



BLOSSOM WORLD  
— SOCIETY —



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Annual Report 2021  
**BUILDING CHARACTER**  
**NURTURING KINDNESS**

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# Blossom World Society

BUILDING CHARACTER, NURTURING KINDNESS

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|--------------------|---|
| UEN                | T08SS0161K  |
| Registered Address | Blk 9 Toh Yi Drive #01-321<br>Singapore 590009  |
| Bankers            | Oversea-Chinese Banking Corporation Limited   |
| Auditor            | K.S. Ng & Co.<br>22 Lorong 21A Geylang #08-02<br>Prosper Industrial Buildings<br>Singapore 388431 |
| Co-founder         | Ms Jennifer Goh<br>Blossom World Society  |
| Legal Adviser      | Mr Sng Kheng Huat<br>Advocates & Solicitors Sng & Co.   |

# Overview of Charity

Blossom World Society (BWS) was set up in 25 August 2008 as a society.

25 November 2014 Blossom World Society was registered as a charity under the Charities Act (Chapter 37) since 25 November 2014.

Blossom World Society has been approved as an Institution of a Public Character (IPC) since 29 September 2016

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# President's Message

It has yet escaped everyone's attention that 2021 has been an extraordinary year. Another round of coping with various pandemic situations, stresses from the change in the way we live and work have fluctuated with such speed, leaving us with feelings of weightlessness.

Along with so many others, Blossom World Society has been challenged to find new ways to meet our objectives. Our entire community is forced to ride through the storm that has yet to cease. Schools, Senior Activity Centres were closed and many activities continue to be 'to be confirmed'. With the continuous announcements of COVID-19 variations and heightened alerts we were constantly on the balls of our feet to deal with changes in measures while grabbing on to any wave of opportunity that came our way to spread kindness through our activities.

As physical activities were temporarily shelved, we pivoted wherever we could and scaled down activities requirements to continue pushing through volunteering work virtually. While nothing can replace the energy of physical activity, we held our first virtual annual Fundraising event themed, "A Drop of Kindness, A Magnitude of Gratitude", and found generous sponsors in organisations and individual donors. We reached audiences beyond those who have donated or participated in our events.

And as the crisis rolled through our worker dormitories, we fought our way through with 'Project Belanja' to celebrate and appreciate efforts of migrant workers whose relationship is distanced from their loved ones.

Another major milestone for us in the recognition of the excellence of our efforts was when we received a President's Volunteerism & Philanthropy Award (PVPA) with the National Volunteer and Philanthropy Centre (NVPC), which spurred us on to be creative and innovative - in our work and approach through the storm.

Our resilience, innovative spirit, flexibility in difficult times, coupled with our strong belief that Youths are Leaders of Tomorrow, continue to inspire and contribute to the strengthening of the social fabric of our community. In good times or bad times, our shared morals will always bring us together, and we believe that many more will come to agree that volunteerism is not just for others, but an essential part of our individual growth which will be the silver lining amidst the dark clouds in the horizon, and they will eventually join us on the journey of kindness into the future.

President

**Lim Yan Ning**

# About Us



## BLOSSOM WORLD — SOCIETY —

### VISION

A vibrant Society dedicated to promoting the understanding of different cultures and to instil a sense of graciousness in the younger generation.

### MISSION

To empower individuals with knowledge and skill, to lead and serve

### CORE VALUES

|           |          |
|-----------|----------|
| Sincerity | Service  |
| Gratitude | Kindness |

### PURPOSE

The young generation will be our leaders of tomorrow. Leaders who build the nation must be resilient in the changing world with lots of uncertainty. We believe that the foundation of resilience is good character with kindness and gratitude. This is the purpose of Blossom World Society. The following are the 4 areas that support our purpose:

- To nurture and develop leadership capability of children and youth of all races and religions in Singapore to contribute to community service and charitable activities.
- To foster an appreciation among young Singaporeans of the importance of unity and harmony in society, and of Singapore's nation-building journey.
- To bring together youth who wish to volunteer their services to benefit the disadvantaged, children and elderly.
- To foster appreciation among young Singaporeans of traditional values and cultural heritage, and to promote understanding of the culture and practices of different communities in Singapore.

# Our Team

## GOVERNING BOARD MEMBERS

**Ms Lim Yan Ning**

*President*

Global Supply Development Manager,  
Shell Eastern Petroleum Pte Ltd

Date of Appointment: 24/04/2019

**Mr Ong Yeok Chye**

*Vice President*

Managing Director,  
Daglen GI Pte Ltd

Date of Appointment: 01/04/2015

**Mr Ng Tai Hiang Jeremy**

*Vice President*

Manager,  
SMRT Pte Ltd

Date of Appointment: 24/04/2019

**Ms Lim Guo Ying**

*Secretary*

Assistant Manager (Liaison)  
Prime Minister's Office

Date of Appointment: 23/04/2021

**Ms Koh Cui Shan**

*Treasurer*

Human Resources Manager (SEA),  
Delta Electronics Int'l (Singapore)  
Pte. Ltd.

Date of Appointment: 23/04/2021

**Dr Ng Choon Lan**

*Committee Member*

Senior Manager,  
Quality & Compliance,  
APAC Bausch + Lomb (S) Pte Ltd

Date of Appointment: 01/02/2013

**Ms Chan Huey Yuan**

*Committee Member*

Director,  
My Cozy Room LLP

Date of Appointment: 01/04/2015

**Mdm Tan Li Kheng Nancy**

*Committee Member*

Managing Director,  
Ik Chin Travel Service (S) Pte Ltd

Date of Appointment: 21/04/2017

**Ms Pang Te Huey**

*Committee Member*

Partner,  
S C Teo & Co

Date of Appointment: 21/04/2017

**Mr Lee Jun Yi**

*Committee Member*

Assistant Manager,  
National Environment Agency

Date of Appointment: 23/04/2021

**Mr Chow Wei Yuan**

*Committee Member*

Teacher,  
Ministry of Education

Date of Appointment: 23/04/2021

## EXECUTIVE MANAGEMENT TEAM

**Mr Yen Sheng Xiang**  
*General Manager*

Date of Appointment: 01/10/2020

**Mr Ang Choon Tee**  
*Chief Operating Officer*

Date of Appointment: 01/02/2020

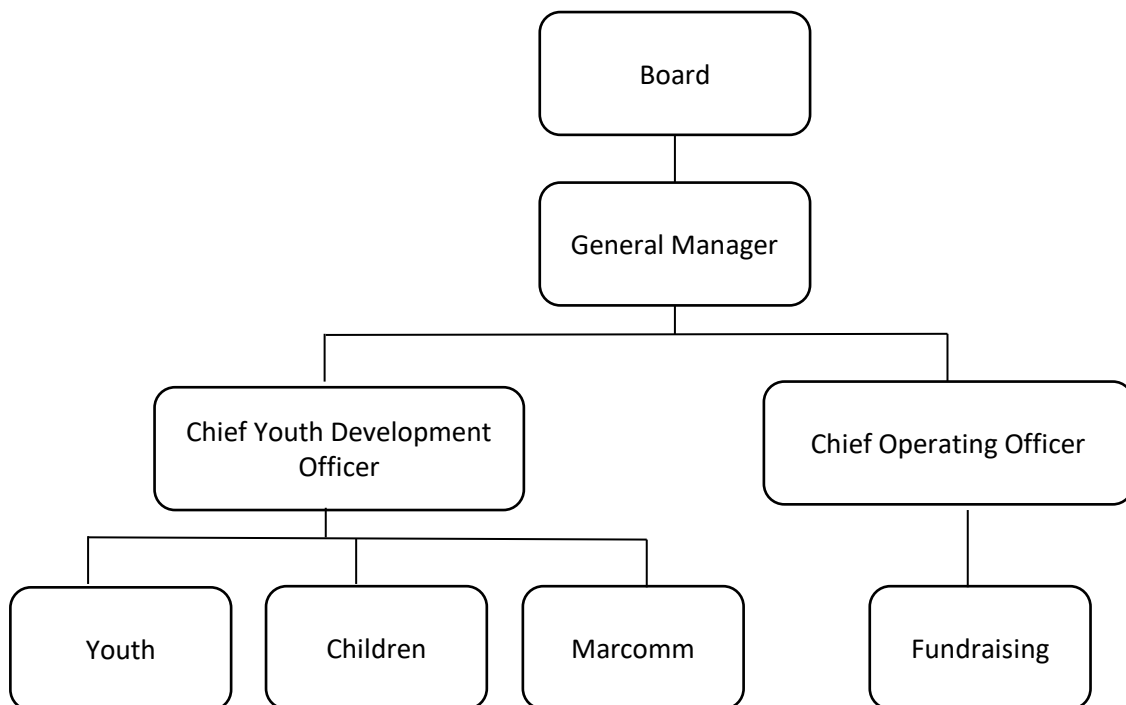
**Ms Patricia Chia**  
*Chief Youth Development Officer*

Date of Appointment: 01/02/2020

## Our Staff

There were a total of 7 full-time and 4 part-time staff in the Year 2021.

## ORGANIZATIONAL STRUCTURE



# Highlights of the Year



**From March 2020 to August 2021-**

Total no. of meals for migrant workers:  
**542,482**

Total no. of meals for low-income families:  
**2,312**

Total donations received:  
**\$2,007,835**



## PROJECT BELANJA AWARDED THE PRESIDENT'S VOLUNTEERISM & PHILANTHROPY AWARDS (PVPA)

We are deeply humbled and honoured to be awarded the President's Volunteerism & Philanthropy Awards (PVPA) 2021, City of Good Award for our efforts in Project Belanja – Start a Food Chain of Good.

Project Belanja aids the migrant workers and low-income families by providing meals for them during the most enduring times of the COVID-19 pandemic in the year 2020 and 2021.

Our co-founder, Ms Jennifer Goh, represented Blossom World Society to receive the award from the President of Singapore, Madam Halimah Yacob.





## Testimonial -

Thank you to the Blossom World staff for the detailed planning. And for giving us so much support and care, making it very easy for us volunteers to focus on our task without having to worry about the small details like tools, materials etc

And also, always reassuring us that we are well supported. Constantly checking in on whether we are feeling ok physically and mentally, feeling motivated and excited and happy and for provoking our thoughts on the session so that it our learning doesn't end when we stop cleaning but we can also continue to reflect and inspire us to come for another session.

## Chong Yu

Age 20, NSF, Volunteer since 2020

## BLOSSOM HOME REFRESH

With an aim to enhance intergenerational cohesion and understand through acts of service towards the pioneer generation via refreshing their households. Through the sessions, we witness how small collective actions can create an impact, an improvement and a smile on somebody's life.

There are many ways one can show love and kindness. Volunteers and donors dedicated their time and resources respectively to serve the seniors.

Through this event, our volunteers stepped out of their comfort zones and gave in ways that exceeded their expectations. Awed by their fellow volunteers, many started to step up to lend a helping hand to homes with conditions that were never seen before.



30  
Volunteers



10  
Household units refreshed



30  
Hours of service work

## Testimonial -

It was a great eye-opening experience. I was shocked at the amount of trash we gathered - I found all sorts of plastic and Styrofoam along the entire stretch (I even found a diaper). Through this event, I saw first-hand how much waste we produce and how much of it washes up and pollutes our natural environment. I feel that by getting down and dirty, clearing bits and pieces of Styrofoam and trash, I can see the impact of that one takeaway box I used, or that plastic bag that I didn't need to waste. For now, I'm starting small and using beeswax wraps/containers for my food and I hope to be eco-conscious in future. In our normal urban lives, it's hard to see the value of reducing non-renewable wastes, so I encourage you all to give beach clean-up a chance and join the next Blossom World event!

### Jia-En

Age 27, Volunteer Since 2021



## PROJECT C.P.R. (Commence Plastic Reduction)



83  
Volunteers



127  
Kg of trash picked up



9  
Hours of service work

This project creates awareness and empower individuals to take action in reducing their usage of single-use plastic.

We host sessions to create awareness on the harms that plastics cause. Effects of climate change are prevalent on our beach, ocean habitat, and most importantly, marine lives. It is also a time to spend with friends and family to contribute to something meaningful.

Many were astonished by the amount of trash laying around than expected. The trash ranged from cigarette butts to Styrofoam to plastic bottles to ART test kits! Some pledged to use less plastic.

In contributing to a better and cleaner environment, all it takes is one less plastic a day.



## Testimonial -

The best thing I discovered during my community service is understanding a fraction of the struggles of these elderly. The elderly that I helped was a lady who lived alone, and needed to purchase food to last her for the month. Through my experience, I got to understand the cost of these food, and how important is it to these elderly that help can be provided to them.

## Eden

Age 20, Student, Volunteer since 2014



## PROJECT M.E.R.C.Y.

Initiated in 2020, right before COVID-19 pandemic, it has amplified the team's efforts in delivering happiness to the seniors virtually. This project empowers youth to contribute to the society. By providing care and support to vulnerable and needy seniors on a regular basis, bringing joy and energy into their lives. For both to learn the important aspects of ageing gracefully and with dignity.

With that we aim to reach out to seniors to support their ageing needs; **physical** and **social support activities**.

With the loosening of the pandemic measures, our volunteers are looking forward in ways they can increase engagement with seniors physically.



## Youth Initiated Programmes



### **INTERGENERATION VIRTUAL ENGAGEMENT ON DIGITAL LITERACY SESSIONS WITH THE SENIORS**

In the current COVID-19 pandemic where mobility is severely restricted, our youth led an initiative to engage seniors with knowledge on digital literacy.



### **PROJECT O.K. (OASIS OF KINDNESS)**

Creating an oasis of kindness in our beneficiaries' lives by delivering goodie bags to help defray some of their daily expenses.



### **CHRISTMAS PRESENT DISTRIBUTION**

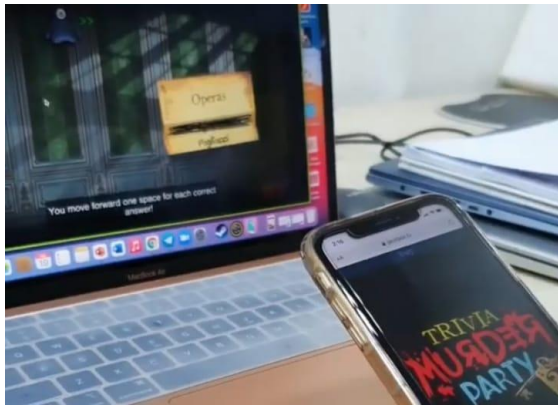
Pay it forward with kindness by delivering presents supported by OUE & Mandarin Orchard to children from low-income families during this merry festive season and cultivate the spirit of giving.

# Blossom Youth Networking



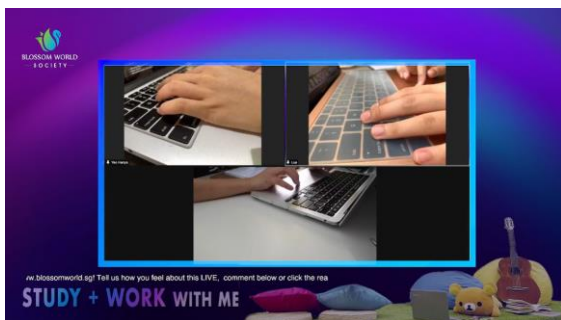
## YOUTH ART JAMMING

Networking activities are curated by youths for youths to build networks while doing good and also to enhance their volunteering experience with the people as well as the Organisation.



## BLOSSOM YOUTH CENTRE (BYC) VIRTUAL RECREATIONAL SPACE

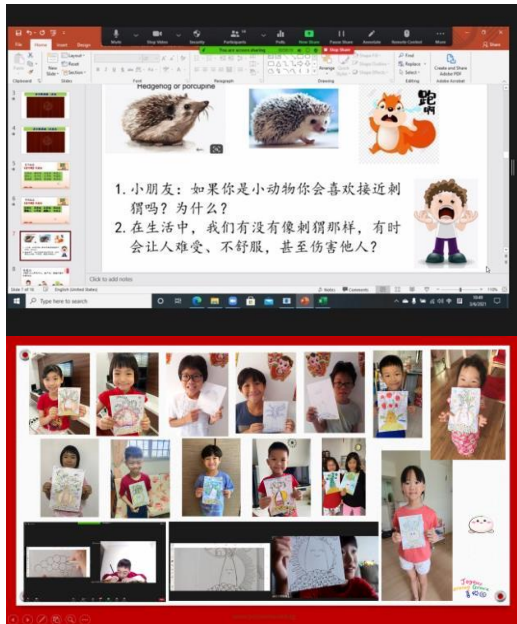
Engaging over games in Blossom Youth Centre virtually via zoom.



## VIRTUAL MUG @ BLOSSOM

We aim to provide our youth with a space, virtual MUG @ Blossom is a platform for youths to 'study or work with me' on ZOOM.

# Children Programme Highlights



## JOYOUS LEARNING GROVE: CHILDREN MORAL EDUCATION CLASSES

There are a total of 3 courses of JLG Children Moral Education Classes:

1. Standards for Being A Good Student and Child (Di Zi Gui) Course, for Pre-Schoolers (4-6 year-olds)
2. Happy Formula Course, for Lower-Primary Schoolers (7-9 year-olds)
3. Discovering Treasure Through Stories Course, for Upper-Primary Schoolers (10-12 year-olds)

## JOYOUS LEARNING GROVE: PARENT WORKSHOPS



Parents, the first teacher of every child, and family, the first school that every child attends. Parents, thus play an influential role in nurturing their children. Therefore, we organise parent workshops that runs concurrently with our children class. Educational concepts derive from our BWS core values, as well as parenting experiences.

We strive to create a constant environment to support all the parents of our JLG students.

## VOLUNTEER TEACHER TRAINING



The trainings aim to strengthen teachers' ability in lesson planning and classroom management while delivering the lessons. Compared to conducting lessons in class, online lessons require much more preparations and effort before and during class. JLG really appreciates all the time and effort put in by all volunteers, especially the main teachers who, on top of their busy schedules, devoted extra time to attend trainings specially arranged for them.

# Our Fundraising Efforts

## A DROP OF KINDNESS, A MAGNITUDE OF GRATITUDE 2021

Held on 24 July 2021, Blossom World Fundraising Event 2021 – “A Drop of Kindness, A Magnitude of Gratitude” was a great success! The event had to be converted to a virtual fundraising event due to the tightening of the Safe Management Measures (SMMs).

We had the honour of Ms Sim Ann, Senior Minister of State for Foreign Affairs and National Development and Member of Parliament (MP) for the Holland-Bukit Timah GRC to grace this special occasion.

During the event, Ms Sim officially launched the Blossom C.A.R.E. Pack. It aims to keep seniors’ minds and body active while staying indoors to protect them from the pandemic.

Dr William Wan, General Secretary of Singapore Kindness Movement was invited to be our moderator of the youth panel discussion.



Raised **\$134,594.50**



## FLAG DAY 2021 - MAKE A DIFFERENCE TO EVERYONE BY SHARING YOUR KINDNESS

Our Flag Day was slated to be held on 18 December 2021. Although we were unable to raise funds through tin bearers, we sought support via online donation to continue organizing activities to benefit the needy.

In the past 13 years, BWS has been nurturing youths to organize community projects such as helping isolated elderlies and low-income families. The elderly felt the warmth of the youth and more importantly, the youth could nurture their innate kindness when serving elderly.

Every dollar received greatly empowers the youth to organize community projects to help the under-privileged.

Raised **\$89,251.40**

## OUR GOVERNANCE

The board believes that a good governance is important in gaining the trust of the public. The Board, management and staff must be responsible in all actions that the organisation performed and be transparent to stakeholders. The board duties and responsibilities are guided by the best practices in the Code of Governance of Charities and Institutions of a Public Character.

All board member, except the Treasurer, may be re-elected to the same or related post for a consecutive term of office. The term of board member is two years.

### ROLE OF THE BOARD

The Board's primary role is to provide strategic direction to Blossom World Society. The secondary role is to support the day-to-day activities of the Society to ensure adequate resources are effective and efficient. The Board review the vision and mission and set strategies and plans for the next three to five years. The day-to-day operation is run by General Manager who developed programme and activities in-line with the strategic direction of the Board. The Board also approved new initiatives, policies or revised existing policies presented by General Manager. The progress of the activities, financial statement and other operation related matters are presented to the Board every three months.

### BOARD MEETINGS AND ATTENDANCE

A total of four Board meetings and one Annual General Meeting (AGM) were held during the financial year. The following sets out the individual Board member's attendance at the meetings:

| <b>Name of Board Member</b> | <b>% of Attendance</b> |
|-----------------------------|------------------------|
| Ms Lim Yan Ning             | 80                     |
| Mr Ong Yeok Chye            | 100                    |
| Mr Ng Tai Hiang Jeremy      | 100                    |
| Ms Lim Guoying              | 100                    |
| Ms Koh Cui Shan             | 100                    |
| Dr Ng Choon Lan             | 60                     |
| Ms Chan Huey Yuan           | 100                    |
| Mdm Tan Li Kheng Nancy      | 80                     |
| Ms Pang Te Huey             | 80                     |
| Mr Lee Jun Yi               | 100                    |
| Mr Chow Wei Yuan            | 80                     |

No Board members are remunerated for their Board services in the financial year.



## APPOINTMENT, INDUCTION AND TRAINING

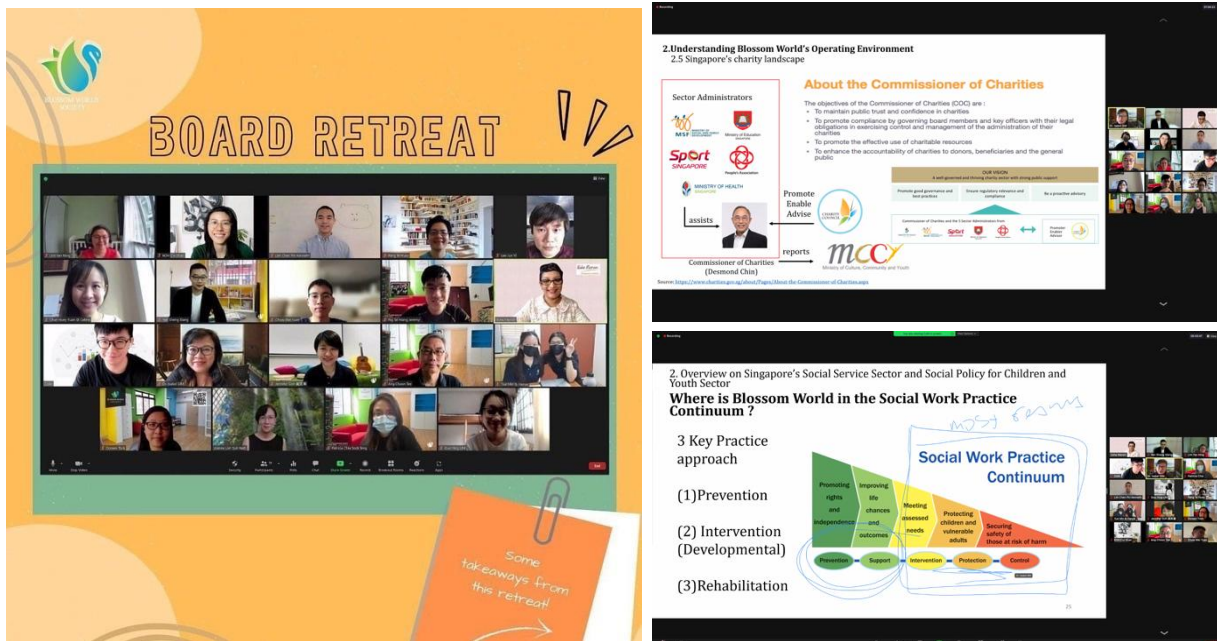
All new board member receives a formal letter of appointment and Board kit handbook, adapted from SSTI-Board Source “Online Board Assessment Survey” (2005).

This Board kit was approved and adopted by the Board. A hardcopy of the handbook was given to all existing board members and to new board members upon appointment. The Board Kit outlined the:

1. Statement of Individual Board Member’s responsibilities, general expectation, meetings, relationship with staff, conflict of interests, financial responsibilities, and fundraising.
2. Job Descriptions of board members for Blossom World Society
3. Job Responsibilities of Board Committee
4. Board Self-evaluation Checklist

Board members are expected to attend relevant training if needed to ensure they have sufficient knowledge to carry out their responsibilities. The management provides training courses to Board members from Singapore Institute of Directors on a regular basis.

On 30 October 2021, our Board members, together with members of the staff, attended a full-day Board Retreat. Topics covered includes the Code of Governance, the charity landscape in Singapore, strategic planning and financial management of charities. Our Board members have deeply benefited from the Board Retreat. They are equipped with updated knowledge on how to govern a charitable organization effectively.



## INFORMATION FOR THE BOARD

The Management provides the Board with the information for decision making, activity report, finance report, annual report and any other reports that require Board attention during the quarterly Board Meeting and AGM.

The Management may prepare a proposal to the Board for approval on project that require urgent attention on an ad-hoc basis to ensure smooth functioning of the day- to-day operation.

The Board may request the Management to prepare a special report for the Board for decision making as and when needed.

## MANAGEMENT OF CONFLICT OF INTEREST

Committee members are required to disclose any interest that they may have, whether directly or indirectly, that the society may enter or in any organizations that the Society has dealings with or is considering dealing with; and any personal interest accruing to him/her as one of the Society's supplier, user of services or beneficiary. Should there be any potential conflict of interest, the affected Management Committee member may not vote on the issue that was the subject matter of the disclosure. Detailed minutes will be taken on the disclosure as well as the basis for arriving at the final decision in relation to the issue at stake.

## NEW POLICIES APPROVED BY THE BOARD IN 2021

As the Society is registered as a charitable institute under the Charities Act (Cap.37) with effect from 25 November 2014, no provision of tax is made. The Society is accorded Institute of Public Character (IPC) status with effect from 29 September 2016.

The fund-raising events on both 24 July 2021 (Blossom World Fundraising 2021) and 18 December 2021 (BWS Flag Day) were held in accordance with Regulation 6 of the Societies Regulations issued under Societies Act (Chapter 311).

No new policies were adopted in 2021.

## EXPLANATION OF THE PURPOSES FOR WHICH THE CHARITY'S ASSETS ARE HELD

Plant, property, and equipment consisting of renovations, furniture and equipment as well as computer software, purchased at 9 Toh Yi Drive #01- 321 Singapore (590009) are used for the society to conduct activities such as classes, training, talks and camps as well as operation use.

## RISK MANAGEMENT

Blossom World Society recognises that risk management is essential to its governance and to the sustainable operation of its services. Risk management in Blossom World Society is designed to ensure:

- The identification, assessment and management of risk is linked to the achievement of BWS's objectives
- All areas of risk are covered - for example, financial, governance, operational and reputational
- The principal results of risk identification, evaluation and management are reviewed and considered

It is important that the status of ongoing risks should be reported to the Board annually for further guidance. It is everyone's responsibility in the organisation to identify and report new and emerging risks.

The following provides the responsibilities within the organisation:

| Group                                | Responsibilities   |
|--------------------------------------|--|
| Board                                | <ul style="list-style-type: none"> <li>● Review reports</li> <li>● Communicate risk information issues back to the organisation</li> <li>● Identify new and emerging risks</li> </ul>  |
| Policy Owner<br>(Mr Yen Sheng Xiang) | <ul style="list-style-type: none"> <li>● Review reports</li> <li>● Submit Risk Register consolidated report before board meeting</li> <li>● Identify new and emerging risks</li> </ul>   |
| Risk Owners                          | <ul style="list-style-type: none"> <li>● Monitor and review the risks which they own</li> <li>● Prepare reports for the risks which they own</li> <li>● Provide the Risk and Compliance coordinator with information on the risks which they own</li> <li>● Identify new and emerging risks</li> </ul> |
| Risk and Compliance Coordinator      | <ul style="list-style-type: none"> <li>● Prepare Risk Register consolidated report before board meeting</li> <li>● Gather risk information from Risk Owners</li> <li>● Identify new and emerging risks</li> </ul>  |
| Management & Staff                   | <ul style="list-style-type: none"> <li>● Provide risk information to those that request it</li> <li>● Monitor and review risks within their areas</li> <li>● Identify new and emerging risks</li> </ul>  |

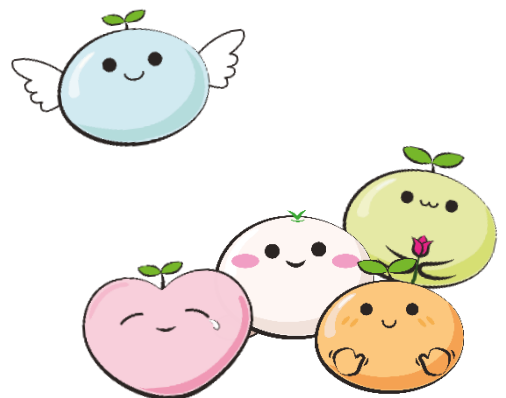
# Governance Evaluation Checklist

| S/N | Code guideline  | Code ID | Response |
|-----|---|---------|----------|
|     | <b>Board Governance</b>   |         |          |
| 1   | <b>Induction and orientation</b> are provided to incoming governing board members upon joining the Board.   | 1.1.2   | Complied |
|     | <b>Are there governing board members holding staff appointments? (skip items 2 and 3 if "No")</b>   |         | No       |
| 2   | Staff does <b>not chair</b> the Board and does <b>not comprise more than one third</b> of the Board.  | 1.1.3   | N.A.     |
| 3   | There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.  | 1.1.5   | N.A.     |
| 4   | The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) <b>can only serve a maximum of 4 consecutive years</b> .<br><br>If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity. | 1.1.7   | Complied |
| 5   | All governing board members must submit themselves for <b>re-nomination and re-appointment</b> , at least once every 3 years.   | 1.1.8   | Complied |
| 6   | The Board conducts <b>self-evaluation</b> to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.  | 1.1.12  | Complied |
|     | <b>Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")</b>   |         | No       |
| 7   | The charity discloses in its annual report the <b>reasons for retaining the governing board member who has served for more than 10 consecutive years</b> .  | 1.1.13  | N.A.     |
| 8   | There are <b>documented terms of reference</b> for the Board and each of its committees.  | 1.2.1   | Complied |
|     | <b>Conflict of Interest</b>   |         |          |
| 9   | There are documented procedures for governing board members and staff to declare actual or potential <b>conflicts of interest</b> to the Board at the earliest opportunity.   | 2.1     | Complied |
| 10  | Governing board members <b>do not vote or participate</b> in decision making on matters where they have a conflict of interest.   | 2.4     | Complied |

| S/N | Code guideline   | Code ID | Response |
|-----|--|---------|----------|
|     | <b>Strategic Planning</b>  |         |          |
| 11  | The Board <b>periodically reviews and approves the strategic plan</b> for the charity to ensure that the charity's activities are in line with the charity's objectives.                                   | 3.2.2   | Complied |
|     | <b>Human Resource and Volunteer Management</b>   |         |          |
| 12  | The Board approves <b>documented human resource policies</b> for staff.  | 5.1     | Complied |
| 13  | There is a <b>documented Code of Conduct</b> for governing board members, staff and volunteers (where applicable) which is approved by the Board.  | 5.3     | Complied |
| 14  | There are processes for regular supervision, appraisal and professional development of staff.  | 5.5     | Complied |
|     | <b>Are there volunteers serving in the charity? (skip item 15 if "No")</b>   |         | Yes      |
| 15  | There are <b>volunteer management policies</b> in place for volunteers.  | 5.7     | Complied |
|     | <b>Financial Management and Internal Controls</b>  |         |          |
| 16  | There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes. | 6.1.1   | Complied |
| 17  | The Board ensures that <b>internal controls for financial matters</b> in key areas are in place with <b>documented procedures</b> .  | 6.1.2   | Complied |
| 18  | The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.   | 6.1.3   | Complied |
| 19  | The Board ensures that there is a process to <b>identify, and regularly monitor and review</b> the charity's <b>key risks</b> .  | 6.1.4   | Complied |
| 20  | The Board approves an <b>annual budget</b> for the charity's plans and regularly monitors the charity's expenditure.   | 6.2.1   | Complied |
|     | <b>Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")</b>   |         | No       |
| 21  | The charity has a <b>documented investment policy</b> approved by the Board.   | 6.4.3   | N.A.     |
|     | <b>Fundraising Practices</b>   |         |          |
|     | <b>Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")</b>   |         | Yes      |
| 22  | All collections received (solicited or unsolicited) are <b>properly accounted for and promptly deposited</b> by the charity.   | 7.2.2   | Complied |
|     | <b>Did the charity receive donations in kind during the financial year? (skip item 23 if "No")</b>   |         | No       |
| 23  | All donations in kind received are <b>properly recorded and accounted for</b> by the charity.  | 7.2.3   | N.A.     |

| S/N | Code guideline  | Code ID | Response |
|-----|---|---------|----------|
|     | <b>Disclosure and Transparency</b>  |         |          |
| 24  | The charity discloses in its annual report —<br>(a) the number of Board meetings in the financial year; and<br>(b) the attendance of every governing board member at those meetings.  | 8.2     | Complied |
|     | <b>Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if “No”)</b>  |         | No       |
| 25  | <b>No</b> governing board member is involved in setting his own remuneration.   | 2.2     | N.A.     |
| 26  | The charity discloses the <b>exact</b> remuneration and benefits received by each governing board member in its annual report.<br><u>OR</u><br>The charity discloses that no governing board member is remunerated.   | 8.3     | N.A.     |
|     | <b>Does the charity employ paid staff? (skip items 27, 28 and 29 if “No”)</b>   |         | Yes      |
| 27  | No staff is involved in setting his own remuneration.   | 2.2     | Complied |
| 28  | The charity discloses in its annual report — (a) the total annual remuneration for <b>each of its 3 highest paid staff</b> who each has received remuneration (including remuneration received from the charity’s subsidiaries) <b>exceeding \$100,000</b> during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. <u>OR</u> The charity discloses that <b>none</b> of its paid staff receives more than \$100,000 each in annual remuneration.   | 8.4     | Complied |
| 29  | The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family belonging to the Executive Head or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. <u>OR</u> The charity discloses that there is <b>no</b> paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year. | 8.5     | Complied |
|     | <b>Public Image</b>   |         |          |
| 30  | The charity has a <b>documented communication policy</b> on the release of information about the charity and its activities across all media platforms.   | 9.2     | Complied |

**Thank you for your  
continuous support!**



## **BLOSSOM WORLD SOCIETY**

+65 64645116

Tue - Sat, 9.30 AM – 6.30 PM

Blk 9 Toh Yi Drive, #01-321

Singapore 530536

[contactus@blossomworld.sg](mailto:contactus@blossomworld.sg)

[www.blossomworld.sg](http://www.blossomworld.sg)

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