



**FY  
21/22**

# **ANNUAL REPORT**

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**WEBSITE: [WWW.DSA.ORG.SG](http://WWW.DSA.ORG.SG)**

**EMAIL: [INFO@DSA.ORG.SG](mailto:INFO@DSA.ORG.SG)**

**TEL: +65 6974 9505**

**113 EUNOS AVENUE 3, #07-14 GORDON  
INDUSTRIAL BUILDING, SINGAPORE 409838**



**DEAF SPORTS ASSOCIATION  
SINGAPORE**

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# MESSAGE FROM THE PRESIDENT

It was a breath of fresh air when masks were no longer mandatory in outdoor settings from March the 29th! Even though we had the National Deaf Games resumed before the lifting of this restriction, the 6th NDG was, indeed, a blast. Now we look forward for the next NDG for more participations as Singapore ease the pandemic restrictions gradually.

In this fiscal year, as promised, the National Deaf Games had a rousing response when resumed and shout out to our donors, supporters and stakeholders who never stop believing in our mission. Our heartfelt gratitude to our sponsors and our volunteers that made our annual NDG, after a 2 year hiatus, something to be missed about. With eagerly awaited participants thronging to the 6 events at the NDG, it was a sight we hope to see continuously.

The pandemic situation around the world too has slowly eased up and the Deaflympics '21 began its revival. Deaf communities around the world registered avidly for the games and Deaf Sports Association (Singapore) will be sending the elite team in bowling to compete and up the ante since our medal haul in 2017 at Deaflympics, Turkey.

During this 'low' pandemic period, DSA has utilised the time to focus on the enhancement of the organisational structure in areas of administration and finance. We have initiated and will be designing programmes to further enhance the social integration and inclusivity of the Deaf community to the society.

The goal of these programmes are to promote the deaf culture experience by understanding the challenges faced by deaf people and how to deal with them. There will be modules designed to equip participants with essential skills and knowledge to engage and communicate with the Deaf community, particularly in sports activities. The public will be offered opportunities to learn Singapore Sign Language (SgSL) through this educational programme that not only equip them with the necessary skills to communicate effectively with the Deaf community, also to be employable by the deaf community service providers and to value-add their respective employability skillsets.

# MESSAGE FROM THE PRESIDENT

We also look forward to provide sports coaches, trainers, instructors, and volunteers with the necessary skillsets to communicate effectively with the deaf athletes and the community. Kicking-off the 'Deaf Culture & Sports Education' programme in 2023, with support from sponsors, DSA will be able to generate revenue via the programme courses and CSR events' packages. This will ensure sustainability of the programme.

Let the future unmask a year fill with positive vibes as the DSA takes our effort further in cultivating values into the deaf community through sports and our programmes. I would like to appeal to every supporter out there to keep supporting the DSA as we continue to work hard in making dreams being heard and that sports could breathe new life to the deaf and the hard of hearing community.

## LOH ENG MENG PRESIDENT

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"We have not reach the point where all the Deaf and hard-of-hearing individuals in the community would instinctively think of the DSA when it comes to enrichment in sports and self-enrichment programmes. We wish to change that, and become a household name for them."



# 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

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 (2021-2023)

<b>PRESIDENT</b>	<b>MR LOH ENG MENG</b> (NOV 2012 – PRESENT)
<b>VICE PRESIDENT</b>	<b>MR JAFFA MOHAMED SALLEH</b> (NOV 2014 – PRESENT)
<b>HONORARY SECRETARY</b>	<b>MS LIM JIA YI</b> (NOV 2012 – PRESENT)
<b>HONORARY TREASURER</b>	<b>MS ZHONG SUWEN CELISSA</b> (OCT 2019 – PRESENT)
<b>ASST. HONORARY TREASURER</b>	<b>MS LAI LI SHA</b> (OCT 2019 – PRESENT)

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### COMMITTEE MEMBERS

- MS LIM CAI LI, REBECCA** (SEP 2021 – PRESENT)
- MS KOH EE LIN** (SEP 2017 – PRESENT)
- MR ALEX CHIEW ZU PENG** (SEP 2021 – PRESENT)
- MS PUNG WAN TIAN, BERNADETTE** (OCT 2019 – PRESENT)
- MS TAN KENG YONG, JORENA** (SEP 2021 – PRESENT)

# LEADERSHIP & GOVERNANCE

## Governing Board

NAME	Current Charity Date of Appointment	Occupation	Past DSA ExCo Appointment
Loh Eng Meng	President from November 2012	Corp. Business Executive, IDV Concepts Pte Ltd	NIL
Jaffa Mohamed Salleh	Vice President from November 2014	Managing Director, Kaynett Kinetics Pte Ltd	NIL
Lim Jia Yi	Hon. Secretary from October 2019	Executive, South East CDC	Committee Member
Zhong Suwen Celissa	Hon. Treasurer from October 2019	Accounts Assistant, Silkac Mgmt Consultants Pte Ltd	NIL
Lai Li Sha	Hon. Asst. Treasurer from 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					
Jaffa M. Salleh	Jaffa M. Salleh	Lim Jia Yi	Jaffa M. Salleh	Jaffa M. Salleh	Koh Ee Lin
Members	Vice Chair	Members	Vice Chair	Vice Chair	Vice Chair
Loh Eng Meng Lim Jia Yi	Loh Eng Meng	Pung Wan Tian Koh Ee Lin	Loh Eng Meng	Lim Jia Yi	Jaffa M. Salleh
	Members		Members	Members	Members
	Lim Jia Yi Pung Wan Tian Koh Ee Lin		Celissa Zhong Lai Li Sha	Chiew Zu Peng Tan Keng Yong	Lim Jia Yi Pung Wan Tian

## **Role of the Executive Committee**

To provide strategic direction and the oversight of DSA's programmes and its 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 3 Board meetings and 1 AGM were held during the financial year. The following sets out the individual Board member's attendance at the meetings:



## Board Meeting & Attendance

\* A total of 3 Board meetings and 1 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
Zhong Suwen Celissa	3/3
Lai Li Sha	3/3
Koh Ee Lin	3/3
Lim Cai Li, Rebecca	1/1
Alex Chiew Zu Peng	1/1
Tan Keng Yong, Jorena	1/1
Pung Wan Tian Bernadette	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.

## HIGHLIGHTS OF THE YEAR

### Overview



**62**

Beneficiaries/Athletes supported under DSA sports training programmes.



**320**

Participants under DSA programmes organised by our sub-committees.

**37**

Volunteers joined under DSA programmes and contributed to our community.



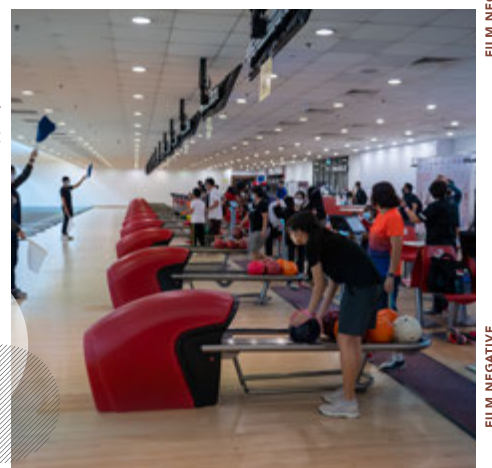
**6500**

Hours contributed by our volunteers under DSA programmes.

## 6th National Deaf Games 2021 5 to 27 March 2022



Its finally here! The 6th edition of the National Deaf Games was held after a two year hiatus due to the pandemic. The eagerly awaited 293 participants took part in six events in this annual National Deaf Games 2021. 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. The six sports events played at the Games which were Badminton, Bowling, Futsal, Go-Karting, Target Archery and Orienteering.

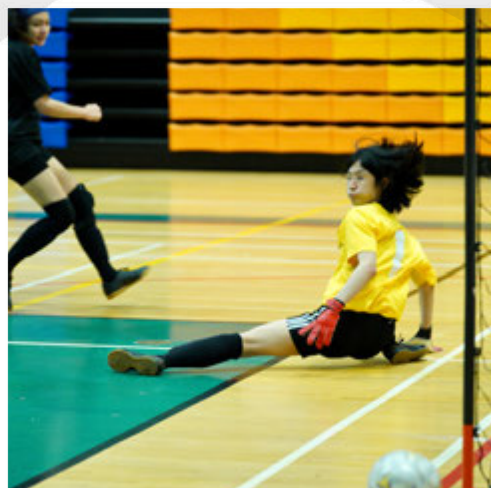
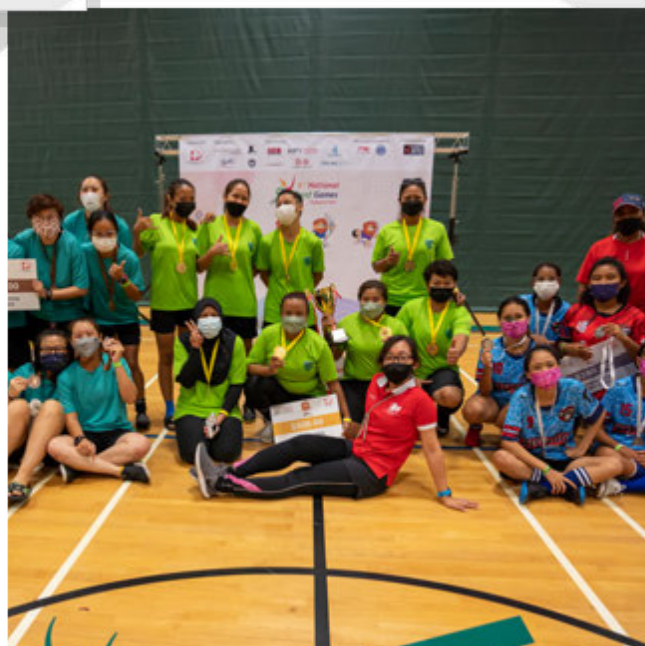


## 6th National Deaf Games 2021

5 to 27 March 2022



No misses, all hits at the Futsal event! This was the first time organised an open invitation to all, even the hearing. It was a healthy competition and the athletes love it! We shall continue to invite others to pit their skills against our Deaf athletes.





## 6th National Deaf Games 2021

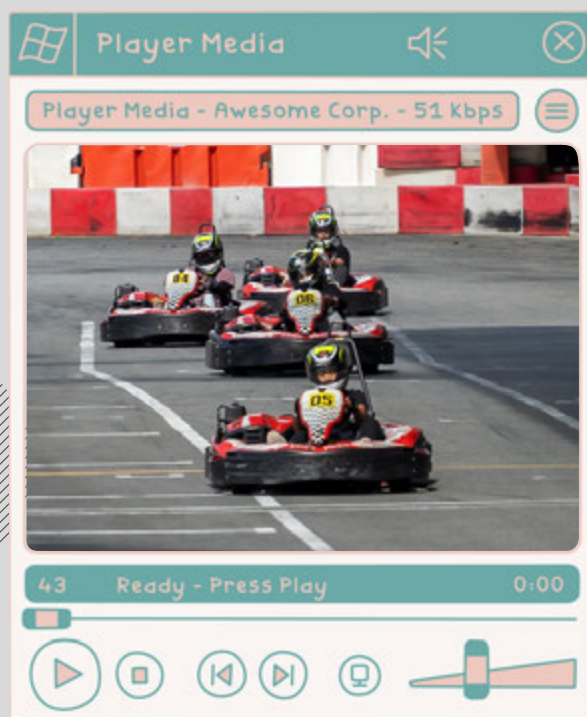
5 to 27 March 2022



Participants are eager for more events in the future, to add on to the six sports events played at the Games - Archery, Bowling, Futsal, Badminton, Go-Karting and Orienteering.



Definitely photo op and instagrammable events!

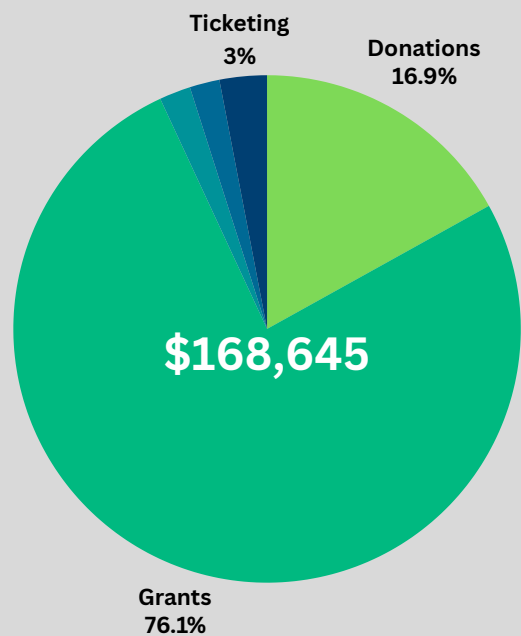




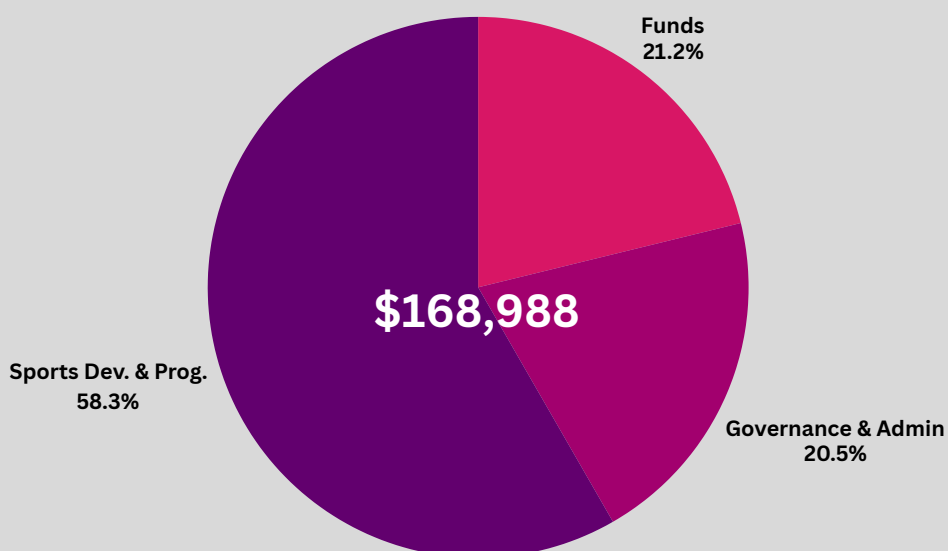
## HIGHLIGHTS OF THE YEAR

### Summary of Financial Performance

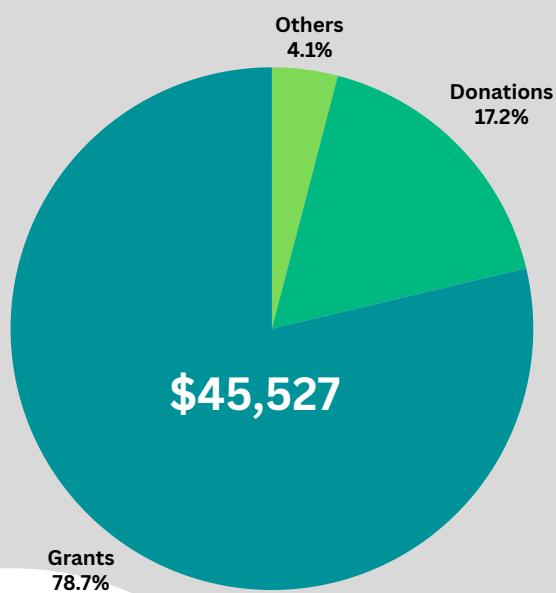
#### FYE 2022 INCOME



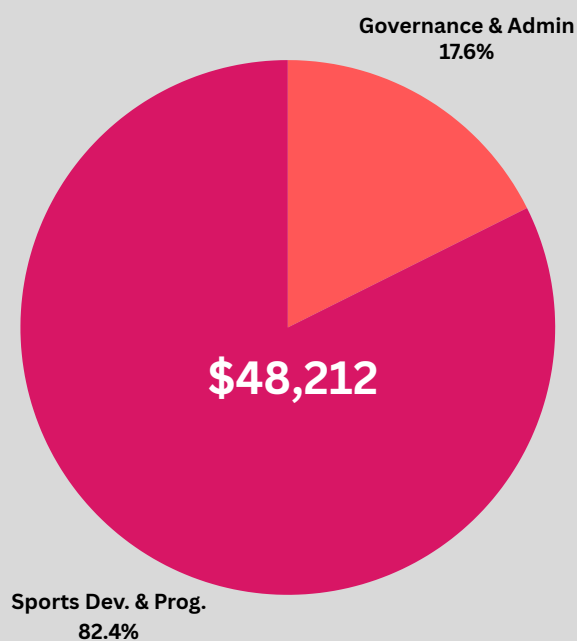
#### FYE 2022 EXPENSES



#### FYE 2021 INCOME



#### FYE 2021 EXPENSES



\* For more details on the financial statements for the FYE 2022, please refer to the financial reports on the full audited financial statement.

## OUR WORK – PROGRAMME & ACTIVITIES

### Bowling Development Programme

A new Performance Group was introduced in January 2022, which will concentrate on medal-winning performances. The other group will focus on the development of current athletes in general. Two groups of bowling programs are focused on bringing the game to the next level.

### Athletics Development Programme

In January 2022, the Athletics programme was launched with the aim of grooming the young athletes of the future. It will be the aim of the coaches to nurture young athletes with the correct fundamentals for training in track and field.

### Archery & Orienteering Workshops

A series of preparatory workshops were organised with the aim of preparing the participants for the National Deaf Games (NDG), in order to introduce Archery and Orienteering to them. The participants in the workshops were given a comprehensive explanation of the fundamentals of each of the sports that have been included for the first time in the NDG.

## 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.



## ACKNOWLEDGEMENT

Our heartfelt appreciation to the following organisations and individuals who have contributed to our success in FY 2021-2022.

### Corporate Donor(s)

LEE FOUNDATION LTD

### Individual Donor(s)

CHONG KARL VAM  
LAU MING HUI  
ZHANG XINWAN  
MUHAMMAD KHALID BIN SHAHARUDIN  
MANFRED LEE HONG YEE  
CHEAH KANG NIAN  
ONG CHIH YNG  
LOO KUEN FENG  
THOMAS CHEONG  
NGOOI SWEE LEANG  
NEO JIA YU ALYSSA  
TEO MUI HIA  
REX JOSEPH PILOTON  
WU JIAQI  
FOON FOONG SUE  
WONG TZE ON  
WONG KOK WAH  
TAN LENG HUAY  
HUANG FEI  
JAMES S  
CHEN ANNI  
FOO WENXIN  
SEING EE YAW  
CHIA CHIN SIEW  
PANG PEI FANG  
HOW KOK KEONG  
CHUA LEE KENG

FOO WENYING  
LIM TING YI  
CHEONG WING KIT  
RAJESHLAL MOHANLAL VASWANI  
AMBALAVANAN  
THAM YAN PING  
WONG KAR MUN HELENA  
JOIS LIM WEN XIN  
GABRIEL JEROME LIM TIEN SIANG  
NG JING RUI  
YAVIN LIM  
TEOH YI BOON  
TAN KENG SHIANG  
JOIS LIM WEN XIN  
KHOO YONG KIONG  
SEE BEE HOON  
ONG CHYE HUAT  
TAN LIANG WEI  
TAN WEE SIANG  
TAN HONG BENG  
JOEL GOH KWANG SOON  
EDDIE YEO AIK YI  
NOR AIN BINTE HAMID  
NG LI JING  
TIEO WEE CHIEH  
MOK CHEE KEONG  
LEE HAN SOON  
FOO CHUAN YI  
CHNG BEIYUN  
MOK CHEE KEONG  
CHUA LEE KENG  
LEE GEOK HOE  
KWEK AH GEK

TAN SZE HUEY  
TEO KIE HWEE  
CHUA SHI HAO ALVIN  
LEE BOON WAH  
LEOW WEILING  
WONG CHYE GUAN  
NG GUO LOONG BENSON  
CHEN SIYING  
LIM TECK CHAI, DANNY  
RAMESH M A K APPOO  
TEOH YIN LIN RACHEL  
CHOW ZHIHONG KELVIN  
LEW CHUENG LONG COLLIN  
LIM MING YU  
TAN POH HOON  
SOON POH LING  
ADAM REUTENS-TAN  
CHEW WEI KIAN  
SOON SYE KEN CHRISTINA  
TAN WEN-MIN DESMOND  
DEASY HERAWATI  
YAP AI-XIN, NICOLE-ANNE VERONICA  
AMEYA LAXMAN KAMAT  
BESSIE LIM JUAT TU  
M THVARANI  
HOW KOK KEONG  
KRISTINI  
CHAE JEAN  
SIDJUN @ PHOA KIA DJUN  
LIM MEI LING  
LEE GIM LING  
NEO AI BENG  
LIM PEI EN

**WE APOLOGISE TO  
THOSE WHOM WE MAY  
HAVE INADVERTENTLY  
MISSED OUT**