

Annual Report



20/21

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About Us

What is Alpha

Alpha is an opportunity for anyone, anywhere, to freely explore their unique questions about life, faith and God.

Alpha is a series of interactive sessions exploring the Christian faith, typically run over 8 to 12 weeks. Each session includes food, a short talk looking at a different question of faith and a small group discussion.

Alpha is run all around the globe, and transcends social, geographical and denominational borders. It can run almost anywhere - in cafés, churches, schools, universities, homes, bars and prisons and now, even online!

Our Vision

The evangelisation of the nations, the revitalisation of the church, and the transformation of society.

Our Mission

We equip and serve the church in its mission to help people discover and develop a relationship with Jesus through Alpha.

Overview of Charity

ALPHA SINGAPORE was set up as a society on 14th March 2003. It was registered under the Charities Act on 2nd December 2003.

Unique Entity Number: T03SS0059A

Registered Address: 250 Tanjong Pagar Road,
#03-02St Andrew's Centre, Singapore 088541

Auditor: Baker Tilly TFW LLP

Bank: The United Overseas Bank Limited

Message from The Chair

Dear Friends and Partners of Alpha,

Greetings for the New Year!

The year of 2021 was a year of volatility and uncertainty given the Covid-19 safe management measures and we saw various phases of stops and starts during the period.

At Alpha Singapore we had to remain flexible and adaptable to continue to serve and be relevant to our partners, and the Singapore community. We expect our operating posture to be very much the same going into 2022 as COVID-19 continues to pervade the nation.

As we relied on the Lord for His guidance, we continued our pivot online and held 671 courses. We are encouraged by the doors that have opened as more sought us for training, and we were presented with new projects. Your support played a part in allowing us to imagine new ways of engagement in 2021.

In addition to our core activities around the Alpha Course, there were a number of other highlights on the Marriage Course front. Following the global launch of The Marriage Course, in 2021 Alpha Singapore responded to



“We thank you for your enduring partnership with Alpha Singapore and we invite you to join with us as we respond to His prompting in the new season ahead. ”

Keith Magnus

a call to bless our church leaders where we held our first online Marriage Course Experience which was followed by a Marriage Retreat at the end of the year for our pastors and their spouses. The entire experience concluded with a renewal of vows which was a very special experience for the couples. Indeed, the message of partnership through marriage is centred upon a deep-rooted love for one another with God at the centre.

Moving forward into 2022, we are excited for the global launch of the first Mandarin Alpha Film Series scheduled for the third quarter of the year. This is a much-anticipated project, and Alpha Singapore is gearing up to equip and empower the Mandarin-speaking churches, as well as Christian communities in Singapore. This will be a new Alpha experience that will reach a new and wider community.

In addition to this, we will also be launching a customised video conferencing tool: Alpha Now. This will be made available at no cost for anyone who wishes to run Alpha online! Alpha Now will be integrated into MyAlpha, our digital resource platform, so that Christians anywhere can have access to all our materials and run Alpha from a single central location.

We thank you for your enduring partnership with Alpha Singapore and we invite you to join with us as we respond to His prompting in the new season ahead.

Blessings,

Keith Magnus

Chairman, Alpha Singapore

Board of Directors



Keith Magnus

Keith Magnus is Chairman of Asia and a member of the Global Management Committee of Evercore, one of the top investment banking advisory firms in the world. Mr. Magnus founded Evercore's office in Singapore in 2013 as CEO. Under his charge, Evercore rose to become consistently the top ranked investment bank for mergers and acquisitions in the region and Mr. Magnus has been recognised as a "star" investment banker by the Business Times in recent years. Prior to Evercore, Keith was Chairman of UBS Investment Bank in the region and held Country and Regional Head positions at Bank of America Merrill Lynch, and Deutsche Bank.

In addition, Keith also serves on the boards of Sport Singapore (under Ministry of Community, Culture and Youth), several prominent academic institutions, as well as a number of non-profits including Chairman of Centre for Fathering Ltd. ("Dads for Life", under the Singapore Ministry of Social and Family Development), the Anglo-Chinese Schools Foundation, Advisory Board, Alpha Asia Pacific Advisory Board and was for 11 years on the board and committees of Sentosa Development Corporation.



Henry Tan

Henry Tan is the Group CEO at Nexia TS, an international accounting and advisory group. He is also on the board of a number of listed companies and is Chairman of the Nanyang Business School Alumni Advisory Board. Henry worships at Wesley Methodist Church and also serves as Conference Lay Leader of Trinity Annual Conference of the Methodist Church in Singapore.

Board of Directors

– Continued



Angelic Cheah

Angelic Cheah is currently both the Executive Director and a Board member of Alpha Singapore. She is responsible for its management and day to day operations. She has held the Directorship in various companies and experiences in both private and public listed corporations. She is also a strong advocate in helping underprivileged children and volunteers actively, producing and managing community development and social programmes in Singapore and the region.



Fang Eu-Lin

Fang Eu-Lin is a Partner at PwC Singapore where she leads the Sustainability and Climate Change Practice. Her work involves serving businesses and the public sector with their sustainability and climate risks and ambitions. Eu-Lin also serves with the People's Association and is a Board Member and Audit Committee Chairman of a not for-profit provider of care homes for the elderly, and an international school.

She is a Board Member and the Deputy Chairman of the business school of an Institute of Higher Learning.

Board of Directors

– Continued



Revd Canon Chua Siang Guan

Revd Canon Chua Siang Guan is an Anglican priest and Vicar of St. James' Church in the Diocese of Singapore. He served as the Executive Director and was a founding member of St. Hilda's Community Services Centre before entering the pastoral ministry in 2008. Siang Guan is married to Fung Fung and they have three adult sons.



Ong Kian Min

Ong Kian Min studied Physics in Imperial College, London as a President's Scholar and subsequently read law to augment his work in the Singapore Police Force in the 1980s. As a consultant with Drew & Napier LLC and an independent director on the board of several public listed companies, his work interests today remain focused on corporate matters.

His 15 years of service as an elected Member of Parliament has allowed him opportunities to build empathy and compassion for people. Owning two Japanese restaurants has enhanced his interest in global food cultures, allowing him the pleasure of combining travels with food and golf, his other love.

Married to Joni for 33 years and blessed with five children and two grandchildren, Kian Min has been worshipping in Wesley Methodist Church for 37 years.

Board of Directors

– Continued



Han Neng Hsiu

Han Neng Hsiu is the Deputy Secretary of Development in the Ministry of Finance. He has served in the Public Service Division, Ministry of Trade and Industry, Ministry of Education and the Ministry of Defence. Neng Hsiu is married to Yueh Mei and has 2 children. He worships at Wesley Methodist Church together with his family.



Danny Koh

Danny founded Tower Capital Asia in 2016. He was previously with 3i and Actis, both private equity firms headquartered in the UK.

Besides being on various boards of his portfolio companies, he is a Committee Member of Community Chest, and also sits on the audit committee of the National Council of Social Services. In addition, Danny is the Chairman of Brighton Community Church, and the Treasurer of Festival of Praise.

Board of Directors

– Continued



Charlie Chan

Charlie Chan established a successful career in banking at Credit Suisse Ag, becoming a Managing Director and Member of the Fixed Income Division Operating Committee. In 2011, he started his own fund management company, Charlie Chan Capital Partners and is its owner and CEO. In addition, Charlie sits on the Fundraising and Finance Committee of St. Andrew's Mission Hospital and Singapore Anglican Community Services.

Alpha Organisational Chart



Highlights FY2020-2021

The Marriage Course Remake

In 2020, Alpha launched the remake of The Marriage Course globally. Alpha Singapore, in partnership with the Asia Pacific team, conducted a seven-week online experience for some of our pastors in Singapore.

The online experience was a much-needed activity for our church leaders who have been battling with the challenges of ministry in an ever-changing landscape. These pastors and their spouses completed the sessions feeling blessed, rich, and renewed in their relationship as those weeks were also precious moments of rest with each other and to abiding in God's love.

To continue with this blessing for our church leaders, Alpha Singapore ran our first online Marriage Retreat for the same group of pastors and spouses. We concluded with an amazing experience for these couples, together with Nicky and Sila Lee as our guest speakers who led them in renewing their vows, a very special experience for everyone.

In Conversation with Pastors

Since meeting in person has been difficult, the Alpha Singapore team initiated regular online coffee sessions with pastors to spend time in fellowship, in prayer, and to share in their successes and challenges in their various churches and ministries.

These sessions fostered a sense of unity amongst the churches and together we stand as a one in God's love and hope for our nation.

Alpha Resources

In 2020, we moved the sale of all our physical books and available titles exclusively to SKS bookstores, streamlining our work to relationship building and ministry engagements with churches in Singapore.

Most of the Alpha resources are also available online via the MyAlpha Website.

Financial Overview

INCOME SOURCES

Sales of Resources, Books, Banners & Materials

OTHER ITEMS OF INCOME

Donations Received

Government Grant

Conference, Workshop & Training

Other Income

Total Income

TOTAL FUNDS

FY2019 **FY2020** **FY2021**

\$108,693 \$48,424 \$15,377

\$961,282 \$805,036 \$604,127

\$4,808 \$78,760 \$74,630

\$42,400 \$26,380 \$2,157

\$0 \$12,661 # \$173

\$1,117,183 **\$971,261** **\$696,464**

EXPENSES

Changes in Inventory

Purchases of Inventory

Employee Expense

Operating Lease Expense

Depreciation of Property, Plant & Equipment

Interest Expense - Lease

Impairment Loss *

Ministry Expenses

Total Expenses

NET SURPLUS / (LOSS)

(\$7,209) (\$19,600) (\$13,143)

\$45,066 \$50,894 \$26,891 ^^

\$563,206 \$524,100 \$445,472

\$38,558 \$0 + \$0 +

\$69,719 \$115,882 + \$88,801 +

- \$8,096 \$5,151

\$25,000 * - -

\$291,090 \$204,619 \$116,267

\$1,025,430 **\$883,991** **\$669,439**

\$91,753 **\$87,270** **\$27,025**

* Writedown of Alpha Bus donated in 2016 to Market Value

Includes Rent Relief Income from Landlord of Office Premises

+ Change In Accounting Standards on Leases means that from FY20, depreciation includes those for Rental of Office Premises.

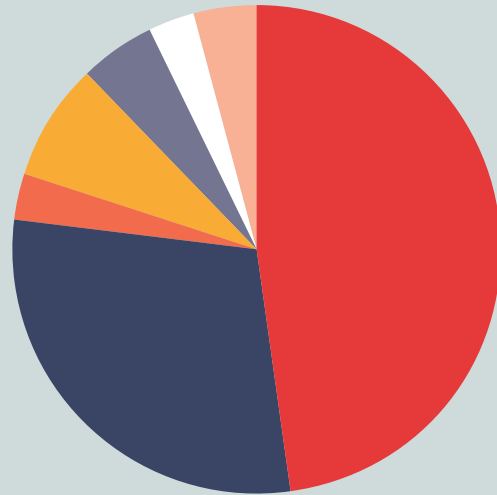
^^ Sales of resources passed to bookstore and no longer part of operations.

The figures above are summarised from the charity's accounts, audited by Baker Tilly FFW LLP.

A complete set of accounts is available upon request.

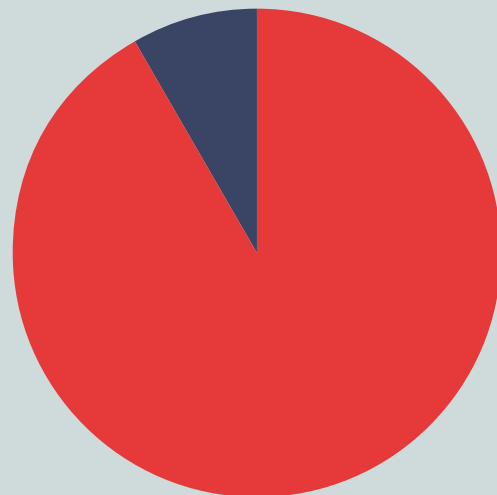
How You Gave in FY2021

- Church/General Donations 48%
- Fellowship on the Greens Golf Event 29%
- On-line Alpha Partner's Dinner Donations 3%
- Donor Engagement Dinners 8%
- Share the Gift Campaign 5%
- Sale of Resources, Training & Other Material 3%
- Other Fundraising Activities 4%



How You Gave in FY2021

- Front Line Ministries & Publicity 81%
- Administrative Support 19%



FINANCIAL STATEMENTS INCLUDE:

Independent Auditor's Report to the Members of Alpha Singapore on whether the financial statements are properly drawn up in accordance with the relevant provisions.

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Extract from the Auditor's report dated 21 October 2021 from Baker Tilly TFW LLP Public Accountants and Chartered Accountants.

Opinion

We have audited the accompanying financial statements of Alpha Singapore

(the "Society") as set out on pages 5 to 21, which comprise the balance sheet as at 31 July 2021, and the statement of comprehensive income, statement of changes in fund and statement of cash flows for the financial year that ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the Societies Act, Chapter 311 (the "Societies Act"), the Charities Act, Chapter 37 and other relevant regulations (the "Charities Act and Regulations") and Financial

Reporting Standards in Singapore ("RSs") so as to present fairly, in all material respects, the financial position of the Society as at 31 July 2021 and of the financial performance, changes in fund and cash flows of the Society for the financial year ended on that date.

Our Work: Programmes & Activities

2020: Calendar of Events

August

- Chinese Annual Conference in partnership with Alpha Singapore
- Team Training – Pentecost Methodist Church
- Empower & Experience Training – 3:16 Church

September

- Last day of sale of resources at AS office
- Final Stocktake
- Stocks Transfer to SKS Books Warehouse bookshop
- The Parenting Course Training – Church of True Light
- The Parenting Course Training – Hope Church
- Alpha Weekend Online (AWO) Training – Bedok Methodist Church
- Alpha Online (AO) Training – DBS
- The Pre-Marriage Course – Faith Methodist Church

October

- Alpha Collective
- Alpha Partners' Dinner Online
- Chinese AWO Training – Westside Anglican
- Day Away – City Mission Church
- AO Training – The Harvest Force
- The Pre-Marriage Course Training
- AWO Training – Queenstown Baptist Church
- GleN Sessions West
- Chinese AWO Training – Bethesda Cathedral
- Chinese AWO Training – Elim Chinese Church, Auckland

- Alpha – St Luke Elder Care
- AWO Training – Pentecost Methodist Church
- The Pre-Marriage Course Training
- AWO Training – The Harvest Force
- AO Training – Salem Chapel
- Annual General Meeting
- AO Training & Experience – Grab

November

- Alpha – St Luke Elder Care
- Alpha – St Luke Elder Care
- Alpha – St Luke Elder Care
- Chinese AO Training – Agape Christian Church
- AO Training – Teachers
- Alpha – St Luke Elder Care
- Empower – Alpha Film Series

December

- Donors Appreciation
- Staff Retreat
- Office Closure

Our Work: Programmes & Activities

2021: Calendar of Events

January

- Alpha Red Packets 2021 Distributions
- Prayer Summit
- Board Meeting
- Youth Training with Bukit Batok Presbyterian Church
- Parenting Training with Lakeside Family Services
- Marriage Training with various churches
- Training with City Missions Church

February

- In Conversation with Pastors (Chinese)
- In Conversation with Pastors (English)
- Donors Engagement Dinner @JAG
- Prayer Meeting with Glad Tidings Church
- Donors Engagement Dinner @Oshino
- Alpha Training with Queenstown Baptist Church
- Alpha Collective

March

- Donors Engagement – Golf Tournament
- AO Training with Riverlife Church
- A conversation with Fr James Mallon and Nicky Gumbel
- Work Zero
- AO Training with Faith Methodist Church
- The Marriage Course Training with Brighton Community Church
- AO Training for Workplace
- Alpha Training with Hope Church

April

- Donors Appreciation
- The Marriage Course Training
- The Pre-Marriage Course Review & Feedback Session
- Experiencing Alpha with Living Hope Methodist Church
- AWO Training with Alpha in the Catholic Context
- The Marriage Course Experience Training with Host Couples
- Golf Tournament Prize Presentation Dinner
- Whistle-blowing manual with Shared Services or Charities Limited
- Board Meeting

May

- Leadership Conference
- Alpha Weekend Training with Charis Methodist Church
- Empower
- In Conversation with Pastors (English)
- Alpha Training with Woodlands Evangelical Free Church
- Donors Engagement
- Explore Alpha Online
- In Conversations with Pastors (Chinese)

June

- Alpha Training with Woodlands Evangelical Free Church
- The Marriage Course Experience Introduction
- AWO Training with Fairfield Methodist Church
- Experiencing Alpha with Glory Joy Christian Church
- AWO Training with Toa Payoh Chinese Methodist Church
- The Marriage Course Experience Introduction

July

- The Parenting Children Course for DTCC
- Experiencing Alpha with Paya Lebar Chinese Methodist Church
- The Marriage Course Experience
- AO Training with Frankel Bethesda Church
- The Marriage Course Experience
- The Parenting Children Course for DTCC
- The Marriage Course Experience
- Experiencing Alpha & Training with NUS Med
- Board Meeting
- Empower Chinese
- The Marriage Course Experience
- The Parenting Children Course for DTCC

Fundraising Event & Activity

The continuation of Covid-19 and ever changing restrictions presented more challenges in the success of our regular fundraising activities, therefore we explored different fundraising strategies. Some of our successful initiations include Small Online dinners and Share the Gift campaigns. Other initiatives were postponed to the following year.

We were very blessed by the support of new and regular donors comprising both churches and individuals. Despite the lack of fundraising events, they continued to support us financially, with time, and through prayer.

Fellowship on The Greens



100% of funds raised from golf flights and donations were used for our mission work at Alpha Singapore.

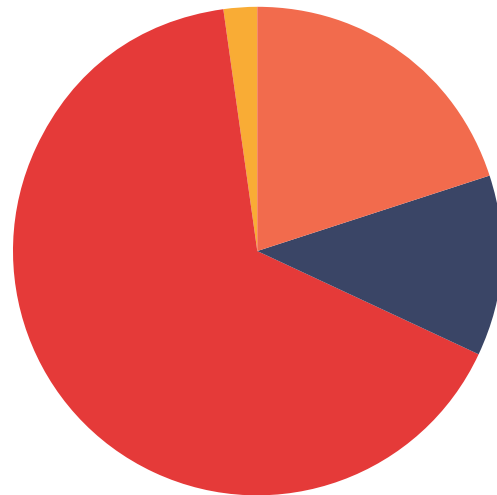
Alpha Partners' Dinner Online



Online dinner which wine, food and auction items were all generously sponsored by our donors.

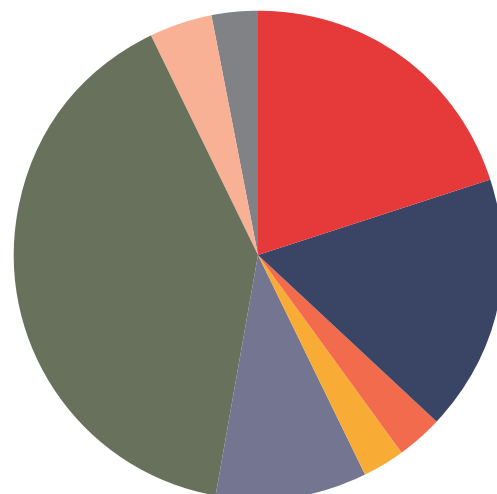
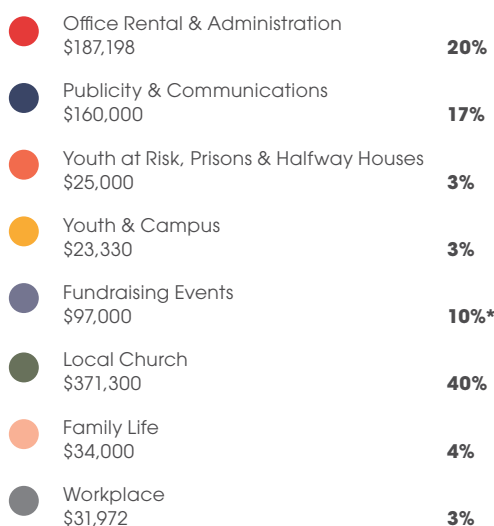
The Year Ahead

Target Income FY2022



TOTAL \$862,000

Budget Expenditure FY2022



TOTAL \$929,800

*Annual Fundraising Events are subject to Covid-19 safeguarding measures.

Going Forward in 2022



Launch of Asian Alpha Film Series

An exciting time ahead as Alpha International will be launching its 1st Asian Film Series globally in the 2nd half of 2022. A much-anticipated content targeted at Mandarin speaking and other Asian languages will be made available.

Chinese Autumn Festival – Alpha everywhere campaign in Singapore

Following the global launch of Asian Alpha Film Series, Singapore will embark on a nationwide campaign to gather Mandarin speaking churches for an Alpha experience and the weekend away sessions in various churches. This will be expected to take place during the period of the Chinese Autumn Festival.

Launch of Alpha Now, a platform to host online Alpha runs

In addition, Alpha International will launch an online platform to host Alpha courses online. This platform will be available to all who wish to run Alpha online for their communities, at no cost.

Governance

Management Committee

The following office-bearers were elected at the Annual General Meeting held on 29th October 2020; all Board Members serve on a voluntary basis, receiving no remuneration with the exception for Angelic Cheah, who also serves as the Executive Director.



Governing Board Members

- There are no board members holding staff appointments except for Angelic Cheah. The board members do not receive any remuneration from the Society. As such, no board member is involved in setting his or her own remuneration, with the exception for Angelic Cheah, who also serves as the Executive Director.
- The board meets at least once every three (3) months after giving seven (7) days notice to board members.
- The Chairman may call a board meeting at any time by giving five (5) days notice. At least 5 or one-third (1/3) of the board members, whichever is higher, must be present for its proceedings to be valid.
- Staff are not permitted to chair board meetings.
- A total of 4 board meetings were held in FY20/21 on the following dates: 29.10.2020, 21.01.2021, 29.04.2021, 22.07.2021. The Annual General Meeting was held on 28th October 2021.
- Executive Director: Angelic Cheah Yee Ping was appointed on 15 April 2019.



Policy for Board Selection and Recruitment

- Directors are appointed upon recommendation by incumbent Board Members and evaluated by the Chairman. The Chairman then formally approves their appointment.
- All new Board Members undergo a buddy system with one of the current board members to help them understand Alpha Singapore.

Training and Evaluation of Board Effectiveness

- Board members will attend relevant courses offered by the Commissioner of Charities and Registry of Societies to keep the Board updated with current changes.
- Board effectiveness is measured by the output of each project and evaluated at every board meeting.

Term Limit for Board

Board members who have served more than 10 consecutive years:



Keith Yu-Jene Magnus

Reasons: Keith has been serving on the board since 2009.

2009 & 2010: Treasurer

2011 & 2012: Vice President

2013 till current: President

He is vital to the vision, growth and renewal of Alpha Singapore (AS). Under his leadership and expertise, AS won the Charity Transparency Award in 2017. With his new role as the Chairman of Asia and Global Management Committee of Evercore, and trust with Alpha International based in the UK (and an approved sponsor of their activities here), he will continue to bring AS to greater levels of governance and breakthroughs in the year ahead.

He has built up the organisation from one that operates on a budget of circa S\$200,000 per annum when he took over as Treasurer/ Vice President, to one that has operated, given the strong strategic growth of the organisation and its activities in Singapore. He has seen the organisation through a number of management changes and his deep knowledge of the organisation has been instrumental in ensuring the uninterrupted operating effectiveness of Alpha Singapore.



Henry Tan Song Kok

Reasons: Henry has been serving on the board since 2011.

2011 & 2012: Treasurer

2013 till current: Vice President

Together with Keith, Henry helps contribute to AS in the areas of governance, programmes and fundraising matters. AS has run many successful events with Henry's help. His expertise and experience with charities will continue to align AS with good governance.



Danny Koh Thong Meng

Reasons: Danny has been serving on the board since 2011.

2011 & 2012: Board Member

2013 to 2016: Secretary

2017 till current: Board Member

Danny is an advocate in promoting Alpha in the workplace and is involved in the Alpha runs in his office. Through his network, AS was able to run Alpha in different workplaces. His continual contribution as a Board Member is vital in helping AS remain in line with the workplace ministry. He also contributes much of his experience from serving on the boards of various charities and societies, supporting AS in the areas of fundraising and best practices.

Board Meetings

Board Member	Date of Appointment	Board Meeting Attendance
Keith Yu-Jene Magnus <i>Chairman</i>	From October 2013 <i>Chairman</i>	4/4
Henry Tan <i>Vice Chairman</i>	From October 2013 <i>Vice-Chairman</i>	4/4
Han Neng Hsiu <i>Secretary</i>	From October 2019 <i>Secretary</i>	4/4
Charlie Chan Wai Kheong <i>Treasurer</i>	From October 2019 <i>Treasurer</i>	3/4
Angelic Cheah Yee Ping <i>Board Member</i>	From October 2013 <i>Board Member</i>	4/4
Danny Koh Thong Meng <i>Treasurer</i>	From October 2017 <i>Board Member</i>	3/4
Fang Eu-Lin <i>Board Member</i>	From October 2013 <i>Board Member</i>	1/4
Chua Siang Guan <i>Board Member</i>	From October 2014 <i>Board Member</i>	4/4
Ong Kian Min <i>Board Member</i>	From October 2017 <i>Board Member</i>	3/4

Disclosure of Remuneration and Benefits received by Board Members

All Board Members serve on a voluntary basis, receiving no remuneration except for Angelic Cheah Yee Ping, the Executive Director.

Sub-Committees

Information on Committees (or Designated Board Members) which oversee specific areas.

Board Committees, each with its own defined Terms of Reference, function under the auspices of the Board. Each committee is chaired by a Director, assisted by members, who themselves are approved by the Board. The table below, depicts the composition:

Committee Terms of Reference	Composition
<p>Audit Committee Facilitates the external and internal audit of the organisation for the Board to obtain independent information about the organisation's activities.</p>	<p>Fang Eu-Lin Danny Koh</p>
<p>Finance Committee Reviews work plans and budgets for the respective programme; monitors budget income and expenditure regularly to ensure efficient operation and strict adherence to financial policies.</p>	<p>Han Neng Hsiu Charlie Chan</p>
<p>Fundraising Committee Oversees the organisation's overall fundraising and fundraising done by the Board.</p>	<p>Charlie Chan Henry Tan Ong Kian Min</p>
<p>Programme / Services Committee Oversees new programme development, monitors and assesses outcomes of existing programmes, ensuring they are in line with the vision, mission and objectives of the organisation.</p>	<p>Henry Tan Angelic Cheah Chua Siang Guan</p>

Brief Description of Charity's Board Re-nomination and Re-appointment Process

All Board members are required to submit themselves for re-nomination and re-appointment at the end of the two (2) years term in accordance to the constitution Article 8.2. There is no automatic renewal of term for all board members.

In accordance to the constitution, there is a maximum limit of two (2) consecutive years for the position of Treasurer.

Term Limit for Treasurer (or equivalent) Based on Alpha Singapore Constitution:

All Board members are required to submit themselves for re-nomination and re-appointment at the end of the two (2) years term in accordance to the constitution Article 8.2. There is no automatic renewal of term for all board members.

In accordance to the constitution, there is a maximum limit of two (2) consecutive years for the position of Treasurer.

Disclosure of Remuneration

1. No staff is involved in setting his or her remuneration.
2. No staff member receives an annual remuneration exceeding \$100,000.
3. There is no paid staff who is a close member of the family belonging to the organisation.

Policies

Conflict of Interest Policy

- All Board Members serve on a voluntary basis, receiving no remuneration.
- All Board Members and Alpha Singapore staff submit their Disclosure Interests on a yearly basis.

Reserve Policy

- In February 2020, we setup a separate Reserve bank account with UOB for funds not intended to be used for short-term working capital.
- To further strengthen internal controls this bank account is only able to be activated by the executive committee members into the current working capital account.

Loans

AS does not approve any loans to any director, employee, board committee member or any other parties. Neither does AS receive loans for any purpose or tenure.

Donations

AS does not make donations to any external parties.

Other Policies

In addition to the above, the Board has approved various policies to delineate roles and responsibilities and provide guidance to the management including:

- Human Resource Policies & Procedures
- Finance Policy

Policies & Procedures are reviewed and updated regularly. There were no major changes and updates to the existing policies.

