



ANNUAL REPORT

2024/2025



**Special
Olympics**
Singapore

VISION

Special Olympics envisions a world where people with intellectual disabilities lead healthy, vibrant lives grounded in ongoing sports and physical activities, sound nutrition and a deeply held commitment to improve, compete, achieve and demonstrate their personal bests to themselves and their communities.

MISSION

To promote and provide year round sports training and athletic competition in a variety of Olympic- type sports for children and adults with intellectual disabilities, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendship with their families, other Special Olympics athletes and the community.

OBJECTIVES

To organise sports training programmes and competitions for children and adults with intellectual disabilities.

To provide opportunities for Special Olympics athletes to participate in National, Regional and World Special Olympics Games.

To promote integration amongst Special Olympics athletes and mainstream athletes through participation in Unified team sports.

To encourage family involvement and increase public awareness about individuals with intellectual disabilities.

CORE VALUES

Empowerment of persons with intellectual disabilities

Special Olympics strives to create a better society by fostering the acceptance and inclusion of all people. Through the power of sports, people with intellectual disabilities discover new strengths and abilities, skills and success. Our athletes find joy, confidence and fulfillment—on the playing field and in life. They also inspire people in their communities and elsewhere to open their hearts to a wider world of human talents and potential.

The Power to Transform Lives

The transformative power of sports to instill confidence, improve health and inspire a sense of competition is at the core of what Special Olympics does. From the detailed coaching guides we provide in many languages to the sharp-eyed officials at our international games, the focus is on real sports, real competition, real achievements.

CONTENTS

Vision, Mission, Objectives & Core Values	02	Family Support Network - Family Day @ Bird Paradise	38
Contents	04	Healthy Athletes Day - 29 March 2025	40
About Us	05	Young Athletes	42
Sports & Programmes	06	Fundraising	44
President's Report	08	Fundraising Plans	45
Board Members	10	Acknowledgements	46
Committees & Staff	17	Partners	
Board Meetings and Attendance	20	Sponsors	
Terms of Reference	22	Donors	
Impact by Numbers	26	Volunteers	
Year In Review	28	Special Partnership Highlight	52
Highlights of the Year	30	Smartcom Pte Ltd	
Sports & Competitions		The Year Ahead	53
International Competitions		Members & Affiliates	54
Special Olympics World Winter Games Turin 2025	30	Policies	55
Regional Competitions		Financial Highlights	56
Special Olympics Asia Pacific Bocce & Bowling Competition - New Delhi 2024	32	Financial Statements & Governance Evaluation Checklist	60
National Competitions			
Play Inclusive 2024	34		
SOSG Bocce Competition 2024 & SOSG Bowling Competition 2024	35		
Programmes & Initiatives			
Athlete Leadership + SOSG Givesback	36		



ABOUT US



Special Olympics Singapore (SOSG) was set up in April 1983 as an adjunct committee of the Movement for the Intellectually Disabled of Singapore (MINDS) and the Association for Persons with Special Needs (APSN).

Subsequently it was officially registered as an independent voluntary welfare organisation with the Registrar of Societies on 15 January 1991 and as a charity with the Commissioner of Charities under the Charities Act (Chapter 37) on 22 February 1994.

SOSG's governing instrument is its Constitution approved by Registry of Societies on 24 June 2022 (Reg 79(a)(i) of Accounts and Annual Report Reg).

SOSG is a certified Institute of Public Character (IPC) organisation and has been accorded IPC (Institution of a Public Character) status from 1 August 2024 - 15 Sep 2027.

SOSG is affiliated to the National Council of Social Service (NCSS) and Singapore National Olympic Council (SNOC).

SOSG is recognised by Sport Singapore as a National Sports Association (NSA) and as a member of the Safe Sport Commission. SOSG is also accredited and recognised as a member of Special Olympics International.

Unique Registration Number (UEN):
S91SS0003B

Registered Address:
Block 2 Saint George's Road
#01-65 Singapore 322002

Auditor:
S B Tan Audit PAC

Bankers:
DBS Bank Limited,
Maybank Singapore Limited,
CIMB Bank Berhad



SPORTS



ATHLETICS



BADMINTON



BASKETBALL



BOCCE



BOWLING



DANCESPORT



FLOORBALL



FOOTBALL



SWIMMING

PROGRAMMES & INITIATIVES



ATHLETE LEADERSHIP



**FAMILY SUPPORT
NETWORK**



HEALTHY ATHLETES



YOUNG ATHLETES



**MOTOR ACTIVITY
TRAINING PROGRAMME**

PRESIDENT'S REPORT

Celebrating a Year of Achievement, Embracing a Promising Future

Financial Year 2024/2025 is a year marked by significant growth, commendable achievements, and progress in the ongoing journey of Special Olympics Singapore (SOSG). Together with our dedicated stakeholders, partners, and volunteers, SOSG continues to uplift and transform the lives of athletes with intellectual disabilities through the power of sport and inclusion.

Representing Singapore on the World Stage

A notable highlight of the year was the successful participation of Team Special Olympics Singapore at the 2025 Special Olympics World Winter Games in Turin, Italy. For the first time, SOSG proudly sent a contingent comprising four athletes to compete in the inaugural DanceSport event, supported by four officials. DanceSport was featured as an official competition following its debut as a demonstration sport at the 2019 World Games in Abu Dhabi. Despite being a relatively small delegation, the team delivered exceptional results, securing 1 Gold and 1 Silver medal in the Traditional Dance Couples category, and achieving 4th place in the Traditional Dance Team event.

On behalf of the SOSG Board, I extend our deepest appreciation to all who believed and supported our 2025 World Winter Games athletes. A special note of gratitude goes to the team officials and SOSG staff for their unwavering

dedication and support, playing a pivotal role in enabling our athletes to rise to their fullest potential and representing Singapore with pride.

Play Inclusive: Advancing Unity Through Sport

SOSG's flagship national initiative, Play Inclusive, continues to serve as a vital platform for fostering understanding, inclusion, and shared learning. Through strategic collaboration with our key partners (Ministry of Education, SportCares, and the Singapore Disability Sports Council), mainstream students and unified partners were paired with athlete-partners from SOSG member organisations, SOSG outreach programmes and special education schools to train and compete side-by-side.

The 2024 Play Inclusive programme culminated in a grand finale held over two days, on 3rd and 17th August 2024. For the first time, this event was held at the prestigious Singapore National Stadium. The opportunity to compete at this iconic venue was an inspiring and unforgettable experience for our athletes and unified partners. We were heartened to witness the consistent display of empathy, teamwork, and sportsmanship among all participants, reaffirming the transformative power of unified sports.

Investing in Leadership and Future Potential

As an organisation steadfast in its mission to empower athletes, SOSG is proud to report that 15 new athlete leaders were nominated and trained in 2024. These athlete leaders exemplify resilience, leadership, and capability. SOSG remains committed to strengthening our athlete leadership programme, providing these athlete-leaders with training, platforms for visibility, and meaningful opportunities to contribute and advocate for their fellow athletes and peers.

Return of the SOSG National Games

SOSG is especially thankful that the 10th edition of the National Games, that took place from 30 May–2 June 2025 was a tremendous success! After an eight-year hiatus since the last Games in 2017, the return of this highly anticipated event represented a significant milestone for our movement.

While the 10th National Games falls under the FY 25/26, I would like to salute and thank the Games Organising Committee, sub-committees, staff, volunteers, families, sponsors and donors in advance for joining hands with SOSG to support and celebrate sporting excellence, courage, friendship and the amazing sporting abilities and potential of all our athletes. The National Games encapsulated the vibrant community of Special Olympics athletes, families, volunteers and supporters in a manner that no other sport competitions can ever replicate!

A Heartfelt Thank You to Our Community

On behalf of the SOSG Board, I extend our sincere and heartfelt appreciation to all stakeholders, donors, supporters, and volunteers. Your dedication, partnership, and belief in SOSG's mission have been instrumental in driving our efforts forward. Every contribution - time, expertise, or resources - makes a tangible and lasting difference in the lives of our athletes. I also like to express my profound gratitude to the SOSG Board, Committee members, and staff for their unwavering commitment throughout this demanding and dynamic year. Your contributions, both seen and unseen, are deeply valued and appreciated.

To everyone in this community of care and support, you are the wind beneath our athletes' wings, enabling them to soar higher and further!

Looking Ahead: The Next Lap

The Ministry for Culture, Community and Youth (MCCY) launched a refreshed Disability Sports Masterplan in November 2024. The Masterplan affirmed Singapore's commitment to encourage, support and build a more inclusive and sustainable sporting ecosystem for persons of all abilities. At SOSG we applaud Singapore's commitment to ensure that all individuals with disabilities will be able to participate, thrive and live better through sports. Together with key stakeholders, SOSG reaffirms our mission to build a more inclusive sporting society, one where every individual is valued, empowered, and provided with the opportunity to thrive and shine. Hand in hand, let us continue this journey and SOSG's mission with purpose, pride, and unity. Together, we can achieve!

Dr. Teo-Koh Sock Miang Phd
Justice of the Peace
BBM, PBM, PBS

BOARD OF SPECIAL OLYMPICS SINGAPORE

Special Olympics Singapore is governed by a Board, which is a governing body responsible for overseeing and managing a charity. In Special Olympics Singapore, we are managed by the Management Committee of our Board. Reporting to the governing board are Committees that look into specific areas such as Audit, Finance & Investment and Human Resources.

In Special Olympics Singapore’s current board of 13 members, there are a total of 6 female board members represented.

Disclosure of Remuneration and Benefits received by Board Members

No Board members are remunerated for their Board services in the financial year.

Term Limit of Board

To enable succession planning and steady renewal in the spirit of sustainability of the charity, the Board has an updated term limit of eight years as stated in the amended Constitution approved by ROS on 24th June 2022. In particular, the Honorary Treasurer has a term limit of four years.

Prior to the amended Constitution in 2022, all office-bearers may be re-elected to the same or related post for consecutive terms of office with the exception of the Honorary Treasurer. Hence there are some current Board members who have worked consecutively in the Board for the immediate past 10 years before the change in SOSG Constitution in 2022.

PATRON-IN-CHIEF **Mr Tharman Shanmugaratnam**
President of the Republic of Singapore

ELECTED BOARD MEMBERS

MANAGEMENT COMMITTEE



Dr. Teo-Koh Sock Miang
(PhD, PBM, BBM, JP)

President
22 September 2023

Adapted Physical Education/
Disability Sport Consultant,
Ministry of Education

Past appointments:

President
2021-2023, 2007-2019, 2004-2005

Vice-President
2001-2003, 2005-2007

Honorary Secretary
1996-2001



Capt. Loh Chin Chan Roger

Vice-President
22 September 2023

Airline Pilot,
Singapore Airlines

Past appointments:

President
2019-2021

Vice-President
2013-2019

Honorary Treasurer
2010-201

ELECTED BOARD MEMBERS

MANAGEMENT COMMITTEE



HONORARY SECRETARY

Mr Vicknesh Naidu

Honorary Secretary
22 September 2023

Instructor Air Traffic Controller,
ST Engineering

Past appointments:

Honorary Secretary
2021-2023



HONORARY TREASURER

Ms Ching Soo Ling

Honorary Treasurer
22 September 2023
- 6 May 2024

Regional Business Analyst,
Fugro



HONORARY TREASURER

Mr Huang Yuchi

Honorary Treasurer
15 August 2024

Honorary Assistant Treasurer
22 September 2023 - 14 August 2024

Section Head, Business & Services (Lifeskills),
School of Business & Services,
ITE College West

Past appointments:

Honorary Treasurer
2022-2023

ELECTED BOARD MEMBERS



Mr Chua Chao Cai Charles

Elected Board Member
22 September 2023
- 3 July 2024

Director,
Chin Giap Soon Trading Pte Ltd



Ms Fauziah Bte Ahmad

Elected Board Member
22 September 2023

Senior Consultant, Special Projects,
Rainbow Centre

Past appointments:

Elected Board Member
2021-2023



Mr Keh Eng Song

Elected Board Member
22 September 2023

Project Lead,
Special Needs Trust Company Ltd

ELECTED BOARD MEMBERS



Mrs Linda Prebhash

Elected Board Member
22 September 2023

Principal Trainer,
Rainbow Centre

Past appointments:

Honorary Secretary
2003 - 2019

Director of Sports and Training
2000 - 2019



Ms Rosyniah Wang

Elected Board Member
22 September 2023

Homemaker

Past appointments:

Appointed Board Member
2022 - 2023



APPOINTED BOARD MEMBERS



Ms Nur Rasyidah Binti Andi Satria

Representative from Permanent Member:
APSN Representative
22 September 2023

Head of Department
PE/Aesthetics/CCA,
APSN Chaoyang School

Past appointments:

Representative from Permanent Member:
APSN Representative
2021-2023



Ms Suzana Binte Soo

Representative from Permanent Member:
MINDS Representative
22 September 2023

Principal,
MINDS Towner Gardens School

Past appointments:

Representative from Permanent Member:
APSN Representative
2021-2023



Mr Hay Qing Hui

Appointed Board Member (Athlete Representative)
13 October 2023

Instructor Assistant,
APSN Tanglin School

Past appointments:

Appointed Board Member (Athlete Representative)
2022-2023

APPOINTED BOARD MEMBERS



Dr Jamie Mervyn Lim

Appointed Board Member
12 October 2023

Chief Executive Officer,
Ren Chi Hospital (Singapore)



Mr Noel Ng

Appointed Board Member
11 April 2024

Chief Operating Officer,
Goodwins Law Corporation



COMMITTEES

APPEALS

Dr Teo-Koh Sock Miang (Chairperson)
Mr Lee Theng Ngee

AUDIT

Mr Keh Eng Song (Chairperson)
Mr Chee Siew Fai
Capt Roger Loh Chin Chan

COMMUNICATIONS, PARTNERSHIPS & FUNDRAISING

Mr Vicknesh Naidu (Chairperson)
Ms Ching Soo Ling (Til 6 May 2024)
Mr Lee Theng Ngee
Ms Rosyniah Wang
Mr Kevan Lee
Mr Ralf Schmidt

DISCIPLINARY

Mrs Liza Ow Lai Peng (Chairperson)
Ms Fauziah Bte Ahmad

FAMILY SUPPORT NETWORK

Ms Rosyniah Wang (Chairperson)
Ms Magdelene Yip Lai Wah (Vice-Chairperson)
Mdm Mimi Tan (Cze Mee Mee) (Vice-Chairperson)
Mr Lin Yongfu
Mrs Lucy Siau (Secretary)
Ms Rosmawati Bte Rusli
Ms Doris Lee (Treasurer)
Mr Anand Lal
Mr Lee Theng Ngee (Advisor)
Ms Jothi Marimuthu
Ms Ratna Bin Mohamed Zain
Ms Kamsih Afandi
Mrs Karen Yeo

FINANCE & INVESTMENT

Ms Ching Soo Ling (Chairperson) (Til 6 May 2024)
Mr Huang Yuchi (Chairperson) (Since 7 May 2024)
Mr Lee Theng Ngee

GAMES SELECTION

Dr Teo-Koh Sock Miang (Chairperson)
Mrs Linda Prebhash
Capt Roger Loh Chin Chan
Ms Fauziah Bte Ahmad
Mr Vicknesh Naidu

HEALTHY ATHLETES & MEDICAL

Ms Emily Lim
Dr Ethan Lim Yii Hong
Mr Ahmad Iqbal Bin Kamari
Dr Cheryl Ngo
Dr David Lim
Dr Tengku Sinannaga

Clinical Directors

MedFest: Dr Darren Leong Kok Cheong

Health Promotion: Ms Ling Ping Sing

FUNFitness: Ms Emily Lim,
Mr Ahmad Iqbal Bin Kamari, Mr Jia Jun Lim

Fit Feet: Mr Timothy Maiden

Opening Eyes: Dr Cheryl Ngo, Mr Koh Lian Buck

Special Smiles: Dr David Lim,
Dr Tengku Sinannaga

HUMAN RESOURCE

Mr Vicknesh Naidu (Chairperson)
Ms Suzana Bte Soo
Dr Teo-Koh Sock Miang
Ms Fauziah Bte Ahmad
Mrs Liza Ow Lai Peng

SPORTS

Mrs Linda Prebhash(Chairperson)
Dr Teo-Koh Sock Miang
Mr Huang Yuchi

Sports Sub-Committees

Athlete Representatives: Mr Hay Qing Hui,
Mr Salihin Bin Nawi

Athletics: Mr Norman Koh

Badminton: Mr John Soh, Mr Kevan Lee

Basketball: Mr Oliver Tan

Bocce: Ms Suriani Bte Soo

Bowling: Mr Adam Lim,
Ms Nur Rasyidah Binti Andi Satria

DanceSport: Mrs Liza Ow Lai Peng

Floorball: Mr Chua Chao Cai Charles (Til 3 July 2024)

Football: Mr Lionel Teo

Swimming: Mr Andre Gerard Garcia Ballesteros

VOLUNTEER MANAGEMENT

Mr Huang Yuchi
(Chairperson)
Mrs Linda Prebhash
Mr Vicknesh Naidu
Ms Suzana Bte Soo
Mr Chua Chao Cai Charles
Ms Fauziah Bte Ahmad

STAFF

The office of Special Olympics Singapore is led by Executive Director, Mr Vijaikumar S/O Rangabashayam, appointed on 1 April 2024.

Disclosure of Remuneration of three highest paid staff

Disclosure of annual remuneration of three highest paid staff who each receives more than \$100,000, in bands of \$100,000:

Remuneration band	Number of staff
Between \$100,000 to \$200,000	1

Disclosure of number of paid staff who are close members of the family of Board members

The charity also has no paid staff, who are close members of the family of Board members, who each receives total remuneration of more than \$50,000 during the year.

Executive Director
Vijaikumar S/O Rangabashayam

Admin & Finance Executive
Goh Chih Kong Andrew

Partnerships, Communications & Fundraising Executive
Tay Su Yin (covering officer)

Sports Manager
Samy Lim Chee Kwee

Volunteer Manager
Tay Su Yin

Sports Executive
Rachel Ng Helin
Zayden Oh Yuet Ngor
Loh Ding Jie
Ang Kah Hui Zoey (From Sep 2024 - May 2025)
Goh Jia Hui (Till Oct 2024)

BOARD MEETINGS AND ATTENDANCE

A total of 6 Board meetings, and 1 AGM were held (April 2024 – March 2025).

S/N	Name	Position	11 Apr 2024	13 Jun 2024	14 Aug 2025	21 Sep 2024	10 Oct 2024	26 Nov 2024	13 Feb 2025
1	Dr. Teo-Koh Sock Miang	President	P	P	P	P	P	P	P
2	Capt. Loh Chin Chan Roger	Vice President	P	P	P	X	X	P	P
3	Vicknesh Naidu	Honorary Secretary	P	P	P	P	P	X	P
4	Ching Soo Ling (till 6 May 2024)	Honorary Treasurer	X	NA					
5	Huang Yuchi	Honorary Assistant Treasurer Honorary Treasurer	P	P	P	P	P	P	P
6	Chua Chao Cai Charles (Till 3 July 2024)	Elected Board Member	X	X	NA				
7	Fauziah Bte Ahmad	Elected Board Member	X	P	P	P	P	P	X
8	Keh Eng Song	Elected Board Member	P	P	P	P	P	P	P
9	Linda Prebhash	Elected Board Member	X	P	P	w	P	P	P
10	Rosyniah Wang	Elected Board Member	P	P	P	P	P	P	X
11	Nur Rasyidah Binti Andi Satria	Representative from Permanent Member: APSN Representative	X	P	P	P	P	X	P
12	Suzana Bte Soo	Representative from Permanent Member: MINDS Representative	X	X	P	P	P	X	P
13	Hay Qing Hui (From Nov 2023)	Appointed Board Member: Athlete Representative	X	P	P	X	X	P	X
14	Dr Jamie Mervyn Lim (from 12 Oct 2023)	Appointed Board Member	P	X	P	P	P	P	P
15	Ng Yi Noel (from 11 April 2024)	Appointed Board Member	NA		X	X	P	X	X

TERMS OF REFERENCE

AUDIT AND RISK COMMITTEE

Internal control:

- Ensure that effective and efficient internal controls are in place, with documented procedures, for finance matters, including:
 - Procurement procedures and controls
 - Quotations and Tenders procedures and controls
 - Receipting and Payment procedures and controls
 - Inventory control
 - Accounting for Fixed Assets
 - A system for the delegation of authority and limits of approval

Internal Audit:

- Ensure that periodic internal audits are carried out on controls, processes, key programmes, fundraising events and activities.

External Audit:

- Review the appointment and fees of the Honorary/External Auditor(s).

Audit Review:

- Liaise with the Auditor(s) and review the annual audit plan, audit work performed and audit findings and recommendations.
- Oversee compliance with statutory responsibilities relating to financial reporting and disclosure requirements.

Investigations:

- Oversee special investigations when required by the Board.

COMMUNICATIONS, PARTNERSHIP & FUNDRAISING COMMITTEE

- Ensure that all actions carried out are in line with Special Olympics Singapore Communication Policy.
- Publish quarterly newsletters for Special Olympics Singapore highlighting the key events and achievements.
- Ensure that the newsletter permit from IMDA remains valid prior to publication of the newsletter.
- Actively update social media platforms such as Instagram, Facebook etc. on Special Olympics Singapore events to raise awareness.
- Collaborate with external agencies such as Sport Singapore, Singapore National Olympics Council, Special Olympics Asia-Pacific and Sponsors to ensure unceasing support.
- Be the bridge between external media and Special Olympics Singapore to ensure that the organisation is correctly portrayed at all times.

DISCIPLINE COMMITTEE

- Attend to complaints made to SOSG regarding any alleged disciplinary offence by support personnel, including team managers, physiotherapists, psychologists, masseurs, sport trainers and others; coaches and assistant coaches; athletes; referees, umpires and other officials; volunteers; other personnel participating in events and activities, including camps and training sessions, held or sanctioned by Special Olympics Singapore; and any other person including families, spectators, parents/guardians of the athletes
- To conduct a full inquiry on complaints brought to the attention of SOSG Discipline Committee by the public or members of SOSG for breaching professional conduct and/or violating the SOSG Code of Conduct and/or committing a criminal offence. The purpose of the inquiry is to gather all the relevant facts of the case and provide a fair hearing to the person/persons so as to ensure that any disciplinary action taken is fair and just.
- Any such hearing and decision shall be in accordance with these terms of reference and any other rules, regulations and procedures established from time to time by the SOSG Board of Governance.
- A “disciplinary offence” refers to any of the following:
 - i. A violation of the SOSG Code of Conduct.
 - ii. Criminal activity perpetrated on SOSG property or premises, or during or in connection with sanctioned SOSG activities /events.
 - iii. A violation of any SOI or SOSG rules, regulations, or policies, or any other conduct associated with an event, activity or program operated.

FAMILY SUPPORT NETWORK COMMITTEE

- Promote our FSN motto: **FAMILY SUPPORTS FAMILY.**
- Strengthen SOSG family network within each SOSG sport and between different sports.
- Provide an effective communication and feedback network between SOSG, Board/Management and SOSG families.
- Board/Management and SOSG families.
- Support SOSG programmes and activities for athletes and families.

FINANCE & INVESTMENT COMMITTEE

Budgeting and Monitoring

- Formulate an annual budget and monitor budgeted expenditure to prevent or minimize operating deficits.

Assets and Resource Management

- Ensure that all assets are duly record and safeguarded against loss, and their value protected by adequate/appropriate insurance. Ensure the effective and efficient utilisation of facilities and resources.

Financial Standard Operating Procedures

- Establish and monitor Standard Operating Procedures to ensure proper operational and accounting practices and accurate financial records are maintained for all financial transactions.

Financial Reporting

- Ensure that Financial Statements are prepared for every financial year, and the Financial Statements conform to applicable legislation and relevant Financial Reporting and Disclosure requirements.

HEALTHY ATHLETES & MEDICAL COMMITTEE

- Plan and organise Healthy Athletes initiatives.
- Recruitment of volunteers for Healthy Athletes initiatives.
- Training of volunteers for Healthy Athletes initiatives.
- Project and prepare budget for approval by the Board.
- Oversee the implementation of the Healthy Athletes program.

HUMAN RESOURCE COMMITTEE

- Provide guidance and direction on the management and development of human resources.
- Review and ensure that all human resource policies and rules are progressive and in compliance with Singapore employment laws and statutory regulations relating to Charities and Institutions of a Public Character.
- Review, recommend, establish and oversee the implementation of human resource policies, rules, systems and measures.
 - Manpower Planning
 - Recruitment Processes and Strategies
 - Compensations and Benefits
 - Performance Management
 - Training and Career Development; Leadership Planning
 - Grievance, Conflict Resolution and Discipline Procedures
 - End of Service Procedures
 - Any other issues relating to human resource matters

SPORTS COMMITTEE

- Draws up and executes the implementation of the sporting calendar of Special Olympics Singapore.
- Review and recommend the proposed sports budget for approval by the Board.
- Maintain oversight of the approved sports budget.
- Oversee the implementation of the Annual Sports Programs.
- Advise the Board and stakeholders on the current rules and regulations as determined by Special Olympics International.
- Ensure all participants (athletes, coaches, parents, volunteers and others) in SOSG sports programs adhere to the Singapore Safe Sport Unified code.
- Make recommendations for volunteers/coaches training and development.
- Propose, implement and review athlete participation pathways and progression.

VOLUNTEER MANAGEMENT COMMITTEE

- Keep track of the list of volunteers in Special Olympics Singapore.
- Assign volunteers to various sports in collaboration with the Sports Committee.
- Oversee the Volunteer Development Timeline.
- Obtain feedback from Volunteers and make recommendations to the Board for the betterment of Special Olympics Singapore.

IMPACT BY NUMBERS

9 SPORTS



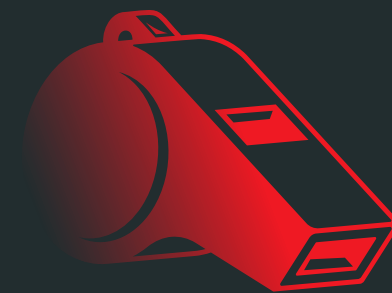
1405 ATHLETES



491 UNIFIED PARTNERS



54 ATHLETE LEADERS



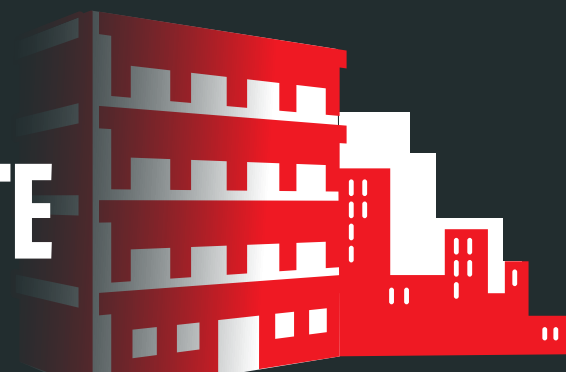
1425 VOLUNTEERS



1757 OUTREACH SPORTS TRAINING SESSIONS



48 SCHOOL & CORPORATE PARTNERS



YEAR IN REVIEW

MARCH 2024

- EagleWings Movie Outing
- Athlete Leader sharing with Youth Corps Singapore
- School Outreach - Ngee Ann Poly



APRIL

- EagleWings Movie Outing
- FSN Sport Stacking sessions
- Volunteer Orientation session

MAY

- SOSG Bowling Competition 2024
- FSN Sport Stacking sessions
- Northlight Sports Fiesta 2024 - Bocce Tryouts
- CoachSG Sharing on Unified Coaching
- Volunteer Orientation session
- Income Eco Run
- Paralympic Fiesta 2024 Walkathon

JUNE

- Cold Storage Kids Run 2024 - Young Athletes
- EagleWings Movie Outing
- Volunteer Orientation session
- TriFactor Run and RunSwim

JULY

- SOSG Bocce Competition 2024
- Volunteer Orientation session
- FSN Floral Arrangement Workshop
- DanceSport move to Enabling Village
- SNL Football League start
- UPS Volunteer Orientation
- Athlete Leadership Programme - Selections of new Athlete Leaders
- Judo fringe activity



AUGUST

- Volunteer Orientation session
- Play Inclusive 2024 (day 1 & 2 - 3 aug, 17 Aug)
- SNL Football League
- Young Athletes weekly sessions
- Judo fringe activity



SEPTEMBER

- Volunteer Orientation session
- Yellow Ribbon Run
- Young Athletes weekly sessions
- FSN Family Day at Bird Paradise
- SOSG Annual General Meeting 2024
- NTU SSM Career Kickoff 2024
- Access Pathways sharing at Ang Mo Kio Secondary School
- APSN Tanglin School - Parent Engagement 2024
- SNL Football League
- Strength & Conditioning sessions with Jun Hong
- Singtel-Singapore Cancer Society Race Against Cancer
- Judo fringe activity



FEBRUARY

- ALP workshop - Canva presentation + Email writing
- Carry Hope Run
- Table Tennis Fringe Activity
- JUSC Football
- Velocity 2x3 Basketball Tournament
- SneakerCon Exhibition Matches (3x3 Basketball)



JANUARY 2025

- ALP workshop - on Google drive + Google Forms
- ALP workshop - Canva slides
- NUS Bizad Charity Run
- Table Tennis Fringe Activity
- JUSC Football
- World Winter Games 2025 - Day Camp
- Judo fringe activity



DECEMBER

- Family Support Network - Parent Engagement session
- International Day of Persons with Disabilities - Panel Discussion
- Liitto Floorball Competition
>
- Athlete Leadership Programme - Onboarding of new Athlete Leaders
- ALP workshop - on Google drive + Google Forms



NOVEMBER

- Young Athletes Ribbons Day 2024
- FSN - Sexuality & Disability Talk by Dr J Lohsnah
- Unified Charity Bowl 2024
- UAE Embassy Event - Performance
- Run For Inclusion
- Run For Hope
- Singapore Marathon
- Para Sports Academy Season 4 Finale 2024
- Judo fringe activity



OCTOBER

- SNL Football League finale
- Strength & Conditioning sessions with Jun Hong
- HomeTeamNS Real Run
- Great Green Run
- ColourPop Run @ RP
- Great Eastern Women's Run
- World Winter Games 2025 - Team Bonding Day Camp
- Young Athletes weekly sessions
- Purple Parade 2024 - Performance
- Judo fringe activity



MARCH

- ALP teambonding - Amazing Race at Singapore Zoo
- Youth Corps Singapore - sharing session with Athlete Leaders
- Team Nila's 10th Anniversary - Bocce Showcase
- SCS Relay For Life
- Table Tennis Fringe Activity
- JUSC Football
- Learn-to-Play Floorball
- Healthy Athletes 2025
- World Winter Games Turin 2025



HIGHLIGHTS OF THE YEAR



INTERNATIONAL
COMPETITIONS

SPECIAL OLYMPICS WORLD WINTER GAMES 2025



The Special Olympics World Games is the world's largest humanitarian sporting event, and this year it was held in Turin, Italy. We saw participation from over 100 nations fielding close to 1500 athletes with intellectual disabilities competing in 9 sports. Team Singapore competed in DanceSport, Latin Dance genre in the team and couple categories.

This is the very first time that DanceSport is a competitive sport in the Special Olympics World Games, after it was unveiled as an official Special Olympics sport in 2019. Special Olympics Singapore (SOSG) sent a delegation consisting of 4 athletes and 4 officials to compete at the Special Olympics World Winter Games 2025 held in Turin, Italy, from 8 - 16 March 2025. The Team was led by Head of Delegation, Ms Nur Rasyidah Binte Andi Satria, Board member of SOSG and supported by 2 coaches and 1 physiotherapist.

The team of debutante athletes and unified partners flew Singapore's flag high at the Special Olympics World Winter Games 2025, bringing back a total of 1 gold, 1 silver in the Couples category and 4th placing in the Team category.

Head of delegation:

Ms Nur Rasyidah Binte
Andi Satria

Head Coach:

Mr Andy Ang

Athletes:

Ms Zayden Oh
Ms Vivien Koh
Ms Kweh Jia Xuan
Ms Megan Tang Su-Ann
Mr Oun Zi Le
Ms Seetoh Min Hui



Megan Tang Su-Ann, a 19-year-old APSN Delta Senior School student with Down syndrome and the youngest recipient of the Goh Chok Tong Enable Award (Promise) in 2020, has been cultivating her love of Latin Dance since her secondary school days at APSN Tanglin School and has been training regularly with the Special Olympics Singapore DanceSport outreach team. She said,

"I felt happy and joyful when I heard I was selected for the team since I would be competing with people from many countries."

It has been her biggest dream to represent Singapore at the Special Olympics World Winter Games, and she took centre stage as the chosen representative amongst 1500 athletes to lead everyone in the Special Olympics Athlete's Oath at the Opening Ceremony of the Special Olympics World Winter Games Turin 2025.

"Through passion, resilience, and dedication, our athletes have not only danced their way to victory but also triumphed over their past selves. Their hard work has definitely paid off, and today, they shine as champions, inspiring others with their growth and success!"

(Mr Andy Ang, SOSG Dance Sport Head Coach)

The results of Team Singapore's delegation is as follows:

Name of Athlete(s)	Event	Medal
Oun Zi Le, Seetoh Min Hui	Ballroom Traditional Mixed Couples Category Division C01	Gold
Kweh Jia Xuan, Megan Tang Su-Ann	Ballroom Traditional Mixed Couples Category Division C01	Silver
Kweh Jia Xuan, Megan Tang Su-Ann, Oun Zi Le, Seetoh Min Hui	Mixed Dance Traditional Team Category	4th place





REGIONAL COMPETITIONS

SPECIAL OLYMPICS ASIA PACIFIC BOCCE & BOWLING COMPETITION - NEW DELHI 2024

The Special Olympics Asia Pacific Bocce & Bowling Competition 2024 brought together athletes from across the region to showcase their talents, determination, and unwavering sportsmanship. Held in the vibrant city of New Delhi, India, from November 18 to November 22, the event celebrated inclusivity and the extraordinary achievements of individuals with intellectual disabilities.

Special Olympics Singapore (SOSG) sent a delegation consisting of 2 athletes and 2 officials to compete in Bocce at the SOAP Bocce & Bowling Competition New Delhi 2024. The Team was led

by Head of Delegation, Mr Vijaikumar Rangabashayam, Executive Director of SOSG and supported by training officer and coach, Mr Zaid Bin Abdul Rahim.

Head of delegation:

Mr Vijaikumar
Rangabashayam

Head Coach:

Mr Zaid Bin Abdul Rahim

Athletes:

Mr Muhammad Farhat
Afiq Bin Kamsan

Mr Yeo Soon Heng
Andrew



The team of debutante athletes and unified partners flew Singapore's flag high, bringing back a total of 1 gold and 1 bronze medal in the Bocce Men's singles category and 1 bronze medal in the Bocce Men's doubles category. We are so proud of the athletes' achievements, especially since they only picked up the sport of Bocce in May 2024.

This goes to show the power of perseverance and also the importance of support from our volunteer coaches, MINDS staff and family to empower our athletes to unleash their potential!

Name of Athlete(s)	Event	Medal
Muhammad Farhat Afiq Bin Kamsan	Bocce Men's Singles Division M4	Gold
Yeo Soon Heng Andrew	Bocce Men's Singles Division M6	Bronze
Muhammad Farhat Afiq Bin Kamsan, Yeo Soon Heng Andrew	Bocce Men's Doubles Division M2	Bronze



NATIONAL COMPETITIONS



PLAY INCLUSIVE 2024



Play Inclusive, Singapore's largest inclusive sport competition, returned for its seventh edition in 2024, with an expanded variety of sports tailored to a broader range of disability profiles. Held on 3 and 17 August 2024 at the Singapore Sports Hub, the event fosters community inclusion by creating a platform where friendships are forged and acceptance is cultivated through shared sporting experiences.

The Play Inclusive competition added five new events this year, including soundball, wheelchair rugby, relay run, football and basketball skills challenges. It is a culmination of a three-month training period for athletes and their unified partners, featuring over 1,200 participants across two days of competition. Play Inclusive 2024 is co-organised by SportCares, Special Olympics Singapore, and Singapore Disability Sports Council, with the support of participating schools from the Ministry of Education. It is one of the initiatives under GetActive! Singapore 2024 to bring Singapore residents across all backgrounds together to celebrate National Day

through engagement in sports and ultimately encourage Singaporeans to stay healthy and lead healthier lives.

Dr Teo-Koh Sock Miang, President of Singapore Disability Sports Council, Special Olympics Singapore and Singapore National Paralympic Council, said, "Unified sports is Special Olympics' signature programme aimed at promoting inclusion in sports for persons with disabilities and the broader community. It serves to enhance interactions, foster empathy, respect, and deeper appreciation among participants. We firmly believe that sports offer a crucial platform for fostering unity within our community. This year, Play Inclusive has significantly broadened the scope of disability sports competitions and showcase events. As the President of three disability sport organisations in Singapore, I see Play Inclusive as integral to the broader vision of the Disability Sports Master Plan in transforming the lives of persons with disabilities (and unified partners) through sports in Singapore."



NATIONAL SPORTS COMPETITIONS

Special Olympics Singapore held 2 national level sports competitions in Bocce and Bowling from April 2024 to March 2025. There was healthy competition sent in by various special education schools and member organisations, and SOSG Outreach programmes, which aided us in the short-list of athletes for the Asia Pacific Bocce & Bowling Competition in Delhi November 2024.



PROGRAMMES AND INITIATIVES

ATHLETE LEADERSHIP

At Special Olympics Singapore, we are committed to promote Athlete Leadership, fostering an inclusive and dynamic environment where individuals with intellectual disabilities are empowered to not only participate in sports but also to thrive and excel in all aspects of life. We aim to redefine leadership by highlighting the remarkable journeys of our athletes, inspiring leadership qualities in people of all abilities. Through our comprehensive programs, we cultivate essential skills in communication and social interaction, equipping our athletes to become effective advocates for inclusion in their communities and beyond.

Athlete Leadership Programme:



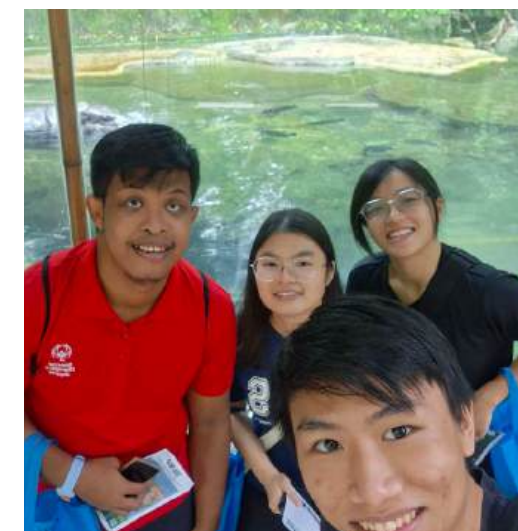
ALP Workshops with NUS Youth Leaders



Youth leaders from the National University of Singapore (NUS) conducted a series of engaging and practical monthly workshops for the athlete leaders of Special Olympics Singapore from December 2024. Designed to enhance digital literacy and workplace readiness, the sessions covered essential skills such as using Google Calendar for scheduling, composing professional emails, creating visually impactful presentations with Canva, and organizing files efficiently with Google Drive.

The workshops provided a supportive environment where athlete leaders could build confidence in using these tools, which are increasingly important for both personal and professional growth. The NUS youth leaders demonstrated strong mentorship, guiding the athletes through hands-on activities and offering individual support as needed.

To further strengthen camaraderie and team spirit, the program culminated in a fun-filled Amazing Race team building activity held at the Singapore Zoo. This interactive experience encouraged collaboration, problem-solving, and friendship, reinforcing the values of inclusion and mutual respect. The event was a meaningful blend of learning, leadership, and laughter—truly embodying the spirit of empowerment and community.





FAMILY SUPPORT NETWORK **FAMILY DAY**

Special Olympics Singapore held our first Family Day event at Bird Paradise on 14 September 2024. Through a fun and engaging Amazing Race activity at the Bird Paradise, we brought together 254 athletes, siblings, caregivers, volunteers and staff to build a positive and strong bond between caregivers and siblings of persons with intellectual disabilities and their child/ward.

The aim of the event was to promote family bonding between athletes with intellectual disabilities and their caregivers. There is a lot of caregiver stress to raise a child with special needs, and we want caregivers to relax and have fun with their children with special needs. We also wanted to engage more siblings of our athletes to be involved in Special Olympics Singapore activities, as they are usually less interested to be involved in activities that their sibling with disabilities is doing.



HEALTHY ATHLETES DAY 2025

On 29 March 2025, Special Olympics Singapore convened Healthy Athletes Day held at United World College East, underscoring the organization's steadfast commitment to promoting the comprehensive well-being of its athletes. Conducted over the course of a Saturday morning, the event encompassed three key disciplines—Special Smiles, Health Promotion, and Fit Feet—each designed to address critical dimensions of the athletes' health. The event welcomed 60 athletes and was supported by 110 dedicated volunteers, including clinicians, oral hygienists, practicing podiatrists, clinical assistants, and members of the Lions Club of Singapore. These individuals generously contributed their professional expertise and time, playing an instrumental role in the overall success of the initiative.

Event Highlights:

1

Special Smiles:

- Focused on dental health and oral hygiene.
- Athletes received comprehensive dental screenings and valuable advice from qualified oral hygienists.
- Emphasized the importance of maintaining optimal oral health for overall well-being.

2

Fit Feet:

- Stressed the significance of physical fitness and holistic well-being.
- Athletes engaged in tailored fitness activities, promoting an active and healthy lifestyle.
- Encouraged the value of regular exercise for both physical and mental health.

3

Health Promotion:

- Centered on teaching healthy living habits.
- Athletes had their blood pressure tested and also learned about other healthy living habits from the volunteers.





YOUNG ATHLETES PROGRAMME

Our SOSG's Young Athletes programme 2024 was held from 24 August to 9 November 2024, for a total of 34 children with and without intellectual disabilities.

We ended the weekly sessions with YA Ribbons Day held at Bendemeer Secondary School. It was a mini sports day event which allowed the Young Athletes and families to have fun & showcase their skills. With the popularity of last year's fringe activities, we engaged our Athlete Leader Qing Hui and his team of fellow Athlete Leaders to make balloon sculptures for the young children. At the end of the activities, we invited our FSN committee members & their children to share their own personal life stories with the parents of the Young athletes. It was a truly meaningful event for all!



FUNDRAISING

At our annual Unified Charity Bowl held on 16 November 2024, we raised over \$20,800 through new teams and corporate supporters coming onboard. Nike Singapore and GIC Private Limited were our top donors for Unified Charity Bowl 2024 with \$3500 each in support of our work.

Our special bowlers and their corporate unified partners had good fun making friends and creating wonderful memories together. Many of the corporate unified bowlers were truly amazed by the bowling abilities and prowess of our bowlers! SOSG is grateful and appreciative of the support of our longstanding corporate partners and welcome the new partners to join hands with SOSG to make a difference in the lives of Special Olympics athletes who are abled differently.

Special Olympics Singapore conducts annual fundraising projects to fund the participation of our special athletes in their respective sports outreach programmes and for overseas competitions. Little to no charges are borne by our athletes or their families to join our programmes and competitions, hence these fundraising events are imperative in ensuring programme sustainability and continuous holistic development of our athletes.



Fundraising Plans for FY2025/2026

Special Olympics Singapore (SOSG) has strategically targeted fundraising efforts for the upcoming 10th National Games scheduled for May-June 2025. Key fundraising efforts have yielded significant support from various sources which include:

- **SportSG:** Funding has been requested specifically to prepare for the National Games 2025.
- **President's Challenge 2023:** Funds originally allocated have been redirected to support the National Games 2025 preparations.
- **Edward Life Sciences:** Unutilized funds have been repurposed to contribute towards the National Games 2025.
- **Proctor & Gamble:** A grant of \$25,000 was secured in support of the National Games 2025
- **CKY Foundation:** Community Foundation of Singapore secured the matching CKY Foundation with Special Olympics Singapore to support sports competitions for persons with intellectual disabilities
- **Macquarie Group:** A new 3-year grant is expected in FY 25/26, complemented by their staff-led annual fundraising event dedicated to SOSG.
- **Japanese Chamber of Commerce and Industry:** A grant of \$10,000 has been secured to further support SOSG's initiatives.
- **SOSG Charity Bowl 2025:** Scheduled for November 8, 2025, this annual fundraising event is also part of SOSG's fundraising efforts.

Expenditure Plan

In tandem with securing funding, SOSG has meticulously planned its expenditure for the fiscal year 2025/26 to ensure operational efficiency. The key expenditure items are as follows:

- **Manpower and Office Operating Costs:** SOSG has allocated resources towards manpower costs, covering salaries for a team of 10 staff members and interns. Resources are also allocated for staff to upskill and upgrade themselves. Administrative efficiency is ensured through provisions for general office operating costs.
- **Sports:** Sports-related expenditures include provisions for venue and facility bookings, as well as prizes for competitions associated with the National Games.
- **10th Special Olympics Singapore National Games 2025:** The event represented one of the largest expenditure items spanning two financial years. Concluding in June 2025, the Games brought together around 550 athletes who competed across seven sports over four days. To recreate an Olympic Village atmosphere, athletes were housed together and supported by approximately 1,500 volunteers. As the 10th edition of the National Games, it proved to be a milestone event, featuring an inspiring Opening Ceremony and a vibrant Closing Ceremony that celebrated the accomplishments of our athletes.
- **Volunteer Management:** Volunteers form the backbone of the work we do at Special Olympics Singapore, hence we put aside resources for training and upskilling our volunteers to deliver even better quality programmes for our special athletes.

Through this structured approach to fundraising and expenditure management, SOSG is poised to grow a robust set of services and programmes, promoting inclusivity and engagement for our Special Olympics Singapore community.

ACKNOWLEDGEMENTS

Special Olympics Singapore extends our deepest gratitude to all our supporters who have generously contributed their time, effort, and resources to advance our mission and amplify our impact.

We warmly welcome our new supporters to the SOSG family and look forward to journeying together in the ongoing Inclusion Revolution. A special mention goes out to Zeno Group for being the first skills-based volunteering organisation with Special Olympics Singapore, providing pro-bono social media, graphic design and media publicity support. Through meaningful and synergistic partnerships, we are able to build a strong, supportive community that empowers individuals with intellectual disabilities and uplifts their families.

We are proud to collaborate with partners who share our vision of transforming lives and creating lasting change. Whether through volunteering, donations, or collaborative initiatives, we are truly thankful to everyone who has walked alongside us over the years. Your continued support is the foundation of our shared success.

VOLUNTEERS

The dedication and values our volunteers bring to the Special Olympics Singapore movement play a vital role in creating a positive and inclusive environment across all sports trainings and events. Volunteers are truly the backbone of our organization—their unwavering commitment and boundless compassion continue to inspire us all. We extend our heartfelt thanks to every volunteer for their invaluable contributions and meaningful 'heart work.'

PARTNERSHIPS

Huge thanks to our following partners who are journeying with us to bring about a new revolution in social inclusion for persons with intellectual disabilities!

Arthur J Gallagher (Singapore) Pte Ltd
Bank of America
Bendemeer Secondary School
Benevity
Bonn Optical Pte Ltd
BT and MM Engineering Pte Ltd
Catholic High School
Changi General Hospital
CHIJ Katong Convent
Creamier PG Pte Ltd
EagleWings Cinematics
En Concepts Pte Ltd
Football Association of Singapore
GIC Pte Ltd
Hewlett Packard Enterprise
Hokkaido Baked Cheese Tart
Interpol
Ireland Funds Singapore
Jalan Besar SG Cares Volunteer Centre
Lions Club of Sentosa
Macquarie Group Ltd
Methodist Girls' School
Micron Foundation
Middleton International School
Ministry of Education - Special Education Branch
Mount Alvernia Hospital
Nanyang Polytechnic
National University of Singapore

Ngee Ann Polytechnic
Nike Global Trading B.V. Singapore Branch
Pere Ocean Pte Ltd
President's Challenge Singapore
PROCTER & GAMBLE
Raffles Institution
Republic Polytechnic
Secret Recipe International Pte Ltd
Singapore American School
Singapore Disability Sports Council
Smartcom Pte Ltd
SMU Swim Sharkie Swim
Sport Cares
Sport Singapore
The Malayan Council
United World College South East Asia (Dover Campus)
United World College South East Asia (East Campus)
UOL Group
UPS Singapore
Volunteer Switchboard
Zeno Group

SPONSORS

Bendemeer Secondary School
BT and MM Engineering Pte Ltd
Changi General Hospital
En Concepts Pte Ltd
Hokkaido Baked Cheese Tart
Mount Alvernia Hospital
Pere Ocean Pte Ltd
Secret Recipe International Pte Ltd
Smartcom Pte Ltd
The Malayan Council



DONORS

\$20,000 and above

Macquarie Foundation
National Council of Social Service

\$10,000-\$19,999

UOL Group Limited

\$5,000 to \$9,999

David Baldwin
Tim & Mary
Toh Han Tiong

\$1,000 to \$4,999

Bonn Optical Pte Ltd
Chan Xiongwei Michael
Cheong Wei
EN Concepts Pte Ltd
Heartbid Event Pte Ltd
Hu Liren
Lay Choon Mah
Rohan Westcott
Schmidt Ralf
Simon Fender
Swee Heng Bakery Pte Ltd
Tan Yih Han
Tang Heem Keong Bernard
Vincent Wong
Mueller Julian
Erick Sumananda
Ong Aun Nee Deanna
Procter & Gamble International Operations SA,
Singapore Branch

Richard Sim Bak Heng
Rouna Beauty
Zeno Group Singapore
Chris Cusack
Sacha Vujanovic
Shum Chui Peng
Singapore Management University
Cheng Lynn
Yap Teow Hiong
Equity & Justice
GIC Private Limited
Nike Global Trading B.V Singapore Branch

\$500 to \$999

Amarpreet Kaur Bajaj
Amber Riley
Bhayana Raajeev
Chiam I-Ling, Grace
Ed Lewis
Guilad Kahn
Iain Lindsay
Kenny Tay Hui Hian
Nikhil Srinivasan
Ong Guan Guan
Phang Zhi Yuan
Pilar Gonzalez
Verena Lim
Chaily Wang
Chingli Goh
Ho Wee Khoon Frederick
Janson Tan
Pak King
Tham Yan Ping
Chen Hong Ying
Costsavers Lighting Pte Ltd
Dr Timothy Teoh
Kwee Hui Ling Karen
RSD Bowling Pte Ltd
Swift Marine Pte Ltd
Sylvester
Wise Stephen Dugald
James Roberts
Paul Sullivan
Jean See
Su Fei & Edward
Matthias Chia Han Hui





SPECIAL PARTNERSHIP HIGHLIGHT

SMARTCOM

Special Olympics Singapore would like to extend our heartfelt appreciation to **Smartcom** for being a valued and trusted event communications partner and **sponsor of Play Inclusive** since 2022. Your steadfast support over the years has played a critical role in elevating the success, visibility, and impact of this largest unified sports competition in Singapore.

From the very beginning, Smartcom has gone above and beyond in delivering seamless communication solutions and technical expertise that have enabled Play Inclusive to grow in both scale and reach. Your contributions have significantly enhanced the event operations, helping to ensure smooth coordination across venues, teams, volunteers, and partners. Whether it is through reliable event communications infrastructure, professional service delivery, or your team's responsiveness and adaptability, your partnership has been a cornerstone of our event execution.

Beyond technical excellence, what truly sets Smartcom apart is the unwavering belief in Special Olympics Singapore's mission to promote

inclusion through sport, with . Your sponsorship and involvement reflect not just corporate responsibility, but a genuine commitment to empowering individuals with intellectual disabilities and building a more inclusive society. Your support helps us create a platform where students with and without intellectual disabilities can come together, play as teammates, and learn the values of respect, teamwork, and understanding.

As Play Inclusive continues to inspire change and foster unity within schools and communities across Singapore, we are deeply grateful to have Smartcom walking alongside us. Your partnership exemplifies the power of collaboration and the positive ripple effect it can have on countless lives.

On behalf of our athletes, coaches, schools, volunteers, and staff, thank you, Smartcom, for your continued generosity, dedication, and belief in the work we do. We look forward to growing this meaningful partnership and achieving even greater impact together in the years to come.

FUTURE PLANS - FY2025/26 AND BEYOND

In the upcoming fiscal year FY2025/26 and beyond, Special Olympics Singapore is poised to expand and enhance its offerings, aiming to enrich the lives of individuals with intellectual disabilities through a variety of engaging programs.

Looking beyond competitive events, Special Olympics Singapore is committed to nurturing talent from a young age through the Junior Sports Club. This club will serve as a developmental platform, introducing children and adolescents with intellectual disabilities to a variety of sports in a supportive and inclusive environment.

To complement these core programs, Special Olympics Singapore will also introduce Fringe Activities. These activities, ranging from workshops to community outreach initiatives, aim to enrich the overall experience of athletes and their families, fostering a sense of belonging and community spirit.

By continuing to innovate and expand its programs, Special Olympics Singapore is not only enhancing the quality of life for individuals with intellectual disabilities but also promoting inclusivity and empowerment throughout the community. As these initiatives unfold in the coming fiscal year and beyond, they are sure to leave a lasting impact on participants and supporters alike, embodying the spirit of determination and achievement that defines Special Olympics Singapore.

MEMBERS AND AFFILIATES

FOUNDING MEMBERS

APSN Education Services Ltd

- Chaoyang School
- Delta Senior School
- Katong School
- Tanglin School

Movement for the Intellectually Disabled of Singapore (MINDS)

- Fernvale Gardens School
- Lee Kong Chian Gardens School
- Towner Gardens School
- Woodlands Gardens School
- Community Hub (Clementi)
- Community Hub (Faber)
- Community Hub (Geylang Serai)
- Community Hub (Hougang)
- Community Hub (Jurong East)
- Community Hub (Kebun Baru)
- Community Hub (Tampines East)
- Community Hub (Yishun)
- Regional Hub (Hougang)

- Regional Hub (Queenstown)
- Regional Hub (Woodlands)
- Satellite Hub (Bukit Batok)
- Satellite Hub (Farrer Court)
- Me Too! Club
- MINDSville@Napiri
- MINDS MYG

CORPORATE MEMBERS

- AWWA Ltd
- Down Syndrome Association (DSA)
- Eden School
- Grace Orchard School
- Metta Welfare Association
- Rainbow Centre Singapore
- St. Andrew's Autism Centre

POLICIES

Conflict of Interest

SOSG adopted the policy of declaration by the Board and staff of any personal interest that may affect the integrity, fairness and accountability to SOSG. When a situation arises when there is a conflict of interest, the member or staff shall abstain from participating in the discussion, decision making and voting on the matter. Board, committee members and staff signed a declaration to acknowledge the conflict of interest policy. A conflict of interest clause is also included in each staff's employment terms and conditions.

Reserves Policy

Special Olympics Singapore has a reserve policy for long-term stability of the operations and it ensures that there are sufficient resources to support the charity in the event of unforeseen circumstances. Reserves are set aside to provide financial stability and the means for the development of the principal activities of the Society. It is the policy of the Society to build reserves, from operating surplus, to an amount equivalent to two years worth of budgeted total annual operating expenses.

The Society maintains restricted and unrestricted funds. Funds set up for specific purposes are classified as restricted funds. All income, expenses and common overheads, other than those attributable to restricted funds, are recorded in the unrestricted fund's statement of comprehensive income.

None of the funds is in deficit position at the end of the year 31 Mar 2024.

Special Olympics Singapore reserves position:

	Current Year	Previous Year
(A) (General/Unrestricted Funds (Reserves)	3,668,243	3,675,046
Restricted Funds Outreach Centre Fund	34,958	34,958
(B) Annual Operating Expenditure	881,397	903,419
Ratio of Reserves [Formula of Reserve ratio = (A)/(B)]	4.16	4.07

In order to ensure observance of limitations and restrictions placed on the use of the resources available to the Society, the financial statements of the Society are maintained such that the resources for various purposes are classified for accounting and reporting purposes that are in accordance with activities or objectives specified.

Whistle-Blowing policy

In an effort to strengthen corporate governance processes and practices, Special Olympics Singapore (SOSG) has adopted a Whistle-Blowing Policy to provide a platform for you to raise any concerns you may have on possible improprieties that involve SOSG's staff and/or business partners.

Reporting Channels

You might want to contact us via the below modes:

For local callers: 6293 3182
For overseas callers: +65 6293 3182

HSecretary@specialolympics.org.sg

Whistle-blowing Investigation Officer
Special Olympics Singapore
Blk 2 St George's Road #01-65
Singapore 322002

How and What to Report

Whistle-blowers may use any of the available communication channels mentioned in the above section to report their concerns.

To enable Special Olympics Singapore to effectively investigate your concerns, the following information should be provided, where possible:

- Name(s) of person(s)/company(ies) involved;
- Date, time and location of incident;
- Frequency of occurrence of incident;
- Value of any money or assets involved;
- Physical evidence (if any);
- Any other information that may substantiate the concern;

Disclosures should be made in good faith. If a report is made in good faith, but a case of wrongdoing cannot be established after investigation, no action will be taken against the reporting officer. If, however, an allegation is made frivolously, maliciously or for personal gain, disciplinary action may be taken against the whistle-blower.

We encourage whistle-blowers to put their names to the allegations in case further information or clarification is required. To the extent feasible and permissible under the law, Special Olympics Singapore will make every effort not to reveal the identity of the whistle-blower.

Types of Improprieties

Possible improprieties include but are not limited to the following:

Fraud

This generally relates to the use of deception or misrepresentation to obtain an unjust advantage. It can also involve the theft or misappropriation of SOSG's assets.

Corrupt Conduct

Corrupt conduct can take many forms including seeking, obtaining or offering secret commissions, theft, embezzlement, forgery, misuse of information, documents or materials acquired in the course of employment and dishonest performance of functions.

Questionable Accounting and Auditing Practices

Broadly, this refers to practices that do not comply with accounting or auditing standards, or are fraudulent or deceptive.

Improper conduct or unethical behaviour

This can involve illegal behaviour, including drug sale or use, violence or threatened violence, criminal damage against property and serious breaches against SOSG's code of conduct. This includes the participation in or condoning a reportable wrongdoing through willful suppression or concealment of any information relating to a wrongdoing.

Endangering the health or safety of persons or the environment

This refers to any actions that could possibly endanger the health or safety of athletes, volunteers, staff and any others that are involved in our programs.

Safe Sport Commitment

Purpose

To protect the interests of Athletes, Staffs, Volunteers, Coaches & Officials in our sport from harassment and abuse.

To outline the principles that guide our approach to safeguarding and protecting Athletes, Staffs, Volunteers, Coaches & Officials

To adopt practices and outline standards of behaviour

To establish a safe sport culture that is understood, endorsed and put into action by Management Committee who work for, volunteer or access our activities, courses, events and programmes

SOSG is committed to safe sport

Our staff and volunteers know the behaviour we expect

We minimize the likelihood of recruiting a person who is unsuitable

Induction and training is part of our commitment

We encourage the involvement of stakeholders

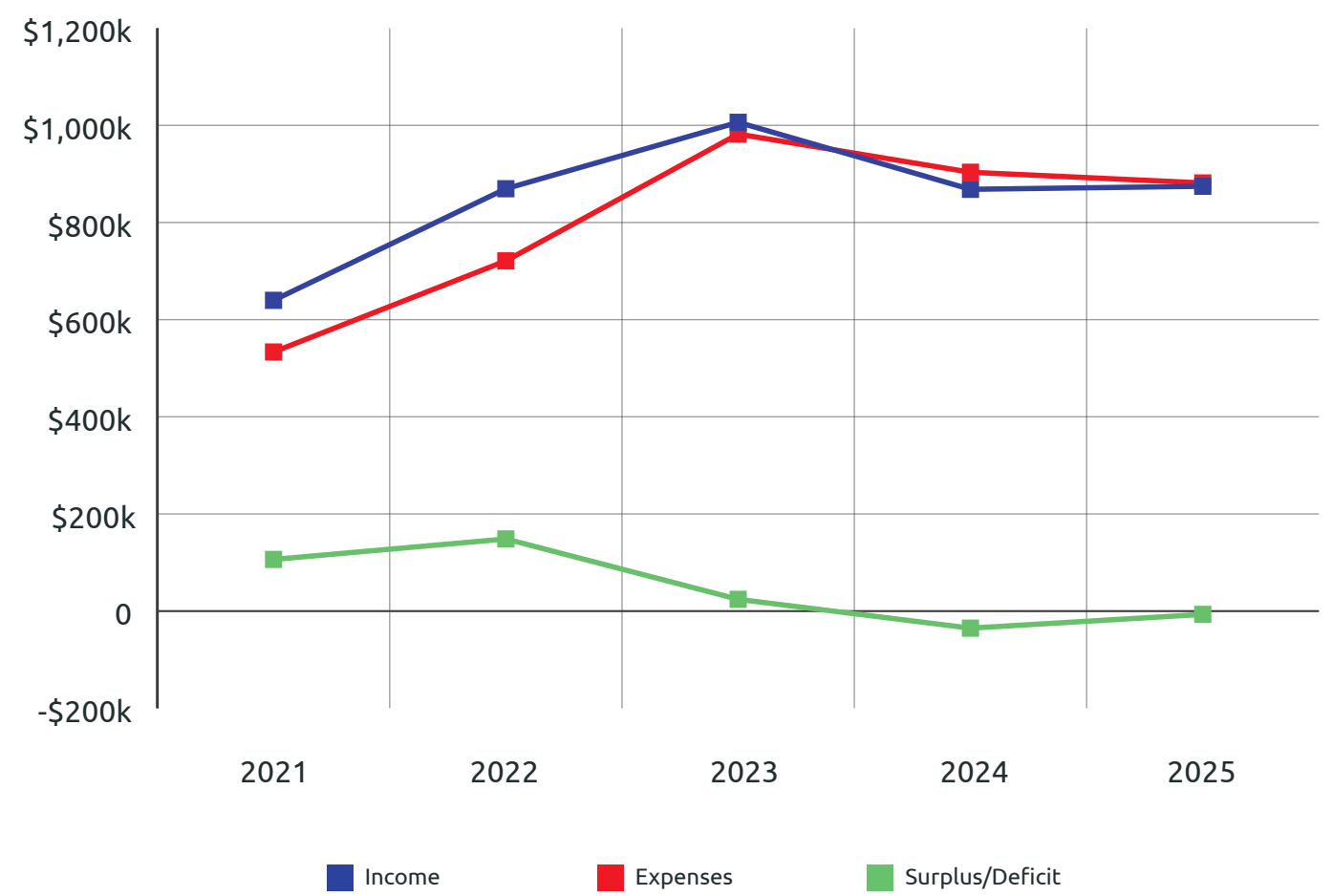
Our staff and volunteers understand their responsibility for reporting harassment and abuse

We maintain and improve our policies and practices

FINANCIAL HIGHLIGHTS

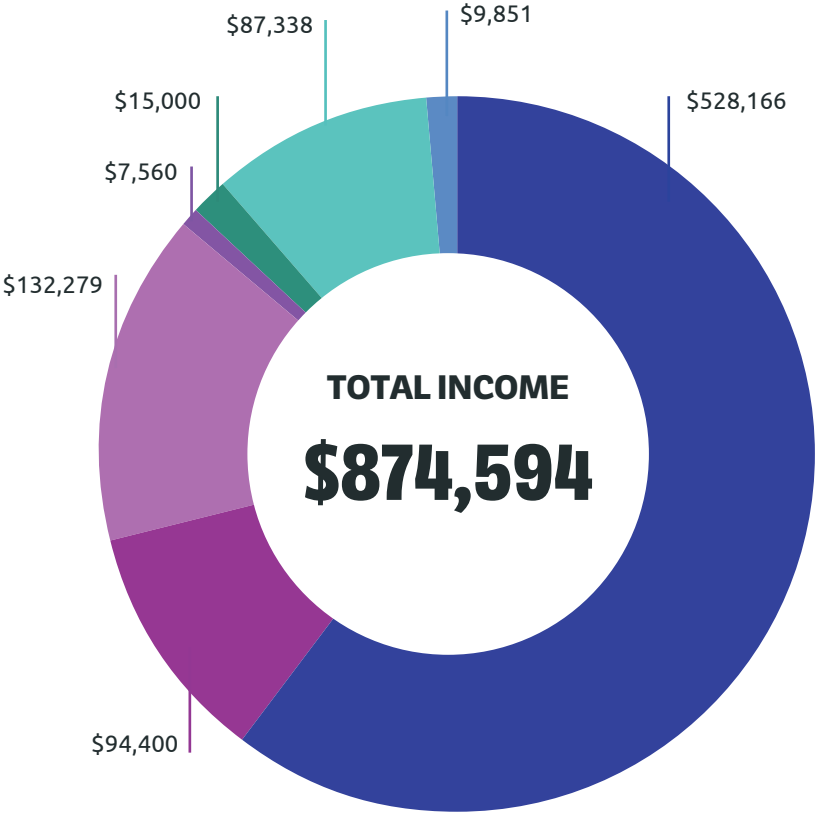
In the Financial Year 2024/2025, SOSG ended with a deficit of \$6,803, a increase of \$28,309 from the previous year. The total income of \$874,594 was higher than last financial year by \$6,287. The total expenditure of \$881,397 decreased by \$22,022 compared to last financial year.

5 Year Comparison					
Year	2021	2022	2023	2024	2025
Currency	\$	\$	\$	\$	\$
Income	639,751	869,507	1,006,279	868,307	874,594
Expenses	533,393	720,996	982,057	903,419	881,397
Surplus/Deficit	106,358	148,511	24,222	(35,112)	(6,803)



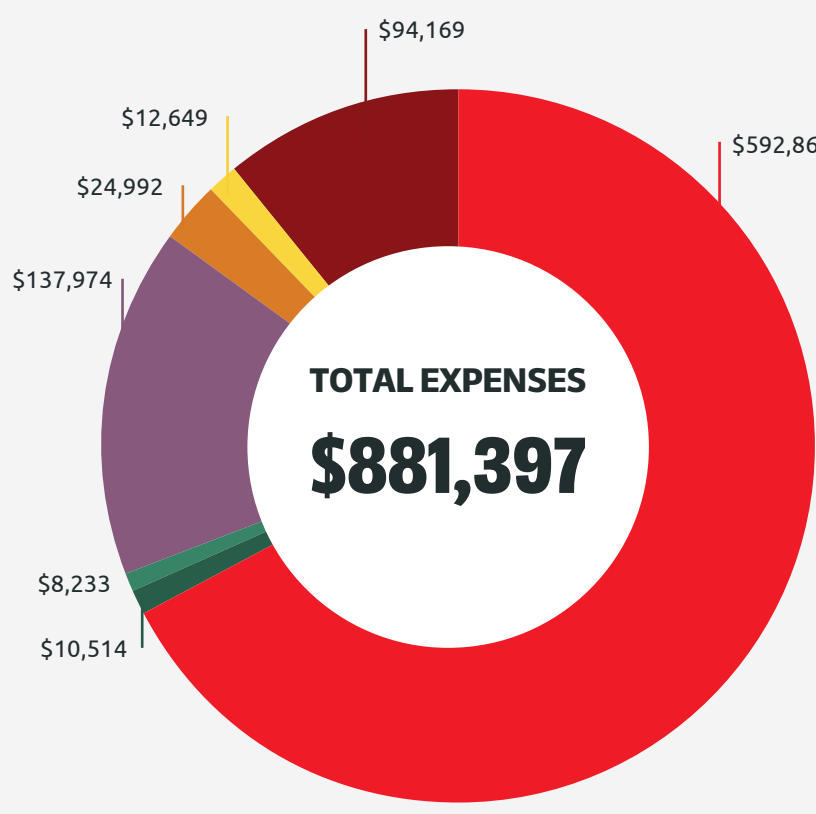
INCOME

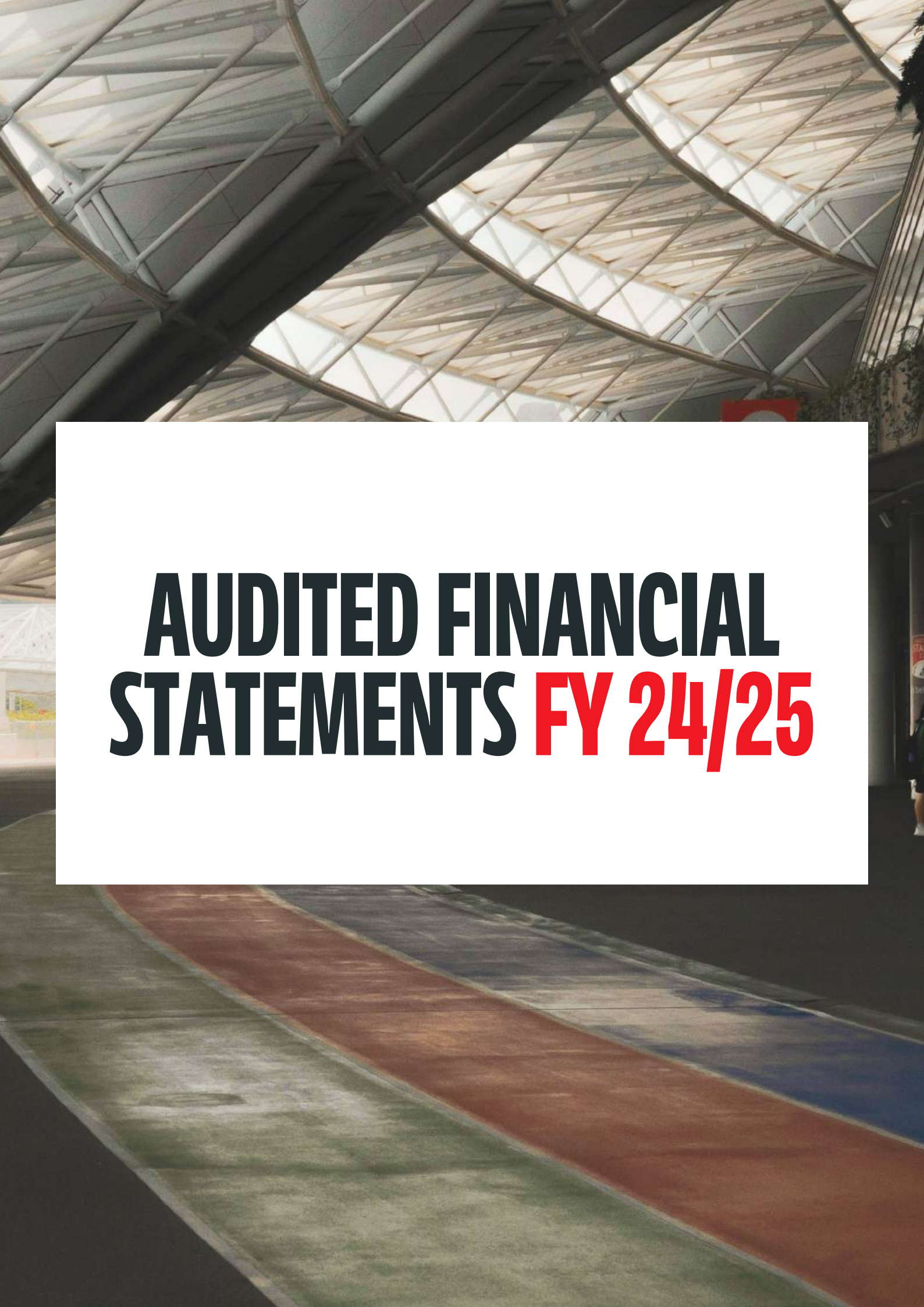
- Grant Income
- Interest Income
- Donation
- Membership Subscriptions
- Sponsorship Income
- Fundraising Income
- Other Income



EXPENSES

- Staff Costs
- Depreciation of plant and equipment
- Amortisation of intangible assets
- Sport Activities
- Overseas Competitions
- Event Expenditure
- Other operating expenses





AUDITED FINANCIAL STATEMENTS **FY 24/25**

S B Tan Audit PAC

Public Accountants & Chartered Accountants

Reg no. 201709525H
118 Aljunied Avenue 2 #06-104
Singapore 380118
Tel: 6844 8626 Fax: 6844 8627
E-mail: admin@sbtan.com
<http://www.sbtan.com>

Special Olympics Singapore

Registration No. S91SS0003B

Registered office: Block 2
St George's Road #01-65
Singapore 322002

Annual Report for the Year Ended 31 March 2025

Contents	Page(s)
Management Committee Members' Report	1
Independent Auditor's Report	2 - 4
Statement of Financial Position	5
Statement of Comprehensive Income	6
Statement of Changes in Funds	7
Statement of Cash Flows	8
Notes to the Financial Statements	9 - 20

MANAGEMENT COMMITTEE MEMBERS' REPORT

We, the undersigned Management Committee Members, submit this annual report to the members together with the audited financial statements of **Special Olympics Singapore** for the financial year ended 31 March 2025.

Management Committee Members

The office bearers of the Management Committee Members at the date of this report are as follows:

President	- Dr. Teo-Koh Sock Miang
Vice President	- Loh Chin Chan
Honorary Secretary	- Vicknesh Naidu S/O Nagaraja
Honorary Treasurer	- Huang Yuchi

Auditor

The auditor, S B Tan Audit PAC, has expressed its willingness to accept re-appointment as auditor.

Statement by Management Committee Members

The Management Committee of **Special Olympics Singapore** is responsible for the preparation and fair presentation of these financial statements in accordance with the Societies Act, Charities Act and Financial Reporting Standards in Singapore ("FRSs"). This responsibility includes selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

In our opinion, the accompanying financial statements are drawn up so as to give a true and fair view of the state of affairs of the Society as at 31 March 2025, and of the results, changes in funds and cash flows of the Society for the year ended on that date in accordance with the provisions of the Acts and FRS.

The Management Committee Members have, on the date of this statement, authorised these financial statements for issue.

On behalf of the Management Committee



Dr. Teo-Koh Sock Miang
President



Huang Yuchi
Honorary Treasurer

Singapore
11 JUL 2025

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SPECIAL OLYMPICS SINGAPORE**

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of **Special Olympics Singapore** (the "Society"), which comprise the financial position as at 31 March 2025, and the statement of comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provision of Societies Act, Charities Act and Financial Reporting Standards in Singapore ("FRSs") so as to give a true and fair view of the financial position of the Society as at 31 March 2025 and of the financial performance, changes in funds and cash flows of the Society for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the Management Committee Members' Report on page 1. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statement or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Societies Act ("Act"), Charities Act ("Act") and Financial Reporting Standards in Singapore ("FRSs"), and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorized use or disposition; and transactions are properly authorized and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

The Management's responsibilities include overseeing the Society's financial reporting process.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SPECIAL OLYMPICS SINGAPORE**

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SPECIAL OLYMPICS SINGAPORE**

Report on Compliance with Other Legal and Regulatory Requirements

In our opinion, the accounting and other records required by the Act to be kept by the Society have been properly kept in accordance with the provisions of the Act.

During the course of our examination, nothing came to our attention that caused us to believe that during the year:

- a) the Society has not used the donation moneys in accordance with its objectives as required under Regulation 11 of the Charities (Institutions of a Public Character) Regulations;
- b) the Society has not complied with the requirements of Regulation 15 of the Charities (Institutions of a Public Character) Regulations; and
- c) the Society has not complied with the requirements of Regulation 7 of the Charities (Fund-Raising Appeals for Local and Foreign Charitable Purposes) Regulations.

The engagement partner on the audit resulting in this independent auditor's report is Yong Seet Lee.


S B TAN AUDIT PAC
Public Accountants and
Chartered Accountants

Singapore
11 JUL 2025

Statement of Financial Position
As at 31 March 2025

	Note	2025 \$	2024 \$
Non-Current Asset			
Plant and equipment	3	24,618	22,923
Intangible asset	4	1,485	9,718
		26,103	32,641
Current Assets			
Trade and other receivables	5	33,883	18,511
Prepayments		14,005	-
Deposits		1,296	3,868
Cash and cash equivalents	6	3,921,745	4,035,406
		3,970,929	4,057,785
Current Liabilities			
Trade and other payables	7	49,465	54,534
Sponsorship received and deferred income	8	244,366	325,888
		293,831	380,422
Net Current Assets		3,677,098	3,677,363
Net Assets		<u>3,703,201</u>	<u>3,710,004</u>
<i>Representing:</i>			
Restricted Funds	18	34,958	34,958
Unrestricted Funds	9	3,668,243	3,675,046
		<u>3,703,201</u>	<u>3,710,004</u>

The accompanying notes form part of the financial statements

Statement of Comprehensive Income
For the year ended 31 March 2025

	Note	2025 \$	2024 \$
Income			
Donation	14	132,279	148,677
Fundraising Income	11	87,338	45,034
Grant income	10	528,166	598,818
Sponsorship Income		15,000	-
Membership subscriptions		7,560	7,650
Interest Income		94,400	51,334
Other income		9,851	16,794
		<u>874,594</u>	<u>868,307</u>
Less Expenditure			
Amortisation of intangible asset	4	8,233	20,738
Contributions to CPF		84,581	70,659
Depreciation of property, plant and equipment	3	10,514	9,130
Events expenditure		12,649	10,572
Staff costs	12	508,285	433,035
Sports Activities and Programmes		137,974	106,924
Overseas competition	16	24,992	153,995
Other operating expenditure		94,169	98,366
		<u>(881,397)</u>	<u>(903,419)</u>
Deficit before taxation		<u>(6,803)</u>	<u>(35,112)</u>
Taxation	15	-	-
Deficit after taxation		<u>(6,803)</u>	<u>(35,112)</u>
Other comprehensive income		-	-
Total comprehensive expense for the year		<u><u>(6,803)</u></u>	<u><u>(35,112)</u></u>
Restricted Surplus after taxation		-	-
Unrestricted Deficit after taxation		<u>(6,803)</u>	<u>(35,112)</u>
		<u><u>(6,803)</u></u>	<u><u>(35,112)</u></u>

The accompanying notes form part of the financial statements

Statement of Changes in Funds
For the year ended 31 March 2025

	Note	2025 \$	2024 \$
Restricted Funds:			
<i>Outreach Centre Fund - Restricted</i>			
Balance at beginning of year		34,958	34,958
Surplus for the year		-	-
Balance at end of the year	18	34,958	34,958
Unrestricted Funds:			
<i>Accumulated Fund</i>			
Balance at beginning of year		3,675,046	3,710,158
Deficit for the year		(6,803)	(35,112)
Balance at end of year		3,668,243	3,675,046
Total Funds		3,703,201	3,710,004

The accompanying notes form part of the financial statements

Statement of Cash Flows
For the year ended 31 March 2025

	Note	2025 \$	2024 \$
Cash Flows From Operating Activities:			
Deficit before taxation		(6,803)	(35,112)
<i>Adjustments for:</i>			
Depreciation of property, plant and equipment	3	10,514	9,130
Amortisation of intangible asset	4	8,233	20,738
Interest income		(94,400)	(51,334)
		(75,653)	(21,466)
Operating cash flow before working capital changes		(82,456)	(56,578)
<i>Change in operating assets and liabilities:</i>			
Prepayment and deposits		(11,433)	1,041
Trade and other receivables		(15,372)	20,553
Trade and other payables		(86,591)	67,653
Net cash (used in) / generated from operating activities		(195,852)	32,669
Cash Flows From Investing Activities:			
Purchase of property, plant and equipment	3	(12,209)	(4,926)
Interest received		94,400	51,334
Net cash generated from investing activities		82,191	46,408
Net (decrease) / increase in cash and cash equivalents		(113,661)	79,077
Cash and cash equivalents at beginning of year		4,035,406	3,956,329
Cash and cash equivalents at end of year	6	3,921,745	4,035,406

The accompanying notes form part of the financial statements

These notes form an integral part of and should be read in conjunction with the accompanying Financial Statements.

1 General

Special Olympics Singapore (the "Society") is registered in the Republic of Singapore and has its registered office and principal place of operations at Block 2 St George's Road #01-65 Singapore 322002. The Society is registered as a charity on 22 February 1994 and is an approved Institution of a Public Character until 15 September 2027.

The principal activities of the Society are to provide sports training and competitions for persons with intellectual disabilities.

The financial statements were authorised for issue by the management committee on 11 July 2025.

2 Significant Accounting Policies

2.1 Basis of Preparation

The financial statements of the Society have been drawn up in accordance with the Societies Act, Charities Act and Financial Reporting Standards in Singapore ("FRSs"). The financial statements have been prepared on the historical cost basis except as disclosed in the accounting policies below.

The financial statements are presented in Singapore Dollars ("S\$"), which is the Society's functional currency. All financial information presented in Singapore Dollars has been rounded to the nearest dollar, unless otherwise indicated.

2.2 Adoption of New and Amended Standards and Interpretations

The accounting policies adopted are consistent with those of the previous financial year except that in the current financial year, the Society has adopted all the new and amended standards which are relevant to the Society and are effective for annual financial periods beginning on or after 1 April 2024. The adoption of these standards did not have any material effect on the financial performance or position of the Society.

2.3 Standards Issued but Not Yet Effective

The Society has not applied the new/revised accounting standards (including its consequential amendments) and interpretations that have been issued as of the date of the statements of financial position but are not yet effective. The initial application of these standards and interpretations is not expected to have any material impact on the Society's financial statements.

The Society has not considered the impact of accounting standards issued after the date of the statements of financial position.

**2.4 Revenue Recognition
Donations**

Donations are recognised as income in the financial year it is received or receivable when and only when all of the following conditions have been satisfied:

- the Society obtains the right to receive the donation;
- it is probable that the economic benefits comprising the donations will flow to the Society; and
- the amount of donation can be measured reliably.

Donations with restriction and/or conditions attached shall be recognised as income if the restrictions and conditions are under the Society's purview and it is probable that these restrictions and conditions would be met.

2.4 Revenue Recognition (Cont'd)**Grant income**

Grants that compensate the Society for expenditure incurred are recognised in comprehensive income statement as income on a systematic basis in the same periods in which the expenses are recognised and only when there is reasonable assurance that the Society has complied with the condition of the grants.

Grant received but not utilised are included under grant received in advance in the statement of financial position.

Membership subscriptions

Membership subscriptions are recognised in comprehensive income statement over the contractual term. Lifetime membership subscriptions are recognised on a receipt basis.

Interest income

Interest income is recognised using the effective interest method.

The 'effective interest rate' is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument to the gross carrying amount of the financial asset.

In calculating interest income, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired). However, for financial assets that have become credit-impaired subsequent to initial recognition, interest income is calculated by applying the effective interest rate to the amortised cost of the financial asset. If the asset is no longer credit impaired, then the calculation of interest income reverts to the gross basis.

2.5 Government grant

Government grants, which are designated for operating expenditure, are recognised on a systematic basis in the comprehensive income statement as "other income" over the period necessary to match the related costs which they are intended to compensate.

2.6 Foreign Currencies

Transactions in foreign currencies are measured in the functional currency of the Society and are recorded on initial recognition in the functional currency at exchange rates approximating those ruling at the transaction dates. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the reporting date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions.

Exchange differences arising on the settlement of monetary items or on translating monetary items at the end of the reporting period are recognised in the comprehensive income statement.

2.7 Plant and Equipment

All items of plant and equipment are initially recorded at cost. Subsequent to recognition, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. The cost of an item of plant and equipment is recognised as an asset if, and only if, it is probable that future economic benefits associated with the item will flow to the Society and the cost of an item can be measured reliably.

Depreciation is calculated on the straight-line method to write off the cost of the assets over their estimated useful lives as follows:

	<u>Number of years</u>
Computer equipment	3
Furniture and fittings	2 to 5
Office and other equipment	3
Leasehold improvement	5
Sports equipment	3

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

2.7 Plant and Equipment (Cont'd)

The residual values, useful life and depreciation method are reviewed at each financial year-end, and adjusted prospectively, if appropriate.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss on derecognition of the asset is included in the comprehensive income statement in the year the asset is derecognised.

Fully depreciated property, plant and equipment are retained in the financial statements until they are no longer in use and no further charge for depreciation is made in respect of these assets.

2.8 Intangible assets**(i) Recognition and measurement**

Website expenditure is measured at cost less accumulated amortisation and accumulated impairment losses.

(ii) Amortisation

Amortisation is calculated based on the cost of the asset, less its residual value.

Amortisation is recognised in the comprehensive income statement on a straight-line basis over the estimated useful life of intangible assets, from the date they are available for use. The estimated useful life for the website is 3 years.

2.9 Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and at bank that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

2.10 Employee Benefits**(a) Defined contribution plans**

The Society makes contributions to the Central Provident Fund scheme in Singapore, a defined contribution pension scheme. Contributions to defined contribution pension schemes are recognised as an expense in the period in which the related service is performed.

(b) Short-term employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Society has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be estimated reliably.

2.11 Impairment of Financial Assets

The Society recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss (FVPL). ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Society expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is recognised for credit losses expected over the remaining life of the exposure, irrespective of timing of the default (a lifetime ECL).

For trade receivables, the Society applies a simplified approach in calculating ECLs. Therefore, the Society does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Society has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment which could affect debtors' ability to pay.

2.11 Impairment of Financial Assets (Cont'd)

The Society considers a financial asset in default when contractual payments are 30 days past due. However, in certain cases, the Society may also consider a financial asset to be in default when internal or external information indicates that the Society is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Society. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

2.12 Impairment of Non-financial Assets

The Society assesses at each reporting date whether there is an indication that an asset may be impaired. If any indication exists, (or, where applicable, when an annual impairment testing for an asset is required), the Society makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs of disposal and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or group of assets. Where the carrying amount of an asset or cash-generating unit exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

Impairment losses are recognised comprehensive income statement.

A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in the comprehensive income statement.

2.13 Financial Instruments**(a) Financial Assets****(i) Initial recognition and measurement**

Financial assets are recognised on the Society's statement of financial position when the Society becomes a party to the contractual provisions of the instrument.

At initial recognition, the Society measures a financial asset at its fair value plus, in the case of a financial assets not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial assets. Transaction costs of financial assets carried at FVPL are expensed in comprehensive income statement.

Trade receivables are measured at the amount of consideration to which the Society expects to be entitled in exchange for transferring promised services, excluding amounts collected on behalf of third party, if the trade receivables do not contain a significant financing component at initial recognition.

(ii) Subsequent measurement

Subsequent measurement of debt instruments depends on the Society's business model for managing the asset and contractual cash flow characteristic of the asset. The three measurement categories for classification of debt instruments are amortised at cost, fair value through other comprehensive income (FVOCI) and FVPL.

Financial assets that are held for the collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using the effective interest method, less impairment. Gains and losses are recognised in comprehensive income statement when the assets are derecognised or impaired, and through the amortisation process.

(iii) Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that had been recognised in other comprehensive income for debt instruments is recognised in comprehensive income statement.

2.13 Financial Instruments (Cont'd)**(b) Financial Liabilities****(i) Initial recognition and measurement**

Financial liabilities are recognised on the Society's statement of financial position when the Society becomes a party to the contractual provisions of the instrument. The Society determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at FVPL, directly attributable transaction costs.

ii) Subsequent measurement

After initial recognition, financial liabilities that are not carried at FVPL, are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the comprehensive income statement when the liabilities are derecognised as well as through the amortisation process. Liabilities of short duration are not discounted.

iii) Derecognition

The Society derecognises financial liabilities when, and only when, the Society's obligations are discharged, cancelled or expired. On derecognition, the difference between the carrying amounts and the consideration paid is recognised to the comprehensive income statement.

2.14 Provisions

Provisions are recognised when the Society has a present obligation (legal or constructive) where, as a result of a past event, and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each balance sheet date and adjusted to reflect the current best estimate. Where the effect of time value of money is material, the amount of the provision is the present value of the expenditure expected to be required to settle the obligation.

2.15 Reserves

Reserves are set aside to provide financial stability and the means for the development of the principal activities of the Society. It is the policy of the Society to build reserves, from operating surplus, to an amount equivalent to two years worth of budgeted total annual operating expenses.

The Society maintains restricted and unrestricted funds. Funds set up for specific purposes are classified as restricted funds. All income and expenses other than those attributable to restricted funds and common overheads are recorded in the unrestricted fund's statement of comprehensive income.

In order to ensure observance of limitations and restrictions placed on the use of the resources available to the Society, the financial statements of the Society are maintained such that the resources for various purposes are classified for accounting and reporting purposes that are in accordance with activities or objectives specified.

2.16 Leases

The Society has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases. The Society recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

2.17 Conflict of interest policy

Management Committee (the "MC") members are expected to avoid actual and perceived conflicts of interest. Where MC members have personal interest in business transactions or contracts that the Society may enter into, or have vested interest in other organisations that the Society have dealings with or is considering to enter into joint ventures with, they are expected to declare such interest to the MC as soon as possible and abstain from discussion and decision-making on the matter. Where such conflicts exists, the MC will evaluate whether any potential conflicts of interest will affect the continuing independence of MC members and whether it is appropriate for the MC member to continue to remain on the MC.

3	Plant and Equipment	Computer equipment \$	Office and other equipment \$	Sports equipment \$	Furniture and fittings \$	Leasehold improvement \$	Total \$
Cost:							
At 1 April 2023		28,377	26,853	16,865	49,587	291,989	413,671
Additions		3,982	-	944	-	-	4,926
At 31 March 2024 and 1 April 2024		32,359	26,853	17,809	49,587	291,989	418,597
Additions		-	3,299	6,930	1,980	-	12,209
At 31 March 2025		32,359	30,152	24,739	51,567	291,989	430,806
Accumulated Depreciation:							
At 1 April 2023		25,319	22,753	16,865	47,301	274,306	386,544
Charge for the financial year		2,594	2,681	-	1,733	2,122	9,130
At 31 March 2024 and 1 April 2024		27,913	25,434	16,865	49,034	276,428	395,674
Charge for the financial year		2,125	2,429	2,625	1,213	2,122	10,514
At 31 March 2025		30,038	27,863	19,490	50,247	278,550	406,188
Net Book Value:							
At 31 March 2025		2,321	2,290	5,249	1,320	13,439	24,618
At 31 March 2024		4,446	1,419	944	553	15,561	22,923

4 Intangible asset

	Website \$	Total \$
Cost:		
At 1 April 2023	62,215	62,215
Additions	-	-
At 31 March 2024 and 1 April 2024	62,215	62,215
Additions	-	-
At 31 March 2025	62,215	62,215
Accumulated Depreciation:		
At 1 April 2023	31,759	31,759
Charge for the year	20,738	20,738
At 31 March 2024 and 1 April 2024	52,497	52,497
Charge for the year	8,233	8,233
At 31 March 2025	60,730	60,730
Net Book Value:		
Balance at 31 March 2025	1,485	1,485
Balance at 31 March 2024	9,718	9,718

5 Trade and Other Receivables

	2025 \$	2024 \$
Trade receivables	-	-
<i>Other receivables</i>		
Interest receivable	33,085	17,940
Sundry receivables	798	571
	<u>33,883</u>	<u>18,511</u>

6 Cash and Cash Equivalents

	2025 \$	2024 \$
Cash and bank balances	567,330	213,364
Fixed deposits	<u>3,354,415</u>	<u>3,822,042</u>
	<u>3,921,745</u>	<u>4,035,406</u>
<i>Restricted in use</i>	34,958	34,958
<i>Not restricted in use</i>	<u>3,886,787</u>	<u>4,000,448</u>
	<u>3,921,745</u>	<u>4,035,406</u>

DBS Bank Limited, Maybank and CIMB Bank are the bankers of the Society.

Fixed Deposit

The rate of interest for the cash on interest-earning accounts is at 2.40% to 3.00% (2024: 2.55% to 3.60%) per annum.

7 Trade and Other Payables

	2025 \$	2024 \$
Trade payables	21,155	29,400
Unutilised fund from Sports Singapore	-	8,954
	21,155	38,354
<i>Other creditors</i>		
Accrued operating expenses	9,616	2,610
Accrued staff costs	18,694	12,459
Other payables	-	1,111
	28,310	16,180
	49,465	54,534

8 Sponsorship received and Deferred income

Funds received in advance (specific projects):

- President's Challenge	100,000	150,000
- National Council of Social Services	-	15,000
- Special Olympics World Games	37,865	37,865
- Edward Lifesciences	74,018	74,018
- Special Olympics Asia Pacific - Training 2023-2025	-	34,200
- Others	32,483	14,805
	244,366	325,888

i) President's Challenge

Fund is for defraying Special Olympics World Games and National Games 2025 expenditure.

ii) National Council of Social Services

Fund is for defraying Volunteer Manager training and manpower expenses. In 2024, \$15,000 was provided by NCSS as a sponsorship from United Overseas Land, designated specifically for Bocce-related expenditure.

iii) Special Olympics World Games

Fund is for defraying Special Olympics World Games expenditure.

iv) Edward Lifesciences

Fund is for defraying Financial Assistance Scheme, Healthy Athletes Program and Motor Activity Training Program expenditure.

v) Special Olympics Asia Pacific - Training 2023-2025

Fund is to deliver quality sports training opportunities, organise unified sports competitions and programmes and support development and training of coaches.

9 Reserves

	2025 \$	2024 \$
Unrestricted Fund:		
Accumulated Funds	3,668,243	3,675,046
Annual Operating Expenditure	881,397	903,419
Ratio of Reserves to Annual Operating Expenditure	4.16	4.07

Reserves are set aside to provide financial stability and the means for the development of the principal activities of the Society. The Management Committee Members review the level of reserves regularly for the Society's continuing obligations.

10 Grant Income

	2025	2024
	\$	\$
Grants from Sport Singapore	327,188	346,997
Grants from Toteboard	80,000	136,755
Grant from World Games	50,000	-
Grant from Special Olympics Asia Pacific	68,400	-
Others	17,578	115,066
	<u>528,166</u>	<u>598,818</u>

11 Fund Raising Events

	2025	2024
	\$	\$
Fundraising income	87,338	45,034
Less: Fund raising expenditure	(9,232)	(10,006)
Net surplus	<u>78,106</u>	<u>35,028</u>

Fundraising spending over income ratio

11%

22%

12 Key Management and Top 3 Personnel Costs

	2025	2024
	\$	\$
Key management staff annual remuneration (Including CPF and bonuses)	<u>297,749</u>	<u>217,200</u>

	2025	2024
	\$	\$
Top 3 executives' annual remuneration (Including CPF and bonuses)	<u>297,749</u>	<u>217,200</u>

Number of top three staff in remuneration bands:

\$100,000 - \$200,000

1

-

< \$100,000

2

3

13 Management Committee-Remuneration

Management committee has not received any form of remuneration from the Society for the year.

14 Tax-Exempt Receipts

	2025	2024
	\$	\$
Tax-exempt receipts issued for donations collected	<u>80,082</u>	<u>84,639</u>

15 Taxation

The income of the Society is exempted from tax under Section 13 of the Singapore Income Tax Act.

16 Overseas Expenditure

The Society incurred the following overseas expenditure during the year:

	2025	2024
	\$	\$
Total Overseas travel/accommodation/allowances/training	24,992	153,995

17 Related Party Transactions

There are no significant related party transactions for the year.

18 Restricted funds

The Society has the following restricted fund:

Outreach centre fund is restricted fund used mainly for upgrading and renovation works on premises.

19 Financial Risk Management Objectives and Policies

The main risks arising from the Society's financial instruments are credit risk and liquidity risk. The policies for managing each of these risks are summarised as follows:

(a) Credit risk

Credit risk arises mainly from the risk on counterparties defaulting on the terms of their agreements. The carrying amounts of cash and cash equivalents, trade debtors, other debtors represent the Society's maximum exposure to credit risk in relation to financial assets.

The Management Committee monitors the exposure to credit risk on an ongoing basis and credit evaluations are performed on customers requiring credit over a certain amount. Cash terms or advance payments are required for customers of lower credit standing. The credit risk on balances of cash and cash equivalents is low as these balances are placed with a reputable bank.

(b) Interest rate risk

Interest rate risk is the risk that the fair values or future cash flows of the Society's financial instruments will fluctuate because of changes in market interest rates.

As at the reporting date, the Society is not exposed to significant interest rate risk as it only has fixed rate interest-bearing financial assets.

(c) Liquidity risk

The Society's financing activities are managed by maintaining an adequate level of cash and cash equivalents to finance the Society's operations. To manage liquidity risk, the Society monitors and maintains a level of cash and cash equivalents to finance the Society's operations and mitigate the effects of fluctuation in cash flows.

The maturity profile of the financial liabilities of the Society is as follows. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months approximate their carrying amounts as the impact of discounting is insignificant.

	2025	2024
	Trade and other payables	Trade and other payables
	\$	\$
< 12 months	49,465	54,534
1 - 2 years	-	-
	49,465	54,534

20 Fair Values of Financial Instruments

The fair value of a financial instrument is the amount at which the instrument could be exchanged or settled between knowledgeable and willing parties in an arm's length transaction.

The following methods and assumptions are used to estimate the fair value of each class of financial instruments for which it is practicable to estimate that value.

Cash and cash equivalents, other receivables and other payables

The carrying amounts of these balances approximate their fair values due to the short-term nature of these balances.

Trade receivables and trade payables

The carrying amounts of these receivables and payables (including trade balances) approximate their fair values as they are subject to normal trade credit terms.

Classification of Financial Instruments

Set out below is a comparison by category of carrying amounts of all the Society's financial instruments that are carried in the financial statements:

	2025 \$	2024 \$
Financial assets		
Trade and other receivables	35,179	22,379
Cash and cash equivalents	3,921,745	4,035,406
	<u>3,956,923</u>	<u>4,057,785</u>
Financial liabilities		
Trade and other payables	49,465	54,534
	<u>49,465</u>	<u>54,534</u>

Fair value hierarchy

The Society categorises fair value measurements using a fair value hierarchy that is dependent on the valuation

- Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the Society can access at the measurement date;
- Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3: Unobservable inputs for the asset or liability.

Fair value measurements that use inputs of different hierarchy levels are categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

21 Accounting Estimates and Judgement in Applying Accounting Policies

The Society makes estimates and assumptions that affect the reported amounts of assets and liabilities within the next financial year. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key source of estimation uncertainty

The key assumptions concerning the future and other key sources of uncertainty in estimation at the balance sheet date, that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are discussed below:

Depreciation of plant and equipment

The costs of plant and equipment are depreciated on a straight-line basis over their respective useful lives. Management estimates the useful lives of these property, plant and equipment to be within 2 to 5 years. The carrying amount of the Society's plant and equipment is stated in Note 3. Changes in the expected level of usage and technological developments could impact the economic useful lives and the residual values of these assets. Therefore future depreciation charges could be revised and impact the profit in future years.

21 Accounting Estimates and Judgement in Applying Accounting Policies (cont'd)***Impairment loss on trade and other receivables***

The Society evaluates whether there is any objective evidence that trade and other receivables are impaired and determine the amount of impairment loss as a result of the inability of the debtors to make required payments. The Society bases the estimates on the ageing of the trade receivables balance, credit-worthiness of the debtors and historical write-off experience. If the financial conditions of the debtors were to deteriorate, actual write-offs would be higher than estimated.

22 Capital Management

The primary objective of the management of the Society's capital structure is to maintain an efficient mix of debt and funds in order to achieve a low cost of capital, while taking into account the desirability of retaining financial flexibility to pursue opportunities and adequate access to liquidity to mitigate the effect of unforeseen events on cash flows.

The Management regularly reviews the Society's capital structure and make adjustments to reflect economic conditions, strategies and future commitments.

The Society did not breach any gearing covenants during the financial years ended 31 March 2025 or 31 March 2024. In the same period, no significant changes were made in the objectives, policies or processes relating to the management of the Society's capital structure.



GOVERNMENT EVALUATION CHECKLIST



Governance Evaluation Checklist

Reference No: CPGE-250301-000310

Submitted By: S****140H on 08-08-2025 17:01:13 VIJAIKUMAR S/O
RANGABASHAYAM

Tier 2 (All IPCs and Large Non- IPC Charities)

Tier 2 Checklist is for charities with gross annual receipts or total expenditure (whichever is higher) of \$10million or more.To change the checklist, please go back to Checklist Selection page.

S/N	Code Guidelines	Code ID	Response	Explanation
Principle 1: The charity serves its mission and achieves its objectives.				
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan.			
4	"Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes	
Principle 2: The charity has an effective Board and Management.				
	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.			
5	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.1	Yes	
6	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity:	2.2	Partial Compliance	Induction is only done for Management Team.
7	a. Audit b. Finance	2.3	Yes	
	* Other areas include Programmes and Services, Fund-raising,			

S/N	Code Guidelines	Code ID	Response	Explanation
8	Appointment/Nomination, Human Resource, and Investment. Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity. Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member.	2.4	Yes	
9	All Board members must submit themselves for re-nomination and re-appointment, at least once every three years. Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position). For Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee	2.5	Yes	
10	Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's re-appointment	2.6	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	to the position of Treasurer (or an equivalent position may be considered after at least a two-year break.			
	ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.			
	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well.			
11		2.7	Yes	
	a. No staff should chair the Board and staff should not comprise more than one-third of the Board.			
	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well.			
12	a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	Yes	
	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered			
13	after at least a two-year break.	2.9a 2.9b 2.9c	Yes	
	For all Board members:			
	a. Should the Board member leave the Board			

S/N	Code Guidelines	Code ID	Response	Explanation
	for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board.			
	b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting).			
	c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report. For Treasurer (or equivalent position) only:			
14	d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or	2.9d	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	equivalent position after a maximum of four consecutive years.			
	i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting - refer to 2.9.b.			
Principle 3: The charity acts responsibly, fairly and with integrity.				
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise.	3.2	Yes	
17	a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/ herself from the meeting and should not vote or take part in the decision-making during the meeting.			
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	
18	Ensure that no staff is involved in setting his/her	3.3	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	own remuneration directly or indirectly.			
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	
Principle 4: The charity is well-managed and plans for the future.				
	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.			
21	a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes	
	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.			
22	b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as:	4.1b	Yes	
	i. Revenue and receipting policies and procedures;			

S/N	Code Guidelines	Code ID	Response	Explanation
	ii. Procurement and payment policies and procedures; and			
	iii. System for the delegation of authority and limits of approval.			
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes	
	Set internal policies for the charity on the following areas and regularly review them:			
	a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT);			
25	b. Board strategies, functions, and responsibilities;	4.4	Partial Compliance	Internal Policies are reviewed for all except (a).
	c. Employment practices;			
	d. Volunteer Management*;			
	e. Finances;			
	f. Information Technology (IT) including data privacy management and cyber-			

S/N	Code Guidelines	Code ID	Response	Explanation
	security;			
	g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board);			
	h. Service or quality standards; and			
	i. Other key areas such as fund-raising and data protection.			
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes	
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Partial Compliance	SOSG measures the impact of all activities and is in the process of reviewing external risk factors. Executive Director is attending a Risk Management workshop in Aug 2025.
	Principle 5: The charity is accountable and transparent.			
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member. The charity should disclose the following in its annual report	5.2	Yes	
30	a. Number of Board meetings in the year; and b. Each Board member's attendance The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding	5.3	Yes	
31	\$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes	
32	The charity should disclose	5.5	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact. Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.			
33	a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable. Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.	5.6a	Yes	
34	b. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes	
Principle 6 The charity communicates actively to instil public confidence.				
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	No	SOSG is in the process of implementing a media communication policy.

• • •

Declaration

Full Name as per ID

VIJAIKUMAR S/O RANGABASHAYAM

ID Type

ID No.

NRIC

S****140H

Email Address

Designation (within Organisation)

vijaikumar@specialolympics.org.sg

Executive Director

- ☒ I confirm that the information provided in this submission is true and accurate to the best of my knowledge. I am aware that the provision of false or misleading information in relation to this submission to the Commissioner of Charities can constitute a criminal offence, which is punishable by imprisonment and/or a fine.
- ☒ I hereby declare that the Governing Board has approved this Governance Evaluation Checklist and has authorised me to submit this checklist 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.

• • •

