

SIKH WELFARE COUNCIL

Singapore

Annual Report 2018

JAN KI SEWA UTTAM KAMMA
(Service to Humanity is the Highest Deed)

Overview

- Sikh Welfare Council (SIWEC) is a Singapore Registered **Institute of Public Character (IPC)**. As such, we do not only help SIKHS but ALL Singaporeans.
- We are a full member of the **National Council of Social Services (NCSS)** and this helps us access to full NCSS/Comcare database for all benefits accorded to all beneficiaries and improves evaluation time.
- SIWEC does not belong to any individual or Sikh Institution, it belongs to the whole community.
- There is a greater need now for Welfare services in Singapore today due to the ageing population and economical/social challenges faced by the youth.
- In view of the above, there has been an increase in the number of programs / services we are providing.
- We work very closely with other VWO's (AWWA, ASHRAM) and government agencies (SSO's, FSC's, SINDA, MSF) to tap in on their resources and expertise and optimize assistance for our beneficiaries.

**We are manning a 24-hour Emergency Hotline
for the Community**

Our Mission

Our mission is to carry out and manage welfare schemes in the form of relief, financial assistance, health, education, housing or any other help (collectively referred to as “welfare”) for those requiring assistance within the Singapore Community.

The objectives of SIWEC are achieved via the following initiatives:

- Formulating policies relating to welfare matters in the community and spearheading their implementation;
- Working with government and non-government agencies on welfare-related matters.

Our Members

Our members (owners) comprise the following Sikh Institutions:

Ordinary Members

Central Sikh Gurdwara Board
Gurdwara Sahib Yishun
Isteri Sat Sang (Central Sikh Temple)
Khalsa Dharmak Sabha
Khalsa Jiwan Sudhar Sabha
Paradesi Khalsa Dharmak Diwan
Sikh Missionary Society of Malaya
Sikh Business Association
Sikh Sewaks, Singapore
Singapore Khalsa Association
Singapore Sikh Education Foundation
Sri Guru Nanak Sat Sang Sabha
Sri Guru Singh Sabha Singapore
Young Sikh Association

Associate Member

Sikh Advisory Board

Corporate Management

PATRON

S. Kartar Singh Thakral

TRUSTEES

S. Mohinder Singh Thakral

S. Manmohan Singh Thakral

S. Daljit Singh Gagganbhana

S. Mann Singh Bajaj

S. Jagjit Singh Sekhon

S. Gurcharan Singh Narula

MANAGEMENT COMMITTEE

SIWEC Management Committee members during the year were:

Position	Name	MC Meeting Attendance
Chairman	Gurdip Singh Usma	8/9
Vice Chairman	Manmohan Singh	9/9
Secretary	Harmit Singh	8/9
Asst. Secretary	Harjit Kaur	3/9
Treasurer	Sukhbir Singh	4/9
Asst. Treasurer	Amritpal Singh	3/9
Committee Members		
Eldercare / Healthcare	Sarjit Kaur Khosa	8/9
Prison Counselling & Aftercare	Albel Singh	4/9
Family Support Services	Harmit Singh Kawatra	6/9
Outreach / Volunteers	Sarabjeet Singh	3/9
Education Support Services	Sharanjit Kaur	4/9

There were 9 Management Committee meetings held during the year and there was the required quorum at all the meetings.

The Annual Council Review Meeting of the Council was held on 29th January 2019 and the last Annual General Meeting was held on 12th June 2018.

INTERNAL AUDITORS

SIWEC Internal Auditors during the year were:

Inderpal Singh

Hernek Singh

EXTERNAL AUDITORS

SIWEC External Auditors for the year were: **D Arumugam & Co.**

SIWEC Reserve Policy

Sikh Welfare Council should strive to maintain cash or equivalent reserves amounting to the higher of the following two amounts:

1. Three (3) years of total operating and administrative expenses (rounded up to the nearest SGD 0.5 million), or
2. SGD 3 (Three) million.

Conflict of Interest Policy

Sikh Welfare Council's Conflict of Interest Policy as stipulated in the SIWEC Constitution is as follows:

1. Whenever a member of the Management Committee, Sub Committee or Staff is in any way, directly or indirectly, connected or has an interest in a transaction, project, beneficiary, employee or any other matter to be discussed at a meeting:
 - a. the member shall disclose the nature of his interest before the discussion on the matter begins;
 - b. the member concerned should not participate in the vote on the matter nor count towards the quorum for that portion of the meeting;
 - c. the member concerned should not participate in the discussion on the matter and should also offer to withdraw from the meeting. Any exception to allow him to continue to participate in the discussion requires a two thirds majority of the remaining members of the Management Committee present. However, even if he is allowed to participate in the discussion, he shall not participate in the vote nor the quorum for that portion of the meeting.
2. For the purpose of the above clause, a member of the SIWEC Management Committee, Sub-Committee or Staff is considered as being connected or having an interest in the matter if:
 - a. that person being discussed is the member's child, sibling, parent, spouse, spouse's parent, spouse's sibling, grandparent or grandchild.
 - b. the member or his spouse is directly or indirectly a shareholder (excluding "less than 5%" stake in a public listed company), director, partner, agent or key executive of a business.
 - c. the member is the President, Vice President, Honorary Secretary or Honorary Treasurer of an Ordinary or Associate member of SIWEC. However, this shall only apply in connection with matters being discussed regarding that Ordinary or Associate member.
3. The disclosure, discussions and final decisions on the matter should be documented in the minutes of meeting.

All members of the SIWEC Management Committee and members of SIWEC Staff have signed a written confirmation of compliance with the above Policy for the year ended 31 December 2018.

SIWEC Services

An overview of the various services provided by Sikh Welfare Council during the year is grouped into the following categories:

- **Family Support Services**
- **Education Support Services**
- **Eldercare & Healthcare Services**
- **Prison Counselling & Aftercare Services**
- **Community Mediation Services**
- **Community Outreach Activities**
- **Family Bereavement Services**

Family Support Services

Family Support Summary of Cases



	2018	2017
A. Number of Families at the start of the period	23	20
B. Addition of families during the Period	9	7
C. Reduction of families during the Period	10	4
• Client now supported by Children	2	1
• Client started working	1	2
• Spouse / Children started working	2	
• Admitted to Nursing Home		
• Non Compliance with SIWEC Rules	2	
• Deceased		
• Migrated / Referred Out	3	
• Other factors (Supported by Gov. Agency)		
D. Number of Families at the end of the period	22	23

Family Support

Monthly Assistance to Clients



ASSISTANCE	No. of Clients	2018	2017
Financial Only	3	\$11,700	\$6,800
Ration Only	8	\$14,760	\$8,810
Financial & Ration	9	\$63,400	\$75,720
Ad-Hoc Financial	1	\$ 2,728	\$ 120
Sub-total		-	-
Overall Total	21	\$92,588	\$91,450

Family Support

Ad-Hoc Cases



S/N	Type	2018	2017
		Total	Total
1	Mediation with Employers	0	1
2	Mediation with Families	3	3
3	Counselling & Advice	32	41
4	Referral to Government Agencies	12	23
5	Others	2	10
	TOTAL	49	78

Family Support

Other Family Support Services



Some of the areas SIWEC assisted included:

- Working with SSO's to find jobs for client or their spouse /child
- Mediation to help reconcile families
- General Counselling
- Improvement of furnishing in homes
- Cleaning / Maintaining homes
- Befriending

Education Support Services

Education Support

Support for Children in Homes



Chen Su Lan Methodist Children's Home

- 1 Sikh child currently in the home
- SIWEC provides social support.
- Student Graduated and is in ITE.



Melrose Home Children's Aid Society

- 2 Sikh children currently in the home
- SIWEC has arranged for a tutor to assist them in Punjabi language.



Singapore Girls Home

- 1 Sikh youth currently in the home
- SIWEC is providing Punjabi tuition and social support



SIWEC Secretariat staff keep in constant contact with the children/social workers to tend to the socio-emotional needs of the child.

Education Support

Financial Assistance for Punjabi Education



- Supporting \$400 per student for school fees, books and uniforms has increased to \$420 with effect 2017.
- Students living in 3-bedroom were also rendered assistance. Out of 75 students in 2019, 24 were living in 3-bedroom or lower.
- Effective 2019, we also support transport cost (\$10,000 per year) for these students.
- Financial support given till date since 2014:

Year	2019	2018	2017	2016	2015	2014
Amount	\$31,500	\$34,440	\$42,840	\$33,600	\$32,400	\$43,200

- Holistic approach being adopted to determine if these students and their families need additional help.

Education Support

Academic Excellence Program



- Improve children's performance in schools, particularly English, Mathematics, and Science.
- Partnership with Singapore Sikh Education Foundation (SSEF).
- We have an Education Project Officer.
- Children in Primary 1 to Secondary 1 who need help have been identified and are being helped in the areas of:
 - Tuition for children
 - Assistance to families
 - Counselling
- Currently, we have 34 students.



Eldercare & Healthcare Services

Eldercare Program

Suneheri Saheliaan / Sunehray Pal



LADIES: CENTRAL SIKH TEMPLE SINCE 2014
MIXED: SILAT ROAD SIKH CENTRE SINCE 2015
MIXED: GURDWARA SAHIB YISHUN IN 2019

Location	No. of Participants Registered	No. of Volunteers Active
Central Sikh Temple	99	11
Silat Road Sikh Temple	82	9
Gurdwara Sahib Yishun	30	5
Total	211	25

Eldercare Program

Suneheri Saheliaan / Sunehray Pal



Aimed at providing seniors with a medium to meet and embark on mini-workshops, which empower them with skills that may help them cope with their ailing health. These mini-workshops are divided between other leisurely activities and outings. Examples of activities are:

- Health Talks , Sikhi Talks, Legal Issue (LPA, Will)
- Flower Arrangement Classes, Cooking Class, Art & Craft
- Pedee Making
- Talks on the Pioneer Generation scheme, Merdeka Scheme
- Visit to the Zoo, Singapore Discovery Centre, Gardens by the Bay, MediaCorp, National Kidney Foundation, Housing Board Development
- Overseas Trips Malaysia (Machap, Batu Pahat Gurudwara, Port Dickson)
- English speaking program for those unable to speak whereas for those who can speak English, they have games session.
- Exercises conducted by Health Promotion Board

Eldercare Program

Suneheri Saheliaan (Central Sikh Temple)



Outing: Silver Parade by SINDA



Outing: Kesari Movie & Hi Tea



Eldercare Program

Sunehray Pal (Silat Road Sikh Temple)



Advanced Care Planning by Ms. Bavna
Talk by Gianni Satnam Ji on Japji Sahib
Pauriya



Eldercare Program

Sunehray Pal (Gurdwara Sahib Yishun)



Exercise by Health Promotion Board



Spot the difference Activity

Eldercare Program

Vaisakhi Mela 2019 – Tele Match



Healthcare Program

Ambassador



Our Objective

- To provide patients & their families with guidance in obtaining assistance from various health agencies
- To provide moral & emotional support
- To provide spiritual support.

Creating Awareness

- SIWEC has written to all hospitals and stay in homes to inform them about our services.
- All institutions are encouraged to make periodic announcement during their programmes to alert the public of our services

SIWEC staff visits them bi-weekly.

Healthcare Program

Number of Visits



Visits	2018	2017
Visits to Institutions	389	402
Visits to Residences	135	117
Visits to Hospitals	87	127
Thye Hua Kwan Home	48	45
Total	659	691
Average Per Month	54	58

Healthcare Program

Analysis



Sikhs in Institutions	Family Visits			Total
	Yes	No	Occasionally	
Welfare Homes	2	11	5	18
Nursing Home	8	11	1	20
Intellectually Disabled Homes	1	2		3
Own Residence	5	7		12
Total	16	31	6	53

Temple	Family Visits			Total
	Yes	No	Occasionally	
Central Sikh Temple	1	4		5
Gurdwara Sahib Yishun	1	1	2	4
Khalsa Dharmak Sabha	1	4		5
Pardesi Khalsa Dharmak Diwan	1	1	1	3
Sri Guru Nanak Sat Sang Sabha	1			1
Sri Guru Singh Sabha	7	7		14
Silat Road Sikh Temple		3		3
Total	12	20	3	35

The remaining 18 clients go to all the Gurdwaras.

**REQUEST
GURDWARAS
TO ARRANGE
VISITS**

Healthcare Program

Additional Support



- Punjabi Food weekly by a well wisher.
- Degh is brought for clients on every visit.
- Birthdays are celebrated with the clients
- For 2018, we are embarking on reciting Mool Mantar and Gurmantar with the clients before the start of sessions.
- Distributed Gurbani Radios

Prison Counselling & Aftercare Services

Prison Program Counselling and After-Care



- **Focus for 2019/2020**
 - ☐ Ongoing weekly counselling sessions
 - ☐ Counseling for families of inmates
 - ☐ Befriending/Aftercare
 - ☐ "Chardi Kala" Chats
- **Events at the Prison Annually**
 - ☐ Vesakhi celebrations
 - ☐ Guru Nanak Dev Ji's birthday celebrations



Prison Program Chardi Kala Chats



- ❖ Aftercare program known as "**Chardi Kala Chats**" will be held on the first Friday of every month starting, August 2018 for all inmates at CST from **7:00pm to 8:30pm**. This will be the first step towards the eventual formation of an informal peer support network among them.
- ❖ Volunteers have been informed to invite all former inmates whom they are in contact to make the effort to attend monthly sessions to mutually support each other in the reform and reintegration journey.
- ❖ The agenda will be kept simple initially to foster mutual support and tips on reform in the spirit of chardi kala among the network.

Where necessary, the SIWEC team will follow thru on specific issues raised requiring referrals or connecting with certain agencies.

Family Bereavement Services

SIWEC's Family Bereavement Services provides Cremation Services in accordance with Sikh Rites to the Community.

Bereavement Program Overview of Guided Service



SIWEC Guides Families in:

- Booking of the crematorium
- Arrange for the hearse and driver
- Assisting with obituaries
- Making transport arrangements for condolers
- Assisting in bathing the body
- Booking the Gurdwara for prayers
- Providing follow up grief counseling
- Foreign persons – repatriation assistance



SIWEC WILL ONLY SUPPORT SIKH FUNERALS RITES

Bereavement Program New Communication Initiative





**A NEW INITIATIVE BY
SIKH WELFARE COUNCIL**

SIKH WELFARE COUNCIL BRINGS YOU A
NEW COMMUNICATION INITIATIVE TO FACILITATE
OUTREACH AND TIMELY COMMUNICATION
OF SIKH OBITUARIES & OTHER EVENTS

REGISTER YOUR MOBILE NUMBER

SMS 90956699 THE FOLLOWING MESSAGE

Join Name, Email (Optional)

eg; JOIN XXXX, XXXX@XXXX.COM

*This service was publicized to members of Sangat at Naam Ras (2017).
Currently, we have 96 subscribers as of 03 June 2019*

Bereavement Program

New Communication Initiative



The obituary system is ready! URL: <http://obituaries.siwec.org/>

We Are Just A Phone Call Away!
6299 9234

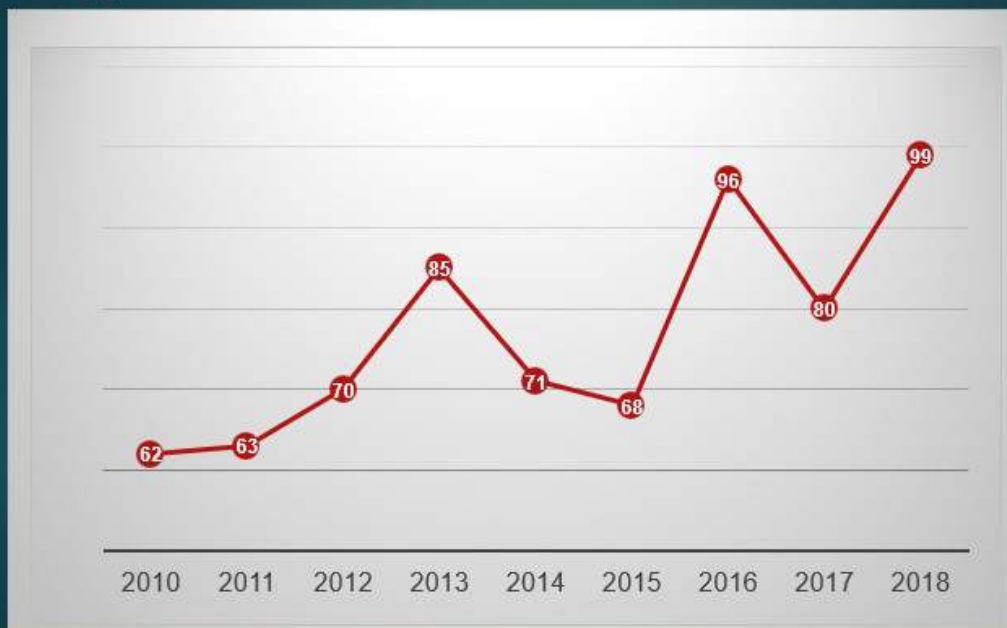
Recent Obituaries
You may submit an obituary / death notice that gives the name of the deceased as well as details of the funeral or memorial service. Death notices may be submitted by the family of the person who passed away or by someone acting on the family's behalf, such as a funeral director or a friend. Submission is free.

Sample Obituary
Parvin Kaur Randhawa
Age 51
passed away peacefully on 20 Dec 2018.
Beloved Family Members
Husband: Edgje Singh Dard
Parents: Anwar Singh, Jasjit Mann
Relatives: ...

Sample Obituary
Bhupinderpal Singh (Bhopey)
s/o Late Jaspal Singh Bhrampura
Age 65
passed away peacefully on 19 Dec 2018.
Always remembered by family and loved ones.
Wife: Radpal Kaur s/o Sukhpal Singh
Sons: ...

Bereavement Program

Supported Case



YTD 2019
33

SIWEC not only tries to support the family during bereavement but also tries to help them save their cost.

SIWEC will only perform Sikh Funeral Rites.

Bereavement Program

Cremation Analysis



S/N	Gurdwara	Year To Date 2018 "Gender" Analysis			Year To Date 2017 "Gender" Analysis		
		Male	Female	Total	Male	Female	Total
1	Central Sikh Temple	11	10	21	8	3	11
2	Silat Road Sikh Temple	3	4	7	2	4	6
3	Khalsa Dharmak Sabha	12	11	23	12	12	24
4	Sri Guru Singh Sabha	10	11	21	13	5	18
5	Pardesi Khalsa	5	4	9	3	3	6
6	Gurudwara Katong	7	3	10	2	3	5
7	Gurudwara Yishun	1	7	8	6	4	10
	Total	49	50	99	46	34	80

Bereavement Program

Cremation Analysis



S/N	Gurdwara	Year To Date 2018 "Day" Analysis			Year To Date 2017 "Day" Analysis		
		Weekday	Weekend	Total	Weekday	Weekend	Total
1	Central Sikh Temple	16	5	21	8	3	11
2	Silat Road Sikh Temple	6	1	7	4	2	6
3	Khalsa Dharmak Sabha	15	8	23	16	8	24
4	Sri Guru Singh Sabha	14	7	21	12	6	18
5	Pardesi Khalsa	8	1	9	6	0	6
6	Gurudwara Katong	5	5	10	5	0	5
7	Gurudwara Yishun	5	3	8	8	2	10
	Total	69	30	99	59	21	80

Bereavement Program

Age Analysis



S/N	Age	2018			2017		
		Male	Female	Total	Male	Female	Total
1	Up to 40 years	1	0	1	5	1	6
2	41 to 60 years	15	7	22	13	2	15
3	61 to 70 years	6	7	13	9	4	13
4	71 to 80 years	10	10	20	6	10	16
5	81 to 90 years	11	16	27	9	11	20
6	Over 91 years	7	9	16	4	6	10
	Average	71	78	74	66	78	72
	Average (above 40)	73	78	75	71	80	75
	Total	50	49	99	46	34	80

Bereavement Program

Cause Analysis



S/N	Cause	2018			2017		
		Male	Female	Total	Male	Female	Total
1	Cancer	5	8	13	7	1	8
2	Heart Disease	18	12	30	19	8	27
3	Pneumonia	17	18	35	7	8	15
4	Accident/ Injury	2	1	3	2	6	8
5	Others Health Conditions	8	10	18	11	11	22
	Total	50	49	99	46	34	80

Community Mediation Services

Community Mediation

Overview

- Training was conducted by Lawyer Ms. Reena Kalpana Singh in February – April 2017
- Currently, 9 mediators are qualified to take on cases.
- S. Karpal Singh Mehli will be the first point of contact for any such cases.
- Certificate of attendance were presented to those who have attended either 2 sessions.

S/N	Type	2018	2017
		Total	Total
1	Community Mediation	5	3
	TOTAL	5	3



Sikh Welfare Council

Overall Clients Summary

S/N	Programs		2018	2017
1	Financial Assistance	Family Support	32	27
2		Ad-Hoc	4	4
3	Children Home		5	3
4	In House – Counselling		49	78
5	Community Mediation		5	3
6	SIWEC Tuition Program		18	19
7	Academic Excellence Program		36	28
8	MOE – FAS Students		82	102
9	Prison Counselling		49	48
10	Senior Citizens Program		236	160
11	Bereavement Services		99	80
12	Healthcare – Institutional Homes		45	40
13	Healthcare – Residence		16	11
14	Health Screening		433	287
15	Talks and Workshops		111	65
16	Food For Ration		NA	NA
	TOTAL		1,190	955



Community Outreach Activities

SIWEC Outreach Activities Completed 2018



Description	No of Attendees	Location	Dates
Vaisakhi Celebration Outreach @ Prison Visit	49	Changi Prison	3 & 7 Apr 2018
Functional Screening by Agency for Integrated Care	129	SRST & CST	10 & 16 Oct 2018
CPR & AED Training Session	199	SRST & CST	6 & 12 Jun 2018
Gurpurab Celebration Outreach @ Prison Visit	49	Changi Prison	13 & 20 Nov 2018
Health Screening @ Naam Ras	105	Expo Hall 7	22-25 Dec 2018

SIWEC Outreach Activities Planned for 2019



Description	No of Attendees	Location	Dates
Vaisakhi Celebration Outreach @ Prison Visit	49	Changi Prison	2 & 9 April 2019
Vaisakhi Outreach Activity – Health Screening	48	YST	14 April 2019
Bhai Maharaj Outreach Activity – Health Screening	TBC	SRST	7 July 2019
Guru Nanak Gurpurab Outreach Activity	TBC	CST	10 Nov 2019
Gurpurab Celebration Outreach @ Prison Visit	49	Changi Prison	5 & 19 Nov 2019

SIWEC Outreach Activities



Some of the activities conducted by SIWEC that benefitted the society at large include:

These included Welfare/Health days that encompassed:

- talks on writing of wills
- making a Lasting power of attorney (LPA)
- Coping with Arthritis and a myriad of health checks.
- Talk On Medshield life
- Talk on benefits of Pioneer Generation. Talk on Benefits of the Pioneer Generation
- AED/ CPR Training Session (06th June 2018 & 12th June 2018)

Planning another 3-4 activities this year.

SIWEC Other Outreach Activities

Ride to Serve 2019



Date of Event: 15th March 2018 – 17th March 2018

Start Point: Central Sikh Temple on 15th March 2019

End Point: Singapore Khalsa Association on 17th March 2019

Amount raised: S\$215,160

Thank You Dinner - Well received

Date: 27th April 2019

Time: 6:30pm onwards

Venue: Singapore Khalsa Association (4th Floor)



Financial Review & Corporate Governance

Below is an overview of the Audited Financial Statements for Sikh Welfare Council for the year ended 31 December 2018 as compared to prior year and the Budget.

The Signed Audited Financial Statements are available separately.

Audited Accounts Income & Expenditure					
	2018			2017	
INCOME	IPC	BUDGET	Hearse	IPC	Hearse
Tax Exempt Receipt Income	\$440,905	\$421,000	-	\$424,751	-
Other Income / Grants	\$299,420	\$259,000	\$76,184	\$501,614	\$6,100
TOTAL INCOME	\$740,325	\$680,000	\$76,184	\$926,365	\$6,100
EXPENSES					
Operating Expenses	\$477,579	\$566,500	\$10,954	\$400,065	\$8,762
Administrative Expenses	\$120,679	\$113,500		\$171,119	-
TOTAL EXPENSES	\$598,258	\$680,000	\$10,954	\$571,184	\$8,762
SURPLUS / (DEFICIT)	\$142,067		- 65,230	\$355,181	(\$2,662)

Audited Accounts

Operating Expenses Analysis



	2018		2017
	ACTUAL	BUDGET	ACTUAL
SUPPORT SERVICES			
Family Support	\$173,719	\$210,480	\$172,924
Education Support	\$127,198	\$148,140	\$117,538
Eldercare & Healthcare	\$40,033	\$57,720	\$38,878
Prison Counselling	\$68,696	\$85,860	\$65,105
RFC Fund Raising Sharing	\$21,370	\$20,000	-
Other Welfare Costs	\$46,563	\$44,300	\$5,620
TOTAL /PC EXPENSES	\$477,579	566,500	\$400,065
Bereavement Services	\$10,954	\$8,400	\$8,762
TOTAL EXPENSES	\$488,533	574,900	\$408,827

Income & Expenditure

January 2019 – April 2019



	YTD April		2019 YTD Budget	2019 \$ Variance	2019 Budget
	2018	2019			
Income					
Total Tax Exempt Receipt Income	\$183,010	\$218,196	\$199,000	\$19,196	\$394,000
Total Other Income	\$24,672	\$11,138	\$24,917	\$13,779	\$236,000
Total Income	\$207,682	\$229,334	\$223,917	\$5,417	\$630,000
Expenses					
Total Operating Expenses	\$154,013	\$158,502	\$181,200	\$22,698	\$475,600
Total Administrative Expenses	\$34,710	\$40,529	\$47,700	\$7,171	\$142,400
Total Other Expenses	\$2,802	\$7,523	\$4,000	\$3,523	\$12,000
Total Expenses	\$191,525	\$206,554	\$232,900	\$26,346	\$630,000
Net Surplus (Deficit)	\$16,095	\$22,780	(\$8,983)	\$31,763	-

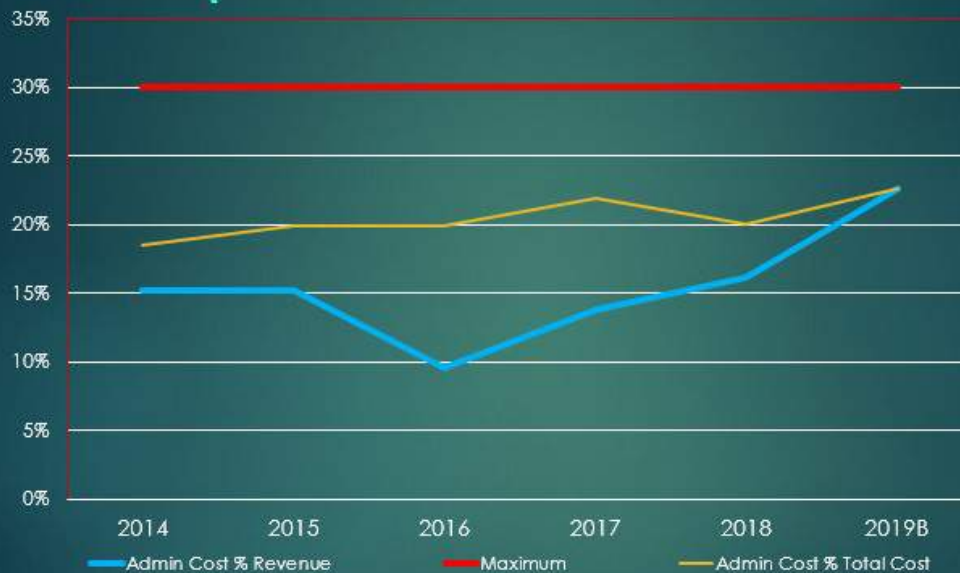
Audited Accounts

Financial Performance (2010-2018)



Audited Accounts

Admin Expenses %



That is to say,
for every \$1
raised:

- 80-85 cents
spent on
Welfare
Activities
and
- 15-20 cents
spent on
Admin
Expenses

Computations based on the Charity's Act and the FRS (Financial Reporting Standards) classification of welfare expenditure.

Sikh Welfare Council

GIRO Donations



Description	2018		2017	
	No. of donors	S\$	No. of Donors	S\$
Institutions	\$4,001	\$48,012	4	\$45,512
Existing Individuals	\$9,138	\$110,342	282	\$110,482
Total	\$13,139	\$158,354	286	\$155,994

Sikh Welfare Council

Corporate Governance



INTERNAL AUDIT

Internal audit completed in February 2019
 Score was 80% in 2019 VS 86% in 2018 audit
 Most of the shortcomings were in:

- Strategic Planning Process
- Risk Management Systems

ENHANCEMENT OF CORPORATE GOVERNANCE

- Appointed Consultant; **Shared Services for Charities Ltd**, at a cost of S\$17,700 and estimated completion June 2020 will be working on the following area:
 - ✓ Policies & Procedures Documentation; Operations Manual
 - ✓ Policies & Procedures Documentation; Finance Manual
 - ✓ Risk Assessment
 - ✓ Compilation of Annual Report
- We have received 80% (S\$14,160) approval from NCSS for the consultancy services

Sikh Welfare Council Corporate Governance



IPC STATUS

IPC Renewal will be done by June 2nd week for 24 months.

PRESIDENT'S CHALLENGE 2018

We have received a total of S\$65,000.

CONFLICT OF INTEREST POLICY

Compliance with Conflict of Interest Policy confirmed by all Management Committee Members and Staff for 2018.
Will be done on an annual basis.

**Waheguru Ji Ka Khalsa
Waheguru Ji Ki Fateh**



**A BIG THANK YOU TO ALL INSTITUTIONS
FOR YOUR GREAT SUPPORT**

