

## The Ireland Funds (Singapore) Annual Report for the Year 1 January 2022 to 31 December 2022

### BACKGROUND

<b>Name</b>	The Ireland Funds (Singapore)
<b>UEN</b>	200910045N
<b>Date of Incorporation</b>	4 June 2009
<b>Charity Registration Date</b>	31 July 2009
<b>Approval Date as IPC (Institute of Public Character)</b>	10 September 2009 <b>IPC status has been renewed</b> subsequently on a regular basis as required. Current IPC status approval is from 1 June 2022 to 31 May 2024.
<b>Registered Address</b>	8 Marina Bay Financial Centre, Tower 1, #05–02, Singapore 018981

		<b>First Appointed</b>	<b>Attendance at Meetings 2021</b>
<b>Board of Directors/Trustees</b> 1 January 2022 to 31 December 2022	Dr Quek Swee Han ( <i>Chairman</i> )	29 June 2009	4/4
	Gerard Peter Creaner ( <i>Board Member</i> )	29 June 2009	4/4
	Noorhayati Binte Mohamed Kassim ( <i>Board Member</i> )	30 July 2011	3/4
	Dr. Lee Sze Min ( <i>Board Member</i> )	6 December 2019	4/4
	Gareth McIlroy ( <i>Board Member</i> )	6 December 2019	3/4
<b>Executive Committee</b> 1 January 2022 to 31 December 2022	Carmel Tan Chris Bogaars Daire Dunne Desmond Sheehy Kimberley Power Louise Broderick William McCormack		
<b>Resignations</b>	Ciaran Mullally – Resigned 5 February 2022 Colin MacDonald – Resigned 7 February 2022		
<b>Appointments</b>	Patrick O’Shea – Appointed 16 December 2022 Rachel Flynn – Appointed 16 December 2022		

There were four Board and Executive Committee meetings held in 2022.

<b>Executive Director</b>	Pamela Spreckley
<b>Treasurer</b>	Daire Dunne
<b>Banker</b>	DBS Bank
<b>Auditors</b>	Robert Yam & Co PAC
<b>Legal Advisors</b>	Baker McKenzie
<b>Corporate Secretary</b>	Abogado Pte Ltd

## **OBJECTIVE**

The Ireland Funds (Singapore) is dedicated to using its global and local network to facilitate and fund projects that will develop and deepen the Singapore-Ireland relationship and deliver ongoing benefits to the people of Singapore from their long-established relationship with Ireland.

The scope of these projects and development objectives, which honour common Singapore and Irish values, focus on the following four “pillars”:

- Community Relations
- Culture and the Arts
- Education, and
- Sport

## **POLICIES**

As an Institution of Public Character, The Ireland Funds (Singapore) adheres to the Code of Governance for Charities and Institutions of a Public Character issued by The Charity Council, April 2017 and requirements under the Charities Act (Chapter 37, Section 40C) Charities (Institutions of a Public Character) Regulations dated 1<sup>st</sup> March 2017 and the Charities Act (Chapter 37) Charities (Institutions of a Public Character) (Amendment) Regulations 2019, dated 1<sup>st</sup> March 2019.

### **Donations Received by The Ireland Funds (Singapore)**

The Ireland Funds (Singapore) receives donations through private sources. In 2022, these private donations predominantly originated from our A Sense of Ireland and Emerald Campaigns as online donations through The Ireland Funds (Singapore) giving.sg platform, by cheque and cash pledges.

In addition, cash donations may be made throughout the year by individuals, foundations and corporate organisations. The Ireland Funds (Singapore) does not obtain donations through public donations.

### **Donations to Charitable Projects**

Donations are made to charitable organisations in Singapore throughout the year for projects and activities that support the four pillars of The Ireland Funds (Singapore) - community relations, education, arts and culture, and sport.

### **Board of Directors**

Since inception in June 2009, the Board of Directors and Executive Committee roles for The Ireland Funds (Singapore) are undertaken as voluntary positions and no Board or Executive Committee members are remunerated for their role.

Dr Stanley Quek, Chairman and Mr Gerard Creaner, Director are both founding Members of The Ireland Funds (Singapore) and have served on the Board since inception in 2009. As active members of the Board involved in the leadership and strategic direction of The Ireland Funds (Singapore), they both continue to serve on the board.

## Employees

The Ireland Funds (Singapore) had only one paid employee in 2022, Pamela Spreckley, Executive Director and her salary (which is less than \$100,000) is reflected in staff costs. Executive Director is not a close family member of any the governing board members.

## Reserves Policy

In accordance with the Code of Governance for Charities and Institutions of a Public Character, The Ireland Funds (Singapore) ensures that it maintains an adequate level of reserves to ensure its long-term financial sustainability.

The Ireland Funds (Singapore) adopts a prudent approach in determining its reserves level. The Board regularly reviews the amount of reserves that are required to ensure that they are adequate to fulfil our continuing obligations. The reserves amount is formally reviewed by the Board each year and feeds into their approval of the Annual Operating Budget.

## Conflict of Interest

Board members are required by the Companies Act and the Articles of Association to disclose any conflicts of interest. Board members and members of the Executive Committee are also required to comply with The Ireland Funds (Singapore)'s policy on conflicts of interest (which is in turn required by the Code of Governance for Charities and Institutions of Public Character). Board and Executive Committee members are required to inform the Board in writing if they are aware of any potential conflict of interests. In such cases, they will also abstain from any relevant discussions and voting on the matter.

## Whistle-blowing

The Ireland Funds (Singapore) is committed to the highest standards of honesty, transparency, ethical and legal conduct, and accountability. The whistle-blowing policy serves to promote standards for good financial and corporate practices and to deter wrong-doing, provide transparent avenues for Board and Executive Committee members to raise concerns about suspected improprieties.

## REVIEW OF THE YEAR 2022

### Donations Disbursed 2022

During 2022, grant awards and donations totaling **\$238,100** were disbursed to our worthy Beneficiaries for 2022 supporting the projects and programmes listed below. Stewardship Reports are available providing more detail on these projects.

\$50,000	<b>Down Syndrome Association, Singapore</b> Adult Enhancement Programme providing independent living skills and occupational preparation skills for people with Down Syndrome.
\$50,000	<b>Rainbow Centre</b> Music therapy room at Rainbow Centre's new campus at Admiral Hill for children with special needs.
\$50,000	<b>SCWO Star Shelter</b> Renovation project at Singapore Council of Women's Organisation's Star Shelter for women and children at risk of domestic violence.
\$50,000	<b>SPD</b> Provision of Assistive Technology programme and supporting students with disabilities in their own schools, including training and support for allied educators & special educational needs (SEN) support officers on assistive technology.
\$15,000	<b>Special Olympics Singapore</b> Athlete Leadership Programme 2022 for athletes with learning disabilities to develop their leadership, communication, and social skills, and empowering them to be advocates for inclusion.

- \$10,000 **St Patrick's School** Funding for the final year of support for the Gaelic Football Programme in local Singapore schools and to support the 9K Endurance Walk as part of St Patrick's School's 90<sup>th</sup> Anniversary celebration.
- \$7,000 **LASALLE College of the Arts** The first tranche of a multi-year donation totalling \$21,000 for collaborative 'Red Dot Green Dot' cultural programme in support of The McNally Legacy at LASALLE College of the Arts, celebrating the cultures of Singapore and Ireland.
- \$6,100 **Gaelic Dragons Dragon Boating Team** new life vests and new paddles for the Gaelic Dragons Dragon Boat Team in Singapore. The Gaelic Dragons subsequently 'paid it forward' by donating their previous life vests to a coastal community of seaweed farmers in Indonesia.

### **\$238,100**

The Ireland Funds (Singapore) also has Committed Donations of **\$305,000** for the following Beneficiary Projects which were designated for funding in 2020 or 2021 but where funds had not been disbursed by end of the year, mainly due to projects being postponed due to COVID-19 limitations. This funding remains as committed donations and we expect to be able to disburse most in 2023:

- \$130,000 **Autism Association of Singapore** Establishment of an Urban Farm at **Eden Senior School's** new campus. The Urban Farm will provide a myriad of customized learning experiences and vocational skills "from farm to table" for Eden Senior School students. To ensure sustainability of the project, grant award also includes maintenance for the Urban Farm for a further three years.
- \$60,000 **Boys' Town** Supporting an advanced Adventure Therapy Leadership Programme for disadvantaged boys at Boys' Town including experiential learning, group work, adventure therapy expedition to Ireland and community service learning. This project is now scheduled to start early 2023.
- \$50,000 **HopeHouse** Renovations at De La Salle Brothers' residential home, HopeHouse, with provision of a dormitory and sick bay, supporting young men at risk.
- \$45,000 **St Patrick's School** A multi-year grant award totalling \$45,000 to support the continued and expanding Gaelic Football Programme in Singapore local schools and inter-school Gaelic Football Tournament. This programme is now scheduled to commence in 2023.
- \$20,000 **Singapore Irish Rugby Club** Community rugby tournament which had not yet been able to proceed and is now intended to take place in 2023, and other initiatives with SIRC community.

### **\$305,000**

## **Events and Other Activities**

With some easing of Covid-19 restrictions in 2022, we were delighted to be back to holding in-person events and activities during the course of the year, all being undertaken in line with prevailing restrictions at the time.

In March 2022 we held '**A Sense of Ireland**', a celebration of Irish culture and food in Singapore with several small fundraising events and cultural activities. A Sense of Ireland included Irish afternoon teas, Irish lunches and fine dining experiences, Irish and Singapore-themed scavenger hunts - both walking and island-wide by car - and a preview film screening of 'Brother Joe' documentary film about Brother Joseph McNally, educator and founder of LASALLE College of the Arts. We were also pleased to collaborate with local sports clubs and groups to include dragon boating, Gaelic football and rugby activities under our Sense of Ireland.

May 2022 saw the return of our flagship arts and culture event with LASALLE College of the Arts, **Red Dot Green Dot**, for the first time since 2019. This unique arts collaboration brings talented LASALLE students, staff and alumni to the

stage alongside the amateur, and often hidden talents, of members of the Irish community in a celebration of Irish and Singapore culture through music, drama, poetry, prose and song.

Throughout the year our **Young Leaders Network** of Irish and Singaporean young professionals continued to reach out to new members and organised several initiatives throughout the year including a Mentorship Programme in collaboration with the Irish Chamber of Commerce, a Women in Philanthropy webinar for International Women's Day, and TIFS Young Leaders Talks lecture series with industry leaders, as well as volunteering at events with some of our partner beneficiaries.

This year our **Global 5K Run** was held as virtual event in September 2022 with some participants taking part in larger groups. This is an inclusive event across our Irish and Singaporean communities, our donors, and our beneficiaries and we look forward to holding as an in-person event next year together.

In November 2022, we held our first in-person **Emerald Ball** since 2019 at the St Regis Singapore, bringing our Irish and Singapore communities together again to raise funds for projects and programmes with our beneficiaries in the year ahead. With over 300 attendees and performances from the Down Syndrome Association's Drum Group, Irish Inspirational Dance and LASALLE College of the Arts dance students' specially choreographed dances, the Emerald Ball was a great success.

Also in November, we were pleased to be a part of the inaugural book launch of "Irish Graduates of Singapore: Four Decades of the Irish Graduates Association of Singapore" by author Rosemary Lim, which had been funded by an Ireland Funds Singapore grant award.

The Ireland Funds Singapore charity status as an Institution of Public Character (IPC) was renewed with effect from 1 June 2022 through to 31 May 2024.

The Ireland Funds Singapore was also pleased to welcome two new members to our Executive Committee, and the establishment of a new Sports Committee to focus activities in the year ahead under our Sports pillar.

## **FUNDRAISING ACTIVITIES 2022**

Our two main fundraising events in 2022 were 'A Sense of Ireland' fundraiser in March and the Emerald Campaign in November as noted above.

Whilst we were able to avail of more in-person activities in our Sense of Ireland celebration of Irish culture in March 2022, there were still some Covid restrictions in place, with all events complying with the prevailing restrictions. Our Sense of Ireland included a fundraising campaign on giving.sg, with funds raised through cash donations and nominal registration fees for events.

Our flagship Emerald Ball gala event took place on 19 November 2022 at St Regis Hotel Singapore, supported by our Emerald Campaign fundraising campaign on giving.sg. Funds were raised from table and tickets sales for the Emerald Ball, online and live auctions and a prize draw at the Emerald Ball, as well as cash donations to the Emerald Campaign.

Our Young Leaders focused their efforts on raising awareness and raising funds to support their designated beneficiary this year, SCWO's Star Shelter, providing support to women and children at risk of domestic violence, through the Young Leaders Campaign on giving.sg, membership fees and cash donations at the Global 5K Run and other social networking events.

Online fundraising campaigns on our giving.sg platform continued to be an important and integral part of our fundraising efforts throughout the year to coincide with our fundraising activities and events, supported by social media outreach and Facebook campaigns.

We were also able to avail of Tote Board/Enhanced Fundraising (EFR) matching to support our fundraising efforts and are very appreciative of the extension of these funds matching initiatives by the Singapore government which allow us to optimize our fundraising potential.

The Ireland Funds Singapore continued to raise sufficient funds over the course of the year to continue to provide meaningful philanthropic support and grant awards to very worthy and well deserving organisations in Singapore, for programmes or projects within our four pillars – Community Relations, Education, Arts and Culture, and Sports - in the year ahead.

## **FINANCIAL REVIEW OF THE YEAR 2022**

The surplus for **2021** was **\$506,725** with \$320,330 disbursed as grant awards and donations in 2021.

The surplus for **2022** was **\$654,938** with \$238,100 disbursed as grant awards and donations in 2022.

The surplus of funds after donations in 2022 are carried forward to be added to net income for distribution in 2023 - refer section Committed Donations for 2023 below.

### **OPERATING RESULT FOR THE YEAR:**

	<b>2022</b> S\$	<b>2021</b> S\$	<b>% Increase / (Decrease)</b>
<b>RECEIPTS</b>			
Donations Received*	869,443	610,945	42.3
Other Income	8,492	5,026	69
<b>TOTAL RECEIPTS</b>	<b>877,935</b>	<b>615,971</b>	<b>42.5%</b>
<b>EXPENDITURES</b>			
OPERATING EXPENSES:			
Event Expenses	127,556	28,927	341
Marketing and PR	2,000	556	259.7
Administrative and Other Expenses	93,441	79,763	17.1
<b>TOTAL OPERATING EXPENSES</b>	<b>222,997</b>	<b>109,246</b>	<b>104.1%</b>
Donations Disbursed	238,100	320,330	(25.7)
<b>TOTAL EXPENDITURES</b>	<b>461,097</b>	<b>429,576</b>	<b>7.3%</b>
<b>NET PROFIT FOR THE YEAR</b>	<b>416,838</b>	<b>186,395</b>	<b>123.6%</b>

\*Note – Donations Received above includes both donations received from donors and government funds matching grants as noted below:

Donations Received	632,137	345,396
Funds Matching Grants	237,306	265,549
<b>Total</b>	<b>869,443</b>	<b>610,945</b>

### **STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022:**

	<b>2022</b> S\$	<b>2021</b> S\$	<b>% Increase / (Decrease)</b>
<b>ASSETS</b>	1,130	1960	(42.3)
Cash and cash equivalents	1,341,024	865,935	54.9
Other receivables	7,700	69,978	(89)
Prepayment	53	218	(75.7)
<b>TOTAL ASSETS</b>	<b>1,349,907</b>	<b>938,091</b>	<b>43.9%</b>
<b>LESS LIABILITIES</b>			
<b>Payables and Other Liabilities</b>	15,888	20,901	(24)
<b>TOTAL LIABILITIES</b>	<b>15,888</b>	<b>20,901</b>	<b>(24)%</b>
<b>NET ASSETS</b>	<b>1,334,019</b>	<b>917,181</b>	<b>45.4%</b>

<b>FUNDS</b>			
Unrestricted Funds (Reserves)	1,324,019	907,181	46
Restricted / Designated Funds:			
Contingency Fund	10,000	10,000	0.0
<b>TOTAL FUNDS</b>	<b>1,334,019</b>	<b>917,181</b>	<b>45.4%</b>

#### OTHER INFORMATION:

	2022	2021
<b>Fund-Raising Efficiency Ratio</b>	20%	9%
<b>Total Operating Expenditure as a % of Income</b>	25.4%	22.7%
<b>Ratio of Reserves to Annual Operating Expenditure (excluding donations disbursed)</b>	5.98:1	8.30: 1
<b>Ratio of Reserves to Annual Operating Expenditure (including donations disbursed)</b>	2.87: 1	2.11: 1

#### **FUTURE PLANS**

As we now look forward to 2023, our fundraising plans for the year ahead focus on our two major events, A Sense of Ireland - celebrating Irish culture in Singapore with a series of small fundraising, cultural, and community events - and the Emerald Ball 2023, our flagship gala ball and major fundraising event of the year.

In 2023, we are planning to extend our Sense of Ireland throughout the year, with events and activities taking place not only around Ireland's national day, St Patrick's Day, in March, but also at other times during the year. With the lifting of Covid restrictions, a broader approach for our Sense of Ireland and a new Sports Committee we look forward to planning some bigger events for wider community participation in the year ahead including St Patrick's Family Day, cinema screening of Brother Joe film documentary, a welcome reception for the Ireland Rugby Seven's team competing in the Singapore Rugby Sevens and community sports tournaments.

The continued success of our Red Dot Green Dot arts collaboration with LASALLE College of the Arts, and enthusiasm for the event will carry forward to 2023, when we are planning for Red Dot Green Dot to take place over two nights, for the first time. Our Global 5K Run event in September, led by our Young Leaders, will be organised as an in-person and inclusive event for the broader community including participation from many of our partner beneficiaries and charities.

In addition to these events, social media platforms will continue to be an increasing element of our PR and Communications strategy, extending our presence and outreach on social media to continue building awareness of The Ireland Funds Singapore brand and our activities, our partner beneficiaries programmes and projects, and the impact of our grants awards. We will continue our collaboration with Irish and other organisations in Singapore and our outreach to the Irish diaspora, the Singapore affinity diaspora and friends of Ireland in Singapore.

Our focus for the future continues to be guided by our 5-year Strategic Plan 2019 – 2024 to ensure the sustainability of The Ireland Funds Singapore as a successful and meaningful philanthropic organisation and grant maker in Singapore through fund raising diversification, continued strengthening of community ties with our beneficiaries and donors, and increased awareness of The Ireland Funds Singapore. We anticipate to broaden both our community and donor bases, and plan to invite new members to join our Executive Committee who will be well placed to bring knowledge and expertise to support our strategy. We will also be reviewing the current 5-year Strategic Plan and looking ahead to consider our strategy for the next five years.

In line with our strategy, Our Young Leaders Committee will continue to focus on growing the Young Leaders membership, raising awareness of The Ireland Funds Singapore and the Young Leaders Network, and organising fundraising events, volunteer opportunities with our beneficiaries, and social and professional networking events for our Young Leaders, the philanthropists of the future.

Our Mission remains unchanged moving forward – to benefit the Singapore community from the long-established relationship with Ireland under the umbrella of The Ireland Funds Singapore’s four pillars – Community Relations, Education, Arts and Culture, and Sports - and to ensure continued fundraising capability to support projects and programmes with worthy beneficiaries in Singapore each year.

### **COMMITTED DONATIONS FOR 2023**

As noted above, during 2022 we identified Benefiting Causes and Projects for partnership with The Ireland Funds Singapore in 2023, with committed grant awards and donations of over **\$576,000** in the year ahead. Our major grant awards for 2023 are mainly under our Community Relations and Education pillars, with a focus on Mental Wellness and Palliative Care, and include:

\$150,000	<b>Assisi Hospice</b> Purchase and retrofit of a minivan for the transportation of home palliative care patients and other patients at Assisi Hospice.
\$150,000	<b>Singapore Association for Mental Health</b> Art and Creative Programme Space in SAMH’s new community Wellness Centre, supporting mental wellness programmes in the community.
\$102,000	<b>Singapore Institute of Technology</b> Establishment of the Tan Mui Eng Bursary at Singapore Institute of Technology supporting financially disadvantaged students.
\$80,000	<b>Singapore Institution of Technology</b> The Ireland Funds (Singapore) Allied Research Grant at SIT for a longitudinal study on the impact of aging on persons with intellectual disabilities in collaboration with Trinity College Dublin.
\$50,000	<b>LASALLE College of the Arts</b> Bursaries for disadvantaged Singapore students to study the 2-year MA Art Therapy degree programme at LASALLE.
\$44,000	<b>Hope House</b> Donation to Renovation Fund for renovation of De La Salle Brothers’ HopeHouse residential home for young men at risk.

As well as this committed project funding and other smaller grant awards for 2023, we also expect to be disbursing funds for those previously committed Beneficiary Causes and Projects from 2020, 2021 and 2022 where the programmes or projects had not been able to proceed before end 2022, as noted in ‘Review of Year – Disbursed Donations’ above.

### **AUDITED STATEMENT OF ACCOUNTS**

Other matters of disclosure are covered in the Audited Financial Statements for financial year ending 31 December 2022 which are attached.

### **CODE OF GOVERNANCE FOR CHARITIES & IPCs**

The Ireland Funds (Singapore) follows the Code of Governance for Charities and Institutions of Public Character (IPC’s).

Governance Evaluation Checklist for The Ireland Funds (Singapore) (1 January 2022 – 31 December 2022) for Enhanced Tier, is detailed below.

## GOVERNANCE EVALUATION CHECKLIST 2022 – THE IRELAND FUNDS (SINGAPORE)

### Enhanced Checklist

This Enhanced Checklist is for large charities with gross annual receipts or total expenditure of \$10 million or more; And IPCs with gross annual receipts or total expenditure from \$500,000 to less than \$10 million. To change the checklist, please go back to Checklist Selection page.

S/N	Code Guidelines	Code ID	Response	Explanation
<b>Board Governance</b>				
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied	
	Are there Board members holding staff* appointments?		No	
2	Staff* does not chair the Board and does not comprise more than one-third of the Board.	1.1.3		
3	There are written job descriptions for their executive functions and operational duties which are distinct from their Board roles.	1.1.5		
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
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6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied
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	Are there Board member(s) who have served for more than 10 consecutive years?	Yes
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7	The charity discloses in its annual report the reasons for retaining Board member(s) who has served for more than 10 consecutive years.	1.1.13	Complied
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8	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	Complied
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### Conflict of Interest

9	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied
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10	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied
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### 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
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## Human Resource and Volunteer\* Management

12	The Board approves documented human resource policies for staff.	5.1	Complied
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13	There is a documented Code of Conduct for Board members, staff* and volunteers* (where applicable) which is approved by the Board.	5.3	Complied
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14	There are processes for regular supervision, appraisal and professional development of staff*.	5.5	Complied
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	Are there volunteers* serving in the charity?		Yes
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15	There are volunteers* management policies in place for volunteers*.	5.7	Complied
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## 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
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17	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
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18	The Board ensures reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
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19	The Board ensures that there is a process to identify, regularly monitor and review the charity's key risks.	6.1.4	Complied
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20	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied
	Does the charity invest its reserves, including fixed deposits?		Yes
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied
<b>Fundraising Practices</b>			
	Did the charity receive cash donations (solicited or unsolicited) during the year?		Yes
22	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 year?		Yes
23	All donations-in-kind received are properly recorded and accounted for by the charity.	7.2.3	Complied
<b>Disclosure and Transparency</b>			
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
	Are Board members remunerated for their Board services?		No
25	No Board member is involved in setting his or her own remuneration.	2.2	

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	
	Does the charity employ paid staff?		Yes
27	No staff is involved in setting his or her own remuneration.	2.2	Complied
28	The charity discloses in its annual report:   i) The total annual remuneration (including any remuneration received in its subsidiaries), for each its three highest paid staff*, who each receives remuneration exceeding \$100,000, in bands of \$100,000; and   ii) If any of the 3 highest paid staff* also serves on the Board of the charity.   The information relating to the remuneration of the staff must be presented in bands of \$100,000.   OR   The charity discloses that none of its staff* receives more than \$100,000 in annual remuneration each	8.4	Complied
29	The charity discloses the number of paid staff* who are close members of the family* 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* who are close members of the family* 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
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