BREAKING PATHWAYS

for a Better Tomorrow

Stewardship Report FY 2018 - 19

PRESBYTERIAN Community Services
长 老 会 社 区 服 务
Inspiring tomorrow's community today

Established since 1974

Our Vision

That we will honour and magnify the name of our Lord through the services of PCS.

Our Mission

To meet the challenges and needs of the community in Christian witness to touch lives.

Our Values

Leadership Values

Leadership By Example
Integrity That Is Earned
Quality That Meets Expectation
Service With A Heart

Service Values

Professionalism With Passion
Care With Commitment
Service With Significance

Our Strategic Positions

Prevention And Education
Early Detection And Intervention

Our Strategic Thrusts

Shaping A Values-Inspired Culture
Embracing An Inclusive Ethos
Ensuring Sustainable Services
Developing Innovative Initiatives

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Message from the ***Chairman***

Over the years we have seen many changes and progress in the social service sector. In keeping pace with the progress, the focus of our last financial year was on our 4th Strategic Thrust, "Developing Innovative Initiatives." Our centres were challenged to come up with innovative ideas and showcase them.

A Leadership Summit comprising senior staff and members of the Board was held to plan for the future. One result of the summit was the "Library on Cart" project. The purpose of the project is to encourage young children to read. Through the use of puppets, we hope to stir the reading interest of our children.

In implementing the "Transdisciplinary Approach to Teacher Child Care Aide" training, a collaboration between Grace Orchard School and Grow and Glow @ Jurong West Centre, students are attached to a childcare centre, and trained to work in a childcare setting. The initiative resulted in Grace Orchard School receiving an Innovation Award from the Ministry of Education and the National Council of Social Service. This initiative also helped Presbyterian Community Services (PCS) to clinch an Enabling Employers Award 2019 in the category of innovation.

With generous support from the Octava Foundation and SGEnable, PCS is able to scale up training for those who have graduated from Special Needs School. We are converting an existing centre to pilot an Educarer Aide Training (ECAT) for post-18 year old girls.

In the area of eldercare, PCS piloted a volunteer managed Seniors Activity Centre to provide services to working seniors to use facilities in our centres outside normal office hours.

I would like to thank our staff, volunteers, partner churches, and donors, who have helped in supporting our ministry. Much appreciation also goes to Mr Tan Pong Meng who has served on the PCS Board for the past 37 years.

Thank you.

Arthur Lim, PBM
Chairman
Presbyterian Community Services

Message from the ***Executive Director***

"Breaking Pathways through Innovation: Do or Die?" The theme of this year's Leadership Summit reflects our organizational determination to be progressive and innovative. Board members and senior staff embarked on a planning retreat to map out several ideas. Consequently, a number of projects in the area of eldercare, childcare and special needs education were successfully piloted.

We are proud to highlight one project that won us the MOE-NCSS Innovation Award 2018, and recently, the Enabling Employers Award 2019 (EEA).

The Enabling Employers Award is a nationally recognized award that honors and recognizes the efforts of employers in hiring and retaining employees with disabilities. Presbyterian Community Services won the award under "Innovation Project," through our initiative to train girls with mild intellectual disability to work in a preschool setting. The idea of creating an alternative vocational pathway through Grace Orchard School has gained recognition and also generated interest.

In view of about 2,000 preschools in Singapore, the opportunity for girls to work in a kindergarten or childcare centre is promising. Parents of the girls are very supportive of this training, as working in a preschool centre is deemed as a safer enviornment.

We are now scaling up the curriculum to extend the training to those who have graduated from Special Needs Schools. The first run of the Post 18-Educarer Aide Training will be conducted over 6 months, beginning in February 2020.

In all that we have piloted and will be launching, we seek to create new pathways to serve the community.

Together, with passionate staff and volunteers, and generous donors, we endeavour to "Break Pathways for a Better Tomorrow".

David Lim
Executive Director
Presbyterian Community Services

Our Inspiring Stories

Meet My Assistant Marley...

Innovation to increase literacy interest

- By Lia M. Chandra, Teacher, Grow and Glow @ Yishun Centre

Growing up watching the puppets from Sesame Street, and recently watching the young ventriloquist Darci Lynne, winner of America's Got Talent, inspired me to explore this form of art.

The child in me enjoys playing and making all those puppets come alive. What is fulfilling was seeing the children engaged and learning through puppetry. Puppetry is a simple yet powerful tool when used according to the basic principles.

I got to learn puppetry and ventriloquism together with other colleagues in PCS. We were exposed to the different types of puppets, ranging from the simple finger puppets to much more complex puppets. The highlight of the workshop was when we formed into groups, crafted our scripts and performed using specialized puppets. We all had fun and our amateurism added some comical aspect to the performances and made everyone laugh. This made me realise that puppets are so powerful. They can entertain, educate and bond us.

The Library-on-Cart, which can be transformed into a puppetry stage, was custom-made to attract children and increase their interest in reading. The puppet, named "Marley", engages children with amusing prose and encourages them to ask questions and share their knowledge.

"What is fulfilling was seeing the children engaged and learning through puppetry."
– Lia M Chandra, Teacher,
Grow & Glow @ Yishun Centre

Story time with Ms Irene Seet, Principal of Grow & Glow @ Yishun Centre, using the Library-on-Cart

The Easter Duck helped to direct the children on the location of the missing eggs.

Children educating "Marley" on the purpose and usage of spoon.

MOE-NCSS Innovation Award- TCCA: Voices from the pioneers

- By Ms Gomathey, Senior Inclusion Specialist

"I'm so happy that Umairah is in this programme and is given a chance to embark on this as a career. I feel safer and reassured with her working in a childcare setting. It is also a place where she can learn and the teachers are very helpful to teach her to become better."
- Ms Rohayah, mother of Umairah

Nur Umairah Bte Mohd Akbar, 18, was one of the pioneers selected for the pilot of the Teacher Child Care Aide (TCCA) Programme in 2016. She has been of a great help to the class teachers, by assisting with tasks like temperature-taking, cleaning the tables, washing toys, assisting the teachers and watching over the children's safety.

"I love children and I enjoy helping in the class along with teachers... Whenever the children cry, I will talk to them and hug them. I love to see them smile," Umairah shared.

The programme was also a learning experience for the teachers whom the interns worked closely with. "It was a pleasant experience. It feels great to empower someone and make her realize that she is capable of achieving something," shared Ms Ivy Maestre, teacher of Grow and Glow @ Jurong West Centre.

Under the TCCA programme, students from Grace Orchard School now have an additional option of working in the early childhood sector.

Umairah is also a recipient of the prestigious **Lee Kwan Yew Exemplary Student Award**. Way to go, Umairah!

The main objective of this project is to have a broader option of employment for students from GOS, by providing a safe work environment and opportunities to build their skill sets. It is a person-centred approach specifically designed for young adults with intellectual disabilities. The abilities, learning style and teaching style of all the stakeholders are considered and assessed, and incorporated into the training to ensure that there is ongoing learning. The outcome is for the students involved in this training to be gainfully employed and be recognized as contributing members to society when they graduate.

This project was awarded the MOE-NCSS Innovation Award in 2018, and further development is in the pipeline. PCS was subsequently recognised as an Enabling Employer during the Enabling Employers Award ceremony in July 2019.

ParentPlus Programme

An evidence-based parenting course on promoting confidence, learning & positive behaviour in children and adolescence

- by Mrs Deborah Seow, Principal, PR01 SCC

I feel in our present society with so many 'not so desirable influences', parents should do ParentPlus which is a very hands on and practical approach on how to work with their children.

A pilot run of ParentPlus Programme was conducted in Pasir Ris 01 Student Care Centre in November 2018. We had twelve parents who responded to this programme, and surprisingly, a participating grandparent too!

Besides learning from the examples and discussion points, our participants also felt comfortable to share their worries, misunderstandings and concerns they have while working with their own children. During this exchange of views and concerns, the participants derived solutions with the facilitators guiding them along on how they can work positively with the children on different aspects of development.

The facilitators and counsellors, Ms. Karen Vincent and Ms. Yahyah, were very committed to this training, together with Mr. James Tan who also helped in translating to some parents who are less proficient in English. We wish to extend our appreciation to Filos Community Services.

"We learn to be positive in the different aspects of parenting. We learn to be more encouraging to our child, which brings about a more positive attitude from our child."- Parent Plus participant

Extended hours @ Hannah SAC

"We are very happy that we get to meet in the evenings now!" Linda, resident at Toh Yi Drive, is heartened to learn that Hannah Seniors Activity Centre is now opened on selected evenings. She fondly recalls the old kampong days when neighbours gathered for social sharing and games. The extended operation hours, managed by resident volunteers, has allowed seniors like Linda, and especially those who are still working and seldom get to meet, to gather and bond.

Hannah SAC saw the need for extended hours when many of the working seniors could not be reached during home visitation in the day. Some of the working seniors are only able to participate in the centre's activities when they are off duty. Hence, volunteers started a weekly trial to manage the centre in the evenings.

Since the trial, more working seniors are now able to enjoy the centre's facilities. Another resident, Vejay, thanks Hannah Senior Activity Centre for arranging table tennis session in the evenings. He said, "This reminds me of the past schooldays. I feel happy playing with the seniors every Thursdays from 7pm." Volunteers are planning to operate the centre on more evenings in future.

Our Touchpoints

....serving over 6000 clients

HQ Head Office

TA Training Academy

Preschool Programmes

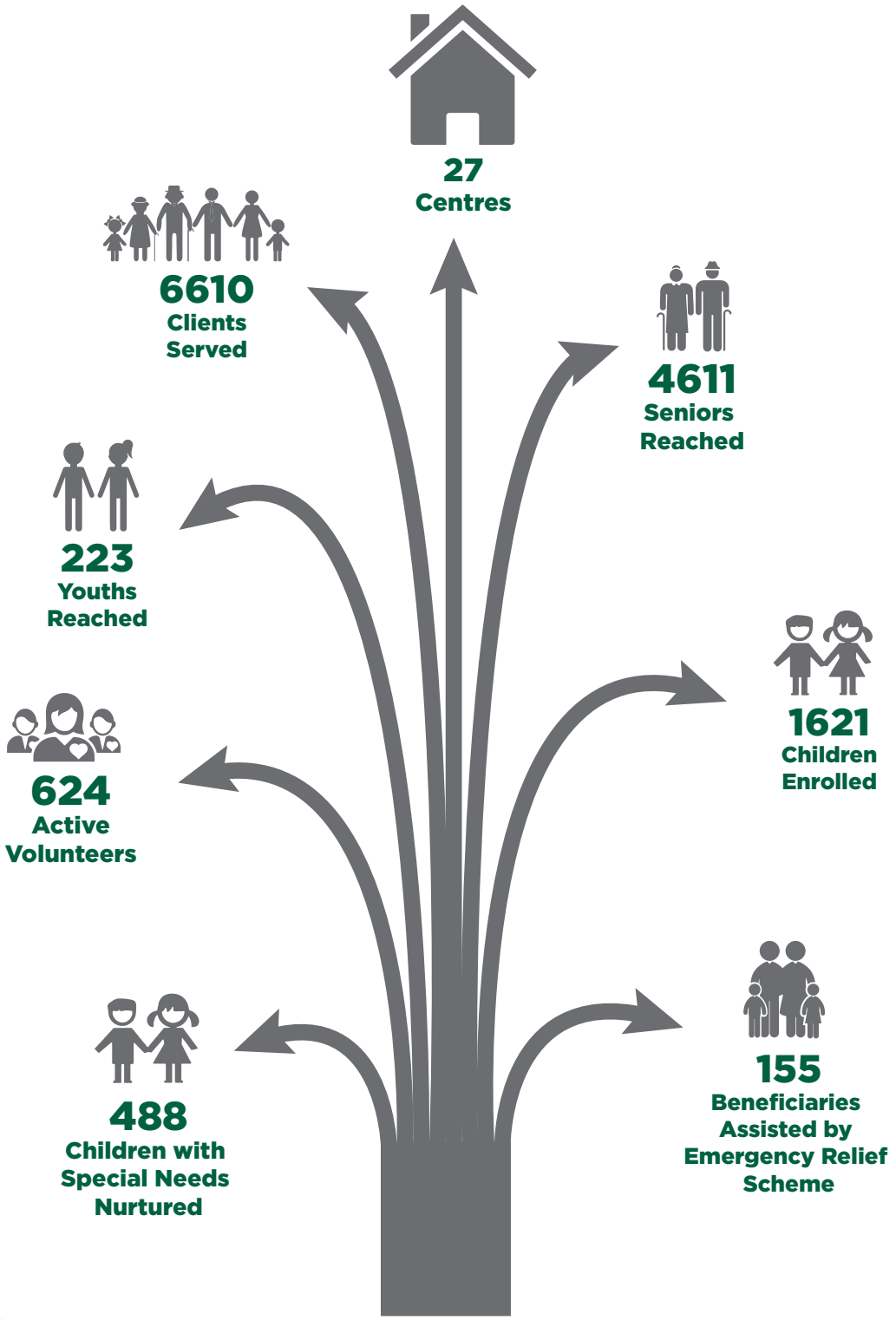
Student Programmes

Seniors Programmes

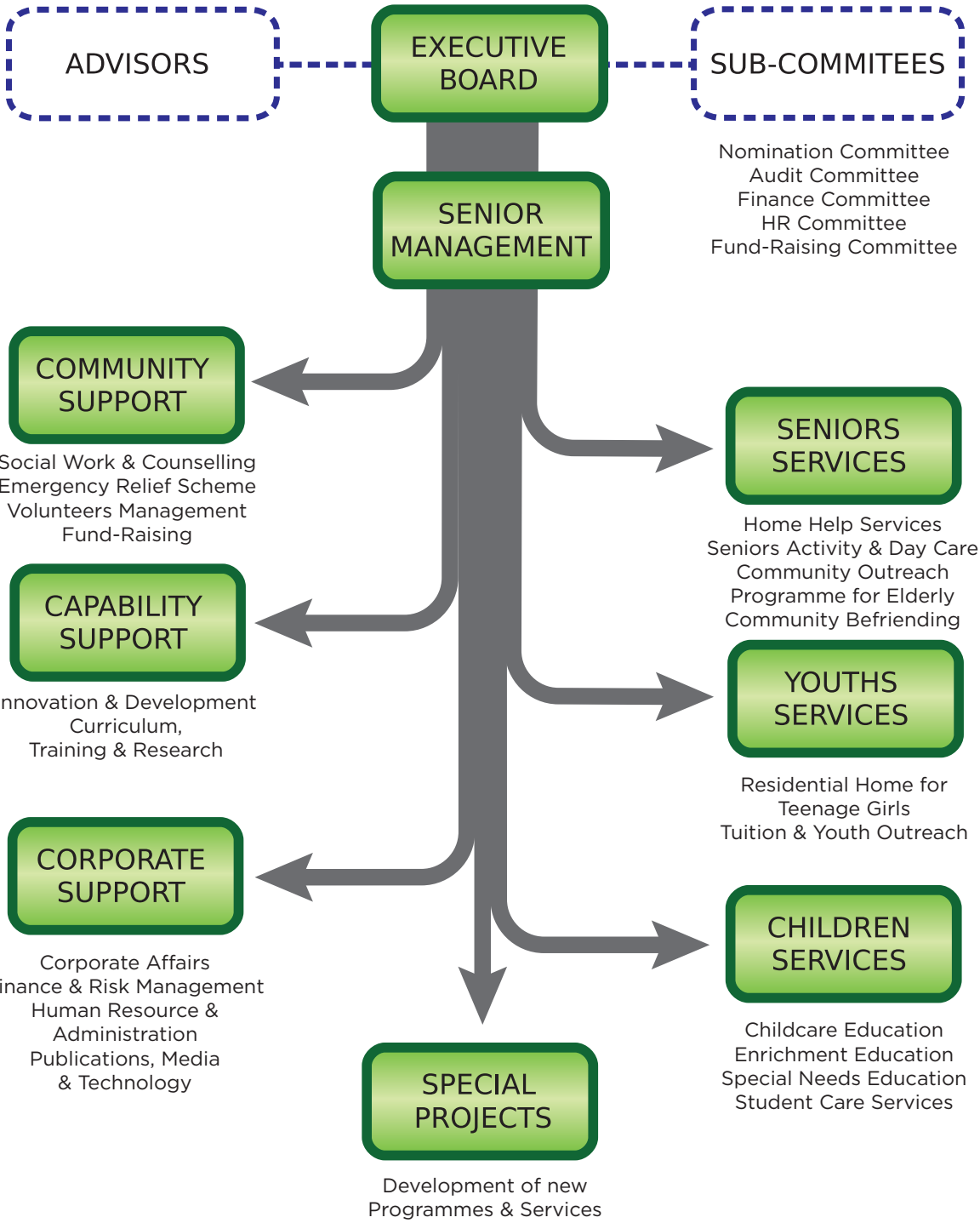
• Infant Care • Child Care • Student Care • Integrated Child Care Programme
• Integrated Playgroup Programme • Intervention Cum Educational Programme
• Learning Support & Development Support • Special Education School • Youth Centre
• Residential Home for Troubled Girls • Training Academy • Emergency Relief Scheme
• Seniors Activity Centres • Community Befriending Programme • Home Help Services
• Community Outreach Programme for the Elderly • Day Care Centre

Foundation Member of St Luke's Hospital

Our Impact


27
Centres
6610
Clients
Served
4611
Seniors
Reached
223
Youths
Reached
1621
Children
Enrolled
624
Active
Volunteers
488
Children with
Special Needs
Nurtured
155
Beneficiaries
Assisted by
Emergency Relief
Scheme

Our Organization



Our Long Service Staff

ANG YAN HWA
NARAYANASAMY KANNIGADEVI

Our 30 years long service staff Ms N. Kannigadevi (left) and Ms Ang Yan Hwa(right)

TAN MUI TIANG
WONG WENG KUAN
CHAO HUI CHU

PUNG MENG LUAN
SEE LAY KUAN

D'SILVA PHYLLIS
CHOO MEI PING
LAI WAN PHENG

LI YANFENG
HOW SEW LEE
POH BENG HUA
LIEN PUAY GOON
CHAN POH SIM
LEE PECK LAY
CHENG XIAOYU
LEE MEI HUA
ONG KIAT HOI
CHNG HUI YEN
JENNY LIM BEE YIEN
LEE CHUI HONG
MORALES JUDY BERNAL
WONG MING KWANG ALAN
NATIVIDAD ANA MELISSA MANALYSAY
CHANG PUI HAR MARGARET
NORAINI BTE HANAN
CONSEMINO MARIA JAVE AGUILA
IRENE SEET OI LING

Significant Events

BACK TO OUR PURPOSE YMCA @ One Orchard
20 April 2018

The morning started off with a presentation on 'Why We Do What We Do' by our Keynote speaker, Dr Low Guat Tin, an Associate Trainer with Skills Explorer Training Singapore. She shared the importance of finding meaning in our lives and in our work, emphasizing that it is a basic human need.

Her presentation was followed by 5 concurrent workshops in the afternoon.

Kids Camp
11 May 2018

The Kids Camp was held at the Singapore Sports Hub, where the children participated enthusiastically in various sports, songs and dance activities conducted by ActivFitness.

The camp ended with a film show screening and presentation of certificates to the children.

5th International Association for the Scientific Study of Intellectual Disabilities (IASSID) Europe Congress Diversity & Belonging: Celebrating Difference
17-20 Jul 2018

PCS, Grace Orchard School and Dr Esther Jossa presented a joint paper on "School To Work Transition In Inclusive Workplace Education In Singapore - A Socio-Cultural Case Study Approach" at the conference held in Athens, Greece. The paper was well-received. We also benefitted from the insights from over 40 papers addressing inclusion, employment, ageing, health, end of life, and death/mortality issues.

Significant Events

Yishun Bags First Prize in Pre School Teaching Aid Making Competition

4 Aug 2018

The three winners with Mdm Tang Yuyan.

The team from Grow and Glow @ Yishun Centre won the first prize in the chinese story teaching aids competition organised by the Committee to Promote Chinese Language Learning (CPCLL). The team consisted of Ms Jing Yan, Ms Li Yanli and Ms Wang Junyi.

Our senior curriculum specialist, Mdm Tang Yuyan worked behind the scenes by providing guidance to the team and helped to edit the script.

The story chosen by the teachers was "猴子捞月". The teachers made use of different mechanical techniques to create this teaching aid. For example, the pulley technique was used to move the fruit across the display scene, and also to move the monkeys and moon up and down.

The teaching aids were well-received by the audience and many people were curious about how the pulley technique worked.

Training "Together We Shine Innovatively"

14 Sept 2018

Our staff from the children services had an enjoyable time showcasing their innovative ideas, and trying out various activities at the different booths.

Significant Events

Leadership Summit 2018
17 - 19 Oct 2018

The Board and senior staff participated in the Leadership Summit in Malacca. The theme, "Breaking Pathways through Innovations" reflected that innovations play an important role in an organisation's success.

Mr David Lim, Executive Director, talked about the Importance of Timely Transformational Change while Ms Kanniga and team presented the inclusion of three young adolescent girls from Grace Orchard School (GOS) as Teacher Childcare Aide (TCCA) in PCS Jurong West Childcare centre. Mr Tristan Gwee presented his ideas on how to use an innovation framework to develop ideas into workable prototypes.

Four innovative projects namely Alice Lim Mobile Library, Model Childcare, Teacher Childcare Aide (TCCA) and Integrated Hub were discussed and presented by various group members. The team members used the Logic Model to map the impact of each idea.

Play and Wellness Symposium: Play-Based Intervention for Children
9 Nov 2018

A total of 200 people attended the symposium which was jointly organised by PCS and Creative Play Lab Pte Ltd.

The symposium was graced by Guest of Honour, Prof Ho Lai Yun, Emeritus Consultant of Singapore General Hospital (SGH).

Our speakers, Dr Sue Emmy Jennings, Prof Shu Chen Kao and Ms Marina Lim, who are esteemed specialists in the field of working with children, conducted engaging workshops on how to connect with children through play.

Significant Events

K2 Graduation Concert
17 Nov 2018

The theme for this year's concert was "Preciousness of Harmony".

The children put up wonderful performances and we received very positive feedback from the parents.

We would like to express our thanks to the children, parents, teachers and principals for their active participation, making the concert a memorable event for all.

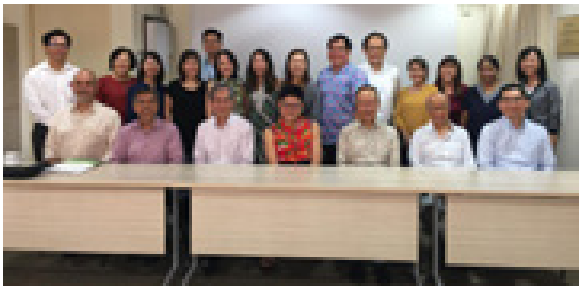
JOY @ Potong Pasir
15 Dec 2018

A combined team work event organised by Potong Pasir CC, St Andrew Church and The Peoples Presbyterian Church.

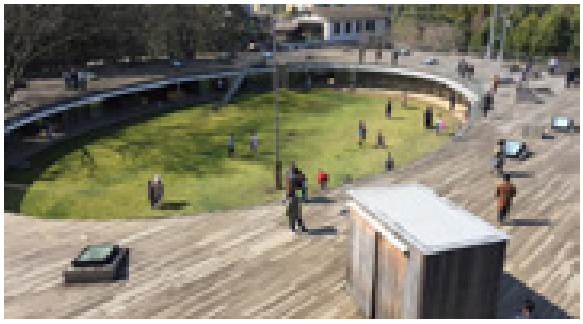
National Council of Social Services (NCSS) President Visit
15 Feb 2019

As part of NCSS' continued efforts to engage member organisations, NCSS President, Ms Anita Fam, and her team visited Presbyterian Community Services (PCS).

The purpose of the visit was to learn from our experiences in serving the community and to better understand the challenges that we face as a social service organisation. NCSS also shared key sector plans and identified new opportunities to support PCS.



Significant Events

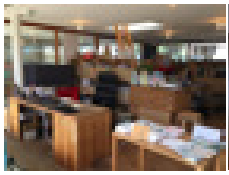


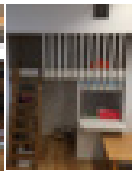
Learning From Japan Study Trip
March 2019

Some management staff and principals went on a study trip to Japan. It was organised by the Association for Early Childhood Educators (Singapore).

During the trip, we visited 4 preschools and Sony Fouwere Fuji Youchien (Kindergarten), Yahata Youchien (Kindergarten), Taiyonoko Hoikuen (Nursery), Musashino-Higashi Dai-ni Youchien (Kindergarten) and Sony Foundation.

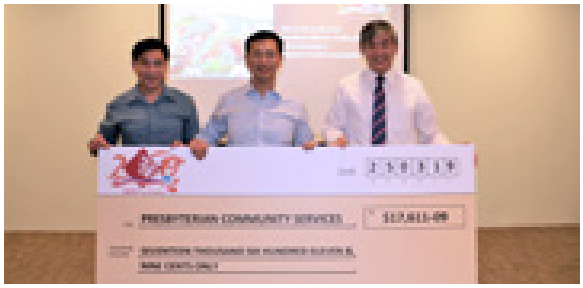
One of the takeaways was the minimalism concept that the Japanese preschools adopt to provide a clean and clutter free learning environment.





RHB donation to PCS
25 Mar 2019

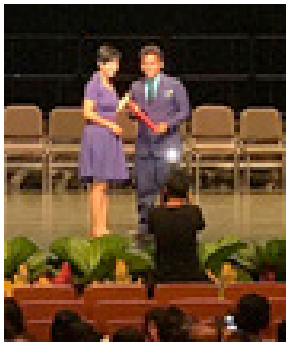
As part of River Hongbao's (RHB) Corporate Social Responsibility (CSR) effort, 10% of the drinks' proceed was donated to a charitable organisation. Presbyterian Community Services is thankful to be one of the selected beneficiaries of the proceeds collected at River Hongbao 2019 that was donated to charity.



(left to right) Mr Ang Wei Neng (chairman of the River Hongbao organising committee), Minister Ong Ye Kung, Rev Ang Eng Hoe (PCS Board Secretary)

The Lee Kuan Yew Exemplary Student Award

Syed Muhammad Al-Ammar Bin Al-Syed Al-Amir Al-Load Al-Falah (Lt) and Nur Umairah Binte Mohd Akbar (Rt) from Grace Orchard School were among the 27 recipients from the SPED schools in Singapore to receive the Lee Kuan Yew Exemplary Student Award.

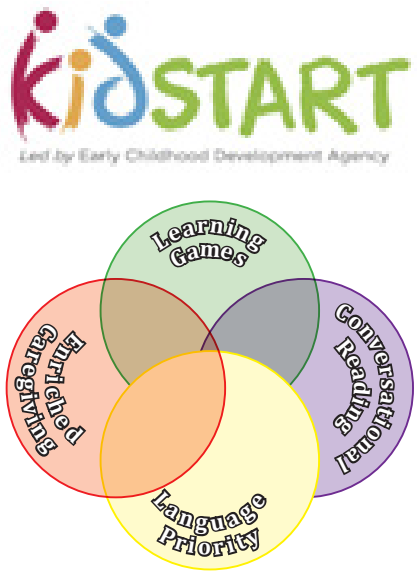


New Developments

KidStart and Abecedarian Approach

Grow and Glow @ Woodlands Centre and Grow and Glow @ Yishun Centre were part of the 16 preschool centres from four organisations to participate in the KidSTART Enhanced Support to Preschools.

The Abecedarian Approach (AA) was tested. 'AA' is a new learning method that focuses on language priority, conversatonal reading, enriching caregiving and learning games with the aim of supporting the development of infants and toddlers from low-income families.



"Our teaching and learning environment is even more relational since we have embarked on using the Abecedarian Approach. The Abecedarian Approach encourages healthy emotional, social, and cognitive development in children which is not just preparing children for Primary One but for life. "

Michele Cowan, Curriculum Specialist

Circle of Care

Grow and Glow @ Holland Village Centre and Grow and Glow @ Yishun Centre were invited to collaborate with Care Corner in the Circle of Care ("CoC") initiative.

"CoC" offers a holistic approach to support children from low-income families by engaging the various systems including family, preschool, primary school and community organizations, to deliver both preventive and targeted early intervention services and programmes. For children who need additional support, an inter-disciplinary team comprising the social work staff, learning support staff, principal and early childhood educator will work on a care plan for the child.

"The children and teachers have benefitted from the collaboration with Circle of Care. The teachers have attended the Mind in the Making workshop which covered the executive functioning and essential life skills. It not only increases the teachers' understanding of executive function and the essential life skills but also enhances their capacity to support children in developing executive function. The children and their families participated in the community-based health care for children. This health screening increases competence in identifying issues in healthy development and promotes healthy habits and routines within preschools.

Ms Jane Theye, Principal,
Grow and Glow @ Holland Village Centre

New Developments

Expansion of Dorcas Home Care Service – Medical Escort and Transport (MET)

With the elderly population rising and their medical needs increases, many of these seniors faced difficulties going for medical follow-ups at hospitals and polyclinics.

Some are wheel-chair bound while others do not have any caregivers to accompany them for appointments. Dorcas Home Care Service has been supporting these needs by providing medical escort and transport since 1992.

In FY18/19, we assisted 343 seniors with 2524 MET services as compared to 274 seniors with 2212 MET services in FY17/18. Seeing the needs, we expanded our MET services to the Jurong region in January 2019 and added one wheelchair friendly passenger van with hydraulic lift to our operations.

Plans are also underway to increase the fleet as demand increases. To enhance our operations and improve efficiency, a fleet management system will also be incorporated in the coming financial year.

Fleet Management

With a growing fleet of vehicles to meet increasing demand for our medical escort services, we embarked on a fleet management service developed by VersaFleet to improve efficiency and also automate our scheduling of drivers. The software allows us to track the real-time location of our drivers.

Friends With The Homeless Hearts

PCS started a collaboration with Homeless Hearts of Singapore in August 2019. Homeless Hearts is a volunteer group reaching out to and befriending the homeless community in Singapore. We decided to start our first Night Café session at Sarah Seniors Activity Centre on 13 August and got the volunteers from Homeless Hearts to invite their 'homeless' friends sleeping at Delta Swimming Complex.

We had fellowship over food and later table games. It was a joy seeing the 'uncles' having fun. The Night Café sessions will be fortnightly on Wednesdays. If you would like to join us in befriending these homeless 'friends', please contact tristan@pcs.org.sg

New Developments

Educarer Aide Training (ECAT)

New Pathway to Work in a Childcare Setting (for Persons with Disabilities)

EDUCARER AIDE TRAINING (ECAT)

New Pathway to Work in a Childcare Setting (for Persons with Disabilities)

A TRAINING PROGRAMME BY:

Presbyterian Community Services 长老会社区服务 *Inspiring tomorrow's community today*

grow & glow — A Values-Inspired Educational Service by Presbyterian Community Services

SUPPORTED BY:

SG Enable

COURSE OBJECTIVES

At the end of the course, trainees will:

1. Gain understanding and knowledge in how children learn and develop
2. Acquire skills in performing routine care and supervision of young children
3. Develop skills in assisting teachers to implement quality learning for young children
4. Understand and meet the basic safety, health, hygiene and nutritional needs of young children
5. Demonstrate awareness of their responsibilities and obligations in relating to children, families and colleagues (AECES Code of Ethics)
6. Gain awareness and understanding of own emotions and manage it to provide respectful and responsive caregiving
7. Demonstrate ability to communicate and relate effectively at the workplace
8. Acquire basic skills to work collaboratively in a team

ELIGIBILITY

- Female, Singaporean or SPR
- Aged 19 & above
- Certified of permanent disability
- Not a full-time student
- Have attained a minimum academic qualification of WPL Level 2 (Reading), Level 2 (Listening) & WPN Level 1
- Physically mobile and able to travel independently

Programmes and Services

Children Services

Infant / Childcare / Student Care
Meeting the developmental needs of infants, children and their families through quality care services.

Integrated Playgroup Programme
A toddler's programme (18 months – 3 years) which offers opportunities for early socialization, hands-on learning and parent-child bonding.

Intervention Cum Education (ICE)
Intervention Cum Education Programme (ICE) provides one-on-one specialised intervention for children with special needs in a mainstream preschool environment.

Integrated Childcare Programme (ICCP)
An inclusive programme provided in existing Child Care Centres which allows children, age 2-6 years, with special needs to learn alongside their regular peers. The ICCP aims to provide a natural environment for the child to learn, play, socialise and grow up in. It helps to prepare the child for entry into primary school later.

The programme is available in selected childcare centres. These centres have teachers who are specially trained to address the learning and social needs of the child. The physical classroom environment is also designed to cater to children with special needs and specially designed teaching materials may be used.

Development Support & Learning Support (DS –LS)
Development Support & Learning Support (DS –LS) is an early intervention programme for mainstream pre-school children (K1 & K2) with mild developmental needs.

PCS has been selected by MSF to run the DS & LS programme in the last quarter of 2017. This programme requires screening of our pre-school children to detect learning needs, specifically in areas of literacy, language development, social skills and handwriting. With early detection, we can give a headstart to these children with focused intervention from our Learning Support Educators.

Grace Orchard School
Caters to children who have been diagnosed with mild intellectual disability, as well as those with mild autism by providing special education and support services to maximize their learning potential.

Programmes and Services

Youth Services

Gladiolus Place (formerly AG Home) was founded in 1998 as a Christian residential refuge for troubled teenage girls. Gladiolus Place reaches out to vulnerable youth in need of care and protection, who are at risk of abuse, neglect, delinquency and wayward behaviours. Through the holistic combination of activities covering character building, academics, sports, life skills and individualized therapy, these young women experience healing of their brokenness, renewal of their mind and restoration to their families and communities as transformed individuals. The mission is for each girl to bloom like the Gladiolus flower, clothed in strength and honour, empowered to be women of dignity and confidence, so that they may live their lives to the fullest.

Providence Care Centre (PCC) is a Children and Youth centre that was launched in collaboration with Providence Care Ltd and was officially opened on 27 September 2014. The centre hopes to provide appropriate support for pre-schoolers to have a head start in primary school, and also help youths to cope better, build self-esteem and succeed in daily learning and living. Currently the centre runs literacy programmes, structured tuition and youth programmes that focus on charcter building and leadership development. This initiative is supported by relevant government agencies and prioritises to serve children and youth from low income families living in the vicinity.

Programmes and Services

Seniors Services

Dorcas Home Care was started in 1992 to provide meals to the homebound and frail elderly living in Chinatown. The service was later expanded to cover other homehelp service components (medical escort, personal hygiene, laundry and housekeeping) with funding support from Ministry of Health (MOH). Dorcas currently serves the southwestern area of Singapore providing meals delivery and medical escort services.

Seniors Activity Centres (SAC).
PCS currently runs five SACs:
Sarah SAC @ Jalan Bukit Merah
Evergreen Circle SAC @ Tampines West
Hannah SAC @ Toh Yi Drive
Martha SAC @ Upper Serangoon Road
Esther SAC @ Strathmore Ave

Community Befriending Programme
PCS also runs the Community Befriending Programme in 5 constituencies, reaching out to the isolated and vulnerable seniors in Tampines West, Serangoon, Geylang Serai, Bukit Timah and Potong Pasir.

Friends of Third Age was set up to serve the senior citizens in the Haig Road vicinity. The objective is to introduce programmes that will enhance the life of the elderly citizens and in turn to promote a spirit of continuous learning amongst them.

Presbyterian Eldercare @Potong Pasir is a social day care centre serving the seniors living in Potong Pasir and vicinity.

TaRA@Jurong Point aims to be a hub for research of early childhood intervention for children with special needs and elderly dementia and depression. It also provides training for eldercare professionals in the care of elderly with dementia and depression.

Community Support

Social work and Counseling
PCS also provides short term social work and counselling support to our clients and also those referred by our partners. Our strategic position is early detection and intervention.

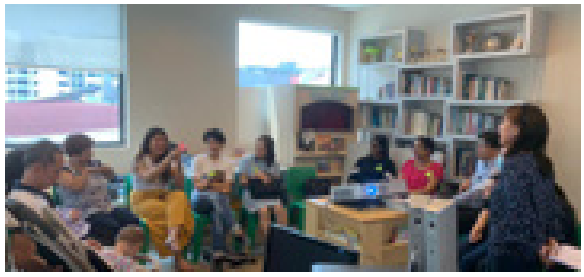
Emergency Relief Scheme
We provide short term financial assistance to individuals and families through our Emergency Relief Scheme.

Capability Support

The Capability Support Department and Training Academy was established on 1 July 2015 with full funding from the Care and Share Matching Grant. It was built upon the vision of building the capacity and capability of PCS as part of its organisational development plans.

Our focus is to provide training programmes to early childhood educators, special education educators and para-professionals, to help them acquire practical skills and tools required to work with the children, youths and seniors. Gradually, the Academy strives to expand its suite of courses to meet market demand for quality training and development programmes.

The Academy will engage both internal and external qualified trainers with years of experience in their respective fields.



Executive Board & Sub Committees (FY2018/19)

EXECUTIVE BOARD

Chairman	*Mr Arthur Lim Eng Hian, PBM*
Vice Chairman	*A/P Tan Wee Liang, PBM*
Hon Secretary	*Rev. Ang Eng Hoe*
Hon Treasurer	*Mr Lim Heng Foo Rocky*
Members	*Mr Kok Hei Mun Jonathan*
	Mr Leong Kok Ho
	Mr Tan Pong Meng
	Mr Tan Chee Koon Samuel
	Mr Wee Char Lee,
	Rt. Rev. Teo Yew Tiong
***New Board Members**	
wef 1 April 2019	*Mr Lim Chye Kee*
	Rev Dr Eugene Yeo Yew Jen
	Dr Thang Leng Leng
wef 1 April 2020	*Mr George Goh Ching Wah*
Advisors	*Dr Lee Soo Ann, PBM*
	Mr Laurence Wee Yoke Thong
Ex Officio	*Mr David Lim Chee Kwang*

NOMINATION COMMITTEE

Chairman	*Mr Arthur Lim Eng Hian, PBM*
Members	*Mr Kok Hei Mun Jonathan*
	Mr Tan Chee Koon Samuel

HUMAN RESOURCE COMMITTEE

Chairman	*Mr Kok Hei Mun Jonathan*
Members	*Mr Arthur Lim Eng Hian, PBM*
	Mr Tan Chee Koon Samuel

AUDIT COMMITTEE

Chairman	*Mr Leong Kok Ho*
Members	*Mr Lim Chye Kee*
	Rev. Ang Eng Hoe

FINANCE COMMITTEE

Chairman	*Rev. Ang Eng Hoe*
Treasurer	*Mr Lim Heng Foo Rocky*
Member	*Mr Leong Kok Ho*

FUND-RAISING COMMITTEE

Chairman	*Mr Laurence Wee Yoke Thong*
Members	*A/P Tan Wee Liang, PBM*
	Mr Lim Heng Foo Rocky

PROGRAMME COMMITTEES

SENIORS SERVICES

Chairman	*Mr Lim Heng Foo Rocky*
Members	*Mr Wee Char Lee*
	Mr David Lim Chee Kwang
	Mr Tristan Gwee Chen Teck
	Mr Jimmy Lim
	Mr Michael Foo

CHILDREN SERVICES

Chairman	*Rev. Ang Eng Hoe*
Members	*Mr Tan Pong Meng*
	Mr David Lim Chee Kwang
	Ms Narayanasamy Kannigadevi
	Ms Kwek Mui Kiang
	Ms Michele Cowan

SOCIAL ENTERPRISE

Chairman	*A/P Tan Wee Liang, PBM*
Member	*Dr Lee Soo Ann, PBM*
	Mr Lim Chye Kee
	Mr Nolito Fernandez

Partners' Management Committees

GLADIOLUS PLACE (FORMER AG HOME)

Chairman	*Ms Patricia Lum*
Vice Chairman	*Mr Tan Pong Meng*
Hon Secretary	*Mr Lim Ker Sheon*
Members	*Ms Lai Mui Fong*
	Mr Shaun Ho
	Mr David Lim Chee Kwang
Head of Home	*Ms Michelle Tan (w.e.f. 17/09/2018)*
Consultant	*Mr Laurence Wee Yoke Thong*

TRUE GRACE STUDENT CARE

Director	*Rev. Dr Polly Wang*
Chairman	*Mr Lee Ko Yong, Christopher*
Hon Secretary	*Mr Foo Yong Kwong*
Hon Treasurer	*Ms Candy Teo*
Members	*Mr Tan Tong Aik*
	Mrs Lisa Goh
	Mr David Lim Chee Kwang

GRACE ORCHARD SCHOOL

Chairman cum Interim Supervisor	*Mr Lo Chee Wen*
Hon Secretary	*Mrs Lisa Goh (Principal)*
Hon Treasurer	*Mr Lim Tee Yoke*
Members	*Mr Arthur Lim Eng Hian, PBM*
	Mr Chris Yeo
	Dr Alice Seng
	Ms Tan Chek Hui
	Mr David Lim Chee Kwang
	Mr Ang Wei Neng
	Ms Wong Geok Mei (MOE)

COPE – FRIENDS OF 3RD AGE

Chairman	*Rev. Phua Chee Seng*
Vice Chairman	*Rev. Ang Eng Hoe*
Hon Secretary	*Ms Chen Ying Ting*
Hon Treasurer	*Mr Adam Jauw Tong Haw*
Members	*Mr Ho Wai Seng*
	Dr Loh Han Tong
	Ms Stella Soh Tian Puay
	Mr James Poh
	Ms Avery Ho Yiling
	Mr Tommy Tan
	Mr Patrick Kek
	Mr Richard Seah
Ex-Officio	*Mr Chia Hang Sing*
Advisor	*Mr David Lim Chee Kwang*

PRESBYTERIAN ELDERCARE@ POTONG PASIR

Chairman	*Mr Peter Cheong*
Vice Chairman	*Rev. Leow Khee Fatt*
Hon Treasurer	*Mr Frank Chong*
Member	*Mr Jimmy Lim*
Advisor	*Mr Laurence Wee Yoke Thong*

PROVIDENCE CARE CENTRE

Chairman	*Mr Samuel Tan Chee Koon*
Vice Chairman	*Mr Lau Cho Cham*
Hon Secretary	*Ms Narayanasamy Kannigadevi*
Acting Treasurer	*Mr Lim Chye Kee*
Members	*Mr Winston Wang, PBM*
	Mr David Lim Chee Kwang
	Ms Marcellina Giam, PBM
	Ms Woon Bee Chai
Advisor	*Mr Ang Wei Neng*

Corporate information

Presbyterian Community Services is a registered member with the National Council of Social Service and have been conferred Institution of a Public Character (IPC) status.
ROS REGISTRATION NO: ROS 209/74 WEL **UEN:** S75SS0022H
REGISTERED ADDRESS: 89 Short Street, Golden Wall Centre Singapore 188216
BANKER: DBS Bank, OCBC
AUDITOR: Fiducia LLP

Corporate Governance

Board's Conduct Of Affairs

The Board's conduct of affairs are set out in the Board Policy which was approved by the Board on 17 February 2017.

The Board works with the Leadership Team to lead and manage the Company. The Board provides guidance to the Leadership Team and delegates the formulation of policies and the day to day management to the Executive Director and the Leadership Team. The Leadership Team remains accountable to the Board.

To ensure good governance, the Board has put in place the following Sub-committees:

- Nomination Sub-committee
- Finance Sub-committee
- Audit Sub-committee
- Human Resource Sub-committee
- Fund-Raising Sub-committee

The Board meets at least four times a year with a quorum of at least 25% members. The Board members also participate in decision-making through other means (such as electronic communications and approving resolutions in writing).

The Board has a number of members who have served for more than 10 consecutive years. A succession plan is in place to proactively seek credible professionals of relevant fields to replace these long-serving members progressively to ensure continuity without creating abrupt changes. Board members are required to disclose any interest, directly or indirectly, that PCS may enter into or in any organizations that PCS has dealings with or is considering dealing with, and any personal interest accruing to him as one of PCS' supplier, user of services or beneficiary.

Board Composition And Membership Organization

All the Directors are independent and do not receive any remuneration for the services. New appointments of Directors are recommended by the Nominations Committee and elected at the Annual General Meeting.

Annual Remuneration of 3 Highest Paid Staff

Remuneration Band	Number
S$100,001 – S$200,000	3

None of the 3 highest paid staff serve as a governing board member of the charity.

There is no paid staff, being a close member of the family belonging to the Executive Director or a governing board member, who has received remuneration exceeding S$50,000 during the financial year.

Board of Management Attendance at Board Meetings

Board Member	Designation	Position Since	Involvement	Attendance
Mr Arthur Lim Eng Hian, PBM	Chairman	21 Nov 2002	Director, Kian Hin & Co Pte Ltd Board Member, Metropolitan YMCA	4/4
A/Prof Tan Wee Liang, PBM	Vice Chairman	24 Jan 2013	Associate Professor, SMU LKC School of Business	3/4
Rev. Ang Eng Hoe	Hon Secretary	20 Sep 2012	Associate Minister, Chen Li Presbyterian Church Council Member, Gerontological Society of Singapore	4/4
Mr Rocky Lim Heng Foo	Hon Treasurer	8 Apr 1997	Church Elder, Amazing Grace Presbyterian Church	3/4
Mr Tan Pong Meng	Member	8 Jun 1982	Church Elder, Katong Presbyterian Church	4/4
Mr Wee Char Lee	Member	25 Sep 2014	Church Elder, Prinsep Street Presbyterian Church	4/4
Rt Rev. Teo Yew Tiong	Member	1 Apr 2017	Synod Moderator, The Presbyterian Church in Singapore Vice President, National Council of Churches in Singapore	1/4
Mr Leong Kok Ho	Member	9 Jan 2012	Chief Financial Officer, Tuan Sing Holdings Ltd	3/4
Mr Samuel Tan Chee Koon	Member	20 Sep 2012	Regional Manager, Risk Consulting Asia Pacific, Allianz Global Corporate & Specialty SE	4/4
Mr Kok Hei Mun Jonathan	Member	24 Jan 2013	Partner, RHTLaw TaylorWessing Board Member (Alternate), St Luke's Hospital	2/4
Dr Lee Soo Ann, PBM	Founding Adviser	21 Nov 2002	Senior Fellow, NUS Department of Economics President, Bible Society of Singapore	4/4
Mr Laurence Wee Yoke Thong	Adviser	7 Jan 2016	Panel Advisor to the Youth Court Immediate Past President, Gerontological Society Vice-Chairman, Centre for Seniors	2/4

Policy Statements And Practices

Personal Data Protection Act Policy (and Donor Confidentiality)

PCS respects and honours our sponsors, donors, partners, volunteers and clients; their right to be treated courteously, fairly and have their privacy protected. PCS is committed to complying with the Personal Data Protection Act passed by the Singapore Government Parliament in October 2012. Personal information is given in good faith by sponsors, donors, partners, volunteers and clients and will only be used to maintain or enhance their relationship with PCS. Sponsors and donors can opt to remain anonymous in all our publications by informing us via dpo@pcs.org.sg.

PCS has put in place procedural, physical and electronic means to safeguard the personal information of our sponsors, donors, partners, volunteers and clients and will not rent, exchange or sell mailing lists of our sponsors, donors, partners, volunteers and clients to other organisations.

Conflict of Interest Policy Statement

PCS has also put in place its Conflict of Interest Policy (COI) to protect the Organisation's welfare and best interests over and above all priorities and objectives. The COI mandates that no staff or Board of Directors may engage in any external interest or business that may undermine or conflict with the Organisation's overall welfare.

The COI and declaration form shall be given to the staff and Board of Directors at the earliest opportunity, such as upon his/her taking up of the employment with or appointment in the Organisation or appointment in or election to the Board. Annual declaration of interests by members of key management personnel and the Board is required. He / she will fully disclose to the Executive Director's Office or the Board in the event a conflict of interest situation may arise.

Whistle-Blowing Policy

Whistle-Blowing Policy is intended to provide a channel for employees and external parties to raise any suspected improprieties in the business of the Society and offer reassurance that they will be protected from victimization for whistle-blowing in good faith.

The whistle-blower email is for reporting suspected improprieties such as:

1) Forgery
2) Misappropriation of funds and classified documents
3) Abuse and misrepresentation of power and authority
4) Failure to comply with laws and regulations
5) Harassment
6) Corruption and bribery
7) Theft

Reserve Policy

The policy was put into effect and will ensure compliance with "The Code of Governance for Charities and IPCs (Guideline 6.3.1) that states; "While all charities should maintain some level of reserves to ensure long-term financial sustainability, the charity should disclose its reserves policy in the annual report."

Presbyterian Community Services has its "Reserves Policy" to provide financial stability and the means for further improvement of its activities. PCS seeks to build up the reserves at a level equivalent to 12 months of operating expenditures based on the preceding year's actual operating expenses.

For details, please visit our website www.pcs.org.sg section on policy statements.

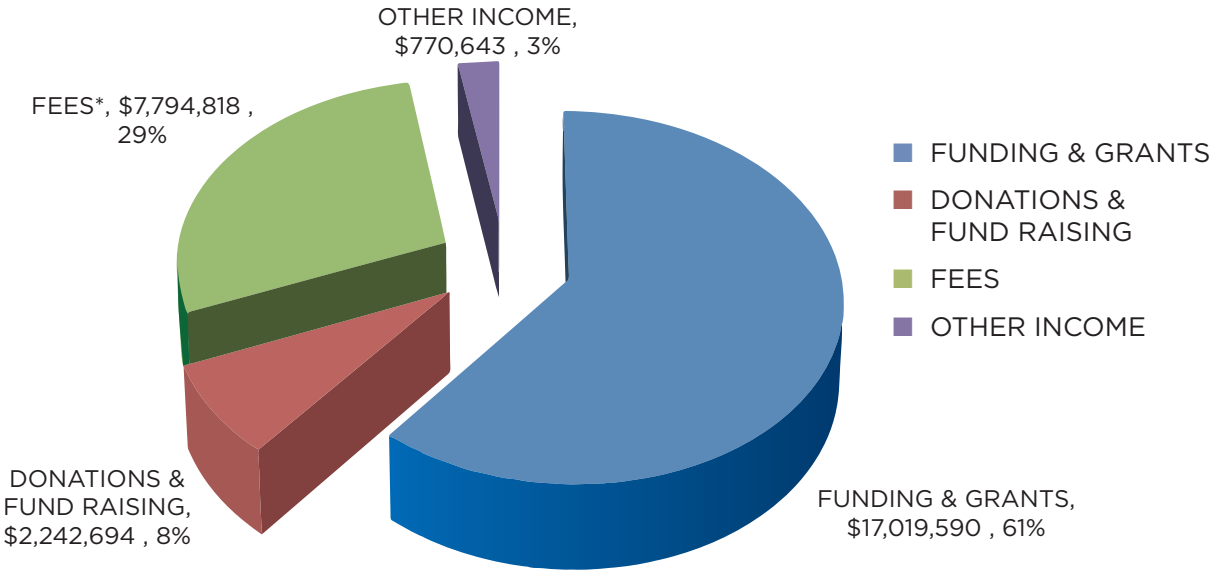
Governance Evaluation Checklist

S/ No	Code guideline	Code ID	Response
	BOARD GOVERNANCE		
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied
2	Are there governing board members holding staff appointments?		No
5	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 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.	1.17	Complied
6	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years	1.18	Complied
7	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
8	Is there any governing board member who has served for more than 10 consecutive years?		Yes
9	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied
	CONFLICT OF INTEREST		
11	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
12	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
	STRATEGIC PLANNING		
13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
14	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied
	HUMAN RESOURCE AND VOLUNTEER MANAGEMENT		
15	The Board approves documented human resource policies for staff.	5.1	Complied
16	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
17	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
18	Are there volunteers serving in the charity?		Yes
19	The are volunteer management policies in place for volunteers.	5.7	Complied
	FINANCIAL MANAGEMENT AND INTERNAL CONTROLS		
20	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied

S/ No	Code guideline	Code ID	Response
21	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
22	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
23	The Baord ensures that there is a process to identify, and regularly monitor and reviews the charity's key risks.	6.1.4	Complied
24	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
25	Does the charity invest its reserves (e.g. in fixed deposits)?		Yes
26	The charity has a documented investment policy approved by the Board.	6.4.3	Complied
	FUNDRAISING PRACTICES		
27	Did the charity receive cash donations (solicited or unsolicited) during the financial year?		Yes
28	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied
29	Did the charity receive donations in kind during the financial year?		No
	DISCLOSURE AND TRANSPARENCY		
31	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied
32	Are governing board members remunerated for their services to the Board?		No
35	Does the charity employ paid staff?		Yes
36	No staff is involved in setting his own remuneration.	2.2	Complied
37	The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 highest paid staff who has each 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
38	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* belonging to the Executive Head* or a governing board member of the charity; (b) the staff has received remuneration exceeding $50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of $100,000. OR The charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing board member of the charity, who has received remuneration exceeding $50,000 during the financial year.	8.5	Complied
	PUBLIC IMAGE		
39	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Not Complied. Will work on this.

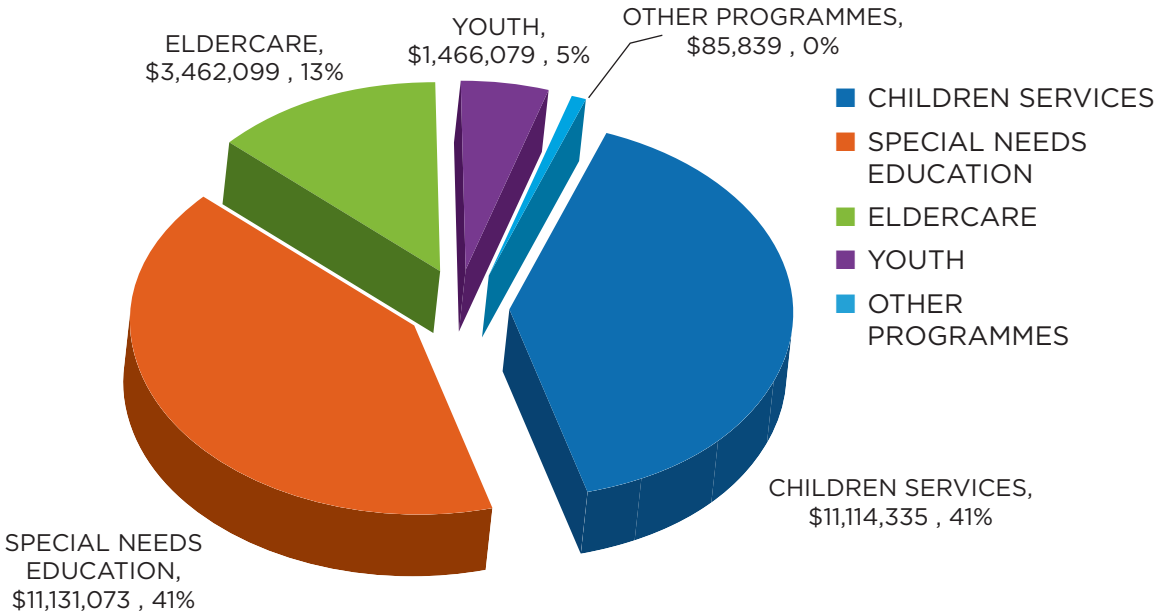
Financial Overview

Source of Income ($)



**Fees consist mainly of child care & infant care fees.*

Distribution of Expenditure ($)



Auditor's Report

PRESBYTERIAN COMMUNITY SERVICES

(UEN : S75SS0022H)

[Registered under the Societies Act, Chapter 311
in the Republic of Singapore]

STATEMENT BY THE EXECUTIVE BOARD

In the opinion of the Executive Board,

(a) the accompanying financial statements are drawn up so as to present fairly, in all material respects, the state of affairs of Presbyterian Community Services (the "Society") as at 31 March 2019 and the results, changes in funds and cash flows of the Society for the financial year then ended; and

(b) at the date of this statement, there are reasonable grounds to believe that the Society will be able to pay its debts as and when they fall due.

The Executive Board, comprising the following, authorised the issue of these financial statements on 23rd October 2019

Arthur Lim Eng Hian	Chairman
Tan Wee Liang	Vice Chairman
Ang Eng Hoe	Honorary Secretary
Leong Kok Ho	Honorary Treasurer
Wee Char Lee	Committee Member
Kok Hei Mun Jonathan	Committee Member
Tan Chee Koon Samuel	Committee Member
Lim Heng Foo Rocky	Committee Member
Teo Yew Tiong	Committee Member
Lim Chye Kee	Committee Member
Yeo Yew Jen	Committee Member
Thang Leng Leng	Committee Member

For and on behalf of the Executive Board,

Arthur Lim Eng Hian
Chairman
Singapore, 23 Oct 2019

Leong Kok Ho
Honorary Treasurer
Singapore, 23 Oct 2019

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PRESBYTERIAN COMMUNITY SERVICES

(UEN : S75SS0022H)

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of **PRESBYTERIAN COMMUNITY SERVICES** (the "Society") which comprise the statement of financial position as at 31 March 2019, and the statement of financial activities, statement of changes in funds and statement of cash flows for the financial 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 Societies Act, Chapter 311 (the "Societies Act"), the Charities Act, Chapter 37 and other relevant regulations ("the Charities Act and Regulations") and Charities Accounting Standard ("CAS") so as to present fairly, in all material respects, the state of affairs of the Society as at 31 March 2019, and the results, changes in funds and cash flows of the Society for the financial 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the Accounting and Corporate Regulatory ("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 audit opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report and Statement of the Executive Board but does not included the financial statements and our auditor's report thereon.

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 Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the provisions of the Societies Act, the Charities Act and Regulations and CAS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society'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 Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditor's 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 auditor's 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 Society's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)

- 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 Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's 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 auditor's report. However, future events or conditions may cause the Society 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 those charged with governance 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.

Report on Other Legal and Regulatory Requirements

In our opinion,

(a) the accounting and other records required to be kept by the Society have been properly kept in accordance with the provisions of the Societies regulations enacted under the Societies Act, the Charities Act and Regulations; and

(b) the fund raising appeals held during the financial year ended 31 March 2019 have been carried out in accordance with Regulation 6 of the Societies Regulations issued under the Societies Act and proper accounts and other records have been kept of the fund-raising appeal.

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

(a) the Society 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 Society has not complied with the requirements of Regulation 15 of the Charities (Institutions of a Public Character) Regulations.

Fiducia LLP
Public Accountants and
Chartered Accountants
Singapore, 23 Oct 2019
Partner-in-charge: Soo Hon Weng
PAB. No.: 01089

STATEMENT OF FINANCIAL ACTIVITIES FOR THE FY ENDED 31 MARCH 2019

2019 **INCOME**	General funds S$	Designated funds S$	Restricted funds S$	Total funds S$
Income from generating funds:				
Voluntary income				
Donations	998,250	860,216	285,754	2,144,220
Fund raising income	98,474	0	0	98,474
Income from charitable activities	10,301,901	16,805	14,665,775	24,984,481
Other income	578,568	7,753	184,322	770,643
	11,977,193	884,774	15,135,851	27,997,818
LESS: EXPENDITURES				
Costs of generating voluntary income	19,103	0	0	19,103
Charitable activities	11,185,139	282,886	14,443,056	25,911,081
Governance costs	140,391	183,107	992,355	1,315,853
Other expenditures	12,090	0	1,298	13,388
	11,356,723	465,993	15,436,709	27,259,425
Net income / (expenditure)	620,470	418,781	(300,858)	738,393
Gross transfers between funds	(1,510,728)	(1,172,049)	2,682,777	0
Net movement in funds	(890,258)	(753,268)	2,381,919	738,393
Total funds brought forward	12,624,016	1,202,153	16,055,859	29,882,028
Total funds carried forward	11,733,758	448,885	18,437,778	30,620,421

2018 **INCOME**	General funds S$	Designated funds S$	Restricted funds S$	Total funds S$
Income from generating funds:				
Voluntary income				
Donations	507,335	970,221	383,342	1,860,898
Fund raising income	84,814	1,500	200	86,514
Income from charitable activities	10,043,969	35,512	13,856,992	23,936,473
Other income	801,234	65	154,970	956,269
	11,437,352	1,007,298	14,395,504	26,840,154
LESS: EXPENDITURES				
Costs of generating voluntary income	6,320	0	0	6,320
Charitable activities	10,165,397	388,547	12,955,026	23,508,970
Governance costs	96,635	422,876	1,278,646	1,798,157
Other expenditures	1,340	0	2,427	3,767
	10,269,692	811,423	14,236,099	25,317,214
Net income	1,167,660	195,875	159,405	1,522,940
Gross transfers between funds	0	0	0	0
Net movement in funds	1,167,660	195,875	159,405	1,522,940
Total funds brought forward	11,456,356	1,006,278	15,896,454	28,359,088
Total funds carried forward	12,624,016	1,202,153	16,055,859	29,882,028

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2019

	2019 S$	2018 S$ As restated
ASSETS		
Current assets		
Cash and cash equivalents	14,983,047	14,773,919
Fixed deposits	5,574,289	4,989,680
Fee and other receivables	852,157	642,030
	21,409,493	20,405,629
Non-current assets		
Property, plant and equipment	10,294,703	10,971,081
Investment property	722,961	0
	11,017,664	10,971,081
Total assets	32,427,157	31,376,710
LIABILITIES		
Current liabilities		
Payables	1,806,736	1,494,682
NET ASSETS	30,620,421	29,882,028
FUNDS		
General funds	11,733,758	12,624,016
Designated funds		
- Asset Capitalisation Fund	225,873	225,873
- Emergency Relief Fund	0	(54,957)
- Integrated Programme Fund	0	(622,489)
- Senior Welfare Fund	209,458	1,636,086
- Social Enterprise Fund	4,000	4,000
- Community Fund	9,554	13,640
Total unrestricted funds	12,182,643	13,826,169
Restricted funds		
- Building Fund	7,557,977	7,936,933
- Capital Fund	729,191	530,730
- Care and Share Fund	526,721	89,022

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2019 *(cont.)*

	2019 S$	2018 S$ As restated
Restricted funds		
- Community Silver Trust ("CST") Matching Grant Fund	1,890,314	2,703,137
- Cyclical Maintenance Fund	173,731	104,336
- Mobile Library Fund	7,111	5,000
- Development Support Programme	0	16,870
- Elder Care Intervention	0	(10,113)
- Our Kitchen Programme Fund	10,704	0
- MSF Fund –Gladiolus Place	(1,626,741)	(1,067,561)
- MSF Funding – ICCP Programme	0	(598,601)
- Silver Volunteer Grant Fund	213,906	267,129
- President's Challenge	14,730	14,730
- Temasek Care Grant	6,653	6,653
- VCF Innovation & Productivity Fund	(10,958)	(35,567)
- Senior Services		
• Dorcas Home Care Services	0	91,035
• Evergreen Circle Seniors Activity Centre	0	(891,098)
• Sarah Senior Activity Centre	0	(638,253)
• Hannah Seniors Activity Centre	0	(9,450)
• Martha Seniors Activity Centre	0	30
• Esther Seniors Activity Centre	0	(13,264)
- MOE and NCSS funding for total operating expenditures under GOS	7,727,932	6,418,145
- MOE Special purpose funds under Grace Orchard School		
• MOE ICT Fund	15,014	47,621
• MOE Staff Training Vote	54,713	21,664
• MOE Public Transport Subsidy	2,040	370
- Others under Grace Orchard School		
• MOE Grants – Others (Opportunity Fund)	6,247	8,100
• Retained Earnings – Unutilised donations	543,693	465,716
• Capital – Accumulated Fund	564,474	564,474
• Others	29,951	27,696
• VCF fund	375	375
Total restricted funds	18,437,778	16,055,859
TOTAL FUNDS	30,620,421	29,882,028

STATEMENT OF CHANGES IN FUNDS FOR THE FY ENDED 31 MARCH 2019

	Balance at beginning of year S$	Net income/ (expenditures) S$	Transfer between funds S$	Balance at end of year S$
2019				
Unrestricted funds				
General fund	12,624,016	620,470	(1,510,728)	11,733,758
Designated funds				
- Asset Capitalisation Fund	225,873	0	0	225,873
- Emergency Relief Fund	(54,957)	45,237	9,720	0
- Integrated Programme Fund	(622,489)	(155,664)	778,153	0
- Senior Welfare Fund	1,636,086	533,294	(1,959,922)	209,458
- Social Enterprise Fund	4,000	0	0	4,000
- Community Fund	13,640	(4,086)	0	9,554
Total unrestricted funds	13,826,169	1,039,251	(2,682,777)	12,182,643
Restricted funds				
- Building Fund	7,936,933	(378,956)	0	7,557,977
- Capital Fund	530,730	(178,559)	377,020	729,191
- Care and Share Fund	89,022	487,715	(50,016)	526,721
- Community Silver Trust Matching Grant Fund	2,703,137	(485,819)	(327,004)	1,890,314
- Cyclical Maintenance Fund	104,336	69,395	0	173,731
- Mobile Library Fund	5,000	2,111	0	7,111
- Development Support Programme	16,870	(141,124)	124,254	0
- Elder Care Intervention	(10,113)	(20,764)	30,877	0
- Our Kitchen Programme Fund	0	10,704	0	10,704
- MSF Fund –Gladiolus Place	(1,067,561)	(559,180)	0	(1,626,741)
- MSF Funding – ICCP Programme	(598,601)	0	598,601	0
- Silver Volunteer Grant Fund	267,129	(53,223)	0	213,906
- President's Challenge	14,730	0	0	14,730
- Temasek Care Grant	6,653	0	0	6,653
- VCF Innovation & Productivity Fund	(35,567)	24,609	0	(10,958)
- Senior Services				
• Dorcas Home Care Services	91,035	(186,667)	95,632	0
• Evergreen Circle Seniors Activity Centre	(891,098)	(136,536)	1,027,634	0
• Sarah Senior Activity Centre	(638,253)	(30,744)	668,997	0
• Hannah Seniors Activity Centre	(9,450)	(44,779)	54,229	0
• Martha Seniors Activity Centre	30	(67,321)	67,291	0
• Esther Seniors Activity Centre	(13,264)	(1,998)	15,262	0
- MOE and NCSS Funding – GOS	6,418,145	1,309,787	0	7,727,932
- Special purpose under GOS				
• MOE ICT Fund	47,621	(32,607)	0	15,014
• MOE Staff Training Vote	21,664	33,049	0	54,713
• MOE Public Transport Subsidy	370	1,670	0	2,040
- Others under GOS				
• MOE Grants – Opportunity Fund	8,100	(1,853)	0	6,247
• Retained Earnings – Unutilised donations	465,716	77,977	0	543,693
• Capital – Accumulated Fund	564,474	0	0	564,474
• Others	27,696	2,255	0	29,951
• VCF Fund	375	0	0	375
Total restricted funds	16,055,859	(300,858)	2,682,777	18,437,778
TOTAL FUNDS	29,882,028	738,393	0	30,620,421

STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2019

	2019 S$	2018 S$
Cash flows from operating activities		
Net income for the financial year	738,393	1,522,940
Adjustments for:		
– Allowance for impairment of fee receivables	(2,563)	(1,063)
– Depreciation of investment property	14,638	0
– Depreciation of property, plant and equipment	1,198,803	1,209,898
– Reversal of impairment of fee receivables	43,465	21,742
– Loss/(gain) on disposal of property, plant and equipment	401	(300)
– Interest income	(57,124)	(38,875)
Operating cash flow before changes in working capital	1,936,013	2,714,342
Changes in working capital		
– Trade and other receivables	(251,029)	(41,203)
– Trade and other payables	312,054	335,714
Net cash generated from operating activities	1,997,038	3,008,853
Cash flows from investing activities		
Interest received	57,124	38,875
Increase in fixed deposits	(584,609)	(928,694)
Purchases of property, plant and equipment	(1,262,526)	(952,522)
Proceeds from disposal of property, plant and equipment	2,101	2,249
Net cash used in investing activities	(1,787,910)	(1,840,092)
Net increase in cash and cash equivalents	209,128	1,168,761
Cash and cash equivalents at beginning of financial year	14,773,919	13,605,158
Cash and cash equivalents at end of financial year	14,983,047	14,773,919

Directory Of Services

PCS HEAD OFFICE

89 Short Street, #08-08 Golden Wall Centre
Singapore188216. Tel: 63344445 Fax: 63387153
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PCS TRAINING ACADEMY

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Ang Mo Kio Centre

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Email: hollandv@pcs.org.sg

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Grow & Glow @ Pasir Ris 21

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Admin Asst: Ms Lai Wan Pheng
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Grow & Glow @ Pasir Ris 51

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Ms Khatijah	khatijah@pcs.org.sg
Ms Jennifer J.F	jennifer@pcs.org.sg

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In-Charge: Rev. Dr Polly Wang
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YOUTH SERVICES

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Providence Care Centre
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In-charge: Ms Ng Mei Ling

Providence Care Centre (Youth Centre)
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In-charge : Ms Ng Mei Ling

SENIORS SERVICES

Dorcas Home Care Services
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Presbyterian Eldercare @ Potong Pasir
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Community Befriending Programme
Befriender Managers

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Befriender Coordinators

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George Wee	CBPsg@pcs.org.sg (Serangoon)
Roy Tan	CBPtw@pcs.org.sg (Tampines West)

COMMUNITY SUPPORT

Social Work & Counselling
Volunteer Development and Fundraising
In-Charge: Mr Tristan Gwee
Email: tristan@pcs.org.sg

Handiwork

hands that create love

Every week, elderly volunteers from Hannah and Evergreen Circle Senior Activity Centres come together to make beautiful craft. The handiwork gives them the opportunity to be engaged in a fun and meaningful regular activity.

They take great pride and joy in their finished craft which in turn helps others in need as the craft is sold and **100% of the sales proceeds go towards Presbyterian Community Services**.

Last year they raised more than $12,000. This initiative has been faithfully guided by volunteers from Orchard Road Presbyterian Church and Prinsep Street Presbyterian Church since 1999.

To find out more or to purchase our custom made craft, go to :
www.facebook.com/Handiworkpcs

45th ANNUAL GENERAL MEETING OF THE PRESBYTERIAN CHURCH IN SINGAPORE

ACKNOWLEDGEMENTS

The Presbyterian Community Services would like to express its sincere appreciation to the National Council of Social Service, Ministry of Social & Family Development, Ministry of Education, Ministry of Health, Housing & Development Board, Early Childhood Development Agency, Agency for Integrated Care, SG Enable, Council for 3rd Age, Community Development Councils, grassroots organisations, Presbyterian churches in Singapore, supporting churches, organisations, donors and volunteers for their invaluable contributions towards the work of PCS in FY18/19.

We wish to inform all our donors and supporters that the list of donors will only be published online on our website (www.pcs.org.sg). However, if you wish to keep your name confidential, please write to us at dpo@pcs.org.sg.