

RESILIENCE COLLECTIVE LTD.
Annual Report for the Period 2 July 2018 to 31 March 2019

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CHARITY INFORMATION

Unique Entity Number (UEN)	201822261W
Date of incorporation	2 July 2018
Date of registration as a charity	31 October 2018
Company Secretary	Darren Ku You Zhi Tee Wey Lih
Banker	DBS Bank Ltd
Auditor	Lo Hock Ling & Co.
Registered Address	177 River Valley Road #05-20 Liang Court Singapore 179030

Board Members

<i>Name</i>	<i>Designation</i>	<i>Date of Appointment</i>
Hsieh Fu Hua	Chairman	2 July 2018
Chan Chia Lin	Director	2 July 2018
Chew Sutat	Director	2 July 2018
Associate Professor Chua Hong Choon	Director	2 July 2018
Goh Shuet Li	Director	2 July 2018
Hayley Sharratt	Director	2 July 2018
Dr Syed Fidah Bin Ismail Alsagoff	Director	2 July 2018
Tina Hung @Ong Geok Tin	Director	28 February 2019
Dr Julian Hong Zhen Yu	Alternate Director	1 August 2018

MISSION

Vision

An inclusive community where persons in recovery from mental health or trauma experiences are empowered to build resilience.

Mission

- a) To provide a platform for persons in recovery to co-develop solutions for the mental health community.
- b) To lead the peer support movement in Singapore
- c) To equip and empower persons in recovery through education, peer support and stigma reduction.

Objectives

To empower persons in recovery to improve their quality of life and be active agents of change in the community.

- a) Develop social networks and peer support with and for persons in recovery
- b) Be a leading voice for mental health services to be recovery focused where the lived experiences of persons in recovery are valued
- c) Drive the peer support movement in Singapore
- d) Educate on mental health issues and be a knowledgeable voice in society to promote acceptance and inclusion
- e) Co-produce recovery-focused solutions with and for persons in recovery, in conjunction with the mental health, health, education and social sectors

REVIEW OF THE PERIOD ENDED 31 MARCH 2019

Core Programmes

In its first year of operations, Resilience Collective has been ramping up its co-production, recovery & mental wellness education and community outreach. Resilience Collective has also been invited to speak at other platforms such as the Singapore Mental Health Conference 2019. Resilience Collective also conducted sharings as invited guest presenters at the 4th run of the Peer Support Specialist Programme launched by the National Council of Social Service. Events, talks and workshops which Resilience Collective has organised or participated in as speakers in the last financial year have reached out to a total of **424** individuals.

Calendar of Events for the Financial Year ended 31 Mar 2019

	<i>Event / Workshop / Talk</i>	<i>Timeline</i>	<i>Reach</i>
1.	Recovery Education workshop – “Art of Friendship”	Oct – Nov 2018 (6 weekly sessions)	16
2.	Community Education workshop – “Let’s Check-In on Sleep” (held at Ng Teng Fong General Hospital)	Dec 2018 (2-part workshop/talk)	50
3.	Co-production workshops and meetings	Oct – Dec 2018 March 2019 (4 workshops / 1 meeting)	40 (37 peers + 3 professionals)
4.	Engagement talks at the NCSS Peer Support Specialist Programme	Jan 2019	75
5.	Singapore Mental Health Conference 2019 – Panel Discussion on Empowered Families	Jan 2019	200
6.	Piloted a Peer Buddy project for the NCSS Peer Support Specialist Programme	Jan – Mar 2019	10
7.	Chinese New Year Engagement Event	Feb 2019	33
Total Reach			424

Outreach & Engagement

Resilience Collective has also been actively reaching out to the community and persons in recovery through engagement sessions, focus group discussions as well

as via its website and social media, to attend recovery and mental wellness education workshops and co-production activities. Resilience Collective also collaborates with professionals and other supporters through its co-production network.

The Charity has also identified and reached out to relevant groups and organisations that support its vision with a view to setting up collaborative partnerships. Resilience Collective has engaged with the National Council of Social Service, social service organisations such as Caregivers Alliance Limited and Singapore Anglican Community Services, community partners including Institute of Mental Health and Ng Teng Fong General Hospital, and social enterprises including Healthy Mind Online, Acceset, The Breathe Movement and the Singapore Mental Health Film Festival to explore collaboration.

Impact

Resilience Collective is the first social service organisation in Singapore that is anchored and driven by a predominantly peer¹-run network. It has been active in running recovery education and co-production workshops since Oct 2018, with 2 more recovery education courses to be launched in May / June 2019. Through the collaborative co-production approach, Resilience Collective prioritises equal partnership between persons with lived experience and professionals. Through its co-production work, peers have gained an equal voice with professionals and have jointly taken ownership to create and deliver solutions together.

- Post-course survey feedback from the “Art of Friendship” recovery education course conducted from Oct – Dec 2018 showed that 91% of participants felt that the content was relevant and interesting, and that they felt engaged and supported by facilitators and participants. 83% felt that attending the course had helped them learn something they could apply in their friendships and relationships. 100% of participants said they would like to join other Resilience Collective activities and courses.
- In post-workshop feedback, peers and professionals who participated in the co-production workshops said they liked:
 - **Opportunity for peers to contribute:** “Idea of co-production...People with mental health challenges coming together for a common cause”; “Meeting everyone, knowing that this community exists! What a wonderful bunch of people who are passionate about recovery.”; “The common passion in the room”; “The group so willing and ready to get involved help and share”
 - **Safe space to speak:** “Everyone could share in a safe environment – empathy, listening”; “Respect and a space to speak”; “Friendly atmosphere. All encouraged to contribute from personal experiences and where we are at”
 - **Strength in diversity:** “The solution-generation”; “A good initial cross-experience of skills and experiences. A coming together of minds. Great sharing.”; “The brainstorming and learning from each other”; “The various perspectives on recovery shared amongst people in recovery”; “Diversity in the

¹ Peers refer to persons in recovery from mental health conditions, and are used interchangeably with “persons in recovery”, “persons with lived experience” and “persons with mental health conditions”.

Group sharing”; “The bouncing off of ideas with each other. Learning from different perspectives and working methods.”; “Combining perspectives and strengths [for] a common goal/objective”

Board Meetings Held in Previous Financial Year

<i>Board Meeting</i>	<i>Date</i>	<i>Board Attendance</i>
1 st Board Meeting	1 August 2018	Hsieh Fu Hua Chan Chia Lin Chew Sutat A/P Chua Hong Choon Goh Shuet Li Hayley Sharratt Dr Julian Hong Zhen Yu
2 nd Board Meeting	29 January 2019	As above

POLICIES

Funding Sources

The Charity has the financial support of the BinjaiTree Foundation and the SymAsia Nehemiah Foundation, and has applied for government grants.

Membership

Membership in Resilience Collective is open to persons in recovery from mental health conditions and any individuals or organisations who share the vision of empowerment and recovery.

Review and Changes

The Constitution of the Charity was amended as required by the Commissioner of Charities in October 2018.

FUTURE PLANS AND COMMITMENTS

The Charity plans to launch more recovery & mental wellness education and co-production workshops in the next year, and this will be complemented by peer support initiatives for members to explore various topics of interest to peers in a supportive activity-based format. Through all this, we will continue building up an empowered community of peers alongside a wider network of supporters.

The Charity also plans to embark on more community outreach events and projects, including:

- (i) a Human Library project to help reduce mental health stigma through storytelling and lived experience. Resilience Collective also intends to develop these human library stories into a book to be published.
- (ii) a workshop on “Addressing Self-Stigma: A Co-production Experience” at the 9th International Together Against Stigma Conference in October 2019.

COMPLIANCE WITH CODE OF GOVERNANCE (2017)

Governance Evaluation Checklist (Basic Tier)

Applicable to charities with annual gross annual receipts or total expenditure **from \$50,000 to less than \$500,000**.

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
Board Governance				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff¹ appointments? (skip items 2 and 3 if “No”)		Yes	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied	
3	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	Complied	

4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years . If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing board members must submit themselves for re-nomination and re-appointment , at least once every 3 years.	1.1.8	Complied	
6	There are documented terms of reference for the Board and each of its committees.	1.2.1	Not Complied	There are documented terms of reference for the Board, but not for each of its committees. As the charity was recently established, the documented terms of reference for Board committees are currently being worked on.
Conflict of Interest				
7	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Not Complied	The charity was recently established, hence the documented procedures are currently being worked on.
8	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
Human Resource and Volunteer² Management				
9	The Board approves documented human resource policies for staff.	5.1	Not Complied	The charity was recently established, hence the documented policies are currently being worked on.
Financial Management and Internal Controls				

10	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Not Complied	The charity was recently established, hence the documented policies are currently being worked on.
11	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures .	6.1.2	Not Complied	The charity was recently established, hence the documented procedures and controls are currently being worked on.
12	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
13	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 14 if "No")		No	
14	The charity has a documented investment policy approved by the Board.	6.4.3		
Fundraising Practices				
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 15 if "No")		Yes	
15	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? (skip item 16 if "No")		No	
16	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3		

Disclosure and Transparency				
17	The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied	
	Are governing board members remunerated for their services to the Board? (skip items 18 and 19 if “No”)		No	
18	No governing board member is involved in setting his own remuneration.	2.2		
19	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. <u>OR</u> The charity discloses that no governing board member is remunerated.	8.3		
	Does the charity employ paid staff? (skip items 20 and 21 if “No”)		Yes	
20	No staff is involved in setting his own remuneration.	2.2	Complied	

21	The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. <u>OR</u> The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	We confirm that none of the charity's paid staff receives more than \$100,000 each in annual remuneration.
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Notes:

¹ Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

² Volunteer: A person who willingly serves the charity without expectation of any remuneration.

RESILIENCE COLLECTIVE LTD.

UNIQUE ENTITY NUMBER : 201822261W

**DIRECTORS' STATEMENT AND
FINANCIAL STATEMENTS**

FOR THE PERIOD FROM 2 JULY 2018 TO 31 MARCH 2019

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RESILIENCE COLLECTIVE LTD.

(Incorporated in the Republic of Singapore and Limited by Guarantee)

(Unique Entity Number : 201822261W)

DIRECTORS' STATEMENT

The directors present their statement to the members together with the audited financial statements of Resilience Collective Ltd. (the "Company") for the financial period from 2 July 2018 to 31 March 2019.

In the opinion of the directors,

- (a) the accompanying financial statements are drawn up so as to give a true and fair view of the financial position of the Company as at 31 March 2019 and the financial performance, changes in funds and cash flows of the Company for the financial period covered by the financial statements; and
- (b) at the date of this statement, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Directors

The directors of the Company in office at the date of this statement are as follows:

Hsieh Fu Hua

Chew Sutat

Goh Shuet Li

Syed Fidah Bin Ismail Alsagoff

Chan Chia Lin

Hayley Sharratt

Chua Hong Choon

Tina Hung @Ong Geok Tin

(Appointed on 28-Feb-2019)

Arrangements to enable directors to acquire benefits

Neither during nor at the end of the financial period was the Company a party to any arrangement the object of which was to enable the directors of the Company to acquire benefits through the acquisition of shares in or debentures of any other body corporate.

Directors' interests

As the Company is a public company limited by guarantee and has no share capital, matters relating to the directors' interests in shares, debentures, and share options of the Company are not applicable.

RESILIENCE COLLECTIVE LTD.

(Incorporated in the Republic of Singapore and Limited by Guarantee)

(Unique Entity Number : 201822261W)

DIRECTORS' STATEMENT

Auditors

The Auditors, Messrs Lo Hock Ling & Co., have expressed their willingness to accept re-appointment.

On behalf of the Board of Directors,



Director



Director

Singapore, 15 May 2019