



# Annual Report 2022



Every Woman  
**CAN**  
LAUGH  
at her  
**FUTURE**

1.	Statutory Information	- p1
2.	Chairman's message	- p2
3.	About GEM/ Mission/ Vision/ Values/ GEM's Heartbeat	- p3
4.	Corporate Governance/ Board Members	- p4-5
5.	Risk Management	- p6
6.	Policy Statements	- p7
7.	Financial Snapshots/ Beautiful GEMs in Numbers	- p8
8.	Governance Evaluation Checklist	- p9-10
9.	Programme & Demographics	- p11-13
10.	Highlights of the year	- p14-17
12.	Voices	- p18-21
13.	Acknowledgements	- p22
14.	Audited Financial Statements FY 2022	-p23

## **Registered Office**

4 Shenton Way  
#07-01 SGX Centre 2  
Singapore 068807

## **Office/ Residential Home**

2 Springleaf View  
Singapore 787908

## **Charity Status**

Charity Registration Date : 20 June 2016

## **Institute of Public Character (IPC)**

Period of approval : 6 November 2021 to 5 November 2023

## **Type of Fund : General Fund**

Sector Administrator : Ministry of Social and Family Development

## **Company Incorporation**

Company Limited by Guarantee  
Unique Entity No. (UEN) : 201314600E  
Date of Establishment : 31 May 2013

## **Company Secretary**

Wendy Mei-Yoke Wong nee Leong

## **Membership**

Full member of National Council of Social Services since 1 June 2017

## **Banker**

OCBC Bank

## **Auditor**

H. Wee & Co. LLP

## **Contact information**

Tel : 6266 3302/ 6266 3310

Email : [admin@gemnsc.com](mailto:admin@gemnsc.com)

Website : [www.gemnsc.com](http://www.gemnsc.com)

## ABOUT GEMnsc

GEM New Start Centre Limited (GEMnsc) is a not-for-profit organisation registered with the Accounting and Corporate Regulatory Authority in 2013 as a company limited by guarantee. It was granted charity status and became a full member of the National Council of Social Service (NCSS) on 1 June 2017. GEMnsc is an Institution of a Public Character (IPC) under the Charities Act 1994.

## OUR VISION

Every woman can LAUGH at her future.

## OUR MISSION

Empowering women to discover their valued identities and to live a purpose-driven life.

## OUR CORE VALUES

(Based on the acronym VIRTUES)

### Values

Upholding a set of principles that guide them in responsible decision making

### Integrity

Doing the right thing at all times and in all circumstances

### Respect

Treating one another with kindness

### Teachability

Willing to be corrected and learn from mistakes

### Understanding

Ability to reason and comprehend situation

### Excellence

Committed to being the best and delivering the best in all that we do

### Self-Control

Ability to control one's emotions, behaviour and desires when faced with external demands.

## GEM'S HEARTBEAT

We **UNCOVER** potential, giving our WINners a sense of self-worth by helping them discover their potential and interests.

We **BUILD** independence, equipping WINners to take responsibility and ownership of their lives by building their confidence, skills and support systems.

We **ENGAGE** people, creating opportunities for WINners and volunteers to connect with one another to build healthy relationship.





Dear supporters, friends and volunteers

At GEMnsc, we have often been asked the sensibility of us focusing on just a small group of beneficiaries at any one time, instead of tapping into the cost advantage of economy of scale to benefit more people in need. Let me try to answer this query here.

Our guiding principle as we open the door of GEM WINners' Home to beneficiaries (who we affectionately refer to them as "WINners") is to build a relationship with each of them. We would like them to imbibe our positive proclamation that they are WINNERS despite setbacks in life and less than ideal family background. We do not believe that programmes we run for the WINners would per se change their lives but they are the foundation blocks for the WINners to rebuild their lives. We hope that each WINner will find faith in her own potential to rebuild her life.

At GEMnsc, the heartbeats of each board member, executive committee member and staff member are in sync with GEM's HEARTBEAT. Perhaps the cost of turning one life around is achieved at a high financial cost, but we factor this in as the cost of our aspiration. Our aspiration is to send the WINners back to society as catalysts to change lives and stem systematic societal problems.

Through the years, it has not been easy for us to sustain the work at GEMnsc, but God has always provided our financial needs at the right time. The most challenging task for us has been and still is, recruiting staff to take on night shift of our 24/7 residential operations. I am thankful for the flexibility of our staff members to offer themselves to stand in the gap in critical times. I pray that the right people will come in this year to ease the manpower crunch.

Our journey may be taking unexpected twists and turns, but we will continue to persevere because we hold on to our belief that every woman can have a reason to smile and laugh at her future.

With heartfelt gratitude

A handwritten signature in black ink, appearing to read 'Caroline Tay'.

Caroline Tay

## CORPORATE GOVERNANCE

In a typical year, the Directors (“the Board”) meet at least three times with a quorum of at least three members.

The Annual General Meeting (“AGM”) in relation to Financial Year 2021 was conducted on 13 June 2022. Important decisions which required the Board’s approval were circulated in writing prior to the AGM.

Apart from physical meetings, members of the Board communicated among themselves through means, such as emails and other chat platforms on matters relating to the operations of The WINners’ Home. Six (6) Resolutions in Writing were circulated among members of the Board for passing of resolutions

The following matters require Board approval:

- Corporate and restructuring
- Policies
- Annual Budget and funding
- Annual Report and accounts
- Matters involving conflict of interest for a Director
- Appointment of new Director
- Other matters which are deemed significant

## Board Composition and Membership

All Directors of GEMnsc are independent and do not receive any remuneration for their services.

The Board has set up the following criteria for the appointment of new directors:

- Knowledge and community experience of GEMnsc  
(E.g.: Their contributions in joining or organising events or in volunteering services for GEMnsc)
- Alignment to GEMnsc’s vision, mission and core values
- Management experience in corporate / voluntary welfare organisation
- Specific skills such as finance, audit, legal, information technology, governmental affairs, public relations, marketing, human resource development

<b>Board Members</b>	<b>Position</b>	<b>Date of First Appointment/ Re-appointment</b>	<b>Board Meeting Attendance in FY 2022</b>	<b>Tenure from date of charity registration</b>
Tay Ah Guan (Caroline Tay)	Chairman	31 May 2013/ 29 June 2020	2/2	7 years
Wendy Mei-Yoke nee Leong	Company Secretary	31 May 2013/ 13 June 2022	2/2	7 years
Ng Sock Hwee (Jesslyn Ng)	Treasurer	12 April 2021/ 13 June 2022	2/ 2	3 years
Tay Poh Lian (Lilian Tng)	Member	31 May 2013/ 14 June 2021	1/2	7 years
Ching Siow Fai (Lynn Ching)	Member	31 May 2013/ 14 June 2021	1/2	7 years
Tan Beng Wee	Member	18 July 2018/ 13 June 2022	1/2	5 years

To assist the Board in the execution of its duties, the Board has appointed an Executive Committee (“Exco”) to oversee the management of GEMnsc. Minutes of meetings of the Exco were copied to the Board for its information. Important issues were raised to the Board for decisions and approvals.

### **Executive Committee**

The Executive Committee met once physically in the fiscal year ended 2022.

<b>Board Members</b>	<b>Position</b>	<b>Date of Appointment</b>	<b>Meeting Attendance</b>
Tay Ah Guan (Caroline Tay)	Chairman	29 June 2020	1
Tay Poh Lian (Lilian Tng)	Adviser	14 June 2021	1
Wang Si Ying	Secretary	15 January 2019	0
Ng Sock Hwee (Jesslyn Ng)	Treasurer	1 September 2017	1
Ching Siow Fai (Lynn Ching)	Member	14 June 2021	0
Judith Halim	Member	31 March 2021	1

## **RISK MANAGEMENT AND INTERNAL CONTROLS**

The Board has overall responsibility to identify the key risks of GEMnsc so as to safeguard its interests, assets and ensure that processes are in place and are, adequate and effective in fulfilling its mission.

The Audit & Risk Committee assists the Board in providing risk management oversight while the day-to-day management and monitoring of existing internal control systems are delegated to the centre manager and her team.

In relation to risk management and internal control, the following areas are considered:

- ✓ Governance
- ✓ Compliance
- ✓ Financial
- ✓ Technology
- ✓ Operational

## **AUDIT & RISK COMMITTEE**

Headed by: Wendy Mei-Yoke nee Leong

Assisted by: Lynn Ching

## **FINANCE COMMITTEE**

Headed by: Lilian Tng

Assisted by: Jesslyn Ng



## Conflict-of-Interest Policy

The Board has a Conflict-of-Interest Policy to guard against impropriety among its members and/ or the staff. The policy serves to assist in identifying and managing potential areas of conflict within the charity.

The policy mandates that no Board member nor staff member may engage in any external interest or business that may undermine or conflict with the charity's overall welfare.

## Reserves Policy

The Board has a Reserve Policy to ensure governance compliance and to provide financial stability and the means of further improvement of its activities.

At present, GEMnsc does not have excess funds to be set aside pursuant to the Reserve Policy. However, the Board will regularly review the financial performance and work towards building cash reserves.

## Policy on loans, grants and donations

GEMnsc operates on the policy of no loans to members of the Board and staff and no grants and donations of any kind to any parties.

## Volunteer Management Policy

Volunteers play a key role in providing additional support to the staff team to ensure smooth operations of The WINners' Home.

GEMnsc has put in place Volunteer Management (VM) Code of Conduct Policy which provides guidelines on the standards of behaviour expected of the volunteers.

## Donation Management Policy

It is the duty and obligation of GEMnsc to ensure donations received are properly accounted for and are used according to the donors' expressed intentions. In order to safeguard the stewardship and use of funds, a Donation Management Policy has been put in place.

## INSTITUTE OF PUBLIC (IPC)

GEMnsc's status as an Institute of Public Character (IPC) remains valid till 5 November 2023.

## FUNDING SOURCES

Donations from individuals and corporations.

## FINANCIAL SNAPSHOTS

Review of financial performance

Our revenue for FY2022 stood at \$ 237,988. We closed the year with surplus of \$ 3,909.

## BEAUTIFUL GEMS IN NUMBERS

### Volunteers

You are our priceless assets! Thank you volunteers for your selfless services to journey with our WINners year after year!

To be a volunteer, it takes the **GEM** in you to shine...



**Generosity** - a willing heart to give your precious time to others

**Empathy** - an ability to put yourself in someone else's shoes, to recognise, understand and share the thoughts and feelings of another person

**Mentorship** - a commitment to coach and guide others towards growth in character

You've shown these qualities and so much more, so thank you for all that you did and are doing... We couldn't have done it without you!

**Seven persons contributed 252.5 hours**

**Five persons were newly recruited and committed to 227 hours**

**One faithful volunteer had served for 4 years**

### WINners Touched

Four new admissions

One mentee

Nine referrals

Eight enquiries

As at date: We have reached out to 611 WINners and are still counting

# GOVERNANCE EVALUATION CHECKLIST

## Submission Form for Governance Evaluation Checklist (Intermediate Tier)

Please note that this checklist is based on the Code of Governance (2017).

Instructions: Please fill out the boxes. Input the explanation if the selection is non-compliance for each field.

Applicable to charities with annual gross annual receipts or total expenditure from \$500,000 to less than \$10 million ;

And IPCs with gross annual annual receipts of less than \$500,000 .

S/N	Code guideline	Code ID	(select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>Board Governance</b>				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	<b>Are there governing board members holding staff<sup>1</sup> appointments? (skip items 2 and 3 if "No")</b>		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied	
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	Complied	
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	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
<b>Conflict of Interest</b>				
7	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	
8	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
<b>Strategic Planning</b>				
9	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	
<b>Human Resource and Volunteer<sup>2</sup> Management</b>				
10	The Board approves documented human resource policies for staff.	5.1	Complied	
11	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	
12	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
<b>Financial Management and Internal Controls</b>				
13	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	
14	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
15	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
16	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	



# GOVERNANCE EVALUATION CHECKLIST

17	The Board approves an <b>annual budget</b> for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	<b>Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 18 if "No")</b>		No	
18	The charity has a <b>documented investment policy</b> approved by the Board.	6.4.3	Complied	
<b>Fundraising Practices</b>				
	<b>Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 19 if "No")</b>		Yes	
19	All collections received (solicited or unsolicited) are <b>properly accounted for</b> and <b>promptly deposited</b> by the charity.	7.2.2	Complied	
	<b>Did the charity receive donations in kind during the financial year? (skip item 20 if "No")</b>		No	
20	All donations in kind received are <b>properly recorded</b> and <b>accounted for</b> by the charity.	7.2.3	Complied	
<b>Disclosure and Transparency</b>				
21	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	
	<b>Are governing board members remunerated for their services to the Board? (skip items 22 and 23 if "No")</b>		No	
22	<b>No</b> governing board member is involved in setting his own remuneration.	2.2	Complied	
23	The charity discloses the <b>exact</b> remuneration and benefits received by each governing board member in its annual report. <u>OR</u> The charity discloses that <b>no</b> governing board member is remunerated.	8.3	Complied	
	<b>Does the charity employ paid staff? (skip items 24 and 25 if "No")</b>			
24	<b>No</b> staff is involved in setting his own remuneration.	2.2	Complied	
25	The charity discloses in its annual report — (a) the total annual remuneration for <b>each of its 3 highest paid staff</b> who each has received remuneration (including remuneration received from the charity's subsidiaries) <b>exceeding \$100,000</b> 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. <u>OR</u> The charity discloses that <b>none</b> of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	

Notes:

**Notes:**

<sup>1</sup> 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.



Our programmes anchor on our mission to empower women to discover their valued identities and to live a purpose-driven life. As such, the curriculum is designed to bring healing, restoration and transformation to every WINner in body, mind and spirit, through two phases - Refine and Shine.

## Refine Phase

### 1. Life Skills & Socio-Emotional Resilience

We equip each WINner with the essential skills to face life challenges, to better manage her emotions and working towards independent living.

*WINner Kate\*, 18 years old has the poor habit of spending money mindlessly the moment she received her pay from school holiday work. Lack of planning and self-control led her to over-spending and resorted to theft. Through the programme, she learnt the merit of budgeting and savings. She was taught on the importance of budgeting, how to differentiate between needs and spend within her means.*

### 2. Characters & Values

We offer core value training programme to each WINner. We hope to inculcate in each WINner the virtues of sound values, integrity, respect, teachability, understanding, excellence and self-control.

*WINner Celia, 20 years' old, had a challenging childhood. She was proud and would not make the first move to apologise or make right with another party even if she was in the wrong. Such attitude is not uncommon with girls under our care, as with the case of WINner Celia. Thankfully WINner Celia learnt the virtue of humility during her stay with us. We noted the transformation in her character as she began to push away past anger, open the door of forgiveness to those who had hurt her and apologise to those whom she had hurt.*

### 3. Vocational Skills Training

We prepare each WINner for adulthood and work life by facilitating her acquisition of technical and marketable skills. Our core vocational skills training programme covers Basic Nails Technology. Not every WINner was keen to learn but we worked on and persuaded each unwilling learner to undergo the training. We explained to such WINner that the programme was a means to build one's inner character by the cultivation of patience.

*WINner May\* has little patience. With encouragement from peer and staff, she pressed on with the Basic Nails Technology training. Through the training, her mindset towards learning has changed. No longer going for quick results, she now dutifully completes basic steps taught in the programme to achieve desirable results.*



## Shine Phase

For those WINners who are ready for work engagement, they will be allowed to take on jobs in transition before graduation and returning to their own homes.

*WINner Kate\*, 18 years old who is currently studying for a National ITE Certificate (Nitec) in Hospitality Operations was allowed to work during school holidays/ weekends to put learning into action while earning pocket money. We are thankful for our business partner for flexibility in arranging her working hours as she has to comply with her outdoor curfew hours. We have received good feedback on her work attitude; we hope that she will continue to improve her skills and thrive in her future career.*

## External collaboration

Partnership with Christian Care Services (CCS) kicked off in March when we made a visit to Prison Cluster A4, Housing Unit 2 & Housing Unit 3 one Saturday afternoon. In addition to encouraging words, we shared with the female inmates information on the availability of temporary accommodation at The WINners' Home upon their release.

We did 6 visits to the prison premises reaching out to about 90 inmates.

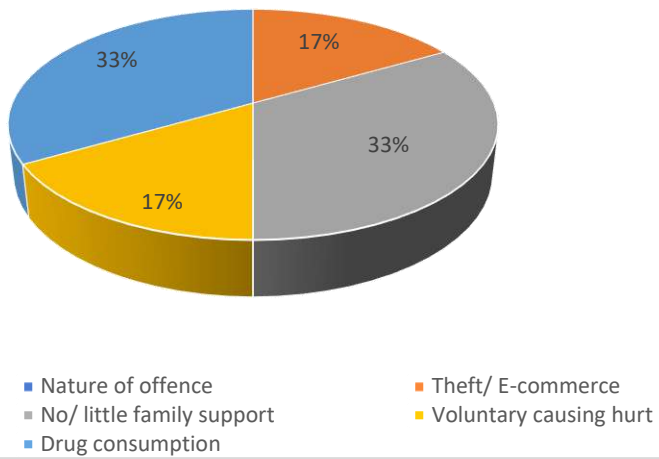
GEMnsc is now open to take in the older female inmates who are looking for temporary accommodation for up to 3 months upon their release with one criteria that they need to find employment within the first month. GEMnsc is extending this temporary shelter to those who are given freedom but need urgently a temporary place to stay while looking for jobs.

*\*Names are changed to protect their identities.*

## Demographic Profile for FY 2022

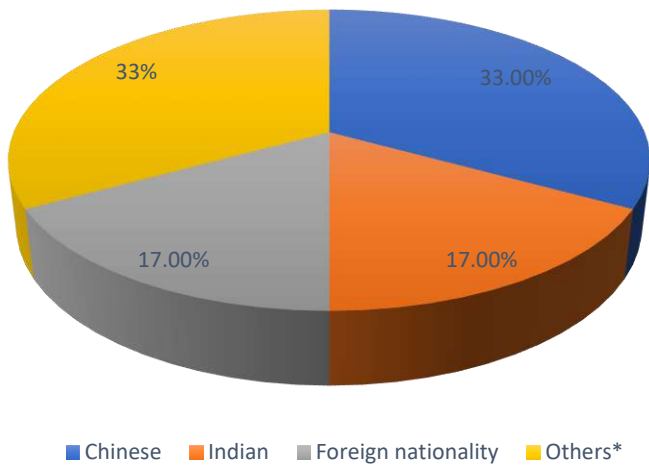
Mean Age: 18 years

### Nature of Offence



## Ethnicity

### Ethnicity



*Others\* - Foreign nationality but adopted in Singapore*

## WINNER'S GRADUATION

WINner May\*, 19 years old is a foreign national. She was placed with GEMnsc while waiting for a court case to be concluded before being sent back to her home country. She completed the programme with GEMnsc on 10 June 2022 and left the WINners' Home on 12 November 2022.

May came to Singapore at the age of 7 with her mother. At that time, WINner May could not speak nor understand basic English. She was good in learning language and was soon able to communicate eloquently in English and Chinese with people around her during her school days. However, the shortcoming which caused her to become an at-risk person was pride. She would not admit any wrong doing in any circumstance. It was at The WINners' Home that she gradually learnt the virtue of humility. In addition, through our vocational skills training programme (Basic Nails Technology), she learnt patience and reward of hard work.

Apart from in-house vocational skills training, May participated in external training programme like Art Exploration and Zoos career workshop targeted at youths@risk organised by other social service agencies. The external activities provided new learning opportunities for May and allowed her to be meaningfully engaged during her residence at the WINners' Home.

We observe that May found strength in moving forward with life afresh after completing her residence at the WINners' Home. **She was able to give a fresh coat of colour on her life, covering the past inadequacies, just like the skills she learnt from the Basic Nails Technology programme – removing old faded colours on the nails and giving them a fresh coat of paint and designs.**



Credits :  
WINner May receiving her certificate of completion



## OUTINGS AND CELEBRATION



### Celebration of Singapore's 57th birthday

Our director, Mrs Wendy Wong, invited the staff and the WINners to watch Singapore's 57th National Day Parade Full Dress Rehearsal from the large bay windows of a suite in the Marina Bay Sands Hotel. The sight of the helicopters flying the state flag, the Red Lions parachutists falling from the sky and the dazzling firework display mesmerized the invitees.

The WINners and staff had a superb spread of local delights for dinner as they patiently waited for the grand fireworks finale when a kaleidoscope of colours burst right before their eyes.

We thank Mrs Wendy Wong and our generous sponsor, Ms Chan Kam, for the wonderful evening!

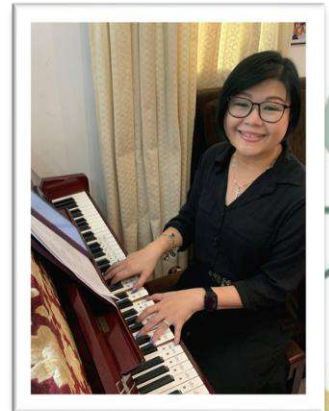


Credits:  
From left: Ms Chan Kam in group photo with Mrs Wendy Wong

### Christmas Celebration @WINners'Home

As we emerged from a 2-year Covid 19 pandemic movement restrictions, we gathered friends and families for a Christmas celebration at the WINners' Home.

WINner Celia prepared Christmas gifts of bookmarks, while WINner Kelly kneaded dough to bake chocolate cookies for the guests. The celebration was well attended by Board members, executive committee members, families and guests. Ps Anthony Chua of Sembawang Assembly of God Church was invited as the special guest to share words of encouragement and blessings as we ended the year. Everyone had a jolly-good time feasting on the delicious spread of food, including the special Christmas dish of a whole turkey roasted to perfection.



Credits :  
Ms Jesslyn Ng, pianist of the evening



Credits :  
Staff, Board members and their family



Credits :  
From left: WINner Kate, Ms Helena Yeo and WINner Celia

## EXPLORING INTEREST-BASED LEARNING JOURNEY



Credits :

From left: WINner May & WINner Kate

### Recycle and Upcycle – Turning old clothes into a fashion statement

How about living a day as a fashion designer making your own bag from old clothes while doing your part to reduce waste?

On 9 August 2022, our WINners excitedly worked on designing their own bags. Using a sewing machine for the very first time was intimidating but that did not stop creativity at work, as they carefully selected the pieces of old clothing to transform them into bags.

Many thanks to the volunteer who introduced the WINners to concept of reduce, recycle and upcycle as part of the “saving the earth” initiatives.

## DIYing Beautiful Photo Frames

The WINners were treated to a fun afternoon making their unique photo frames to frame up photographs of their memorable moments.

With many pretty decorative items calling for attention, the WINners had a difficult time choosing a design theme for their own frames. Like making choices in life, they learnt the value of a blue print to work with, for a beautiful ending.

In the end they were pleased with their own priceless masterpieces.



Credits :

From left: WINner May, Ms Judy, Volunteer and WINner Kate





## Christmas – A Time To Bless

Each WINner was assigned a project to bless the guests during our Christmas celebration.

WINner Celia\* who has a flair in art decided to make a bookmark for each guest. She put in great efforts to draw, add colours, trim paper to size and finally tie a fancy ribbon knot to complete each bookmark. She was shy to showcase her work but with encouragement, WINner Celia gave out her bookmarks to the guests as a welcome gift. She had to overcome her inferior complex fearing that nobody would want a piece of her work. As she broke free from her self-doubt and did as told, she received many positive comments. She was glad that she did not cave in to negative thoughts.

WINner Kate\* was put in charge to bake chocolate chip cookies and package them into little gift packs. It was quite daunting for her as she had never baked in big quantities. She practised diligently weeks before the event to make sure her cookies would turn out well. Needless to say, her hard work paid off. She was proud of herself to complete a seemingly impossible task for a beginner baker.

We were glad to see the WINners growing and glowing as they took baby steps towards building confidence and a better self.



*\*Names are changed to protect their identities.*

## Voice from a WINner

At the end of 2021, I was sent to the WINner's Home to serve my Probation Order for eighteen (18) months. Before my emplacement, I had no purpose in life. I would sleep away my free time, spend my money mindlessly and had absolutely no idea what I wanted for my future.

Till I went to the WINners' Home, my lifestyle was a mess. Initially it was difficult for me to keep to the disciplined lifestyle at the WINners' Home. I had to follow a daily routine - waking up by 7 am and be in bed by 10.30 pm. My experience at the WINners' Home was a wake-up call for me when I realised that a day could be well-spent and meaningfully engaged. The routine has now become a part of me and I hope to be able to continue with the disciplined lifestyle when I return home after completion of the Probation Order.

I am now motivated to pursue National ITE Certificate (NITEC) in Hospitality Operations at the Institute of Technical Education West to secure a better future for myself.

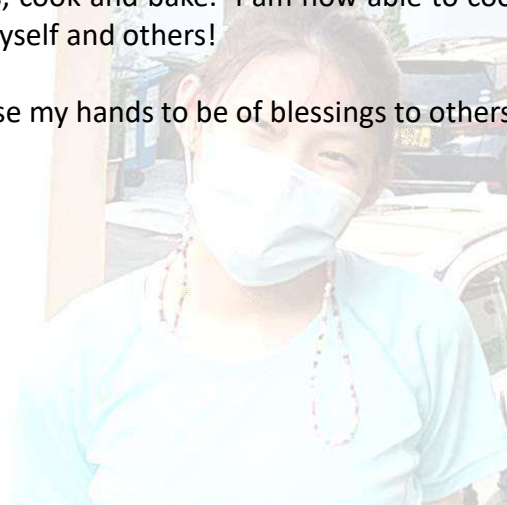
Thanks to the patient teaching and care of the staff, I have also learnt the importance of a healthy lifestyle, such as having proper meals and enough sleep each night, so as to be able to focus better at school and at work.

I noted the many skills I am acquiring, which I did not have previously. I learnt to budget and manage my finances, cook and bake. I am now able to cook a variety of dishes and bake cookies for myself and others!

I am thankful that I am able to use my hands to be of blessings to others.

WINner Kate\*

Emplaced since 3 Dec 2021





## Voice from a Volunteer

My involvement with GEMnsc pre-dates its official registration in 2012. Owing to my full-time work commitment, I could only visit the centre when I took leave from work in the past years.

I retired from the workforce in February 2023. After a rest and restoration period, I began to serve as a volunteer with GEMnsc up to 4 days a week.

It was an eye-opening experience for me as I immersed in the daily programmes lined up for the WINners. I am convicted to support the girls through their journey of emotional struggles and challenges. I realised that what these girls needed was for someone who would care enough to hear them out instead of judge them for what they did. I often shared my life experiences with them hoping that they might be encouraged.

As a volunteer, I was given the task to conduct cooking classes. I was initially a little apprehensive as I had no experience in teaching others to cook. I reframed my mind, put aside my fears and taught them step by step on how I prepared meal in home. Slowly, it became a breeze for me and the WINners enjoyed the process and of course the sumptuous dishes prepared. I always looked forward to meal times with the WINners when we would let our hair down, enjoy our meal happily and talk about anything under the sun. Mealtimes were the bonding times for us.

Other than feeding their stomachs, I also looked into feeding their souls. I engaged them by giving them an inspiring or encouraging Word of the Day, challenging them to change mindset and encouraging them to take confident steps towards disciplined and responsible living.

It is a joy to be part of the life transforming journey of each WINner. It is my prayer that the WINners will continue their own journey after leaving the WINners' Home, to discover self and to grow in wisdom.

Lynn Ching



## Voice from Intern turned part-time staff

I recently graduated from National University of Singapore with a degree in Social Work and have been taking a gap year since. During this time, I was privileged to have been extended a part-time work opportunity by GEM New Start Centre. GEMnsc is no new place to me, as I had previously interned with them while I was pursuing my Diploma and had volunteered with them from time to time.

Going in as a part-time staff this time around was a new experience for me and one that was meaningful as well. I was able to work closely with female youths, a clientele group that has been on my heart. As each girl is different, I learn to adapt in the way that I engage each of them, whether during group work sessions or in day-to-day conversations. I appreciate the respect given to my opinions, and trust that was given to me in planning and executing sessions with the girls. This helped me to grow and hone both soft and hard skills I learnt in school. I have been exposed to a variety of situations that could happen in an environment like the WINners' Home and am better prepared for what I may experience in the field in the future.

I have also been very blessed by the people in GEMnsc. I am thankful to have worked alongside understanding and supportive colleagues who share the same faith and heart for the girls. Their dedication and love not just for the girls but for me as their colleague as well, have encouraged me to persevere in challenging situations. I also experienced favour and trust from the girls which I am grateful for. The people of GEMnsc were always warm, welcoming, and generous, which made the working environment comfortable for me.

Through this experience, I believe that I have grown as a social worker, as well as a person, spiritually and emotionally.

I am truly grateful to GEMnsc for the privilege to serve the WINners.

Helena Yeo

## Voice from GRADUATE WINner

My name is Stephanie, 31 years of age.

I was 21 years old when I first started my journey with GEMnsc. I was attending's GEM Inside-out Beauty Programme while I was in Changi Women's Prison. Upon my release, I decided to continue with the training programme.

I developed my skills further in manicure & pedicure and joined as a trainee staff at GEM Beauty Centre. Apart from being a nail technician, I also learned how to sell the products and services to the customers in a professional manner. My greatest gain during my training was learning to re-align my values and the importance of living a disciplined lifestyle such as turning up for work on time.

I am thankful that my guardians at GEMnsc were patient with me. They have extended love to me when I was still 'unlove-able'. This has not only helped me to reconcile relationships which I have fouled up in earlier years but also to extend kindness to others.

Having tasted the prison life at young age, I am determined not to repeat my old mistakes. The driving force behind the determination to start a new life is the realization learnt from my guardians at GEMnsc that I am loved and not alone. Despite of my mistakes, I am grateful to my family and to many people who remained supportive of me.

I have been helping out at my father's hawker stall for 6 years now, and I am preparing myself to take over running the stall on my own when my father retires.

I am happy that I am able to stay clear from trouble and is thankful to GEM which has played a significant role in my life transformation.

Stephanie Tong

## Individual

Anonymous  
Ching Siow Fai  
Chor Swee Sin  
Christopher John Hoddinott  
Danny Lim Teck Chai  
Eileen Chee Hui Joo  
Eileen Chong  
Esther Wong  
Gwen  
Hue Geok Huey  
Jenny Hou  
Katherine Ong  
Koo Chong Tiang  
Law Man Khin Adeline  
Lim Ai Min  
Lim Bee Gek  
Lim Huey Yuee  
Loo Sook Nee  
Maria Levanti  
Ng Poh Cheng  
Patrick Lau Kim Thiam  
Poh Beng Swee  
Sarah Tang Shu Yi  
Seow Chou Sing Gregory  
Tan Bee Leng  
Tan Sio Cheng  
Tay Sok Heng  
Tetty Teh  
Toh Heng Hui Aaron

## Corporations

Bethany Emmanuel Church  
Centre of New Life  
Lee Foundation  
President Challenge (PC) 2022  
Trinity Annual Conference - WSCS  
Wong Alliance LLP



**AUDITED FINANCIAL STATEMENTS**

**GEM NEW START CENTRE LIMITED**  
(Registration No. 201314600E)

**31 DECEMBER 2022**

# AUDITED FINANCIAL STATEMENTS

GEM NEW START CENTRE LIMITED  
31 DECEMBER 2022

## CONTENTS

	<u>PAGE</u>
Directors' statement	1
Independent auditors' report	2
Balance sheet	5
Statement of financial activities	6
Statement of changes in fund	7
Statement of cash flows	8
Notes to the financial statements	9

## **GEM NEW START CENTRE LIMITED**

### **DIRECTORS' STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

The directors present their report together with the audited financial statements of GEM New Start Centre Limited (the "company") for the financial year ended 31 December 2022.

In the opinion of the directors,

- (a) the financial statements of the company together with the notes thereon are drawn up so as to give a true and fair view of the financial position of the company as at 31 December 2022 and the financial performance, changes in fund and cash flows of the company for the financial year then ended; and
- (b) at the date of this statement, there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

#### **DIRECTORS**

The directors of the company in office at the date of this report are as follows:

Tay Poh Lian  
Tay Ah Guan  
Ng Sock Hwee  
Wendy Mei-Yoke Wong Nee Leong  
Tan Beng Wee

#### **ARRANGEMENT TO ENABLE DIRECTORS TO ACQUIRE SHARES AND DEBENTURES**

Neither at the end of nor at any time during the financial year was the company a party to any arrangement whose object was to enable the directors of the company to acquire benefits by means of the acquisition of shares in, or debentures of, the company or any other body corporate.

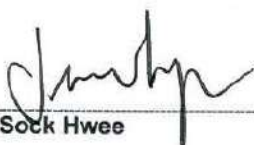
#### **OTHER MATTERS**

As the company is limited by guarantee and does not have a share capital, matters relating to the issue of shares, debentures or share options are not applicable.

#### **INDEPENDENT AUDITORS**

The independent auditors, H. Wee & Co. LLP, have expressed their willingness to accept re-appointment as auditors of the company.

On behalf of Board of Directors

  
\_\_\_\_\_  
Ng Sock Hwee

  
\_\_\_\_\_  
Tay Ah Guan

Singapore, 21 April 2023

## GEM NEW START CENTRE LIMITED

### INDEPENDENT AUDITORS' REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### Report on the Audit of the Financial Statements

##### Opinion

We have audited the financial statements of GEM New Start Centre Limited (the company), which comprise the balance sheet as at 31 December 2022, and the statement of financial activities, statement of changes in fund and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Companies Act 1967, the Charities Act, Chapter 37 and other relevant regulations (the Charities Act and Regulations) and Financial Reporting Standards in Singapore (FRSs) so as to give a true and fair view of the financial position of the company as at 31 December 2022 and of the financial performance, changes in fund and cash flows of the company for the year ended on that date.

##### Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing (SSAs). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the Accounting and Corporate Regulatory Authority (ACRA) *Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities* (ACRA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### Other Information

Management is responsible for the other information. The other information comprises the Directors' Statement.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

##### Responsibilities of Management and Directors for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Act and FRSs, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.



## **GEM NEW START CENTRE LIMITED**

### **INDEPENDENT AUDITORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

#### **Responsibilities of Management and Directors for the Financial Statements (Continued)**

In preparing the financial statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

The directors' responsibilities include overseeing the company's financial reporting process.

#### **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**GEM NEW START CENTRE LIMITED**

**INDEPENDENT AUDITORS' REPORT (CONTINUED)  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

**Report on Other Legal and Regulatory Requirements**

In our opinion, the accounting and other records required to be kept by the company have been properly kept in accordance with the provisions of the Act, and the Charities Act and Regulations.

During the course of our audit, nothing has come to our attention that causes us to believe that during the year:

- (a) the company has not used the donation moneys in accordance with its objectives as required under Regulation 11 of the Charities (Institutions of a Public Character) Regulations; and
- (b) the company has not complied with the requirements of Regulation 15 of the Charities (Institutions of a Public Character) Regulations.

*H. Wee & Co. LLP*

**H. Wee & Co. LLP**  
Public Accountants and Chartered Accountants

Singapore, 21 April 2023

# GEM NEW START CENTRE LIMITED

## BALANCE SHEET AS AT 31 DECEMBER 2022

	<u>NOTE</u>	<u>2022</u>	<u>2021</u>
		\$	\$
<b>ASSETS</b>			
<b>Non-current asset</b>			
Property, plant and equipment	3	<u>8,974</u>	<u>50,592</u>
<b>Current assets</b>			
Other receivables	4	9,416	9,670
Cash and bank balances		<u>248,247</u>	<u>239,864</u>
		<u>257,663</u>	<u>249,534</u>
<b>TOTAL ASSETS</b>		<u><u>266,637</u></u>	<u><u>300,126</u></u>
<b>FUND AND LIABILITIES</b>			
<b>Fund</b>			
General fund		<u>246,088</u>	<u>242,179</u>
<b>Non-current liability</b>			
Lease liability	5	<u>-</u>	<u>8,190</u>
<b>Current liabilities</b>			
Lease liability	5	8,190	38,181
Other payables	6	<u>12,359</u>	<u>11,576</u>
		<u>20,549</u>	<u>49,757</u>
<b>TOTAL FUND AND LIABILITIES</b>		<u><u>266,637</u></u>	<u><u>300,126</u></u>

*The accompanying notes are an integral part of the financial statements.*



## GEM NEW START CENTRE LIMITED

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

	<u>NOTE</u>	<u>2022</u>	<u>2021</u>
		\$	\$
<b>INCOME</b>			
Donations	7	236,000	349,274
Government grants		1,988	17,791
Miscellaneous income		-	1,207
Total income		<u>237,988</u>	<u>368,272</u>
<b>COSTS AND EXPENSES</b>			
Accountancy fee		7,200	7,200
Audit fee		2,800	2,000
Bank charges		114	125
Depreciation	3	42,003	41,842
Interest on lease liability	5	1,419	2,476
Programs	8	55,663	95,521
Salaries and employee benefits	9	105,528	78,922
Secretarial fee		2,472	3,568
Other operating expenses		<u>16,880</u>	<u>24,659</u>
Total costs and expenses		<u>234,079</u>	<u>256,313</u>
Profit before income tax		3,909	111,959
Income tax	10	-	-
Total comprehensive income		<u><u>3,909</u></u>	<u><u>111,959</u></u>

*The accompanying notes are an integral part of the financial statements.*

**GEM NEW START CENTRE LIMITED**

**STATEMENT OF CHANGES IN FUND  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

	<u>General fund</u>
	\$
Balance at 31 December 2020	130,220
Total comprehensive income	<u>111,959</u>
Balance at 31 December 2021	242,179
Total comprehensive income	<u>3,909</u>
Balance at 31 December 2022	<u><u>246,088</u></u>

*The accompanying notes are an integral part of the financial statements.*

## GEM NEW START CENTRE LIMITED

### STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

	<u>2022</u>	<u>2021</u>
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Profit before income tax	3,909	111,959
Adjustments for:-		
Depreciation	42,003	41,842
Interest expense	1,419	2,476
	<hr/>	<hr/>
Operating profit before working capital changes	47,331	156,277
Other receivables	254	(81)
Other payables	783	861
	<hr/>	<hr/>
Net cash generated from operating activities	<u>48,368</u>	<u>157,057</u>
<b>CASH FLOWS FROM INVESTING ACTIVITY</b>		
Purchase of property, plant and equipment	<u>(385)</u>	<u>-</u>
Net cash used in investing activity	<u>(385)</u>	<u>-</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Interest paid	(1,419)	(2,476)
Repayment of principal portion of lease liability	<u>(38,181)</u>	<u>(37,124)</u>
Net cash used in financing activities	<u>(39,600)</u>	<u>(39,600)</u>
Net change in cash and cash equivalents	8,383	117,457
Cash and cash equivalents at beginning of year	<u>239,864</u>	<u>122,407</u>
Cash and cash equivalents at end of year	<u><u>248,247</u></u>	<u><u>239,864</u></u>

*The accompanying notes are an integral part of the financial statements.*

## **GEM NEW START CENTRE LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS 31 DECEMBER 2022**

#### **1. GENERAL INFORMATION**

GEM New Start Centre Limited (the "company") is a company limited by guarantee, domiciled and incorporated in Singapore. The company's registered office is at 4 Shenton Way #07-01 SGX Centre II Singapore 068807.

The company was granted a Charity status under the Charities Act, chapter 37 on 20 June 2016 and obtained IPC Status for 2 years from 6 November 2021 to 5 November 2023.

The principal activities of the company are reintegration, training and support for prisoners, ex-offenders and family.

The financial statements for the year ended 31 December 2022 were authorised for issue in accordance with a resolution of the Board of Directors on 21 April 2023.

#### **2. SIGNIFICANT ACCOUNTING POLICIES**

##### **BASIS OF PREPARATION**

These financial statements have been prepared in accordance with the Financial Reporting Standards in Singapore ("FRS"s) under the historical cost convention, except as disclosed in the accounting policies below.

The preparation of financial statements in conformity with FRSs requires management to exercise its judgement in the process of applying the company's accounting policies. It also requires the use of certain critical accounting estimates and assumptions. There were no significant critical accounting estimates and assumptions used, or critical judgment applied.

##### **ADOPTION OF NEW AND REVISED STANDARDS**

The accounting policies adopted are consistent with those of the previous financial year except in the current financial year, the company has adopted all the new and revised standards which are relevant to the company and are effective for annual financial periods beginning on or after 1 January 2022.

The adoption of the new or amended FRS and INT FRS did not result in substantial changes to the accounting policies of the company and had no material effect on the amounts reported for the current or prior financial periods.



## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### FRS AND INT FRS NOT YET EFFECTIVE

The company has not adopted the following standards that have been issued but not yet effective:

<u>Description</u>	<u>Effective for annual periods beginning on or after</u>
Amendments to FRS 1 Presentation of Financial Statements: Classification of Liabilities as Current or Non-current	1 January 2024
Amendments to FRS 1 Presentation of Financial Statements and FRS Practice Statement 2: Disclosure of Accounting Policies	1 January 2023
Amendments to FRS 8 Accounting Policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates	1 January 2023
Amendments to FRS 12 Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction	1 January 2023
Amendments to FRS 116 Leases: Lease Liability in a Sale and leaseback	1 January 2024
Amendments to FRS 1 Presentation of Financial Statements: Non-current Liabilities with Covenants	1 January 2024

The directors expect the adoption of the standards above will not have any material impact on the financial statements in the year of initial application.

#### FUNCTIONAL AND PRESENTATION CURRENCY

The financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("functional currency"). The financial statements are presented in Singapore dollar, which is the functional and presentation currency of the company.

#### PROPERTY, PLANT AND EQUIPMENT

All items of property, plant and equipment are initially recorded at cost. The cost of an item of property, plant and equipment initially recognised includes its purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by the company's management. The cost of an item of property, plant and equipment including subsequent expenditure is recognised as an asset if, and only if, it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. When significant parts of property, plant and equipment is required to be replaced in intervals, the company recognises such parts as individual assets with specific lives and depreciation, respectively. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the property, plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance expenses are recognised in profit or loss when incurred.

After initial recognition, property, plant and equipment are stated at cost less accumulated depreciation and any accumulated impairment loss.

## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

All other items of property, plant and equipment are depreciated using the straight-line method to write-off the cost of the assets over their estimated useful lives as follows: -

	<u>Useful lives (Years)</u>
Furniture & fittings	3
Office equipment	3
Computers	1
Office premises	2

The estimated useful life and depreciation method are reviewed, and adjusted as appropriate, at each balance sheet date to ensure that the amount, method and period of depreciation are consistent with the expected pattern of economic benefits from items of property, plant and equipment. Fully depreciated assets are retained in the financial statements until they are no longer in use.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. The gain or loss on retirement or disposal is determined as the difference between any sales proceeds and the carrying amounts of the asset and is recognised in the profit or loss.

#### IMPAIRMENT OF NON-FINANCIAL ASSETS

##### Property, plant and equipment

Property, plant and equipment are tested for impairment whenever there is any objective evidence or indication that these assets may be impaired.

For the purpose of impairment testing, the recoverable amount (i.e. The higher of the fair value less cost to sell and the value-in-use) is determined on an individual asset basis unless the asset does not generate cash inflows that are largely independent of those from other assets. If this is the case, the recoverable amount is determined for the Cash Generating Unit ("CGU") to which the asset belongs.

If the recoverable amount of the asset (or CGU) is estimated to be less than its carrying amount, the carrying amount of the asset (or CGU) is reduced to its recoverable amount.

The difference between the carrying amount and recoverable amount is recognised as an impairment loss in profit or loss.

An impairment loss for an asset is reversed only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. The carrying amount of this asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of any accumulated depreciation) had no impairment loss been recognised for the asset in prior years.

A reversal of impairment loss for an asset is recognised in profit or loss.



## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### FINANCIAL INSTRUMENTS

##### Financial assets

##### Initial recognition and measurement

Financial assets are recognised when, and only when, the company becomes a party to the contractual provisions of the financial instrument.

At initial recognition, the company measures a financial asset at its fair value plus, in the case of a financial asset not at FVPL, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit and loss.

##### Subsequent measurement

##### *Investment in debt instruments*

Subsequent measurement of debt instruments depend on the company's business model for managing the asset and the contractual cash flow characteristics of the asset. The three measurement categories for classification of debt instruments are amortised cost, FVOCI and FVPL. The company only has debt instruments at amortised cost.

Financial assets that are held for the collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using the effective interest rate method, less impairment. Gains and losses are recognised in profit and loss when the assets are derecognised or impaired, and through the amortisation process.

##### Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of consideration received and any cumulative gain or loss that had been recognised in other comprehensive income for debt instruments is recognised in profit or loss.

##### Financial liabilities

##### Initial recognition and measurement

Financial liabilities are recognised when, and only when the company becomes a party to the contractual provisions of the financial instrument. The company determines the classification of its financial liabilities at initial inception.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at FVPL, directly attributable transaction costs.

##### Subsequent measurement

After initial recognition, financial liabilities that are not carried at FVPL are subsequently measured at amortised cost using the effective interest rate method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### FINANCIAL INSTRUMENTS (CONTINUED)

##### Financial liabilities (Continued)

##### Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. On derecognition, the difference between the carrying amounts and the consideration paid is recognised in profit or loss.

##### IMPAIRMENT OF FINANCIAL ASSETS

The company recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at FVPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the company expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial inception, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial inception, a loss allowance is recognised for credit losses expected over the remaining life of the exposure, irrespective of timing of the default (i.e. a lifetime ECL).

##### CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash on hand and deposits with financial institutions which are subject to an insignificant risk of change in value.

##### LEASES

The company assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

##### As lessee

The company applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets of which these lease payments are recognised as expenses on a straight-line basis over the respective lease terms. The company recognises lease liabilities representing the obligations to make lease payments and right-of-use assets representing the right to use the underlying leased assets.

##### *Right-of-use assets*

The company recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, adjusted for previously recognised prepaid or accrued lease payment. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.



## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### LEASES (CONTINUED)

##### As lessee (Continued)

##### Right-of-use assets (Continued)

If ownership of the leased asset transfers to the company at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment. The accounting policy for impairment is disclosed in this Note.

##### *Lease liabilities*

At the commencement date of the lease, the company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the company and payments of penalties for terminating the lease, if the lease term reflects the company exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g. changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

#### PROVISIONS

Provisions are recognised when the company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are reviewed at the end of each reporting period and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of economic resources will be required to settle the obligation, the provision is reversed. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, where appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

#### REVENUE RECOGNITION

Revenue is measured based on the consideration to which the company expects to be entitled in exchange for transferring control of a promised good or service to a counterparty, excluding amounts collected on behalf of third parties.

Revenue is recognised when the company satisfies a performance obligation by transferring control of a promised good or service to the counterparty. A performance obligation may be satisfied at a point in time or over time. The amount of revenue recognised is the amount allocated to the satisfied performance obligation.

## NOTES TO THE FINANCIAL STATEMENTS

### 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### REVENUE RECOGNITION (CONTINUED)

##### Donations

Income from donations are recognised of the point when they are received.

#### GOVERNMENT GRANTS

Government grants are recognised as a receivable when there is reasonable assurance that the grant will be received and all attached conditions will be complied with.

When the grant relates to an expense item, it is recognised as income on a systematic basis over the periods that the related costs, for which it is intended to compensate, are expensed. When the grant relates to an asset, the fair value is recognised as deferred income on the balance sheet and is recognised as income in equal amounts over the expected useful life of the related asset.

When loans or similar assistance are provided by governments or related institutions with an interest rate below the current applicable market rate, the effect of this favourable interest is regarded as additional government grant.

#### EMPLOYEE BENEFITS

##### Retirement benefits

The company makes contribution to the Central Provident Fund ("CPF") Scheme in Singapore, a defined contribution retirement scheme.

Obligations for contributions to defined contribution retirement plan are recognised as an expense in the period in which the related service is performed.

##### Employee leave entitlement

Employee entitlements to annual leave are recognised when they accrue to employees. A provision is made for the estimated liability as a result of services rendered by employees up to the balance sheet date.

#### INCOME TAX

The company is registered as a charity under the Charities Act and is exempted from income tax under the provisions of the Income Tax Act 1947. As such, no provision for income tax is required to be made in the financial statements, to the extent that income and gains are applied to its charitable objects.

## NOTES TO THE FINANCIAL STATEMENTS

### 3. PROPERTY, PLANT AND EQUIPMENT

	<u>Furniture &amp; fittings</u>	<u>Office equipment</u>	<u>Computers</u>	<u>Office premises</u>	<u>Total</u>
	\$	\$	\$	\$	\$
<b>2022</b>					
<b>Cost</b>					
At beginning of year	15,682	9,721	7,344	150,610	183,357
Additions	-	-	385	-	385
At end of year	<u>15,682</u>	<u>9,721</u>	<u>7,729</u>	<u>150,610</u>	<u>183,742</u>
<b>Accumulated depreciation</b>					
At beginning of year	15,533	4,775	7,344	105,113	132,765
Depreciation	128	3,934	288	37,653	42,003
At end of year	<u>15,661</u>	<u>8,709</u>	<u>7,632</u>	<u>142,766</u>	<u>174,768</u>
<b>Carrying amount</b>					
2022	<u>21</u>	<u>1,012</u>	<u>97</u>	<u>7,844</u>	<u>8,974</u>
<b>2021</b>					
<b>Cost</b>					
At beginning of year	15,682	9,721	7,344	75,305	108,052
Lease modification	-	-	-	75,305	75,305
At end of year	<u>15,682</u>	<u>9,721</u>	<u>7,344</u>	<u>150,610</u>	<u>183,357</u>
<b>Accumulated depreciation</b>					
At beginning of year	15,385	3,384	4,693	67,461	90,923
Depreciation	148	1,391	2,651	37,652	41,842
At end of year	<u>15,533</u>	<u>4,775</u>	<u>7,344</u>	<u>105,113</u>	<u>132,765</u>
<b>Carrying amount</b>					
2021	<u>149</u>	<u>4,946</u>	<u>-</u>	<u>45,497</u>	<u>50,592</u>

Right-of-use assets acquired under leasing arrangements are presented together with the owned assets of the same class. Details of such leased assets are disclosed in Note 11(a).

### 4. OTHER RECEIVABLES

	<u>2022</u>	<u>2021</u>
	\$	\$
Prepayments	2,666	2,920
Deposits	<u>6,750</u>	<u>6,750</u>
	<u>9,416</u>	<u>9,670</u>



## NOTES TO THE FINANCIAL STATEMENTS

### 5. LEASE LIABILITY

	<u>2022</u>	<u>2021</u>
	\$	\$
Due within 1 year	8,190	38,181
Due within 2 to 5 years	-	8,190
	<u>8,190</u>	<u>46,371</u>

A reconciliation of liabilities arising from financing activities is as follows:

	01.01.2022	Cash flows	Non-cash changes		31.12.2022
			Accertion of interest	Others	
	\$	\$	\$	\$	\$
Current	38,181	(39,600)	1,419	8,190	8,190
Non-current	8,190	-	-	(8,190)	-
	<u>46,371</u>	<u>(39,600)</u>	<u>1,419</u>	<u>-</u>	<u>8,190</u>

	01.01.2021	Addition	Cash flows	Non-cash changes		31.12.2021
				Accertion of interest	Others	
	\$	\$	\$	\$	\$	\$
Current	8,190	75,305	(39,600)	2,476	(8,190)	38,181
Non-current	-	-	-	-	8,190	8,190
	<u>8,190</u>	<u>75,305</u>	<u>(39,600)</u>	<u>2,476</u>	<u>-</u>	<u>46,371</u>

### 6. OTHER PAYABLES

	<u>2022</u>	<u>2021</u>
	\$	\$
Accruals	<u>12,359</u>	<u>11,576</u>

### 7. DONATIONS

	<u>2022</u>	<u>2021</u>
	\$	\$
Cash - tax-exempt donation	16,995	117,538
Cash - non-tax-exempt donation	219,005	231,736
	<u>236,000</u>	<u>349,274</u>



## NOTES TO THE FINANCIAL STATEMENTS

### 8. PROGRAMS

	<u>2022</u>	<u>2021</u>
	\$	\$
<b>Expenses</b>		
Medical fee	32	-
Miscellaneous expenses	795	830
Professional fee	2,000	80
Printing and stationery	37	27
Refreshment/meals	5,413	2,285
Salaries and employee benefits (Note 9)	44,004	90,836
Telephone, fax and internet	239	448
Transport	2,214	328
Training materials	520	413
Winner programme (reimbursements)	409	1,062
	<u>55,663</u>	<u>96,309</u>
Less:		
Contribution received - programs	-	(730)
Receipts - beauty training & services	-	(58)
	<u>-</u>	<u>(788)</u>
	<u><u>55,663</u></u>	<u><u>95,521</u></u>

### 9. SALARIES AND EMPLOYEE BENEFITS

	<u>2022</u>	<u>2021</u>
	\$	\$
Administrative expenses	105,528	78,922
Programs expenses (Note 8)	44,004	90,836
	<u>149,532</u>	<u>169,758</u>
These comprise of the following:		
Salaries and bonuses	127,097	144,904
CPF contributions	21,550	23,841
Other related expenses	885	1,013
	<u>149,532</u>	<u>169,758</u>

None of the company's employees were remunerated more than or equal to \$100,000 per annum during current and previous financial year.

### 10. INCOME TAX

The company is registered as a charitable institution on 20 June 2016 and income is exempt from tax under Section 13(1)(zm) of the Income Tax Act.

## NOTES TO THE FINANCIAL STATEMENTS

### 11. LEASES

#### The company as a lessee

The company has a lease contract for office premise from non-related party. The company's obligation under this lease is secured by the lessor's title to the leased asset. The company is restricted from assigning and subleasing the leased asset.

<b>(a) Carrying amount of right-of-use asset classified within property, plant and equipment</b>		<u>Office premises</u>
<b>2022</b>		\$
<b>Cost</b>		
At beginning/ end of year		150,610
<b>Accumulated depreciation</b>		
At beginning of year		105,113
Depreciation		37,653
At end of year		<u>142,766</u>
<b>Carrying amount</b>		
2022		<u>7,844</u>
<b>2021</b>		
<b>Cost</b>		
At beginning		75,305
Modification of lease liability		75,305
At end of year		<u>150,610</u>
<b>Accumulated depreciation</b>		
At beginning of year		67,461
Depreciation		37,652
At end of year		<u>105,113</u>
<b>Carrying amount</b>		
2021		<u>45,497</u>

#### **(b) Lease liabilities**

The carrying amounts of lease liabilities are disclosed in Note 5 and the maturity analysis of lease liabilities is disclosed in Note 12.

## NOTES TO THE FINANCIAL STATEMENTS

### 11. LEASES (CONTINUED)

#### (c) Amounts recognised in profit or loss

	<u>2022</u>	<u>2021</u>
	\$	\$
Depreciation of right-of-use assets	37,653	37,652
Interest expenses	1,419	2,476
	<u>39,072</u>	<u>40,128</u>

#### (d) Total cash outflow

The company had total cash outflows for leases of \$39,600 (2021: \$39,600).

### 12. FINANCIAL RISK MANAGEMENT

#### Financial risk management objectives and policies

The company does not have written risk management policies and guidelines which set out its tolerance for risk and its general risk management philosophy but management may use natural hedges or closely monitor the company's business risk exposures in connection with its financial assets and liabilities and adopts the appropriate measures including the use of other financial instruments when considered necessary to reduce any potential financial risk exposures of losses.

It is the company's policy not to trade in derivative contracts.

#### Fund management policy

The primary objective of the company is to ensure it maintains sufficient cash in order to support its activities. Its approach to fund management is to balance the allocation of cash and the incurrence of debt. Available cash is deployed primarily to cover operational requirements.

#### Market risk

The company has no significant exposure to foreign exchange risk, interest rate risk and price risk.

#### Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the company. For other financial assets, the company adopts the policy of dealing only with high credit quality counterparties. The counterparty's payment profile and credit exposure are continuously monitored by the management.

As the company does not hold any collateral, the maximum exposure to credit risk for each class of financial instruments is the carrying amount of that class of financial instruments presented on the balance sheet.

The company has no significant concentration to credit risk.

## NOTES TO THE FINANCIAL STATEMENTS

### 12. FINANCIAL RISK MANAGEMENT (CONTINUED)

#### Credit risk (Continued)

##### Other financial assets at amortised cost

The company measured credit loss exposure for the other financial assets at amortised cost using 12-month expected credit loss ("ECL"). The company assessed the latest financial performance and financial position of the respective counterparties, adjusted for the future outlook of the industry in which the counterparties operate in, and concluded that there has been no significant increase in the credit risk since the initial recognition of these financial assets. Accordingly, the company determined that the ECL is insignificant and no loss allowance is required at the balance sheet date.

Credit risk exposure for cash and bank balances are limited and insignificant and no credit loss allowance is required at the balance sheet date.

#### Liquidity risk

The company monitors its liquidity risk and maintains a level of cash and cash equivalents deemed adequate by management to finance the company's operations and to mitigate the effects of fluctuations in cash flows. Typically, the company ensures that it has sufficient cash on demand to meet expected operational expenses including the servicing of financial obligations.

The following tables detail the remaining contractual maturity for financial liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the company can be required to pay.

	On demand or not later than 1 year \$	Later than 1 year but not later than 5 years \$
<b>2022</b>		
Lease liability	8,250	-
Other payables	12,359	-
	<u>20,609</u>	<u>-</u>
<b>2021</b>		
Lease liability	39,600	8,250
Other payables	11,576	-
	<u>51,176</u>	<u>8,250</u>

#### Financial instruments by category

The carrying amount of the different categories of financial instruments as at 31 December is as follows:

	<u>2022</u> \$	<u>2021</u> \$
Financial assets at amortised cost	254,997	246,614
Financial liabilities at amortised cost	<u>20,549</u>	<u>57,947</u>



## NOTES TO THE FINANCIAL STATEMENTS

### 13. FAIR VALUE OF FINANCIAL INSTRUMENTS

#### **Fair value of financial instruments that are carried at fair value**

The company had no financial assets or liabilities carried at fair value in 2022 and 2021.

#### **Fair value of other financial instruments**

The carrying amounts of cash and bank balances, other receivables, other payables, and lease liability (current) are reasonable approximation of fair value due to their short-term nature.

The carrying amount of lease liability (non-current) approximate its fair values as it is subject to interest rates close to market rates of interest for similar arrangements with financial institutions.