

SALEM WELFARE SERVICES (SWS) – ANNUAL REPORT FOR PERIOD ENDING 31 DECEMBER 2018

With the incorporation of the Onesimus Garden (OG) to Salem Welfare Services Ltd (SWS) in 2016, SWS' continued in our efforts to reach out to the elderly at our Day Rehab Centre at Yishun and the marginalised at the Onesimus Garden at Neo Tiew Road. The following are the reports on Governance, The Day Care and Rehabilitative Centre and Onesimus Garden:

A. Governance

1. Board Members Holding Appointment for more than 10 years

1. The following Board members have been on Salem Welfare Services Board for more than 10 years.

Name	Position
1. Chong Shee Sai	Vice – Chairman
2. Lam Pin Shin	Company Secretary
3. Neo Ban Hui	Board Memeber

2. We have tried year after year to get new candidates to replace Board members who have served more than 10 years but could not do so because the work involves time and commitment to raise funds and to run the organisation. The younger candidates whom we have approached could not find the time to volunteer their services because of other commitments and priorities. The Board will continue to look for suitable replacements who have the ability, as volunteers, to contribute their time and energy to the cause of SWS.

3. Salaries of staff in Salem Welfare Service Ltd

1. Under Singapore Charity regulations, Salem Welfare Services is to disclose the salaries of all staff in bands of \$100k.
2. For FY2018, salaries of the staff in Salem Welfare Services Ltd are as disclosed as follows:

Annual Remuneration	Number of staffs
1. Above \$100k but below \$200k	Nil
2. Below \$100k	8

4. Whistle Blowing Policy

1. Salem Welfare Service has a whistle blowing policy and this policy applies to all employees of Salem Welfare Service as well as to external parties who have business relationships with SWS.
2. The intended objectives of this policy are to:

1. Deter wrongdoing and to promote standards of good corporate practice;
2. Provide proper avenues to raise concerns about actual or suspected improprieties in matters of financial reporting, irregularities or other matters and receive feedback on any action taken;
3. Reassure the whistle blower that you will be protected from punishment or unfair treatment for disclosing concerns in good faith in accordance with this procedure; and
4. Assist to develop a culture of openness, accountability and integrity
5. The channels of whistle blowing are as follows: -

Email	saalemwell@singnet.com.sg
Mail	Chairman and Board Members of Salem Welfare Services 1-7 Thomson Hills Drive Singapore 574746

B. Day Care & Rehabilitation Centre

1. The Centre was in its 21st year of operation and continued to fulfil its objectives as follows:
 - a. To promote the physical, mental, and spiritual welfare of the elderly suffering from ill-health, disease or accidents.
 - b. To provide day care and rehabilitation services for the elderly.
2. Both the Day Care and Physiotherapy sections had an average of about 42 registered service users. This was about the same number as 2017. For the year, there were about 11 newly registered users against 15 who had been discharged or no longer required the services of the Centre.
3. Most of the upgrading and enhancement of the Centres facilities had been completed in the year in review.
4. The number of staff in the Centre is 8 which is unchanged from the previous year.

C. Onesimus Garden (OG)

1. As part of OG's commitment to serve the underprivileged and marginalized within the community, we adopted an alternative restorative and

rehabilitation therapy through farming for the elderly, people with special needs, mentally challenged and the ex-offenders.

2. We trained them to keep regular work hour's schedule, to complete simple tasks in accordance to requirements within a schedule and to regulate their behavioural and social temperament.
3. We facilitate communal interaction and recreation, and also provide a conducive environment for recovery for the mentally and emotionally challenged.
4. OG has ministered the OG program for the following group of beneficiaries in the years 2018 and early 2019, as follow:
 - a. People-With-Special-Needs
 - i. A total of 35 People-With-Special-Needs (including down-syndrome) undergoes the Farm Restorative Therapy (FRT) program. The program entails teaching the people to perform routine tasks at the farm.
 - b. The Elderly and People with Depression
 - i. A total of 20 seniors and adults with depression have undergone the FRT as part of active-ageing and health rehabilitation, both mentally and physically.
 - c. Ex-offenders
 - i. A total of 4 ex-inmates were under the FRT program.
 - d. Vegetables Home Delivery Program
 - i. A total of 60 families are under the Vegetables Home Delivery Program, where the veggies are delivered to their homes weekly. This is part of growing your veggies with pesticide-free and naturally grown.
 - e. Community Engagement
 - i. About 750 people from the communities have been engaged at the farm through farm tour, volunteerism and community bonding.
5. Onesimus Garden will continue to focus its mission of reaching out to the marginalized (the seniors, special needs, needy and substance-abused offenders) in society. The 4 key-ministry approaches 1) Therapy through farming, 2) Training the marginalised with farming skills, 3) Placement with our partners for employment and 4) Education are the framework by which the farm is operated.

D. FUND RAISING

1. Fund raising will always be a challenge for SWS. The operational costs for both Onesimus and the Day Rehabilitation is estimated to be \$400,000 per year (150,000 for Rehab Centre and \$250,000 for OG).
2. In August 2018, SWS conducted a first-ever joint community event with the Thomson Hills Neighbourhood Community. The total raised for the event was S\$ 69,212.55
3. Another fund-raising event is planned for 2019. We hope to raise S\$ 50,000.00 through this 100km Charity-walk.
4. The Board of Directors would also like to express our heartfelt thanks to the members of the Church and other well-wishers who contributed generously to the Centre be it financially, in kind or through rendering professional services. It is through your generosity and continued support that SWS can operate and fulfil its objectives.

Choong Shee Sai
Vice-Chairman
Salem Welfare Services Ltd