



ANNUAL REPORT FY19/20

DEAF SPORTS ASSOCIATION (SINGAPORE)

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DEAF SPORTS ASSOCIATION
SINGAPORE

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MESSAGE FROM THE PRESIDENT

Our Strategic Plan

Let me share briefly with you excerpts of the strategic plan from 2017 to 2021. This strategy sets the ambition and direction for four years as we tackle challenges and create new opportunities for the deaf community.

During this period, we saw the achievement of our participation in ASEAN Deaf Bowling Championship, World Deaf Badminton Championship and World Deaf Bowling Championship. I remembered how we had to struggle with the funds to develop, train and travel. Fortunately, with the drive from the diverse background of our EXCO members, we endured and managed to reach out to our athletes and collaborate with other agencies, sponsors, and the stakeholders.

Achievement Highlights

Driven by the resourceful Chairman for Talent Development, Mr Jaffa Mohamed Salleh, he managed the essentials for the preparation to support the athletes to compete internationally. Our national bowlers bagged thirteen medals including six golds, three silvers and four bronzes at the inaugural ASEAN Deaf Bowling Championships 2019 in Manila, Philippines.

Three months later, we sent our top three to Taoyuan, Taiwan for World Deaf Bowling Championship. Our two young bowlers, Adelia Naomi Yokoyama and Kimberly Quek; managed to finish in Top 20 out of 64 competitors and qualified for the Masters' Event.

Another athlete, Chiew Zu Peng, had his debut at the World Deaf Badminton Championships in Taipei, Taiwan.

The Tradition

We were more than happy to host the fifth edition of the National Deaf Games along with the new addition – Target Archery to our current list of events. We are grateful to the invited Ministers who graced the occasions and brought some excitement not only to the participants but their friends and family members too. Efforts of the organising committee to ensure the success of the Games heartened us. We like to express our deepest gratitude for their contributions and sacrifices.

As one of the beneficiaries for the President's Challenge 2018, we would like to thank the supporters who contributed to this backing as a part of the charity drive of the President's Challenge.

“...we will continue to engage the youth leaders to be part of this beautiful journey...”

Looking Ahead

Progressively we are focusing on the enhancement of the organisational structure in areas of the administration and finance. With this in mind, we will continue to engage the youth leaders to be part of this beautiful journey that create opportunities for the deaf community.



Loh Eng Meng
President

ORGANISATION OVERVIEW

Purpose

To be the national body for sports with regard to the Deaf and Hard of Hearing Community

Vision

To serve as an effective and productive organisation promoting Deaf Sports in Singapore.

Mission

To inculcate values into the deaf community through sports as part of social integration, character building and healthy lifestyle.

Objectives

- To promote Deaf sports, culture, and education in the Republic of Singapore.
- To serve as a platform to build a bridge between sports associations and Deaf athletes.
- To plan, organise and participate in local sports events and compete in regional and international sports championships; and
- To provide technical advice and sharing of knowledge on Deaf sports.

Deaf Sports Association (Singapore), DSA, was registered as a society and charity under the Charities Act (Chapter 37) since 26 November 2012.

DSA has been accorded the IPC (Institution of a Public Character) status from 7 March 2020 to 31 March 2023.

Unique Entity Number (UEN)

T12SS0228C

Registered Address

c/o 27 Woodlands Industrial Park E1, #01-06 Hiangkie Industrial Building, Singapore 757718

Auditor

Fiducia LLP

LEADERSHIP & GOVERNANCE

Leadership

The Deaf Sports Association (Singapore), DSA, is governed by an Executive Committee that has ultimate responsibility for directing the activity of the organisation, ensuring it is well run and delivering the outcomes for which it has been set up.

The Executive Committee is made up of nominated and elected DSA members, based on its Constitution which stipulates an election to be held every two years, where there are five office bearers and five committee members being elected along with the composition of various sub-committees.

The Executive Committee (2019-2021)

PRESIDENT

Mr Loh Eng Meng

(November 2012 – present)

VICE PRESIDENT

Mr Jaffa Mohamed Salleh

(November 2014 – present)

HONORARY SECRETARY

Ms Lim Jia Yi

(November 2012 – present)

HONORARY TREASURER

Ms Zhong Suwen Celissa

(October 2019 – present)

HON. ASST. TREASURER

Ms Lai Li Sha

(October 2019 – present)

COMMITTEE MEMBERS

Ms Jessica Mak Wei-E

(November 2012 – present)

Ms Koh Ee Lin

(September 2017 – present)

Ms Ng Bee Hwa

(October 2019 – present)

Ms Pung Wan Tian Bernadette

(October 2019 – present)

Mr Fang Shawn

(October 2019 – present)

Governing Board

Name	Current Charity Date of Appointment	Occupation	Past DSA ExCo Appointment
Loh Eng Meng	President (November 2012)	Corp. Business Executive, IDV Concepts Asia Pte Ltd	Nil
Jaffa Mohamed Salleh	Vice President (November 2014)	Managing Director, Kaynett Kinetics Pte Ltd	Nil
Lim Jia Yi	Hon. Secretary (October 2019)	Executive, South East CDC	Committee Member
Zhong Suwen Celissa	Hon. Treasurer (October 2019)	Accounts Assistant, Silkac Mgmt Consultants Pte Ltd	Nil
Lai Li Sha	Hon. Treasurer (October 2019)	HR Executive, Ramen Champion Pte Ltd	Nil

Organisational Structure

Sub-Committees					
Talent Development	Events	Women in Sports	Fundraising	Media & Publicity	Memberships & Volunteers
Chair	Chair	Chair	Chair	Chair	Chair
Jaffa M. Salleh	Loh Eng Meng	Lim Jia Yi	Loh Eng Meng	Jessica Mak	Koh Ee Lin
Members	Vice Chair	Members	Vice Chair	Vice Chair	Vice Chair
Loh Eng Meng Lim Jia Yi	Jaffa M. Salleh	Celissa Zhong Lai Li Sha Koh Ee Lin Fang Shawn	Jaffa M. Salleh	Fang Shawn	Fang Shawn
	Members		Members	Members	Members
	Lim Jia Yi Pung Wan Tian Koh Ee Lin Fang Shawn Jessica Mak Ng Bee Hwa		Pung Wan Tian Koh Ee Lin Ng Bee Hwa Lim Jia Yi	Lim Jia Yi Pung Wan Tian Koh Ee Lin Jessica Mak Ng Bee Hwa	Pung Wan Tian Jessica Mak Koh Ee Lin Lim Jia Yi Ng Bee Hwa

Role of the Executive Committee

The role of the Executive Committee is to provide strategic direction and the oversight of DSA's programmes and objectives to steer DSA towards fulfilling its vision and mission through good governance. As part of its role, the following matters require approval of the Executive Committee:

- ✓ Approve budget for the financial year and monitor expenditure against budget.
- ✓ Review and approve yearly financial statements; and
- ✓ Regularly monitor the progress of the charity's programmes.

Term Limit of the Executive Committee

To enable succession planning and steady renewal in the spirit of sustainability of the Deaf Sports Association (Singapore), the Board has a term limit of four years (consecutive) for the following positions:

- ✓ Honorary Treasurer
- ✓ Honorary Assistant Treasurer

No Board members of the Executive Committee are remunerated for their roles and services rendered as Board member in the financial year.

Board Meeting & Attendance

* A total of two Board meetings and one AGM were held during the financial year. The following sets out the individual Board member's attendance at the meetings:

Name(s) of Board Members	* Attendance
Loh Eng Meng	3/3
Jaffa Mohamed Salleh	3/3
Lim Jia Yi	3/3
Jessica Mak Wei-E	2/3
Koh Ee Lin	3/3
Celissa Zhong	1/3
Lai Li Sha	1/3
Ng Bee Hwa	1/3
Pung Wan Tian Bernadette	1/3
Fang Shawn	0/3

Reserves Policy

The Board Members have established a reserved policy for the Association, pursuant to the Code of Governance for Charities and IPCs Guidelines 6.4.1. As a rule of thumb, DSA has one year of operational expenditure kept as reserves. The reserve level is reviewed yearly by the Board to ensure that the reserves are adequate to fulfil DSA's continuing obligations.

All income and expenditures are recorded in the unrestricted fund's statement of comprehensive income.

There are no restricted or endowment funds set up for any capital requirements for the financial year.

Conflict of Interest Policy

All Executive Committee members, staff, and volunteers of DSA are required to read and understand the conflict-of-interest policy in place and make full disclosure of interests, relationships and holdings that could potentially result in a conflict of interest. When a conflict-of-interest situation arises, the member/staff/volunteer is excluded from the discussion and approval of such transaction.

No staff sits on the Executive Committee, and no staff are involved in the setting of their own remuneration.

Key staff are interviewed by a panel comprising at least two Office Bearers, after which the interview panel would propose the remuneration to the Executive Committee for approval.

Whistle Blowing Policy

Implementation of a whistle blowing policy is currently being studied and will be implemented in due course.

HIGHLIGHTS OF THE YEAR

Overview

83



volunteers helped in the running of events during the National Deaf Games.

↑35% increase

52



beneficiaries and athletes supported under DSA development programmes.

↑13% increase

261



participants under DSA programmes and events by sub-committees.

↑4% increase

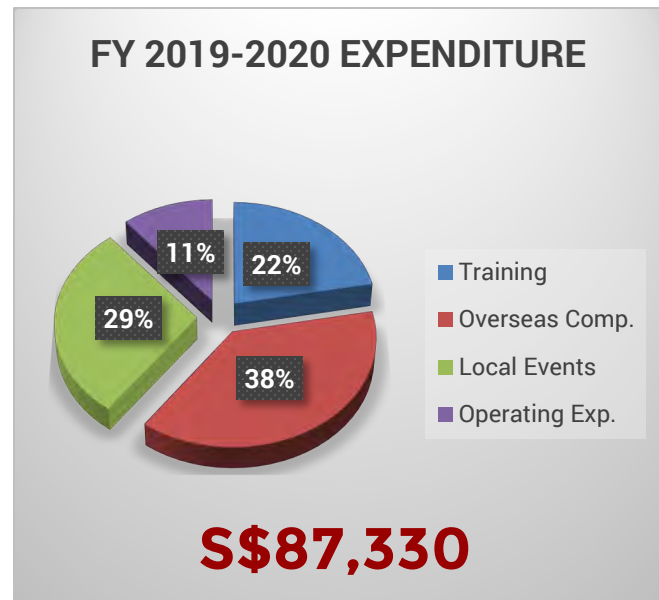
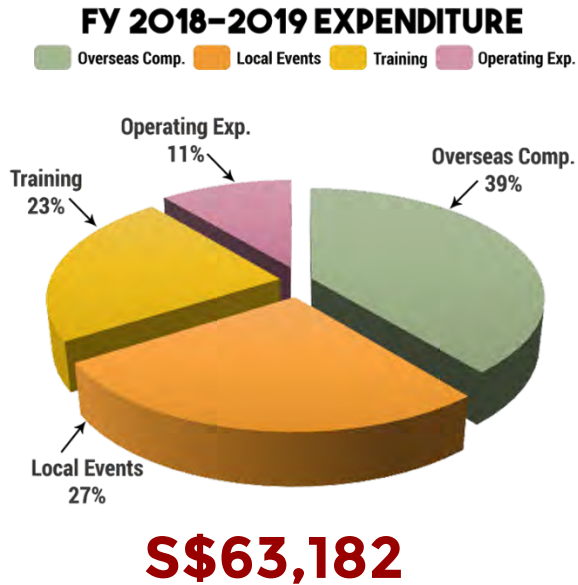
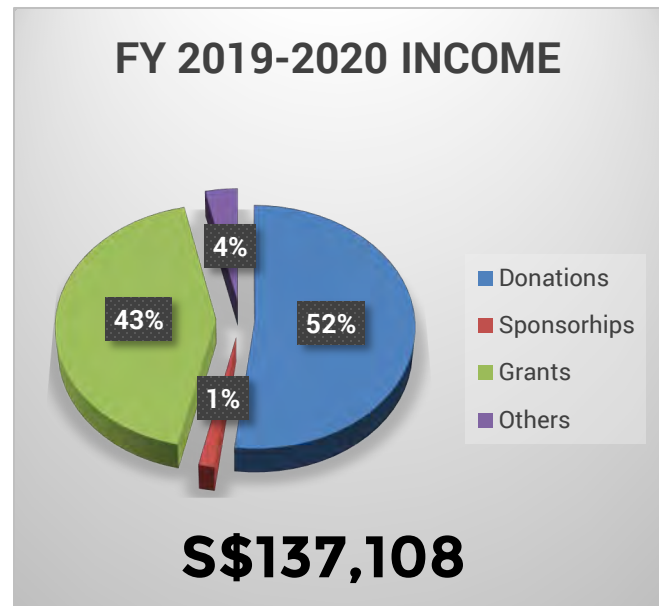
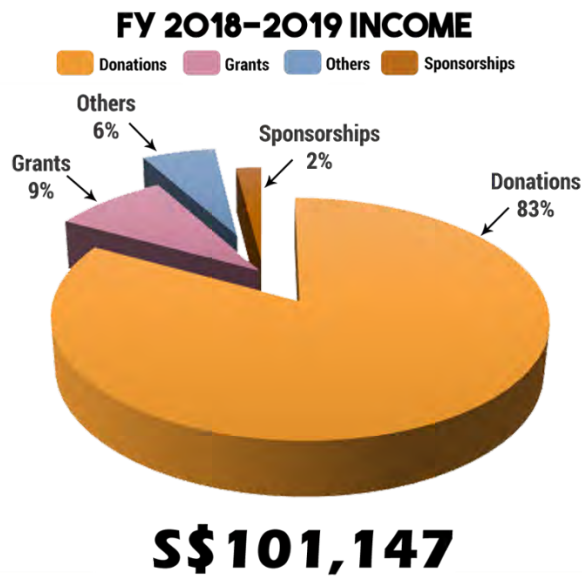
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hours contributed by volunteers for all programmes and events.

↑4.5% increase

Summary of Financial Performance



* For more details on the FY 2019-2020 Financial Statements, please refer to the Annex for full audited financial statement.

OUR WORK – OVERSEAS COMPETITION

ASEAN Deaf Bowling Championship 2019, Manila

Singapore having the biggest medal haul in the championships with six golds, three silvers and four bronzes (13 in total) which topped the medal tally table among ASEAN participating countries. The medals won were from the following events: Men's Singles (gold), Women's Singles (gold & silver), Men's Doubles (bronze), Women's Doubles (gold), Men's Trios (bronze), Women's Trios (gold), Men's Masters (bronze), Women's Masters (silver and bronze), Men's All-Events (gold) and Women's All-Events (gold and silver).

As if all the medals were not enough for the stellar performance by our bowlers, they were awarded the championship trophies for Over-All Team Champion and the Women's Team Champion – just like putting the icing on the cake.

MEDAL TALLY		MANILA 2019 1ST ASEAN DEAF BOWLING CHAMPIONSHIPS			
OVER-ALL TEAM CHAMPION					
COUNTRY					TOTAL
SIN 	SINGAPORE	18	6	3	27
MAS 	MALAYSIA	9	10	5	24
PHI 	PHILIPPINES	3	4	2	9
INA 	INDONESIA	0	0	0	0



World Deaf Badminton Championship 2019, Taipei

It was the fifth edition of World Deaf Badminton Championships held in Taipei, Chinese Taipei in the year 2019. The world stage takes place at Taipei Gymnasium from 11 July to 22 July 2019. A total of 34 youths and 165 men and women from 27 countries compete against each other in the Single, Mixed Doubles and Men and Women's Doubles.

The 5th World Deaf Badminton Championships 2019 was an eye-opening and learning experience for our national player, Chiew Zu Peng. He was able to perform to his best capabilities which he advanced to the Top 64 and then knocked out by the best in the tournament.



World Deaf Bowling Championship 2019, Taoyuan

The event is the fourth edition of the Championships. It was hosted in Taoyuan, Taiwan at Da Taoyuan Bowling Centre from 1 to 12 August 2019. A total of 117 male and 64 female bowlers from 27 countries competed in this World Championships. Singapore registered two female bowlers (Kimberly Quek and Adelia Naomi Yokoyama) and one male bowler (Vincent Chong Kar Keong).

Kimberly Quek and Adelia Naomi Yokoyama managed to finish at 12th and 15th place in Women's' Singles event, respectively. In the Women's' Doubles event, they finished 9th out of 32 teams. Kimberly and Adelia Naomi qualified for the Masters' Event and placed at 19th and 21st respectively.



OUR WORK – PROGRAMME & ACTIVITIES

Columbia Jungle Run 2019

DSA would like to thank the organiser of Columbia Jungle Run to support the self-interest group, Deaf Hiking Singapore who competed for the run in 5km throughout the entire forest. The event was on 6 October 2019.

DSA encourages self-interest sports groups to keep up with a healthy lifestyle to promote walking, trail running and hiking with the deaf community. The Deaf Hiking Singapore planned overseas hiking in Malaysia, Philippines, and Indonesia.



Basic Orienteering Workshop by Singapore Orienteering Federation

A total number of 16 participants signed up for the first-ever Orienteering workshop organised by Singapore Orienteering Federation on 17 November 2019.

It took place at Singapore Polytechnic in the early morning. Deaf participants learnt about the fundamentals of Orienteering and took the fun challenge to run around the school campus. This sport can take place at school premises, HDB neighbourhood, community parks, natural reserved forests and even the central-business-district.

Due to overwhelming support and interest, DSA is considering to include Orienteering at the next edition of National Deaf Games. As it is also a competitive event in Deaflympics, DSA may start to include Orienteering in its sports development plan for future international competitions.



5th National Deaf Games 2019

With the theme "Jubilating the Deafening Spirits of the Games", the fifth edition of the most anticipated event in deaf sports was the most celebrated Games in its history.

A total number of 216 participants took part in the annual National Deaf Games 2019. It was the largest number of participants recorded in the history of the Games. Through sports events offered in this Games, the participants enjoyed sports events competitively while bonding with friends and family. There were five sports events played at the Games which were Badminton, Bowling, Futsal, Go-Karting and Target Archery.



NDG 2019 - Target Archery, 28 July



NDG 2019 - Badminton, 29 June & 7 July



NDG 2019 - Bowling, 14 July



NDG 2019 - Futsal, 21 July



NDG 2019 – Go-Karting, 13 July



THE YEAR AHEAD

The Future

DSA to provide the public with lifelong learning opportunity to take up SGSL which will equip them with necessary skills to effectively communicate with the deaf community, be employable by deaf community service providers and to value-add their respective employability skillsets. It is also part of social integration and inclusiveness drive from DSA.

In other words, DSA to provide access to the knowledge and skills to communicate with the deaf community, particularly in sports activity and engagement.

Commitments

Recruitment of part-time support staff to help in daily operation of the organisation and to provide better service to DSA members, athletes, and the deaf community.

Restructuring of the administration and organisational aspect of the management committee i.e., internal control and processes, documentation

ACKNOWLEDGEMENT

Our deepest appreciation to the following organisations and individuals who have contributed to our success in FY 2019-2020.

Corporate Donors

Alpha Celsius Pte Ltd
Astute Tax Pte Ltd
Ironman (Asia) Pte Ltd
Leap Foundation Ltd

Lee Foundation
Shaw Foundation
Singapore Pools Pte Ltd
Zu-Lin Temple Association

Personal Donors

Amy Phoon
Bryan Lim Boon Kheng
Chan Sook Yee Bernadette
Chen Kim Yew
Chong Koh Ping
Chua Teck Leong
David Leong
Gee Siew Khim
GOH Kay Yiong
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Lau Audrey
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Ler Tze Hao
Leu Yong Wei Lawrence
Lim Hong Beng
Lim Huey Yuee
Lim Ming Yu
Lim Ying Ying
Liu Thai Ker

M Thevarani
Ma Xuewu
Molly Tan
Neoh Yew Kim
Ng Woo Hong
Noor Naime binte Zainal Abidin
Pan Har Ying
Raghav Koshik
Sabrina Chong Yi Jen
Sai Ram Nilgiri
See Bee Bee
See Bee Hoon
Tan Keng Ying
Tan Kuan Ern
Tan Yu Huann
Tay Hua Chun
Tay Hwee Ling Junie
Teoh Yi Boon
Tham Yan Ping
Vijay Krishnamani
Wan Yi Hazel Yeo
Wang Wenting
Yang Xiting Sherry
Yeo Chi Jin, Alfred
Yip Kit Fong Monica
Yogeswari d/o Munisamy

**We apologise
to those whom
we may have
inadvertently
missed out.**