



# ANNUAL REPORT FY20/21

## DEAF SPORTS ASSOCIATION (SINGAPORE)

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DEAF SPORTS ASSOCIATION  
SINGAPORE

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# MESSAGE FROM THE PRESIDENT

## The Pandemic

As the situation around the world with regards to COVID-19 continues to evolve, we are dealing with a significant global challenge.

The World Health Organization has declared this outbreak a pandemic. Many governments around the world have taken stricter and more impactful measures to ensure the safety of their citizens. It is understandable that there is a great sense of unease everywhere.

First and foremost, we would like to thank you for what you have done already to weather this crisis and to get our Association prepared to cope with this situation. Your commitment makes all the difference.

We would also like to reassure you that as an Association, we are committed to ensuring all our programmes and activities are in place to continue despite the pandemic however, health is our top priority.

## During the Circuit Breaker

During the Circuit Breaker period, we have introduced a virtual workout for our athletes to do their exercise routine via Zoom. We also held virtual meetings to update one another. It was the beginning to deal with the situation.

To overcome this challenge, we stay focused on the two priorities we have outlined for the Association. Firstly, the safety of all of us is paramount. We can only make positive contributions and live our purpose and values if we stay healthy and avoid spreading the virus.

Secondly, training continuity is crucial. We need to focus our efforts on securing venues and coaching services every step of the way.

## Hopes Alive

We will not stop the National Deaf Games but resume when the situation has settled. We have received a lot of enquiries on the Games which we believe everyone was anticipating and this is encouraging.

As one of the beneficiaries of the President's Challenge 2019, we would like to thank the supporters who contributed to this backing as a part of the charity drive for the President's Challenge.

*“...we will continue to develop athletes to be able to represent Singapore in future...”*

## Looking Ahead

Progressively we are focusing on the enhancement of the organisational structure in areas of administration and finance. With this in mind, we will continue to engage the youth leaders in this beautiful journey to create opportunities for the next generation of decision-makers from the deaf community.



**Loh Eng Meng**  
President

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# 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.

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## 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.

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**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

113 Eunos Avenue 3 #07-14, Gordon Industrial Building, Singapore 409838

## Auditor

Tan, Chan & Partners (Chartered Accountants Singapore)

# 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	<b>President</b> (November 2012)	Corp. Business Executive, IDV Concepts Asia Pte Ltd	Nil
Jaffa Mohamed Salleh	<b>Vice President</b> (November 2014)	Managing Director, Kaynett Kinetics Pte Ltd	Nil
Lim Jia Yi	<b>Hon. Secretary</b> (October 2019)	Executive, South East CDC	Committee Member
Zhong Suwen Celissa	<b>Hon. Treasurer</b> (October 2019)	Accounts Assistant, Silkac Mgmt Consultants Pte Ltd	Nil
Lai Li Sha	<b>Hon. Treasurer</b> (October 2019)	HR Executive, Ramen Champion Pte Ltd	Nil

## Organisational Structure

Sub-Committees					
Sports Management	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	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	3/3
Koh Ee Lin	3/3
Celissa Zhong	3/3
Lai Li Sha	3/3
Ng Bee Hwa	3/3
Pung Wan Tian Bernadette	3/3
Fang Shawn	3/3

## **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.

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# HIGHLIGHTS OF THE YEAR

## Overview

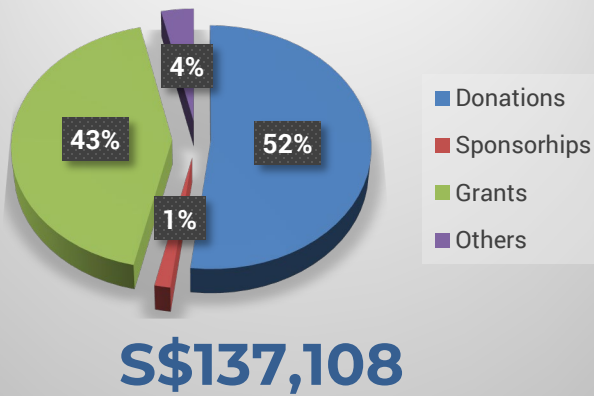
**2100**



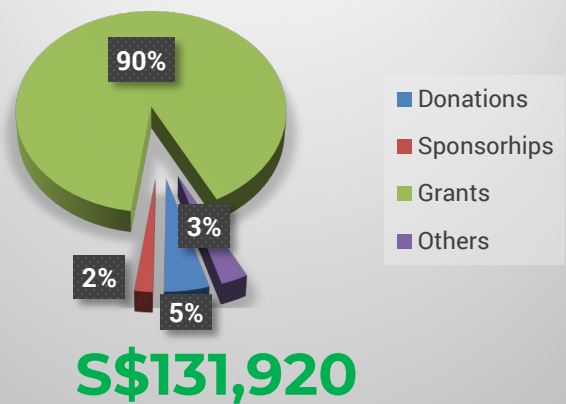
hours contributed by  
volunteers in the objectives of  
the association during the  
Covid-19.

## Summary of Financial Performance

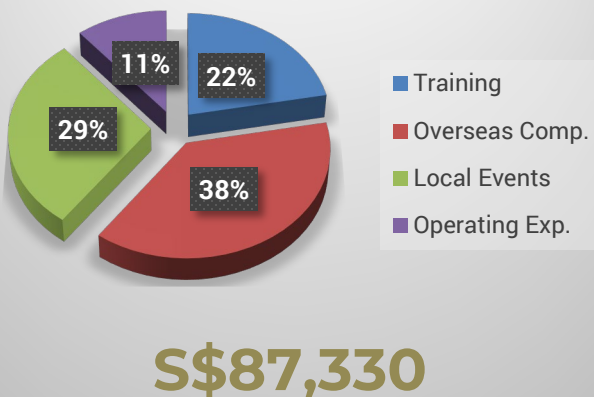
### FY 2019-2020 INCOME



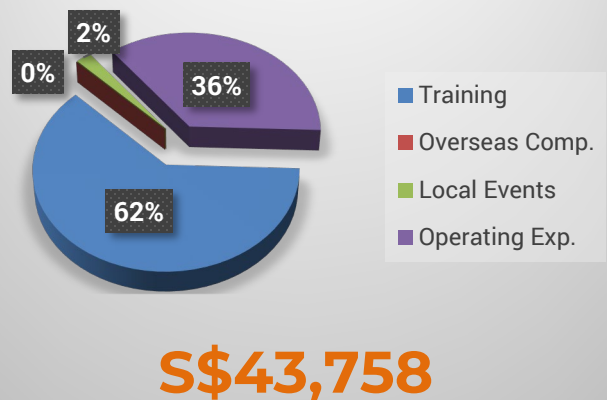
### FY 2020-2021 INCOME



### FY 2019-2020 EXPENDITURE



### FY 2020-2021 EXPENDITURE



\* For more details on the financial statements for the FYE 2021, please refer to the financial reports on the full audited financial statement.

<https://dsa.org.sg/annual-reports/>

## OUR WORK – OVERSEAS COMPETITION

### **ASEAN Deaf Games 2020, Kuala Lumpur**

Malaysia is hosting ASEAN Deaf Games 2020 meanwhile Singapore currently plans to select athletes for the ASEAN Deaf Games 2020 however, due to Covid-19 pandemic, the Games was postponed to late 2022.

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# OUR WORK – PROGRAMME & ACTIVITIES

## Bowling Development Programme

All our training programmes were suspended from 7 April 2020 to 5 July 2020. The athletes went through home workouts and virtual training via Zoom.

## Learn-To-Play Programme

The Learn-To-Play Programme was scheduled between August and October 2020. However, it was postponed to the year 2022.

## Annual National Deaf Games

The annual National Deaf Games was scheduled to take place in July 2020. In view of the pandemic situation, it was not advisable to hold the Games. As a result, it was postponed to late 2021 or early 2022.

## The ParAble Programme

In collaboration with Singapore Disability Sports Council (SDSC), an introductory programme on Para Futsal took place at the Mayflower Primary School. DSA provided the tools and instructor to conduct the programme which covered the entire level of Primary 3 & 4 classes with total number of 368 students involved. The students were taught on the difference of experience in playing the sport with and without disabilities.



# THE YEAR AHEAD

## The Future

DSA look forward to provide better support and services to DSA members, athletes, and the deaf community.

DSA shall 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 will provide access to the knowledge and skills to communicate with the deaf community, particularly in sports activity and engagement.

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# ACKNOWLEDGEMENT

**Our deepest appreciation to the following organisations and individuals who have contributed to our success in FY 2020-2021.**


## Corporate Donor

Leap Foundation Ltd

## Personal Donors

Tham Yan Ping  
 Lin Ting-Yi  
 Lee Boon Wah  
 Tan Yuh Huann  
 Ng Mui Cheng  
 Goh Lyk Chwuen  
 Zhu Zhengjie  
 Ong Xian Jet, Isaac  
 Chan Siew Hong  
 Hansen Patricia  
 Sou Wai Cheng  
 Tan Keng Hee Alex  
 Tang Mei Yin, Bridget  
 Tang Whye Mun, Wyman  
 Shen Siew Mee  
 Toh Sin Ying  
 Martina Wong  
 Goh Yann Khim, Sandra  
 Lim Teck Chye, Danny  
 Lim Yew Teck  
 Lim Ming Yu  
 Lim Pei En  
 Ambalavanan  
 Lina Bharat Budhrani  
 Tan Hong Beng  
 Tan Kok Cheng  
 Ong Sheena Havelyn  
 Tay Hua Chun  
 Joel Goh Kwang Soon

Parminder Kaur Chawla  
 Teoh Yi Boon  
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 Teo Ai Lin  
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 Julia Tan  
 Niko  
 Ashley Ella Choo  
 Ethel  
 Esther Wan  
 Kayden  
 Chong Karl Vam  
 Viven Ooi  
 Ngooi Swee Leang  
 Kannamgunta Somasekhar  
 Jessa Gan  
 Loo Kuen Feng  
 Ker Jia Hui



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