



STEWARDSHIP | 2019
REPORT



us in this movement
to build a more caring,
compassionate and
inclusive home for all.
Find out more at
www.nccss.gov.sg

Building Stronger Communities, **TOGETHER**



VISION

To see effective functioning of individuals and families



MISSION

To build resilience and empower individuals and families

VALUES

Faithfulness

Accuracy, Dependability, Commitment

Integrity

Truthfulness, Honesty, Uprightness

Love

Friendship, Care and Concern

Openness

Transparency, Frankness and Sincerity

Servanthood

Serving, Helping, Benefitting Others

SERVICES

Family life

Strengthening Marital and Parent-Child Relationships

Assistance & referral

A Helping Hand in a time of need

Children & youth

Building Resilience and Character

Eldercare

Integrating Health and Social Care





ALLAN WONG

Chairman

Filos Community Services

Message from the CHAIRMAN

In 2019, Filos continued to align our programs to meet the evolving needs of our clients. With our enhanced services, we gained the trust and confidence of our donors and supporters. The efforts to be transparent, which is in line with our core values, has also paid off with Filos receiving our first Charity Transparency Award from the Charity Council.

2019 saw us being appointed by the Ministry of Culture, Community and Youth as the Volunteer Center for Bedok Town. We formed partnerships with stakeholders, curated volunteer opportunities as well as recruited and developed capabilities of volunteers to meet the diverse needs of Social Service Agencies and Community Organizations in Bedok Town.



Eldercare continues to be a major service of Filos. Our three-prong strategy of Active Aging, Befriending and Care Management has helped us to systematically care for the elderly residents in the Kembangan-Chai Chee community. The Eldercare and Community Relations Departments of Filos have also relocated to our new second office at Blk 55 Chai Chee Drive.



Our **Children and Youth services** saw the launch of Little Sprouts, which is a phonics reading programme targeted at pre-school children from low income, non English speaking families. This programme gives them a head start in their English literacy skills, which will prepare them for their schooling years.



Families are the building blocks of communities. Filos rolled out the **Parents Plus programmes** for parents of pre-school and primary school children, to help them build positive relationships with their children. The Filos Mothers' Group was also started to bring respite to mothers from caregiving duties and to equip them with lifeskills to better the lives of their families.

Filos celebrated our 15th Anniversary in 2019, launching our new logo and branding. Positioned to inspire and equip client and volunteers to be the best versions of themselves, Filos hopes that they will in turn inspire others to empower them and build their resiliency.

Moving forward, our organization will strive to continue to be aware, alert, agile, adaptable, accountable, and transparent to navigate in this volatile, uncertain, complex, and ambiguous world.

On behalf of the Filos team and our clients, I would like to thank you for your continued support of our work. I hope the stories in this Annual Report will encourage and inspire you. We look forward to your continued support in building stronger communities, together!

FAMILY LIFE SERVICES

Building Strong Marriages and Families

Filos' mission is to build healthy relationships within the family and their community with a particular emphasis on building strong marriages and equipping parents with skills to build resilient families.



PARENTS PLUS

The Parents Plus programmes are evidence based parenting courses that help promote confidence, learning and positive behaviour in children from 1 to 11 years as well as effective communication and positive relationships with adolescents from 12 to 16 years.

Filos conducted the **Parent Plus Early Years (PPEY)** and **Parent Plus Children's Programme (PPCP)** and it has tripled its' reach from the previous year to 51 parents over 6 runs in 2019.

225
parents were reached through Family Life Education programmes

51
parents were reached through Parents Plus programme

22
mothers attended Filos Mother's Group

“ Previously I will get angry very easily. It is not easy being a single parent and do everything. And when I attended ParentsPlus, I learnt about 'Pause' and now I have managed to calm down and not get angry so easily. I think first, don't get angry and calm myself down. My son and my partner, have noticed a lot of changes with me. Now everybody happy. I am thankful to ParentsPlus. ”

Norliyah, single mother with an 11 year old son

“ This course taught me a lot. I learnt about 'Positive Parenting' and 'Positive Discipline'. I really like the 'Pause, Tune-in and Plan.' And the ParentsPlus Handbook is really useful as anytime I have a parenting issue, I can flip through the book and read about it. Thank you so much.”

Felicia, mother of 2 daughters aged 3 and 7



FILOS MOTHER'S GROUP (FMG)

Filos Mother's Group was started on 10 May 2019. The aims of FMG are:

- 1** Provide mothers from low income families with some respite from parenting and household responsibilities and to help them to feel appreciated.
- 2** Provide an opportunity for the mothers to form friendships and to support each other.
- 3** Empowering and equipping mothers with life skills for more effective functioning.



“ My favourite is the make-up workshop for the Mother’s Day celebrations. I am very interested in doing make-up, so I kept in-touch with the Beauty Consultants. They gave me a lot of advice, which motivated me to upload make-up tutorial videos online. Next time I hope I can do make-up for brides.

I always look forward to the Zumba sessions too. I have 6 children, so when I do the Zumba exercise, I feel less anxious and it is very fun.

Norshimah, mother with 6 children aged 2 to 11

”

Future Plans

Parents Plus Programmes : We plan to be trained in the Parents Plus Adolescent’s Programme so that we will be able to offer the whole suite of workshops for parents with children from 1 to 16. We have had positive feedback from those who have attended the workshops, with many asking for the next level of workshops that they can attend.



ASSISTANCE AND REFERRAL SERVICES

Helping in a time of need

Filos' Vision is to help individuals and families function effectively in the community. Our Assistance and Referral Services serve clients who live in the rental flats in the Kembangan-Chai Chee (KCC) community.

Our services to them include:

→ **Economic Relief and Assistance**

- › Bread Distribution
- › Bursary and Scholarship Awards for students
- › Blessing Projects during Festive seasons
- › Monthly Rations Disbursements
- › Birthday Celebrations for clients
- › Taxi Vouchers for Medical Appointments



→ **Information and Referral and Care Management**

1394
clients reached through Blessings projects

253
occasions where individuals/families were helped in kind (groceries/diapers/vouchers)

86
clients were supported with SMRT/Gojek vouchers for hospital visits

200
homes received monthly distribution of bread

42
clients celebrated their birthdays

29
clients received coaching / counselling services

10
students were awarded bursaries / scholarships



Bread Distribution

“ Mdm Nur is a single mother with 2 children (1.5 & 3 yrs old). She works part time at a food stall & does henna painting to supplement her income. Her husband is living in Pakistan. He has been unsuccessful in applying for a permit to stay in Singapore.

I really appreciate what Filos has done to support me through food rations, shopping voucher, milk & diapers. I am not able to work full time as I need to take care of my two small children and my husband is not with me to support me. I am alone raising the kids and also taking care of my elderly mother. It has been very tight financially. Filos' support has been very helpful to us. Milk & Diapers are also very expensive which I can hardly afford. Thank you so much. God bless you all.

”

Future Plans

We hope to start a Bucket Wish List Project for Seniors who are battling end stage and critical diseases. We hope to give them the opportunity to fulfil hopes for life experiences that will help them live positively.

CHILDREN AND YOUTH SERVICES

Building Resilience and Character

Filos believes in imparting and training students in lifeskills which will help them in their wholistic development, equipping them to cope with the challenges of modern day demands and to build resilience.



28,688

students reached through eTeens STI/HIV awareness programme



3

children mentored through the Befriending and Youth Mentoring programme



4,377

students reached through Total Recall programme



143

students reached through Holiday Enrichment programmes



26

children enrolled in the Tuition programme

TUITION

Tuition is conducted for English, Math and Science for Primary 3 to Secondary 1 students who come from low income homes. There is also specialized Chinese tutoring for 2 students.

LITTLE SPROUTS

Little Sprouts, a phonics reading programme for pre-schoolers, was started in May 2019 with the aim of building reading skills in children from low income, non-English speaking homes, to give them a foundation in English literacy in preparation for their primary school years. 11 children are enrolled in this programme.

“

Arina (not her real name) is Primary 4 this year and her dream is to be a lawyer when she grows up. She has been with the Filos Tuition Programme for a year and shared that she enjoys attending the programme because she is able to learn difficult concepts at a comfortable pace. She also enjoys the fun holiday programmes organised by Filos during the school holidays.

”

“

Nine months ago, Kevin*(not his real name) was a quiet and shy boy who often kept to himself. This year, Kevin starts primary one on a different page; his confidence has grown and he is now unafraid of making mistakes. Often the first one to raise his hand, Kevin eagerly anticipates opportunities to answer questions. After half a year of lessons, Kevin is able to identify more letters in the alphabet, and read and write more fluently. He has also developed a keen interest in reading storybooks.

”

LIFESKILL EDUCATION PROGRAMMES



Total Recall

This is a programme targeted at primary and secondary school students as well as Junior College students to raise awareness of ageing issues, especially dementia, to the next generation of caregivers.

Filos conducted 39 talks and workshops reaching 6,298 students.



STI/HIV Awareness Assembly Talk

Filos collaborates closely with the Health Promotion Board to run a Sexuality Education programme that raises awareness on Sexually Transmitted Infections for Sec 3, Junior College and ITE students.

Filos conducted 106 talks to Secondary Schools and Junior Colleges in 2019 with 28,688 students in attendance.

ENRICHMENT PROGRAMMES

Filos organizes enrichment programmes during school holidays in collaboration with volunteers from corporates and schools. The aim is to engage children & youth with meaningful activities to build their resilience through skills and positive experiences. In 2019, we conducted 11 of such enrichment programmes.

Future Plans

- We hope to grow the Children’s Befriending Programme to support and mentor more children.
- We hope to start a weekly drop in Activity Centre for children 6 to 12 years. The aim is to help them build strong character values as a foundation for their lives as well as to coach and mentor them during their growing years. Children will be supervised in completing their homework as well as engaged in enrichment activities to equip them with lifeskills.
- We hope to develop a programme to address mental health issues in Children and Youth.
- We will continue to collaborate with the Social Service Office through the Community Link project to support low income families in KCC.



ELDERCARE SERVICES

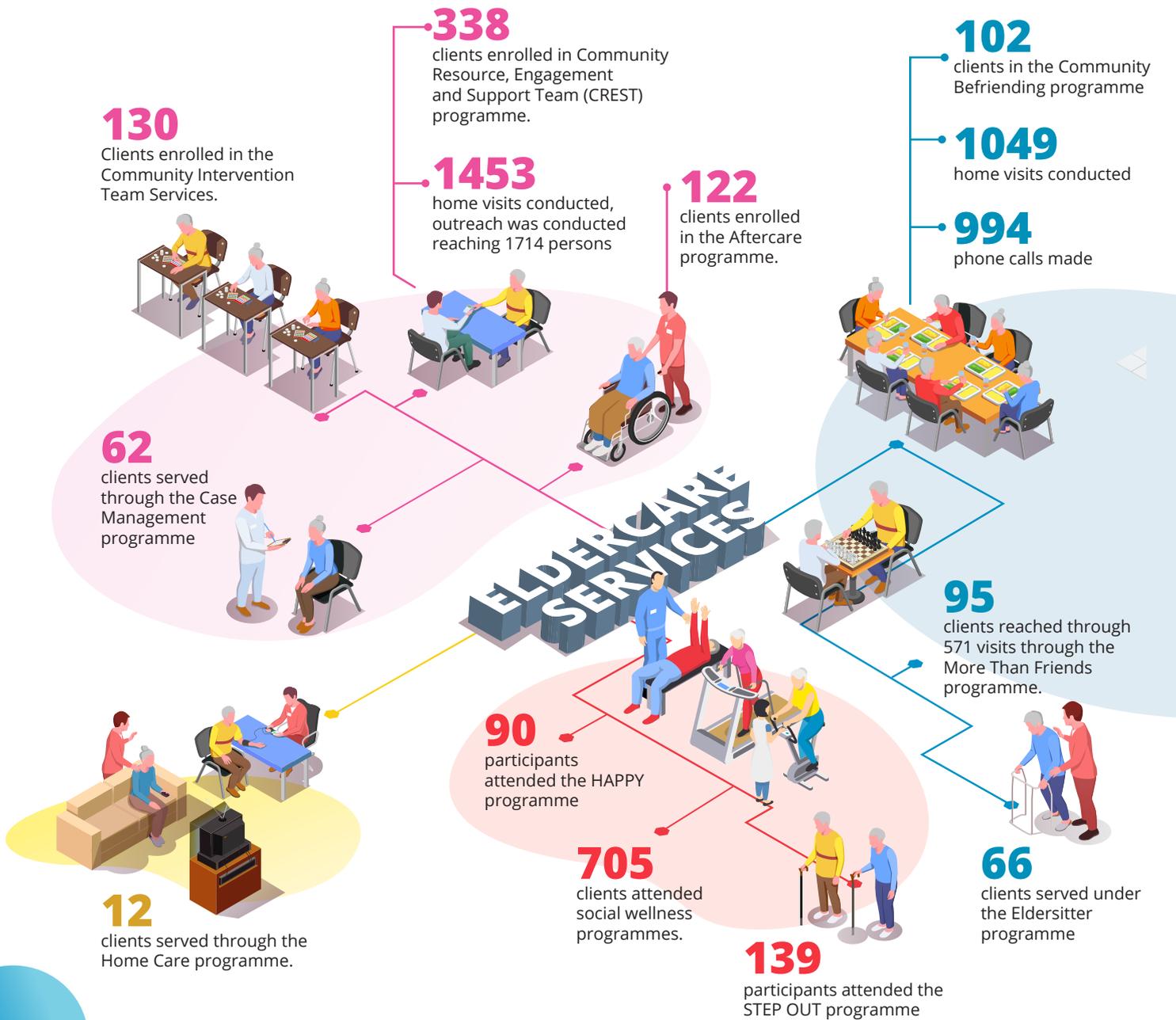
Integrating Health and Social Care

Filos believes in helping the elderly live independently in the community for as long as possible and to maintain their physical, social-emotional and mental health through active ageing activities, befriending and care management. Filos plays a key role in providing linkage services for seniors to help them access care for their physical and mental health as well as social care needs.

The pilot Care in the Community Programme ended on 31 March 2019.

Filos' Eldercare Services transited into a new model of care comprising:

- Active Ageing, ● Befriending, ● Care Management.



ACTIVE AGEING

(A) HAPPY Programme aims to prevent cognitive and physical frailty for frail and pre-frail seniors.

Meet Mdm Lim...

Mdm Lim used to exercise alone and it was not easy to sustain. She finds Filos' HAPPY programme very refreshing and engaging. She believes the programme is effective as it trains her to perform dual tasking exercises cognitively and physically. The programme empowers Mdm Lim to take charge of her health in monitoring her blood pressure and taking her pulse. In addition, she gains knowledge in nutrition and eats healthily. It is also exciting for her to make new friends and socialize with other seniors.



(B) STEP OUT Programme is a modular programme which aims to prevent frailty physically and cognitively. The programme focuses on physical, cognitive and nutritional well-being of seniors. It has three components:

- Eat Out (Nutrition)
- Think-Out (Cognition)
- Work-Out (Physical Exercises)

Meet Mdm Go...

Mdm Go was delighted to meet familiar friends at the Step Out Programme. She learned interesting skills such as pottery, calligraphy and enjoyed field outings. She is more mindful about eating healthily. The interesting and meaningful topics covered in Filos' Step Out programme have helped her to feel more cheerful and confident.

BEFRIENDING

(A) Community Befriending Programme (CBP) engages senior volunteers to befriend isolated elderly lacking in social connections and caregiving support. The aim is to connect them in the community and provide service linkages they may require.

Meet Mdm Soon...

Mdm Soon was mostly alone at home and isolated from friends. In late 2018, she joined the Community Befriending Programme. A Befriender visits her twice a month and calls her occasionally. The connection with a lively and bubbly befriender spiced up her life with updates on current affairs of Singapore and the world. She looks forward to meeting and talking with her Befriender and a warm rapport has sprung up between them. Her befriender also encouraged Mdm Soon to join Filos' social wellness programmes. She readily agreed and became more connected with friends in the community.





(B) More Than Friends Programme MTF (Part of Care in the Community programme which has transited to a new model of care for the Eldercare Services from April 2019)

MTF is a befriending programme for seniors with chronic diseases and helps them to stay compliant to their medical care. Services include:

- Screening for Dementia and Depression
- Blood Pressure and Blood Sugar checks
- Falls Risks Assessment
- Frailty Assessment
- Sight Tests at Home (using Eyes Right Toolkit)
- Case Management Services

(C) Eldersitter Programme is a home based intervention with befriending and therapeutic activities aimed to maintain cognitive faculties in persons with dementia. Caregivers are empowered with knowledge and skills to build better relationships with their loved ones.

We piloted a run of Cognitive Stimulation Therapy (CST) which is a 14-week, evidence-based, group intervention program for people with mild to moderate dementia. The goal of CST is to stimulate people with dementia through a series of themed activities designed to help them continue to learn and stay socially engaged. All who attended the programme showed an improvement in their pre/post MMSE scores.



Meet Mr Yip...

Mr Yip was referred by a hospital for Filos' Eldersitter Programme. He is in his late 80s, and appeared withdrawn and passive at our first meeting. His Abbreviated Mental Test (AMT) score was at borderline low. He also has some chronic conditions and hearing loss.

He did not start medication for early signs of dementia as he was afraid of side effects. We persuaded him to wear hearing aids regularly to interact better with people. We managed to engage him through mah-jong sessions. Besides board games, he registered to go on sponsored outings to get a variety of experiences. We also coached the wife on caregiving skills. After two years, Mr Yip's AMT score has improved by an amazing 20%. He no longer needs to see his geriatric doctor regularly. When he is not attending Filos' Eldersitter programme, he enjoys doing mind stimulation activities independently at home and even helps his wife with some light chores. His wife is grateful to Filos as ever since he attended our programmes, their quality of life has improved tremendously.



CARE MANAGEMENT

(A) Home Care Programme (Part of Care in the Community programme which has ceased since April 2019).

A home-based programme for frail elderly providing them with assistance with Activities of Daily Living, so that they can age well in the community.



(B) Case Management

We provide Case Management services to clients with complex issues with the aim of integrating their health and social care. Case Management for clients with mental health issues were transited to the Community Intervention Team (COMIT).



(C) Community Mental Health Care

(i) CREST (Community Resource, Engagement and Support Team)

The Crest Service provides vital links between residents and the mental health support networks. The team identifies and befriends persons at risk with mental health issues and emotional support to their caregivers. There is also outreach to the general public with mental health education and information.

(ii) Aftercare Programme right sites patients with mental health conditions that are treated at IMH and who live in Kembangan Chai Chee. Low Risk and Medium risk patients are jointly taken care of in the community by Filos and IMH Case Managers.



Meet Mr Ibrahim...

Mr. Ibrahim is a single elderly living alone in a rental flat. Since July 2018, he has been supported under our Crest and Aftercare programme. During one of our visits to him, Mr. Ibrahim shared that he had been feeling dizzy and was not able to see as clearly as before. We conducted a simple vision check for him using the Eyes Right toolkit from the UK. The test confirmed his deteriorating eyesight. We referred him to Parkway East Hospital's sponsored cataract correction project to have his eyes checked. He underwent the procedure and his vision was restored. In an interview with 96.3FM radio station, he shared about his experience and was thankful that he is now able to resume his daily activities.

(iii) COMIT (Community Intervention Team)

COMIT Services provides psycho-social therapeutic intervention for persons with complex mental health issues and supports their caregivers so they can live well at home and in the community.

(D) Collaborations

(i) Agency for Integrated Care

(a) Community Network for Seniors (CNS)
Filos collaborates with the CNS in reaching out to seniors to conduct mental health screening during functional screening exercises at community locations in Kembangan Chai Chee (KCC).

(b) KCC Network
Filos is a key agency with the role of a first responder in the KCC network which collaborates with healthcare, social care and community organisations, to partner and collaborate to manage and integrate care for residents with complex needs in KCC.

- Healthcare partners: Agency for Integrated Care, Institute of Mental Health, Changi General Hospital, KCC Seniors' Activity Centre and Sunlove Seniors' Activity Centre
- Social Care partners: Social Service Office and PPIS
- Community Care partners: Housing Development Board, Marine Parade Town Council, Singapore Police Force, National Environment Agency, South East CDC, KCC Social Team



(ii) Institute of Mental Health (IMH)

- We collaborate with IMH in the Aftercare programme to provide seamless care of clients with mental health issues from IMH to the community and vice versa.

(iii) Changi General Hospital (CGH)

- Community Psychogeriatric Programme (CPGP) is a collaboration with Changi General Hospital Geriatric Psychiatry to provide training, consultation and mental health assessments at Filos to identify seniors with dementia and depression and provide necessary interventions. The programme aims to provide functional rehabilitation to enable the seniors to continue living in their own homes.
- As part of the KCC Network, we collaborate with CGH's Neighbour Cares Programme to integrate care for clients who are patients of CGH and who live in the KCC community.

(iv) National Council of Social Services (NCSS)

Dr. Foo Fung Fong sits in the Empowering Seniors Project Workgroup of the NCSS. This is a core group of leaders in the Eldercare Sector who meet to plan and strategize how seniors can be empowered in various social and healthcare settings as well as how Social Service Agencies can be equipped to structure services that empower seniors.

(v) Saw Swee Hock School of Public Health (SSHSPH), National University of Singapore

We partner with SSHSPH through

- internships for Bachelor degree students in Public Health.
- research projects for their Masters of Public Health students. 2 research projects are currently underway by 2 students.

(vi) MOH Holdings - Singapore Chief Residency Programme

This is a training programme for future administrators of the Ministry of Health. On 30 May 2019, 27 leaders were introduced to the work of Filos to highlight the challenges in the integration of health and social care issues for vulnerable clients in the community.

(E) Future Plans

With the changing landscape of care for seniors in the community, Filos hopes to position ourselves to be able to continue to serve the needs of the elderly through our model of care that focusses on Active Ageing, Befriending and Care Management to integrate and co-ordinate care for our clients.

As the main provider of Community Mental Health care for Kembangan Chai Chee, we will continue to collaborate with the KCC network partners to lead in care co-ordination, especially for clients with mental health issues.

We hope to continue our pilots with Cognitive Stimulation Therapy to reach out more clients.

We also plan to offer community based Advanced Care Planning services to seniors.



FILOS VOLUNTEER CENTRE FOR BEDOK TOWN

Filos was appointed as a Volunteer Centre (VC) for Bedok Town on 15 Mar 2019. We are the 2nd VC to be appointed in Singapore.

Conceptualised by SG Cares in 2019, a VC is based at the Town level and serves to coordinate and drive volunteerism efforts within the assigned Town.

A total of 14 Social Service Agencies (SSAs) received volunteers that were matched through the VC between March 2019 to December 2019. To get to know supply and demand organisations, the following were engaged in 2019



TESTIMONY FROM OUR SSA PARTNER - KEMBANGAN-CHAI CHEE SAC

“Kembangan-Chai Chee SAC is very fortunate to have Filos Volunteer Centre to provide transport (SG Cares-Gojek Medical Transport Subsidy Scheme) to our seniors for their medical appointments at Dialysis Centres, polyclinics and hospitals. It has given them the convenience to be picked up at their doorstep instead of taking public transport. It saves our seniors time and money, which they can use for other needs. The VC has also organised outings, distributed rations and HIA care packs to the needy seniors. Thank you so much for your support, it is much appreciated.

Irene Poh, Centre Manager
Kembangan-Chai Chee Senior Activity Centre

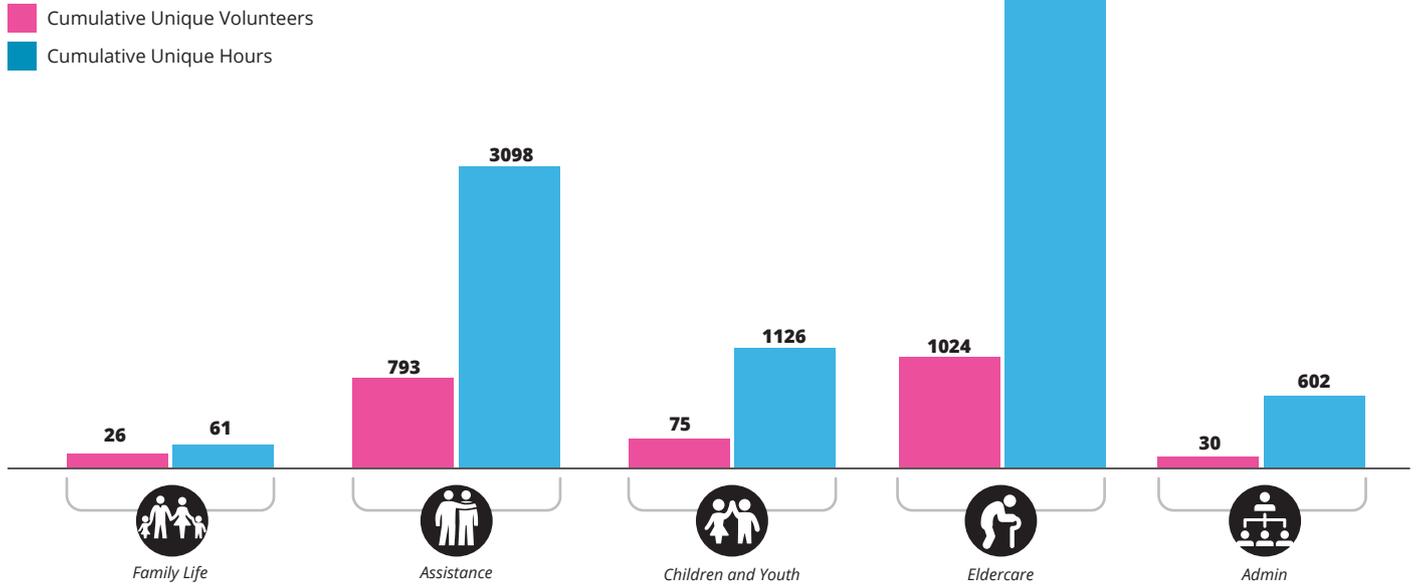
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Seniors from KCC SAC celebrating Chinese New Year 2020 with seniors from Filos and students from Victoria Junior College

VOLUNTEERISM AT FILOS

Volunteers that were deployed to Filos various services are as follows (Jan to Dec 2019):



FEATURED VOLUNTEER

Before he retired, Stephen was an employee in the same company for 30 years. He discovered Filos through his church. Stephen embarked on his volunteering journey with monthly bread distribution sessions—a platform where volunteers are introduced to the issues on the ground. He was further motivated to get more involved and started volunteering weekly in various programmes, like HAPPY and STEP OUT. He has now been volunteering with Filos for 7 years.

He believes that through volunteering, he will be able to improve his soft skills to work with seniors and build close friendships with them. He also enjoys the benefits of volunteering in the two programmes: HAPPY has taught him simple physical and cognitive exercises, and STEP OUT allows him to get hands-on with new experiences, such as pottery, painting, tai chi and healthy cooking tips.

The most valuable lesson that Stephen has learnt from volunteering is that social issues, such as loneliness and depression, do not discriminate. By opening his eyes towards such issues, it has also further strengthened his resolve to serve the seniors, regardless of their background.



OTHER HIGHLIGHTS OF 2019

CHARITY TRANSPARENCY AWARD 2019

Filos received our first Charity Transparency Award from the Charity Council on 3 Dec 2019. We are thankful for this affirmation and will continue to strive to serve stakeholders and service users with integrity and transparency as we continue to build resilience and empower lives.



NEW OFFICE AT BLK 55 CHAI CHEE DRIVE

With expanding services, Filos received support from Marine Parade GRC Advisor Speaker Tan Chuan-Jin as well as the Ministry of Health to build a second office at Blk 55 Chai Chee Drive.

The Eldercare and Community Relations Departments of Filos relocated to the new office at Blk 55 on 22 Mar 2019.

The official opening of the 2nd office is planned to take place in 2020.

LAUNCH OF NEW LOGO

Filos' new logo was launched on 11 Jul 2019 as part of our 15th Anniversary celebrations.

The logo and branding articulates how Filos is positioning ourselves for the future years.

BRAND POSITIONING STATEMENT

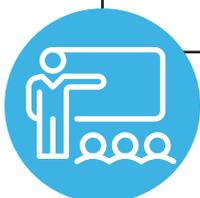
Filos is a not-for-profit social service organisation that includes and inspires others because Filos builds strong relationships with children, youth, families and elderly through authentic actions and thoughtful conversations, embracing and engaging people from all walks of life and backgrounds, serving as a beacon of light through its signature relatable and positive attitude.

FILOS ORGANISATION CHART



MEMBERS OF COMPANY

Rev Dr Gan Giap Soon Steven
 Rev Carrie Chan Quee Eng
 Mr Wong Ann Ming Allan



BOARD OF DIRECTORS

Mr Allan Wong (*Chairman*)
 Mr Jacob Gan (*Vice Chairman*)
 Ms Lim Thou Mui (*Treasurer*)
 Ms Carrie Chan
 Mr Jason Loy
 Mr Wong Pock Yeen
 Mr Derrick Wong
 Ms Heng Meei Fang



EX-OFFICIO

Dr Foo Fung Fong



EXTERNAL AUDITOR

Fiducia LLP



COMPANY SECRETARY

DearSir Management
 Pte Ltd



INTERNAL AUDITOR

Mr Jimmy Tan



COMMITTEE



FINANCE & INVESTMENT

Mr Allan Wong	Mr Jason Loy
Mr Jacob Gan	Mr Wong Pock Yeen
Ms Lim Thou Mui	Mr Derrick Wong
Ms Carrie Chan	Ms Heng Meei Fang



FUNDRAISING

Mr Allan Wong	Ms Heng Meei Fang
Mr Derrick Wong	Dr Foo Fung Fong



NOMINATION & APPOINTMENT

Mr Allan Wong
 Mr Jacob Gan
 Ms Carrie Chan



PROGRAMME & SERVICES

Ms Carrie Chan
 Dr Foo Fung Fong



HUMAN RESOURCE

Mr Allan Wong	Ms Lim Thou Mui
Mr Jacob Gan	Dr Foo Fung Fong



OPERATIONS



EXECUTIVE DIRECTOR

Dr Foo Fung Fong



ADMINISTRATION

Ms Go Katheleen
 Mr Colin Wang



FAMILY , CHILDREN & YOUTH

Ms Yayah Farida
 Ms Karen Vincent
 Ms Intan



COMMUNITY RELATIONS

Ms Tan Choo Li
 Ms Linnet Xue
 Ms Denise Ho

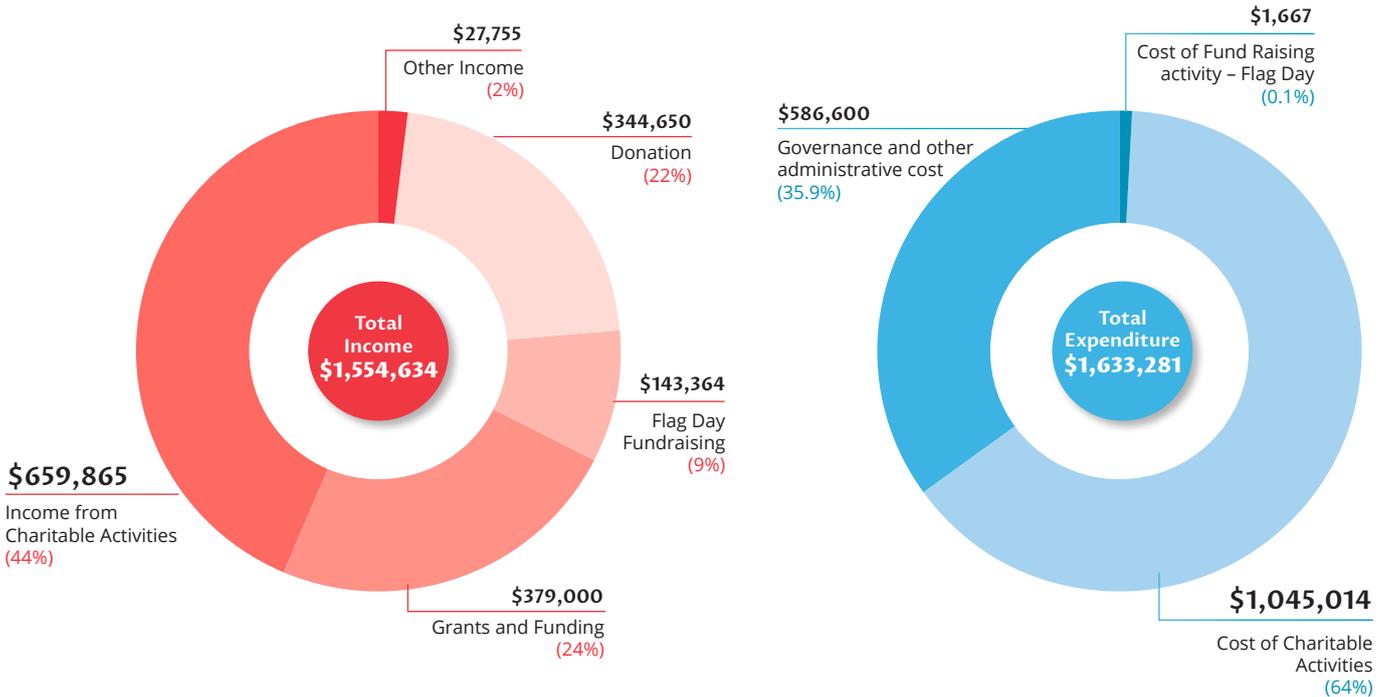


ELDERCARE

Ms Rebecca Seah	Ms Evangeline Ting
Mr Yeo Chee Keong	Mr Yeong Hon Mun
Ms Amanda Ng	Ms Helen Tan
Mr Ronnie Poh	Mr Anthony Lim
Ms Hannah Lew	Ms Teo Siok Bee
Ms Peggy Ng	

2019 SUMMARY FINANCIALS AND GOVERNANCE DECLARATIONS

Code of Governance, Disclosures, Asset Management and Reserves Policy



CODE OF GOVERNANCE FOR CHARITIES AND INSTITUTIONS OF PUBLIC CHARACTER

A CODE OF GOVERNANCE

Based on the last evaluation, Filos has complied fully with the applicable guidelines of the Code of Governance Checklist for Institutions of Public Character.

This is available at www.charities.gov.sg

B DISCLOSURE OF SPECIFIC REQUIRED INFORMATION

1. No Board members are remunerated for their Board services in the financial year 2019.
2. There are 2 board members who have served for more than 10 years. The Board is looking into succession planning and current founding members will continue in their roles until suitable persons are identified.
3. Staff remuneration band \$100,001 - \$200,000. The staff receiving this remuneration sits on the Governing Board as an Ex-Officio.

4. There is no paid staff, being a close member of the family belonging to the Executive Director or the governing Board of Filos, who has received remuneration exceeding \$50,000 during the financial year.

C ASSET MANAGEMENT / RESERVES POLICY

The reserves that the management have set aside provide financial stability and the means for the development of the Company's principal activity. Current year ratio of reserves to annual operating expenditure is 1.25.

The management intends to establish the reserves at a level equivalent to 4 years of operating expenditure through increasing public awareness of their activities, seeking more donors both private and corporate and fund raising efforts. The Board reviews yearly the amount of reserves that is required to ensure that they are adequate to fulfil their continuing obligations.



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