



2021/2022

# ANNUAL REPORT

**BILBY COMMUNITY DEVELOPMENT LTD.**



# TABLE OF CONTENTS

Organisation's Philosophy	3
Bilby's Leadership	4
Chairman's Message	5
2021 At A Glance	6
Our Programmes	9
Youth Engagement & Motivation Programme	9
Youth Leadership Programme & Community Project	10
Partners' Testimonials	11
Next Steps	13
Support Us	14
Corporate Information	16
Financial Report	Annex

# ORGANISATION'S PHILOSOPHY



## MISSION

To harness insight, create and provide equal opportunities, and to build the platforms to empower the youths to define themselves and reshape their future.



## VISION

To nurture a community that supports and develops others with empowered and resilient youths, and initiating the "young-at-heart" to contribute to the movement.



## VALUES

To focus on YOUTH – whom are at the core of what we do

# Y

**Youth-  
centric**

To always put the youths in our work first; To always be young-at-heart.

# O

**Others**

To be mindful of others and empathetic; To care for others when we are can.

# U

**Upstanding**

To be upstanding citizens, and develop upstanding youths; To lead by example.

# T

**Tenacious**

To have resilience, determination, perseverance; To have that unyielding drive to towards our goals.

# H

**Harmonious**

To be a supportive, and welcoming community; To nurture a harmony in our environment.

# BILBY'S LEADERSHIP

## 2021/2022

### Board of Oversight



**Roger Ong**  
Chairman



**Gwen Guo Wan Ling**  
Secretary



**Alvin Toh Wei Qiang**  
Treasurer



**Lai Mun Loon**  
Member



**Rahul Mehndiratta**  
Member



**Chan Wen Jie**  
Member/  
Head of Youth Services\*



**Samantha Tan Hui Xian**  
Member



**Jarren Mah Chin Siang**  
Member

### Board Meeting Attendance

Name	%	Apr '21	Jul '21	Sep '21	Dec '21
Roger Ong	100	✓	✓	✓	✓
Gwen Guo Wan Ling	100	✓	✓	✓	✓
Alvin Toh Wei Qiang	25	✓			
Lai Mun Loon	100	✓	✓	✓	✓
Rahul Mehndiratta	100	✓	✓	✓	✓
Chan Wen Jie	100	✓	✓	✓	✓
Samantha Tan Hui Xian	100	✓	✓	✓	✓
Jarren Mah Chin Siang	100	✓	✓	✓	✓

\*Individual is also a paid staff, holding executive position in the organisation. In compliance with good governance practices, the individual does not participate in the voting nor decision making process of any matters that presents a potential Conflict of Interest (i.e. his remuneration as a paid staff). The individual is the highest paid staff of Bilby Community Development Ltd., and the organisation has no staff who receives more than \$100,000 in annual remuneration.



# MESSAGE FROM OUR CHAIRMAN

"At Bilby Community Development Ltd. (Bilby), we do the right things, in the right ways, for the right reasons, all of the time – this is The Bilby Way. The Bilby Way and our Core Values help us pursue our vision to be among the most successful, sustainable and responsible organisations in the Singapore.

A culture with strong CORE means we are honest. We operate with integrity and we are accountable in our decisions and actions. Strong ethics helps foster a safe and engaging workplace that positively influences our relationships with each other, our schools, our partners, our beloved YOUTH, and impacting the communities where we live and serve.

We all share responsibility for operating with a strong CORE, embracing both in spirit and in deeds. Our individual actions, positive or negative, determines Bilby's culture and reputation. That is why it is important to understand the right things to do, recognise the situations that could cause concern and Speak Up! as soon as we suspect wrongdoing. We should always feel free to voice legitimate concerns without fear of retaliation. Bilby will be the voice for our YOUTH, and provide timely interventions.

Our CORE serves as a compass for how we conduct ourselves every day and helps us successfully navigate life's challenges. It promotes a culture where we can be confident that when we raise concerns in good faith, it will be addressed.

Ensuring Bilby is an ethical organisation depends on all of us – we cannot take it for granted, and it shall remain a work in progress. Our Code of Conduct provides guidance and direction – it is up to us to make it part of the way we conduct ourselves every day."



ROGER ONG, Chairman

*Bilby's CORE Values – it guides our actions and decisions and is a constant reminder of what we believe and how we operate where youth is central in every one of us as follow:*

*Bilby's CORE values, to lead by example, and make it the foundation of all our works.*

## **CONFIDENCE**

*To have the confidence and belief in our own abilities and capabilities, and set forth to accomplish what we set out to.*

## **OPEN-MINDEDNESS**

*To be receptive to new ideas and beliefs, to be patient and understanding towards others, to be respectful of others.*

## **RESILIENCE**

*To have the will to overcome adversities, and to rise to the challenge when necessary.  
To never give up, and also give their best efforts, and to always strive for better.*

## **EMPATHY**

*To be warm and welcoming of others, to show kindness and understanding of others' feelings and thoughts.*

# 2021 AT A GLANCE

2021 saw growth and expansion for Bilby, not without many lessons learned along the way. From a team of 4 Youth Workers across 3 partnering schools, our team of Youth Workers expanded to 14 deployed across our 12 partnering schools.

Coming out of a difficult Covid-19 stricken 2020, thinking the worse of the pandemic was over, we set our sights on expanding our team and reaching out to more schools for our school-based programmes.



After a strong first quarter where we established new partnerships and grew our team of Youth Workers, the pandemic took a turn for the worse. School-based programmes and activities were halted and students were discouraged from staying back in schools, our programmes were severely hampered from running at its full capacity.

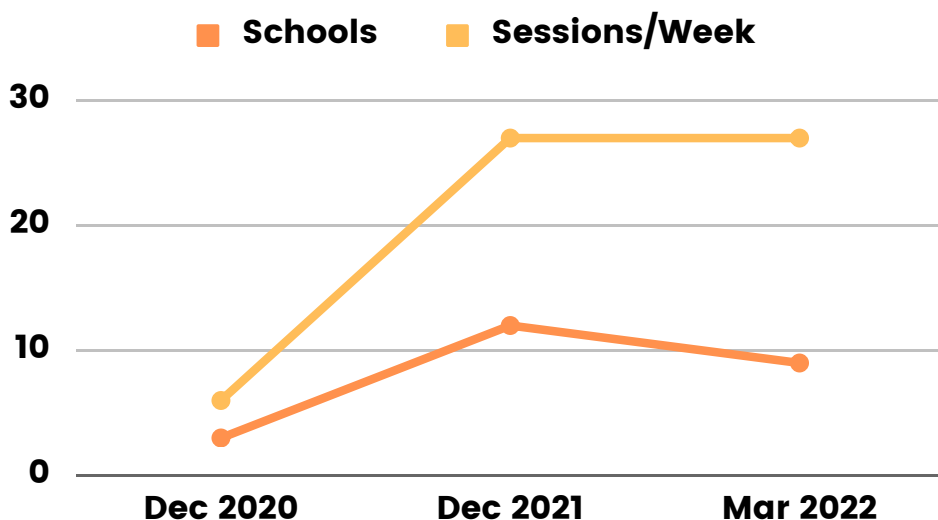
Not to be disheartened by the restrictions, our Youth Workers concentrated their efforts on providing support for the higher needs youths – spending time with them one-on-one and in small group settings, ensuring that they continued to be well supported especially through these uncertain times. Our Youth Workers provided psycho-emotional support, checking in on their well-being, discussed with them on their education and career pathways, and helping them identify their motivations and interest in life.



Towards the end of the year, as the pandemic stabilised, our Youth Workers were able to engage the youths during the year end holidays. Sports, games, and workshops were held to allow the youths to try out different activities and learn new life skills, as restrictions eased up and more activities gradually allowed.



## Number of Partnering Schools



# 6

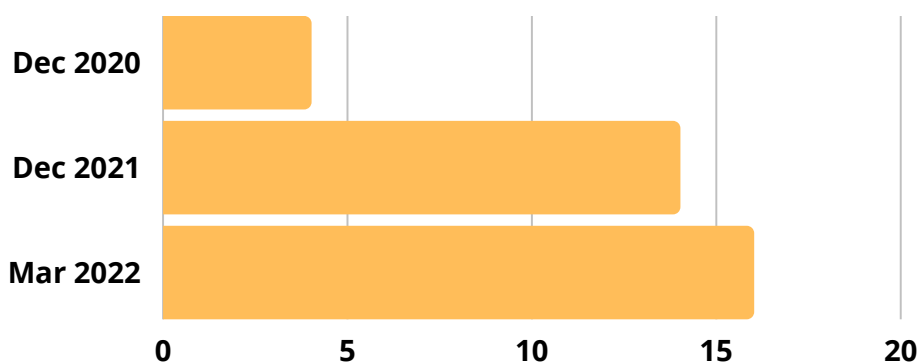
of the 12 schools (50%) have continued their partnership with Bilby into the year 2022, while others are in discussions and new partnerships established.

Bilby ended the Year 2021 with a total of 12 partnering schools for its School-based Youth Engagement Programme, known as GEAR-UP. As of March 2022, there are currently 9 partnering schools in the programme.

Though the number of partnering schools is lesser, the number of sessions per week for our programmes remained the same, with most programmes running 3 days a week, compared to once or twice a week in the previous years.

## Number of Youth Workers Deployed

To meaningfully engage the youths through our programmes, Bilby has constantly been on the lookout for passionate and dedicated Youth Workers to support our programmes. Our team is ever expanding as we look forward to providing the best care and support for the youths we work with.



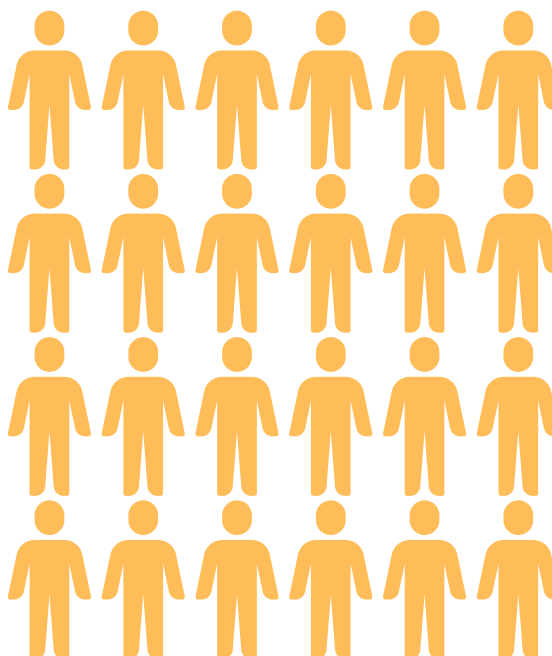
## Number of Youths Engaged

**2020**



**60 youths engaged**

**2021**



**240 youths engaged**

In the year 2021, our Youth Workers meaningfully engaged over 200 youths across our 12 partnering schools – through sports, social emotional workshops, life skill workshops, games, and activities. Our Youth Workers serve as positive figures in the youths' journey through the year, providing support and guidance to them, and ensuring their emotional and mental well-being are well-cared for.

Where required, our Youth Workers provide necessary interventions and para-counselling to youths who are undergoing difficult transitions or distress, to help them cope and manage their emotions better. Our Youth Workers also serve as life skill coaches, teaching them valuable skills and values through activities and conversations.



# OUR PROGRAMMES

## Youth Engagement & Motivation Programme

Bilby runs school-based programmes (GEAR-UP) to meaningfully engage with youths in the school's Student Activity Centres. Through the programme, our Youth Workers interact with high needs youths who require additional social and emotional support through their different transitions and various episodes in life. Our Youth Workers run meaningful games and activities to help these youths identify and learn life values, as well as impart valuable life skills to them.

Our Youth Worker, Ms. Razza, engaging with the youths to understand them better, while participating in games with them. Sessions like this allow our Youth Worker to build stronger rapport with the youths.



We conduct hands on activities to encourage teamwork and collaboration, to build on the youths' social emotional skills. Group work is also done periodically to encourage self-reflection and development. These activities encourage purpose-building in our youths.

Our Youth Workers, Ms Cara (left) working with the youths on goal settings, while Ms Darshini (right) engages with the youth through craftworks.



Through activities, such as food preparation (barbeque with Mr. Jarren!), our Youth Workers teaches not just life skills, but also impart important values in the process, such as perseverance and patience.



## Youth Leadership Programme and Community Project

True to Bilby's vision, Bilby runs a Leadership Programme where the youths are taught and exposed to elements of leadership, communication and teamwork. This programme leads to a youth-initiated and youth-led community project – where they are exposed to social issues and encouraged to support causes that they care about. Through this programme and subsequent projects, the youths also learn about project planning and taking on an active role in the community in any means they are able.



Our Youth Worker, Ms Rath, conducting a talk on social causes, and encouraging the youths to reflect and come up with ideas where they can contribute.



Creating of their own reflection journal through the course of their Leadership and Community Project Programme.



The youths decided to help out the disadvantaged by getting their schoolmates to donate food items.

They planned and executed the food donation drive in school, with our Youth Worker supporting and guiding them – publicised the drive, collected and sorted out the donations – and look at the haul they managed to collect!

All the items collected were donated to Food From the Heart.



# PARTNER TESTIMONIALS

Our heartfelt thanks for the close partnership in growing our students together. Our students liked the Youth Workers, who take time to make sessions fun and befriend them.

We appreciated the discussions we had together to come up with programmes and Bilby's flexibility in adjusting the sessions to fit our needs.

We look forward to future partnerships.

*Ms Teo Kah Ping  
Teacher-In-Charge/Coordinator of GEAR-UP  
Jurong Secondary School*

Christ Church Secondary School has collaborated with Bilby for our school's programme since 2020. Despite the uncertainties generated by the pandemic, the school managed to engage our high needs students thanks to the support provided by Bilby. They were very accommodating and adaptable to the many restrictions and changes that were in place.

The Youth Workers under Bilby are very approachable and committed to work together with the students and get to know them at a deeper level. The students also had fun taking part in the community project and enjoyed interacting with the Youth Workers, who always have their well-being in mind. It was heartening to see the students working together to give back to the community while learning more about themselves and this can be attributed to the careful planning and facilitation by Bilby's Youth Workers.

*Mr Muhamad Firdaus Bin Mohamed Yassin  
Teacher-In-Charge/Coordinator of GEAR-UP  
Christ Church Secondary School*

Bilby is a very professional organisation. They are able to adapt to changes readily and react very fast to these changes. They are also very accommodating to our needs. Really appreciate their willingness to adapt to the constant changes.

*Mr Shahrizal Bin Salim  
Teacher-In-Charge/Coordinator of GEAR-UP  
Bukit Merah Secondary School*

# PARTNER TESTIMONIALS

Bilby's Youth Worker has shown great competence in conducting team-bonding activities that has allowed our High Needs Students to showcase their talents in the clubhouse. He would spend time to reach out to the HNS who attended the sessions to build rapport with them as he is a firm believer that it is important to understand the needs of the students and the challenges they encountered in order to customize his approach to help them. He is a team-player and will do his best to ensure that HNS are engaged during check-in sessions.

He maintains a sense of discipline and orderliness in the clubhouse and spells out the expectations clearly so that students abide by them. Bilby has been instrumental in the planning of the clubhouse programmes and would consult teachers to plan effective programmes to address the needs of the HNS.

*Mdm Siti Mirna  
Teacher-In-Charge/Coordinator of GEAR-UP  
Pasir Ris Secondary School*

It has been a good partnership with Bilby these two years.

Bilby's Youth Worker relates well with our students in the activities that she supports for each level. Our students look forward to every session because she is approachable and a good listener.

We appreciate that the Youth Worker is able to accommodate to our requests in supporting our programmes. The Youth Worker has conducted and supported a variety of programmes for us these two years. She has conducted online engagement sessions for our students during the June and December holidays so that our students stay connected with each other. She has also conducted soft skills workshops like cyber-wellness and study skills, as well as hands-on activities such as photography skills. She has also supported our teachers in conducting programmes such as calligraphy and graffiti art. We appreciate that we have the opportunity to partner with Bilby.

*Mdm Farizah Minhart  
Teacher-In-Charge/Coordinator of GEAR-UP  
Temasek Secondary School*

# NEXT STEPS

As we head into Year 2022 with stronger partnerships and a larger team of Youth Workers (and hopefully more relaxed restrictions on activities), Bilby aims to strengthen both its programmes and support for the youths we engage – and to reach out to more high needs youths in the community. Our hope for the coming year, is to expand our work and services via the following, and to expand our team further to accommodate the work.

## ***More community projects for our youth***

As restrictions are eased up, and community events allowed, we seek to get our youths more engaged in supporting the community through projects that would benefit the less fortunate or underprivileged, while raising awareness of social issues and causes. We hope that through these projects, we can educate our youths, while equipping them with valuable life skills and values, as well as benefitting the community as a whole.

## ***More activities and projects with partners***

We look to engage more partners or individuals to run life skill workshops for the youths we engage, to impart valuable life skills such as cooking, music, arts and crafts, entrepreneurship, etc. We hope that through these activities and workshops, our youths would be better exposed to skills and hobbies that they can partake in, and also to hone their own skills in the areas of their interests.

## ***More volunteers to support our work and programmes***

As an organisation, Bilby hopes to continue growing and expanding our work to outreach and benefit more youths. We look to expand our volunteer pool with individuals who are passionate and committed to our cause, and to lend a hand in supporting both our work and the youths we engage.

## ***Youth Support & Guidance Programme***

We are setting up a youth support and guidance programme by the end of Year 2022. As we understand the youths' needs for social and emotional support, we want to provide mentors youths can reach out to in their times of needs, be it for support, guidance, or just a friend they can have meaningful conversations with, our mentors will lend their listening ear and the support they need through their episodes and transitions in life.



# SUPPORT US

As we look to growing our work, we seek help and support from you to support us in any way that you are able to!



## Partner Us

We are constantly on the lookout for like minded individuals who are passionate and committed to providing opportunities for youths to have new experiences, explore new interests and learn new skills.

Some examples of partnerships are:

- Running a workshop for the youths (e.g. cooking, art, music)
- Conducting an activity for the youths (e.g. learning a new sport, teambuilding games)
- Arranging workplace visit/learning journeys

We also hope to collaborate with others with a similar a social cause, to allow our youths to expand their knowledge and efforts.

If you are keen to explore on this partnership, do reach out to us!



## Volunteer with Us

We welcome anyone who is passionate and caring towards youths to come volunteer with us! Be it through youth mentoring, counselling, event planning, or developing our work through media and design.

If you have the time and wish to support us, do get in touch with us!

Volunteering opportunities include:

- Youth Mentor
- Programme Support
- Media and Design
- Research and Development



# SUPPORT US

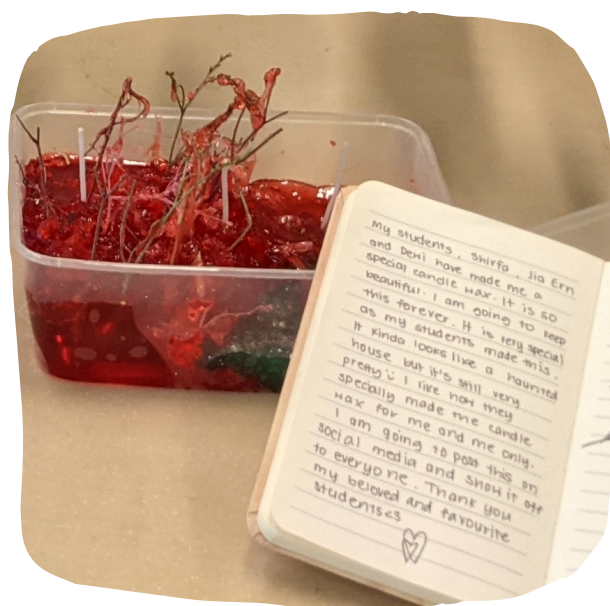
We seek your support in growing our work, and any help or support from you in any way would be greatly beneficial to us and appreciated!



Bilby Community Development Ltd. is a registered charity with the Commissioner of Charities. We seek your help and support in our cause, and every bit you may spare is put towards providing more opportunities for the youths we work with to explore, learn, and grow towards a better self.

We appreciate any and every support you could provide, and hope to seek yours in supporting the positive development of our youths.

## Donate to Us



A gift and message from the youths to our Youth Worker.

# CORPORATE INFORMATION

BILBY COMM DEV LTD.



**Scan to Donate**

Company Limited by Guarantee (CLG)  
UEN: 201942228D

## Contact

**Bilby Community Development Ltd.**

267 Pasir Ris Street 21

#08-418

Singapore 510267

Contact number: 8857 6897

Email address: [bilby@bilbycdl.com](mailto:bilby@bilbycdl.com)

Website: [www.bilbycdl.com](http://www.bilbycdl.com)

***We thank you for your continued support  
in our efforts to develop our youths.***

This Annual Report is to be read in conjunction with the Financial Report, as below, for the same Financial Year period.

Annual Report prepared and edited by  
Ms Ong Shi Qing (Volunteer)  
Mr Chan Wen Jie

**Bilby Community Development Ltd.**  
**Annual Report 2021/2022**