



NOTHING WITHOUT YOU

THE GIRLS' BRIGADE
SINGAPORE ANNUAL REPORT
2022

WHO WE ARE

The Girls' Brigade is one of the oldest Uniformed Youth Organisations in the world. Our volunteers and partners invest time each week to conduct Co-Curricular Activities in schools across Singapore. The Girls' Brigade is endorsed by the Ministry of Education and is an associate member of the National Council of Social Services. As a values-driven organisation, we believe that with the right mix of experiences and influences, Every Girl can change the world as a Servant-Leader.



The Girls' Brigade Singapore (GBS) was registered as a society on 2 October 1961, and as a Charity in 1985 under the Charities Act.

We are a registered Institution of a Public Character ("IPC"), administered by the Ministry of Education. Our IPC status is currently live from 01/09/2019 to 31/08/2025.

GBS is an associate member of the National Council of Social Services.

Unique Entity Number (UEN): S61550001A

Banker(s): UOB, OCBC, DBS

Auditor: Assurance Partners LLP

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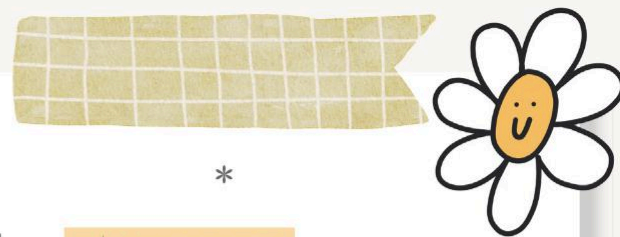
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The **stronger** we are,

the greater our ability to reach,
persevere and serve.

The **wiser** we become,

the deeper we understand how
best to lead and empower the next
generation.

But a dependence on our own strength and wisdom limits the size of our vision - things easily become too far, too hard, too expensive, too radical, too risky.

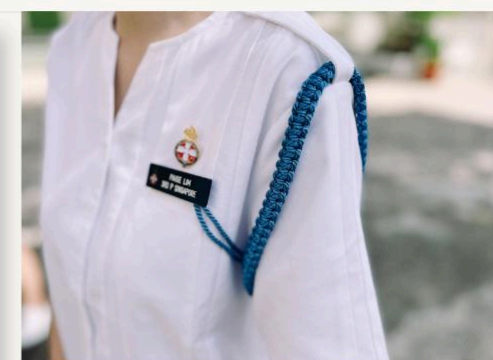
So we choose to cultivate a growing dependence on **YOU**.

YOU who have chosen to serve by giving,
by becoming a loving Leader to Every Girl,
by sharing **YOUR** wisdom,
by providing for our needs today and tomorrow,
by being a strong partner who walks with us into the great unknown,
by entrusting **YOUR** children to us.

Because of You - The Girls' Brigade Singapore remains faithful and effective today as we aspire to **Establish** new work, to **Embrace, Engage, Equip** and **Empower** Girls everywhere.



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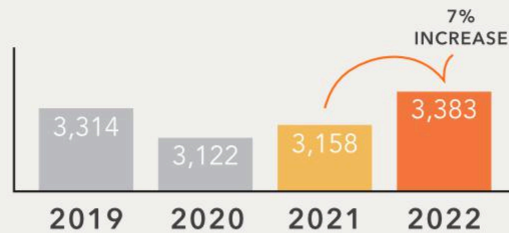
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2022 IN NUMBERS

GB celebrates 95 years of service in Singapore!

NOBODY IS HERE BY CHANCE

3,383
GIRLS



HIGHEST AWARDS



EARNED THE
PIONEER BRIGADER
BROOCH

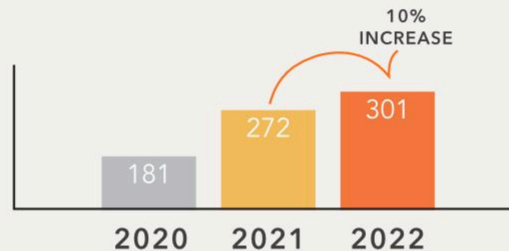


EARNED THE
JUNIOR BRIGADER
BROOCH

>70%

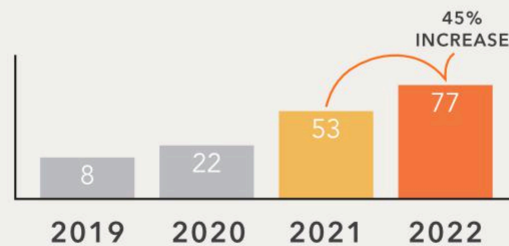
OF GB COMPANIES MET
OVER MORE THAN 23
WEEKS IN 2022

301
OFFICERS



77
SPARKS GIRLS*

*Our recently relaunched
tertiary programme



SERVING OUR COMMUNITY*

2,798
HOURS

of service by Junior Girls



15,933
HOURS

of service by Senior Girls

* PRESIDENT'S MESSAGE

Dear Friends,

It all began with a single person.

At our 95th Anniversary Thanksgiving Service (2022) we were reminded of the immense will and courage demonstrated by our Founder, Mrs Elsie Lyne.

She made a conscious decision to leave her comfortable English home, just after what was arguably the height of the British Empire - to start a new life in malaria infested Singapore.



Birthing from a spirit of sacrificial giving and a vision beyond the world they knew, the movement of The Girls' Brigade Singapore and the work of our early pioneers are an irreplaceable heritage we have all benefitted from.

With this precious inheritance, we now carry with us a duty to give to the next generation of youth in Singapore, and believe that in time to come, they too, would learn to give unto others.

It is not tradition, activities or a curriculum that changes lives - but people who have genuine love for young people and are willing to invest time and energy in them.

Our Officers' new uniform reflects this core belief by providing our most important people on the frontlines with an attire that's comfortable in our tropical climate, elegant yet relevant to this generation, and practical for a wide range of activities amongst Girls.

People change people.

Behind Every Girl's transformation story, are a host of individuals, systems and partnerships that have come together to serve their purpose in her life. We choose to believe that this is not by chance, but by design - through hands seen and unseen.

Thank you, Officers, friends, fellow educators, parents and donors, - for being a truly indispensable part of our work. It is through your very hands that lives can change. I look forward to the next season of Brigade life with you.

Sharon Liat
Brigade President

YOU HELP US GO:

VENTURING FORWARD WITH OUR NEW OFFICERS' UNIFORM

A NEW UNIFORM TO
LIVE, WORK AND PLAY
AMONGST GIRLS OF
ALL AGES.

There'd be no Girls without those who know them best. There would be no Brigade without Girls, and certainly no Girls without a Company to draw them in. Companies exist because of Officers who share a common desire to see youth transformed, with a personal willingness to place the next generation's needs above their own – connecting with them by cultivating an interest in their lives and stepping into their world each week through the GB Programme.

Our Officers' new uniform provides our amazing volunteers with an attire that's comfortable for a wide range of activities in our climate, elegant and relevant to the generation they serve.

My hope was to design a uniform that is functional, comfortable, and representative of the GB as a female youth organisation. I want our Officers to look approachable, to feel good and confident when they are wearing the new uniform. I hope our girls will like the refreshing new look.

Joann Gor,
Vice President and
Uniform Review
Chairperson



Now that it's done, I love the culottes, the materials and colours chosen for a two-piece uniform. I want those who wear it to feel comfortable and proud.

Lydia Soh,
Teacher and Officer of
The 2nd S Singapore
Company, Uniform
Review Committee



I'm glad to be able to be a part of creating a smart and chic total-look without compromising on the comfort and DNA of GB. I'd want Officers to feel proud of their identity in GB, comfortable, less body-conscious with the new fit – in other words, to feel confident!

Francine Wang Yi-Wen,
Manager at a fashion
company, Uniform
Review Committee

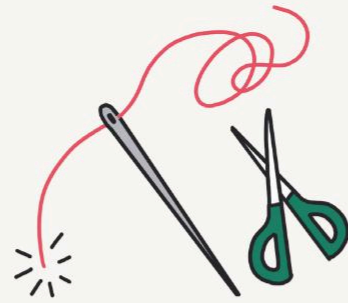


When Girls see their Officers in their new uniforms, I'd like them to feel that we're unique, moving with the times, and that the GB is a really great uniform group to be in.

Sandie Yong,
Officer, The 82nd
Singapore Company,
Uniform Review
Committee



A WORD FROM THE DESIGNER



What were your aspirations for the new uniform?

- To instill a sense of pride and a feel-good factor as a GB officer.
- To create a timeless and classic design that will still look modern and good even for years to come.
- A design with good wearability - comfortable, practical and easy to maintain.

Describe the design, and now that it's done, what do you love about it?

A 2-piece ensemble - an elegant white top with a pair of dark navy culottes.

The top is accented with a special neckline, seam line details and a white-on-white embroidery of the letterings "GB". The fabric we've chosen is a blend of Tencel and cotton, which gives it natural breathability and softness to the touch.

As for the bottoms, it is designed with parallel seam lines to match those on the top, as well as an elastic waistband for a better fit. Made in a medium-weight stretchy fabric for a good overall form and drape.

I love its simplicity and practicality along with the subtle design details.

What do you want those who wear it to feel?

Joy to stand tall (feel proud and extremely confident)!

How would you like Girls to feel when they see their Officers in the new Uniform?

I would love for them to look at their officers with love, respect and admiration. And aspire to be an officer one day - dressed in their very own officer number.



CHUA SIHUI FOUNDER AND CREATIVE DIRECTOR OF H H E R.

With a background in art back in school, as well as 7 years in retail marketing in the corporate world (having worked for beauty brands like Lancôme, Parfums Christian Dior and Nars), Sihui took a leap of faith to leave her job to pursue a Diploma in Fashion Technology (Apparel Design and Product Development) before launching the ready-to-wear brand : h h e r - with a brand ethos 'made for women by women', 'reinventing classics' and 'feminine yet androgynous'.

Sihui is also a winner of the 2015 Female Magazine Gorgeous People Best Dressed Edition.



STRATEGIC THRUSTS

Initiated in 2020, renewing a focus on our Culture, Competency and Contribution toward our mission readies GB Singapore toward its 99th Anniversary, with a good foundation for the journey into the first decade of her centenary of service.



CULTURE

- Embody the joy and purpose of the GB Movement.
- Organisational development and transformation – Build a strong Board, strong Management Team & fulfilling Volunteer experience.



COMPETENCY

- Build people and systems for Good Governance and Mission Excellence, which include:
 - Digital strategy planning
 - A new community ready programme and resources for a new generation of Girls
 - New framework for volunteer training and development
 - Developing and leading through the "second tier" in every Company, National Committee and National Office



CONTRIBUTION

- Sustain our impact in the community and schools.
- Widen our reach to access-challenged & transient communities.
- Stronger collaboration with public, private and people sectors.

YOU HELP US BUILD

COMPANY HIGHLIGHTS

READY FOR ACTION

1 76th Company's Wing Chun Workout

The Girls of The 76th Singapore Company (South View Primary School) packed a punch during their self-defense lessons taught by certified Wing Chun instructors. An afternoon spent blocking and pulling blows may not transform them into mini Kungfu masters, but they'll be able to envision defending themselves in a pinch.

2 38th & 81st Companies' Combined Cycling and Expedition

40 Girls from The 38th and 81st Singapore Companies (Fajar Secondary School & Regent Secondary School) stretch their limbs and wills to the limit to tackle a 32km cycle-and-trek expedition. The Companies took full advantage of the 6-hour expedition to catch up with one another, forming valuable new memories.

3 54th Company's Post-exams Kayaking Adventure

What's the scorching sun when you've got good company (and sunblock)? Girls from the 54th Singapore Company (Kent Ridge Secondary School) celebrate the end of their exams with a splashing good time at Pandan Reservoir in the West Coast. When there's nowhere to run, there's only one thing to do - have fun!



GOODBYE STAYCATION,
HELLO CAMPSITE

88% OF OUR COMPANIES
RESUMED PHYSICAL
CAMPS IN 2022

4 The 3rd Company Camp: Zeal & Zest

The 3rd S Singapore Company [Fairfield Methodist School] annual camp is an example of how Girls get to explore their unique strengths and weaknesses through diverse workshops such as photo manipulation and resin-crafting.

Senior Girls also hosted their Primary-aged juniors on the last night of camp, celebrating both Companies' 85th anniversary with games and camaraderie.

"This annual camp was definitely something that left a lasting impression on me - not only did I forge new friendships, but I was also given many opportunities to hone my leadership skills and experience many things that I have never done before like water football!"
Lauren Soh, 3rd S Coy.

5 Having it all at the 42nd Company Drill Camp

As the GB Drill Carnival approaches, what better way to get a head start than with a drill camp? Girls from the 42nd Singapore Company (Xinmin Secondary School) push themselves to the limit to get as much practice and fun as possible during their annual camp.

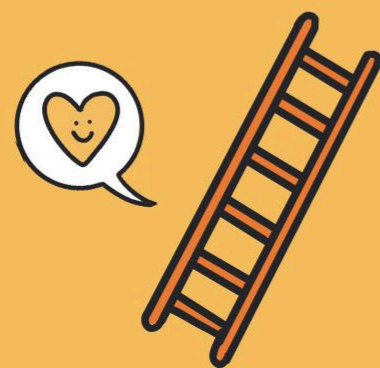
Spending the night in tents, outdoor cooking, splitting cabbages with their bare hands - training for a drill competition doesn't have to be all hard work!

6 22nd Company Girls Learn Independence

Outdoor cooking, pitching tents, spending the night in school with friends!

Girls from the 22nd Singapore Company (Anderson Primary School) tick these milestone experiences off their bucket list during their annual camp.

From being responsible for cooking their own meals to handling their own laundry, these young leaders are ready to lead themselves.



CREATING SPECIAL MOMENTS

7 Bonding through Kin-ball: Parents' day out with the 15th Company

Making children feel loved can be as simple (or difficult) as making time to learn a new sport alongside them and their friends. That's exactly what 24 parents of Girls from the 15th Singapore Company (Tao Nan School) did on the last day of 15th Company's annual camp.

"We had great fun at the event. But more than that, Kin-ball really provided a good opportunity for us parents to work as a team with our girls, and to model for them how to work with other members of the kin-ball team! My daughter really appreciated the chance to play competitively with her daddy."
He Junhao, Father of Joanna He

8 Homecoming Queens: 86th Company's GB Reunion

6 batches of Girls (2012-2019), ex-Officers and Officers from the 86th Singapore Company (Hougang Secondary School) reconnect over food and fun during their first Homecoming reunion.

To celebrate their reunion, each Girl took home a memento of what "GB one big family" has meant to them over the years.

9 Continuing a company tradition: 85th Company's Passing Out Parade

The 85th Singapore Company (Canberra Secondary School) has built a reputation for appreciating their graduating Seniors with handmade gifts and letters of encouragement and affirmation.

From sashes to gorgeous flower headbands and cards, the graduating Seniors of 2022 received beautiful bouquets from their juniors this year. Let the waterworks begin! This is how the GB hopes to honour every Girl who passes through our ranks.

"When we told them that the officers had more cards and letters for them. Yes, they cried some more after this."
Secondary 3 Seniors of 85th Coy.



PUTTING VALUES IN ACTION

10 Flowers, boys, and the Elderly

Girls from the 62nd Singapore Company (Hillgrove Secondary School) teamed up with their Boys' Brigade counterparts to plan a wonderful day out for the elderly of Faith Acts at Gardens by the Bay.

Taking the elderly around the gardens, the youth snap enough photographs to fill photo albums with treasured memories for their elderly companions to bring home.

11 Girls take the lead to serve Migrant Workers

61 Girls from the 90th Singapore Company (Kheng Cheng School) collaborate with migrant workers' rights organisation It's Raining Raincoats to plan and arrange a school-wide donation drive for necessities such as unopened toiletries and food items.

Apart from sorting, and packing the donation items, Girls also create posters, a publicity video and gave a presentation to other CCA groups to encourage donations.

"The final amount of donations we collected was really over and beyond our expectations. Even the organisation we were donating to were surprised at the amount a primary school could collect!"
Joy Gan, 90th Coy.

12 47S Yishun Block Party

After weeks of meticulous planning, the Girls of the 47th Singapore Company (Orchid Park Secondary School) launched a block party for residents in Yishun together with their BB counterparts. Craft, food, and game stalls for residents of all ages brought a smile to many faces.

"The best part of the event was being able to hear and see the residents interacting with us, seeing the children have fun, listening to their laughter, and watching their smiles light up their faces."
Girls from 47th Coy.

What are we Collecting?

Toiletries (New)



Scan or click the QR Code to catch a short clip of the block party.

EVERYONE BUILDS THE GB EXPERIENCE



GB has given me the opportunity to lead and serve my CCA and hone soft skills such as teamwork, communication and adaptability. It has taught me to not be afraid of challenges and to push through even in the most difficult times.

~ Ananya, Lead Girl of 79th Coy.
(Riverside Secondary School)

Girls' Brigade has inculcated a sense of responsibility and discipline in Ananya. She takes pride in and enjoys sharing everything about GB whether it be tips on polishing her boots or the activities planned.

It has been a joy to see Ananya grow and imbibe good values that will remain with her throughout her life.

~ Ananya's mother



A PLACE FOR EVERY GIRL



YOU HELP US INSPIRE



Youth today have access to more information than any other generation before them. More than instruction, they need inspiration – real stories from real people who live very different lives. Because of you, a generation has walked through ordinarily unseen experiences and opportunities so they can lead better today and be better leaders tomorrow.

BORN TO BE SPECIAL, BORN TO BE YOU, BORN TO BE TRUE LEADERSHIP CONFERENCE 2022



Panelist Ching Yee from 42nd Coy. and Moderator Isabelle Lo, Warrant Officer of 31st and 52nd Coy. with our speakers.

356 Secondary three Seniors attended the second iteration of the "Born to be Special, Born to be You, Born to be True" Leadership Conference on 19th February 2022.

Moderating and hosting the event were our GB Warrant Officers from the 2nd, 31st and 52nd Singapore Companies who had grown through the ranks of the Girls' Brigade Singapore themselves.

With vulnerability and courage, speakers Annette Lee (Media personality) and Yeo Jia Min (National badminton Player) shared about the setbacks they'd faced, and how they were able to keep pushing on to achieve their dreams.



"It was an enriching and challenging experience that forced me outside of my comfort zone! I found the public speaking and facilitation skills learnt during SPARKS workshop come in handy too."

Emcee Ang Soohui
Warrant Officer of 2nd Coy. (Geylang Methodist School)



"Be humble and willing to start small. You'll get better when you get started. Don't be afraid of failure. It's the thing that helps you improve."

Annette Lee



"If you have this mindset to always look at things positively, you'll be able to overcome, and you'll be able to come out of it stronger."

Yeo Jia Min

OUR GB GIRLS WERE INSPIRED BY THEIR SHARING, AND EAGER TO PUT THEM INTO ACTION!

"I will try not to give up so easily when faced with setbacks, instead I'll overcome the challenges and be grateful for not only my strengths, but my weaknesses as well."

Grace See
28th S Coy., Kuo Chuan Presbyterian Secondary School



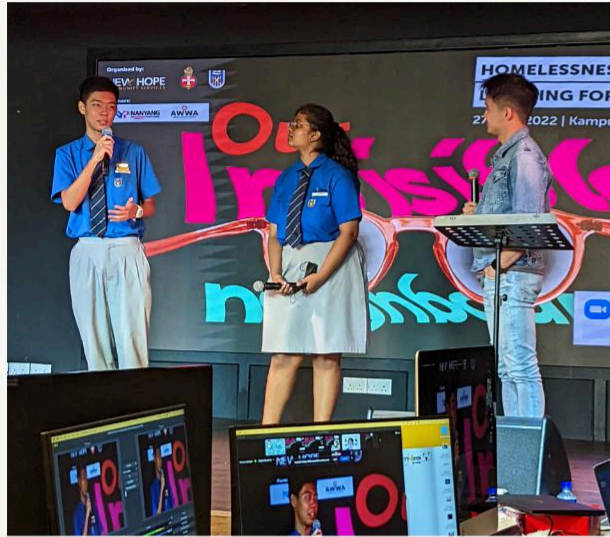
"I will start to see every challenge as an opportunity and be thankful for my weaknesses because from there I can learn from the mistakes when I persevere on and grow from it."

Alecia Tee
47th Coy., Orchid Park Secondary School



CO-ORGANISING SINGAPORE'S FIRST HOMELESSNESS LEARNING FORUM FOR YOUTH: OUR INVISIBLE NEIGHBOURS

Singapore's first-ever youth forum on Homelessness saw over 300 GB Seniors and teenagers from other institutions gathering to have honest conversations with former homeless shelter residents both young and old, as well as social workers and policymakers.



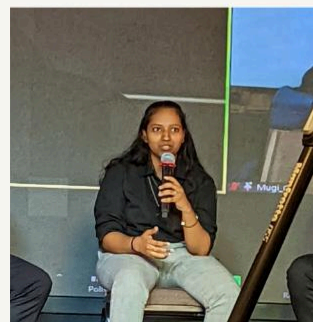
Youth from Teck Whye Secondary School sharing their experiences reaching out to rough sleepers together with New Hope Community Services.



Forum emcee: Brian Ng

Welcoming guests from different walks of life onstage, participants were able to see that Homelessness can happen to anyone, at any age. One of the conference's panellists was only in Secondary school when she was forced to live in a transitional shelter with her mother and brother.

Through the heartfelt stories shared, Girls saw how far simple actions such as offering a listening ear, a non-judgmental shoulder to cry on, or advocating for a better future for the homeless in Singapore could go.



Forum Panellist: Varshini

"Just be friends with them. Just befriending them as part of the community is the most important. They are not problems to be solved, but people to be loved."

Derek
Forum Panellist:
Social Worker from Homeless Hearts of Singapore



Homelessness Learning Forum:

"Youth are an important part of the community and can contribute to the efforts and the conversations on homelessness. I am heartened that this year's forum is targeted at young people. Youth can play a crucial role in supporting rough sleepers and the homeless community."

Mr Eric Chua
Guest of Honour
Senior Parliamentary Secretary for Culture, Community and Youth and Senior Parliamentary Secretary for Social and Family Development

Special thanks to our co-organisers **New Hope Community Services** and **Teck Whye Secondary School**, and our partners **Nanyang Polytechnic** and **Asian Women's Welfare Association (AWWA)**.



Handbook Artwork by Elsa Heng



SCAN TO
DOWNLOAD

and find tips to help rough sleepers, helplines, and real-life anecdotes in our virtual handbook*!



*Co-developed and designed with New Hope Community Services, Teck Whye Secondary School.

FAST, FOOD & FUZZ ONLINE CAMP



338 Girls from Primary schools around Singapore raced against time to earn enough "money" for their families by working through a series of role-playing challenges. Simulating the real-life conditions of young families living in poverty, our signature programme for primary-aged Girls helped them to empathise with the complex realities of those in need.

Girls learn better when they're together!



"It is not easy for people to get out of poverty, and there are many barriers preventing them from living a normal life."

Selene Yang,
22nd Coy., Anderson Primary School



"We are lucky to be in this country with everything we want. We can help those people in poverty by not wasting resources and donate things that are still in good condition."

Fang Xin
28th P Coy., Kuo Chuan Presbyterian Primary School

SINGAPORE OUR HOME SG75 COMPETITION

At the first SG75 Webinar in 2022, our SPARKS Girls from the 2nd S, 31st and 52nd Companies played Hosts to a hybrid audience and Moderator to a panel of speakers which included Ms Indranee Thurai Rajah, Minister, Prime Minister's Office, Second Minister for Finance and Second Minister for National Development, as well as Mr Desmond Tan, Minister of State, Prime Minister's Office, joined by Mr Goh Hock Nguan, Assistant Vice-President (Sustainability Planning & Development) from PSA Corporation Limited.

SG75 is an exciting annual competition with a focus on building a sustainable and inclusive community. It encourages every generation to build a legacy for the next. Renewing the vision of our founding fathers led by the late Mr Lee Kuan Yew, the competition captures the pioneering spirit and aspirations for tomorrow through words, pictures and multi-media.

This is the second year the Girls' Brigade Singapore is co-organising the SG75 Competition.

"We felt extremely grateful for the opportunity given, to be emcees at SG75 webinar. Despite having to challenge ourselves far beyond our comfort zones, the whole experience was enjoyable because of the support of the GB staff. We hope this webinar will be able to reach more youths in the future! Grateful for the opportunity!"

Emcees Isabelle Oh & Tracy Chan,
Warrant Officers of 31st and 52nd Coy.,
(St Margaret's School (Secondary) & Pei Tong Primary School)

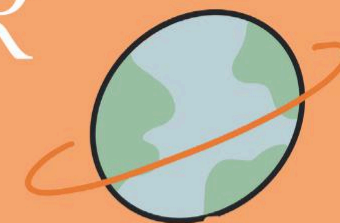


Warrant Officer Ang Soohui, Moderator, with Ms Indranee Thurai Rajah, Mr Desmond Tan, and Mr Goh Hock Nguan



Emcees: Warrant Officers Isabelle Oh & Tracy Chan

BETTER TOGETHER, FOR A BETTER TOMORROW



NATIONAL COMPETITION 2022



Two GB Juniors working on their entry: Singapore, a City with Love

560
ENTRIES

1917
COMPETITORS

Can youth build and be part of a sensitive and empathetic community that genuinely understands and cares for everyone, so that no one is left behind?

This year's Dr Low Guat Tin Challenge (LGT Challenge) "Better Together, for a Better Tomorrow" advocated for vulnerable groups of people - both young and old, who may struggle to catch up in our fast-paced world.

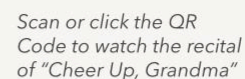
GB Girls between 8 to 21 years old stretched the limits of their creativity to educate, encourage, foster empathy, dream of a radical invention, and imagine a better Singapore for the vulnerable through pieces of art, writing, videos, and inventions.

**"NOT ALL OF US
CAN DO GREAT
THINGS. BUT WE
CAN DO SMALL
THINGS WITH
GREAT LOVE."**

**- MOTHER
THERESA**

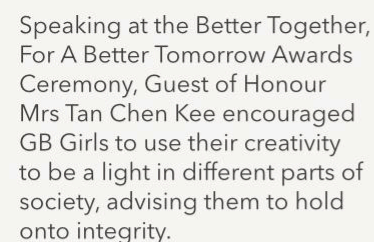
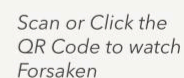
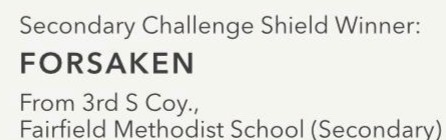
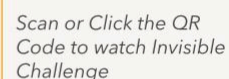
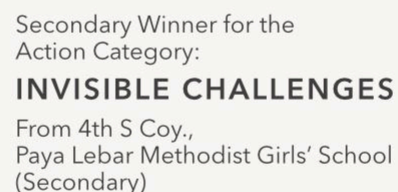
"The Challenge is a wonderful national level platform to challenge our young to think kindly, for people around us and to solve societal challenges. We are grateful that GB has given Clare this unique opportunity. The fire and passion in Clare's eyes, each time she shares about her GB activities is a testimonial that she is in great company with peers, leaders and stakeholders."

Amos Rao
Clare's Father

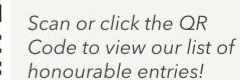
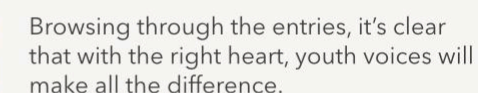


Girls banded together or chose to create solo pieces to raise awareness for people groups such as migrant workers, the elderly, people struggling with mental issues, frontline workers, and even people with rare illnesses.

Despite the limitations placed on them by the pandemic, Girls exceeded themselves to construct truly remarkable entries.



**“AS A LEADER
YOU NEED TO ASK
YOURSELF “WHAT
ARE THE VALUES
THAT I STAND
FOR?” CLARIFY
WHAT YOUR
VALUES ARE AND
LIVE OUT YOUR
VALUES.”**



YOU HELP US GIVE

THE GIRLS' BRIGADE FRIEND IN DEED PROJECT 2022



Girls from the 54th and 90th Singapore Companies delivering wishes to Ms S.P and Mr N.R. Photo Credit: South West Community Development Council (SWCDC)



Girls from the 54th and 90th Singapore Companies delivering wishes to Mr and Mrs Yap Eng San. Photo Credit: South West Community Development Council (SWCDC)

REACHING FRIENDS IN NEED ISLAND-WIDE

With the help of 250 members of the public, The Girls' Brigade Singapore fulfilled 3,000 wishes capped at \$60 each for vulnerable residents living island-wide, building on the previous year's focus on residents living in the West.

This GBFD marked a special first as GB Girls with mild mental disabilities delivered the very first GBFD wishes alongside their counterparts, proving that Every Girl can make a positive difference to someone else.

Since 2011, the Girls' Brigade Friend in Deed project has served more than 18,000 beneficiaries. It is part of the Girls' Brigade's annual commitment to connect with the public to help the disadvantaged within the community, including vulnerable children, elderly and adults living alone.

The GBFD evolved into a wish fulfilment project from its previous format as a community carnival.

"I hope GBFD will help our beneficiaries in their daily lives by giving them food items and things that they really need. I think this will help them a lot and ease their burden."

Anthea Koh
54th Coy.
Kent Ridge
Secondary School



"We wished for Birds' nest and an air purifier, and today we've received it. We're very grateful to the Girls' Brigade and all volunteers who go all out to give us some peace of mind."

Mr Yap Eng San
One of the first GBFD
beneficiaries

GBFD 2022 KICKS OFF AT GRACE ORCHARD SCHOOL

The GBFD Initiative held its official launch at Grace Orchard School on 26 May 2022. From arranging parcels onto carts to wheeling them up to multiple floors, GB Girls made up the heart of the GB Friend in Deed project.



Flagging off a fleet of mini-buses transporting GB Girls to make the first door to door wish deliveries. Photo Credit: South West Community Development Council (SWCDC)



President Halimah Yacob presents the first wishes to Mr Ow and family with Mayor of South West district Low Yen Ling, Ms Esther Kwan, principal of Grace Orchard School, and Girls' Brigade President Ms Sharon Liat (Leftmost). Photo Credit: South West Community Development Council (SWCDC)

"I am glad to see girls from different walks of life being empowered to perform great acts of service. I hope this will inspire fellow Singaporeans to do the same, and that the wishes delivered throughout Singapore will bring much joy to every recipient."

President Halimah Yacob
(quoted from The Straits Times, 2022)

"We wished for a new standing fan because there is no fan in one of the bedrooms and it becomes hot in the room at night. We also hope to have chicken essence for our mother who has been working hard all these years. Thank you."

Mr Ow Yong Fook Kee
One of the first recipients of
the GBFD



Scan or click the QR code to watch the GBFD launch event at Grace Orchard Secondary School!



Scan or click the QR Code to read about the GBFD Launch event by the Straits Times!



Scan or click the QR Code to watch us on the Channel 8 news!

SPECIAL THANKS

Special thanks to our honoured guests President Halimah Yacob, Mayor of South West district Low Yen Ling, supporting organisations SG Cares Volunteer Centre @ Yishun, Kreta Ayer, and Bedok, our corporate sponsors Applied Materials and Miriqa, and our venue sponsor, Grace Orchard School.

SUPPORTING ORGANISATIONS:



DELIVERING JOY RIGHT TO YOUR DOORSTEP

This year saw a significant increase of Company and Girl involvement. Throughout the project, hundreds of GB Girls delivered wish items directly to our recipients at home or at a Social Service Agency which serves them.



Girls from the 28th S and 55th Companies combined their wish deliveries with activities at the Christian Outreach To The Handicapped (COH) Centre and Care Corner



Scan or click the QR Code to watch 55th Coy's GBFD Delivery and Activity



Scan or click the QR Code to watch the 59th Coy's GBFD Delivery and Activity

"Although this is a really small donation, whether you're donating money or appliances, you can really help impact someone and make their lives easier and lessen their worries."

Megan
The 55th Singapore Company
Serangoon Garden Secondary School



"I found this experience very good because when we gave the gifts, the smile on their faces were really beautiful, and they were thanking us with their whole heart."

Esther
The 59th Singapore Company
Greenridge Primary School

"Our experience delivering the wishes for GBFD during June Camp was extremely meaningful. Meeting the elderly made me realise how we can make someone's day by simply taking the time to interact with them."

Faith
The 45th Singapore Company
Raffles Girls' School (Secondary)



"When I delivered the items to the elderly, I saw many smiles on their faces. That made me very happy to be able to help them."

Danisha D/O Mathi
The 22nd Singapore Company
Anderson Primary School



A handwritten note from Chloe of 20th Coy., (Raffles Girls' Primary School) to a GBFD recipient

"It feels good to help others. Some elders have no one else to be with them and might feel lonely, so it's nice to make the elderly happy and put a smile on their faces."

Megan
The 21st Singapore Company
Radin Mas Primary School

"The experience was definitely very interesting as I have never done this before. It also feels good, knowing that we are helping the elderly, and making them happy."

Kaitlin
The 21st Singapore Company
Radin Mas Primary School

PEOPLE'S ASSOCIATION COMMUNITY SPIRIT AWARDS 2022



Southwest CDC nominated The Girls' Brigade Singapore as a recipient of the PA Community Spirit Award 2022. The PA Community Spirit Award Scheme is given to recognise exemplary partners who have assisted in building social capital and contributed to the community.

YOU HELP US GROW



FINANCIALS



GB FORTNIGHT 2022

YOUR GIFT TO ALL GENERATIONS

Amidst the fear and uncertainty of an economic downturn, you have given your unwavering support to the work of The Girls' Brigade. Because of your generosity, we are privileged to witness an uptick in the amount that has been raised during GB Fortnight 2022.

This reverses a downward trend that the Brigade has experienced from before 2018.

This has greatly encouraged and enabled the Brigade to invest in developing our service capabilities, our capacity to train, increase our reach further into the community and create a significant difference to the next generation.

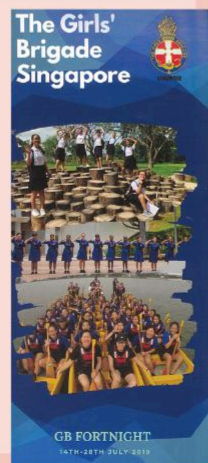
Your giving is the gateway through which Every Girl can find a Leader in the most formative years of her life – a single Girl transformed, becomes a life giver to many.

2018



\$616,014.72

2019



\$560,943.54

2020



\$267,026.46

2021



\$415,147.47

2022

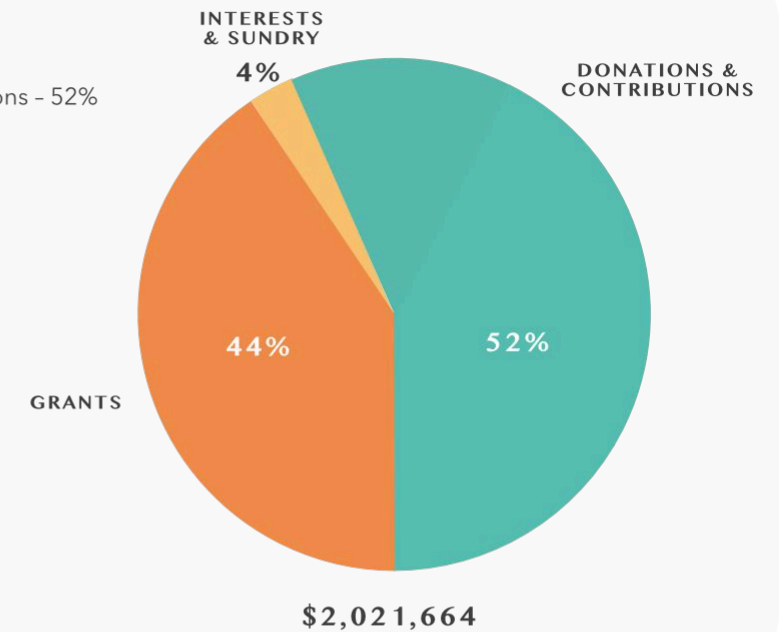


\$557,012.61

2022 INCOME:

- Donations and Contributions – 52%
- Grants – 44%
- Interests & Sundry – 4%

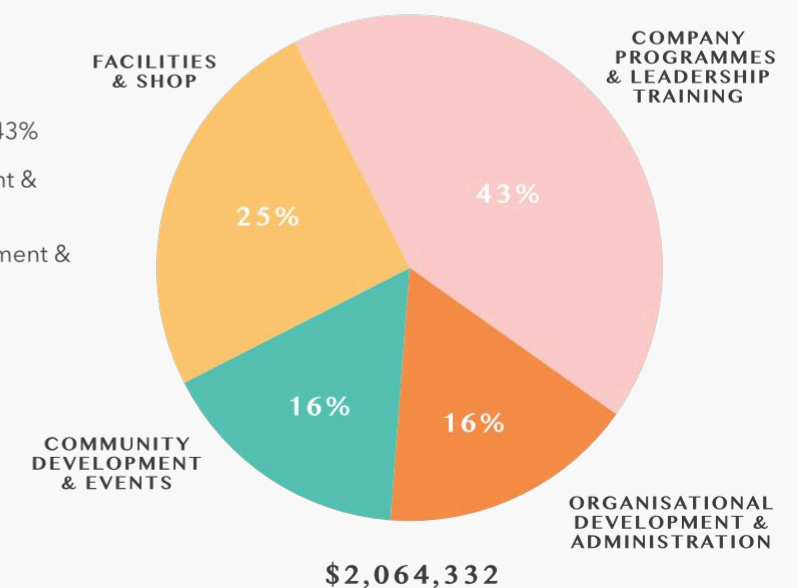
Total: \$2,021,664



2022 EXPENSES:

- Company Programmes & Leadership Training – 43%
- Community Development & Events – 16%
- Organisational Development & Administration – 16%
- Facilities & Shop – 25%

Total: \$2,064,332



FOR EVERY GIRL, EVERYWHERE

Because of YOU, Every Girl has access to a GB Company where she is welcomed by loving leaders, engaged and equipped for life through an age appropriate programme, and empowered to lead even when she stumbles and falls.



because I got 13 points which was totally unexpected.



Scan or click the
QR Code to watch
Gwen's story and how
GB played a part in
her life!

"When I was a Girl, I used to think that my Officers hated me, and they always wanted to "tekan" me for no good reason. But actually that's not true. They are doing this because they love you.

So with whatever that you are going through, GB is a safe place for you to share and grow."

Gwen
Ex-10th Company Sergeant Major
and current volunteer

THE YEAR AHEAD

GB FOR ALL ONLINE TRAINING MODULES

GBS will launch the first of our GB for All online volunteer training modules. Developed in partnership with Ark, a social enterprise that provides evidence-based intervention for children, the first module is specially tailored to help volunteers create an inclusive environment for Girls with Special Educational Needs within their GB Companies. Unlike teachers, parents and caregivers, volunteers only get to meet Girls once a week and would need specific skills they can easily and repeatedly use.

INTEGRATED VOLUNTEER MANAGEMENT, MEMBER AND UNIT MANAGEMENT SYSTEM

Part of our Digital Strategy Plan to streamline the support and highly administrative functions of the Brigade. This will help reduce the repetitive work of staff members so they can focus on continual improvement to reduce the administrative load on our front line volunteers.

The new system will also help volunteers manage units more efficiently - freeing them from as much administrative work as possible so they can focus on establishing their Company and their own personal well-being.

NEW PROGRAMME, RESOURCES AND VOLUNTEER TRAINING EXPERIENCE

Started in 2021, the development of a new GB programme, curriculum and badges is underway and currently in pilot use across all our Companies. The new curriculum is accompanied by new resources for Girls and volunteers that are focused on:

- Building a simpler, unified experience for Girl development
- Consistent training of volunteers to deliver the 4-fold programme
- Providing clear guidance for volunteers with room for flexibility
- Providing ideas and opportunities for Girls to lead

HOMELESSNESS FORUM : YOUTH EDITION

Organised in partnership with the New Hope Community Services, the Homelessness Learning Forum: Youth Edition (HLF: YE) is a platform for deeper conversations on homelessness amongst youth, moving towards practical action. After the successful first edition, GB Singapore will continue to build the forum with New Hope Community Services this year. The forum hopes to achieve the following three key objectives:

- Raise awareness of homelessness amongst youth
- Humanise homelessness and evoke empathy
- Provide handles on navigating life's challenges while growing up.

GB FRIEND IN DEED (GBFD) 2023

GBFD will continue to rally Singaporeans to grant the wishes of vulnerable Singaporeans in 2023. The project will partner more SG CARES Volunteer Centres and South West CDC (SWCDC) to reach and enable more Social Service Agencies do something extra special for their beneficiaries.

In partnership with South West CDC(SWCDC), GB Girls from Primary and Secondary schools will also create and furnish customised reading and study spaces for 30 special households in SWCDC.

Together with local artisan woodworkers, Roger & Sons, our Girls will fabricate, assemble and deliver sustainable, right-sized furniture - giving a second-life to local trees which have been felled for urban development.



GOVERNANCE

BOARD COMPOSITION, SELECTION AND EVALUATION

GBS is governed by a Board whose members are elected biannually according to the Constitution with the aid of a Nominations Committee. The voting members of the General Meeting are known as the Council. The Board comprises:

- The President
- Up to two Vice Presidents
- Secretary
- Assistant Secretary
- Treasurer
- Up to eight ordinary board members

Each brings with them skills and abilities in diverse areas such as finance, accounting, audit, business and management, human resource, technology, fundraising, and legal. Together with the Executive Director (ED) the Board charts the strategic involvement of the organisation and ensures that we run well and responsibly.

Board Members do not receive any remuneration for their involvement. No Board member holds a staff appointment. The Executive Director is an ex-officio member who has the right to attend all Board and Board Committee meetings but does not vote on the Board's decisions.

Except for the Treasurer, all members serve a term of 2 years for a maximum of 10 consecutive years. The term of office for the Treasurer shall not be more than four (4) consecutive years. Thereafter, reappointment to the Treasurer position can be considered after a lapse of at least two (2) years.

All current Board Members have not reached their maximum term of service.

SELECTION AND EVALUATION

All incoming Board members are recommended a list of training lessons to attend, given an orientation to GBS, and provided a handbook that states their roles, responsibilities, and the spirit in which they are to perform their duties.

The Nominations Committee is responsible for selecting Board Members based on the final composition of the board which would fulfil the following:

- Specific governance skill-sets
- Sector experience
- Diversity e.g. age, organisational passion etc.

Once every two years, board members are required to fill in a Board Evaluation Checklist and self-reflection sheet.

EXECUTIVE MANAGEMENT

Glen Ong
Executive Director

*Appointed since
01 May 2019*

EXECUTIVE BOARD 2022

Name	Current Appointment	Occupation	Past Appointments	Attendance
Sharon Liat	President 26 Mar 2022	Vice Principal, Ministry of Education	President 28 Mar 2020	8/8
Joann Gor	Vice President 26 Mar 2022	Director, Biohealth Link Pte Ltd	Asst Treasurer 24 Mar 2018 Vice President 28 Mar 2020	8/8
Patricia Lam	Treasurer 27 Mar 2021	Director, Amgen Biotechnology Singapore Pte Ltd	Finance Committee Chairperson 28 Mar 2020	7/8
Sandra Tan	Secretary 26 Mar 2022	Company Chaplain	Secretary 28 Mar 2020	8/8
Heng Ci Pei	Asst Secretary 26 Mar 2022	Subject Head, Ministry of Education	-	4/5
Cheryl Lim	Audit Committee Chairperson 26 Mar 2022	Executive Director, Deloitte Singapore	Audit Committee Chairperson 28 Mar 2020	5/8
Gloria Yeo	Finance Committee Chairperson, 27 Mar 2021	Director, Wrise Technologies Pte Ltd	Corporate Comms Chairperson 29 Mar 2014 to 28 Mar 2020 Board Member 28 Mar 2020 to 27 Mar 2021	6/8
Tay Ching Yee	Board Member 26 Mar 2022	Senior Social Worker, Montfort Care	-	4/5
Juliet Ang	Board Member 26 Mar 2022	Homemaker, 15 years of prior experience in the financial sector.	-	4/5
Laraine Quek	Nomination Committee Chairperson 26 Mar 2022	Senior Marketing Director, ERA Realty Network Pte Ltd	-	4/5

The Board must meet at least 4 times a year and met seven times (including the AGM in 2022).

BOARD COMMITTEES

The Board has five Board Committees that look into specific key areas to ensure that matters are given the right support, resources and fiduciary guidance.

AUDIT COMMITTEE

The Audit Committee facilitates external and internal audits for the Board to obtain independent information about the organisation's activities. The committee also assists to put in place the internal audit plan for the organisation.

NOMINATIONS COMMITTEE

The Nominations Committee is responsible for selecting Board Members based on the final composition of the board which would fulfil the following:

- Specific governance skill-sets
- Sector experience
- Diversity e.g. age, organisational passion etc.

FINANCE COMMITTEE

The Finance Committee assists the Board of The Girls' Brigade Singapore in fulfilling the Board's responsibilities to oversee the management of all fund investment activities of GBS, and to provide advice to the Board on such matters.

STAFF COMMITTEE

The Staff Management Committee manages all Human Resource and Development matters, ensuring that HR systems and resources remain effective and current to industry practices.

PROGRAMMES AND SERVICES COMMITTEE

The Programme and Services Committee reviews new initiatives or programmes, ensure that new and existing services are well resourced with outcomes are aligned with GBS' mission and strategic plans, and limitations stipulated by funders where applicable.

BB/GB CAMPSITE MANAGEMENT COMMITTEE

The BB/GB Campsite Management committee develops and implements policies governing the usage and maintenance of the BB/GB Campsite at 1200 Sembawang Road.

FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

In keeping with good governance and transparency The Girls' Brigade Singapore has in place documented procedures for key financial areas including and not limited to our system for delegation of authority and limits of approval, payment procedures and controls, procurement procedures and controls, as well as receipting.

Planned timing of use for restricted or endowment funds

The Girls' Brigade Singapore does not have a planned timing of use for its restricted or endowment funds. Disclosure of timed planning of use is made in our audited reports only when donors or grant makers have specified a timeline for use of these funds.

Purpose of Restricted / Endowment Funds

GBS discloses its restricted funds in its Audited Financial Statements (Pg 6 of FY21 Financial Statements.) We do not have endowment funds according to the Charity Portal.

Risk Management and Internal Audit

Under the Singapore Code of Governance for Charities and Institutions of a Public Character ("Code of Governance for Charities & IPCs") updated in 2017, the Board is responsible for the governance of risk and ensures that Management maintains a sound system of risk management and internal controls, to safeguard the interests of the organisation and its stakeholders.

In addition, the Audit Committee is responsible for reviewing at least annually the adequacy and effectiveness of the organisation's internal controls and risk management systems.

Girls' Brigade Singapore requires internal audits to be carried out throughout the organisation for purposes of assessing the overall effectiveness of the governance, risk and control frameworks of the organisation, and carries out an internal audit of selected key areas over a three-year cycle, covering:

- IT/Data/Cyber Security
- Corporate Governance & Compliance
- Income & Receipts
- Procurement & payments
- Human resources and payroll
- Fixed Assets
- Personal Data Protection
- Enterprise Risk overview

Disclosure and Transparency

- No Board members receive any remuneration for their board services.
- No staff is involved in setting his or her own remuneration.
- No paid staff are close family members of the ED or Board members.
- GBS does not make any loans to any employees, management, Board members, or any related parties or third parties.
- GBS does not provide any sponsorship to any charities.
- Other disclosures may be found in our Audited Financial Statements, downloadable from www.gb.org.sg

Our Policies

- Reserves Policy

GBS will endeavour to maintain a level of reserves which is at least equivalent to 12 months of annual operating expenses. The growth of reserves ensures the long-term financial sustainability of the organisation and its work, allowing GBS to weather against income fluctuations as well as to respond to costly and unpredictable situations beyond the control of GBS.

Reserves will be held in accounts with the approval of the Board and in accordance with other guiding policies set out by the Board.

Management will inform the Treasurer/Assistant Treasurer, at least three months before the cashflow is expected to breach the threshold of 12 months of operating expenses.

- Conflict of Interest Policy

The Girls' Brigade Singapore has in place a Conflict of Interest (COI) Policy which all incoming staff & Board Members are required to endorse and align with.

This involves avoiding conflicts of interest between the interests of the Girls' Brigade, and personal, professional, and business interests.

- Privacy Policy

The Girls' Brigade Singapore has in place a Privacy Policy covering data protection of all information we receive. We regard the privacy of our member's personal data with utmost importance and are committed to comply with the Personal Data Protection Act of 2012 (PDPA).



Scan or Click the QR Code to view some of our other policies.

STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE

For the financial year ended 31 December 2022

	2022 \$	2021 \$
INCOME		
Brigade Fortnight collections	552,780	411,653
Donations / Contributions	472,170	477,733
Grant income	874,626	808,315
Surplus from GB shop	44,858	38,871
Interest income	76,927	31,865
Sundry income	303	2,049
	2,021,664	1,770,486
LESS: EXPENDITURE		
Training and development programmes	174,557	68,027
Brigade activities	34,423	11,134
Community development	89,735	77,343
Company programmes expenses	252,074	171,379
Special fund expenses	-	26,498
GB Company care support costs	63,737	17,784
GB headquarters expenses	537,345	581,337
Manpower cost	824,609	776,768
	1,986,480	1,730,270
Surplus from General Fund	35,184	40,216
Surplus/(Deficit) from:		
- GB companies programme fund	21,155	-
- Special fund	(99,007)	-
	(77,852)	-
Other comprehensive loss		
Items that may be reclassified subsequently to profit or loss:		
Movements in restricted funds:		
BB Sembawang Campsite Fund		
- Share of loss for the year	(19,408)	(116,902)
Total comprehensive loss for the year	(62,076)	(76,686)
Unrestricted Reserves to Budgeted Annual Operating Expenses	3.8:1	3.4:1

YOU MAKE
ALL THINGS
Possible

JOHN 15:5



Auditor: Assurance Partners LLP
Visit www.gb.org.sg, or scan or click the QR code below to view our
Auditor's Report and Financial Statements

WE honor THE

PEOPLE

and

PLACES

WE SERVE

IT IS OUR
TASK TO ALWAYS

LEAVE THEM

Better

THAN WE FIRST
FOUND THEM.

MATT 7:12, PHIL 2:3-4

