

A close-up photograph of a young child with dark, curly hair, smiling warmly at the camera. The child is resting their head on their arms, which are crossed on a wooden surface. In the background, another child is visible but out of focus.

ANNUAL REPORT 2023

# Building A Future For Children

# 2023

You are helping children of all backgrounds, regardless of religion, race, ethnicity, or gender, even in the most dangerous places.

Because of you, we know no bounds or borders. Day in and day out, you join forces with our staff, partners, and communities on the ground to help children and their families break free from poverty.



## 721,999

People in 15 countries benefitted through our child sponsorship programme



## 81,116

Girls and boys received **education** and life skills training for a brighter future.



## 152,874

Children and adults received **health and nutrition** support to tackle hunger, malnutrition, and wasting.



## 189,959

Children and adults gained access to **clean water** and improved sanitation and hygiene.



## 190,017

Girls and boys **protected** against violence, neglect, and abuse.



## 60,187

Children and adults received financial and **livelihood** services for increased and sustainable incomes.



## 5,396,216

Children and adults protected before, during, and after **disasters**.

### CHILDREN IN THE VILLAGES

**32,834** children in China, Ethiopia, and Zambia enjoy safe, child-friendly educational environments through school construction and rehabilitation projects, and training programmes for educators.

**6,793** children, teachers, and caregivers in Bangladesh and Mongolia have access to conducive reading and learning spaces with the building of new libraries, and the provision of books and educational equipment.

**11,581** children and caregivers in Laos have experienced enhanced food resilience and nutrition through the provision of agricultural inputs, as well as training in farming methods, and dietary best practices for early childhood development.

**481** households from 2 villages in Indonesia now have access to clean drinking water, with the building and rehabilitation of clean water supply systems.

### CHILDREN IN CRISIS

**39,240** children received healthcare services in Afghanistan amidst a humanitarian catastrophe caused by drought, economic deterioration, and political tumult.

**195** families received emergency hygiene and sanitation kits, and kitchen kits, as well as support for the care of their children in Child Friendly Spaces, after being displaced by a devastating fire in Cotabato, Philippines, which continues to recover from armed conflict.

**8,461** internally displaced persons (IDPs) in Syria received medical care through mobile health clinics.

### CHILDREN IN THE CITIES

**3,577** people in the slums of Phnom Penh, Cambodia, have benefitted from livelihood training, and community mobilisation initiatives to strengthen child protection, and improve the hygiene of their living environments.

**25,615** children in Vietnam are better protected against dengue fever, Hand, Foot, and Mouth Disease, and COVID-19 with the installation of hand-washing facilities and other hygiene amenities, and public health education on disease prevention.

**16,266** children in the slums of Mandaue City, Philippines, benefitted from nutrition, education, and child protection programmes.

**4,400** children and caregivers in Dhaka, Bangladesh, have benefitted from livelihood support and initiatives to combat child labour.

### CHILDREN AFFECTED BY CLIMATE CHANGE

**1,126** children in Vietnam have benefitted from the installation of solar power systems in their kindergartens, which has helped to stabilise their electricity supply and the functioning of classroom equipment and kitchen equipment for preparing meals.

**250** households in Ethiopia received energy-efficient cooking stoves, relieving them of smoke inhalation, and the labour of collecting firewood regularly.

**789** families in the Philippines and Ethiopia have experienced improved livelihoods after being trained in climate-smart agriculture and agroforestry.



# We Are World Vision

World Vision is a global community of millions of people working together to change the lives of vulnerable children. We live in a world that is constantly threatened by natural disasters, fragility, conflict, displacement, violence, and more. By 2030, a higher percentage of the most vulnerable children is expected to live in fragile contexts due to natural disasters, fragility, conflict, displacement, violence and more. With careful planning, we will continue to deepen our commitment to intervention programmes in these areas so that children have a chance to survive, recover, and build a future.

## Our Vision

**Our vision for every child,** life in all its fullness.

**Our prayer for every heart,** the will to make it so.

## Our Approach

- Faithful messengers of God’s love
- Trusted partners in lasting change
- Powerful motivators of caring
- Courageous promoters of justice and peace
- Inspiring models of co-operation

## Our Future

1. We look forward to a world where every child experiences life in all its fullness.
2. Where they are protected, cared for, and given the opportunities to become all that they are meant to be.
3. Where they grow strong in communities free of need, and full of promise.
4. Where families are valued, creation preserved, and the most vulnerable live in security and confidence.
5. Where they become responsible citizens of well-led nations. Where peace and justice reign, and all have the right to contribute.



# Chairman’s Message

*Dear Friends and Partners,*

I am moved by the resilience, compassion, and unwavering commitment that define our collective journey in the past year. Through a challenging year, World Vision Singapore has remained steadfast, driven by a shared vision to see the improvement in the well-being of every child and the positive transformation of vulnerable communities.

Between October 2022 and September 2023, we witnessed the aftermath of major disasters that left communities shattered and families in dire need. The earthquakes that shattered communities in Türkiye and Syria, the famine in East Africa, the terrible conflict in Sudan, as well as the ongoing challenges posed by the COVID-19 pandemic were just a few of the crises that demanded our attention and action.

World Vision Singapore responded to these crises, mobilising resources to provide essential aid to those affected. Our colleagues worked hard on the ground, delivering emergency relief, ensuring access to clean water, providing medical assistance, and offering psychosocial support to those traumatized by the events.

Our flagship Child Sponsorship programme also continues to improve the lives of vulnerable communities around the world, directly reaching over 721,000 people across Asia, Middle East, and Africa, combating malnutrition, improving literacy, providing clean water and sanitation, as well as imparting sustainable farming methods.

During these troubled times, we find solace and strength in the words of 1 Peter 5:10, “And after you have suffered for a little while, the God of all grace, who has called you to his eternal glory in Christ, will himself restore, support, strengthen, and establish you.” These words encapsulate the essence of our journey – a journey marked by challenges, resilience, and the unwavering belief in the transformative power of grace.

As Chairman of World Vision Singapore, I extend my deepest gratitude to all our Child Sponsors, donors, and volunteers who have stood with us. Your generosity and commitment have been instrumental in bringing hope and relief to those who needed it the most.

I would also like to express my heartfelt appreciation to Lilian Chung, who has served faithfully as our National Director for over 6 years. We are grateful for her service and dedication.

We are excited to welcome Benjamin Tan as our new CEO. Benjamin brings a wealth of experience, a heart for humanitarian work, and commitment to the values that define World Vision.

Looking ahead, our vision remains steadfast – Our vision for every child, life in all its fullness. Our prayer for every heart, the will to make it so.

As we reflect on the past year and embrace the challenges and opportunities that lie ahead, let us press on, bringing light to the darkest corners and turning suffering into restoration, support, strength, and establishment.

Thank you for being part of our journey. Your partnership makes all the difference.

*With Gratitude,*

**Soon Sze Meng**  
Chairman  
Advisory Council  
World Vision Singapore



A group photo of Chairman (far right) with World Vision International President and CEO, Andrew Morley (2nd from right), World Vision Singapore former National Director, Lilian Chung (5th from right), current CEO, Benjamin Tan (3rd from left) and Advisory Council members.

In FY23, World Vision Singapore reached

**1,069,927** people,  
including **459,488** children

across Asia, Africa, and the Middle East through development work in health and nutrition, clean water and sanitation, education, economic livelihood, child protection, and more.

**23** Countries

**18** Area Programmes

**9** Projects in the Villages

**5** Projects in Crisis Zones

**4** Projects in the Cities

**3** Projects in Climate Change-affected Areas

**13** Disaster Response Operations

#### AFRICA

##### Ethiopia

- Yaya Gulele Area Programme
- School Improvement Project in Yaya Gulele
- Restoration of Degraded Forests and Landscapes Through Farmer Managed Natural Regeneration (FMNR)
- Hunger Emergency Response

##### Kenya

- Funyula Area Programme
- Hunger Emergency Response

##### Malawi

- Mpalo Area Programme

##### Somalia

- Hunger Emergency Response

##### Sudan

- Hunger Emergency Response

##### South Sudan

- Sudan Crisis and Migration Emergency Response
- Hunger Emergency Response

##### Zambia

- Musosolokwe Area Programme
- Gift of Love Education Project

##### Romania

- 1 Project

##### Syria

- 2 Projects

##### Lebanon

- 1 Project

##### West Bank

- 1 Project

##### Sudan

- 1 Project

##### South Sudan

- 2 Projects

##### Kenya

- 2 Projects

##### Zambia

- 2 Projects

##### Malawi

- 1 Project

#### MIDDLE EAST & EASTERN EUROPE

##### Afghanistan

- Fragile Context Programme

##### Lebanon

- Fragile Context Programme

##### Romania

- Ukraine Crisis Response

##### Syria

- Winterisation Support
- Emergency Earthquake Response in Southern Türkiye and Northern Syria

##### West Bank

- South Hebron Area Programme

#### SOUTH & EAST ASIA

##### Bangladesh

- Wazirpur Area Programme
- Community Engagement to Reduce Child Labour and Support Street Children in Dhaka
- Improve Nutrition and Protection of Rohingya Refugees on Bhasan Char
- Library Infrastructure Project in Wazirpur

##### China

- Longxian Area Programme
- Suichuan Area Programme
- Yangxian Area Programme
- Supporting Early Education and Development

##### Mongolia

- Selenge Area Programme
- Selenge Library Project

##### Nepal

- Sindhuli East Area Programme

##### Sri Lanka

- Lindula Area Programme
- Emergency Nutrition Programme for Children – Global Hunger Response
- Emergency Nutrition Programme for Children – Post COVID-19

##### Mongolia

- 2 Projects

##### Nepal

- 1 Project

##### Bangladesh

- 4 Projects

##### Myanmar

- 2 Projects

##### Sri Lanka

- 3 Projects

##### China

- 4 Projects

##### Laos

- 1 Project

##### Vietnam

- 4 Projects

##### Philippines

- 5 Projects

##### Cambodia

- 3 Projects

##### Indonesia

- 3 Projects

#### SOUTHEAST ASIA

##### Cambodia

- Kirivong Area Programme
- Sambour Area Programme
- Empower Communities for the Well-being of Children in Phnom Penh

##### Indonesia

- Ende Area Programme
- Water Is Near in Ende
- ENHANCE Peacebuilding Project in Central Sulawesi

##### Laos

- Nutrition and Food Security

##### Myanmar

- Taikkyi Area Programme
- Education and Livelihood Support Through Microfinance in Taikkyi

##### Philippines

- Antique Area Programme
- Urban Development in Mandaue City
- Fragile Context Programme in Mindanao
- Environmentally Responsible Abaca Value Chain Support in North Cotabato
- Typhoon Rai Recovery Lending in Bohol

##### Vietnam

- Son Tra Area Programme
- Water, Sanitation and Hygiene in District 4, Ho Chi Minh City
- Solar Power Solutions for Schools
- Improving Post COVID-19 Livelihoods Through Microfinance in Quan Son



**5,396,216**

People were reached in disaster zones\*



# Child Sponsorship

**Rural poverty continues to persist and remains core to our work.** Through our Child Sponsorship and supplementary projects, we continue to help and meet the needs of rural poor children on several levels by working with their families and communities. Making improvements to their systems and structures, helping children remain healthy, nourished, educated, and protected so that their world is a better and safer place to live in.



Education



Health



Water, Sanitation & Hygiene



Child Protection

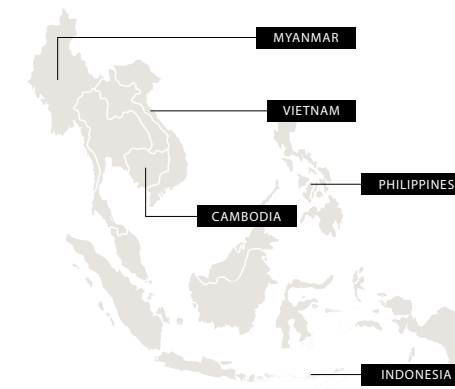


Livelihoods & Microfinance

## Highlights of Child Sponsorship in Southeast Asia:

**207,235**  
People Reached

**70,556**  
Children Reached



PHILIPPINES

**2,984** highly vulnerable children received education support including school supplies, bags, uniforms or assistive devices like wheelchairs, to help them go to school, and reach their full potential.



MYANMAR

**48** community health workers and volunteers completed prenatal and postnatal training and are now caring for pregnant women and newborns, helping more mums and babies stay healthy.



CAMBODIA  
& INDONESIA

**1,065** families attended hygiene training, and now have a handwashing station with soap at home, helping to keep children safer from diseases.



CAMBODIA,  
INDONESIA  
& PHILIPPINES

**4,351** girls and boys participated in personal development activities focused on values and caring for others, to help them understand their worth, make healthy choices, and develop positive relationships.



MYANMAR

**2,000** adults learnt about child protection, how to report abuse, and how to access child protection services and information, helping to make sure children are safe, cared for, and protected.



CAMBODIA,  
PHILIPPINES  
& VIETNAM

**1,365** adults and children attended training on how to reduce the risks of a disaster as well as prepare for and cope with disasters if they occur, helping to keep children and families safe.



"I am the youngest of four siblings, and live with both of my parents. **This year, World Vision built a clean water system in our sub-village.** World Vision also worked with the District Health Office and the Healthcare Centre's sanitarian to initiate Community-Led Total Sanitation in our sub-village. My parents received information about how to lead a clean and healthy lifestyle and how to wash hands properly using soap. This is considered new for us, because we have not known the importance of maintaining self-hygiene and the negative impact of open defecation behaviour before. There were around 14 houses in the neighbourhood that did not have a latrine. My house was one of them. Every day, if we want to defecate, we have to go to the neighbour's toilet, or even to the garden around our house if someone is using the neighbour's toilet. After learning about sanitation and hygiene, my parents received subsidies to build the toilet in our house. **I feel healthier and safer now when defecating. We have also developed a habit of washing our hands with soap.**"

– Kalista, 11 years old, from Ende Area Programme, Indonesia **SPONSORED CHILD OF MS CHEN**

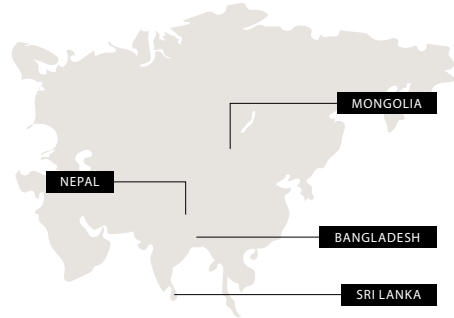




## Highlights of Child Sponsorship in South & East Asia:

**293,730**  
People Reached

**121,282**  
Children Reached



BANGLADESH

**500** parents and caregivers attended our early education training, learning new ways to support their young children to learn and grow at home.



BANGLADESH

**3,046** children under age 5 in our programme had their health checked by a community health worker, helping to identify any health issues so children can get the treatment they need.



BANGLADESH & NEPAL

**1,013** more people now have a toilet at home, helping to stop children and families from having to go to the toilet outdoors, and limiting the spread of diseases.



BANGLADESH & NEPAL

**641** children and young people who attended our life skills training completed the course, empowering them with new skills and confidence for the future.



BANGLADESH & MONGOLIA

**140** faith leaders were trained to address issues like HIV and AIDS, gender equality, child health, and child protection, so they can use their influence to improve children's lives.



MONGOLIA

**2** neighbourhoods have an updated disaster risk reduction plan, which maps local threats, and how to best save people's lives and property in face of a disaster.



SRI LANKA

**395** women and men are active members of a local savings group, helping them provide for their children now and in the future.



**"Life changed for me when I had the opportunity to participate in programmes conducted by World Vision.**

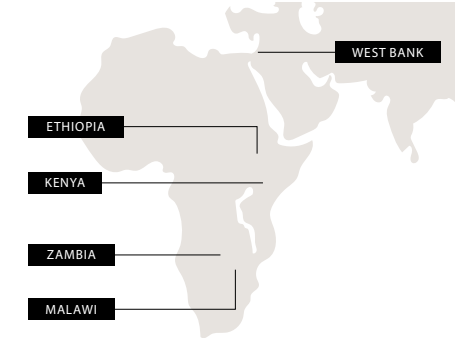
*They provided learning materials to a special education unit for the disabled children. I started attending programmes at this special unit. I learnt new skills, made many friends there and I really enjoyed myself. Other children with special needs were also able to attend programmes at this unit. I was able to be with other children, forgetting my differences."*

– Samila, 17 years old, deaf child from Lindula Area Programme, Sri Lanka SPONSORED CHILD OF MS QUEK

## Highlights of Child Sponsorship in Africa & Middle East:

**221,034**  
People Reached

**109,494**  
Children Reached



ETHIOPIA & ZAMBIA

**6,647** children in Grades 1 to 3 participated in our literacy programme, helping them improve their reading skills.



KENYA

**3,085** babies under age 1 who are supported by community health workers have been immunised, helping to protect them from preventable diseases like polio and measles.



ETHIOPIA

**125** children in one of the nutrition programmes we support are now a healthy weight, and are no longer malnourished.



ETHIOPIA, KENYA, MALAWI & ZAMBIA

**16,518** more people now have a toilet at home, children and families no longer need to go to the toilet located outdoors, limiting the spread of diseases.



ETHIOPIA & MALAWI

**2,559** girls and boys took actions like speaking out against harmful attitudes and practices, to help end violence against children in the community.



KENYA, MALAWI & ZAMBIA

**9,605** girls and boys took part in personal development activities focused on values and caring for others, to help them understand their worth, make healthy choices, and develop positive relationships.



WEST BANK

**100%** of local child protection groups we work with now have the knowledge and skills to meet minimum operating standards, so they can better protect girls and boys from abuse.



ETHIOPIA

**120** farmers learned sustainable production methods, securing their farming resources and income for the long term so they can provide for their children.



KENYA

**167** savings group members were trained in financial skills, such as household budgeting and saving, helping them to provide for their children's and household needs.



*"My parents used to have to force me to go to school; a thing I did not like because we were learning outdoors. We only had a few classrooms and we used to sit on the floor. My friends in upper grades used to laugh at me and my classmates, saying we were going nowhere. The floor was smeared with mud and at the end of our lessons, we became dirty. A few months ago, after I was planning to stop attending school, World Vision constructed a 1 by 3 classroom block. **We have been given one classroom to learn from which has a lot of reading materials and a library corner. This made a very big difference in my life and that of my friends.**"*

– Justine, 8 years old, from Musosolokwe Area Programme, Zambia



# Children in the Villages

## Acceleration of transformational development.

While Child Sponsorship forms the bedrock of World Vision's transformational development work in the villages, some communities can be in exceptional need and require additional support, above and beyond the priorities of the existing Area Programmes. In these instances, World Vision adopts supplementary projects related to health and nutrition; education; water, sanitation, and hygiene; economic livelihoods and microfinance; as well as child protection, to complement existing interventions and accelerate the development and sustainability of the community.



In FY23, we reached\*

# 87,127 people

through supplementary projects to accelerate development in their villages.



Kesya (in yellow T-shirt on the right) enjoying clean water with her friends.

## IMPACT STORY:

### Water is Near, We Can Now Live Healthily

● INDONESIA

"Before clean water was available in my village, we used to draw water in the river down below, about one kilometer away. We used the water for cooking, washing the dishes, and bathing before going to school. I didn't have time to play and study because of that. There is water around the village, but it is brackish. When the rain comes, water from the lake gets into the well and mixes with the well water. The water becomes dirty and cannot be used for drinking," said Kesya, 8 years old, a Grade 3 student in Ende, Indonesia.

The lack of access to clean water also affected the community's hygiene and sanitation. Children seldom showered and they also practiced open

defecation. Through World Vision, 8 clean water supply systems were built in 5 villages in Ende over 2 years to benefit 3,285 people (1,049 households), with the remaining 3 systems completed by FY23.

"I'm so proud that we have clean water now. We don't have to draw water from the river anymore if we want to cook or take a bath. Water is near now. I am extremely grateful to God, and I thank World Vision for bringing the water from down below to a location that is close to our village. This is the first time I have seen such abundant water coming from a borehole. We were surprised and very delighted," added Kesya.

## Your Impact on the Lives of Children in the Villages in FY23:



**5,532** young children and 2,572 adults in 4 provinces in China benefitted from a holistic Early Childhood Development (ECD) project which included improving the physical environment of 19 kindergartens, training of their teachers/school staff in ECD, and educating parents/caregivers on how to support their young children's learning and developmental needs.

**10,229** students in Grades 1 to 4 in Zambia benefitted from improved literacy lessons conducted by teachers trained in Unlock Literacy. As a result, the proportion of Grade 3 learners' reading and comprehension average increased from 26% in FY22 to 38% in FY23.

**60** young children in Ethiopia are attending a newly established ECD facility to enhance early learning and school readiness.

**4** libraries were either newly constructed or renovated in Bangladesh and Mongolia, to encourage reading among school students and community children in these areas where there were no proper libraries.



**150** households in Laos received supplies for raising livestock and took part in home gardening and animal husbandry training, to improve their food security; while 667 mothers were also trained in dietary and child care practices.



**400** children in Ethiopia benefitted from handwashing facilities and gender-separate latrines constructed in their primary school.

**3** Water systems (e.g. reservoir, pipeline, water points) were built in 2 villages in Indonesia, along with water management committees formed and trained for sustainable operation and maintenance of the systems.



**3** villages in Indonesia, with populations of different religions, have been declared and commenced as Harmony Villages, and are adopting peace building and social cohesion measures.



**2,279** locals in need in Myanmar benefitted from 530 business and agriculture loans amounting to US\$283,333, which enabled the borrowers to start and/or expand their livelihood.

**23%** increase in the number of savings accounts in Myanmar compared to the year before, as more people are able to save for essential needs and emergencies.



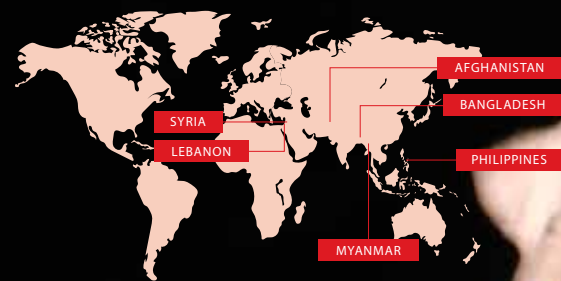
*"I now enjoy going to school because the teacher encourages me to read in front of my friends, and I enjoy it so much," says Chabota. "I also represented my class in a reading competition. I want to complete school and become an engineer. I thank World Vision for the support they are giving us and our teachers."*

– Chabota (left), 10 years old, student in Zambia who is benefitting from Unlock Literacy



# Children in Crisis

**Fragility, conflict and violence.** FY23 was yet another year of extreme fragility in many of the world's most dangerous places. Unfortunately, the needs in most of these places were overshadowed by other attention-grabbing crises like the Türkiye-Syria Earthquake. World Vision Singapore made a conscientious effort to capitalise on our international partnership and join forces with our global offices to maximise our impact in these areas. While we continued to stand by our commitment in Afghanistan, Myanmar, and Philippines, we also ventured to the forgotten areas of Lebanon, Syria, and Bhasan Char in Bangladesh.



In FY23, we reached\*

## 223,534 people

living in fragile places impacted by conflict and violence, helping them survive, recover, and build a future.



Hawla, 16 years old, has become a light of hope in safeguarding the future of her peers as a peace advocate.

## IMPACT STORY: A Beacon of Hope for Peace

### ● PHILIPPINES

Growing up, Hawla experienced the harsh realities that plagued her community. She understood the devastating impact conflict and violence had on individuals and society as a whole. These experiences ignited a 'calling' within her to make a difference.

Hawla found support through World Vision's Empowering Children as Peace Builders (ECaP) programme. This initiative served as a guiding light towards promoting peace within her

community. She began to take an active role in safeguarding the future of her peers. To date, Hawla and her team have successfully reached over 302 students from various schools in Cotabato through workshops and activities aimed at educating her peers on the importance of peace. The impact of ECaP goes beyond education; it empowers the youth to become agents of change within their own communities to participate in shaping a better future for their nation.

## Your Impact on the Lives of Children in Crisis in FY23:

### SURVIVE:

Providing life-saving needs like food and clean water

**68,891** people in Afghanistan received life-saving health services through the establishment of 2 static health and nutrition facilities.

**44** water tanks in Syria are undergoing installation to provide clean and safe drinking water for internally displaced people.

**43** people in Syria identified with severe acute malnutrition (SAM) and moderate acute malnutrition (MAM) received referral to specialised services for follow up.

### RECOVER:

Helping families to adapt and build resilience

**399** households in Mindanao, Philippines, with underweight and at-risk children were provided with agricultural resources, and training for vegetable gardening.

**150** child protection cases in Afghanistan, involving the high risk or occurrence of violence, neglect, exploitation, or abuse, were identified and addressed.

**2,848** caregivers and parents in Afghanistan attended parenting skill development sessions, empowering them to provide better care and support to their children, while also emphasizing the importance of hygiene and overall well-being.

### BUILD A FUTURE:

Advocating for lasting peace

**4,000** children in Afghanistan were provided with psychosocial support services through Child Friendly Spaces. 500 children in Afghanistan also received psychosocial support kits which contained shampoo, soap, stationery, books, and a doll or a puppet.

**2,900** out-of-school adolescents and children in Mindanao, Philippines, were enrolled in technical, vocational or educational programmes.

**1,043** school-aged children in Mindanao, Philippines, received life skills, peace education, and child rights training.

**232** children in Syria attended psychosocial support sessions in shelters for internally displaced persons.

**4** learning spaces were rehabilitated in Lebanon to be inclusive and accessible for children with disabilities, safe, disaster-ready, and comfortable for the children.

**85,000** square feet of land was approved for moringa cultivation to provide Rohingya refugees in Bhasan Char, Bangladesh, with nutrition and livelihood opportunities; 100 moringa saplings were planted.

*"Children who can't read, it's like they're imprisoned. Once they learn to read, I feel like they're so free. Before, no matter what you asked them, there was no real response. But now, there's improvement. They know, they can read to some extent. Now having made it from day 1 to day 16 (summer reading camp), I can say they're ready. They'll be okay. They're ready for school. I hope the children won't lose their enthusiasm."*

– Asnairah, a community volunteer trained by World Vision to run the summer reading camp in Mindanao, Philippines





# Children in the Cities

**Urban poverty and inequality.** More than half of the world's population live in cities. As the urban population grows, so does the number of urban poor children. They are often deprived of basic rights of survival, development, and protection due to added financial, social, and political barriers in the cities. They can fall prey to diseases, exploitation such as child labour and child trafficking, as well as abuse and an uneducated future.

World Vision is committed to creating just and inclusive cities where children can thrive in safe, healthy, and prosperous environments. In FY23, we grew our commitment in this area even more. We deepened our impact in Dhaka, Bangladesh, to reduce child labour; we reached more areas in Mandaue City, Philippines, to improve the lives of slum dwellers; we supported a new project in Ho Chi Minh City, Vietnam, to meet critical water and sanitation needs in slums, and schools; we empowered faith leaders, and their communities in Phnom Penh, Cambodia.



In FY23, we reached\*

## 124,120 people

living in the world's slums, enabling them to be well-nourished, educated, and empowered to live a safe and productive life.



Rabeya has two chicks and she loves to rear them.

## IMPACT STORY:

### A Second Chance in School to Pursue Her Dream to be a Doctor

● BANGLADESH

Rabeya, 12 years old, in Dhaka, Bangladesh, lost her father when she was in Grade 2. He was the sole breadwinner of the family, and her education stopped soon after his death. Her mother also fell into depression. To support the family, her mother made paper food packets but hardly earned enough, and Rabeya had to stop school to help her mother increase their income. It was not easy for her as she injured herself at times when working with the stapler. She felt sad while she saw her friends going to school with books while she was unable to.

When Rabeya's mother came to know of World Vision's project in the area, she went to the Learning Centre and admitted her daughter into the

Non-Formal Education (NFE) programme. Rabeya was very happy to start studying again. She attended NFE classes regularly. Besides NFE, she also attended different activities related to child rights, child protection, and personal hygiene organised by World Vision. Her mother also received some cloth as livelihood support from the project's Income Generating Activity (IGA) programme to create an additional income source for their family.

After graduating from the NFE programme, Rabeya was enrolled into Grade 4 at a local Madrasah school. Her dream is to become a doctor in future. "I will be an established person and self-dependent in future. I will help the most vulnerable children like me," shared Rabeya.

## Your Impact on the Lives of Children in the Cities in FY23:

### EMPOWER:

Children and youth are able to continue their education or acquire relevant skills to be productive citizens of their communities

**117** out-of-school children (aged 6 to 11) in Dhaka, Bangladesh, have completed Non-Formal Education (NFE) to help them catch up and prepare to go back to school, and the first batch of 60 of them have enrolled back into mainstream primary schools.

**32** youths (aged 15 to 17) in Dhaka, Bangladesh, graduated from vocational training in sewing and mobile servicing, and also received sewing machines and mobile servicing tools, and 23 of the youth have since found relevant job placements.

**928** children (aged 6 to 14) in Mandaue City, Philippines, completed the literacy and value-based life skills development programme to help them catch up in school and build resilience in Phase 1\* of the Urban Development Project; another 42 children have completed the programme in Phase 2.



Children attending literacy life skills development programme in Barangay Mantuyong, Philippines.

### PROTECT:

Children are protected from all forms of violence and exploitation

**1,878** children and youth, and 853 parents/caregivers in Mandaue City, Philippines, improved their knowledge on child rights and protection through orientation and activities, in Phase 1\* of the Urban Development Project.

**1** round table discussion in Dhaka, Bangladesh, was conducted with both government and non-government stakeholders, including Members of Parliament, and the Deputy Speaker of National Parliament, to discuss issues related to child labour; a central parliamentary body (Urban CAUCUS) was also formed in June 2023 by the government authorities to address matters related to child labour.

**410** vulnerable locals in Phnom Penh, Cambodia, attended a 4-day core workshop on Empowered Worldview (EWV) conducted by trained church leaders – EWV is a behavioral change model that seeks to address dependency mindsets and promote individual empowerment among people living in poverty; they also attended Celebrating Families sessions which equip parents/caregivers to build positive, safe, and caring relationships with their children to enable them to thrive.



Empowered Worldview workshop in Phnom Penh, Cambodia, to promote individual empowerment.

### STRENGTHEN:

Children and their families enjoy good health

Nearly **5,000** children in Ho Chi Minh City, Vietnam, now have sufficient access to 15 hand-washing facilities installed and renovated at 5 schools where children were also taught about proper handwashing to prevent infectious diseases.



Students of Dang Tran Con Primary School in Ho Chi Minh City, Vietnam, using the new handwashing facility.

**210** child labourers and street children in Dhaka, Bangladesh, took part in an annual health check-up programme held across the year where they received diagnosis, medication, and support for various infectious diseases and/or conditions; personal hygiene behaviours were also promoted.

**301** malnourished children below 5 years old in Mandaue City, Philippines, have improved health and nutritional status after completing the Urban Nutrition Hub (UNH) programme in Phase 1\* of the Urban Development Project. 890 mothers/caregivers with children under 5 also learnt proper childcare; more children and mothers/caregivers are being identified to undergo UNH in Phase 2.



# Children affected by Climate Change

## Climate change disrupts and degrades our environment.

It also affects children of our generation especially in the most fragile of places. Climate change leads to extreme weather events, air pollution, and changes in disease patterns. These can directly affect people's health to be more susceptible to respiratory problems. Climate change also affects food production, food nutrition, and food security. Droughts and changes in precipitation patterns can lead to water scarcity, affecting access to clean water and sanitation. Climate related disasters such as floods, and hurricanes can force families to migrate or be displaced.

In FY23, the Fight Climate Change Fund continued its support towards the Environmentally-Friendly Abaca Value Chain project in the Philippines, solar-powered schools in Vietnam, and the Farmer Managed Natural Regeneration (FMNR) project to re-forest dry lands in Ethiopia. Through these projects, we train and equip these communities with the knowledge of sustainable climate practices, and provide them with a source of livelihood so that the children can be safe and given a chance to flourish.



In FY23, we reached\*

# 277,858 people

through our interventions that have strengthened the resilience of communities vulnerable to climate change.



## Your Impact on the Lives of Children Affected by Climate Change in FY23:

### Climate-smart Agriculture

**20,000** abaca seedlings were planted on approximately 300 hectares of farmland in North Cotabato, Philippines, to enable continuous environmental protection as well as provide a source of livelihood. One ecological shared facility was also constructed to produce abaca seedlings for distribution. The centre supports livelihood activities including the training of abaca farmers, and equipping women to produce abaca handicrafts. 60 women currently produces abaca products that generate about US\$35/month as additional income that provides for their children with education, and food for the family.

**1,931** hectares of degraded forests land were rehabilitated through Farmer Managed Natural Regeneration (FMNR) intervention in Gechi, Ethiopia. Community stakeholders were organised into co-operatives, provided with tools and trained on seedlings production to plant, and reforest communal farmland.

**307** households were given a total of 700 grafted apple and mango, 700 papaya, and 1,500 avocado seedlings to rehabilitate farm plots, backyards, and surrounding landscapes with fruit trees in Gechi, Ethiopia. They were also trained on fruits production and post-harvest management, to scale and develop market opportunities to generate income.

### Energy Efficient and Renewable Energy Technologies

**1,126** children benefitted from stable electricity supply with solar power installed on 4 kindergartens in Yen Thuy, Vietnam. With a monthly utilities savings of US\$29 and reduction in costs of US\$27 from alternative fuel sources, the schools can allocate these savings to better plan for the education, care, and nurture of students.

**281** stakeholders were trained on efficient and clean energy utilisation via the use of Energy Efficient Cook Stoves (EECS). Selected trainees with requisite skills are able to maintain and produce more of such stoves for the community.



Households supported with agricultural input for livelihood in Ethiopia.

### Climate Empowerment Through Environment and Climate Change Education

**1,247** adults comprising parents, teachers, and school staff in Yen Thuy, Vietnam, participated in programmes related to green energy, environmental protection, and climate change adaptation to equip them with knowledge on how to protect the environment, and the importance of renewable energy use.



Green energy and climate change education programmes in Yen Thuy, Vietnam.



*"We used to struggle with traditional cooking stove which consume a lot of firewood and smoke. **Thanks to World Vision and government, we received this kind of Energy Efficient Cook Stove (EECS) that relieved me from many sufferings like the effort to collect a lot of firewood and the smoke.** With the clean cook stove, it saved our time for other activities."*

– Misku, 38, is a mother of 4 and a resident of Bido Galiko (one of the project intervention areas for EECS) in Ethiopia



# The Survival Fund

**Famine. Typhoon. War. Disease.** The world's disasters are increasing and upending lives, exacerbated by global crises like wars, hunger, climate change, high inflation, and uneven global economic recovery post COVID-19. When disaster strikes, we are on the ground within 72 hours to provide immediate life-saving aid, and we stay to help children, families, and communities survive, recover, and rebuild for the future.



In FY23, we reached\*

## 5,216,433 people

by journeying with them before, during, and after disasters.

\*World Vision Singapore's reach includes children and families who benefitted directly from World Vision's interventions, as well as people in their wider community who were impacted by the positive ripple effects of our interventions.



Omar learning in the new classroom after the earthquake.

## IMPACT STORY: Rebuilding Dreams

● SYRIA

Over the past decade, the Syrian conflict has inflicted suffering upon countless individuals, including children like Omar. Omar has weathered the brutal tempests of war, and the devastating Türkiye-Syria Earthquake in February 2023, both of which disrupted his education, damaged his school, and left him in a state of uncertainty.

Upon the school's eventual reopening, the school had 3 cramped metal caravans that served as makeshift classrooms. Omar vividly recalls the day when one of these caravans caught fire, instilling

fear and extinguishing the notion of safety.

World Vision rehabilitated the school and erected new classrooms. Heaters were also provided to enable them to continue learning amidst cold, harsh winters. This rekindled Omar's aspirations of becoming an engineer, and he hopes to extend a helping hand to those in need. Omar's journey stands as a testament to the unwavering spirit of Syria's children that propels us to double our efforts to give Syrian children hope to build their dreams.

## Highlights of Major Disasters You Have Enabled Us to Respond to in FY23:

### COVID-19: Recovery from COVID-19

**1,141** families affected by COVID-19 in Vietnam received microfinance loans to (re)start a business and/or agricultural activities so as to facilitate their economic recovery after the pandemic, allowing 1,756 children to be better cared for.

### TYPHOON: Recovery for typhoon survivors

**71** families in Bohol, Philippines, who were affected by Typhoon Rai received microfinance recovery loans to restart their livelihoods as well as insurance coverage (life, hospitalisation, and burial benefits), positively impacting 120 children.

### HUNGER: Emergency Nutrition Programme in Sri Lanka

**312** malnourished children in Sri Lanka each gained more than 900g of weight over three months, after their families received nutrient-rich flour for preparing food and participated in Positive Deviance/Hearth, a community-based project model for rehabilitating malnourished children aged 6 to 59 months quickly and sustainably.

### EARTHQUAKE: Relief for earthquake survivors

**949,397** Türkiye-Syria Earthquake survivors received relief essentials, and life-saving interventions in the immediate aftermath, including ready-to-eat and hot meals, increased access to clean water and sanitation, hygiene kits to reduce exposure to diseases, mattresses, non-food item kits, blankets, heaters, and fuel to protect survivors against the cold during winter, primary health care as well as psychosocial support.

### HARSH WINTER: Relief from harsh winter amidst earthquake recovery

**23,555** people (including 22,572 students) in northwest Syria were supported with heating fuel. Schools damaged by the Türkiye-Syria Earthquake were rehabilitated to enable children to continue learning despite the harsh winter conditions.



School that was damaged in the earthquake reopened after reconstruction and rehabilitation.

### FAMINE: Relief and resilience against famine in East Africa

**2,988,766** people in Ethiopia, Kenya, Somalia, South Sudan, and Sudan were saved from the immediate and long-term impacts of hunger through improved access to food, clean water, emergency health and nutrition services, household resilience interventions, and child protection.

### CONFLICT: Relief amidst the Sudan conflict

**109,063** refugees and returnees in South Sudan fleeing from the Sudan Crisis were supported with cash and in-kind assistance to meet basic food, water and sanitation needs, as well as health and nutrition services such as outpatient consultations, feeding programmes for moderate and severe acute malnutrition, as well as mental health and psychosocial support services.



*"I'm a widow. I'm the one taking care of my children. I don't want to go back to Sudan. I'd like to bring all my children to this area because there is water and food here. I thank World Vision for what it is doing. I will not lose hope that I will receive the help I need."*

– Halima, who fled to South Sudan to find a place of refuge with her youngest child



# Faith in Action

## Night of Hope

On 13 December 2023, our community of supporters came together at Bible House for a time of fellowship at Night of Hope, a Christmas gathering to give thanks for the hope and joy that our child sponsors have brought into the lives of the world's most vulnerable children.

The evening began with a time of worship, and a testimony from a child sponsor who, together with her family, had journeyed with different children from World Vision's Area Programmes in Cambodia and Vietnam for more than a decade.

Sopharan Ny, the Associate Director for Operations at World Vision Cambodia, then shared his personal journey of faith as he served children and families in need in the slums of Phnom Penh and the remote rural provinces of Cambodia. He affirmed God's faithfulness in watching over World Vision through some of the most difficult periods of Cambodia's history, including the era of the Khmer Rouge regime.

While acknowledging the numerous challenges that continue to weigh on the lives of children in Cambodia, including malnutrition, unequal access to education, the lack of clean drinking water, and the threat of child labour, Sopharan expressed his appreciation for how the generosity of child sponsors had not only transformed the lives of many children, but also empowered them to give back to their communities. He shared an account of two such sponsored children: a young girl who had aspired to be a nurse,

and who did eventually return to serve her community as a nurse when she grew up; and a young boy who became the manager of a World Vision Area Programme. "So many children in Cambodia cannot dream their dream," said Sopharan. "With your support, we can help them dream their dream."

We were also joined by May, a 15-year-old sponsored child from Kirivong Area Programme in Cambodia. He recalled how, as a young boy, his parents had struggled to make ends meet as manual labourers. May had frequently fallen sick due to poor hygiene conditions, and found it difficult to keep up in school. Given these early childhood challenges, it was a great encouragement to see May speak confidently before an audience, and even venturing his self-introduction in English. He spoke about how World Vision had trained him to be a youth leader, and how he was actively engaged in community-led efforts to promote the well-being of children and their families, including a campaign against drug abuse and gambling, and encouraging children who had dropped out of school to resume their education. "In the future, I want to be a policeman," said May, "because I want to help my community reduce domestic violence and crimes."

The evening drew to a close with a time of prayer for children worldwide affected by hunger and malnutrition, conflict-induced displacement, climate change, and abuse, and to give thanks for the ways in which God works through the lives of children to sanctify us.

*"The world knows Cambodia as the Killing Fields, but we are now building the Living Fields for our children."*

– Sopharan Ny, Associate Director for Operations, World Vision Cambodia

# One Life Fund



## Helping Vulnerable Children in Singapore

World Vision Singapore's One Life Fund represents our commitment to support the most vulnerable children in Singapore. Since 2023, the One Life Fund has enabled children in out-of-home care with special learning needs to have access to specialised learning support.

Children in out-of-home care have been removed from their own families as a last resort for reasons that threaten their safety and well-being (such as abuse, abandonment, or severe neglect) and placed temporarily in a safe environment, such as a children's home. Those among them with special learning needs, such as dyslexia, struggle even more as they are often burdened with psychosocial co-morbidities from past trauma caused by domestic abuse or other difficult family circumstances. These challenges severely impair their ability to learn in school, and their struggles in literacy and numeracy affect their performance in all subjects and hold them back from fulfilling their potential.

To enable these children to attend learning support programmes (LSPs) that address their educational needs in a manner that is sensitive to their behavioural and psychological challenges, World Vision Singapore has established partnerships with out-of-home care agencies and LSP providers to facilitate referrals for children based on their special learning needs, and to provide financial support through the One Life Fund for them to enrol on LSPs for literacy or numeracy.

In one such partnership, World Vision Singapore has worked jointly with Chen Su Lan Methodist Children's Home (CSLMCH) and the Dyslexia Association of Singapore (DAS) to arrange literacy remediation sessions on-site at the children's home. Holding these sessions within a familiar and conducive environment helps the children to learn more effectively by lowering the risk of external behavioural triggers. The small

teaching groups allow educational therapists from DAS to tailor lessons to the children's particular learning needs. CSLMCH's caseworkers are also present to support the educational therapists by helping to manage behavioural challenges that may arise during these lessons.

In FY23, 24 children (aged 8 to 16) received financial support through the One Life Fund to attend LSPs.

## IMPACT STORY: Confidence Regained, Reading Abilities Improved

● SINGAPORE

James<sup>1</sup> is a 12-year-old who entered CSLMCH in 2021. His parents were unable to care for him, and he experienced multiple disruptions under his relatives' care. James was diagnosed with dyslexia and was finding it hard to learn in regular classes. In addition, he exhibited self-harm behaviour. His family background and adverse early childhood experiences might have also affected his academic performance.

With support from World Vision Singapore's One Life Fund, James was able to receive dyslexia-specific remediation on-site at the children's home to improve his reading and spelling abilities. As a result, he gained more confidence in expressing himself in English, and began to enjoy engaging in social interactions. He also showed a growing interest in pursuing basic reading activities independently.

<sup>1</sup>The child's name has been changed to protect his identity.





# Promise kept through Partnership

We collaborated with various companies in FY23 to extend our impact further than it would otherwise be possible. Our commitment to the world's most vulnerable children can only be deepened with the unwavering support of our corporate partners. We celebrate our faithful corporate donors who have enabled World Vision Singapore to keep our pledge to the most vulnerable children, and invite more companies to join us to go even deeper into these fragile areas.

## Improve Health, Literacy and Skillsets of Children and Youth in Urban Poor Communities

**Jesus The Light**  
A Gifting Ministry of Far East Organization



**Jesus The Light, the gifting ministry of Far East Organization** supported the Urban Development Project in Mandaue City, Philippines, to improve the health and nutrition status, and functional literacy levels of children living in urban poor communities. The project also supports out-of-school youth for skills training to enable them to be engaged in formal employment. In Phase 1 of the project supported by donors including Jesus The Light, a total of 4,447 children, youth and adults directly benefitted.

In April 2023, 19 Far East staff went on a volunteer visit to Mandaue City to engage the children in Barangay Mantuyong and Barangay Umapad communities. The group conducted literacy and play sessions with children at a dumpsite day care centre and painted murals on the centre's wall. They also visited various project interventions like the nutrition awareness and feeding session of malnourished children at the healthcare centre. Jesus The Light continues to support the Phase 2 expansion of this project to cover more communities in the next few years, enabling 4,350 people, including 2,900 children to have access to nutrition and education interventions.



## A Better Future With Books



**Marshall Cavendish Education (MCE)** brought the joy of learning to underprivileged children in the Philippines. A month-long "Level The Playing Field" campaign was launched from May to June 2023, harnessing the power of social media to bring awareness to the lack of access to quality education and resources that had dramatically impacted the lives of children in Cebu province. Through this campaign, MCE donated more than 11,000 books to World Vision's mobile Learn and Play Hub, community schools, and the Department of Education to support young learners from urban, poor communities in Mandaue City, Cebu, Philippines.

## Anniversary Fundraiser in Support of Food Security



In conjunction with Nefful's Golden Jubilee, **Nefful** supported the Nutritious Food Security project in Laos. Through the sale of Nefful's caps and T-shirts during their golden jubilee year, Nefful raised funds to provide for enhanced irrigation systems to boost crop yields, as well as agricultural and livestock training, and resources, to help tackle food insecurity and child malnutrition in the region. With Nefful's support to the project, about 150 households received supplies for livestock raising. These included 1,075 poultries and 6,000 baby fishes that were provided for livelihood and consumption.

## Livelihood Support Through Climate-Smart Agriculture



**Jebsen & Jessen Group** supported the Environmentally-Friendly Abaca Value Chain Project in North Cotabato, Philippines, to train farmers on sustainable farming practices, and also improve the quality of abaca plants to produce abaca products for livelihood. In October 2022, Jebsen & Jessen Group's staff visited to see the impact of the project on the lives of the farmers. They participated in the setting up of an abaca nursery, planting abaca seedlings, and also had a hands-on trial in weaving abaca products. They were also educated on the process of extracting the abaca fibre from the plants and making them into products for income. With the support of donors such as Jebsen & Jessen Group, Phase 1 of the project saw key achievements where 482 farmers were trained, and 65,000 abaca seedlings were provided and planted.



# Youth & Schools



► Marquee Event

## 30 Hour Famine

115 PARTICIPANTS

On 29–30 May 2023, 115 youth and young adults embarked on an exciting journey across Lazarus and Sentosa Islands at World Vision Singapore's annual 30 Hour Famine. Conducted as an in-person day camp themed #UNCHARTED, participants joined in our signature 30-hour fast from food while completing team-based station activities that helped them understand the various barriers to education that vulnerable children face globally.



*“Participating in 30 Hour Famine deepened my understanding of the struggles faced by others while also highlighting my own capacity for resilience. Through hunger and deprivation, I forged meaningful connections with strangers, discovering the power of unity and support. This transformative experience not only showed me the importance of pushing my limits but also emphasised the significance of empathy and compassion in making a positive impact in the lives of the vulnerable.”*

– Krishnaaram, 16 years old, St Joseph's Institution

*“Ever since I was introduced to international humanitarian work through my Child Sponsorship experience, I have always wanted to take a peek into the behind-the-scenes of World Vision's work. As an intern, I developed a greater understanding of World Vision's initiatives, like abaca farming in the Philippines and Financial Literacy Programmes for communities around the world. It was cool to listen to the enriching life experiences of my colleagues who had worked in the field. I was inspired by the kindness and faithfulness of the people I met at World Vision Singapore, who truly care for the children they serve and exude great passion for the meaningful work that they do.”*

– Renee Foo, Local Programmes Intern

2,389

Youth Reached

8

Service-Learning Projects  
(3 In-person, 5 Online)

7

Youth Interns & Volunteers

14

Schools Partnered

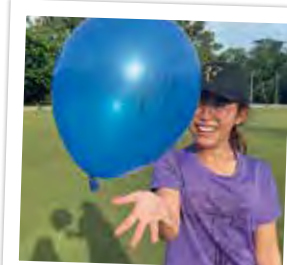
18

School Engagement Talks  
& Workshops

Participants tackled different station challenges that covered conflict, climate change, child labour, child marriage, and other conditions that were barriers to education for children. At the end of each station activity, station masters narrated the real-life stories of children behind each station challenge. The event culminated on Sentosa Island, where participants penned their reflections on how they could help youth just like them pave the way towards a brighter future on a gigantic book installation. During the closing ceremony, participants also heard inspiring testimonies from their fellow campers. Participants were also reinvigorated by a special performance by The Freshman, a local pop duo. Carrie Yeo and Chen Diya of The Freshman spoke on their own experiences, encouraging participants to believe in their individual power to change the world. Participants also made an impact locally, with all proceeds from 30 Hour Famine registration going to World Vision Singapore's One Life Fund, which seeks to support children in out-of-home care with special learning needs.

## Youth Interns & Volunteers

In FY23, World Vision Singapore engaged 7 youth interns and volunteers to support our youth advocacy work. Their support enabled us to widen our network of school connections and forge new connections. Their experiences here also allowed them to have a deeper understanding of World Vision's work.



Our intern, Renee at 30 Hour Famine 2023.



Our interns, Joash (left) and Jost (right).

► Marquee Event

## Youth For Change Conference

68 PARTICIPANTS

On 28 October 2023, 68 youth and young adults from Cambodia, Canada, Indonesia, Korea, the Philippines, Singapore, Sri Lanka, Thailand, and Vietnam gathered at the Lifelong Learning Institute for the eighth edition of our annual Youth For Change Conference (YFCC). The theme of this year's edition was “RE:IMAGINE THE FUTURE”. The conference aimed to educate youth on innovative solutions to climate change. It also touched on ways that youth can combat climate change and build environmental sustainability beyond personal lifestyle changes. Our keynote speaker, Leslie Koh, a local Sustainability Strategist and ESG Advisor who assists SMEs on their sustainability journey, taught the youth what climate change, Net Zero, and greenhouse gases were. He also went through the method of calculation for greenhouse gas emissions. The youth participants were also brought on virtual visits to the Abaca project in North Cotabato and the Polyfloss project in Nepal, to learn how such World Vision innovations are benefitting communities affected by climate change. The youth also had the chance to present their own climate-related projects, inspiring each other to be agents of change in their own communities. Tony Rinaudo, World Vision's Principal Climate Action Advisor, wrapped up the day's programme by sharing his own journey in implementing and pioneering Farmer Managed Natural Regeneration (FMNR) and how it became the largest positive environmental transformation in all of Africa.



*“I've always been concerned about diversity and climate issues, and listening to Tony Rinaudo share his experiences empowering and educating people to protect their local resources really encouraged me to want to do the same.”*

– Marsianus, Youth Participant from World Vision Indonesia

## School Engagement

Youth of today are the change-makers of tomorrow. World Vision remains committed to partnering with schools and educators in Singapore to deepen students' understanding of issues surrounding global poverty and its impact on children, so that our young people will grow to be empathetic advocates for the vulnerable. In FY23, we reached 2,389 secondary and tertiary-aged youth and students through in-person and online educational engagements, sharing with them the struggles of children who bear the brunt of the effects of conflict, climate change, as well as how World Vision is responding to these humanitarian needs.



*“The opportunities offered by World Vision Singapore have enriched our students' educational journey – allowing them to engage with and understand pertinent social issues. Our students have not only gained valuable knowledge, but also cultivated empathy and developed skills that facilitate informed advocacy. We value the ongoing collaboration and the positive impact on our students.”*

– Fazilah A. Latiff, Manager, Office of Student & Graduate Affairs, Republic Polytechnic

## Service-Learning

In FY23, students in Singapore embarked on in-person Service-Learning projects with the overseas communities supported by World Vision. In partnership with Youth Corps Singapore's (YCS) Youth Expedition Project (YEP), we worked with 2 teams from Singapore Management University and one from Temasek Polytechnic to nurture youth who desire to be global citizens that make a difference. The 3 teams developed in-person educational programmes teaching basic English, life skills, and giving job-readiness workshops to vulnerable youth in Cambodia, the Philippines, and Vietnam. We also had 5 online teams from Republic Polytechnic participating in Youth Expedition Goes Online (YEP-GO). The online teams developed and implemented a 20-hour programme of online educational sessions on life skills such as communication and conflict management for vulnerable youth in Vietnam, guided and supported by staff from World Vision.

*“On 9–24 July, our team of 14 embarked on a meaningful journey with the aim of imparting essential soft skills such as interview skills, goal setting, teamwork, basic personal finance, and design fundamentals to the youth in Son Tra, Vietnam. Titled Project White Dove, the journey enriched our lives in ways we never anticipated, leaving us with a deeper understanding of the world and a lasting commitment to make a positive difference in the lives of others. We had the privilege of interacting with hundreds of children across 4 schools and connecting with the warm-hearted locals, revealing a side of Vietnam that we would have never discovered otherwise.”*

– Ng Jun Yang (on behalf of Project White Dove, Singapore Management University)



Singapore Management University Project White Dove team members with youth from Son Tra, Vietnam.

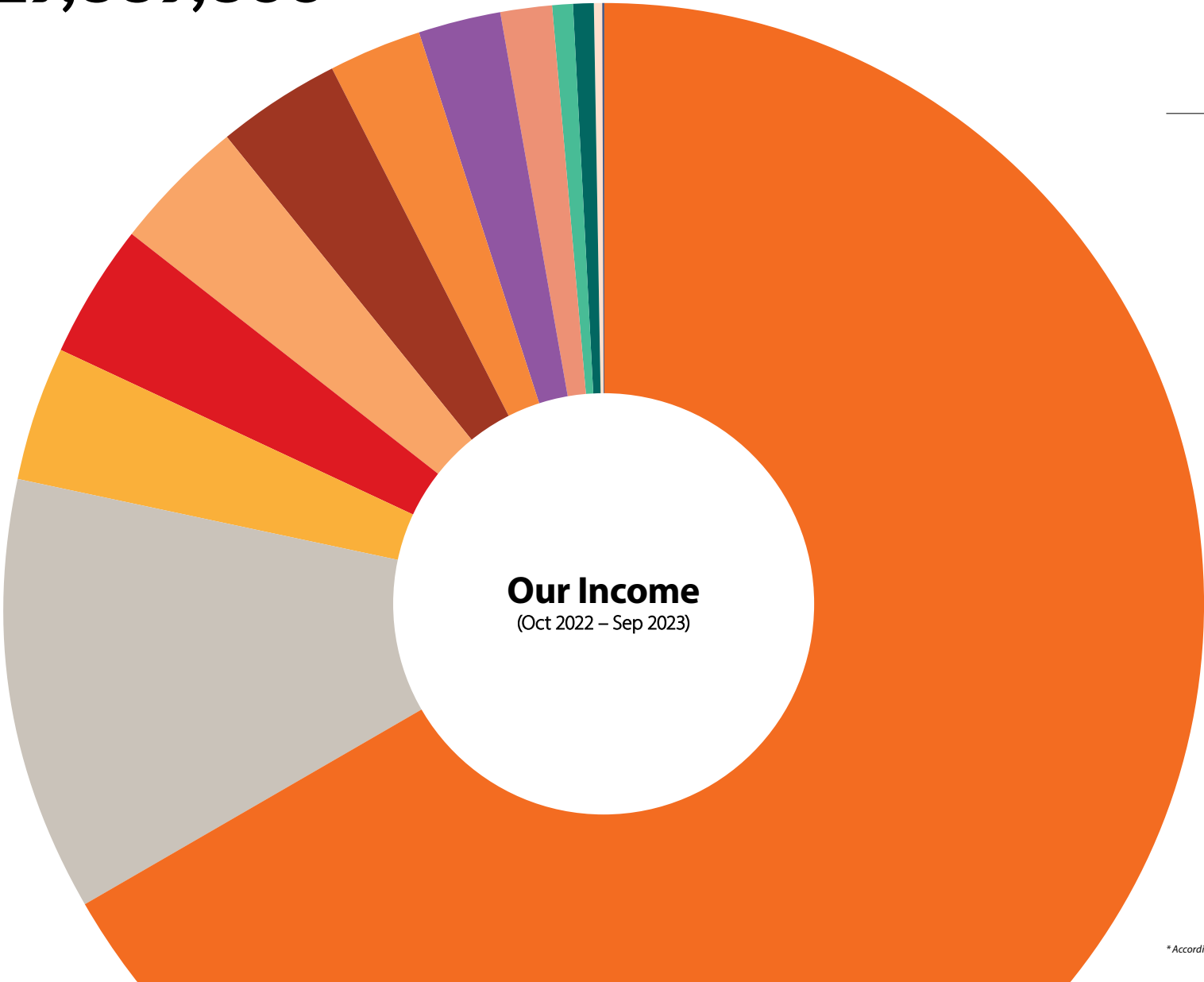


# Financial Accountability

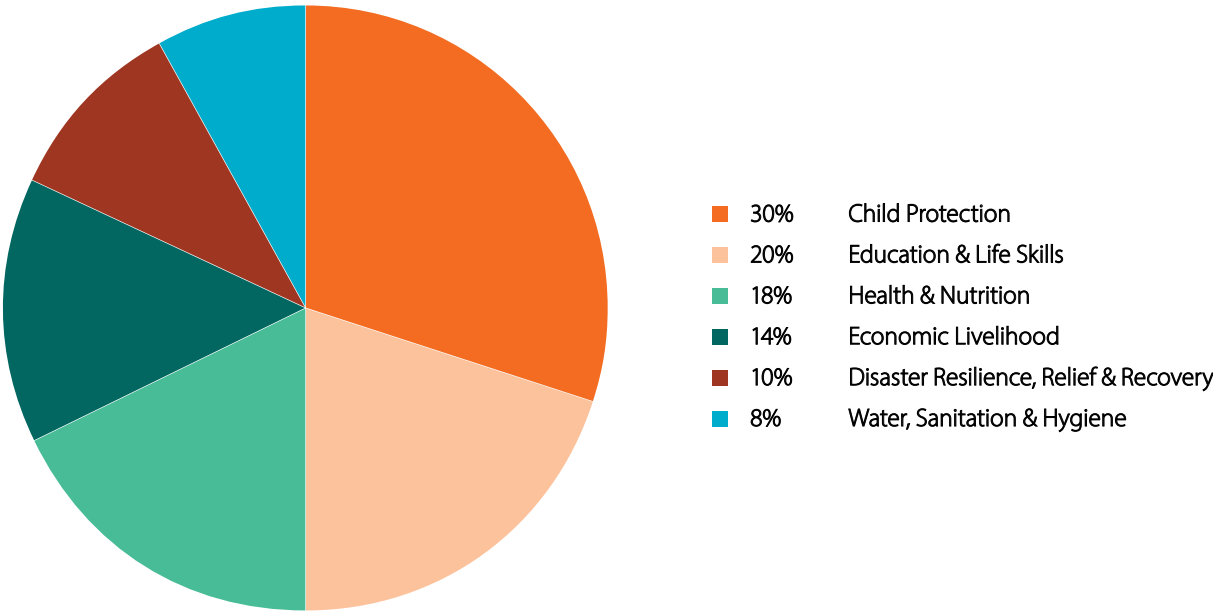
Thank you for helping to change the lives of the vulnerable children and their communities. We have kept our expenditure low at 18.34% of total funds raised. This allowed us to channel as much as possible to our programmes, and respond to much needed projects and disaster response programmes.

In FY23, with the support from our donors and sponsors, we raised a total of

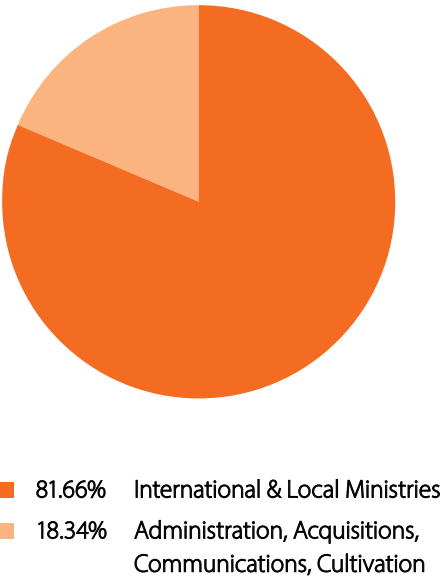
**\$19,889,866**



## Allocation of Donations for International Programmes



## Our Expenditure\*



\* According to Singapore's charity regulations, the total expenses incurred due to fundraising appeals in a year must not exceed 30% of total donations collected.



# The Year Ahead

With escalating conflict and geopolitical tensions; a world struggling with growing food insecurity and frequent natural disasters due to climate crisis, further aggravating the life challenges of children, we will continue to deepen our commitment in fragile areas in FY24.



- 1. Rural and Left Behind.** We will deepen our commitment to vulnerable rural communities in countries where we have journeyed with children in need for many years. We are excited to be starting 2 new Area Programmes in Kuleaen, Cambodia and Dornod, Mongolia.
- 2. Fragile and Displaced.** We will deepen our support for children in fragile contexts affected by conflict, including Afghanistan, Syria, South Sudan, and the Rohingya refugee camps in Bhasan Char, Bangladesh. We remain committed to improving the living conditions and safeguarding the dignity of children and families who have been displaced by crises.
- 3. Climate Resiliency.** We will support communities in Ethiopia to restore degraded lands, and extend our support to communities in Bangladesh to enhance their resilience against natural disasters aggravated by climate change.
- 4. Scale Up Local Support.** We aim to double the number of children in out-of-home care with special learning needs whom we support, so that they can be better equipped to learn in school and realise their educational potential.



# Advisory Council



**Marcus Frost** | *Representative of World Vision International (WVI) President*

Marcus joined World Vision International in 2017 in a consulting role as part of the Strategy Realisation Office. Since then he has led different global functional teams and is currently the Chief Marketing and Communications Officer. He also serves on the World Vision UK Board. Prior to joining World Vision, Marcus enjoyed a career in marketing and communications, working for global brands such as Ford Motor Company, Cable and Wireless, Motorola, Google and Lenovo.



**Lau Peet Meng** | *Member*

Peet Meng is a senior public servant who has served in the Singapore Police Force, the Ministry of Education and the Ministry of Foreign Affairs, where he served as Singapore's First Secretary to the United Nations in New York. He is a graduate of Yale University, and earned post-graduate degrees at the University of Cambridge and Stanford University. He is also an alumnus of Harvard Business School. Peet Meng is currently serving on the Board of Directors of World Vision International.



**Nicholas Khoo\*** | *Member*

Nicholas is a Director at Khoo Cap One Pte Ltd and was formerly a Director at Visa covering Asia Pacific and Japan for risk management in digital payments. Nicholas currently serves on one of the Trinity Annual Conference's Boards and holds positions in government and professional organisations. He has been awarded a Friend of the Ministry of Culture, Community and Youth as well as a friend of the Ministry of Social and Family Development.



**Jacqueline Tan** | *Member*

Jacqueline is the CEO of Singapore Cruise Centre which manages the terminals for international cruises as well as regional ferries. Prior to SCC, she held senior leadership appointments as Assistant Chief Executive of Sentosa Development Corporation (SDC), Deputy General Manager of Lucasfilm Singapore where she had oversight of the operations of the 520-strong Lucasfilm Studio and Chief Operating Officer at Economic Development Innovations Singapore (EDIS). She started her career at the Singapore Economic Development Board. Over her 14 years at EDB, she was based overseas in New York and Hong Kong.



**Michelle Cheo** | *Vice Chairman*

Michelle is the Chief Executive Officer of Mewah International Inc. She joined the company in 2003 in the trading department and has been its Executive Director since 2010. Prior to that, Michelle worked with Exxon Mobil in Louisiana, United States of America, and Jurong Island, Singapore.



**Kevan Goh** | *Member*

Kevan is a Partner at PricewaterhouseCoopers LLP. He has extensive experience in assurance and advisory roles, working with a wide range of clients across various industry sectors. In addition to audit and compliance, Kevan was also involved in projects such as initial public offerings, mergers and acquisitions, corporate governance, corporate restructuring and data & analytics.



**Sharon Lim** | *Member*

Sharon is an advocate and solicitor of the Supreme Court of Singapore. She holds an MA from the University of Cambridge and an LLM from the University of California, Berkeley. Sharon has had more than 15 years experience as a district judge of the State and Family Courts, assistant registrar of the Supreme Court and State Counsel in the Attorney-General's Chambers. Since stopping work in 2015 to spend time with her family, Sharon continues to volunteer her legal services as an adjudicator at the Financial Industry Disputes Resolution Centre (FIDReC).



**Lucas Chow** | *Member*

Lucas brings extensive marketplace experience having worked in Hewlett Packard for 20 years before assuming CEO appointments in SingTel Mobile, MediaCorp and Far East Orchard, a listed company of Far East Organisation before his retirement. He is currently on the board of directors of Thirst Collective.



**Liew Heng San** | *Honorary Advisor*

Heng San headed Singapore's Central Provident Fund as CEO before retiring in Jan 2011. Besides other corporate responsibilities, he also serves on the Singapore Bible College Board.



**Tony Lai** | *Member*

Tony is the Chief Operating Officer at National Volunteer and Philanthropy Centre (NVPC). Prior to this, he was the Principal at the Centre for Design, Insights, and Innovation at Great Eastern Singapore which applies design methods to uncover actionable consumer insights. He has also held numerous senior management roles, including Assistant Chief Executive at the Singapore Tourism Board and Managing Director/Partner of The Idea Factory Singapore. In his contribution to the non-profit sector, he is currently a member of YMCA's Education Committee and previously a member of the Advisory Board for Child at Street 11, and a past member of the Board of Governors at the Singapore International Foundation.



**Aaron Boey** | *Member*

Aaron was most recently Group CEO of Eu Yan Sang International, a leading Asian health and wellness company with roots in Traditional Chinese Medicine. Prior to that, he had built a career in brand management, marketing, retail and general management with Levi Strauss, Philips Electronics, and Asia Pacific Breweries. Aaron actively serves on boards, having been on the board of the Singapore Tourism Board and chairing its Finance and Investment Committee. He is currently on the boards of the Singapore Management University Academy and the Jazz Association of Singapore.



**Andrew Goh** | *Honorary Advisor*

Dr Andrew Goh is editor of IMPACT magazine. Among other voluntary involvement, he served on the Singapore Advisory Council of World Vision International and the Board of Halogen Young Leaders Foundation. He is a founding elder of Riverlife Church and earned his PhD from the Nanyang Technological University (NTU) in 2000.



# Executive Leadership Team



**Benjamin Tan** | *Chief Executive Officer*

Benjamin’s career spanned technology, aviation, and tourism. He was most recently Deputy CEO at Mandai Wildlife Group and founding CEO of the corporate venture Mandai Global. He was previously Senior Vice President at Qantas Airways, and has also held senior leadership positions at the Jetstar Group and Microsoft. He has lived and worked in Beijing and Tokyo, and is an alumni of Chicago Booth and National University of Singapore Business School.



**Jane Lim** | *Director, Finance & Operations*

Jane joined World Vision Singapore in 2019, after serving in finance, strategic planning, corporate development as well as business management roles across multinational corporations, local companies as well as the startup community. She graduated from the National University of Singapore with a Bachelor of Law degree, and obtained her Master in Business Administration from The Wharton School, University of Pennsylvania.



**Samuel Thiam** | *Director, Resource Development & Acquisition*

Samuel has over 20 years in various regional and global media-owning companies prior to joining World Vision Singapore in 2022. He served in various portfolios, including project management and business development and was responsible for profit and loss in the regional role. He has a Bachelor in Engineering degree from Nanyang Technological University, and also serves as a volunteer in the Resident’s Committees.



**Kyi Thwin Tun** | *Manager, International Programmes*

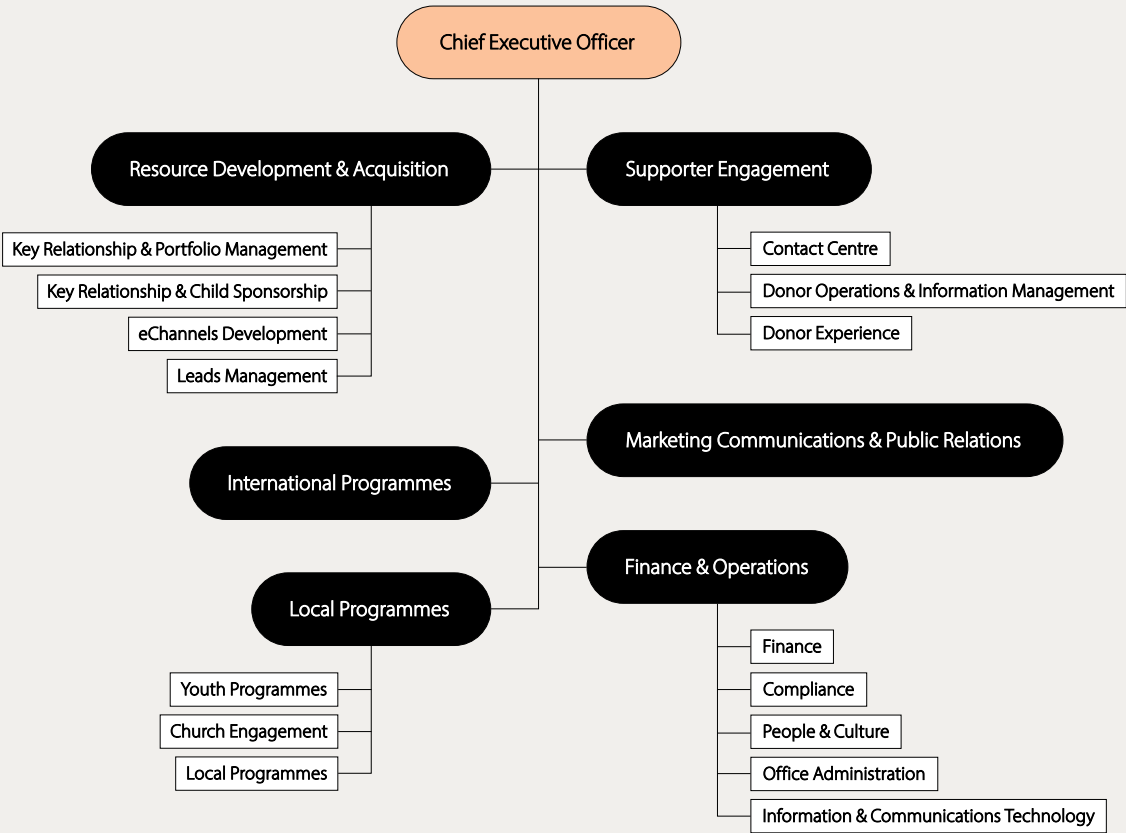
Kyi Thwin is a passionate community development and humanitarian practitioner with more than 21 years of experience in various positions. Prior to joining World Vision Singapore, he served needy communities in different capacities; Child Sponsorship operations, grant management and acquisition, and emergency relief with World Vision Myanmar. He graduated with a Bachelor of Arts degree majoring in English from the Dagon University of Myanmar.



**Cai Chengji\*** | *Manager, Supporter Engagement*

Prior to joining World Vision Singapore, Chengji spent 10 years in the public service at Yellow Ribbon Singapore supporting the reintegration of ex-offenders. He has served in various roles across strategic planning, corporate communications, organisational development, and business development. He has a Bachelor in Communication Studies from Nanyang Technological University. He serves as a deacon at Life Church and Missions Singapore.

## Organisational Chart



**Patricia Ng** | *Manager, Marketing Communications & Public Relations*

Patricia has more than 20 years experience in omni-channel marketing and corporate communications. Prior to joining World Vision Singapore, she has served in various roles across marketing, branding, public relations, and business development in the real estate retail industry. She has a Bachelor in Communication Studies from Nanyang Technological University and obtained her Master in Business Administration from National University of Singapore and Peking University.



**Soh Weijie** | *Manager, Local Programmes*

Weijie joined World Vision Singapore following stints in education and policy work. He has a keen interest in translating World Vision’s international expertise to needs in the local education, youth, and social service sectors, as well as the church in Singapore. He has a Bachelor of Arts degree majoring in English and Philosophy from the University of York.



GOVERNANCE DISCLOSURE & TRANSPARENCY

World Vision International (Singapore) is a branch of World Vision International (WVI) and is a registered charity under the Singapore Charities Act 1982 (Cap 37). Since it is a branch of WVI, it is governed by WVI Partnership Bye-Laws, and has an Advisory Council, which also includes the Regional Leader, representing the WVI President, to provide oversight and guidance to the operations.

It operates under the purview of the Singapore Commission of Charities as a foreign charity with a permit to raise funds for foreign charitable purposes.

Unique Entity Number (UEN): S81FC3015E

Charity Registration Number: 0377

Registered Address: 6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737

Chief Executive Officer (Singapore Branch): Mr Benjamin Tan (appointed on 1 July 2023)

Director, Finance & Operations: Ms Jane Lim (appointed on 1 August 2019)

Director, Resource Development: Mr Samuel Thiam (appointed on 18 July 2022)

Independent Auditor: KPMG LLP

Bankers: DBS Bank and Standard Chartered Bank

Lawyers: Allen & Gledhill

World Vision International, Singapore (“WVI-S”) is committed to maintaining a high standard of corporate governance in line with the principles set out in the Code of Governance for Charities and IPCs. The Advisory Council ensures that there is a process to identify, regularly monitor and review the charity’s key risks, including mitigating measures and controls for all key risks. This establishes and maintains a high standard of legal and ethical mode of operations to preserve the interests of all donors, beneficiaries and stakeholders.

A. ADVISORY COUNCIL AND EXECUTIVE MANAGEMENT

1.

The Advisory Council assumes the overall responsibility for setting the direction and strategy of WVI-S to ensure proper stewardship and the fulfilment of its vision and mission. They provide guidance to the Executive Leadership Team who is delegated with day-to-day management and formulation of policies for the Advisory Council's counsel and endorsement. The Advisory Council's Committees are formed with specific functions to assist in the discharge of its duties. Each Committee comprises of members with the relevant skillsets and experience and operates within its terms of reference, which is approved by the Council.
2.

The Governance Committee (change of nomenclature: previously the Nominating and People & Culture Committee) is tasked with the review process and recommendation of nominated candidates for Advisory Council member positions; the successful candidates are then elected on to the Council through a unanimous vote by its members at a convened meeting. Potential candidates are reviewed by the Governance Committee with a pre-identified set of criteria, including competencies, skillsets and a diversity matrix. The Council's succession strategy includes: reviewing the qualification, experience, passion, commitment, potential contribution to the Council.  
  
The Advisory Council's meeting attendance are recorded and tracked. The Council conducts an annual self-assessment of its performance, including a discussion on diversity and range of skillsets required. Individual members are provided opportunities to reflect on their contributions and provide feedback on future roles, training and improvement areas. Further a biennial evaluation of Council is also conducted, led by the World Vision Partnership Governance organisation.
3.

All new Council members are given an induction session and materials which contain key organisational information and are required to attend sessions conducted by the Executive Leadership Team and the World Vision Regional Governance Advisor.
4.

The World Vision Partnership Governance organisation conducts an annual evaluation of the Council's effectiveness covering areas such as Council composition, role clarity, information and communication, quality processes, risk and crisis management, Chair effectiveness, Council effectiveness, field engagement and relationships with management. The findings and recommendations are shared with the Council at a subsequent Council meeting.
5.

There are no Council members holding staff appointments.

6.

The Council members did not receive any remuneration from WVI-S during the Financial Year as members serve on the Council on a pro bono basis. As such, no Council member is involved in setting his or her own remuneration.
7.

There are no staff (employees) who are close members of the family of a Council member or the Chief Executive Officer (i.e. Executive Director equivalent) and whose remuneration exceeds S\$50,000 during the year.
8.

The Council meets regularly with a quorum of at least fifty percent of its members.
9.

Staff are not permitted to chair Council meetings or Committee meetings.
10.

The Council regularly reviews the entity's controls, processes, key programmes and events through reports and information provided by its respective Committees and the Management.
11.

In Financial Year 2023 (FY23), no Council member served for more than 9 consecutive years, except one member (Mr Lau Peet Meng) of the Council who by virtue of his election to the World Vision International Board of Directors, continues to serve on the Advisory Council, as permitted by the World Vision Partnership's Board Policy on National Boards & Advisory Councils.
12.

A total of 4 Council meetings were held in FY23 on the following dates: 14 December 2022, 11 March 2023, 7 June 2023 and 13 September 2023.
13.

Details of Council members and their appointment date, tenure and attendance at Advisory Council meetings for FY23 are as follows:

Name	Role	AC Member Since	Date of Last Appointment	Attendance over No. of AC meetings for FY23
Mr Marcus Frost	Representative for WVI	01/03/2021	01/03/2021	2/4
Mr Lau Peet Meng	Council Member	19/07/2012	WVI Board Member Since September 2020	4/4
Mr Soon Sze Meng	Chairman	01/01/2023	01/01/2023	3/3
Ms Michelle Cheo	Vice Chairman w.e.f. 1 January 2020	09/06/2015	09/06/2021	4/4
Mr Nicholas Khoo	Council Member	28/08/2014	28/08/2020	3/3
Ms Jacqueline Tan	Council Member	01/01/2019	01/01/2022	4/4
Mr Kevan Goh	Council Member	03/01/2020	03/01/2023	4/4
Ms Sharon Lim	Council Member	03/01/2020	03/01/2023	3/4
Mr Lucas Chow	Council Member	01/01/2021	01/01/2021	4/4
Mr Tony Lai	Council Member	01/10/2021	01/10/2021	2/4
Mr Aaron Boey	Council Member	01/04/2023	01/04/2021	2/2

14.

Terms of Reference of the Committees are as follows:

Governance Committee

- Ensures a robust Advisory Council recruitment and succession plan as part of the mandate to ensure Council diversity, renewal and bench strength. The process is in place to ensure that suitable council candidates are identified and recommended to the Council in a timely manner. In addition, the Committee also supports the Chairman in the process of selection, recruitment and succession planning of the National Director/CEO. Aligned to this, this Committee can be sought to provide input into key positions of the management team.



- Supports the Chairman of the Advisory Council in providing leadership across Partnership and WVI-S governance matters including review of Partnership policies and its relevance to WVI-S, Council governance and effectiveness, so that the Council fulfils its oversight responsibilities for WVI-S's system of governance and supporting ongoing development of Council members for continuous improvement and assessment of the Council for performance and effectiveness as a whole.
- Ensures WVI-S is designing, implementing, monitoring and evaluating staff welfare policies, and has in place adequate frameworks and systems for people management and assists the Advisory Council in establishment of remuneration policies and practices for the National Director/CEO and all Manager (HOD) level positions.

**Audit and Risk Committee**

- Assists the Advisory Council in its oversight responsibilities by ensuring integrity of statutory reporting, effectiveness of external audit, adequacy and effectiveness of management activities relating to financial/accounting and the organisation's risk management and control framework.

**Resource Development Committee**

- Provides leadership to the management team as they give insights into the giving landscape, marketing and eCommerce landscape and to advise the Advisory Council on fundraising priorities that support the charity's strategic plan and financial plan and obtain fiscal and other support for them (e.g. strategic partners).
- Acts as strong connectors for executive management to new major funding prospects and opportunities.

**Local Ministry Committee**

- Provides strategic advice and guidance to the Advisory Council and brings to the full Council any recommended programmes for action or decisions in the following areas:
  - Youth Ministry & Engagement
  - Faith & Church Engagement
  - Local Programmes (including capacity building for charity sector by WVI-S)

15. Refer to the Annual Report for the Organisation Chart (page 35) and details of Executive Leadership Team (page 34-35).

**B. STRATEGIC DIRECTION AND PROGRAMME MANAGEMENT**

1. The Advisory Council reviews and approves the vision and mission of the organisation through Advisory Council and its Committee meetings.
2. These are documented and communicated to its members through corporate and management meetings, and to the public through publicity materials such as the organisation website, annual report and community networking.
3. The Advisory Council reviews and endorses a strategic plan for the organisation to ensure that the activities are in line with its objectives.

**C. HUMAN RESOURCE AND VOLUNTEER MANAGEMENT**

1. The organisation employs paid staff.
2. No staff is involved in setting his or her own remuneration.
3. There are no staff (employees) who are close members of the family of a Director or the CEO (i.e. Executive Director equivalent), and whose remuneration each exceeds S\$50,000 during the year.
4. The Governance Committee reviews and endorses documented human resource policies for staff.
5. There are HR policies and a HRIS system for regular supervision, appraisal and professional development of staff.
6. The Advisory Council, through the Governance Committee, reviews recruitment and retention policies to ensure they are relevant to market conditions and overall organisational objectives.
7. The annual remuneration of the key management personnel whose salaries are S\$100,000 and above are as shown below.

Remuneration Band	FY23	FY22
S\$100,000 - S\$200,000	1	2
S\$200,000 - S\$300,000	1	1

8. Volunteers, either individuals or corporates, are key partners in our fulfilment of programme requirements. In FY23, WVI-S did not engage any significant number of volunteers as physical programmes have remained at a lower frequency post COVID-19. The People & Culture team manages volunteer enquiries and matches programmes requirements with those of the volunteers.
9. New volunteers are briefed as required to abide by workplace policies including Child Safeguarding to maintain confidentiality and comply with the Personal Data Protection Act 2012. Briefings and trainings are conducted for volunteers to ensure they are able to contribute effectively.

**D. MANAGEMENT OF CONFLICT OF INTEREST**

1. There are documented procedures for Advisory Council members and staff to declare actual or potential conflicts of interests. Such instances may include business transactions or contracts that WVI-S enter into, dealings and collaborations with potential partners and contractual agreements with suppliers or other staff.
2. Advisory Council members make annual declarations of actual or potential conflicts of interests to the Council.
3. Advisory Council members abstain and do not vote or participate in decision-making on matters where they have a conflict of interest.

**E. FINANCIAL MANAGEMENT AND INTERNAL CONTROL**

1. The Advisory Council, together with the Audit and Risk Committee, ensures internal control systems for financial matters are in place with documented procedures.
  - i. The Advisory Council reviews and endorses the annual budgets.
  - ii. Internal control policies and management review controls in key areas such as procurement, receipting, payment, delegation of authority and approval limits are practiced to ensure compliance and the key controls are reviewed regularly to ensure its effectiveness.
  - iii. The financial records have been properly maintained and the financial statements give a true and fair view of the Company's operations and finances.
2. The organisation's Reserves Policy is to maintain an operating reserve of not more than 6 months of its annual operating expenditure as well as project commitments. This reserve cap follows World Vision International Federated Partnership's Operating Policies. The details of restricted funds and their purpose are included in the Financial Statements.
3. Principal functions of the Audit and Risk Committee include:
  - i. Endorse and review the financial statements of WVI-S and its statement of financial position before their submission to the Advisory Council and disclosure of these financial statements on the annual report;
  - ii. Assess the co-operation and assistance given by management to the external auditors of WVI-S;
  - iii. Assess the independence, objectivity and effectiveness of the external auditors of WVI-S;
  - iv. Review the annual financial performance once a year with the external auditors; and
  - v. Review risk management procedures and practices on all areas of operations (including financial-related matters).
4. In FY23, WVI-S did not provide loans to any persons, establishments or related parties.

**F. INVESTMENT GUIDELINES**

1. WVI-S abides by the World Vision Partnership Investment Guidelines and adopts a conservative stance towards investing of reserves. In FY23, reserves set aside for investment were placed in fixed deposits.

**G. CONDUCT OF FUNDRAISING ACTIVITIES**

1. WVI-S has established guidelines for fundraising based on regulations and best practices set out by the Singapore Commission of Charities as well as the World Vision Partnership.



- Donor's intent with regards to funds received (donations) made for specific or identified designated purposes are strictly observed. Funds in designated accounts will be used for the sole intention of which the designated funds had been established. Any change of use of such funds will only be administered after attaining the consent of the donor who had stipulated the original intention of that donated sum.
- Donations collected are properly recorded in WVI Partnership's donor management system, and are promptly deposited.
- The total fundraising expenses did not exceed 20% of the total receipts (World Vision Partnership policy guidance) from fundraising and sponsorships for FY23.
- WVI-S did not engage the services of commercial fundraisers in FY23.

#### H. RISK MANAGEMENT AND INTERNAL CONTROLS

- The Advisory Council and Audit and Risk Committee are assisted by the Executive Leadership Team to evaluate the adequacy and effectiveness of the organisation's risk management and internal control systems, including financial, operational, compliance and information technology controls.
- The Audit and Risk Committee oversees the risk management framework and guidelines of WVI-S. It is responsible for, among other things, reviewing WVI-S's policies, risk management framework, processes and procedures for identifying, measuring, reporting and mitigating key risks in WVI-S's programmes and operations. WVI-S's risk management framework and guidelines are also aligned to the World Vision Partnership guidelines and systems.

#### I. WHISTLE-BLOWING POLICY

- The Whistle-blowing Policy aims to provide an avenue for employees and external parties to raise concerns and offer reassurance that they will be protected from victimisation for whistle-blowing in good faith.
- The policy covers issues of: fraud, corruption, misappropriation, blackmail, bribery, failure to comply with legal/regulatory obligation, significant breach of policies or internal controls including breaches of codes of conduct, non-disclosure of conflict of interest or related-party transactions, endangerment of health and safety of an individual or concealment of any of the above.
- The policy is to assist the Audit and Risk Committee in managing allegations of fraud or other misconduct, disciplinary and any other actions that may be initiated following the completion of the investigations are fair and actions taken to correct the weakness in the existing system of internal process, where appropriate, in order to prevent recurrence.

#### J. DISCLOSURE AND TRANSPARENCY

- WVI-S makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial information, Advisory Council and executive management.
- Principal Funding Sources – WVI-S's principal funding source is through private corporate and personal donors and being a foreign charity, is not a beneficiary of any local grants.
- The organisation operates on premises at 6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737, which was donated by a third party, and is co-located with two other charities.
- Related Party Transactions – There is no significant related party transaction during the financial year or in the 5 years preceding FY23, except for the provision of Information Technology services by another unit of World Vision International.

#### K. PUBLIC IMAGE

- WVI-S accurately portrays its image to its members, donors and the public and has guidelines stipulated in its Corporate Communications policies on how mediums of communication are to be used and how stakeholders are to be engaged.

#### GOVERNANCE EVALUATION CHECKLIST (ENHANCED TIER) – 1 OCTOBER 2022 TO 30 SEPTEMBER 2023

S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff <sup>1</sup> appointments? (skip items 2 and 3 if “No”)		No	
2	Staff does <b>not chair</b> the Board and does <b>not comprise more than one third</b> of the Board.	1.1.3	Complied	
3	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	Complied	
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) <b>can only serve a maximum of 4 consecutive years.</b>	1.1.7	Complied	
	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.			
5	All governing board members must submit themselves for <b>re-nomination and re-appointment</b> , at least once every 3 years.	1.1.8	Complied	
6	The Board conducts <b>self evaluation</b> to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if “No”)		Yes	
7	The charity discloses in its annual report the <b>reasons for retaining the governing board member who has served for more than 10 consecutive years.</b>	1.1.13	Complied	
8	There are <b>documented terms of reference</b> for the Board and each of its committees.	1.2.1	Complied	
CONFLICT OF INTEREST				
9	There are documented procedures for governing board members and staff to declare actual or potential <b>conflicts of interest</b> to the Board at the earliest opportunity.	2.1	Complied	
10	Governing board members <b>do not vote or participate</b> in decision making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
11	The Board <b>periodically reviews and approves the strategic plan</b> for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
HUMAN RESOURCE AND VOLUNTEER <sup>2</sup> MANAGEMENT				
12	The Board approves <b>documented human resource policies</b> for staff.	5.1	Complied	
13	There is a <b>documented Code of Conduct</b> for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? (skip item 15 if “No”)		Yes	
15	There are <b>volunteer management policies</b> in place for volunteers.	5.7	Complied	
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS				
16	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	
17	The Board ensures that <b>internal controls for financial matters</b> in key areas are in place with <b>documented procedures.</b>	6.1.2	Complied	
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
19	The Board ensures that there is a process to <b>identify, and regularly monitor and review</b> the charity's <b>key risks.</b>	6.1.4	Complied	
20	The Board approves an <b>annual budget</b> for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if “No”)		Yes	
21	The charity has a <b>documented investment policy</b> approved by the Board.	6.4.3	Complied	



S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>FUNDRAISING PRACTICES</b>				
	<b>Did the charity receive cash donations (solicited or unsolicited) during the financial year?</b> (skip item 22 if "No")		Yes	
22	All collections received (solicited or unsolicited) are <b>properly accounted for and promptly deposited</b> by the charity.	7.2.2	Complied	
	<b>Did the charity receive donations in kind during the financial year?</b> (skip item 23 if "No")		Yes	
23	All donations in kind received are <b>properly recorded</b> and accounted for by the charity.	7.2.3	Complied	
<b>DISCLOSURE AND TRANSPARENCY</b>				
24	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and  (b) the attendance of every governing board member at those meetings.	8.2	Complied	
	<b>Are governing board members remunerated for their services to the Board?</b> (skip items 25 and 26 if "No")		No	
25	<b>No</b> governing board member is involved in setting his own remuneration.	2.2		
26	The charity discloses the <b>exact</b> remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.	8.3		
	<b>Does the charity employ paid staff?</b> (skip items 27, 28 and 29 if "No")		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	
28	The charity discloses in its annual report – (a) the total annual remuneration for <b>each of its 3 highest paid staff</b> who each has received remuneration (including remuneration received from the charity's subsidiaries) <b>exceeding S\$100,000</b> during the financial year; and  (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.	8.4	Complied	
	The information relating to the remuneration of the staff must be presented in bands of S\$100,000. OR The charity discloses that <b>none</b> of its paid staff receives more than S\$100,000 each in annual remuneration.			
29	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 <sup>3</sup> belonging to the Executive Head <sup>4</sup> or a governing board member of the charity;  (b) the staff has received remuneration exceeding S\$50,000 during the financial year.  The information relating to the remuneration of the staff must be presented in bands of S\$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 S\$50,000 during the financial year.	8.5	Complied	
<b>PUBLIC IMAGE</b>				
30	The charity has a <b>documented communication policy</b> on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

#### Notes:

<sup>1</sup> Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

<sup>2</sup> Volunteer: A person who willingly serves the charity without expectation of any remuneration.

<sup>3</sup> Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity –

(a) who may be expected to influence the Executive Head's or governing board member's (as the case may be) dealings with the charity; or

(b) who may be influenced by the Executive Head or governing board member (as the case may be) in the family member's dealings with the charity.

A close member of the family may include the following:

- the child or spouse of the Executive Head or governing board member;
- the stepchild of the Executive Head or governing board member;
- the dependant of the Executive Head or governing board member;
- the dependant of the Executive Head's or governing board member's spouse.

<sup>4</sup> Executive Head: The most senior staff member in charge of the charity's staff.

#### Declaration

I declare that my charity's / IPC's governing Board has approved this Governance Evaluation Checklist and authorised me to submit on its behalf.

All information given by me in this checklist submission is true to the best of my knowledge and I have not wilfully suppressed any material fact.

The full responsibility for providing accurate and updated checklist information will rest with my charity's / IPC governing Board.



# Make A Difference With Us



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**Pledge To  
The Survival Fund**



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**Bequeath A  
Legacy Gift**



**Get Your  
School Involved**



**Volunteer / Intern  
With World Vision**

## **World Vision Singapore**

6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737

World Vision is a Christian relief, development and advocacy organisation dedicated to working with children, families and their communities worldwide to reach their full potential by tackling the root causes of poverty and injustice. We serve all people regardless of religion, race, ethnicity or gender.

 **6922 0100**

 **ENQUIRIES@WORLDVISION.ORG.SG**

 **WORLDVISION.ORG.SG**



**World Vision Singapore**



**worldvisionsg**



**WVSingapore**