



THEME: REBUILDING LIVES

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After the incarceration of a loved one, many families often struggle to find their footing, as they cope with the aftermath. However, one mistake need not mean the end for reformed offenders, and certainly not for their children and families who face great challenges and stigma as they accompany and support their loved one.

As the nation dealt with the COVID-19 pandemic and its accompanying disruptions, we stay committed in helping to better lives through this unusual year.

Through the thick and thin, the good or bad times to come, we remain on this journey with you.

It is this belief to which we hold firmly when reaching out to those under our care. Theme: Rebuilding Lives

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Vision & Mission

iscos ReGenVFund rebuilding lives

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A caring and inclusive society where lives are rebuilt to be productive and self-reliant.



As a charity, we provide holistic and empathetic support to reformed offenders, their children and families to prevent intergenerational offending.

CHAIRMAN'S Dessage



2020 was a year like no other. We welcomed the year with exciting plans to do more for our beneficiaries, only to be hit by a global pandemic that brought the world to a standstill.

The initial months were quite challenging for the team, but we knew we needed to act fast because our pool of beneficiaries were among those greatly affected by COVID-19. Retrenchments, loss of income and difficulties parents face adapting to homebased learning for the children were added pressure. Families were naturally anxious over the uncertainties.

With our office closed and all physical events cancelled, we had no choice but to go virtual and contactless. Video calls and WhatsApp messaging were used by our case managers to check in with families. Physical birthday and festive celebrations were replaced by contactless deliveries. Zoom sessions become the norm for our key events such as Family day, Tri-event and even Bursary Award Ceremony. It took some time for the beneficiaries to get familiar with these modes but once they were on-board, many

were intrigued by these engagements. We reached out to more children this year – as seen in the record number of 600 applicants for the recent Bursary Award initiative which was very encouraging.

To further support the children and families, we introduced several ad-hoc initiatives during the year, including Family Steady Packs to provide essential items like reusable masks, disinfectant solution, sanitiser and others for the household. There were also other forms of support such as Steady Growth (diapers and milk powder for families with young children) and Steady Start (vouchers to prepare students for the new school term). You may read more about these in page 12.

Despite the challenges faced, the generosity and kindness shown to us by new and existing donors were truly heartwarming. When the fundraising events were cancelled, we had to turn to digital fundraising platform like Giving.sg to raise funds, complemented by other donor engagement efforts on a one-on-one basis. In particular, the campaign we put up to rally support for families affected

by COVID-19 was guite wellreceived and from there, it led to multiple in-kind donations that were very useful for our beneficiaries.

We also collaborated with ISCOS Titans like Kim Whye Kee and Sabrina Chong to come up with interesting ideas like virtual sharing, pottery sales and festive bake sale to raise funds for the Fairy Godparent Programme (more details in page 14).

I thank our volunteers, working partners, my fellow Board members and the staff for the unwavering support during such unusual times. By staying grounded on our mission, I hope together we can emerge stronger and better to serve those in need.

Please take care and stay safe!

ALEX YEO Chairman

ISCOS ReGen Fund (IRF) Management Board

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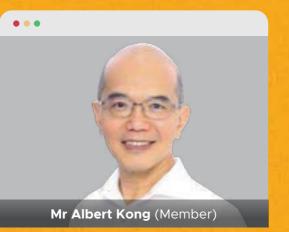
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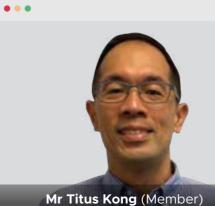












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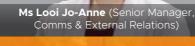


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Mr Elvis Overee (Deputy Director

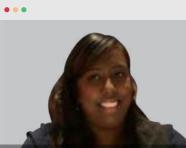








Mr Muhammed Ali Bin Md Yusoff (Manager, Programmes & Services)

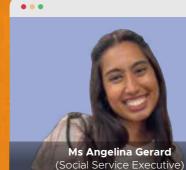


Ms Rathika Kanisha (Assistant Manager, Corporate Services)



(Assistant Manager, Finance)







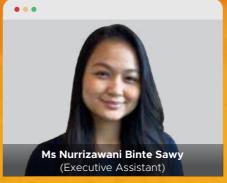
Ms Erma Afiza Binte Mohd Sam (Social Service Executive)

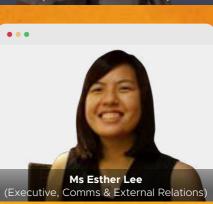


Ms Halimatus Sa'adiah Binte Numan (Social Service Executive)



Ms Siti Nurfadhilah Binte Abdul Hamid (Social Service Executive)





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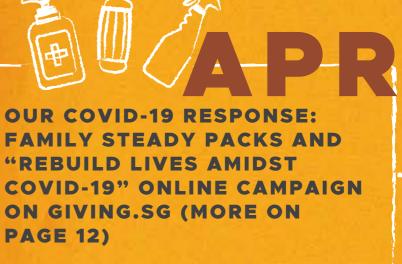
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CHINESE NEW YEAR GATHERING WITH BENEFICIARIES

In what would be our only big group event in 2020, we had a great time with our beneficiaries celebrating Chinese New Year on 17 January! There was much excitement and laughter with fun activities such as red packet art and craft, calligraphy, CNY trivia quizzes and food games. Every family also received festive goodies and ang pow money, generously provided by our sponsors.

We would like to thank our sponsors Ms Elsa Lim (Caveva Singapore and EZEN Hair, Nail & Beauty), Neo Garden Catering, Oceanus Group Limited and Food Empire Holdings Limited for your contributions. Also, a big shout-out to the students under Project Concordia of Hwa Chong Institution, Auntie May and her daughters Valerie and Victoria for volunteering with us to make the event a memorable one!





APART, BUT CERTAINLY NOT ALONE: HARI RAYA DELIVERIES



In preparation for Hari Raya Puasa, we prepared, packed and (contactlessly) delivered special Hari Raya packs to 30 families during Ramadan in May 2020. Despite being

physically apart, we were glad that we managed to bring some festive cheer and encouragement to them.

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We would like to thank RHT Rajan Menon Foundation, Konditori Artisan European Bakery, AMP Singapore, Ms Huang Zijuan and Ms Hameet Khanee for generously contributing to this initiative, and Madam Rahayu Mahzam, Member of Parliament, Jurong GRC, for her words of encouragement in the greeting card for the families.

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Greetings from all of us at ISCOS Reven Fund!

VIRTUAL DRAWING WORKSHOP WITH **PROJECT CONCORDIA**

It was a joy to collaborate with students from the Project Concordia of Hwa Chong Institution, who hosted the two lively Zoom drawing sessions for our beneficiaries (first in June, second in August). Throughout these lively hands-on session, the children learnt how to draw different cartoon animals and comic-book characters - what a great way to beat the boredom at home!



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2ND ANNUAL GENERAL MEETING

The second Annual General Meeting for IRF was successfully held via Zoom on 26 June, and we would like to take this opportunity to thank everyone on the Management Board for your passion, wisdom and guidance.



Even as we all stayed at home, birthday celebrations had to carry on! Although we could not be physically present as usual, we hope that the well-wishes via Zoom, birthday cake and mini buffet (courtesy of Neo Garden Catering) delivered to every birthday child had brightened up their special day!







VIRTUAL FAMILY DAY

families' homes!

On 26 July, more than 300 participants (80 families) were part of our very first Virtual Family Day – think activities like online guizzes, tote bag painting and clay making. Themed "Dreams", the event saw great energy and enthusiasm among the participants, especially during the tote bag painting competition where there are great prizes for the best-looking designs. After the activities, the families continued to bond over food, enjoying the mini buffet sets that were delivered to every home.

Our special thanks to T-Touch and Baker McKenzie Wong & Leow for sponsoring this special event, as well as Lickety Ice Cream and Waffles and Neo Garden Catering for your support.

RENEWED PARTNERSHIP WITH SINGAPORE TEOCHEW FOUNDATION (STF)

Thank you, Singapore Teochew Foundation, for sharing our belief in supporting children of reformed offenders since 2018! Under the Singapore Teochew Foundation Student Support Fund (Managed by IRF), we look forward to empowering our children through sponsored initiatives such as tuition, art therapy and the Living Environment Assistance Project (LEAP).

This year, we brought the Family Day event to the

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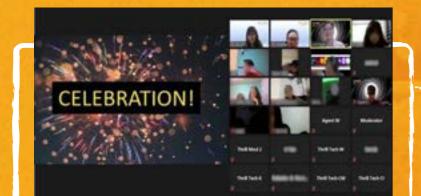
The Virtual Tri-Event was held on 6 September via Zoom. Aptly themed "My Family and the Digital World", parents and children from over 50 families learnt about the dangers of excessive internet and social-media usage, gaming addiction and cyber

bullying, as well as ways to deal with these issues. There was also a goal-setting exercise – using materials found in their own homes,

each family was tasked to create a graphic collage depicting their goals and a mind map for their vision as a family. To the participants' pleasant surprise, those who submitted the top three most creative collages were also rewarded with yummy brownies delivered to their homes.

We would like to thank The Mapping Academy for adapting the event to a virtual format, and for making the event enjoyable and insightful.





VIRTUAL YOUTH ENGAGEMENT PLATFORM

In collaboration with Influence Solutions, our youth enjoyed themselves immensely participating in a virtual escape room session on 27 August. Split into five teams, they showed great teamwork and solved the puzzles to successfully complete the quest together, even with time to spare! It was an interesting experience for the youth to spend a good time through gameplay. OCC overcoming the odds (more on page 14) :Theme Rebuilding Lives

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HOME IMPROVEMENT (LEAP)

Over the course of a weekend, our volunteers came together in shifts of five persons to spruce up a beneficiary's home under the LEAP initiative. It was a joint effort - the family came together to declutter the house before the volunteers could give the house interior a fresh coat of paint. In addition, the family also offered the volunteers some drinks as an appreciation gesture for their hours of hard work.

A big thank-you to the volunteers from SAF Volunteer Corps and our volunteers for making this home transformation possible.

HAPPY DEEPAVALI!

On 6 November, we visited 8 families to deliver a special dinner, some goodies and gifts to spread the festive cheer for Deepavali! The families were very happy to see us, and we also took the opportunity to catch up on how things have been for them.

We thank Casuarina Curry for generously providing dinner to our families, and our volunteer Jonathan who helped with the coordination of deliveries.

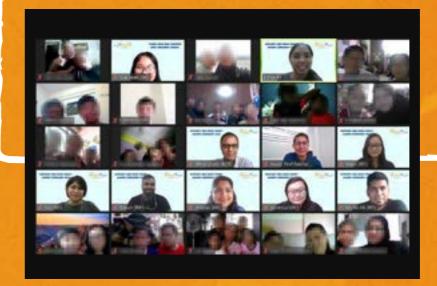


BURSARY AWARD CEREMONY

Despite 2020 being a year of challenges such as adapting to Home-Based Learning and new learning norms, our students persevered through it to achieve good academic results. In honour of this, we held our very first virtual Bursary Award Ceremony on 19 December, graced by Assoc Prof Muhammad Faishal Ibrahim, Minister of State, Ministry for Home Affairs and Ministry for National Development.

In addition to words of encouragement from Dr Faishal and sponsors, we were inspired by the sharing of an Outstanding Achievement Award recipient and video testimonials from the children attending our After-School Activity and Tuition Sponsorship initiatives.

We would like to take this opportunity to thank Lee Foundation and Sheng Siong Group for sponsoring the bursary awards and book grants, and the Catholic High School Class of 69/71 for making the Outstanding Achievement Awards possible. Once again, a hearty congratulations to all award recipients!







CHRISTMAS DELIVERIES

In collaboration with Baker McKenzie Wong & Leow (BMWL), we put together festive goodies and presents for children from 14 families – on 11 December, we formed two teams of 5 to deliver these to their homes. Each present was thoughtfully selected and bought by BMWL staff to make Christmas special for the children.

Children and adults alike were delighted and touched by the gesture, and it was a great time for the teams to catch up with the families. In particular, one child was very surprised when she unwrapped her gift to discover a Smiggles school bag she had been asking her mother for! We were happy to share her joy in that moment.

We would like to thank BMWL for sponsoring and meticulously preparing the goodie bags and presents for our families.

CHRISTMAS BAKES (MORE ON PAGE 14)





MOTHERS' SUPPORT GROUP

On 22 December, there was much laughter as the mothers from our Mothers' Support Group session enjoyed themselves immensely during a board game session held at the Lifelong Learning Institute. Facilitated by Diverse Learning LLP, they also learnt about money management and personal finances. We're glad that the tips came in useful for the participants and that everyone had fun during the session! Theme: Rebuilding Lives

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COVID-19 OUTREACH AND FUNDRAISING EFFORTS

The families of reformed offenders typically face challenges arising from the incarceration of their loved ones. This includes financial struggles, parental absence, and the social stigma prevalent in Singapore. When COVID-19 hit and jobs were lost, it worsened their predicament as many of them lacked the adequate financial support to purchase necessities to protect and sustain themselves during the pandemic.

To support the families under our care, IRF has put in place a slew of initiatives to raise funds and offer assistance: 'REBUILD LIVES AMIDST COVID-19' ON GIVING.SG PLATFORM

With the plans for physical fundraising events shelved indefinitely throughout 2020, we had to turn to the digital space for fundraising. A dedicated campaign was set up to seek funding in support of families of reformed offenders from April to June 2020 and we were greatly encouraged by the incoming donations, both in monetary and in-kind. The monetary donations were also eligible for onefor-one matching by Tote Board and the government, which will go a long way towards helping our beneficiaries under the Fairy Godparent Programme.



Recognising every household's needs for essential items, we gave out packs including masks, anti-bacterial surface cleaners, hand washes and other items for our beneficiaries to protect themselves during this pandemic. To relieve their financial burdens, \$100 worth of vouchers were also given to each family. These packs were distributed via contactless deliveries to 100 families in May and 105 families in August 2020.



STEADY START

To give the children a leg up for their new school term, we offered a one-off assistance of \$200 worth of vouchers to each child who applied for the bursary award to defray the costs of preparations for the next academic year.

STEADY NOTES

To encourage our beneficiaries who were going through challenging times, we gathered messages and words of encouragement from our stakeholders such as sponsors, volunteers, board members, and staff through an online initiative known as Steady Notes. These were posted on our social media platforms over months to promote solidarity and the spirit of togetherness.

Overall, this year has undoubtedly presented many challenges for all of us. We at the IRF have worked hard to provide various forms of support to those in need and are hopeful that the families will emerge stronger as the situation eases.

#STAYSTEADY

In times of challenges and trials, it is most important that we support and help one another in whichever small way we can. Stay safe and healthy, everyone!

HALIMA

ReGen Fund

STEADY GROWTH

For families with babies and young children, each was provided with a one-month supply of formula milk, diapers and wet wipes to meet their daily needs. The items were distributed to over 60 children in November 2020 and another round of distribution has been scheduled in January 2021. Theme: Rebuilding Lives

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FUNDRAISING

OVERCOMING THE ODDS: A CHAT WITH WHYE KEE

On 25 October 2020, we held a virtual event with ISCOS Titan Kim Whye Kee - an accomplished potter with a very interesting life story to share! This event was held to raise funds for the Fairy Godparent Programme (FGP) that supports the children and families of reformed offenders to prevent intergenerational offending.

Once a triad leader who felt hopeless about his circumstances and future, Whye Kee now runs Qi Pottery after graduating from LASALLE College of the Arts with a degree in Fine Arts. He had also actively engaged inmates through the Kawan-Kawan befriending programme, and reached out to ex-offenders and youth-at-risk via community initiatives such as Beacon of Life and Beacon of Life Academy.

With equal parts humour and candour, the onehour sharing hosted by Sara Wee (who is also an ISCOS ambassador) was both meaningful and moving - and so were the questions from the audience on topics ranging from pottery, tea appreciation to advice Whye Kee would give to those going through change and difficult circumstances.

All 20 pottery pieces of "Rebuilding", handmade by Whye Kee exclusively for this event had also been adopted with all proceeds going towards FGP. Some who had tuned in to the session also showed support by making a direct donation to the charity. Thank you everyone for your support and contribution!





INAUGURAL CHRISTMAS BAKES FOR A GOOD CAUSE

In December 2020, we launched a fundraiser with delicious cakes and cookies baked by ISCOS Titan Sabrina Chong Abdullah. This is a collaboration between ISCOS ReGen Fund and Sabrina, a mother of six children who are also under the Fairy Godparent Programme (FGP). Currently helming her own home-baking business, the bake sale was Sabrina's way of paying it forward where all net proceeds would go to the FGP.

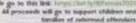
Given that this was a first, we were greatly encouraged by the overwhelming responses and positive feedback received from donors. We were glad to offer these yummy treats and to bring the Christmas joy to their homes.















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The FGP framework is made up of three domains:

STUDENT DEVELOPMENT

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To prevent intergenerational offending, the Fairy Godparent Programme (FGP) offers various initiatives to provide holistic support to the children and families of reformed offenders. This consists of offering equal opportunity for a complete education and being equipped with life skills, as well as encouraging family members to foster stronger bonds with one another.



Bursary Awards



Birthday Celebrations

FAMILY SUPPORT



Family wellness and bonding

HOME ENVIRONMENT



Setting up a Home Study Corner through the Living Environment Assistance Project



Sponsored Tuition



Youth Engagement Platform



Enrichment Activities



Support group for Mothers/ Caregivers



Televisit Sessions



Case Management





Festive Celebrations

STUDENT

It is often said that children are the future of society - and rightly so. Through the Fairy Godparent Programme, we placed a significant focus on ensuring that our children and youth beneficiaries receive as much help and support as possible to maximise their potential in and out of school.

With this objective in mind, we work closely with parents and caregivers to offer support to the children to the best of our ability. To build up their educational proficiency, sponsored tuition lessons are offered to eligible students and when they do well in the studies, their efforts are recognised through the annual bursary awards. We also introduce them to workshops, enrichment, and afterschool activities to help them to develop not only academically, but also as individuals.

As far as possible, we have worked to ensure that these efforts were not dampened during the Covid-19 Circuit Breaker period. As daily lessons and tuition classes were moved online, we loaned out laptops to some beneficiaries so that they were able to catch up with their lessons and online assignments.

The other aspect of our work relates to pro-social initiatives to care for the mental well-being of our children. For instance, cakes and food were delivered to the young children during their birthday month, in the hopes of making them feel remembered and valued. Through our Youth Engagement Platform, we offer a means for our beneficiaries to gain peer-to-peer support, both online and offline.

NUMBER OF CHILDREN AND YOUTH:



Bursary Award



Tri-Event



Tuition Sponsorships



Birthday Celebration



Youth Engagement Platform



Case Management



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FAMILY

Considered one of the most important units of society, having a stable and close-knitted family is crucial to the well-being and nurturing of every individual. Here at the IRF, we organise events such as family day to promote quality bonding for those under our care. Such events are always well-received by the families as they often juggle day-to-day work, at the expense of precious time with their children. There were also parenting workshops and mother support groups to equip and empower the parents emotionally.

This year plans for such events had to be shelved due to the COVID-19 pandemic. Our team looked to the virtual space instead, which led to the birth of our inaugural virtual family day, something different from past editions. The Zoom technology we used was further adapted to move other initiatives such as mother support groups, and tri-event (family workshops) online.

Although we could not go for big group events for festive celebrations such as Hari Raya and Christmas in the past years, festive goodies were instead delivered to the beneficiaries' homes to spread the cheer and spirit of caring.

Virtual Tri- event

Under the Fairy Godparent Programme, we recognise the importance of a conducive environment - not only does it allow a family to live well, but also for a child to learn better. This is the basis of our Living Environment Assistance Project (LEAP), aimed at helping improve the home environment so that children can stay focused when they study at home.

Since we were not able to bring in volunteers to refurbish the homes as usual, the home improvement efforts were scaled down to delivery of study tables and chairs to the beneficiaries such that they could easily set up the study corner and enjoy learning while at home.

Fortunately, as the restrictions eased in October, we were able to arrange for a small team of volunteers to help declutter and revamp one of the beneficiaries' homes with a fresh coat of paint.

To amplify the efforts, we also engage parents and caregivers on tips to maintain the home environment and on relevant resources in their neighbourhood to support their children's learning, such as libraries.

NUMBER OF FAMILIES



Celebrations



Iftar Celebrations

Virtual Family day



Deepavali Celebrations



Christmas Celebrations





ArtSE workshop









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NEO GROUP LIMITED

Neo Group Limited, Singapore's well-known catering group has been a valuable partner of IRF for the past few years. Since 2019, its leading catering arm Neo Garden Catering has been sponsoring birthday cakes and mini party sets - the must-haves when our case managers spring a surprise for a birthday child at his/her home. Some families also invited their neighbours to join in and enjoy the food together.

Even when we faced a different year due to COVID-19 restrictions in 2020, it did not deter us from bringing joy to the families. Over 50 birthday celebrations were made possible for our beneficiaries under 12 years old through contactless deliveries.

On top of the birthday celebrations, we were equally grateful for the support given during our very first virtual family day in July. Thanks to their amazing fleet and experienced delivery team, we were able to send out hot meals to close to 80 locations so that the families could enjoy lunch around the same time after participating in family bonding activities over Zoom.





The Neo Seed Fund also contributed \$5,000 to support some of our new initiatives to support families affected by the pandemic.

In December 2020, IRF was one of the charities selected as part of Neo Garden Catering's '30,000 Curry Bombs for a Good Cause' initiative, where members of public can opt to donate the curry bombs to needy families. A total of 105 families had a great time savouring the fiery favourite delivered to their doorstep.

Thank you, Neo Group for your generosity and great support!

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BENEFICIARY



Nurulhuda with case manager Angelina (left)

NURULHUDA, 42

Her story is not uncommon. For the past few years, Nurulhuda (not her real name) is almost like a single mother raising two children on her own, after her husband was caught and incarcerated for drug-related offences. Being an ex-offender herself, she understood the struggles and pains so much that during her last release in 2005, she vowed for a change to move on and never look back. She has held on to such belief for the past 15 years, anchoring on her restored faith and support from her family members.

Whenever Nurulhuda is stressed or upset, she would turn to close relatives like her aunt and cousin. Yet her greatest confidant and supporter would be her own mother - despite the heartbreaks and worries, she never gave up on Nurulhuda and Nurulhuda's brother who also battled his drug addiction and is currently serving his time in prison. Through her support, Nurulhuda found the strength and conviction to press on.

"She is my role model. I don't think I could ever repay her love and sacrifice all these years. If she could love me like this, surely I can be strong and love my children the same."

Her children, a 13 year old boy and 12 year old girl were going through different phases of their lives. Although it was not easy preparing for his Primary School Leaving Examination (PSLE) due to the COVID-19 disruptions, her son was motivated to study with friends via video calls and aced his examinations to qualify for Express stream in secondary school in 2021. An avid fan for the silat sport since the age of four, he is currently undergoing training to work towards being selected for national team.

On the other hand, Nurulhuda's daughter was going through her own struggles. Emotionally affected by her father's absence, she has difficulty staying focused in school as observed by her teachers. Nurulhuda tried to talk to her, spent time and gave words of encouragement but all were to no avail. "I felt helpless as a mother," she said as she shared this. "I could not do it by myself." support via sponsored tuition in 2021 which would be helpful for her daughter who is preparing for PSLE. Currently a part-time cashier, Nurulhuda saw the need to upgrade her skills. With the training subsidy provided by ISCOS the co-operative, she is currently undergoing tests to obtain the Class 3 driving licence.

Looking ahead, she remains grateful for the different circle of support in her life. Her children remains her main motivation to work hard, fueled by a mother's simple wish for them to be happy, healthy and excel in life no matter what life throws at them.

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Although Nurulhuda has signed up as ISCOS member many years ago, it was only until 2019 that she took interest in the programmes offered by ISCOS ReGen Fund such as the bursary award and family day events. She also enjoyed attending several sessions of the mothers' support group. The children will receive support via sponsored tuition in 2021 which would be helpful for her daughter who is preparing for PSLE.

BENEFICIARY



VINNIE, 21

When we first got to know Vinnie and her family back in 2018, she came across as a bright, witty, and kind person well-loved by her peers. People who have known her would agree that Vinnie has definitely come a long way despite the difficult circumstances she had found herself in growing up.

As the eldest child, Vinnie is conscientious about sharing the family's commitment. Beyond caring for her three sisters, she took up an internship to earn allowances to support their living expenses and education as the family was always tight with money. When she received news about qualifying for the Tan Ean Kiam Bursary Award which was available to Fairy Godparent Programme (FGP) beneficiaries, it was a huge financial relief for them as the sponsorship covered the tuition fee and allowances throughout her course of study at the local polytechnic.

"The bursaries and sponsorships helped a lot... I could even use my intern allowance to buy things for myself, like the reading materials for my course."

At school, she was a diligent and dedicated student as evidenced by her consistent good scores - in addition to the annual bursary award under FGP, Vinnie was also a recipient of Outstanding Achievement Awards for three consecutive years. During her second year in Diploma in Pharmaceutical Science, her exceptional performance throughout an internship with the NUH clinical research centre under the department of medicine had further paved the way for her to extend the internship even after her graduation last year, with the prospect of converting into a full-time position.

"We don't talk much at home, and we seldom even sit down for meals as a whole family. Events like family day help the family to bond, especially through activities we otherwise wouldn't do together."

In the recent virtual Family Day event, their family was so excited when they were announced as the winner of the tote bag painting contest. Through such experiences, Vinnie is now

more in touch with her family, which is something she values very much.

Despite her busy schedule, Vinnie also actively participated in other FGP initiatives such as the Youth Engagement Platform (YEP) to expand her social circle and make more friends outside of school. For some of the YEP activities, we would see Vinnie's sisters too - Vinnie felt this is a good opportunity to socialise with positive peers, while also strengthening the sisterly bond.

Moving forward, she hopes to pursue a career in the healthcare sector and contribute to the future research work of medicine. We are so glad to have journeyed and supported her over these years, seeing how far she has come.

All the best for your future, Vinnie!

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Being on the front line directly engaging the families, the Children and Family team has the first-hand experience of witnessing how the pandemic has turned their lives upside-down and posed multiple challenges to their already difficult circumstances. It also took a lot of adjustments on the team's part to adapt to the new norm, in order to continue serving those under the Fairy Godparent Programme. Here, we asked each of them to share some experiences and reflections during such unusual times of 2020:



HALIMA

"From adapting to new norms to churning out brand new initiatives to help cushion the fall of beneficiaries who were hit hard by the pandemic, we have come to realise the importance of our roles in helping them, especially in such them were not IT-savvy but subsequently, they challenging times.

This experience also allowed for us to better understand the needs of our beneficiaries. It is most rewarding to witness them emerging stronger despite their circumstances of losing jobs, a significant pay-cut and even trying to cope with having Home-Based Learning (HBL) in crowded home situations. I am thankful to be able to witness them overcome life's challenges with such resilience."

ALI

"Instead of cancelling events and activities, we were innovative in adapting them to virtual platforms like Zoom. Initially, we had to teach our beneficiaries how to use Zoom as some of adapted to the new norm of being engaged via Zoom. It also gave them the flexibility to attend events from their homes or workplaces. Through this, we learnt how to make full use of technology to increase efficiency, and working in small teams."

SITI

"The Circuit Breaker period and the subsequent adjustment to the "new normal" has made us look for other ways to connect with our beneficiaries and colleagues. Home visits were replaced by phone or video calls, and team meetings were done virtually via Zoom.

However, it did not stop us from connecting with our beneficiaries and from carrying out our initiatives to help alleviate their situation such as the Family Steady Pack and the Steady Growth. The pandemic did not stop them from attending our events as well via Zoom, and even through the screen, you could see how enthusiastic they are during the sessions."



WORDS FROM Lage



ERMA

"Contacting families through phone calls and WhatsApp is not how I imagined connecting with the families since home visits was the norm pre-pandemic, particularly for processing LEAP applications. As I adapted to communicating with applicants via virtual means such as videos, pictures and phone calls in place of home visits, I am glad that our beneficiaries have also adapted in turn and have learnt to submit e-documents with their e-signatures since the Circuit Breaker period. I have to thank the children for helping their parents out!

While adjusting, my colleagues and I continued working hard to ensure that the initiatives rolled out were executed well to benefit families impacted by the pandemic."



ANGELINA

"While we initially thought that not being able to meet the team and beneficiaries would be a step back in communicating effectively, this was not the case thanks to technology. We were able to meet the team virtually and also kept in contact with the beneficiaries through Zoom and WhatsApp calls. This allowed us to render assistance to them in their time of need, especially as many livelihoods were affected.

I had the opportunity to be involved in the delivery of the Family Steady Packs – to see the beneficiaries so grateful to receive essential items and monetary assistance reminded me that no action is too small and even the littlest thing that we do matters. It was also a good time for us to review and adapt our processes to the situation at hand. The team worked closely and were able to overcome the limitations that came with working from home, and we were able to understand one another better. After going through 2020, I feel positive to take on challenges, come what may."

VANESSA

"2020 has been a challenging year for the team as we were not able to meet each other but yet had to work collaboratively. Different ways were explored to carry out both scheduled tasks and new initiatives to aid our beneficiaries promptly; these included leveraging virtual platforms like Zoom, Whatsapp and phone calls for discussions, tapping on third-party vendors for deliveries, and adapting our work processes as the situation evolved.

One of the best takeaways I have seen from this whole journey is that the team definitely has each other's back on whatever tasks we are given as we are willing to help each other selflessly."

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VOLUNTEER gagement

and the second

Despite fewer opportunities to meet in-person, our volunteers remained enthusiastic and dedicated to the well-being of our beneficiaries. During the Circuit Breaker and the early days of adjusting to a new normal, they generously gave their time and effort to support our online events, such as the segment of tote bag design where they engaged and encouraged the families during the virtual Family Day. When the face-to-face initiatives resumed with safe distancing measures, some volunteers came to help spruce up a family home under the Living Environment Assistance Project (LEAP) while others were involved in the delivery of food and gifts to our beneficiaries during Deepavali and Christmas.

Features

We would like to take this opportunity to say a big thank-you to our volunteers for the care and passion, and look forward to another fulfilling year working with all of you.

FAMILY AV 2020	Fibility Fibility 2020	Filming Filming Electrony Filming	Fabric Court	
FRANKEY BAY 2020			AMILY 2020	FAMILY 2620
LATING FAMILY BAY 2020	HILLY JAY 2020			E MORE DAY
N.C.	СПРЕДОК СПИНЦЕЧ ВАЧ 2020	AMILY AND CAMILY EAV 2020	FAMILY 2020	THE REAL PROPERTY OF THE REAL
A DECEMBER OF THE OWNER	Filmily 2020	AND	BK	





SPONSORS, WORKING PARTNERS AND VOLUNTEERS

CORPORATE DONORS

Lee Foundation



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CORPORATE DONORS

AMP Singapore Brilliance Capital Pte Ltd Caelum Junior Group Pte Ltd Cher Beauty SG Chuan Seng Leong Pte Ltd Contribute.sg CORI Supermask Corrective Therapy Singapore Cozy Bedding Donate for Change Duyen Cleaning Services Pte Ltd FIKA Swedish Café and Bistro GAMEO (Marc Tan)





Gavin's Tuition Glencore Singapore Pte Ltd Golden Island Diesel Oil Trading Pte Ltd HowdyMan SG Institute for Human Resource Professionals (IHRP) Konditori Artisan Bakes Lego Singapore Lickety Ice Cream and Waffles Mellford Pte Ltd Neo Seed Fund Nitto Denko (Singapore) Pte Ltd Oceanus Group Limited Phoenix Co-operative Society Limited

PixelMusica President's Challenge 2020 Privé Quape Pte Ltd RHT Rajan Menon Foundation Salt-Water Sandals Asia Pte Ltd Sing Chang Investment Pte Ltd The Living Well Un-Yang-Kor-Dai Yasmine Khater and Denise Lim (Bye Bye Virus) Yellow Ribbon Singapore

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Aarushi Adeline Leek Adhi Dharma Mustopo Adrian Tay Aishwarya Prabhat Albert Kong Alicia Thian Allison Ang Ming Qing Ashley Yeo Bay Chun How Benmin Chai Buraya Charukamnoetkanok Chan Chee Choong Chan Kim Ying Chan Wei Yee Chang Jialing Chang Kai Ling Victoria **Charles Paul Singh** Chau Yoke Ling Cheong Khai Meng Chen Yingying Cheng Le Fern Chew Hui-En, Hannah Joy Chia Sok Ee Edna Chiang Te Lan Chin Kim Tham Chin Lei Tze Clarice Tan Geok Kwee Cletus Ng Kai Jun Chng Hwee Hong Chng Sok Har Choi Beng Hon Chua Su Ling, Serene Chua Shuxian, Esther Chun Woong Chung Cordova Jesus Jr David Lim David Matupang Dinna Soon Kar Nee Dolores Au Doris Na Dulat Johan Marcel Elaine Yeoh Eng Chin Chin Felice Shoo Foo Check Woei Foona Kok Sena Geneve Tan Lin Yuh Gerrie Tan Gillaine Kum Gladys Tay Goh Cheng Cheng Felicia Goh Mei Lin Magdeline Goh Sze Hee Hameet Khanee Binte Jainul Han Lee Foon Hayley Neo Heidi Tan

Hew Leap Tze Hon Yung Huang Xiuqi Huang Zijuan Hum Whye Seng Indranil Basu Roy Iroshini Chua Jacqueline Lum Jason Teo Chu-Tat Jie Qi Jin Xin Er Frances Joanna Chen Jonathan Tan Joseph Liew Ming Kwang Joycelyn Ng Huiling Judy Hunt Kai Keith Tang Kelly Tan Kenneth Cannata Khek Poh Poh Kho Su Yian Kim Whve Kee Koh Hock Bin Koh Lian Chve Koh Sok Boon (Xu Shuwen) Koh Soo Jin Adrian Koh Tze Shan Shannon Krishnan Rajagopalan Kua Kian Wee Kumar Pillay Thangavalu Kwek Chong Ken Marcus Kwok Shuyi Laura Kho Li Ying Lang Peng Ching Lee Ah Fona Lee Chia Yien Lee Chian Yen Winston Lee Chor Heng Lee Ee Foong l ee Hwei Mien Lee Pei Li, Bernice (Li Peili) Lee Siew Choo Lee Sock Kuah (nee Yeo) Lee Shu Rong Lee Swee Ling Christie Lee Sze Yeng Leon Lee Chern Su Leong Yian Khee Leow Sze Shien Li Zi Jin Lim Ah Hum Heather Lim Ai Lian Caroline Lim Chiew Yang Lim Gek Noi Lim Han Seng Andrew Lim Huey Yuee Lim Hui Shan Lim Jia Hou l im Kah Hui Lim Keng Kuok

Heng Siang Thiam

Lim Leong Kiat Lim Li Shan Melissa Lim Rui Ping Lim Seo Hond Lim Su Aik Jonathan Lim Teck Chai Lim Yanzi Lin Fuwei Laura Lionnel Lim Fu Leong Looi Jo-Anne I oh Yu Han Low Shok Kiang Linda Mak ZiYuan, Terence Maryam Hazly Hilmy Mayank Parekh Mike Hue Chuen Chieh Mohamed Mustafa Shahul Hamid Mohammad Yusman bin Abdul L atiff Mok Kai Yan Joel Mok Yuen Pena N. Varaprasad Nathaniel Ong Natrisha Binte Noordin Neo Jia Yun Ng Bee Hiang Ng Chun Chow, Patrick Ng Hwee San Ng Jun Yuan Ng Kok Seong Ng Say Tiong Ng Wai Kiong Ng Xiao Xuan Na Yu Qi Nurul Saadah Ong Lay Ching Ong Xi Quan Ryan Ong Yeow Chon Pang Ee Hoon Patil Neelam Vinavak Patrick Tan Pearl Yu Pek Lay Peng Petrina Kow Phoebe Lee Poh Chiew Kar Poh Keng Wah Praveen Penumarthy Quek Bek Choo Rahul Saxena Rebekah Chay Wan Han Regina Lau Renato De Guzman **Richelle Hogan** Rosemary Charlotte Teresa Lim Sabrina Ho Su Fen Sara Ong Shufen Seah Shu Lin Amelia Seet Suan Neo Shahenaz Bte Sulaiman

Lim Kia Seng

Sharon Lee Shunny Siew Heng Kwok Siva Sundram Siti Nurfadhilah Binte Abdul Hamid Siti Nurhayati Binte Abdul Hamid Sushminder Singh S/O Endar Singh Sng Jingting Soh Wan Siew Stephanie Tan Svlvia Tan Bingxian Tan Chye Koon Tan Choon Seng Gilbert Tan Geok Soon Theodore Tan Guek Meng Tan Guek Ming Tan Hai Meng Tan Heng Choo Tan Hui Hoon Cheryl Tan Hwee Cheng Tan Jun Xun Jeffrey Tan Poh Hong Tan Seng Loh Daran Tan Shi Min Tan Sien Yi Tan Wan Lin Tan Woon Woon Pearlie Tan Yang Ping Tan Yi-Wen Tan Yong Lun Tay Sor Cheng Tay Xin Ying Teng Mui Kia Tee Chin Min Teo Siew Kim Ruby Teo Teow Hock Teo Wei Lin Teo Yee Yin Sherilvn Theresa Tang Chui Ling Thomas Thing Siew Hood Thoon Choy Wai **Ting Siew Hood** Titus Kong Ling Chieh Thulasidas Valerie Chiang Lye Choo Vanderstraaten Vanessa Ann Vincent Chia Wee Bee Lin Mary Wona Hui Pena Wong Kim Sing Wong Swee Meng Wu Jia Liang Paul Yau Nga Kwan Yeo Kian Teong, Alex Yeo Shir Lin Yeo Tiong Eng Yeoh Hong Ghee Yew Chi Sing Yuen Yew Sen Zeke Zhuo Meijuan

PARTNERS

Association of Comic Artists Singapore (ACAS) ArtSE Baker McKenzie Wong & Leow CARE Network Diverse Learning LLP Dyslexia Association of Singapore FIKA Swedish Café and Bistro Gavin's Tuition Hwa Chong Institution (Project Concordia)

VOLUNTEERS

Abel Wong Kah Kit Afrosa Zahidha D/O Abdul Nasser Alisha Banu Alina Wee Amanda Lim Ameer S/O Md Malik Ang Yi Ling Charlyn Angelyn Lim Azizah Binte Mohamed Bashir Beniamin Choi Bernice Chua Bryan Loo Zhen Hong Carmen Chia Jia Yun Cheong Khai Meng Cheryl Tan En Han Daniel Sia Kok Leong Danielle Keow David Wong Wei Li Devanantthan S/O Ragupathi Flaine I ek Farhanah Binte Mohamed Ayub Gaavathri D/O Chandran Gerald Low Grace Seow Binxin Goh Sze Hee Goh Xin Chun Amelia Hadi Wijaya Ho Li Shan Ho Marie Houvenaghel Didier (Didier) lkasha Bhalla Jarratt Raj Thiagesan Jaclyn Toh Jasmine Kwang Jenny Nazareth Jessica Dang

llios Sports Football Academy Infinite Transport Pte Ltd Lifelong Learning Institute NTUC Fairprice ProLearn Jurong East ProLearn Tampines Learning Centre) Singapore Prison Service

Jesslyn Koh

Joshua Kan

Kellie Chan

Joycelyn Chua

Kok Xue Rong

Lee Cai Ling

Liew Ying Yi

Low Li Pina

Lim Li Xuan

l in l an

Nadia

Nadira Putri

Pierre Png

Low Eng Siang

RI Education LLP (Teachers' Touch Singapore Teochew Foundation

Social Support Offices (Islandwide)

Jesz Ang Yu Hui

K Vijeyakumari (Jenny)

Ken Tan Zheng Yao

Koh Deng Yuan lan Koh Mui Hoon Kellv Kulkarni Makarand

Lee Chih Hsiung Daryl Lee Kwai Peng Vivien Leonna Chua Wan Ling Lester John-Paul Conceicao Leticia Wong Jing Yee

Martin Magmarigen Wong Kwan Ken Michelle Ann Colgan Mohammad Khairul Azman

Natalin Floza Tumbuck Nur Afigah Bte Hakemsah Nur'Ain Seri Sakinah Ahmad Nur Amalina Musfirah Binte Sukimin Nur Hidayah Bibi Binti Haji Mohamed Omar Nur Hushina Binte Safari Nurulianna Bte Ibrahim Pavandip Kaur Gill

Stalford Learning Centre The Privé Group The Patatas The Red Pencil The Salvation Army Singapore Torch Tutors Elite Tutors The Straits Times School Pocket Money Fund Yellow Ribbon Project Yellow Ribbon Singapore

Pramila D/O Krishnasamy Prashant Sukumaran Quek Han Tiong Rachel Ong Chong Mei Ramesh Kuravi Srinivasan Ravinder Kumar Yadav Rokiah Binte Jaafar Rose Ng Choon Lui S Shobaneswari Sean Hue Serene Loi Sharon Lim Ming Wei Suganthi D/O Periasamy Suresh Shah Susan Chong Swee Sien Syahirah Binte Kamaruizaman Syadneel Jannah Tabitha Ong Wei Shien Tarani Premchand Deepchand Tan Yan Ying Auderia Tay Kiat Long Thachna Murari Balakrishnan Thomas Danny Jeyaseelan Toh Yee Hwei Ruth Toh Zhi Rong Tok Mei Fen U Saranya Naidu V S Shobana Veena Santhanam Veerapan Meenakshi Whang Yixuan Rennie Wilford Ng Wong Gee Fong Joceline Yeo Poh Chin Suzanna Yip Peng Chuen Ron

CORPORATE formation

CORPORATE INFORMATION

ISCOS ReGen Fund (IRF) was registered under the Charities Act, Chapter 37 and has been accorded Institution of a Public Character (IPC) status from 15 March 2019 to 14 March 2022.

IRF has Rules and Regulations as its governing instrument.

Unique Entity Number (UEN): S00CC0006G

Registered Address: 237 Alexandra Road #04-19 The Alexcier Singapore 159929

AFFILIATED ORGANISATION

INDUSTRIAL AND SERVICES CO-OPERATIVE SOCIETY LIMITED

Mr Alex Yeo Kian Teong : Mr Mike Hue Chuen Chieh : Dr Natarajan Varaprasad :

Ordinary Member Honorary Treasurer Ordinary Member

BOARD COMPOSITIONS FOR 2020

NO	NAME	APPOINTMENT	OCCUPATION	PAST BOARD APPOINTMENT
1.	Mr Alex Yeo Kian Teong	Chairman	Director JAFFAJUICE Singapore Pte Ltd	Chairman since 1 March 2018
2.	Mr Mike Hue Chuen Chieh	Vice Chairman	Principal Consultant Singapore Consultancy Pte Ltd	Vice-Chairman since 1 March 2020
3.	Dr Natarajan Varaprasad	Honorary Secretary	Partner Singapore Education Consulting Group	Honorary Secretary since 1 March 2018
4.	Mr Tang Boon Khee Keith	Honorary Treasurer	Executive Director The Dynasty Corporation (S) Pte Ltd	Honorary Treasurer since 1 March 2018
5.	Mr Kong Chin Hin, Albert	Member	CEO Asiawide Trends Pte Ltd	Vice – Chairman from 1 March 2018 to 29 February 2020
6.	Mr Titus Kong Ling Chieh	Member	Commander, Cluster A Singapore Prison Service	Member since 1 May 2020
7.	Ms Serene Chua	Member	Senior VP DBS Private Bank	Member since 1 May 2020

The IPC is also headed by an Executive Director, who oversees and manages the operations of the IPC.

NAME AND DATE OF APPOINTMENT OF EXECUTIVE DIRECTOR

NAME	DATE OF APPOINTMENT
Doris Ng Bee Goh	3 September 2018

DBS Bank Ltd Bankers: **Oversea-Chinese Banking Corporation Limited** Bank of China Limited Maybank Singapore Limited

IRF is governed by the Management Board, which is responsible for overseeing the IPC.

Auditor: KLP LLP

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HUMAN RESOURCE SUB-COMMITTEE

S/N	NAME	POSITION	
1.	Ms Shirlyn Ng Siok Har	Chairman	
2.	Mr Daniel Teo Teow Hock	Member	
3.	Mr Alex Yeo Kian Teong	Member	
4.	Mr Matthew Wee Yik Keong	Member	

FINANCE & INVESTMENT SUB-COMMITTEE

S/N	NAME	POSITION
1.	Mr Mike Hue Chuen Chieh	Chairman
2.	Mr Vincent Goh Sze Hee	Member
3.	Mr Soon Yong Kwee	Non-Board Member

ORGANISATIONAL STRUCTURE

AUDIT RISK SUB-COMMITTEE

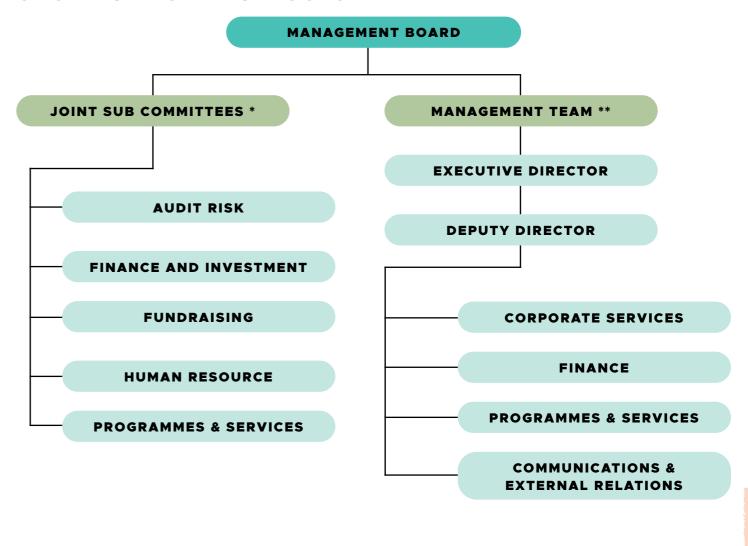
S/N	NAME	POSITION
1.	Mr Yeo Tiong Eng	Chairman
2.	Ms Tan Poh Hong	Member
3.	Mr Titus Kong Ling Chieh	Member

PROGRAMME & SERVICES SUB-COMMITTEE

S/N	NAME	POSITION	
1.	Dr N Varaprasad	Chairman	
2.	Mr Terrence Goh Leng Chuang	Member	
3.	Ms Jenny Tsin	Member	
4.	Ms Tasneem Noor	Non- Board Member	

FUNDRAISING SUB-COMMITTEE

S/N	NAME	POSITION	
1.	Mr Keith Tang Boon Khee	Chairman	
2.	Mr Albert Kong Chin Hin	Member	
3.	Ms Sammi Lim Yanzi	Member	
4.	Ms Judy Hunt	Member	
5.	Ms Serene Chua	Member	



Joint sub committees include directors from both ISCOS and IRF.

** Management team comprises staff from ISCOS, supported via a service agreement between ISCOS and IRF.

RESERVES POLICY

The charity has a reserve policy for long term stability of the operations and it ensures there are sufficient resources to support the charity in the event of unforeseen circumstances. As a general rule of thumb, the charity has 1 year of operational expenditure kept as reserves. The reserve level is reviewed annually by the Board to ensure that the reserves are adequate to fulfil the charity's continuing obligations. The reserve policy also provides a guide on how reserves can be invested.

WHISTLE-BLOWING POLICY

IRF is fully committed to strong corporate governance and transparent culture. The whistle-blowing policy provides a trusted avenue for employees, vendors, clients and other stakeholders to express concerns about possible wrong-doing or improprieties without fear of reprisals.

CONFLICT OF INTEREST POLICY

All Board members and staff are required to comply with the charity's conflict of interest policy. The Board has put in place documented procedures for Board members and staff to declare actual or potential conflict of interests on annually and need-to basis. Board members/staff shall also abstain and do not participate in decision making on matters where they have a conflict of interest.

FUTURE PLANS

As a charity that supports the children and families of reformed offenders, IRF is looking into deepening the engagement with beneficiaries and offering holistic programmes for children even before they enrol into primary school, to give them the much-needed leg up in education. To keep this going, our team will continue our outreach efforts to more donors, volunteers and partners to rally for greater support in our cause of preventing intergenerational offending.

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GOVERNANCE on Checklists

S/N	DESCRIPTION	CODE ID	RESPONSE (DROP LIST)
	Board Governance		
1.	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied Not Complied
	Are there Board members holding staff ¹ appointments? (Skip items 2 and 3 if "No")		■ Yes ✔ No
2.	Staff ¹ does not chair the Board and does not comprise more than one-third of the Board.	1.1.3	CompliedNot Complied
3.	There are written job descriptions for their executive functions and operational duties which are distinct from their Board roles.	1.1.5	Complied
4.	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman or person on Board responsible for overseeing the finances of the charity). Should the charity not have an appointed Board member, it will be taken that the Chairman oversees the finances.	1.1.7	Complied
5.	All Board members submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	Complied
6.	The Board conducts regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter.	1.1.12	Complied Not Complied
	Are there Board member(s) who have served for more than 10 consecutive years? (Skip item 7 if "No")		■ Yes ✔ No
7.	The charity discloses in its annual report the reasons for retaining Board member(s) who have served for more than 10 consecutive years.	1.1.13	Complied
8.	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	Complied Not Complied
	Conflict of Interest		
9.	There are documented procedures for Board members and staff ¹ to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied Not Complied
10.	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied Not Complied

	Strategic Planning		
11.	The Board periodically reviews and approves the strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied Not Complied
	Human Resource and Volunteer ² Management		
12.	The Board approves documented human resource policies for staff ¹ .	5.1	 Complied Not Complied
13.	There is a documented Code of Conduct for Board members, staff ¹ and volunteers ² (where applicable) which is approved by the Board.	5.3	Complied Not Complied
14.	There are processes for regular supervision, appraisal and professional development of staff ¹ .	5.5	Complied Not Complied
	Are there volunteers ² serving in the charity? (Skip item 15 if "No")		✓ Yes □ No
15.	There are volunteer management policies in place for volunteers ² .	5.7	 Complied Not Complied
	Financial Management and Internal Controls		
16.	There is a documented policy to seek Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of its core charitable programmes.	6.1.1	Complied Not Complied
17.	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied Not Complied
18.	The Board ensures reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied Not Complied
19.	The Board ensures that there is a process to identify, regularly monitor and review the charity's key risks.	6.1.4	Complied Not Complied
20.	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied Not Complied
	Does the charity invest its reserves, including fixed deposits? (Skip item 21 if "No")		✓ Yes □ No
21.	The charity has a documented investment policy approved by the Board.	6.4.3	Complied Not Complied
	Fundraising Practices		
	Did the charity receive cash donations (solicited or unsolicited) during the year? (Skip item 22 if "No")		✓ Yes ■ No
22.	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied Not Complied

	Did the charity receive donations-in-kind during the year? (Skip item 23 if "No")		✓ Yes ■ No
23.	All donations-in-kind received are properly recorded and accounted for by the charity.	7.2.3	Complied Not Complied
	Disclosure and Transparency		
24.	The charity discloses in its annual report: i) Number of Board meetings in the year; and ii) Individual Board member's attendance.	8.2	Complied Not Complied
	Are Board members remunerated for their Board services? (Skip items 25 and 26 if "No")		Yes ✓ No
25.	No Board member is involved in setting his or her own remuneration.	2.2	 Complied Not Complied
26.	The charity discloses the exact remuneration and benefits received by each Board member in its annual report. OR The charity discloses that no Board members are remunerated.	8.3	Complied
	Does the charity employ paid staff'? (Skip items 27, 28 and 29 if "No")		✓ Yes ■ No
27.	No staff ¹ is involved in setting his or her own remuneration.	2.2	Complied Not Complied
28.	The charity discloses in its annual report: i) The total annual remuneration (including any remuneration received in its subsidiaries), for each of its three highest paid staff ¹ , who each receives remuneration exceeding \$100,000, in bands of \$100,000; and ii) If any of the three highest paid staff ¹ also serves on the Board of the charity. OR The charity discloses that none of its staff ¹ receives more than \$100,000 in annual remuneration each.	8.4	Complied Not Complied
29.	The charity discloses the number of paid staff ¹ who are close members of the family ³ of the Executive Head or Board Members, who each receives remuneration exceeding \$50,000 during the year, in bands of \$100,000. OR The charity discloses that there is no paid staff ¹ who are close members of the family ³ of the Executive Head or Board Member, who receives more than \$50,000 during the year.	8.5	Complied
	Public Image		
30.	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied Not Complied

- 1 Staff: Paid or unpaid individuals who are involved in the day-to-day operations of the charity, e.g. an Executive Director or Administrative personnel.
- 2 Volunteer: Persons who willingly give up time for charitable purposes, without expectation of any remuneration. For volunteers who are involved in the day-to-day operations of the charity, they should also abide by the best practices set out in the Code applicable to 'staff'.
- 3 Close members of the family: Those family members who may be expected to influence, or be influenced by, that person in their dealings with the charity. In most cases, they would include:
 - That person's children and spouse;
 - . Children of that person's spouse; and
 - Dependants of that person or that person's spouse. .

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Members of the Management Board

The members of the Management Board in office at the date of this report are:

Name

Mr Yeo Kian Teong, Alex Mr Hue Chuen Chieh, Mike Dr Natarajan Varaprasad Mr Tang Boon Khee, Keith Mr Kong Chin Hin, Albert Mr Kong Ling Chieh, Titus Ms Chua Su Ling, Serene Ms Lim Ai Lian, Caroline

Designation Chairman

Vice Chairman Honorary Secretary Honorary Treasurer Committee Member Committee Member Committee Member Committee Member (resigned on 25 February 2020)

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Registered Office

237 Alexandra Road #04-19, The Alexcier Singapore 159929

Auditor

KLP LLP

Principal Bankers

DBS Bank Ltd Oversea-Chinese Banking Corporation Limited Bank of China Limited Maybank Singapore Limited

Board of Directors' Attendance for 2020

Record Manufacture	1 A.	Board Attendance				
Board Members	1 st Meeting	2 nd Meeting	3rd Meeting	4 th Meeting		
Mr Alex Yeo	V	4	4	4		
Mr Mike Hue	N/A	V	4	1		
Dr N. Varaprasad	1	4	4	1		
Mr Keith Tang	V	V	V	V		
Mr Albert Kong	V	¥	1	V.		
Mr Titus Kong	N/A	4	4	× .		
Ms Serene Chua	N/A	1	1	×		
Ms Caroline Lim	V	N/A	N/A	N/A		

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ISCOS ReGen Fund Management Board's Statement For the financial year ended 31 December 2020

We state that, in opinion of the Management Board,

- (a) The financial statements of ISCOS ReGen Fund ("IRF") (the "Fund") are drawn up so as to give a true and fair view of the state of affairs of the Fund as at 31 December 2020 and the results and cash flows of the Fund for the year then ended; and
- At the date of this statement, there are reasonable grounds to believe that the Fund will be able (b) to pay its debts as and when they fall due.

On behalf of the Management Board,

Docufigned by lla

SECOND NO.

Mr Yeo Kian Teong, Alex Chairman

Singapore, 18 May 2021

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Mr Tang Boon Khee, Keith Honorary Treasurer

Independent Auditor's Report to the members of ISCOS ReGen Fund

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of ISCOS ReGen Fund (the "Fund"), which comprise the statement of financial position of the Fund as at 31 December 2020, and the statement of financial activities 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 provisions of the Charities Act, Chapter 37 and other relevant regulations (the "Charities Act and Regulations") and Charities Accounting Standard ("CAS") so as to give a true and fair view of the financial position of the Fund as at 31 December 2020 and the statement of financial activities and the statement of cash flows of the Fund 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 Fund 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 Board is responsible for the other information. The other information comprises the Management Board's statement set out on page 34.

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 statements 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.



Independent Auditor's Report to the members of ISCOS ReGen Fund (continued)

Responsibilities of the Management Board for the Financial Statements

The Management Board is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Charities Accounting Standard for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition, and transactions are properly authorised 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 Board is responsible for assessing the Fund'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 Board either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

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

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 judgement and maintain professional scepticism 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 Fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management Board.
- Conclude on the appropriateness of Management Board'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 Fund'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 Fund to cease to continue as a going concern.

relope ID: 68CA86A3-DD4F-4148-AC2C-5467C5F1E4D0



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Independent Auditor's Report to the members of ISCOS ReGen Fund (continued)

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

 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 Board 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.

Report on Other Legal and Regulatory Requirements

- (a) In our opinion, the accounting and other records required to be kept by the Fund have been properly kept in accordance with the provisions of the Charities Act and Regulation.
- (b) The fund-raising appeal held during the period 1 January 2020 to 31 December 2020 has been carried out in accordance with Regulation 6 of the Charities (Fund Raising Appeals for Local and Foreign Charitable Purposes) Regulations 2012 and proper accounts and other records have been kept of the fund-raising appeal.

During the course of our audit, nothing has come to our attention that causes us to believe that during the year.

- (a) The Fund 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; and
- (b) The Fund has not complied with the requirements of Regulation 15 of the Charities (Institutions of a Public Character) Regulations.

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KLP LLP Public Accountants and Chartered Accountants

Singapore, 18 May 2021

Theme: Rebuilding Lives

Vision & Mission

Chairman's Message

Management Board & Staff

Events of 2020

Fairy Godparent Programme

Features

Sponsors, Working Partners & Volunteers

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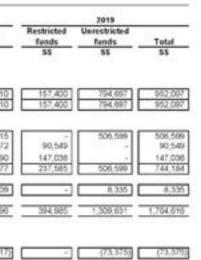
Governance Evaluation Checklists

ISCOS ReGen Fund Statement of Financial Position As at 31 December 2020

	Note	2020	2019
		S\$	\$\$
Assets			
Non-current assets			
Plant and equipment	4 .	2,192	2,133
Current assets			
Other receivables	5	127,204	30,735
Amount due from related party	6	70,696	547,680
Cash and cash equivalents	7	1,979,580	404,985
		2,177,480	983,400
Total assets		2,179,672	985,533
Funds and liabilities			
Funds			
Restricted funds	8	52,488	45,279
Unrestricted funds		1,755,713	621,977
Total funds		1,808,201	667,256
Current liabilities			
Deferred grant income		19,105	
Other payables	9	202,448	63,435
Amount due to related party	6	149,918	254,842
		371,471	318,277
Total liabilities		371,471	318,277
Total funds and liabilities		2,179,672	985,533

ISCOS ReGen Fund Statement of Financial Activities For the financial year ended 31 December 2020

			2020	
	Note	Restricted funds 55	Unrestricted funds 55	Total SS
Income Voluntary income Donation	10	153,443 153,443	85,767 85,767	239,210
Activities for onnerating funds Fundsaising income Sponsonship Funds received from charitable foundations	11 12 13	73,540 159,072 38,590 271,232	175 1.377,300 1.377,475	73,715 159,072 1,415,890 1,648,677
Other income	14	· .	512,209	512,209
Total income		424.645	1,975,451	2,400,096
Expenditures Eurotaxina.badina.cost Fundraising expenditure	11		(10.617)	(10.617



ISCOS ReGen Fund Statement of Financial Activities For the financial year ended 31 December 2920

			2020			2018		
	Note	Restricted funds SS	Unrestricted funds SS	Total SS	Restricted funds \$\$	Unrestricted funds SS	Total SS	
Expenditures (continued)								
Chartoble octivities expenditure Tuition bursery expenses		[142,427]	(45, 844)	(168.671)	(\$27,481)	13,127	(114,354)	
87 School Pocket Money Fund expenditure		(16,750)	(00,000)	(96,750)	(29.145)	3,330	(25.815)	
Burkary award expenses.		(127,664)	(45.911)	(173,575)	(123,474)	3,900	(119,574)	
Case management expenses		(2,447)	(9.596)	(12:043)	(11,974)		(11,974)	
Family support expenses		(128,051)	(118,805)	(246,856)	(49,099)	(6,522)	(57,421)	
Staff related expenses	15	2.4	(454,519)	(454,519)	(8,553)	(458,853)	(467,388)	
Marketing and communication expenses			(16,404)	(16,404)		(15,450)	(15,450)	
Other operating expenses	16	(97)	{129,993}	(129,990)		(153,929)	(153,929)	
Depreciation of property, plant and equipment	- 4		(1,386)	(1,386)		(820)	(820)	
		[417,436)	(822,958)	(1,240,394)	(349,706)	(017,017)	(5496,723)	
Dovernance.cost		_						
Audit fee		<u> </u>	(0.140)	(8,140)		(0.600)	(3,600)	
Total expenditures		(417,436)	(841,715)	(1,259,151)	(549,706)	(803,992)	(1,043,658)	
Surplus before taxation		7,209	1,130,736	1,140,945	45,279	615,639	660,918	
Total funds brought forward		45,279	621,977	967,256		6,338	6,338	
Total funds carried forward		52,488	1,755,713	1,808,201	45,279	621,977	687,256	

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ISCOS ReGen Fund Statement of Cash Flows For the financial year ended 31 December 2020

	2020	2019
	\$\$	S \$
Cash flows from operating activities		
Surplus before income tax	1,140,945	660,918
Adjustments for:		
Depreciation of property, plant and equipment	1,386	820
Operating cash flows before changes in working capital	1,142,331	661,738
Changes in working capital:		
Other receivables	(96,469)	(30,735)
Other payables	139,013	20,281
Deferred grant income	19,105	
Net cash flows generated from operating activities	1,203,980	651,284
Cash flows from investing activity		
Purchase of property, plant and equipment	(1,445)	(2,953)
Net cash flows used in investing activity	(1,445)	(2,953)
Cash flows from financing activity		
Amount due to/(from) related company	372,060	(374,470)
Net cash flows generated from/(used in) financing activity	372,060	(374,470)
Net increase in cash and cash equivalents	1,574,595	273,861
Cash and cash equivalents at the beginning of financial year	404,985	131,124
Cash and cash equivalents at the end of financial year		
(Note 7)	1,979,580	404,985

Theme: Rebuilding Lives Vision & Mission Chairman's Message Management Board & Staff Events of 2020 Fairy Godparent Programme Features

Sponsors, Working Partners & Volunteers

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Governance Evaluation Checklists

These notes form an integral part and should be read in conjunction with the accompanying financial statements.

1. General

ISCOS ReGen Fund (the "Fund") is registered under Charities Act, Chapter 37 of Singapore on 24 July 2018. It was granted the status of an Institution of a Public Character ("IPC") for the period from 15 March 2019 to 14 March 2022. The registered office is at 237 Alexandra Road, #04-19 The Alexcier, Singapore 159929.

The principal activities of the Fund are to assist reformed offenders, their children and families with the opportunity of a complete education and the skills required to be employable and financially independent in future, so that they can lead meaningful and productive lives.

2. Summary of significant accounting policies

2.1 Basis of preparation

The financial statements of the Fund have been drawn up in accordance with the Charities Accounting Standard (CAS). 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 Dollar (S\$), which is the Fund's functional currency.

2.2 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. The cost of plant and equipment includes its purchase price and any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is calculated using the straight-line method to allocate depreciable amounts over their estimated useful lives. The estimated useful lives are as follows.

Computer equipment

Years

The plant and equipment shall not be revalued and are not required to be assessed for impairment.

The residual value, useful lives and depreciation method are reviewed at the end of each reporting period, and adjusted prospectively, if appropriate.

An item of 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 income and expenditures in the year the asset is derecognised.

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

2. Summary of significant accounting policies (continued)

2.3 Financial instruments

(a) Financial assets

Financial assets are recognised in the statement of financial position when, and only when, the Fund becomes a party to the contractual provisions of the financial instrument.

Initial recognition and measurement

Financial assets, excluding prepayment, are initially recognised at their transaction price, excluding transaction costs, if any. Transaction costs shall be recognised as expenditure in the statement of financial activities as incurred. Prepayments are initially recognised at the amount paid in advance for the economic resources expected to be received in the future.

Subsequent measurement

The financial assets are subsequently measured at cost less accumulated impairment losses.

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 is recognised in profit or loss.

(b) Financial liabilities

Initial recognition and measurement

Financial liabilities are recognised in the statement of financial position when, and only when, the Fund becomes a party to the contractual provisions of the financial instrument. The Fund determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at their transaction price, excluding transaction costs, if any, both at initial recognition and at subsequent measurement. Transaction costs shall be recognised as expenditure in the statement of financial activities as incurred. The Fund's financial liabilities comprise other payables.

Subsequent measurement

The financial liabilities are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, of the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognised in the profit or loss.

2. Summary of significant accounting policies (continued)

2.4 Impairment of financial assets

The Fund assesses at each reporting date whether there is any objective evidence that a financial asset is impaired.

Financial assets carried at amortised cost

For financial assets carried at amortised cost, the Fund first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If the Fund determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continues to be recognised are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate. The carrying amount of the asset is reduced through the use of an allowance account. The impairment loss is recognised in income and expenditures.

When the asset becomes uncollectible, the carrying amount of impaired financial asset is reduced directly or if an amount was charged to the allowance account, the amounts charged to the allowance account are written off against the carrying amount of the financial asset.

To determine whether there is objective evidence that an impairment loss on financial assets has been incurred, the Fund considers factors such as the probability of insolvency or significant financial difficulties of the debtor and default or significant delay in payments.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed to the extent that the carrying amount of the asset does not exceed its amortised cost at the reversal date. The amount of reversal is recognised in income and expenditures.

2.5 Cash and cash equivalents

Cash and cash equivalents comprise cash at banks, cash on hand, and short-term deposits that are readily convertible to known amount of cash, which and are subject to an insignificant risk of changes in value.

2.6 Income recognition

Income comprises the fair value of the consideration received or receivable in the ordinary course of the Fund's activities. Income is recognised where there is entitlement, certainty and sufficient reliability of measurement. Income is recognised as follows:

Donations without conditions attached are recognised upon receipt. Donations with conditions attached are recognised as income only where there is sufficient evidence that the conditions will be met. When uncertainty exists as to whether the Fund can meet the conditions, the amount received is not recognised as income and will be deferred as a liability until there is sufficient evidence that the conditions imposed can be met.

Income from sponsorships are recognised upon receipt.

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

2. Summary of significant accounting policies (continued)

2.7 Government grants

Government grants are recognised at fair value when there is reasonable assurance that the conditions attaching to them will be complied with and that the grants will be received. Grants in recognition of specific expenses are recognised in income and expenditures on a systematic basis the periods necessary to match them with the related costs that they are intended to compensate.

Jobs Support Scheme (JSS)

The Jobs Support Scheme (JSS) was first introduced in the Singapore's budget 2020 (the 'Unity Budget') announcement on 18 February 2020 and further enhanced in the Resilience Budget, Solidarity Budget, Fortitude Budget and Ministerial Statement that follows. The purpose of JSS, which is a form of cash flow support, is to provide wage support to employers to help them retain their local employees (Singapore Citizen and Permanent Residents) during the period of economic uncertainty until end of 2021 that was resulted by COVID-19 pandemic.

Under the JSS, the Singapore Government co-funds between 25% to 75% of the first S\$4,600 of gross monthly wages paid to each local employee in a 10-months period (October 2019 to December 2019, and February 2020 to August 2020) and 10% of the same in the subsequent 7months period (September 2020 to March 2021).

The deferred grant income pertains to the unearned JSS government grant income as at reporting date as the JSS grant income should be recognised in the statement of financial activities on a systematic basis over the seventeen months period of economic uncertainly in which the Fund recognise the related salary expenses in the calendar year 2020 (but not earlier than the date of the Unity Budget which was announced on 18 February 2020) for which the JSS grant is intended to compensate. The Fund has determined that the seventeen months period of economic uncertainty is likely to commence in April 2020, following the Circuit Breaker measures which took effect on 7 April 2020 in Singapore.

2.8 Gift in kind

A gift in kind (if any) is included in the statement of financial activities based on an estimate of the fair value at the date of the receipt of the gift of the non-monetary asset or the grant of a right to the monetary asset. The gift is recognised if the amount of the gift can be measured reliably and there is no uncertainty that it will be received. No value is ascribed to volunteer services.

2.9 Employee benefits

Defined contribution plans

The Fund 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.

Employee leave entitlement

Employee entitlements to annual leave are recognised when they accrue to employees. A provision is made for the estimated liability for annual leave as a result of services rendered by employees up to the financial year end. Theme: Rebuilding Lives Vision & Mission Chairman's Message Management Board & Staff Events of 2020

Fairy Godparent Programme

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2. Summary of significant accounting policies (continued)

2.10 Expenditure recognition

All expenditure is accounted for on an accrual basis and aggregated under the respective areas. Direct costs are attributed to the activity where it relates to. Where costs are not wholly attributable to an activity, they are apportioned on a basis consistent with the use of resources.

(a) Cost of generating funds from fundraising activities

Costs that are attributable to the fundraising activities are separated from those costs incurred in undertaking charitable activities.

(b) Cost of charitable activities

Cost of charitable activities comprises all costs incurred in the pursuit of the charitable objects of the Fund. The total costs of charitable expenditure are apportionment of overhead and shared costs.

(c) Governance and administrative costs

Governance costs include the cost of governance arrangement, which relates to the general running of the Fund, providing governance infrastructure and ensuring public accountability. These costs include costs related to constitutional and statutory requirements and an apportionment of overhead and shared costs.

2.11 Taxes

The Fund is a tax-exempted institution under Section 13(1)(zm) of the Income Tax Act, Chapter 134

2.12 Funds

Fund balances restricted by outside sources are indicted and distinguished from unrestricted funds allocated to specific purposes, if any, by action of the Management Board. Externally restricted funds may only be utilised in accordance with the purpose established by the source of such funds and are in contrast with the unrestricted funds over which the Management Board retains full control of use in achieving any of its institutional purposes.

2.13 Conflict of interest policy

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

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

3. Critical accounting estimates and key sources of estimation uncertainty

Estimates, assumptions and judgements are continually evaluated and are based on historical experience and other factors that are reasonable under the circumstances. Actual results may differ from the estimates. The Fund made judgements, estimates and assumptions about the carrying amounts of assets and liabilities that were not readily apparent from other sources in the application of the Fund's accounting policies.

The Management Board is of the opinion that any instances of application of judgements are not expected to have a significant effect on the amounts recognised in financial statements.

3.1 Key sources of estimation of uncertainty

Management Board is of the opinion that there are no key assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting period that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Plant and equipment 4.

5.

	Computer	
	equipment	Total
200	5\$	55
Cost		
As at 1 January 2019		0.000
Additions	2,953	2,953
At 31 December 2019	2,953	2,953
Additions	1,445	1,445
At 31 December 2020	4,398	4,398
Accumulated depreciation		
As at 1 January 2019		
Depreciation	820	820
At 31 December 2019	820	820
Depreciation	1,386	1,386
At 31 December 2020	2,206	2,206
Carrying amount		
At 31 December 2019	2,133	2,133
At 31 December 2020	2,192	2,192
Other receivables		
	2020	2019
	S\$	\$\$
Donation receivables	84,529	30,735
Grant receivables - Job Support Scheme	3,243	ww.r.ww
Accrued income	39,432	
Constant and and and	127,204	30,735
	127,204	50,100

Donation receivables represent donations for which it is certain that the Fund has obtained

Other receivables are denominated in Singapore Dollar.

control over the rights to receive the donation, and that the amount can be measured reliably.

6. Amount due from/(to) related party

Amount due from/(to) related party is non-trade in nature, unsecured, non-interest bearing, repayable on demand and are to be settled in cash.

Amount due from/(to) related party is denominated in Singapore Dollar.

Cash and cash equivalents 7.

	2020	2019
	\$\$	S \$
Cash at banks	478,618	404,032
Cash on hand	962	953
Fixed deposits	1,500,000	
	1,979,580	404,985
	and the second se	the second se

Fixed deposits have maturity period of 3 to 12 months (2019: Nil) and earned interest ranging from 0.3% to 0.6% (2019: Nil) per annum.

Cash and cash equivalents are denominated in Singapore Dollar.

Restricted funds 8.

	Beginning balance	Funds received	Expenses utilised	Net movement	Ending
	S \$	S \$	S \$	5\$	S\$
31 December 2020					
Tan Ean Kiam Foundation Fund	34,372	-	(9.016)	(9,016)	25,356
ST School Pocket Money Fund	4,540	23,260	(17,420)	5,840	10,380
GoldBell Fund	2,267		(2.267)	(2.267)	
Catholic High School					
Sponsorship	4,100	11,000	(7,800)	3,200	7,300
Singapore Teochew	0.00	1.1.10.0-0.100			
Foundation Fund		123,836	(123,836)		
Bursary Award	-	119,864	(119,864)	-	
Gavin's Tuition	-	14,600	(14,600)		
Bless Our City - Mother Support					
Group		4,150	(1,064)	3,086	3,086
Bless Our City - Youth		1.1535.000	*101104	0.000000000	
Engagement Platform (YEP)	-	5,850	(1,272)	4,578	4,578
Festive celebrations		12,250	(12,250)	-	1.0000
Birthday celebrations		13,747	(12,157)	1,590	1,590
Family day		20,000	(19,802)	198	198
COVID19 Steady Initiatives		75,038	(75,038)		-
LEAP		1,050	(1.050)		
Total restricted funds	45,279	424,645	(417,436)	7.209	52,488

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

8. Restricted funds (continued)

	Beginning balance	Funds received	Expenses utilised	Net movement	Ending balance
	S\$	S\$	S \$	5\$	S \$
31 December 2019					
Tan Ean Kiam Foundation Fund		66,287	(31,915)	34,372	34,372
ST School Pocket Money Fund	-	33,685	(29, 145)	4,540	4,540
GoldBell Fund	-	4,389	(2,122)	2,267	2,267
Catholic High School			0.00-030		
Sponsorship		12,500	(8,400)	4,100	4,100
Singapore Teochew			11.00		
Foundation Fund	-	63,452	(63,452)	. e	-
Trailblazer T-Touch Fund	-	25,000	(25,000)		-
Baker McKenzie Wong & Leow					
Sponsorship		19,900	(19,900)	-	-
CARE Network Children			10.110.110		
Support Programme (CNCSP)	-	8,777	(8,777)	2 24	
Gavin's Tuition	-	8,320	(8,320)		-
Sheng Siong Group Limited	-	100,000	(100,000)	-	
Yellow Ribbon Fund		10,000	(10,000)		
Lee Foundation	-	42,675	(42,675)	-	-
Total restricted funds	-	394,985	(349,706)	45,279	45,279

(i) Tan Ean Kiam Foundation Fund

This fund is contributed by Tan Ean Kiam Foundation to provide financial support to the children of inmates or ex-offenders who are pursuing their tertiary education at local polytechnics or Institutes of Technical Education (ITE). The sponsorship covers the tuition fee, allowances and other related expenses over the full course duration. The recipients will also be matched to their respective case managers from ISCOS ReGen Fund for guidance and emotional support.

(ii) ST School Pocket Money Fund

ISCOS ReGen Fund is one of the disbursing agencies for The Straits Times School Pocket Money Fund (STSPMF). The objective is to provide pocket money to children from lowincome families to help them through school, according to the criteria set by STSPMF. The funds are disbursed to ISCOS ReGen Fund based on projections at the start of every period.

(iii) GoldBell Fund

This fund is contributed by GoldBell to The Living Environment Assistance Project (LEAP), an initiative under ISCOS ReGen Fund's Fairy Godparent Programme (FGP) that supports children who do not have a conducive home study area.

(iv) Singapore Teochew Foundation Fund

The funding by Singapore Teochew Foundation covers selected initiatives under the Fairy Godparent Programme, namely the sponsored tuition, art therapy and Living Environment Assistance Project (LEAP) on reimbursement basis.

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8. Restricted funds (continued)

(v) Catholic High School Sponsorship

This fund is contributed by a group of alumni from Catholic High School Class of 69/71 to set up the Outstanding Achievement (OA) and Good Progress (GP) awards for children of inmates or ex-offenders. The aim is to motivate children beneficiaries who have scored exceptionally well or have demonstrated significant progress in their studies. These awards are presented to the recipients during the annual Bursary Award Ceremony in December every year.

(vi) Sheng Siong Group Limited

The funding by Sheng Siong Group Limited covers the bursary awards and book grants for the children of inmates or ex-offenders, typically given out in December every year.

(vii) Yellow Ribbon Fund

The sponsorship covers the procurement of school bags for the children beneficiaries. These school bags were given out during the Bursary Award Ceremony in December 2019.

(viii) Trailblazer T-Touch Fund

Trailblazer T-Touch Fund is a volunteer initiative driven by the staff of Temasek Holdings, and has supported Fairy Godparent Programme (FGP) initiatives for a number of years, such as Family Day and birthday celebrations.

(ix) Baker McKenzie Wong & Leow

Baker McKenzie Wong & Leow (BMWL) is a multi-national law firm and its Singapore office has supported FGP initiatives for several years, including Family Day and tri-events.

(x) CARE Network Children Support Programme (CNCSP)

Yellow Ribbon Singapore (YRSG) provides sponsorship for our tuition and mentorship programme for children in supporting their developmental growth. Additionally, they also fund us for the organisation of family bonding activities involving parents/caregivers.

(xi) Gavin's Turtion

Gavin's Tuition is a private tuition centre with multiple locations in Singapore. They provide free tuition classes to the children and youths under the Fairy Godparent Programme across different education levels.

(xii) Lee Foundation

The sponsorship by Lee Foundation covers the various initiatives under the Fairy Godparent. Programme and its corresponding manpower, direct and indirect expenses.

(xiii) Bless Our City - Mother Support Group

Bless Our City Grant Support for Mother/Caregiver Support Group is a do-good initiative by the Central Singapore Community Development Council (CDC) and Far East Organization which aims to provide assistance to communities in need regardless of race or religion.

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

8. Restricted funds (continued)

(xiv) Bless Our City - Youth Engagement Platform (YEP)

Bless Our City Grant Support for Youth Engagement Platform is a do-good initiative by the Central Singapore Community Development Council (CDC) and Far East Organization which aims to provide assistance to communities in need regardless of race or religion.

(xv) Bursary Award

Bursary Award is a flagship initiative of IRF under the Fairy Godparent Programme which supports children of current and ex-offenders from low-income families by way of education.

(xvi) Festive celebrations

Festive celebration is an initiative to bring festive cheer and to provide festive goodies and assistance to uplift the spirit of families through a celebration.

(xvii) Birthday celebrations

Birthday celebration is an initiative under the Fairy Godparent Programme to celebrate the birthday of children whose birth date fails within that particular month.

(xviii) Family day

Family Day is an event to encourage families to spend quality time over fun and interactive activities.

(xix) COVID19 Steady Initiatives

COVID19 Steady Initiative is an initiative under the Fairy Godparent Programme to provide assistance to the beneficiaries affected by the COVID-19 pandemic.

(xx) LEAP

Living Environment Assistance Project (LEAP) is an initiative under Fairy Godparent Programme that supports children who do not have a conducive home study area.

9. Other payables

Accrual Provision for unutilised leave Other payables



0.043

Other payables are denominated in Singapore Dollar.

2019
\$\$
63,435
-
-
63,435

2020

2019

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

10.	Donation		
		2020	2019
		8\$	S\$
	Donation - tax exempt	193,049	415,594
	 non tax-exempt 	46,161	536,503
		239,210	952,097

11. Fundraising income and expenditure

	2020	2013
	\$\$	S\$
Fundraising income: Donation received Grant from Toteboard Sale of wine	73,540 175 73,715	452,778 50,000 3,821 506,599
Less: Fundraising expenditure	(10,617) 63,098	(73,375) 433,224
Fundraising efficiency ratio	14%	14%

12. Sponsorship

	2020	2019
	\$\$	S \$
Sponsorship in cash		
Singapore Teochew Foundation	123,836	63,452
Yellow Ribbon Fund		10,000
CNCSP Foundation		8,777
Lee Foundation	672	+
	124,508	82,229
Sponsorship in kind		
Gavin's Tuition	14,600	8,320
Nitto Dento	500	
The Lego Group	14,970	
Yellow Ribbon SG	4,394	
Cozy Bedding	100	
	34,564	8,320
Total sponsorship	159,072	90,549

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

13. Funds received from charitable foundations

	2020	2019
	\$\$	S\$
ST School Pocket Money Fund	22,590	33,685
Tan Ean Kiam Foundation		66,287
Goldbell Fund		4,389
Lee Foundation	1,377,300	42,675
Bless Our City Grant	10,000	
RHT Rajan Menon Foundation	6,000	
	1,415,890	147.036

14. Other income

The following item has been included in arriving at other income:

	2020	2019
		2019
	\$\$	S \$
Bicentennial Community Fund	400,000	
Job Support Scheme	92,268	
Staff related expenses		
	2020	2019
	\$\$	S \$
Key management personnel		
Manpower cost	73,483	35,695
Medical fee	208	90
Staff welfare	438	314
	74,129	36,099
Staff		
Manpower cost	375,063	422,764
Medical fee	129	2,347
Staff welfare	5,198	6,176
	380,390	431,287
Total staff related expenses	454,519	467,386
	Job Support Scheme Staff related expenses Key management personnel Manpower cost Medical fee Staff welfare Staff Manpower cost Medical fee Staff welfare	Bicentennial Community Fund Job Support Scheme 400,000 92,268 Staff related expenses Key management personnel Manpower cost Medical fee 73,483 208 3taff welfare Staff Manpower cost Medical fee 73,483 208 3taff welfare Staff Staff Manpower cost Medical fee 375,063 129 5,198 Staff welfare 5,198 380,390

16. Other operating expenses

The following items have been included in arriving at other operating expenses:

	2020	2019
	5\$	5\$
Rental of premises Service fees from ISCOS	17,550 75,907	17,301 86.675
Service rees from ISCOS	10,907	00,070

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17. Taxation

The Fund is an approved charity under the Charities Act, Chapter 37. No provision for taxation has been made in the financial statements as the Fund is exempt from income tax in accordance with the provisions of the income Tax Act, Chapter 134.

18. Related party transactions

Sales and purchases of goods and services

An entity or individual is considered a related party of the Fund if it is subject to common control or common significant influence with the Fund if one party is able to significantly influence the financial and operating decisions of the other party.

During the year, the Fund had the following transactions with related party:

	2020	2019
	\$\$	S \$
Payment on behalf of related party	86,285	34,020
Payment on behalf by related party	(408,241)	(629,948)
Fund received on behalf of related party	(56,026)	(29,331)
Fund received from related party	1,479,869	514,890

Compensation of key management personnel

There is no other compensation of key management personnel in the Fund other than those disclosed in Note 15. The Fund did not provide remuneration to the Board members and no staff are remunerated more than S\$100,000 in annual remuneration. There is no paid staff who is close members of the family of the Executive Head or Board member, who receives more than S\$50,000 during the year.

19. Fund management policy

The primary objective of the Fund is to ensure it maintains sufficient cash in order to support its activities. Its approach to fund management is to balance the allocation of cash and incurrence of debt. Available cash is deployed primarily to cover operational requirements.

ISCOS ReGen Fund Notes to the Financial Statements For the financial year ended 31 December 2020

20. Reserve position and policy

The Fund's reserve position for the financial years ended 31 December 2020 and 2019 are as follows:

_		-
]
A	Unrestricted Funds	
	Accumulated unrestricted fund	1
В	Restricted or Designated Funds	1
	Restricted Fund	1
C	Total funds	1
D	Total annual operating expenditure	1
E	Ratio of funds to annual operating expenditure (A/D)	1

Reference:

C. Total Funds include unrestricted and restricted funds.

D. Total Annual Operating Expenditure includes cost of generating funds, cost of charitable activities and administrative costs.

The Fund's reserve policy is to hold its reserves up to a year's operating expenditures. There were no changes to the Fund's approach to reserves policy during the year.

21. Authorisation of financial statements for issue

The financial statements for the financial year ended 31 December 2020 were authorised for issue by the Management Board on the date of the Management Board's statement.

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2020	2019
S\$	S\$
1,755,713	621,977
52,488	45,279
1,808,201	667,256
1,259,151	1,043,698
1.39	0.60

ISCOS ReGen Fund

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