



**BILBY COMMUNITY
DEVELOPMENT LTD.**



**ANNUAL REPORT
2023/24**

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WHO WE ARE

Bilby Community Development Ltd., affectionately known as Bilby, was established in late 2019 with the mission to create opportunities for youths to grow and develop in their areas of interest. Through these efforts, we aim to support their psychosocial and emotional development, care for their well-being, motivate them to strive for excellence, and foster resilience.

We are committed to providing as many opportunities as possible to accommodate the diverse aspirations and interests of these young people. We want them to know that as long as they are passionate and dedicated, we believe in them and will support their goals.

Thus, Bilby was born with the purpose of offering a safe space for youth to learn, grow, explore, and experiment. We aim to support them through the various transitions from adolescence to young adulthood.

By nurturing their development and character, we hope to shape resilient and upstanding individuals who will contribute positively to the community.

WHO WE ARE

OUR VISION

Resilient youths meaningfully impacting communities.

OUR MISSION

To provide the opportunities and platforms to support the growth and development of youths.



OUR BOARD OF OVERSIGHT



Roger Ong
Chairman |
Founding Member



Ahmad Zaki
Secretary



Samantha Tan
Treasurer | Founding Member



Chan Wen Jie
Board Member | Founding
Member



Jarren Mah
Board Member | Founding
Member



Wesley Tei
Board Member



Lai Mun Loon
Board Member



Rahul Mehndiratta
Board Member



Gwen Guo
Board Member

OUR BOARD OF OVERSIGHT

BOARD ATTENDANCE

BOARD MEMBER	27 Jun	21 Sep	14 Dec	25 Jan	Att.
Roger Ong	✓	✓	✓	✓	4/4
Chan Wen Jie^	✓	✓	✓	✓	4/4
Samantha Tan	✓	✓	✓	✓	4/4
Lai Mun Loon	✓		✓		2/4
Rahul Mehndiratta	✓	✓	✓		3/4
Gwen Guo			✓	✓	2/4
Wesley Tei*		✓	✓		2/3
Ahmad Zaki*		✓		✓	2/3
Jarren Mah**	✓				1/4

*Joined September 2023

**On leave of absence

^Individual is also a paid staff 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 \$50,000 in annual remuneration. There is no staff who is a close member of the family of the Executive Head of Board Members.

CHAIRMAN'S MESSAGE

We celebrated our 4th Anniversary in 2023 as we resumed our physical engagements and activities leaving the shadow of the COVID-19 pandemic behind us.

We are pleased to highlight some of our major milestones:

- *Siglap Community Club* for the use of their facilities to run our 2nd Drop-in Centre.
- *MacPherson Community Club, Youth Network* for the partnership to provide outreach and opportunities for the youth to quit vaping. About 100 vapes were deposited during the 40 days Anti-Vaping Campaign. It was launched by Ms Ting Pei Ling, Advisor to MacPherson SMC.

Review of Financial Results

For the year ended 31 March 2024, Bilby had an income of \$356,449 as compared to \$154,754 in FY2022, including the matching grant of \$67,470. We managed to achieve a surplus of \$146,710 in this Financial Year.

Future Outlook

We will launch our flagship programme called “Bilby Odyssey” by the end of this year as part of our 5th Anniversary Celebrations. Look out for details coming your way soon.

Appreciation

We thank Mr Chan Wen Jie, who will be stepping down from helming the organisation effective 2024. His contributions and efforts for the organisation since its inception has been greatly appreciated.

We would also like to thank Mr Jarren Mah, our founding member who has served Bilby for the last four years. Both have left their position to pursue their personal interests and opportunities.

We also welcome two new Board members, Mr Wesley Tei and Mr Zaki Bin Yazid who joined us this year. Ms Lilian Tay became our first Executive Director in October 2023. She brings with her wealth of experience in the social service sector.

Finally, I am very grateful to

- Our Board Members, volunteers and staff for their dedication in carrying out their duties
- Our Community partners, namely (list the schools and CCs and other partners)

In closing, allow me to quote Babe Ruth who said **“Yesterday’s home runs don’t win today’s games.”** What Bilby achieved yesterday, Bilby must strive to do even better to serve our youths tomorrow.

Roger Ong
Chairman,
Bilby Community Development Ltd.



EXECUTIVE DIRECTOR'S MESSAGE

The Code of Governance for Charities was revised in Apr 2023 to raise the standards of governance in the charities sector. As a responsible Board, a decision was made to employ a professional Executive Director who has knowledge and experience in leading governance practices in the sector.

So, here I am, starting October 2023. This will add a new dimension to Bilby's progress in its programmes and services.

As a first step in financial governance, we saw the need to automate our bookkeeping and accounting process. For this, we are grateful to Oracle who as part of the Oracle NetSuite Social Impact initiatives, provided us with their software donation and training. We went live with NetSuite Cloud in Feb 2024.

2024/2025 will see us forge new and stronger collaborations with government agencies, corporates, and freelance social/youth workers, to help us progress in three main areas, namely:

1. Human Capital

We intend to adopt TAFEP best practices. We will tap on SGUnited Mid-Career Pathway to cater for matured personnel joining us. And for new entrants to our job offerings, we will introduce Career Trial. And as we deploy youth workers to the schools and our drop-in-centres, our investment in training and development for all our youth workers is inevitable.

2. Programmes and Services

With mounting competitiveness and market demands, we plan to introduce our own Bilby Odyssey programme that is value-based, shaped by characteristics of the Bilby animal.

3. Technology

Technology and multi-media currently are and will continue to be a game changer. Thus our Bilby Odyssey programme will have to incorporate technology and gamification that resonates well with youths. We have garnered interest from IMDA and NCSS into supporting this initiative, and their funding will allow us to work with our corporate partner, Digital Dream, in providing immersive and experiential technology in our programmes.

To sustain all of these, we need to raise our donations and fundraising efforts, coupled with an application to be an Institution of Public Character (IPC).

Lilian Tay
Executive Director
Bilby Community Development Ltd.



YEAR 2023/24 IN REVIEW

Wrapping up our fourth year since establishment, Bilby Community Development Ltd. continued our efforts into supporting our youths' growth and development - through the implementation of new programmes and various outreach efforts to engage them.

In 2023, we continued our efforts with our partnering schools - providing meaningful activities to engage with the youths and supporting their development of social emotional competencies and life skills. Our good work showed - with the 9 schools we partnered with in 2023, 7 carried on the partnership with us into the year 2024.

Outside of our work based in schools, we also expanded our work into the community - setting up another Youth Drop-In Centre at Siglap Community Club, in partnership with Siglap Youth Network.



YEAR 2023/24 IN REVIEW

YOUTH ENGAGEMENT PROGRAMME: AFTER SCHOOL ENGAGEMENT / GEAR UP

Bilby's Youth Engagement Programmes in Secondary Schools support the schools' After School Engagement and GEAR UP Programme.

Through our programme, we connect youths with our Youth Workers in school-based Student Activity Centres. Through sports, games, music, and art, our Youth Workers support the youths' psychological and social well-being. We design workshops to enhance social and emotional skills (e.g., self-awareness, emotional regulation) and offer skill-based workshops (e.g., arts, music, cooking). The aim is to provide essential psychosocial and emotional support, creating a safe space for youths to open up about hidden worries. Youth Workers assist youths with urgent issues (e.g., self-harm, mental health challenges) by providing support and referring them to appropriate channels for further help.



YEAR 2023/24 IN REVIEW

COMMUNITY-BASED YOUTH DROP IN CENTRES: Collaboration with Youth Networks

In 2022, Bilby partnered with MacPherson Youth Network to establish a Youth Drop-In Centre, providing a safe space for youths to spend their time outside of school hours. During the sessions, youths participate in various activities such as art, crafts, and sports with our Youth Workers, and have the opportunity to voice their concerns and worries. Those facing difficult transitions receive support and mentorship from our Youth Workers.

In the first quarter of 2024, Bilby launched our second Youth Drop-In Centre at Siglap Community Club in collaboration with Siglap Youth Network. Since its opening in February, the centre has attracted over 40 youths who have enjoyed activities such as Nintendo Switch, beading, board games, and table tennis.



YEAR 2023/24 IN REVIEW

EXAM WELFARE PACK GIFTING 2023

In September 2023, we conducted our second Exam Welfare Pack Gifting to motivate and encourage our youths for their upcoming Final Year Examinations! Raising about \$2,000, we managed to pack and gift out 200 Gift Packs to our clients!

This year, our packs included:

- Granola Bars
- Stress Relief Squeeze Toys
- Pens
- iTea Vouchers



YEAR 2023/24 IN REVIEW

ANTI VAPING CAMPAIGN w/ MacPherson Youth Network

To tackle the rising trend of vaping among youths in Singapore, Bilby teamed up with MacPherson Youth Network to organize an Anti-Vaping Campaign in the heart of MacPherson. The campaign aimed to raise public awareness about the risks and harms of vaping, and to engage participants through mentoring. The campaign was graced by MP Tin Pei Ling, who graciously showed her support.

Over the course of about two months, we collected over 100 vape devices and reached 72 participants. Half of these participants engaged further with us, and 20% expressed willingness to receive support for a healthier lifestyle.



ANTI VAPING EXHIBITION @ NTU HERE4U

After our campaign at MacPherson, we were invited by NTU's Well-being Office to set up a booth to showcase our efforts and raise awareness about vaping among their students.

At the exhibition, we conducted a mini quiz to educate participants on the dangers of vaping and to highlight our campaign findings. This exhibition attracted over 200 quiz participants, and we also engaged with students who visited our booth to share more about our work.

YEAR 2023/24 IN REVIEW

YEAR END EVENT @ SENTOSA SILOSO BEACH

To celebrate the end of the year and keep our youths engaged, we organized a day out at Sentosa's Siloso Beach. This event provided an opportunity for the youths to gather with friends during the Year End School Holidays and allowed our Youth Workers to catch up with them and check on their well-being.

We enjoyed activities such as playing volleyball, swimming in the sea, and indulging in snacks and drinks. We concluded the day in the late evening with Ben & Jerry's Ice Cream!



YEAR 2023/24 : NUMBERS & STATS

OUR YEAR IN NUMBERS

260 <

YOUTHS engaged through our various programmes in schools, drop-in centres.

500 <

YOUTHS outreached to through our outreach and events.

9

SCHOOLS partnered for our After School Engagement/GEAR UP Programmes

2

COMMUNITY BASED DROP-IN CENTRE partnering with MacPherson and Siglap Youth Network

18

YOUTH WORKERS deployed across our various programmes.

38

SESSIONS OF PROGRAMME each week in 2024

135

PROGRAMME HOURS each week in 2024

\$136,000

In **FUNDS** raised and donated.

\$67,000

In **MATCHING FUNDS.**

SUPPORT US

Bilby Community Development Ltd. (201942228D) is a registered company with ACRA Singapore, a registered charity with the Commissioner of Charities, and a member of the National Council of Social Services (NCSS).

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 through adversities and towards a better self.

We appreciate any and every support provided to us, and hope to seek yours in supporting the positive development of the youths of Singapore.

DONATE TO US

Should you wish to make a direct donation:

- 1) PayNow to UEN: 201942228D
- 2) Direct Bank Transfer Account: 713 569 333 001
- 3) Scan the QR Code using your Paynow app!
- 4) Via Cheque, addressed and mailed to:
Bilby Community Development Ltd.
2 Pereira Road, #04-01
2 Connectt@TS
Singapore 368024



SUPPORT US

VOLUNTEER WITH US!

We welcome anyone who is passionate about working with youths to come volunteer with us!

If you have the time to spare, and believe in our cause and efforts, reach out to us and we will get back to you!

We are always on the lookout for volunteers to assist us in the following areas:

- Youth Mentors (weekly commitment)
- Research and Development
- Social Media & Digital Marketing
- Fundraising Efforts / Donation Drives

PARTNER OR COLLABORATE WITH US!

If you are passionate about providing youths with opportunities to grow and excel, or have ideas for providing for the youths, we would like to hear from you!

We believe the best work can be done when people come together in a collaborative efforts (hence the Community Development in our name), and are always on the lookout for like minded people with interesting and exciting ideas!

Be it you are an individual, or representing an organisation, we will be more than glad to have a cup of coffee or tea with you to discuss more!

If you are keen in any of the above, drop us an email at bilby@bilbycdl.com and we will get back to you shortly!

CORPORATE INFORMATION

REGISTERED NAME	Bilby Community Development Ltd.
TYPE OF BUSINESS ENTITY	Company Limited by Guarantee (CLG)
UNIQUE ENTITY NUMBER (UEN)	201942228D
INCORPORATION DATE	13 December 2019
REGISTERED BUSINESS ADDRESS	2 Pereira Road #04-01 2Connectt@TS Singapore 368024
REGISTERED CHARITY	w.e.f. 28 April 2021
NCSS MEMBERSHIP	w.e.f. 01 December 2022
BUSINESS CONTACT	+65 8857 6897
BUSINESS EMAIL ADDRESS	bilby@bilbycdl.com
BUSINESS WEBSITE	https://www.bilbycdl.com/