Check Up Room



Board Governance

1. The Board conducts self evaluation to assess its performance and effectiveness annually to gather necessary feedback for improvements.
2. None of the Board members have served for more than 10 consecutive years.
3. Management of conflict of interest
There is no paid staff on the Company's Board of Directors.

Board members are required to disclose any interest that they may have, whether directly or indirectly, that the Company may enter into or in any organisations that the Company has dealings with or is considering dealing with; and any personal interest accruing to him as one of the Company's supplier, user of services or beneficiary. Should there be any potential conflict of interest, the affected Board members may not vote on the issue that was the subject matter of the disclosure. Detailed minutes will be taken on the disclosure as well as the basis for arriving at the final decision in relation to the issue at stake.

4. Board Meetings and Attendance
The following sets out the individual Board member's attendance at the meetings

Mr Aw Cheow Thiam	- 6/6	A/Prof Wong Yee Chee	- 6/6
Dr Pua Hwee Leng	- 4/6	Mr Lee Chin Chye	- 5/6
Ms Leong Soon San	- 4/6	Ms Chua Mui Kiang	- 4/6
Dr John Zaw Min	- 4/6	Mr Teo Kim Swa	- 1/1
Ms Tan Chiew Hoon	- 5/6	Ms Goh Sock Choo	- 1/1

5. Related party transactions

- (a) Related party transactions and balances

There was no transaction between the Company and related parties for the financial years ended 31 December 2019 and 31 December 2018.

None of the directors received any remuneration from the Company for the financial years ended 31 December 2019 and 31 December 2018.

None of the staff serves as governing board members of the charity.

- (b) Compensation of key management personnel

Number of key management personnel whose remuneration is in the S\$100,000 band and above is 1 (2018: Nil).

- (c) There is no paid staff, being a close member of the family belonging to the board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.

6. Reserve Policy

The Company's reserve position for the financial year ended 31 December 2019 is as follows:

		2019 S\$'000	2018 S\$'000	Increase/ (Decrease)
A	Unrestricted Fund			
	General Fund	678	685	-1%
B	Restricted/ Designated Funds	1,413	(102)	1,485%
C	Endowment Fund	NA	NA	
D	Total Funds	2,091	583	259%
E	Total Annual Operating Expenditure	1,082	632	71%
F	Ratio of Reserves to Annual Operating Expenditure (A/E)	0.63	1.08	

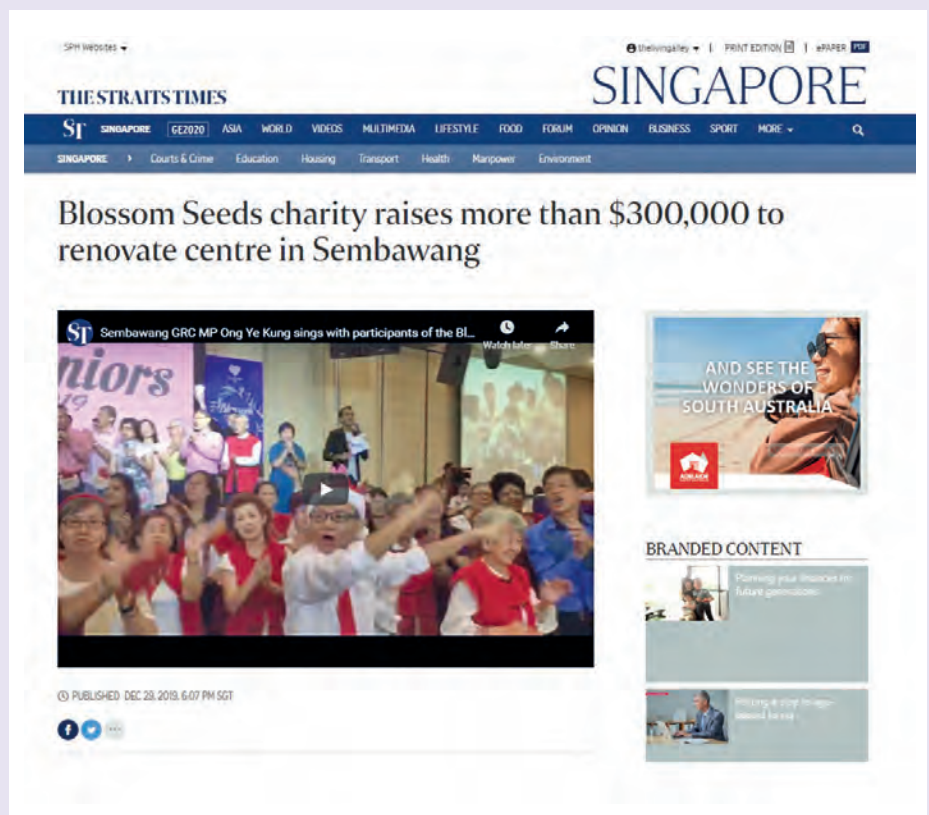
The Company's Reserve policy is as follows:

- i. The reserves of the Company provide financial stability and the means for the development of the Company's activities.
- ii. The Board intends to maintain reserves five times of the Company's operating needs.
- iii. The Company reviews the level of reserves regularly for the Company's continuing obligations.

Media

Blossom Tribute to the Seniors featured on Channel News Asia and Channel 8





Visit by President Halimah to Blossom Seeds Centre featured on Straits Times and Channel 8







哈莉玛总统（右二）访福善乐龄活动中心，派佳节礼包给近30名年长者，还向他们问好。（海峡时报）

哈莉玛： 人民抗疫时期应照常生活

哈莉玛总统昨日访问福善乐龄活动中心，派佳节礼包给近30名年长者并与他们交谈。

她希望以此活动向国人传达，人民在提高警戒，抗疫时期应继续照常生活，不能陷入恐慌，造成生活停滞不前。

政府前天宣布将应对新冠病毒的应对级别提高至橙色后，国人蜂拥到超市抢购粮食和日用品。

针对此举，哈莉玛呼吁人们保持冷静，并强调国内不会出现货物短缺的问题，所以没有必要囤货。

当日的礼包是由青年自愿团（Youth Corps）的13名成员负责包装，他们随后协助总统分派给各个年长者。

每份礼包有橘子、消毒液、洗手液、消毒纸巾、口罩和防疫说明书，帮助他们防范病毒感染。自愿者也在场为他们示范七个洗手步骤，并提醒他们保持卫生的重要。

活动由总统挑战举办，福善是去年的受益机构之一。


退休人士胡银金（63岁）平时都会参加福善举办的免费活动，包括气功、舞蹈、拍打经络等。自疫情蔓延后，她就比较注重卫生，不过在家时就不会太过讲究。

对于抢购现象，她说：“我们在新年前就已经买了一些粮食过年，必需品也足够，不需要去抢购，我相信政府会将疫情控制好。”

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SINGAPORE > Courts & Crime Education Housing Transport Health Manpower Environment

Coronavirus: Charity resumes grocery distribution to needy families



Volunteers from Blossom Seeds and Assyafaah Mosque giving a bag of groceries to Mr. Zamry Abdul Karim on June 20, 2020. PHOTO: LIANHE ZAOBAO

Shaper: Adam Byatt encore

Adam Byatt is a chef, restaurateur and food writer. Exposed to the world of cooking from an early age with his grandfather, a cook in the Army, and his mother a professional chef, aged 16 Adam decided to give up his multiple jobs when he was introduced to the Savoy Educational Trust who offered him a placement as an apprentice chef at Claridge.

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新加坡即时 中年汉涉非礼68岁妇女被捕

生活 文字与音乐 线上颂父亲:《与父亲三事》

即时报道 | 新加坡即时

慈善机构福善分派礼包给受惠家庭

文/胡洁梅 摄影/林泽锐
发布/2020年6月20日 2:02 PM



慈善机构福善 (Blossom Seeds) 的义工今早特装有无干粮与日用品的礼包赠送给200名受惠者。(林泽锐摄)

字体大小: 小 中 大

THE STRAITS TIMES

SINGAPORE

PDF 🔍 ☰

Tech firm gives \$2.5m to help amid Covid-19 situation



Ms Dng Siew Chin, chief executive of Blossom Seeds - a charity that helps seniors - receiving a donation of surgical masks from tech company Micron, delivered by Micron staff (from left) Boon Pian Yeo, Tan Tek Wui and Desmond Sim on April 2, before Singapore's circuit breaker period began. PHOTO: MICRON

TECHNOLOGY

Micron donates S\$2.5m to Covid-19 treatment research, 5 charities

By Vivien Ang
vivang@sph.com.sg

Singapore

MICRON Technology on Thursday announced several donations totalling over S\$2.5 million from its Micron Foundation Covid-19 Relief Fund to support Singapore communities through the coronavirus pandemic.

Chen Kok Sing, corporate vice-president and Singapore country manager, said: "As local organisations continue to be overwhelmed by needs that outpace what they can provide, Micron remains committed to doing all that we can to alleviate the impact of this pandemic in Singapore and ensure equal access to support organisations and families in need."

Joining the global effort to find a cure for the virus, the Micron Foundation has committed more than S\$500,000 to help discover new treatment therapies. A research team from the National University of Singapore (NUS) has developed a pioneering platform known as IDentif.AI, which uses AI to identify the optimal combination and dosage of drugs that can be used as an interim treatment for Covid-19. The IDentif.AI platform could play a key role in finding effective drug combinations that combat the virus as it mutates.

"Identifying a drug that can be

used to treat Covid-19 is a gruelling task, which requires both time and precision given the amount of possible drug combinations," said Dean Ho, director of the N.I Institute for Health and the Institute for Digital Medicine and head of Department of Biomedical Engineering at NUS.

Dr Ho added: "Treatment for this virus remains a high priority, and we are thankful that Micron recognises the need and urgency in optimising therapy against Covid-19. Micron's support and commitment will go a long way in speeding up the search for suitable treatments to be used here in Singapore and globally."

Through Micron's 2-to-1 employee donation matching programme, Singapore team members have raised a total of S\$1.88 million - almost doubling the initial target of S\$1 million. In addition to cash donations, Micron's unique programme also allowed employees to exchange their paid annual leave for monetary donations to charities, which were also matched by Micron.

The funds raised were distributed to five charities spanning a spectrum of beneficiaries, including children, older adults, differently abled people, and vulnerable families. The five chosen beneficiaries are Children's Wishing Well, The Food Bank Singapore Ltd, Down Syndrome Association (Singapore), Daughters of Tomorrow, and Blossom Seeds.

Thank you for supporting our work with the Seniors



Our work would not have been possible without the support from all agencies, community partners, sponsors, donors and volunteers. It is your generosity that allows us to realise our vision of a compassionate community where everyone blossoms.

We thank you sincerely for supporting our work with the seniors.

Thank you

With Gratitude

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted fund	Restricted funds				Total unrestricted fund and restricted funds S\$
		General Fund S\$	Home Help Fund S\$	Blossom Kaki (Senior Volunteerism) Programme Fund S\$	Active Ageing Programme S\$	Community Befriending Programme S\$	
2019 INCOME							
Income from generating funds							
<u>Voluntary income</u>							
Donations	5	0	131,551	31,978	273,270	33,144	469,943
<u>Activities for generating funds</u>							
Fund raising events	5	288,932	211,730	67,707	0	67,708	347,145
Events and activities	5	0	4,073	1,303	0	1,303	6,679
		<u>288,932</u>	<u>215,803</u>	<u>69,010</u>	<u>0</u>	<u>69,011</u>	<u>353,824</u>
Income from charitable activities							
<u>Grant income</u>							
Council for Third Age (C3A)							
- Blossom Kaki (Senior Volunteerism) Programme		0	0	29,157	0	0	29,157
- Community Befriending Program		0	0	0	0	61,230	61,230
Agency for Integrated Care (AIC)							
- Manpower		109,550	6,300	24,150	28,001	13,999	72,450
- Medical Escort & Transport Service		0	32,507	0	0	0	32,507
Tote Board Community Healthcare Fund							
- Medical Escort & Transport Service		0	59,715	0	0	0	59,715
- 4As Senior Health Programme		0	0	0	20,872	0	20,872
Community Silver Trust	13	234,488	450,000	0	301,734	0	751,734
Balance carried forward		<u>344,038</u>	<u>548,522</u>	<u>53,307</u>	<u>350,607</u>	<u>75,229</u>	<u>1,027,665</u>
							<u>1,371,703</u>

BLOSSOM SEEDS LIMITED
 [UEN. 201304904N]

 Audited Financial Statements
 Financial Year Ended 31 December 2019

**STATEMENT OF FINANCIAL ACTIVITIES
 FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019 (CONT'D)**

	Note	Restricted funds						Total unrestricted fund and restricted funds S\$
		Unrestricted fund	Home Help Fund S\$	Blossom Kaki (Senior Volunteerism) Programme Fund S\$	Active Ageing Programme S\$	Community Befriending Programme S\$	Total restricted funds S\$	
2019 (CONT'D)								
INCOME (CONT'D)								
Income from charitable activities								
(Cont'd)								
Grant income (Cont'd)								
Balance brought forward		344,038	548,522	53,307	350,607	75,229	1,027,665	1,371,703
Community Chest Charity Support Fund for Active Ageing Programmes		0	0	0	50,000	0	50,000	50,000
National Council of Social Service - Charities Capability Fund		46,240	0	0	0	0	0	46,240
- Innovation and Productivity Grant		4,000	0	0	0	0	0	4,000
		<u>394,278</u>	<u>548,522</u>	<u>53,307</u>	<u>400,607</u>	<u>75,229</u>	<u>1,077,665</u>	<u>1,471,943</u>
Other income								
Gain on disposal of PPE		2,300	0	0	0	0	0	2,300
Miscellaneous income	6	3,116	360	0	0	0	360	3,476
		<u>5,416</u>	<u>360</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>360</u>	<u>5,776</u>
Total income		<u>688,626</u>	<u>896,236</u>	<u>154,295</u>	<u>673,877</u>	<u>177,384</u>	<u>1,901,792</u>	<u>2,590,418</u>

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019 (CONT'D)**

	Note	Unrestricted fund		Restricted funds				Total unrestricted fund and restricted funds S\$
		General Fund S\$	Home Help Fund S\$	Blossom Kaki (Senior Volunteerism) Programme Fund S\$	Active Ageing Programme S\$	Community Befriending Programme S\$	Total restricted funds S\$	
2019 (CONT'D)								
EXPENDITURE								
Cost of generating funds								
Fund raising expenses		29,891	49,939	15,970	0	15,969	81,878	111,769
Event expenses		0	5,028	1,608	0	1,608	8,244	8,244
		<u>29,891</u>	<u>54,967</u>	<u>17,578</u>	<u>0</u>	<u>17,577</u>	<u>90,122</u>	<u>120,013</u>
Cost of charitable activities								
Cleaning supplies		1,765	26	0	0	48	74	1,839
Consultant/trainers/speakers		6,400	1,725	3,000	9,850	0	14,575	20,975
Depreciation	10	2,958	84,350	635	10,462	614	96,061	99,019
Employer's contribution to CPF		1,343	28,061	5,884	33,864	10,082	77,891	79,234
Equipment rental		0	0	0	1,305	0	1,305	1,305
Facility supplies		2,384	164	89	509	0	762	3,146
Gift and goodie bags		9,975	82	0	205	0	287	10,262
Insurance		4,686	0	0	0	0	0	4,686
Medical consumables		141	1,964	0	0	0	1,964	2,105
Pantry supplies		172	0	0	91	0	91	263
Parking, insurance and road tax		0	14,479	0	0	0	14,479	14,479
Postage		369	9	0	0	0	9	378
Premises rental		2,408	14,446	2,407	26,484	2,408	45,745	48,153
Printing and stationery		13,857	40	0	763	0	803	14,660
Promotional expenses		1,926	417	0	0	0	417	2,343
Refreshments		667	7	1,272	9,067	1,223	11,569	12,236
Staff salaries and bonuses		9,258	206,816	49,681	214,112	61,798	532,407	541,665
Staff medical fee		501	1,124	85	332	114	1,655	2,156
SDL		19	534	118	507	151	1,310	1,329
Telecommunication costs		105	2,466	306	1,800	1,800	6,372	6,477
Training fee		4,153	2,472	7,830	633	1,648	12,583	16,736
Balance carried forward		<u>63,087</u>	<u>359,182</u>	<u>71,307</u>	<u>309,984</u>	<u>79,886</u>	<u>820,359</u>	<u>883,446</u>

BLOSSOM SEEDS LIMITED
 [UEN. 201304904N]

 Audited Financial Statements
 Financial Year Ended 31 December 2019

**STATEMENT OF FINANCIAL ACTIVITIES
 FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019 (CONT'D)**

	Note	Unrestricted fund		Restricted funds				Total unrestricted fund and restricted funds S\$
		General Fund S\$	Home Help Fund S\$	Blossom Kaki (Senior Volunteerism) Programme Fund S\$	Active Ageing Programme S\$	Community Befriending Programme S\$	Total restricted funds S\$	
2019 (CONT'D)								
EXPENDITURE (CONT'D)								
Cost of charitable activities (Cont'd)								
Balance brought forward		63,087	359,182	71,307	309,984	79,886	820,359	883,446
Transport and travelling		574	40,050	925	805	5,213	46,993	47,567
Uniforms		0	0	5,643	0	0	5,643	5,643
Utilities		1,276	3,748	420	4,631	420	9,219	10,495
		<u>64,937</u>	<u>402,980</u>	<u>78,295</u>	<u>315,420</u>	<u>85,519</u>	<u>882,214</u>	<u>947,151</u>
Governance and other administrative costs								
Audit fee		5,564	0	0	0	0	0	5,564
Bank charges		1,538	3	0	0	8	11	1,549
Membership fee		1,284	0	0	0	0	0	1,284
Professional fee		5,687	1,220	0	0	0	1,220	6,907
		<u>14,073</u>	<u>1,223</u>	<u>0</u>	<u>0</u>	<u>8</u>	<u>1,231</u>	<u>15,304</u>
Total expenditure		<u>108,901</u>	<u>459,170</u>	<u>95,873</u>	<u>315,420</u>	<u>103,104</u>	<u>973,567</u>	<u>1,082,468</u>
NET INCOME FOR THE FINANCIAL YEAR		579,725	437,066	58,422	358,457	74,280	928,225	1,507,950
TOTAL FUNDS BROUGHT FORWARD		684,519	(36,189)	(19,152)	(54,325)	7,858	(101,808)	582,711
Transfer of fund	12	(586,222)	426,222	80,000	0	80,000	586,222	0
TOTAL FUNDS CARRIED FORWARD		<u>678,022</u>	<u>827,099</u>	<u>119,270</u>	<u>304,132</u>	<u>162,138</u>	<u>1,412,639</u>	<u>2,090,661</u>

Governance Evaluation Checklist (Enhanced Tier)

S/N	Code guideline	Code ID	"Response (select whichever is applicable)"	"Explanation (if Code guideline is not complied with)"
	Board Governance			
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff appointments? (skip items 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 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity."	1.1.7	Complied	
5	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied	
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")		No	
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13		
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
	Conflict of Interest			
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
	Strategic Planning			
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
	Human Resource and Volunteer Management			
12	The Board approves documented human resource policies for staff.	5.1	Complied	
13	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	
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? (skip item 15 if "No")		Yes	
15	There are volunteer management policies in place for volunteers.	5.7	Complied	
	Financial Management and Internal Controls			
16	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	
17	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	

Governance Evaluation Checklist (Enhanced Tier)

19	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
20	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)? (skip item 21 if "No")		No	
21	The charity has a documented investment policy approved by the Board.	6.4.3		
	Fundraising Practices			
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")		Yes	
22	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? (skip item 23 if "No")		Yes	
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	
	Disclosure and Transparency			
24	"The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings."	8.2	Complied	
	Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")		No	
25	No governing board member is involved in setting his own remuneration.	2.2		
26	"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? (skip items 27, 28 and 29 if "No")		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	
28	"The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 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 3 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	
29	"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 belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year."	8.5	Complied	
	Public Image			
30	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	



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