



ANNUAL REPORT

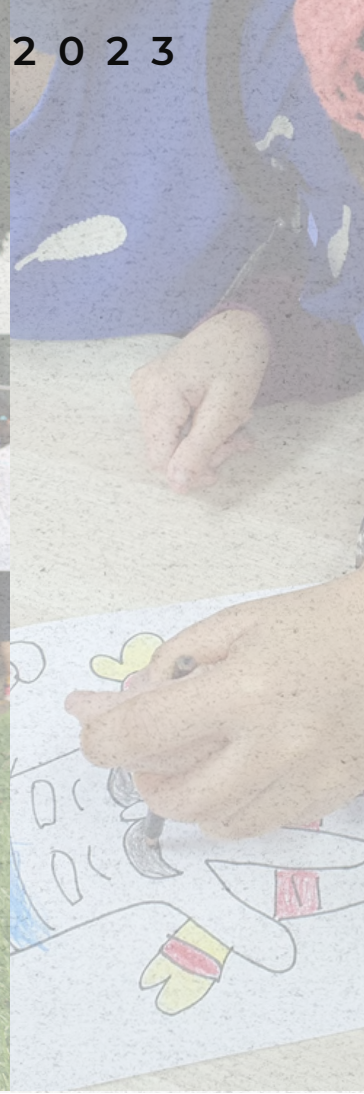
● 2022/2023



CHRISTIAN
OUTREACH
TO
THE
ANDICAPPED

Serving people with disabilities

Since 1979



CONTENTS

/3/ Vision, Mission & Core Values

/4/ EXCO Board Members

/5/ COH Organizational Chart

/6/ Service Map and Contact Information

/7/ President's Report

/8/ 2022 Highlights

/14/ Let's Come Together

/15/ Statement of Corporate Governance

/17/ Financial Highlights

VISION

"Each and every one of us, including people with disabilities, have our unique God-given worth that are recognized and appreciated, with potentials being identified and developed."

This vision is based on the Holy Scripture taken from 2 Corinthians 4:7, "But we have this treasure in earthen vessels, that the excellence of the power may be of God and not of us."

MISSION

By sharing God's love, we seek to provide communities of acceptance, joy and hope for people with disabilities, whereby each one's potential can be identified and developed.

CORE VALUES

"We aspire to work and serve one and all in a spirit of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (Galatians 5:22-23)."

"We aspire to do what the Lord requires of us that is to act justly, to love mercy and walk humbly (Micah 6:8)."

Here at Christian Outreach to the Handicapped (COH), we value organizational effectiveness, teamwork and professionalism. Our goal is to deliver a quality yet cost-effective service.

EXCO BOARD COMMITTEE

Mr. Richard See
President
Appointed on
19 August 2021



Mr. Kaharudin Latief
Executive Director
Appointed on
4 May 2021



Mr. Kirindeep Singh
Honorary Secretary
Appointed on
25 September 2020

Senior Partner
of Dentons
Rodyk &
Davidson LLP



Mr. Wong Wai Meng
Honorary Treasurer
Appointed on
24 May 2019

Head, Capability
Development & Human
Resource of Goodrich
Global Pte Ltd



Mr. Kiga Kiroyuki
Board Member
Appointed on
10 June 2022

CEO of Wallex
Technologies Pte
Ltd



Mr. Thng
Tze Wei Marc
Board Member
Appointed on
10 June 2022

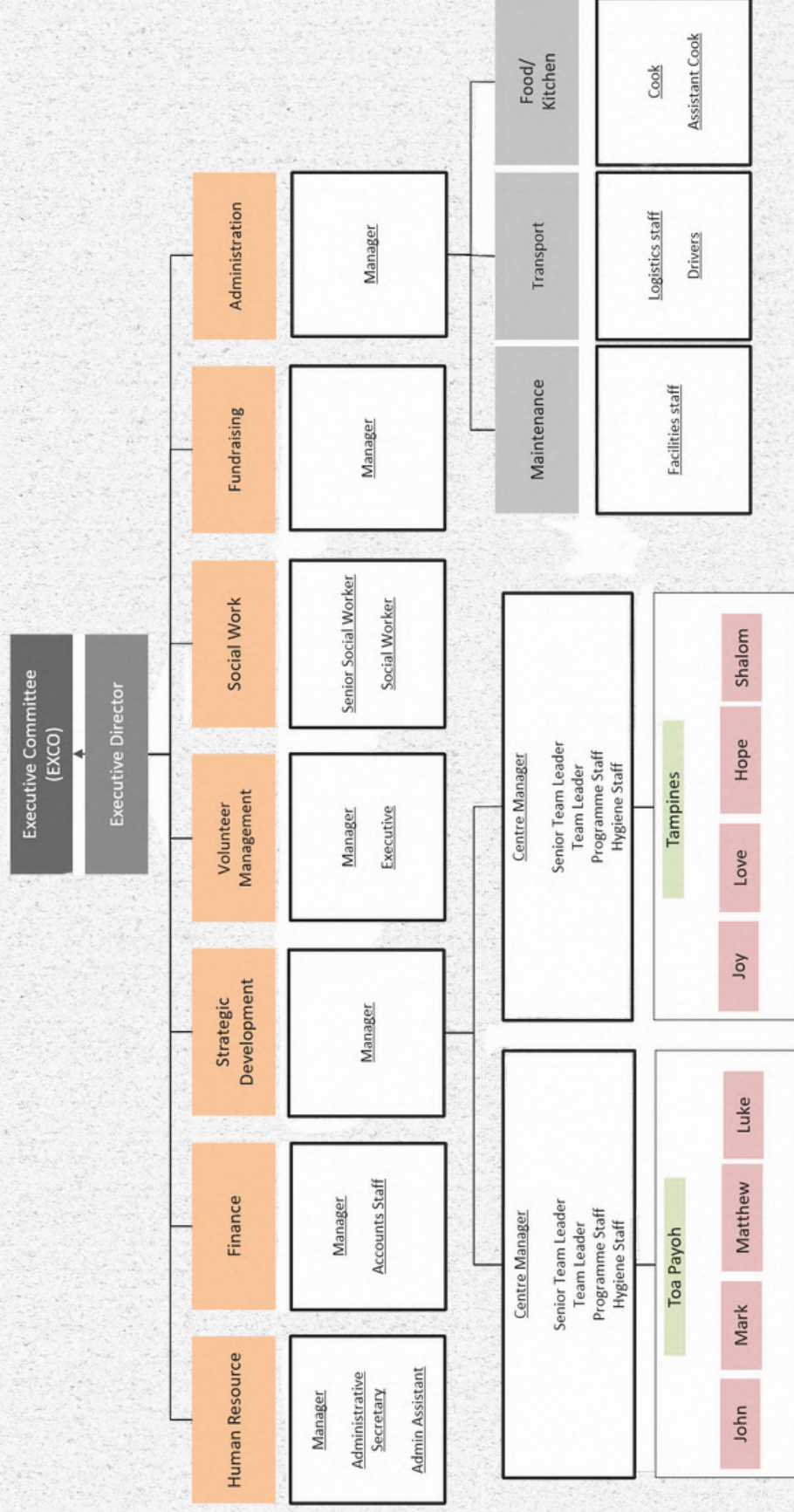
Account Manager of
Fortinet Singapore
Pte Ltd



Mr. Kusni
Board Member
Appointed on
10 June 2022

Director of
Prometheus
Developments Pte Ltd

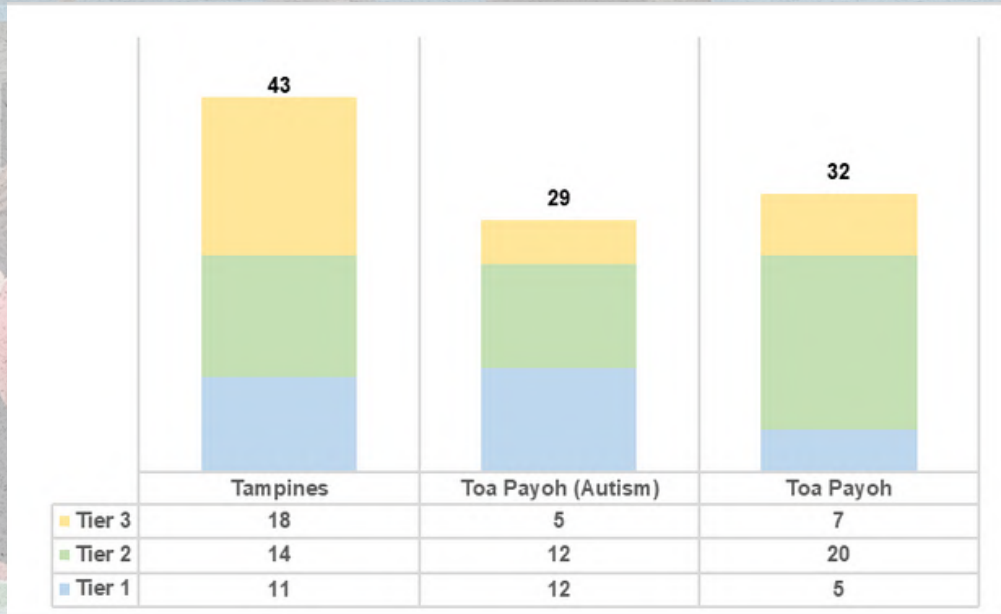
COH ORGANIZATIONAL CHART



SERVICE MAP

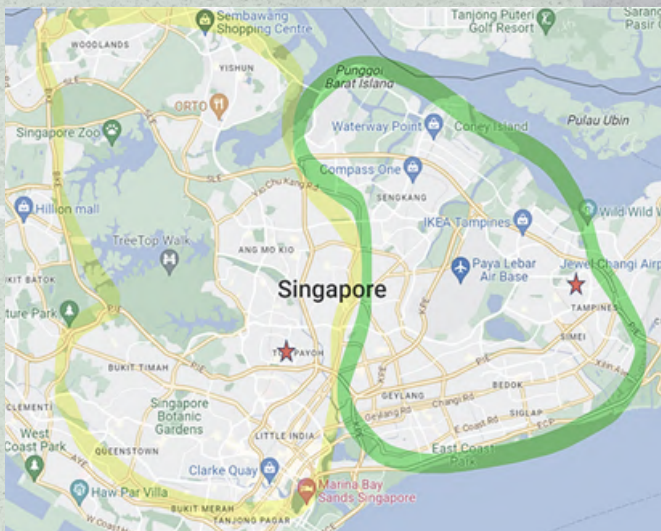
Our Emmanuel Activity Centres (EACs) are located in Tampines and Toa Payoh, and serves the population of adults and older persons with special needs and disabilities, and their families in the central and eastern regions of Singapore.

Client Tiers* & Intake per Centre



*Clients are assessed with regards to their mobility, feeding, toileting, personal grooming and hygiene, psychiatric problems, behavioural problems, risk behaviours and community living needs - under SG Enable's Client Assessment Form.

CONTACT INFORMATION



Tampines EAC

Blk 414 Tampines Street 41 #01-311, Singapore 520414

T: (+65) 6787 3200

Toa Payoh (Autism) EAC

Blk 161 Toa Payoh Lorong 1 #01-1596, Singapore 310161

T: (+65) 6560 0633

Toa Payoh EAC

Blk 171 Toa Payoh Lorong 1 #01-1146, Singapore 310414

T: (+65) 6253 5116

PRESIDENT'S REPORT

"The God of Heaven will give us success."(Nehemiah 2:20 NIV)

Greetings in the mighty name of our Lord and Saviour Jesus Christ!

During the past year, we continued on our journey of achieving greater growth and learning as we greeted new changes, challenges and opportunities that headed our way – between individuals, within communities and collectively as an organization.

With life's gradual shift to a more familiar pace and ease, we were able to host and be involved in several meaningful events, collaborating with familiar and new partners; namely National Council of Social Service (NCSS), SG Enable, Council for Third Age (C3A) and Agency for Integrated Care (AIC). It was a privilege to be able to provide and share a space for our counterparts, some coming in from different fields and expertise, allowing us to learn and provide better quality care for the community of persons with special needs and intellectual disabilities that we serve.

In 2023, we aim to continue to provide fulfilling programmes and activities to keep our beneficiaries meaningfully engaged.

I am grateful for the current Exco-Board in their patience, understanding and support towards the COH family through the past year. As we welcome this new team of Exco-Committee, my hope is that the services rendered under their care will be beneficial to our organization, and continue to bring much hope, acceptance and joy for our clients and their caregivers through their time with us.

Let us continue to contribute to the beneficiaries, and continue to give thanks to God for His grace.

Thank you to all our partners, donors, staffs, clients and volunteers for walking together with us in this season. We look forward for what's ahead together in the year to come!



Mr. Richard See
President

2022 HIGHLIGHTS

A Time of Festivity, Celebrations & Gatherings



Welcoming the New Year

Like a tiger (such as this year), we adapted to change, overcame challenges together as a team, and stayed strong and courageous through it all.



Alas, how exciting it was that we could finally celebrate the different festivities with times of fun, food, games, songs, and the best of all... great company!

We really missed this, and are definitely looking forward to creating even more of such fun-filled memories and moments as we embrace back this familiar way of life.



To God be the glory!



Clients, volunteers and staffs came together to celebrate the festivities, keeping in line with the current Safety Management Measures (SMMs) that were in place at that time.

There's More Fun Together

Every year, we would take our clients for an outing with the big collective (centre) family — allowing them to experience and enjoy times of fun within their community spaces with one another.

This year, we had the chance to visit attractions such as the SEA Aquarium and Universal Studios Singapore (USS).

With smiles and laughter being shared around through the day, it's what makes these places and memories one to always remember!

Special thanks to our partners in supporting us, allowing us to continually plan for and enrich our clients' experiences both within and beyond the centres.



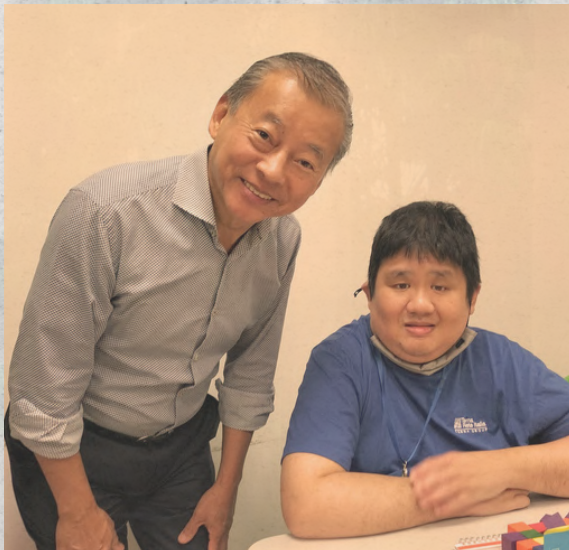
It was a privilege to have our Guest of Honor Mr Baey Yam Keng, MP for Tampines GRC, as well as Mr Gerard Ee, Executive Director of Beyond Social Services with us on this day.

Community Open House

The Open House is an event where we would invite our community down to learn more of what we do, as well as to celebrate some of the work our clients had done and learnt through the year.

This goes from painting showcases, to live hydroponic demo activities and not forgetting, some really unique art creations made by recycled plastic bottles.

We were so grateful and excited as we got to meet familiar and new faces from our neighborhood to spend this day together!



Hosting Visits at our Emmanuel Activity Centres (EACs)

After the ease from the pandemic, we are so glad to be able to have our partners — such as the team from National Council of Social Service (NCSS) and Border Mission — here at our centre.

We deeply value the time of heartfelt conversations shared, as well as opportunities for what's ahead together — with our beloved beneficiaries being at the very heart of it all.



George Goh, founder of Border Mission and Harvey Norman, visited our clients at the Toa Payoh EAC. NCSS President Ms Anita Fam, CEO Ms Tan Li Shan, as well as the fellow Directors and Board Members got to meet our clients over at our Tampines EAC.

Community Day

COH held its Community Day cum Charity Run/Walk, in collaboration with Noble Life International, which was a 42 KM challenge.

Through this event, we were able to reach out to the public and community through our website, social media platforms (Facebook, Instagram) and raise funds through Giving.SG.

We had over 150 people participating in this event — these of which included our donors, volunteers, staff, EXCO members and clients from the different EACs — as we successfully completed this challenge!



Every contribution goes towards our work in enabling and empowering our beneficiaries to be able to lead meaningful and independent lives.

Family Day Walk

Together with our friends from Shekinah Assembly of God Church (SAGC), we went for a hike at Hort Park.

What a joy it was, coming together and spending the morning with this big family, well over 100 of us — from all walks of life, each with a unique story to share.

We are grateful to Pastor Hock Cheng and the SAGC family in coming together to plan and be part of this walk, one evident with opportunities in love, connection and intentionality.



Special Olympic (Bocce) Competition

Bocce is a game of skill and strategy, whereby players are given points for the balls thrown closest to the pallina (smallest ball).

Shaun and Crystal — clients from our Toa Payoh Emmanuel Activity Centre (Autism) — participated in the Special Olympic Bocce Competition, alongside competitors from various SSAs such as MINDS and Rainbow.

We are so proud of them as they won the Runner-Up (4th) of the Group Category Award!

Team Leader Sasmita Tjakra innovatively created a training ground using the flat even land plot of Toa Payoh Town Park. Despite the times of grueling heat, the clients trained hard before the competition.

Lifelong Learning — Growing Together



The Importance of Collaboration

COH conducted a panel discussion that addressed issues of challenging behavior from a psychiatric and occupational therapy's perspectives.

It was truly an insightful time, and a reminder of the importance in working alongside another — such as institutions and experts-in-field — that allows us to see and gain valuable learnings from their journeyings; being able to thus support us in our hope to enhance the services we hope to bring and the quality of care for the community that we serve.

Dr Wei Ker-Chiah, Senior Consultant and Chief of the West Region at the Institute of Mental Health (IMH), Head of the Adult Neurodevelopmental Service (ANDS), was part of the panel — alongside our Toa Payoh Centre Head, Mr Dylan Daniel, with experience in Day Activity Centre (DAC) Occupational Therapy work.

Achieving Greater Independence

Several programmes and activities within our EACs' curriculum are aimed at training and developing essential skills in our clients towards independence; one of which being community living.

Together with the team from SpedGrow, our beneficiaries explored key concepts of money management over 12 sessions; such as currency and value.

It is heartening seeing our clients with an eagerness and willingness to take on new learnings — here's to a step closer to independence!



SpedGrow is a local startup that helps individuals with disabilities learn to manage their money. Their courses are endorsed by SG Enable for the Temasek Trust-CDC Lifelong Learning Enabling Fund.

Outdoor Learnings

Hydroponics is an ongoing programme that takes place within our centres, where our clients learn how to grow simple vegetables and herbs.

In a day-out with our friends from Edrington, our clients had the opportunity to learn more about aqua- and agriculture farm together — being involved in the process hands-on as they learnt more about vegetable farming alongside.

Everyone worked so hard towards reaching a collective goal, which was also the main highlight for the day – vegetable harvesting!



Artwork Showcase

It is such a joy when our clients' hard- and heart-work are being given a platform to be seen and shared with the community.

Saint George's Church (SGC) held its annual Mission Partners' Fair — in which we were delighted to have received an invitation to be part of, alongside 10 other wonderful partners.

We also had the opportunity to be part of North East Community Development Council (NECDC)'s Shaping Hearts event.

What a treat when our clients got to meet and share with the MPs, from both Tampines and Pasir Ris-Punggol GRC, of their works!

It was an honour to have President Mdm Halimah Yacob and Mayor Desmond Choo, along with fellow grassroots Advisers from NECDC, gracing the opening of the event.

Let's come

TOGETHER

Join us as a
volunteer —
be our
Champion
of Hope for our
friends with
disabilities!



Share a little
love —
your donation
will go a long
way in making
a difference!

Note: To get tax relief,
email at admin@coh.org.sg with the following:

- **Individual:** Provide us with your name (as per NRIC), NRIC and email
- **Corporate:** Provide us with your company's UEN and email



STATEMENT OF CORPORATE GOVERNANCE

Introduction

Christian Outreach to the Handicapped (COH) is a non-profit organization founded in 1979 by an American Baptist Missionary, Rev. Alice Shae.

It is registered as a society, a charity and a member of the National Council of Social Services (NCSS), with a core mission is to serve people with disabilities.

Over the years, COH has provided valuable time and effort in providing the impetus for its growth and advancement.

Governance

COH is governed by a committee, whose members are elected according to the Society's constitution. None of the Board members held staff appointments.

Presently, the Board comprises the President, Secretary and Treasurer and three other elected Board members. The Committee charts the strategic directions of COH and ensures that the charity is run responsibly, so that the charity would continue.

EXCO Board Meeting Attendance

Members	Position	17 January 2022	25 March 2022	21 June 2022	18 October 2022
Mr. Kaharudin Latief	Executive Director	Present (Zoom)	Absence with apology	Absence with apology	Present (In-person)
Mr. Richard See	President	Present (Zoom)	Present (Zoom)	Present (Zoom)	Present (In-person)
Mr. Wong Wai Meng	Treasurer	Present (Zoom)	Present (Zoom)	Present (Zoom)	Present (In-person)
Mr. Kirindeep Singh	Secretary	Absence with apology	Present (Zoom)	Present (Zoom)	Present (In-person)
Mr. Kiga Kiroyuki*	Committee Member	NA	NA	Absence with Apology	Present (Zoom)
Mr. Kusni*	Committee Member	NA	NA	Absence with Apology	Present (Zoom)
Mr. Thng Tze Wei Marc*	Committee Member	NA	NA	Absence with Apology	Present (Zoom)

*Appointed on 10 June 2022

Conflicts Of Interest

COH has zero risk appetite for non-disclosure and entering into conflicting transactions. All employees, key executives and Board members of COH shall provide a disclosure of their interest to the Board, in all other organizations, in which they are directors, have control, have a substantial shareholding or monetary interest, when they are newly employed or appointed and wherever there are updates.

There is also no known conflict of interest arising during the year.

In addition, all staff and Board members are required to declare on an annual bases that he or she does not have any personal or private business that might be in conflict to their functions or employment with COH.

Programme Management

The Board reviews and approves strategic plans and outcomes of COH to measure the effectiveness and efficiency of programmes and that outcomes are in line with its mission and objectives.

Financial Management and Controls

The Board reviews and approves an annual budget. The Board also monitors regularly its budget income and expenditures to ensure COH operates efficiently and adhere strictly to financial governance policies. The annual accounts are also audited by an independent professional audit firm.

Human Resource Management

The Board approves documented human resource policies for staff. COH recognizes that it is vital to have adequately trained and experienced people resources with the 'heart' and the right attitude to achieve COH organizational objectives.

In this regard, COH has in place professional development, transparent performance appraisals and regular supervision and feedback systems.

Reserve Policy

COH targets for at least two times of operating reserves, so as to ensure the charity's ability to serve its clients, are not subjected to the vagaries of the economy.

Fund Raising Practices

COH has established guidelines on fundraising. These guidelines are based on the best practices set out by the National Council of Social Services and the Charity Council. COH does not engage any third party fundraisers.

Disclosures and Transparency

No staff is involved in setting his or her own remuneration. 1 staff received more than \$100,000 in annual remuneration. 1 paid staff, who is a close member of the family of the Executive Head or Board Member, received more than \$50,000 during the year. No Board members are remunerated.

FINANCIAL HIGHLIGHTS

The following table provides an overview of the financial summary in the aspect of total income, expenditure and surplus in FY2020 till FY2022.

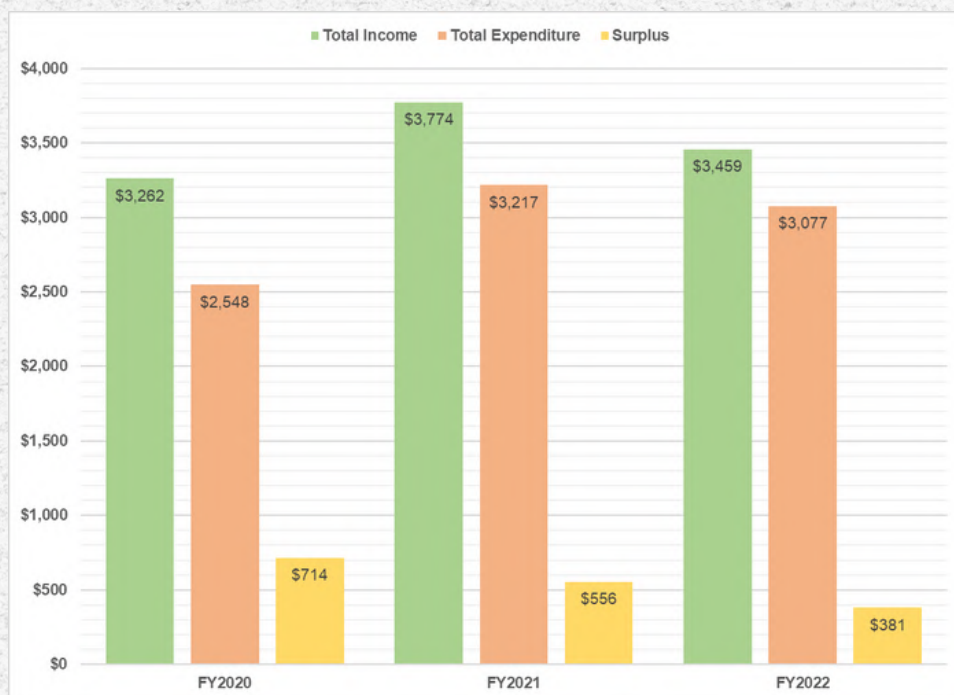


Table 1: Total Income, Total Expenditure and Surplus

The following tables provide an overview of the financial summary in the aspect of total assets, liabilities and type of funds in FY2020 till FY2022.

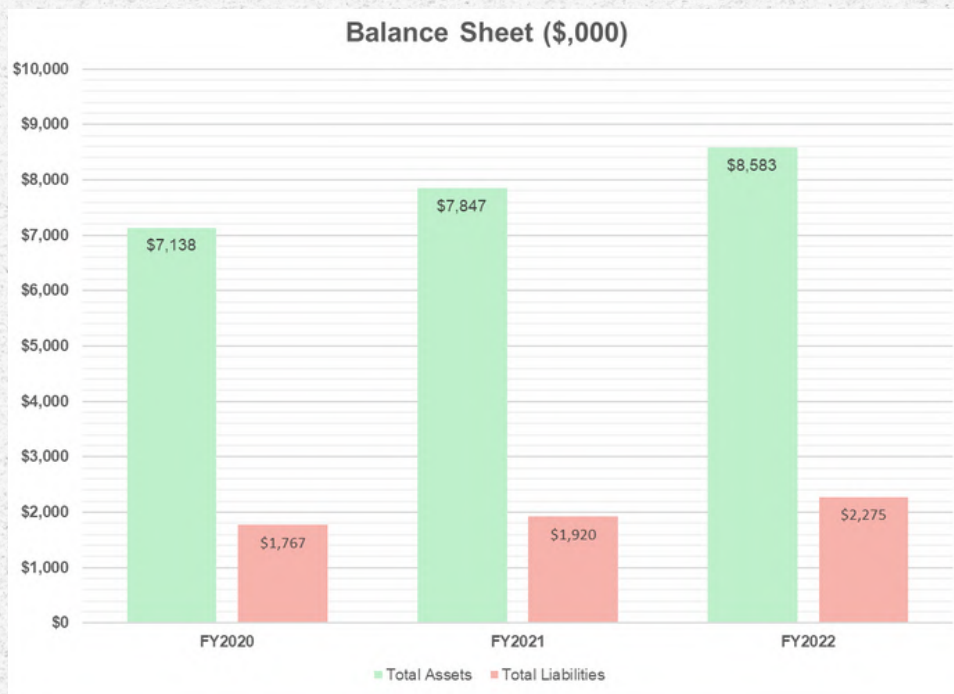


Table 2: Total Assets and Total Liabilities

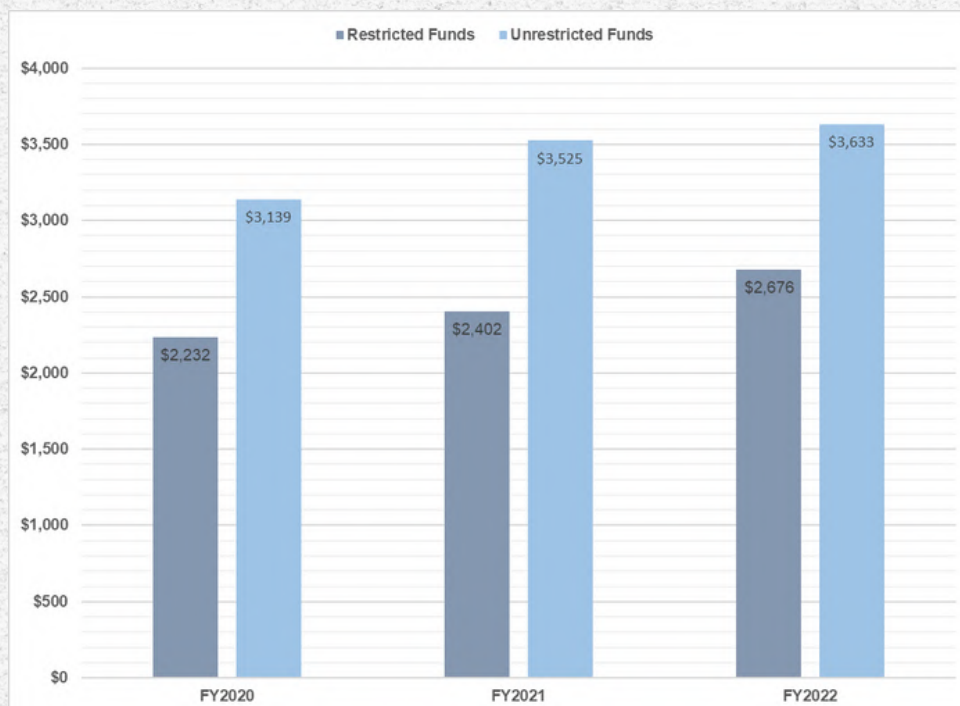
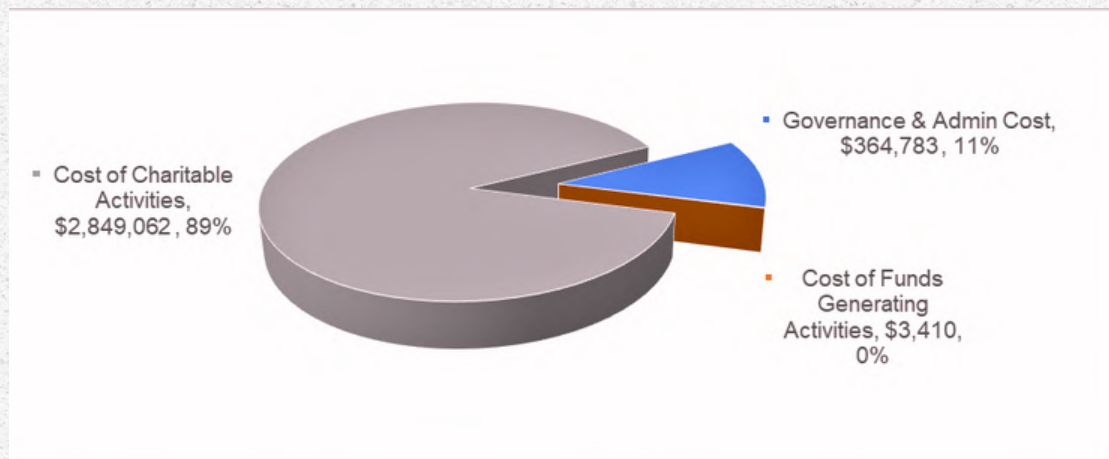
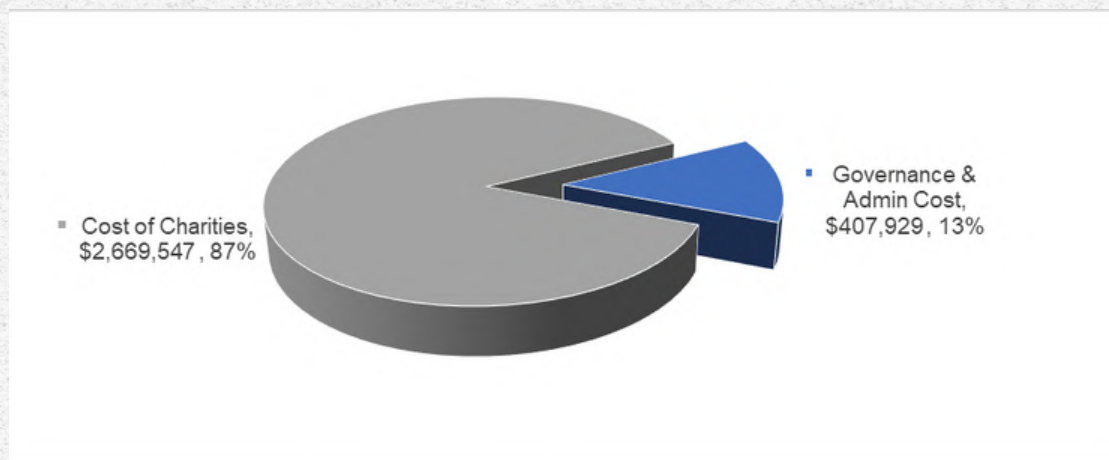


Table 3: Restricted and Unrestricted Funds

The following pie charts provide an overview of the financial summary in the 3 different areas of cost - charitable activities, governance and admin as well as fund generating activities - for FY2021 and FY2022 respectively.



Pie Chart 1: Financial Summary for FY2021



Pie Chart 2: Financial Summary for FY2022




Approved Budget for the Year 2023:

\$3,731,456



COH Headquarters
Blk 414 Tampines Street
41 #01-301, Singapore
520414

 <https://coh.org.sg/>

 6787 3200

 @cohsg

 COH.SG

 admin@coh.org.sg

Christian Outreach to the Handicapped (COH) is an interdenominational not-for-profit organization founded in 1979. COH provides Day Activity Centre (DAC) services for adults diagnosed with intellectual disabilities.