



ANNUAL REPORT 2021

Teen Challenge Singapore

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FROM OUR PRESIDENT

Dear Friends,

2021 was another year filled with unusual challenges as Teen Challenge continued to adjust itself to serving and ministering our residents amidst the uncertainty and limitations brought on by the global pandemic.

Though the past two years have been unusual and difficult, it was a time when we profoundly experienced God's faithfulness. The resounding refrain for me was Lamentations 3:22-23 "The steadfast love of the Lord never ceases, His mercies never come to an end; they are new every morning, great is Your faithfulness."

This is also a season of unique transitions and change of key personnel and staff. Top of the list is the retirement of Dave Chai after forty years of faithful service with Teen Challenge. It was Dave's unique giftedness in serving and heading different roles over the years which enabled us to grow as an organisation.

I'm also grateful and thankful for Rev A. Vanimogan for his leadership as the Director on the Board of Teen Challenge for the last 18 years. He is stepping down as part of our renewal process. His gentle and kind spirit coupled with his pastoral heart will be sorely missed.

Finally, as part of our leadership transition, I would like to welcome onboard Rev Dr Chia Beng Hock as the incoming President of Teen Challenge. Together with his church Bethel AG, they have been very strong supporters and donors for many years, and Dr Chia brings with him a wealth of experience in leadership.

The success and strength of Teen Challenge have always been about a team. And I'm forever grateful and thankful to have served together with such an amazing and wonderful leadership team, staff, volunteers, and donors.

Thank you all for this amazing honor and privilege of serving Teen Challenge Singapore. Despite all the changes and challenges, we have experienced the faithfulness of God. This gives me hope and enormous confidence for the future of TC. I do believe greater things are yet to come and I know God is preparing and positioning TC to do extraordinary things in the new season!

Simon Ang

“Partner with us and be a Champion of Hope!”



EXECUTIVE DIRECTOR MESSAGE

In 2021, the Omicron variant impacted Teen Challenge in many ways. TC had to suspend some programs due to the Safe Management Measures requirements. Staff were placed into teams to comply with on-site regulations and at the same time ensure our operations are not adversely affected. Despite our best efforts, we had an outbreak that resulted in 14 residents and staff falling sick with Covid-19 in Oct 2021. Protocols that were already in place were activated and we are thankful that everyone has since recovered.

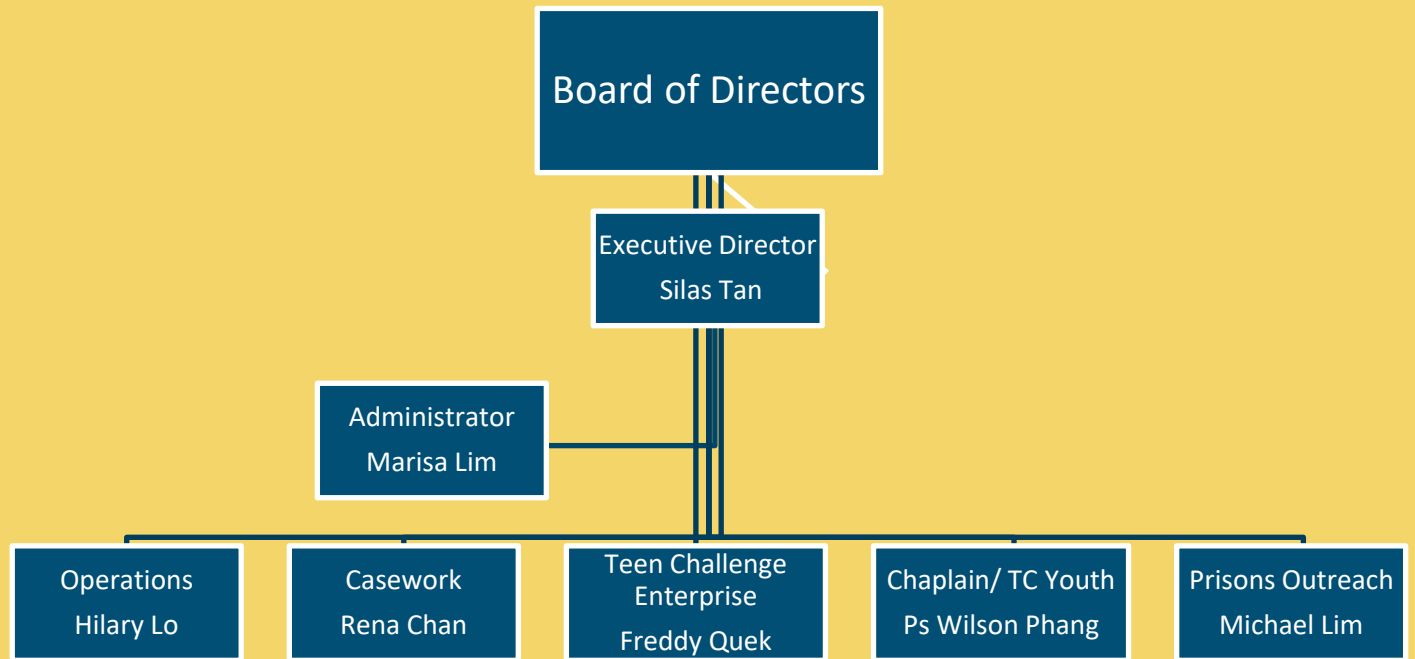
It was a very challenging time especially for all our staff as they had to fulfil multiple roles to ensure that the work and ministry of TC continues unabated amidst the pandemic. Despite their own fears and anxiety for their own well-being, they were relentless in their efforts in caring and helping our residents. Their commitment in such traumatic times embodies what TC is all about.

TC is able to continue its mission because of the generous help and financial contributions from many individuals, churches, corporate partners, support from various government agencies, and not forgetting the many volunteers who worked tirelessly and labouring 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 TC's mission during this extraordinary time. Thank you for praying, giving, volunteering, and cheering us on in 2021! We look forward to your continual partnership in restoring lives wrecked by substance abuse together.

LEADERSHIP

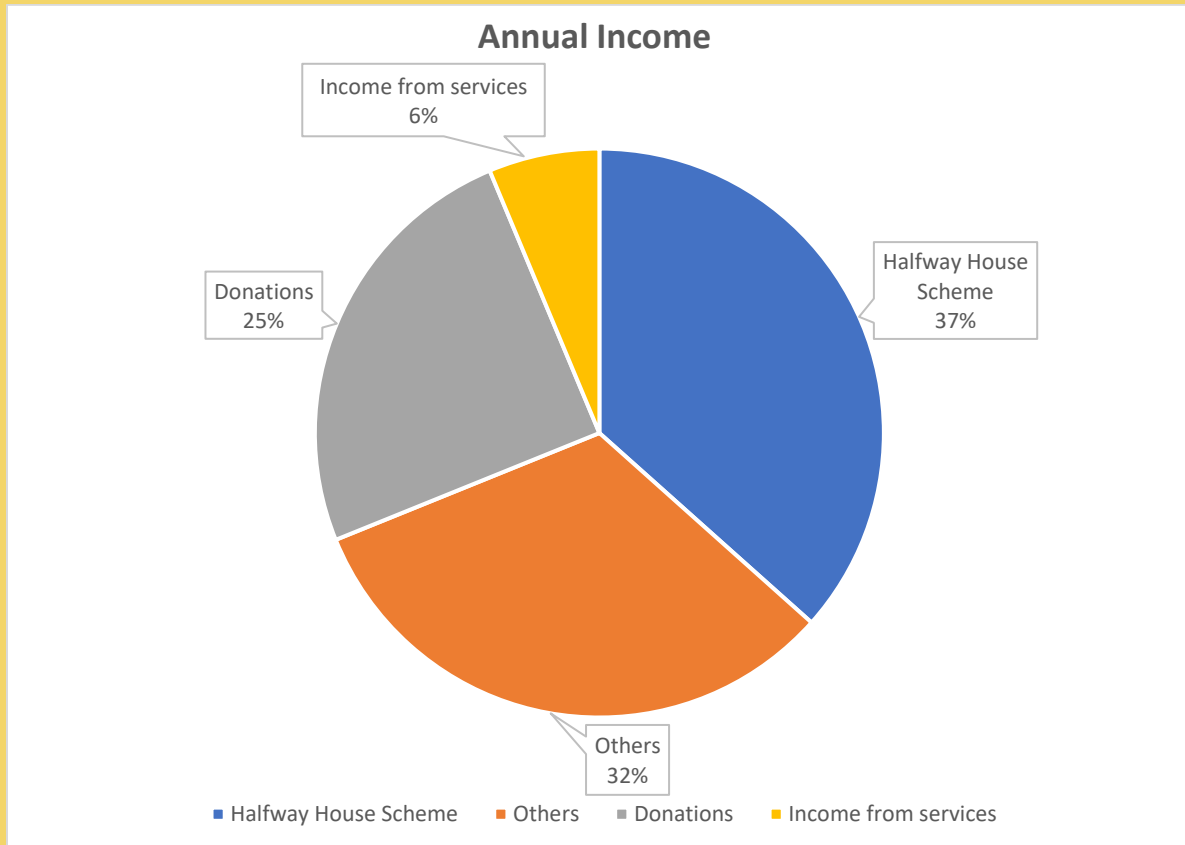
Mr. Silas Tan was appointed as the Executive Director since 1st Jan 2020.

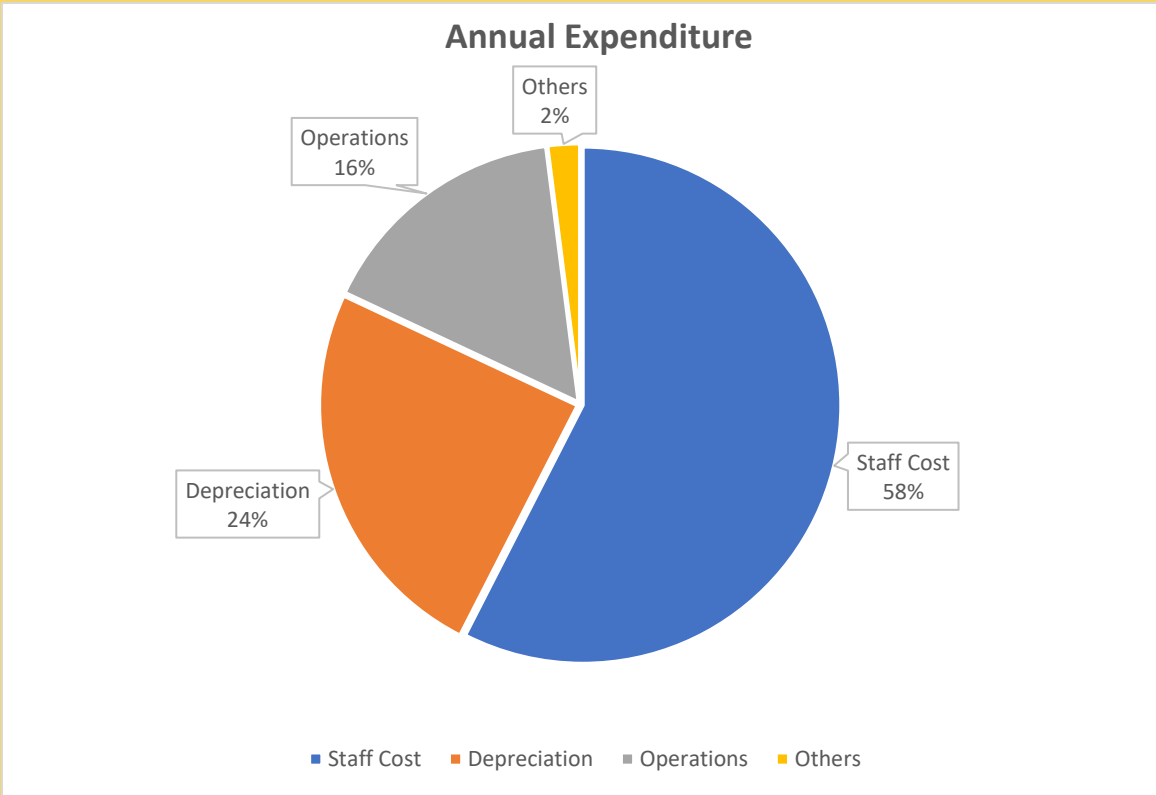


SUMMARY OF FINANCIAL PERFORMANCE

Total Income: \$2,260,437.00

Total Expenditure: \$1,722,707





Auditor: Baker Tilly TFW LLP

Banker: DBS Singapore

HIGHLIGHTS & PROGRAMS



As of 31st Dec 2021, Teen Challenge Singapore has 24 full-time and 2 part-time staff, comprising of 5 headcounts from HQ Admin, 11 from DARE Centre / Operations, 3 from our Youth work (Professional Conversion Program) and 7 from our Teen Challenge Social Enterprises.

All our social enterprise staff are ex-offenders / residents employed by us. Our enterprise provides them with employment opportunities as movers and paves the way for them to be team leaders and supervisors. We at Teen Challenge Enterprises endeavour to help our residents who have completed their program with us and have difficulty in finding jobs to be gainfully employed. We also strive to be profitable at the same time.



Teen Challenge Singapore has the capacity to house up to 60 residents. In 2021, we received a total of 94 residents into the residential programme. This is a 6 to 12 months Community Based Program, under Singapore Prisons Service. Six of them sought transitional accommodation under the Residential Aftercare Support Programme (RASP) supported by Yellow Ribbon and the remaining 2 persons were walk-in clients with alcohol issues.

During the residency period, TC Staff and Casework Team will journey with the clients to help them build circles of community support, develop life-skills through the Spiritual and Social programme to inculcate a positive lifestyle upon completion.



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 has been shown through the many life transforming testimonies of our residents who were able to break free from substance abuse through their God encounters at these services.

PASTORAL CARE AND OUTREACH DEPARTMENT

Pastoral Care and Outreach Department conducts In-Care programs to incarcerated individuals through its pool of 55 active volunteers. They conducted different programs and reached out to 150 inmates, clocking about 3000 volunteer hours in Singapore Changi Prison. In September 2021, ten volunteers attended the 4th Asian Counselling Conference as part of our effort to better equip them to help the inmates. Due to Covid restrictions, some volunteers had to step down due to health and movement restriction in Prison. We are grateful that the remaining volunteers were able to help to cover those who had left. In appreciation of our dedicated volunteers and their contribution, we sent each of them a box of muffins in August.



collaboration with Teen Challenge Singapore.

In 2021, at the Home Team Volunteer Network's 10th Anniversary, Teen Challenge was acknowledged for its contribution through the work done by Michael Lim in Singapore Prison Service. For many years we have been collaborating with SANA Christian religious group volunteers, but from 1st October, SPS has decided to let Loving Hand Fellowship Social Service to issue volunteer passes in

FUND RAISING ACTIVITY

Our annual Charity Golf was teed off at Tanah Merah Country Club in November. Although we had to limit the number of players, we are thankful that close to \$64,000 worth of flights were bought by supporters.



VOLUNTEERISM

Although only some activities can be carried on-site with limited number of volunteers at any one time, there are still programs that needed to be conducted to benefit our residents. 2021 is a year in which we saw many volunteers supporting our social cause. There were 59 prison ministry volunteers who conducted programs and befriended inmates. Fifteen intern counsellors, 12 program facilitators and more than 12 special projects and event volunteers assisted in various works and the ministry of TC.

UPGRADING

We have invested about \$120,000 in a new set of security cameras to replace the analog equipment which had served us for the last 5 years. We managed to tap on the Tech and Go funding by NCSS to procure the system through their appointed consultant. With the new system we can reduce the workforce needed to patrol our premise.



TEEN CHALLENGE ENTERPRISES

Teen Challenge Enterprise Ltd is a member of Singapore Centre for Social Enterprise since 2015. TC Enterprises (TC Mover, TC WoodWork and TC Gift) provide skill development training and employment opportunities to residents undergoing the rehabilitation programme in the Centre. The entire staff and team members in TC Enterprises are former residents of our halfway house.

Revenues from our social enterprises improved as we were allowed to resume full business operation as compared to 2020 when we were asked to shut our business completely. In 2021, we managed to secure more jobs. As a result, we were able to get back in the black by providing both temporary and permanent jobs for our residents.



LOOKING AHEAD

Despite the challenges of serving our community amidst the pandemic, we want to continue to offer hope and healing at TC. An area that we are currently working on is in youth outreach. We are seeing a growing trend of younger substance abusers. We are looking to collaborate with community partners to meet this need.

We also found ourselves in a traumatic time during the pandemic. Amidst the fear and anxiety, the daily operations continued in an ever-changing environment. This has obviously impacted the emotional and mental well-being of our staffs and residents. We aim to strengthen our pastoral care through the different programs that we will put in place for this year.

On the fundraising front, our annual Golf Charity is scheduled for September '22. Another fundraising campaign called 'Touching 200' will also be rolled out in the second half of the year.

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

GOVERNANCE

ABOUT US

Teen Challenge Singapore was 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 TC can qualify for 250% tax deduction. We organise fundraising events such as our Annual Charity Golf. We are also thankful for our Corporate and individual donors who have supported us through our many funding raising projects.

RESERVES AND RESTRICTED FUNDS POLICY

The charity has a reserve policy for long-term stability of its operation, and it ensure that there are sufficient resources to support the charity in the event of unforeseen circumstances. The charity has 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. (Please see our Financial Statements below)

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

CONFLICT OF INTEREST POLICY

In keeping with good governance, TC has put in place its Conflict of Interest (COI) policy to ensure a system of checks and accountability. 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 TC, who has received remuneration exceeding \$50,000 during the financial year.

WHISTLE BLOWING POLICY

Teen Challenge Singapore is committed to the highest standard of ethical behaviour and sound corporate governance. The organisation's whistle blowing policy is outlined and availed to all staff.

PERSONAL DATA PROTECTION ACT POLICY

Teen Challenge respects and honours our donors, sponsors, partners, volunteers, and their right to have their privacy protected. TC 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 organisation, and anyone can remove their name from mailing lists upon sending their requests to TC.

TC also maintains a high level of confidentiality with respect to donor information. Donor's name and other details will not be published in any corporate or public publications unless there is a partnership agreement between TC and the donor.

TC has documented procedures to safeguard personal information in our databases, whether in hard copy or online, and will not disclose such information to other organisations.

BOARD OF DIRECTORS

The Board of Directors provides leadership and oversight on strategic planning and financial 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.

The Board is assisted by various committees comprising board members and other professionals who render their services on a voluntary basis and are not remunerated.

Board Member	Date of Appointment	Board Appointment
Rev. Simon Ang *****	May 2008	President - <i>retiring</i>
Mr. Jason Lim		Vice President <i>Resigned 19 Jan 2021</i>
Mr. Glenn Lim *****	May 2010	Secretary
Rev. Bernadette Fan *****	June 2018	Treasurer
Rev. Vanimogan *****	May 2004	Director - <i>retiring</i>
Rev. Anthony Chua *****	September 2020	Director
Mr. Philip Teo *****	September 2020	Director

* Denotes board meeting attendance. There were nine board meetings in the Financial Year 2021

TERM LIMIT OF BOARD

To enable succession planning and steady renewal in the spirit of sustainability of TC, 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 Honorary Secretary is continuing to serve beyond the term limit due to his leadership and oversight in guiding TC in its development and expansion of our Youth Outreach Programme. His vast knowledge and extensive experience have been most invaluable to us in this ongoing process.

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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