



# ANNUAL REPORT 2022



**TEEN CHALLENGE  
(SINGAPORE)**

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# FROM OUR PRESIDENT

## Call To Return

I had the privilege of serving in the Teen Challenge (Singapore) Board for six years from 2000 to 2006. Although I took a break to focus on my church ministry, my church Bethel Assembly continues to support the ministry of Teen Challenge (Singapore) through our Missions Fund. It never occurred in my mind that I will be stepping back as the President of Teen Challenge (Singapore).

## Continuing The Good Work

I would like to thank the former President Rev Simon Ang, the Board Members, the Executive Director Silas Tan, and the Management Team for navigating Teen Challenge (Singapore) through the Covid-19 pandemic and continue caring for the residents uncompromisingly. Well done!

I am also thankful to all our donors and volunteers who faithfully supported us to keep our ministry going during these two difficult years.

We will continue build on their good works with Singapore Prison Service. However, it's time for us to press on towards God's calling and the vision of Teen Challenge (Singapore).

## Consolidate The Vision

I believe there are four other areas the Lord would want us to do:

1. *Focus on the vision.* I am thankful to God for a great team of Board Members who are in alignment with the vision. They not only served in the Board, but they also gave their time to serve in HR, Finance and Program Committees. They made time to meet with the Management Team to hear their challenges, and they were willing to spend one full day with them next year for strategic planning.
2. *Families of residents.* Restoring wholeness requires a wholistic approach, which includes working with residents' families as well as restoring their confidence and contributions to the society.
3. *Fellowship for "overcomers."* We need the "overcomers" (ex-TC residents) to come together to encourage and spur each other on to good works. Their experiences and success stories can also help to encourage the residents in their journey to be "overcomers."
4. *Forge A Strong Youth Outreach.* It's time to align with our calling to engage youth in our society, to equip and empower them to become contributing individuals, free from gangs and addictions

I covet your prayers for us as we consolidate the vision. We also look forward to your generous support and dedicated volunteer services - together we see more lives transformed, families strengthened, and our young people engaged, equipped, and empowered to live a purposeful life.

God bless you.



REV. DR CHIA BENG HOCK  
PRESIDENT



Dear Friends,

2022 is a new beginning of coming out from Covid-19 restrictions. As we exited from most safe measures and restrictions, we were adjusting to normalcy, as we restarted most face time programs.

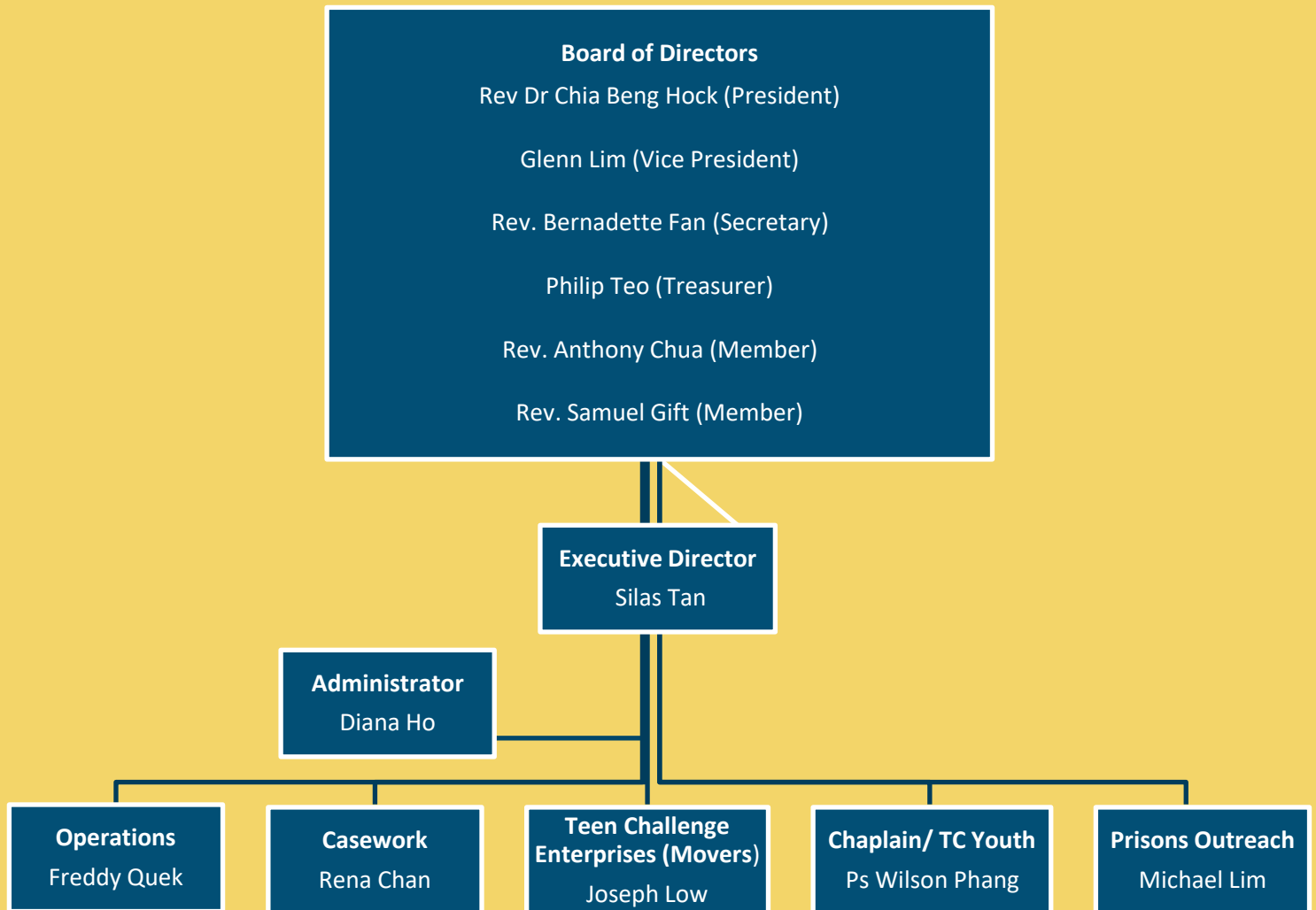
We had a couple of isolated cases of residents contracting covid-19 in Q4 22 and referred to community facilities by MOH thus eliminating contagion to other residents. Safe Management Measures were extended for another month till early May 22, due to our community living setting. Both residents and staff were elated when all measures were taken off from May onwards. Face to Face activities such as Bible studies, counselling services and chapel services were back.

We have also restarted our Charity Golf in Sept 2022 and although we have not reached the funds raised in our pre-covid days, it was an encouraging start to engage our corporate donors and sponsors, with about \$130,000 raised.

Teen Challenge (Singapore) can continue its mission because of the generous help and financial contributions from individuals, churches, corporate partners, support from various government agencies, and not forgetting the volunteers who worked tirelessly and laboring with us. We are grateful for the commitment of so many supporters in so many different areas that make our ministry successful.

We are truly humbled and thankful for your amazing partnership to Teen Challenge (Singapore). Your generosity has helped fuel the mission during this extraordinary time. Thank you for praying, giving, volunteering, and cheering us on in 2022! We look forward to your continual partnership in restoring lives wrecked by substance abuse together.

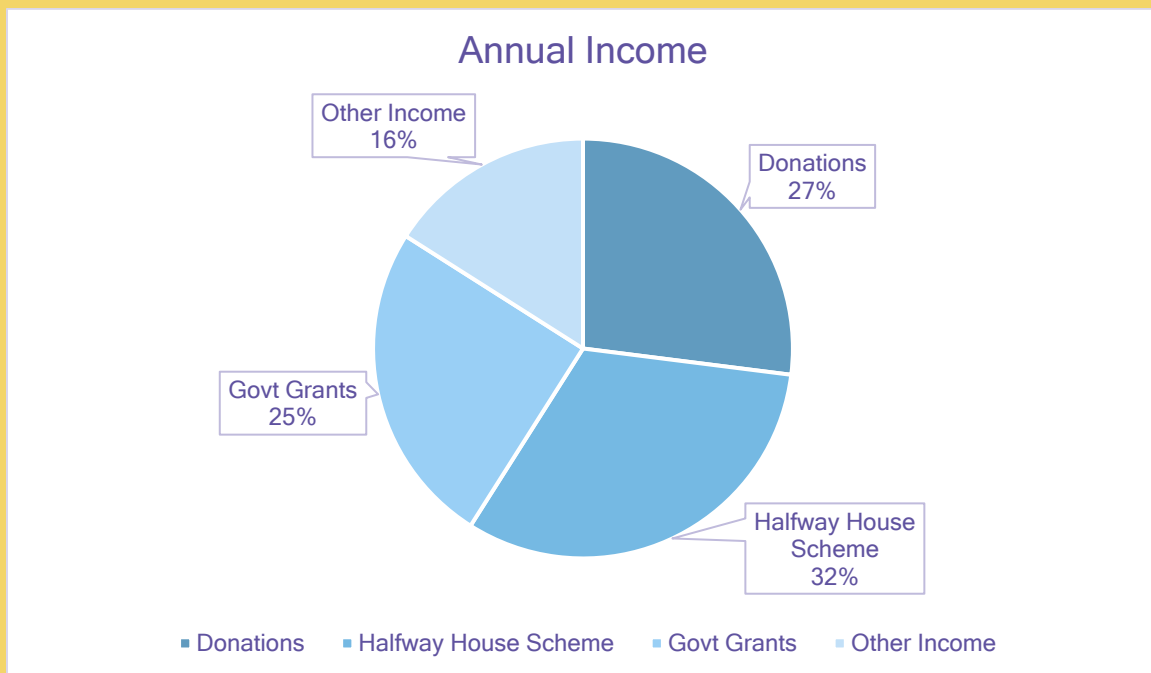
# LEADERSHIP

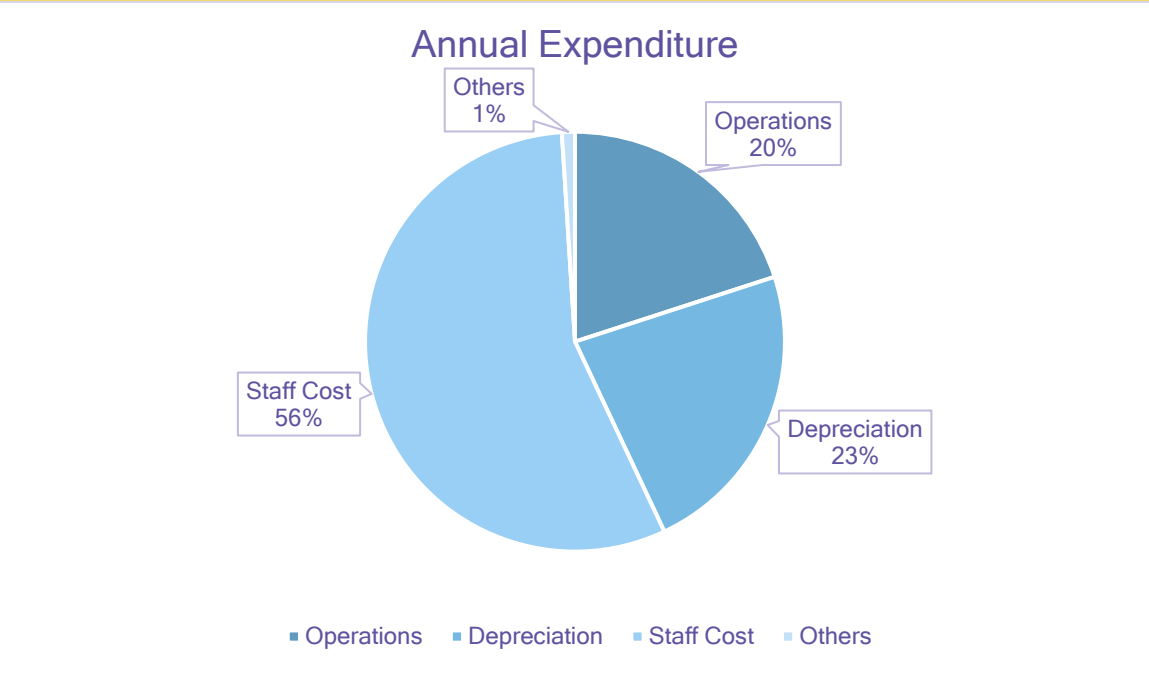


# SUMMARY OF FINANCIAL PERFORMANCE

Total Income: \$1.668m

Total Expenditure: \$1.617m





Auditor: Baker Tilly TFW LLP

Banker: DBS Singapore



## HIGHLIGHTS & PROGRAMS



As of 31st Dec 2022, Teen Challenge Singapore has 19 full-time and 1 part-time staff, comprising of 4 headcounts from HQ Admin, 7 from DARE Centre / Operations, 3 from our Casework Team and 6 from our Teen Challenge Social Enterprises (Movers).

We have revamped our website and uploaded more regular content to our Facebook and other social media platforms to better inform our supporters and donors, on our activities.

There are new volunteers coming to serve with us for a season or even one time to experience working among residents. We have Bible school students from ACTS College, companies doing CSR and international schools coming to help our center and residents.

We have introduced quarterly spiritual emphasis day for our staff to be inspired by the Word of God by seasoned AG ministers and advocates for ex-offenders such as Bro Jason Wong and Bro Benny Se Teo from 18 Chefs. Our staff got to hear from them, their faith journey, and asked questions about their challenges working among ex-offenders.



Last year, four of our residents were water baptized and attended various churches after their release. We have about 95% attendance for our Sunday service and Eagle's Wings weekly attended by our residents.







Singapore Prison Service sent forty-seven residents to TCS in 2022 under the Halfway House Scheme and we accepted a total of 12 walk-in residents under the Residential Aftercare Support Program (RASP) supported by Yellow Ribbon facing addiction issues and housing issues. The number of residents increased by 10% Year On Year due to the relaxation of covid-19 rules. This allows more residents to be emplaced in halfway houses from Singapore Prison Service.

HWH scheme is a 6 to 12 months Community Based Program, under Singapore Prison Service.

During the residency period, Teen Challenge (Singapore) Staff and Casework Team will journey with the clients to help them build circles of community support, develop life-skills and coping skills through the Spiritual and Social program to inculcate a positive lifestyle and spiritual foundation upon completion of their program in Teen Challenge (Singapore).



Our weekly Sunday chapel services and Tuesday Eagle's Wings service and daily devotion are designed for transformational life change. We believe that faith and its values play a pivotal role in the recovery and restoration of our residents. This was evidence through the lives transforming testimonies of our residents who were able to break free from substance abuse through their God encounters at these services.

## **THE PASTORAL CARE AND OUTREACH DEPARTMENT**

The Pastoral Care and Outreach Department conducts In-Care programs to incarcerate individuals through its pool of 50 active volunteers. 2022, we ministered to 165 inmates in Singapore Changi Prisons, cluster S1A, B3 and B5. Our 50 faithful Teen Challenge (Singapore) volunteers helping to befriend (some via e-letter) and conduct Bible lessons for the inmates and social programs. From the last quarter of 2022, we began collaborating more with Prison Fellowship Singapore in our Prison Ministry work to reach a bigger pool of inmates. We are appreciative and thankful for our resolute volunteers and their precious time, many spending their weekends ministering to our inmates.



In 2022, Teen Challenge (Singapore) was recognized for its contribution through the work done in Singapore Prison Service. Since 1977, countless Teen Challenge (Singapore) prison volunteers had worked in different clusters and this year we were appreciated by Singapore Prison Service in the Volunteer Awards Ceremony. 5 of our volunteers received long service volunteer awards given out by the

Minister of State for Ministry of Home Affairs & Minister of State for Ministry of National Development Associate Professor Dr Muhammad Faishal Ibrahim & Singapore Prison Service Commissioner Shie Yong Lee.



## FUND RAISING ACTIVITY

Our annual Charity Golf was held in Laguna Country Club on Sept 22. Although we had to limit the number of players, we are thankful that close to \$130,000 was raised through flights sold and auctioning of carpets during the dinner. Many are our long-time supporters, and a few participated in our Charity for the first time.





There were 50 prison ministry volunteers who conducted programs and befriended inmates. Eleven intern counsellors, 10 individual program facilitators, mostly conducting Bible studies, and 12 STEPS, Grace Ag, FGA, Crossroad Ministry and more than 10 special projects and event volunteers assisted in various works and the ministry of TC.



## UPGRADING

We want to thank Faith AG for helping us to upgrade our residents' lockers, which were more than 10 years old and have turned rusty. Ps Samuel had also assisted us in getting new sponsored bed mattresses for our residents.

## New Initiative

TC signed an MOU with Woodlands United Sports Academy to revamp our football field and futsal court to organize tournaments and matches to promote sports in our premises. Minister of State for Ministry of Home Affairs & Minister of State for Ministry of National Development Associate Professor Dr Muhammad Faishal Ibrahim came and gave certificates of appreciation for our first inaugural friendly matches held on Aug 22 in Teen Challenge.





## TEEN CHALLENGE ENTERPRISES

Teen Challenge Enterprises Ltd is a member of Singapore Centre for Social Enterprise since 2015. Teen Challenge Enterprises provide skill development training and employment opportunities to residents undergoing their rehabilitation program in the Centre.

All our social enterprise staff are former residents employed by us. We provided them with employment opportunities as movers and paved the way for them to be team leaders and supervisors. We get grants to train them to have class 4 driving license from ISCOS, to equip them with a skill set in the transport and logistic industries.

Our social enterprise has a deficit of \$30,000, still below our pre-covid days for our moving business.





## LOOKING AHEAD

In 2023 we are looking to collaborate with community partners to tackle the growing trend of younger substance abusers in Singapore. We are also looking at programs with Singapore Prison Service and Reformative Training Centre (RTC) that cater to youth offenders under 21 years old.

We are planning to ignite our Teen Challenge (Singapore) Missions fervor by reconnecting to other halfway houses in Malaysia and other Teen Challenge in Asia Pacific region.

We are planning for residents and their families to join us for selected services and reaching them with the Gospel. It also provides more family members to be involved in the recovery process of our residents, in alignment with our government efforts to involve families.

We are revamping our daily programs with our board to make them more relevant and effective in ministering to our residents, spirit, soul, and body. We are introducing urban farming as part of our resident activities to teach patience and perseverance.

We are planning to start a joint community project with Sembawang Assembly of God to involve our residents to reach out to the low-income household by distributing food to the families in the North of Singapore.

We will be planning a new virtual walk to raise funds as part of our new initiatives to engage new donors, then the traditional street tin can collection was suspended due to covid for the last few years.

In summary we thank God for His faithfulness as He sustained us for 2022 and the years of covid restrictions. For the new year we have new plans to ignite our mission legacies, inspire our staff and residents and impart spiritual formation and foundation in our work in Teen Challenge (Singapore) and pray for enormous success.

***“We believe that Everyone deserves a second chance.”***

## **GOVERNANCE**

### **ABOUT US**

Teen Challenge (Singapore) pioneered in October 1976 by Rev Naomi Dowdy, under the auspices of the Assemblies of God Singapore and subsequently registered as a Society on 14 April 1987. As a charity with Institution of a Public Character status (renewed till 31 Aug 2024), all donations made to Teen Challenge (Singapore) can qualify for 250% tax deduction. We organize fundraising events such as our Annual Charity Golf. We are also thankful for our Corporate and individual donors who have supported us through our fund-raising projects.

### **RESERVES AND RESTRICTED FUNDS POLICY**

The charity has a reserve policy for long-term stability of its operation, and to ensure that there are sufficient resources to support the charity in the event of unforeseen circumstances. The charity has at least 12 months of operational expenditure kept as reserves. The reserve level is reviewed yearly by the Board to ensure that the reserves are adequate to fulfil the charity’s continuing obligations.

Restricted funds are funds received from grants and are set aside for specific programs or initiatives within an agreed period.

### **CONFLICT OF INTEREST POLICY**

In keeping with good governance, Teen Challenge (Singapore) has put in place its Conflict of Interest (COI) policy to ensure a system of checks and accountability. The Board and staff complete a COI declaration form annually and update the Board accordingly when there are changes to their interests. The declaration includes dealings with other charities, businesses, and vendors. All staff and Board Directors are required to declare any potential COI and abstain from decision making when such situations arise.

## **TOP SALARY BANDS**

None of the charity's staff has received more than \$100,000 in annual remuneration in 2021. There is no paid staff who is a close family member or related to the Executive Director or a governing board member of Teen Challenge (Singapore), who has received remuneration exceeding \$50,000 during the fiscal year.

## **WHISTLE BLOWING POLICY**

Teen Challenge (Singapore) is committed to the highest standard of ethical behavior and sound corporate governance. The organization's whistle blowing policy is outlined and made available to all staff.

## **PERSONAL DATA PROTECTION ACT POLICY**

Teen Challenge (Singapore) respects and honors our donors, sponsors, partners, volunteers, and their right to have their privacy protected. Teen Challenge (Singapore) is committed to complying with the Personal Data Protection Act passed by the Singapore Government Parliament in October 2012. Personal information given in good faith will only be used to maintain or enhance one's relationship with the organization, and anyone can remove their name from mailing lists upon sending their requests to Teen Challenge (Singapore).

Teen Challenge (Singapore) also maintains a prominent level of confidentiality with respect to donor information. The donor's name and other details will not be published in any corporate or public publications unless there is a partnership agreement between Teen Challenge (Singapore) and the donor.

Teen Challenge (Singapore) has documented procedures to safeguard personal information in our databases, whether in hard copy or online, and will not disclose such information to other organizations.

## BOARD OF DIRECTORS

The Board of Directors provides leadership and oversight on strategic planning and fiscal management of Teen Challenge (Singapore). Our directors do not receive any fees for their Board services rendered and there are no paid staff on the Board.

There are sub-committees in the Board, chaired by designated Board of Directors to oversee Human Resource, Finance and Programmes.

Board Member	Date of Appointment	Board Appointment
Rev. Dr Chia Beng Hock * * * * *	June 2022	President
Mr. Glenn Lim * * * * *	May 2*010	Vice President
Rev. Bernadette Fan * * * * * * * * *	June 2018	Secretary
Mr. Philip Teo * * * * * * * * *	September 2020	Treasurer
Rev. Anthony Chua * * * * *	September 2020	Member
Rev. Samuel Gift * * *	June 2022	Member

\* Denotes board meeting attendance. There were eight board meetings in the Financial Year 2022

## TERM LIMIT OF BOARD

To enable succession planning and steady renewal in the spirit of sustainability of Teen Challenge (Singapore), the Board has a term limit of ten years. In particular, the Treasurer has a term limit of four years.

Mr. Glenn Lim, our current Vice President is continuing to serve beyond the term limit due to his leadership and oversight in guiding Teen Challenge (Singapore) as a social impact. His vast knowledge and experience have been invaluable to us. He was re-elected in June 2022.

## ABOUT US

Teen Challenge (Singapore) a local charity with Institution of a Public Character (IPC) status. We are dedicated to serve individuals who have life controlling problems with substance abuse, juvenile delinquency, street corner gangs, criminal behavior, and other social challenges.

## OUR VISION

To see recovering individuals restored to wholeness.

## OUR MISSION

To equip and empower all to become contributing individuals through a faith based therapeutic framework.

## OUR VALUES

Family

Accountability



Collaboration

Excellence

## TEEN CHALLENGE (SINGAPORE)

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