

Pioneering a **New Frontier**
Forging **New Connections**
Thriving **New Grounds**

2024

ANNUAL REPORT

ALPHA SINGAPORE

Alpha



02 ABOUT US

03 MESSAGE
FROM THE CHAIR

04 ALPHA SINGAPORE
BOARD OF DIRECTORS

07 ALPHA SINGAPORE
ORGANISATION
CHART

08 HIGHLIGHTS
OF THE YEAR

10 ALPHA SINGAPORE
FINANCIAL
OVERVIEW

13 OUR WORK:
PROGRAMMES & ACTIVITIES

17 ALPHA SINGAPORE
THE YEAR AHEAD

21 GOVERNANCE

CONTENTS





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, prisons and now, even online!

OUR VISION

The evangelisation of the nations

The revitalisation of the church

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, #03-02 St Andrew's Centre, Singapore 088541

Auditor: Baker Tilly TFW LLP

Bank: The United Overseas Bank Limited

Financial Year: 1 August 2023 - 31 July 2024

MESSAGE FROM THE CHAIR



Dear Friends and Partners of Alpha,

Warm greetings to you.

This year was a special year for Alpha Singapore as we celebrated our 20th Anniversary. Over the years, we have stayed faithful to the work, which has multiplied over time. We thank God for all that He continues to do for us and the lives He touches through the work of Alpha Singapore. Please allow me to express my deep gratitude to all our partners, to all board members past and present, and to all our volunteers and friends who have worked tirelessly to make a difference through Alpha Singapore.

By God's grace, we achieved 1277 Alpha courses, conducted by 215 churches, organisations and individuals, enabling over 38,000 guests to encounter Jesus through Alpha. Additionally, we had 260 Family Life courses, equipping families to strengthen their marriages and disciple the next generation. These achievements represent more than just numbers; they reflect our dedication to creating spaces where people can form lasting connections, find direction, and experience personal growth.

We spent time planning for the launch of the Alpha Youth Series 3.0 which occurred in October 2024. This new series invites young people to explore life, faith, and purpose in a way that is dynamic and engaging. With the subsequent successful launch and a renewed focus on the youth, we are excited to see youths having the opportunity to make a lasting impact on their generation as they do their own lives.

This year also saw a change of National Director leadership. We extend our heartfelt gratitude to Angelic Cheah for her outstanding leadership and invaluable contributions to Alpha Singapore over the past five years as Executive Director, having steered the organisation through the challenging Covid19 and post Covid19 era. We are pleased that Lim Fang Chien has assumed the appointment of National Director-designate in October 2024, and we expect that he will succeed Angelic Cheah through the course of 2025.

As we look ahead to 2025, we will look to intensify the work. None of this would be possible without your partnership. Our board and staff remain committed to advancing the Great Commission. Together, we aim to transform lives, communities, and society.

Thank you for being a part of this exciting journey.

To God be the glory!

Blessings,
Keith Magnus
Chairman, Alpha Singapore

ALPHA SINGAPORE BOARD

OF DIRECTORS



KEITH MAGNUS

Keith Magnus is chairman of Evercore's Asia business, and a member of the firm's global Management Committee. He has been recognised by industry publications and panels as a leading investment banker in Asia.

HENRY TAN

Henry Tan is the Group CEO and Chief Innovation Officer at CLA Global TS Holdings Pte. Ltd., an international accounting and advisory group. He is also on the board of a number of listed companies. Henry worships at Wesley Methodist Church and also serves as Conference Lay Leader of Trinity Annual Conference of the Methodist Church in Singapore.



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.



HAN NENG HSIU

Han Neng Hsiu is the Deputy Secretary (Leadership) in the Public Service Division, Prime Minister's Office. He has served in the Ministry of Finance, Ministry of Defence, Ministry of Trade and Industry, and Ministry of Education. He is married with two children.

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 Vice Chairman of Community Chest. In addition, Danny is a council member of Brighton Community Church, and a board member of Festival of Praise.



FANG EU-LIN

Fang Eu-Lin is a Partner at PwC Singapore where she heads the Sustainability and Climate Change Practice. She also leads the PwC's Asia Pacific Centre for Sustainability Excellence. Eu-Lin serves on the board of the National Environment Agency as the Co-Chair of the SG Eco Fund Advisory Committee, a member of the MAS Corporate Governance Advisory Committee and the SGX-ACRA Sustainability Reporting Advisory Committee. Eu-Lin also serves as audit and risk committee chair for non-profit boards and is also a board member and chairman of the School of Business at Temasek Polytechnic. She is a Singapore Chartered Accountant, an alumna of Harvard Business School and obtained a Masters in Public Administration from Harvard Kennedy School, Harvard University.

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 has experience in both private and public listed corporations. Angelic is also a strong advocate for helping underprivileged children and volunteers, actively, producing and managing community development and social programmes in Singapore and the region.



REVD CANON CHUA SIANG GUAN

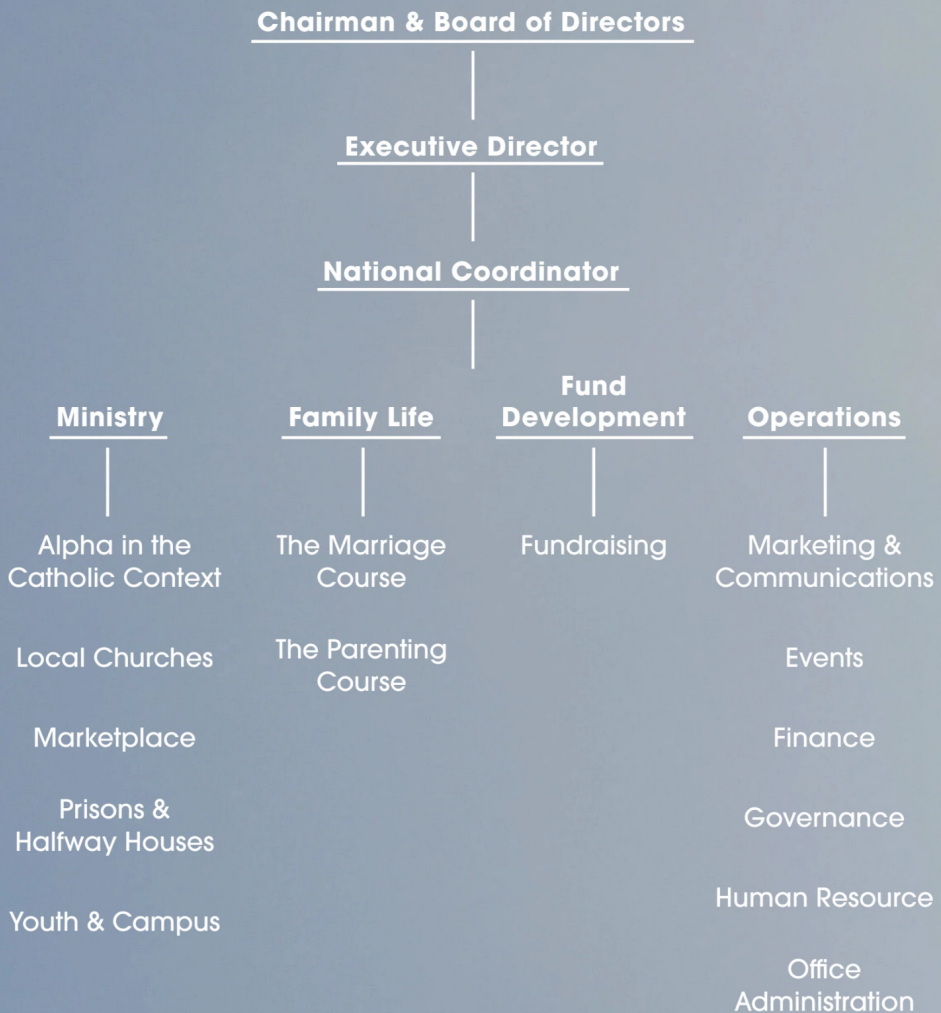
Revd Canon Chua Siang Guan is an Anglican priest and Vicar of St. James' Church in the Diocese of Singapore. He was a founding member of St. Hilda's Community Services Centre and served as the Executive Director before entering the pastoral ministry in 2008. Siang Guan is married to Fung Fung and they 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 lawyer 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. Kian Min has been married to Joni for 37 years and they have been blessed with five children and six grandchildren. He has been worshipping at Wesley Methodist Church for 40 years.



ALPHA SINGAPORE ORGANISATION CHART





ALPHA ROUNDTABLES: EMPOWERING YOUTH LEADERS

This year, we continue to host Alpha Roundtables to provide youth pastors and leaders with a collaborative platform for networking, idea exchange, and mutual encouragement. These sessions strengthen relationships within the community and also lay the foundation for future impactful partnerships. Together, we aim to pave the way for the successful launch and running of the new Alpha Youth Series 3.0, inspiring and equipping youths to engage meaningfully with faith.

FY2024

HIGHLIGHTS OF THE YEAR





CHARITY TRANSPARENCY AWARD 2024

Alpha Singapore is honoured to receive the Charity Transparency Award for its fourth year (2017, 2022, 2023, and 2024). This award, part of the Charity Council's Charity Transparency Framework (CTF), recognises our ongoing commitment to transparency, accountability, and best governance practices. We are deeply grateful for this continued recognition and remain dedicated to maintaining the highest standards in our work.



AN EVENING OF FELLOWSHIP WITH NICKY AND SILA LEE

We were privileged to host Nicky and Sila Lee, founders of the Marriage and Parenting Courses, for an inspiring evening of fellowship with our Marriage and Parenting coaches. The night was filled with powerful stories and testimonies of lives transformed through the series, along with valuable insights on how we can further expand its impact.





**ALPHA
SINGAPORE**

FINANCIAL OVERVIEW

INCOME	Total Funds FY 2022 (\$)	Total Funds FY 2023 (\$)	Total Funds FY 2024 (\$)
Donations	979,940	1,277,969	1,155,775
Conference, Workshop & Training	5,600	44,300	5,845
Commission or Sales Income	-	1,202	14,908
Government Grant	20,914	2,049	3,708
Other Income	795	75	-
Total Income	1,007,249	1,325,595	1,180,236

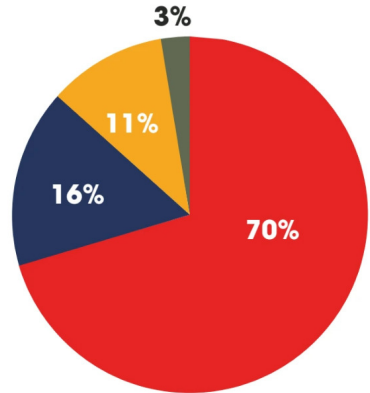
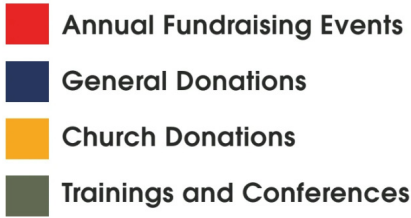
EXPENSES			
Changes in Inventory	(5,181)	-	-
Purchases of Inventory	10,158	-	483
Employee Expense	501,253	517,781	427,188
Depreciation of Property, Plant & Equipment	90,231	76,154	76,165
Interest Expense - Leases	2,053	8,187	5,745
Other Expenses*	218,758	641,678	519,784
Total Expenses	817,272	1,243,800	1,029,365

Net Income	189,977	81,795	150,871
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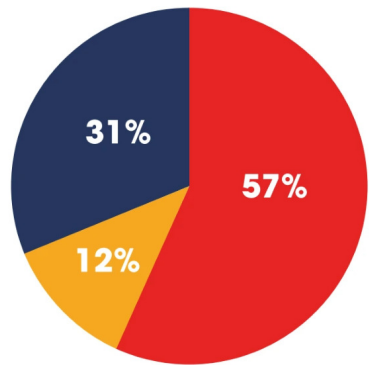
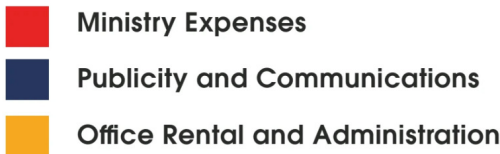
*Other Expenses in FY24 including extraordinary expenses for the Global Chinese Alpha Conference.

A complete set of accounts is available on request.

HOW YOU GAVE IN FY2024



HOW ALPHA SINGAPORE SPENT IN FY2024



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 7 October 2024 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 20, which comprise the statement of financial position as at 31 July 2024, and the statement of comprehensive income, statement of changes in funds and statement of cash flows for the financial year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the Societies Act 1966 (the "Societies Act"), the Charities Act 1994 and other relevant regulations (the "Charities Act and Regulations") and Financial Reporting Standards in Singapore ("FRSs") so as to present fairly, in all material respects, the financial position of the Society as at 31 July 2024 and of the financial performance, changes in funds and cash flows of the Society for the financial year ended on that date.

A photograph of three young people (two women and one man) sitting at a picnic table outdoors. They are all smiling and looking at a red book held by the woman in the middle. The table is covered with a red and white checkered tablecloth and has a white bowl of food, a white cup, and a clear plastic tray. The background shows lush green trees and a red roof structure. The text 'PROGRAMMES & ACTIVITIES' is written in a smaller font above 'OUR WORK', which is in a larger, bold font. The text is enclosed in a white outline that resembles a house shape.

PROGRAMMES
& ACTIVITIES
OUR WORK

2023 CALENDAR OF EVENTS

August

01. Alpha Workplace Summit
02. Alpha Training with an Assembly of God Church
03. Alpha Training with an Independent Church
04. The Marriage & Pre-Marriage Courses Online Training
05. Alpha Training with a Non-Profit Organisation
06. Alpha Everywhere Weekend Away
07. Ministry Training with a Workplace community
08. Alpha Experience with an Independent Church

September

09. Alpha Youth Training with an Independent Church
10. The Parenting Course training with an Anglican Church
11. Work Zero & Photoshoot
12. The Marriage Course Online Training with a Baptist Church
13. Ministry Training with an Assembly of God Church
14. Alpha Facilitation Training with an Independent Church
15. Alpha Training with an Independent Church

October

16. The Pre-Marriage Course Online Training with an Independent Church
17. The Pre-Marriage Course Training with a Methodist Church
18. Empower Training (English & Chinese)
19. Alpha Weekend Away with an Independent Church (Chinese)
20. Revival Night – Awaken Generation & Alpha Singapore
21. Ministry Training with a Non-Profit Organisation
22. Annual General Meeting/ Board Meeting
23. Alpha Training with a Non-Profit Organisation

November

24. Empower Training (English & Chinese)
25. Volunteer Appreciation Night
26. Alpha Training with an Independent Church
27. Alpha Youth Weekend Training with an Independent Church
28. Chinese Alpha Film Series Experience with a Methodist Church
29. Charity Transparency Awards Dinner

December

30. Staff Retreat
31. Alpha Training with an Anglican Church

2024 CALENDAR OF EVENTS

January

01. Alpha Training with a Non-Profit Organisation
02. Lead Like Jesus Training
03. LoveSingapore Summit 2024
04. Alpha Training with a Methodist Church
05. Board Meeting
06. Elevate Training

February

07. Alpha Youth Series Training with a Brethren Church
08. Alpha Training with a Workplace Community
09. Pastors' Prayer & Brunch
10. Alpha Envisioning with an Anglican Training Centre
11. Youth Roundtable Session

March

12. Alpha Youth Series Training with an International Church
13. Impossible Conference
14. Alpha Training with an International Church
15. Alpha Training with an International Church
16. Empower Training (Catholic)
17. Empower Training (Tamil)
18. The Parenting Course Training with a Methodist Church
19. Staff Welfare – Financial Stewardship Training

April

20. Youth Roundtable Session
21. Empower (English & Chinese)
22. Board Meeting
23. Alpha Everywhere Season 3 Combined Day Away

May

24. The Marriage Course Training with an International Church
25. Empower (English & Chinese)
26. Elevate Training
27. Leadership Conference (London)
28. Youth Roundtable Session
29. Empower Training (English & Chinese)

June

30. Alpha Training with an Assembly of God Church
31. Alpha Regional Gathering (Kuala Lumpur, Malaysia)
32. Alpha Partners' Dinner - 20th Anniversary

July

33. Alpha Training with a Church Of Singapore Church
34. Chinese Alpha Training with a Presbyterian Church
35. Campus Alpha Training with a Baptist Church
36. Volunteers & Leaders Engagement with Nicky & Sila Lee

FUNDRAISING CAMPAIGNS & EVENTS

Alpha Singapore has embraced a diverse range of fundraising events, ensuring inclusivity and innovation in our efforts to support our mission.

Our current campaigns are:

1. Share-The-Gift (STG)

STG is a campaign dedicated to sharing the gifts of time, friendship, and stewardship with our local community as they explore and deepen their relationship with Jesus. We encourage donors to commit \$50 per month or \$600 per year.

Campaign period	Total Donations
August 2023 – July 2024	\$9,366.20

2. Church Partnerships

Alpha Singapore keeps churches updated on our current needs, projects, upcoming initiatives, and new endeavours. Our vision has always been to serve the church, through the church, and by the church. We aim to ensure the success of the church and deepen our partnership with them.

Campaign period	Total Donations
June & July 2024	\$74,025

3. Alpha Partners' Dinner

In June 2024, we celebrated our 20th anniversary with the annual Alpha Partners' Dinner at The Fullerton Hotel Singapore. This special evening honoured the core partners who have played a pivotal role in supporting our mission. The event also served as a fundraiser for our ministries in 2024. By God's grace, we raised a total of \$363,644.67 through table sales, silent auctions, and generous donations.

Fundraising Efficiency Ratio:

Due to the generosity of our donors and sponsors, we have been able to maintain our Fundraising Efficiency ratio at less than 20% — well below the required 30% under the IPC. This assures our donors that the majority of their contributions are used directly for equipping and serving the church, thereby helping people discover and develop a relationship with Jesus through Alpha..

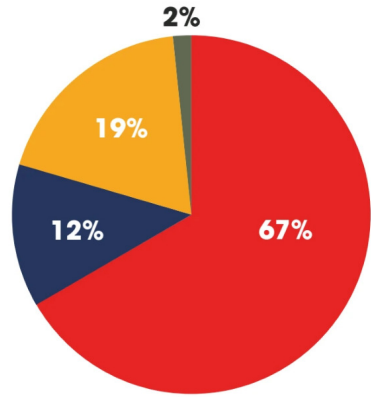


ALPHA
SINGAPORE
**THE YEAR
AHEAD**

TARGET INCOME FY2025

- Annual Fundraising Events
- General Donations
- Church Donations
- Trainings and Conferences

Total Target Income: 1,333,000

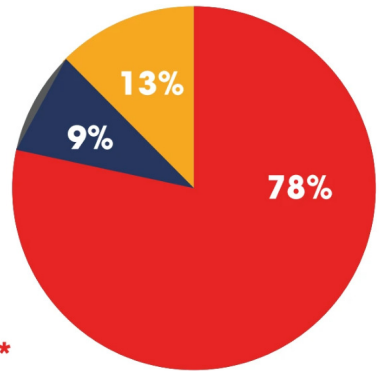


BUDGET EXPENDITURE FY2025

- Ministry Expenses
- Publicity and Communications
- Office Rental and Administration

Total Budget Expenditure: 1,333,400*

**Budget prepared in June 2024.*



GOING FORWARD IN 2025

DEEPENING CONNECTIONS WITH CHURCHES

In 2025, Alpha Singapore is dedicated to cultivating deeper partnerships with churches across the nation, strengthening collaboration that goes beyond engagement. By aligning our mission and resources, we aim to equip more churches to help people discover and develop a relationship with Jesus through Alpha. Our approach will be centred on intentional relationship-building, where we will engage in regular feedback exchange and celebrate the powerful stories of transformation. Together, we will work towards our shared vision in the revitalisation of the church and the transformation of society.

INCLUSIVE OUTREACH AND CROSS-CULTURAL ENGAGEMENT

At Alpha Singapore, we embrace the rich diversity of our participants, reaching out to people from all walks of life and fostering cross-cultural connections. Moving forward, we are committed to touching even more hearts by building new relationships within the Marketplace as well as with the Migrant Workers and International Students. Through these initiatives, we aim to create inclusive spaces where everyone can experience the life-changing power of Christ and embark on a journey of spiritual growth and transformation.



DEVELOPING ALPHA LEADERS AND VOLUNTEERS

Alpha Singapore is dedicated to empowering and nurturing more leaders and volunteers through comprehensive training, mentorship, and ongoing support. Our aim is to inspire confidence and equip them with the essential skills to lead Alpha courses with excellence. By prioritising leadership development, we seek to cultivate a thriving community of committed individuals who inspire others to explore and deepen their faith. This initiative will foster a dynamic network of leaders who are not only devoted to spreading the message of Christ but also dedicated to creating lasting change in their communities.

EXPANDING CONNECTION WITH YOUTHS

Alpha Singapore aims to equip more youths with the confidence, purpose, and spiritual foundation needed to navigate life's challenges and make a positive impact on their generation. As youths are the future of the nation, Alpha Singapore will also nurture a culture of service, inspiring youths to share their faith, while fostering a strong sense of belonging and support among their peers.



GOVERNANCE

Management Committee

The following office-bearers were elected at the Annual General Meeting held on 26th October 2023; all Board Members serve on a voluntary basis, receiving no remuneration with the exception of 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 of 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 FY 2023/2024 on the following dates: 26.10.2023, 25.01.2024, 23.05.2024, 18.07.2024. The Annual General Meeting will be on 30th October 2024.
- Executive Director: Angelic Cheah 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



Keith has been serving on the board since 2009. He provides stability and progress for Alpha Singapore.

2009 & 2010: Treasurer

2011 & 2012: Vice President

2013 till current: President

Keith is vital to the vision, growth and renewal of Alpha Singapore (AS). Under his leadership and expertise, AS has been awarded the Charity Transparency Award multiple times whilst achieving significant growth. With his strong institutional knowledge, and tenure of trust with Alpha International based in the UK (and an approved sponsor of their activities here), he will, along with the team, seek to continue to bring AS to greater levels of governance and breakthroughs in the year ahead. 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



Henry has been serving on the board since 2011. He provides stability and expertise working with the charities.

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



Danny has been serving on the board since 2011, and his support and networks have benefited AS in many ways.

2011 & 2012: Board Member

2013 to 2016: Secretary

2017 till current: Board Member

Danny is an advocate for 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.

Angelic Cheah



Angelic has been serving on the Board since 2013. Her extensive experience in non-profit organisations has been instrumental in driving innovation at Alpha Singapore.

2013 till current: Board Member

Angelic is a strong advocate for promoting Alpha in the workplace and within the Catholic context. Thanks to her efforts and initiatives, the number of Catholic parishes running Alpha has significantly increased over the past decade. Her network and ministry connections have ensured the continuous implementation of Alpha programmes in both workplace and parish settings.

Fang Eu-Lin



Eu-Lin has been a dedicated Board member since 2013. Her extensive experience in non-profit organisations has been pivotal in enhancing governance and spearheading new initiatives at Alpha Singapore.

2013 till current: Board Member

Eu-Lin is a strong advocate for fundraising and governance. Her expertise in these areas, along with her deep understanding of the non-profit sector, have been invaluable to Alpha Singapore. She has played a crucial role in strengthening our governance structures and launching new fundraising initiatives. Her unwavering commitment and significant contributions have been instrumental in helping Alpha Singapore thrive and expand its impact in these critical areas.

BOARD MEETINGS

Board Member	Date of Appointment	Board Meeting Attendance
Keith Yu-Jene Magnus Chairman	30 October 2009 4 October 2013 (Appointed Chairman)	3/4
Henry Tan Vice Chairman	11 October 2011 4 October 2013 (Appointed Vice Chairman)	4/4
Han Neng Hsiu Secretary	27 October 2014 26 October 2023 (Appointed Secretary)	3/4
Charlie Chan Wai Kheong Treasurer	27 October 2014 26 October 2023 (Appointed Treasurer)	4/4
Angelic Cheah Yee Ping Board Member	4 October 2013 15 April 2019 (Appointed Executive Director)	4/4
Danny Koh Thong Meng Board Member	11 October 2011	2/4
Fang Eu-Lin Board Member	4 October 2013	3/4
Chua Siang Guan Board Member	27 October 2014	2/4
Ong Kian Min Board Member	19 October 2017	4/4

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 and assisted by members, who themselves are approved by the Board. The table below, depicts the composition:

Committee Terms of Reference	Composition
Audit Committee Facilitates the external and internal audit of the organisation for the Board to obtain independent information about the organisation's activities.	Fang Eu-Lin Danny Koh
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.	Han Neng Hsiu Charlie Chan
Fundraising Committee Oversees the organisation's overall fundraising efforts and fundraising done by the Board.	Charlie Chan Henry Tan Ong Kian Min
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.	Henry Tan Angelic Cheah Chua Siang Guan

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

8.2 Names for the above offices shall be proposed and seconded at the Annual General Meeting and election will follow on a simple majority vote of the members. All office bearers except the Treasurer may be re-elected to the same or related post for a consecutive term of office. The term of office of the Committee is two (2) years.

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.
- The Board has established a Conflict of Interest Policy to assist in identifying and managing potential areas of conflict. All directors and key management personnel undertake to declare any situation of conflict that may arise, abstaining from decision-making in such instances so as to allow a fair and transparent decision making process. They are also required to make a negative affirmation annually.

Reserve Policy

- Since February 2021, we have set up a separate bank account with UOB for funds not intended to be used for short-term working capital.
- To further strengthen internal controls, this specific bank account will only be able to be activated by the executive committee members into the current working capital account, when the need arises.

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

Donations to external parties are decided by the Executive Director and approved by the Board. 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
- Whistle-blowing Policy
- Data Protection Policy
- Volunteer management & policy - Work in Progress

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

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, #03-02 St Andrew's
Centre, Singapore 088541

Auditor: Baker Tilly TFW LLP

Bank: The United Overseas Bank Limited

