



ANNUAL REPORT 2024

Transforming Lives

2024

You are helping children of all backgrounds, even in the most dangerous places, regardless of religion, race, ethnicity, or gender, to break free from poverty.

Because of you, we know no bounds or borders. Day in and day out, you join forces with our staff, partners, and communities on the ground to help children and their families break free from poverty.



838,024

People in 15 countries benefitted through our Child Sponsorship programme

CHILDREN IN THE VILLAGES

10,067 students, teachers and school managers in Zambia gained access to improved quality education through enhanced coaching, mentoring and training of educators.

10,807 students and teachers in Nepal and Zambia have access to conducive reading and learning spaces with the building and/or rehabilitation of 240 classrooms, reading camps and the provision of books and educational equipment.

4,099 children and caregivers in Laos have enhanced food resilience and nutrition through the provision of agricultural inputs, as well as training in farming methods, and dietary best practices for early childhood development.

1,864 people in Myanmar benefitted from financial literacy orientation sessions, vocational training, as well as microloans to improve livelihood opportunities and secure income for their children.



67,532

Girls and boys received **education** and life skills training for a brighter future.



260,605

Girls and boys **protected** against violence, neglect, and abuse.

CHILDREN IN CRISIS

149,637 children, women and men in Afghanistan and Syria received life-saving primary healthcare services, including maternal and newborn care services as well as nutrition screening.

17,413 learners in Lebanon and the Philippines received learner kits and remedial support to strengthen their literacy skills, close learning gaps and stay on track academically.

5,163 children and adults in Afghanistan and Syria received structured psychosocial support sessions through established child-friendly spaces. Cases identified as high-risk or facing violence, neglect, exploitation or abuse also received referrals for further case management.



213,818

Children and adults received **health and nutrition** support to tackle hunger, malnutrition, and wasting.



149,659

Children and adults received financial and **livelihood** services for increased and sustainable incomes.

CHILDREN IN THE CITIES

27,628 youths and parents/caregivers in the Philippines benefitted from nutrition, education and child protection programmes.

43,173 adults and children in Vietnam have better access to 9 handwashing facilities installed or repaired in 2 communities and 5 schools, where children were also taught about proper handwashing habits.

6,804 people in the slums of Cambodia, benefitted from livelihood training, and community mobilisation initiatives that strengthened child protection, and improved the hygiene of their living environments



256,815

Children and adults gained access to **clean water** and improved sanitation and hygiene.



1,564,894

Children and adults protected before, during, and after **disasters**.

CHILDREN AFFECTED BY CLIMATE CHANGE

1,173 farmers and community members in Ethiopia and the Philippines are now practicing sustainable farming methods and are utilising low-cost, effective and clean energy agricultural technologies.

729 hectares of land in Ethiopia and the Philippines were rehabilitated and/or repurposed through sustainable farming interventions, enabling continuous environmental protection and introducing an additional livelihood income channel for the people.

291 households in Ethiopia received energy-efficient cook stoves, relieving them of smoke inhalation, and the labour of collecting firewood regularly.

We Are World Vision

World Vision is a global community of millions of people working together to change the lives of vulnerable children. We live in a world that is constantly threatened by natural disasters, fragility, conflict, displacement, violence, and more. With careful planning, we will continue to deepen our commitment to intervention programmes in these areas so that children have a chance to survive, recover, and build a future.

Our Vision

Our vision for every child,
life in all its fullness.

Our prayer for every heart,
the will to make it so.

Our Approach

- Faithful messengers of God's love
- Trusted partners in lasting change
- Powerful motivators of care
- Courageous promoters of justice and peace
- Inspiring models of co-operation

Our Future

1. We look forward to a world where every child experiences life in all its fullness.
2. Where they are protected, cared for, and given the opportunities to become all that they are meant to be.
3. Where they grow strong in communities free of need, and full of promise.
4. Where families are valued, creation preserved, and the most vulnerable live in security and confidence.
5. Where they become responsible citizens of well-led nations. Where peace and justice reign, and all have the right to contribute.



Chairman's Message

Dear Friends and Partners,

Our 40th anniversary in Singapore reminds us that four decades of partnership with Child Sponsors, donors, partners, and communities have shown us that light prevails, even in darkness. Together, we've impacted millions of lives, a testament to God's faithfulness and the power of collective action.

As World Vision Singapore celebrates 40 years of service, we are reminded of the enduring promise in Colossians 1:16-17: "For in Him all things were created... and in Him all things hold together." These words have guided us through a year of unprecedented challenges, anchoring our mission to bring hope to the most vulnerable through our faith in Christ.

The past year tested global resilience. A catastrophic earthquake in Afghanistan left communities shattered, while devastating floods in Kenya destroyed livelihoods. Devastating conflicts in the Middle East displaced countless families, Typhoon Yagi ravaged Southeast Asia, and a silent hunger crisis has pushed millions to the brink in Bangladesh, Democratic Republic of Congo, Ethiopia and Myanmar. In each crisis, your generosity enabled life-saving responses: emergency shelters, food aid, clean water, and recovery programmes that restore dignity and hope.

In the coming year, we will deepen our focus on child sponsorship, committing to uplift communities out of poverty through holistic interventions that ensure children experience fullness of life and will not be left behind. We will drive sustainable development, partnering with communities to integrate livelihood interventions with greening to build resilience against future shocks. We will advocate tirelessly for rebuilding efforts in areas that are most severely impacted by disasters, even after they have fallen out of the headlines.

Amid these urgent needs, we were humbled to receive two extraordinary legacy gifts that have amplified our impact in ways we could not have imagined. The first, a generous bequest from a longtime supporter, enabled us to expand our programmes in support of street children in Ghor, Afghanistan, as well as to construct typhoon shelters in vulnerable rural areas in Vietnam. The second, a transformative gift from a child sponsor, funded climate, livelihood, and water projects in Cambodia, Myanmar,

Nepal, and Vietnam. Legacy gifts such as these remind us that compassion and impact can transcend a lifetime.

None of this would be possible without you – our faithful donors, partners, and staff. Your prayers, generosity, and unwavering commitment have turned despair into hope, fear into courage, and isolation into community. Together, we strive to embody the love of Christ in tangible ways, proving that even the smallest acts of kindness can transform lives.

Thank you for standing with us these 40 years, and for sharing our belief and working towards a future where every child experiences life in all its fullness.

With Heartfelt Gratitude,

Soon Sze Meng

Chairman

Advisory Council

World Vision Singapore



World Vision Founder's daughter, Marilee Pierce together with World Vision Singapore's advisory council chairman, Soon Sze Meng at World Vision Singapore's 40th Anniversary Charity Dinner.

In FY24, World Vision Singapore reached

3,072,677 people,
including **1,101,247** children

across Asia, Africa, and the Middle East through development work in health and nutrition, clean water and sanitation, education, economic livelihood, child protection, and more.

23 Countries

21 Area Programmes

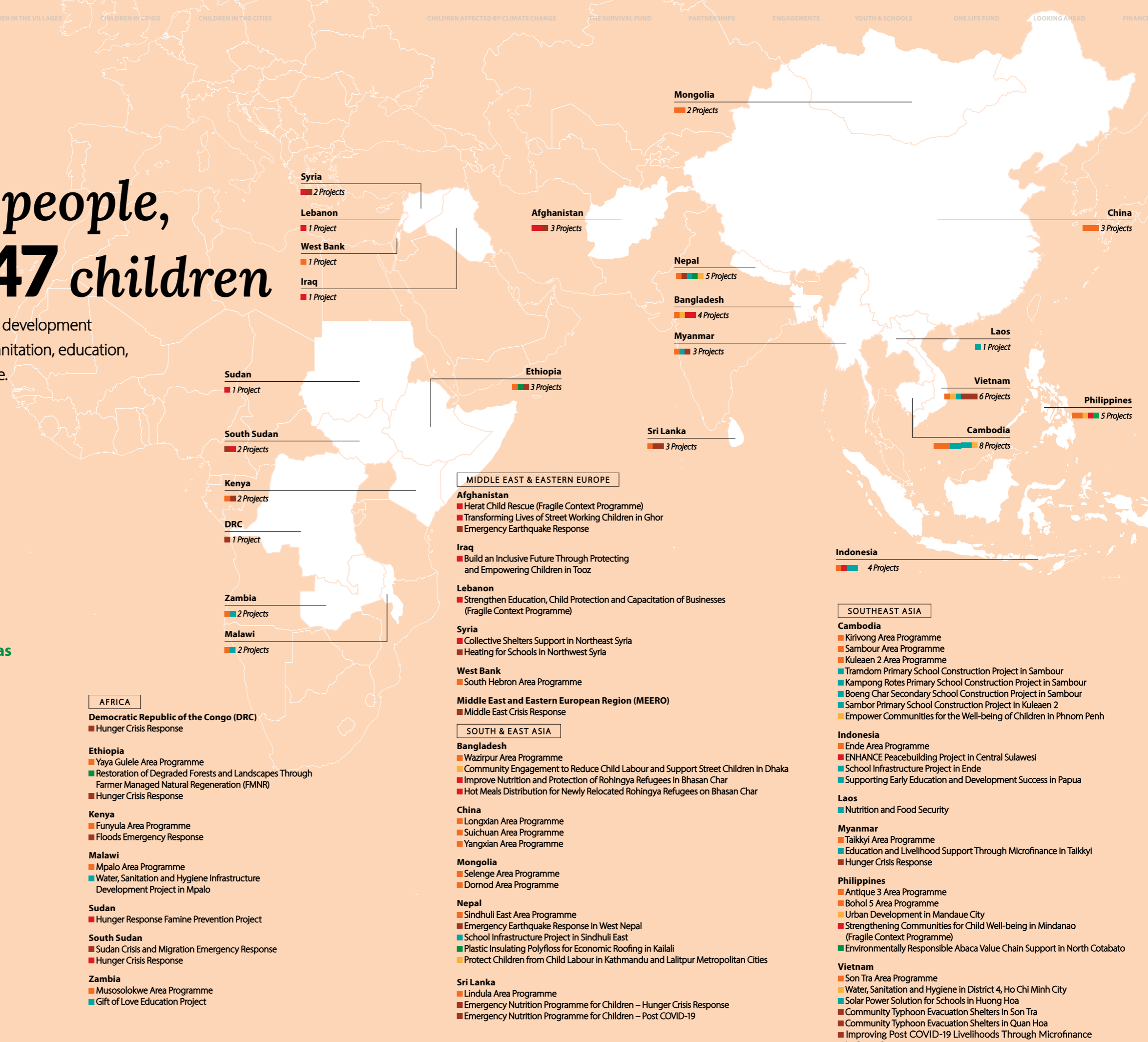
12 Projects in the Villages

11 Projects in Crisis Zones

5 Projects in the Cities

3 Projects in Climate Change-affected Areas

14 Disaster Response Operations



AFRICA

Democratic Republic of the Congo (DRC)
Hunger Crisis Response

Ethiopia
Yaya Gulele Area Programme
Restoration of Degraded Forests and Landscapes Through Farmer Managed Natural Regeneration (FMNR)
Hunger Crisis Response

Kenya
Funya Area Programme
Floods Emergency Response

Malawi
Mpalo Area Programme
Water, Sanitation and Hygiene Infrastructure Development Project in Mpalo

Sudan
Hunger Response Famine Prevention Project

South Sudan
Sudan Crisis and Migration Emergency Response
Hunger Crisis Response

Zambia
Musosolokwe Area Programme
Gift of Love Education Project

MIDDLE EAST & EASTERN EUROPE

Afghanistan
Herat Child Rescue (Fragile Context Programme)
Transforming Lives of Street Working Children in Ghor
Emergency Earthquake Response

Iraq
Build an Inclusive Future Through Protecting and Empowering Children in Tooz

Lebanon
Strengthen Education, Child Protection and Capacitation of Businesses (Fragile Context Programme)

Syria
Collective Shelters Support in Northeast Syria
Heating for Schools in Northwest Syria

West Bank
South Hebron Area Programme

Middle East and Eastern European Region (MEERO)
Middle East Crisis Response

SOUTH & EAST ASIA

Bangladesh
Wazirpur Area Programme
Community Engagement to Reduce Child Labour and Support Street Children in Dhaka
Improve Nutrition and Protection of Rohingya Refugees in Bhasan Char
Hot Meals Distribution for Newly Relocated Rohingya Refugees on Bhasan Char

China
Longxian Area Programme
Suichuan Area Programme
Yangxian Area Programme

Mongolia
Selenge Area Programme
Dornod Area Programme

Nepal
Sindhuli East Area Programme
Emergency Earthquake Response in West Nepal
School Infrastructure Project in Sindhuli East
Plastic Insulating Polyfloss for Economic Roofing in Kailali
Protect Children from Child Labour in Kathmandu and Lalitpur Metropolitan Cities

Sri Lanka
Lindula Area Programme
Emergency Nutrition Programme for Children – Hunger Crisis Response
Emergency Nutrition Programme for Children – Post COVID-19

SOUTHEAST ASIA

Cambodia
Kirivong Area Programme
Sambour Area Programme
Kuleaen 2 Area Programme
Trandom Primary School Construction Project in Sambour
Kampong Rotes Primary School Construction Project in Sambour
Boeng Char Secondary School Construction Project in Sambour
Sambor Primary School Construction Project in Kuleaen 2
Empower Communities for the Well-being of Children in Phnom Penh

Indonesia
Ende Area Programme
ENHANCE Peacebuilding Project in Central Sulawesi
School Infrastructure Project in Ende
Supporting Early Education and Development Success in Papua

Laos
Nutrition and Food Security

Myanmar
Taikkyi Area Programme
Education and Livelihood Support Through Microfinance in Taikkyi
Hunger Crisis Response

Philippines
Antique 3 Area Programme
Bohol 5 Area Programme
Urban Development in Mandaue City
Strengthening Communities for Child Well-being in Mindanao (Fragile Context Programme)
Environmentally Responsible Abaca Value Chain Support in North Cotabato

Vietnam
Son Tra Area Programme
Water, Sanitation and Hygiene in District 4, Ho Chi Minh City
Solar Power Solution for Schools in Huong Hoa
Community Typhoon Evacuation Shelters in Son Tra
Community Typhoon Evacuation Shelters in Quan Hoa
Improving Post COVID-19 Livelihoods Through Microfinance in Quan Son



1,564,894
People were reached in disaster zones*

Child Sponsorship

Rural poverty remains a central focus of our efforts. Through Child Sponsorship and supplementary programmes, we continue to support rural children and meet their needs by partnering with their families and communities. We work towards strengthening local systems and structures, ensuring that children are healthy, well-nourished, educated, and safe, creating a better and more secure environment for them to grow up in.

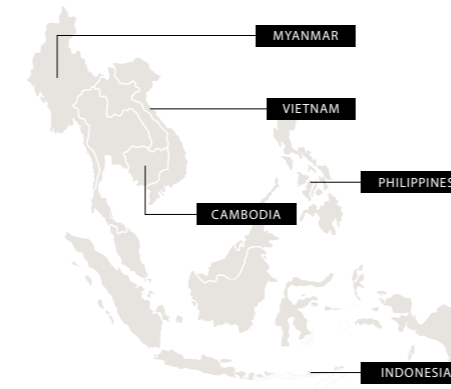
-  Education
-  Health
-  Water, Sanitation & Hygiene
-  Child Protection
-  Livelihoods & Microfinance



Highlights of Child Sponsorship in Southeast Asia:

270,159
People Reached

95,910
Children Reached



PHILIPPINES

2,970 highly vulnerable children received education support including school supplies, bags, uniforms or assistive devices like wheelchairs, to help them go to school and continue their education.



CAMBODIA & MYANMAR

5,723 people learned good hygiene, including how to wash their hands, protecting them and their families from diseases.



CAMBODIA

1,521 people received hygiene kits including soap, jerry cans, and handwashing supplies, helping to protect families from diseases.



CAMBODIA, PHILIPPINES & VIETNAM

1,603 caregivers, youths and families were equipped with the skills, knowledge and resources to improve their income opportunities, empowering them to better provide for their children and household needs.



CAMBODIA

1,056 adults and children attended our training to learn how to reduce the risks of a disaster, prepare for and cope with disasters if they occur, helping to keep children and families safe.



MYANMAR, PHILIPPINES & VIETNAM

4,328 girls and boys now speak out against harmful attitudes and practices, helping to end violence against children in the community.



"I am the only girl among four. My father works hard as a construction worker while my mother dedicates herself to caring for our family. My mother wasn't given the chance to finish school as girls' education was not prioritized. That's why she always dreams of a different future for me.

In 2018, everything changed when World Vision arrived in my community. My mother became a childcare volunteer, which empowered her and gave her a sense of purpose and confidence. Inspired by her transformation, I became an active facilitator and participated in discussions on children's rights. Recently, I was elected as vice president for our Municipal Children's Association.

Being a leader made a positive change in my life. I discovered my potential. The World Vision training sessions I have attended gave me the confidence to lead and advocate for children's rights. I now understand that I can do more for my community."

Arianne, 16 years old, from Antique Area Programme, Philippines



Highlights of Child Sponsorship in South & East Asia:

345,565
People Reached



BANGLADESH

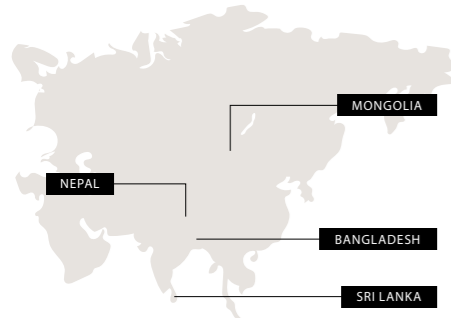
880 children aged 3 to 6 now attend preschool, helping to lay the foundation for them to succeed at school.

149,117
Children Reached



SRI LANKA

1,090 more people now have clean water within 30 minutes from their home, freeing community members, especially women and girls, from spending hours daily fetching water.



BANGLADESH

5,401 children under age 5 had their health checked by a community health worker, helping to identify any health issues so children can receive the treatment they need.



BANGLADESH & NEPAL

1,726 young people and caregivers received nutrition education, home gardening skills and resources to meet children's nutritional needs to keep them healthy.



MONGOLIA & NEPAL

1,976 community members were equipped with knowledge and resources to improve their income opportunities, empowering them to provide for their children's lives.



BANGLADESH, MONGOLIA, NEPAL & SRI LANKA

3,003 girls and boys spoke out against harmful attitudes and practices, helping to end violence against children in the community.



"My mother had to sell our house to cover medical expenses after my brother fell off a horse. She also could not go to work as she had to stay with me in the hospital after I suffered a traumatic brain injury, falling down the stairs at school. We stayed in a cramped basement, and I was ashamed of where we lived," shared Turkhuu, 10 years old. After hearing of the family's circumstances, World Vision visited the family to provide them with food support. They also found the basement to be cramped, damp and with a foul smell, which made it unsuitable for living.

Through World Vision's "Gift a Ger" project, Turkhuu and his family was able to move into a new and suitable home. "One of the most unforgettable and happiest moments of my life was getting our own home!" remembered Turkhuu. With this new home, Turkhuu is now able to catch up with his studies as he doesn't skip school anymore and he is no longer bullied by his classmates for his living conditions.

- Turkhuu, 10 years old, from Dornod Area Programme, Mongolia

Highlights of Child Sponsorship in Africa & Middle East:

222,300
People Reached



ETHIOPIA & ZAMBIA

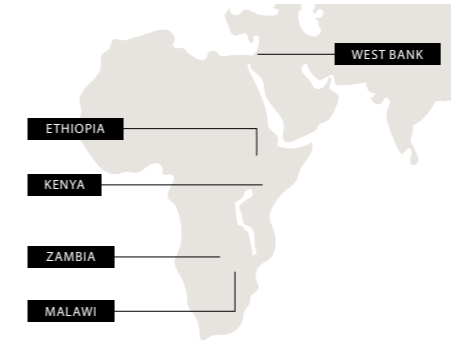
7,210 children in Grades 1 to 3 participated in our literacy programme, helping them improve their reading skills.

124,764
Children Reached



ETHIOPIA & ZAMBIA

116 classrooms in schools now have books, reading materials, and posters that help students learn to read and write.



ETHIOPIA, KENYA, MALAWI & ZAMBIA

31,960 more people now have clean water within 30 minutes from their home, freeing community members, especially women and girls, from spending hours daily fetching water.



ETHIOPIA, KENYA, MALAWI & ZAMBIA

28,386 more people now have a toilet at home, children and families no longer need to go to toilets located outdoors, limiting the spread of diseases.



KENYA & MALAWI

105 new taps were installed in clean water systems, providing children and their families with access to clean, disease-free drinking water.



MALAWI & ZAMBIA

3,177 children under age 5 in our programme had their health checked by a community health worker, helping to identify any health issues so children can receive the treatment they need.



ETHIOPIA & ZAMBIA

100 community members participated in livelihood skills training that built their confidence and empowered them to be independent.



ETHIOPIA, KENYA, MALAWI, WEST BANK & ZAMBIA

7,687 girls and boys spoke out against harmful attitudes and practices, helping to end violence against children in the community.



WEST BANK

100% of children's groups are active in the community, helping children to learn about their rights and how to protect themselves and each other from abuse in a fun and child-friendly way.



"Before World Vision came to our village, my father worked far away from home. I lived with my mother, one brother, and three sisters. My mother had a small garden, but it didn't produce enough vegetables. We often didn't have enough food to eat, and sometimes I only had one meal a day. I also lacked enough exercise books and pens for school, and I had just one school uniform, which my mother washed daily. When World Vision visited us, they gave my father a welding machine, and he opened his own metal workshop. He now makes and sells windows, doors, and chairs. He also sharpens knives and hoes for our neighbors and repairs metal plates. He works close to home now, growing vegetables, maize, beans, and cassava in our garden. When the rain destroyed our crops, World Vision helped my parents buy food for us and provided seeds to replant. Now, our crops have grown again."

- Shantel, 8 years old, from Funyula Area Programme, Kenya

Children in the Villages

Child sponsorship forms the bedrock of World Vision's transformational development work in the villages, but some communities may experience exceptional needs that require additional support, above and beyond the priorities of the existing Area Programmes. In these instances, World Vision introduces supplementary projects addressing health and nutrition; education; water, sanitation, and hygiene; economic livelihoods and microfinance; as well as child protection. These projects work alongside existing interventions to boost the community's growth and long-term sustainability, empowering Children in the Villages.



In FY24, we reached*

118,828 people

through supplementary projects to accelerate development in their villages.

*World Vision Singapore's reach includes children and families who benefitted directly from World Vision's interventions, as well as people in their wider community who were impacted by the positive ripple effects of our interventions.



Mrs Oiy feeding her children

IMPACT STORY: A Nutritious Transformation

● LAOS

"I attended the Nutrition Care Group (NCG) training. I received information about how to grow vegetables, make organic fertilizers and was taught how to raise animals from the technical team," shared Mr Oiy, 26 years old, a father of three.

Mr Oiy and his wife, Mrs Oiy, were one of the families selected to participate in the programme. Their family was identified and selected as, all three children were found to be malnourished, and both parents were unaware of the necessary nutritious needs of children.

Mr Oiy continued: "I also received the equipment I needed to build a chicken pen for the 10 chickens, and home garden equipment with vegetables seeds. I dedicated my time towards

it, and now my family does not need to buy food anymore, because we can get vegetables from our garden, eggs from our chicken pen, and meat from the chicken.

"We also followed the techniques for cooking nutritious food for my children and they gained more weight and have become stronger. I would like to take this opportunity to thank World Vision for providing this support for my family and other families in my community."

Mrs Oiy also shared her experience as a programme participant: "I am learning a lot of good techniques like growing vegetables, raising animals and cooking nutritious food. These training will benefit our family for long term."

Your Impact on the Lives of Children in the Villages in FY24:



9 educational institutions across Indonesia, Vietnam, Cambodia and Nepal were newly constructed or received funding support for rehabilitation works, increasing access to quality education for the most vulnerable children.



183 households in Laos received supplies for raising livestock and home gardening, to improve their food security; while 186 mothers were also trained in childcare practices.



1,864 people in Myanmar benefitted from business and agriculture loans amounting to US\$169,648 as well as savings accounts, both of which enabled borrowers to start and/or expand their livelihood.

9,860

children in Zambia, in grades 1-4, including 150 children with disabilities, benefitted from lessons conducted by trained teachers.

430

people in Laos benefitted from the construction of a water storage pond in the village, to support agricultural production of fish fingerlings, increasing nutritional diversity.



1,644 children and 577 adults in Malawi now have access to safe drinking water through the drilling of a borehole and installation of disability- and gender-inclusive water points (4 serving the school and 6 serving the community).



"I am very happy to be at school after being at home for a long time. I also want to thank World Vision who brought the idea of reading camps. Without reading camps the school authority would not have noticed me. I will work hard so that I complete school and become a nurse."

Esther, 10 years old, student in Zambia

Children in Crisis

FY24 was marked by new conflicts erupting, ongoing crises intensifying, and climate-driven disasters becoming more frequent. By mid-year, nearly 123 million people had been forcibly displaced – a number that continues to rise due to escalating violence in the Middle East, Sudan and beyond. Many children and families remain in prolonged exile, unable to return home or rebuild their lives. Children in turn suffer extreme levels of abuse, exploitation, deprivation, violence, and trauma.

World Vision Singapore strategically leveraged our international partnerships, collaborating with global offices to amplify our impact. In addition to upholding our commitment in Afghanistan, Lebanon, and the Philippines, we expanded our efforts into the regions of Sudan, South Sudan, Syria, and Bhasan Char in Bangladesh.



In FY24, we reached*

406,639 people

helping them survive, recover, and build a future.



Adam and his family in Derage IDP camp

IMPACT STORY: Rebuilding Lives and Restoring Hope

● SUDAN

Omer, 47, a father of five, spent years trying to provide a better life for his children. As a farmer in Derage IDP camp in South Darfur, he relied on cultivating millet, sorghum, and groundnuts during the rainy season, which lasts from June to October, for survival.

During the dry season, he turned to other activities including collecting firewood and making charcoal to sell at the local market. However, his income barely covered basic needs such as food and medicine. The rising cost of living had made it impossible to save for emergencies, and during the hunger gap months, his family often went without enough food. "My daughter became malnourished because I couldn't afford to buy enough food," Adam shared with a visible face of hurt. Before the war, Adam's life was already difficult. But since the conflict escalated, things went from bad to worse. With widespread insecurity, economic collapse, and weakened social structures, farming became impossible.

"We can't farm as we used to. Without an income, how can my family and I survive?" he said.

Through the Hunger Response Famine Prevention Project, World Vision provided direct cash support to the most vulnerable families to help families fight malnutrition and meet their urgent food needs. Receiving cash at such a critical time gave Adam a renewed sense of hope. "Having this money means I can sustain my family for the next few months. I can buy food, and I even started saving a little for emergencies."

"I hope World Vision will continue helping us, especially with agricultural tools and seeds so that we can return to farming."

Since receiving the cash assistance, Adam's situation has improved dramatically. "My daily income has now reached about US\$5 (S\$6.80). Now I can provide my children with the essentials and even save for the future. Thank you World Vision!"

Your Impact on the Lives of Children in Crisis in FY24:

SURVIVE:
Providing life-saving needs like food and clean water

92,027 people in Afghanistan received life-saving primary healthcare services, while 49,740 women benefitted from maternal and newborn care services through the establishment of 22 family health houses.

70,000 people in Syria benefitted from the installation of a pumping device, which increased the water station's capacity and improved access to water.

720 beneficiaries in Sudan's Internally Displaced Persons camps were empowered with cash assistance to improve access to food and nutrition.

1,428 hot meal packs were distributed to 476 Rohingya individuals who were newly relocated from Cox's Bazar to Bhasan Char.

RECOVER:
Helping families to adapt and build resilience

1,786 households in Syria received hygiene promotion sessions, with 91% of beneficiaries demonstrating good knowledge of hygiene practices.

3,427 people in Afghanistan received psychosocial support through the establishment of 4 child-friendly spaces (CFS).

75 Mother-to-Mother/Care Support Groups in South Sudan were trained in Maternal Infant and Young Child Nutrition (MIYCN) and mother-led mid-upper arm circumference (MUAC) screening for the early identification of malnutrition.

BUILD A FUTURE:
Advocating for lasting peace

7,000 children in Mindanao, Philippines, received learner kits; 6,497 children who were falling behind in school received remedial support; and 3,100 out-of-school children and youths participated in accelerated learning programmes.

616 students in Lebanon strengthened their reading and writing skills through the Unlock Literacy Programme, while 200 students participated in catch-up remedial sessions to close learning gaps.

49 WASH committees were established in the collective shelters of Syria to oversee the cleanliness and hygiene of the shelters and latrines. The committees will ensure that toilets remain clean by raising awareness among residents and creating cleaning schedules that involve everyone in the shelter.

4 education centres were rehabilitated in Lebanon to ensure they are inclusive, safe, disaster-ready, and comfortable for children.



1 Children attending Unlock Literacy programme in the rehabilitated education centres in Lebanon

2 Woman receiving life-saving primary healthcare services in Afghanistan

Children in the Cities

Over half of the world's population resides in cities. As urban populations grow, so do the number of children that are living in poverty within those cities. Urban-poor children face significant barriers to survival, development, and protection, due to financial, social, and political challenges. They are especially vulnerable to diseases, exploitation such as child labour and trafficking, abuse, and the risk of an uneducated future.

World Vision is committed to creating just and inclusive cities where children can thrive in safe and healthy environments. In FY24, we expanded our work in Dhaka, Bangladesh, and initiated projects in Kathmandu and Lalitpur, Nepal, to combat child labour. In Mandaue, Philippines, we reached more communities to improve the lives of slum dwellers; in Ho Chi Minh City, Vietnam, we continued our work addressing urgent water and sanitation needs in slums and schools; and in Phnom Penh, Cambodia, we trained faith leaders to change harmful mindsets against vulnerable children.



In FY24, we reached*

207,851 people

enabling them to be well-nourished and educated.



Rabbi at work offering repair services at a local shopping mall.

IMPACT STORY:

Rabbi's Journey: From Danger To Dignity

● BANGLADESH

When the pandemic hit, Rabbi's father—the sole breadwinner—saw a drastic decrease in his income. Hopeless, Rabbi was forced to join him at a construction site. The work was physically demanding and left him injured, exhausted, and often suffering from chest pains.

Despite the toll, Rabbi felt obligated to help his father provide for the family. "I was getting weaker every day, but I couldn't stop," Rabbi recalls, with tears hidden in his eyes. "I watched my father struggle, and he was getting sick often. I knew I had to do my part."

While his friends continued their education, Rabbi was forced to mature quickly, worrying about his family's survival. Rabbi's life took a turn when he learned about World Vision's skill development training for young people.

"It felt like a light of hope in my life," he remembers.

The training proved life changing. He learned essential technical skills and was also provided with the tools to start his own business. With his new mobile servicing toolbox, Rabbi began offering repair services at a local shopping mall.

"I work 5 to 6 hours a day at a busy mall, and I plan to keep going until I turn 18. By then, I'll be an expert!" he says with a proud smile.

Today, Rabbi earns between 4,000 – 6,000 BDT (\$\$43 to \$\$65) a month.

"Thank you, World Vision, for this opportunity," said Rabbi, his eyes gleaming with hope. "One day, I want to continue my education while supporting my family. And with the skills I've gained, I dream of becoming an entrepreneur."

Your Impact on the Lives of Children in the Cities in FY24:

EMPOWER:

Children and youth are able to continue their education or acquire relevant skills to be productive citizens of their communities

302 children aged 5-14 in Mandaue City, Philippines, participated in 16 sessions of literacy-building and life skills development activities to help them catch up in school.

34 out-of-school children aged 6-12, in Dhaka, Bangladesh, successfully completed Non-Formal Education (NFE) to help them catch up and prepare for re-enrolment in mainstream schools.

6 wards in the project area, in Nepal, have been declared child labour-free zones; while 128 adolescents attended life skills sessions—held in coordination and support from the local government.

PROTECT:

Children are protected from all forms of violence and exploitation

1,106 children in Cambodia attended 52 awareness sessions on community development plans. The plans covered topics such as hygiene awareness, drug abuse, violence against children, waste management, climate change, and the impact of heat waves.

260 children and parents/caregivers in Dhaka, Bangladesh, were educated on key child labour issues; learning more about child protection, child rights and the negative impact of child labour.

59 youth leaders/volunteers in Mandaue City, Philippines, completed life skills training; 14 youth leaders were equipped with life skills and strategies aimed at overcoming fear and violence in their lives and building resilience.



Mrs Samart, 45 years old, an Empowered World View (EWW) facilitator conducts coaching lessons on EWW and the saving process with the target group in Cambodia



Children at the Culture of Reading Culmination in the Philippines

STRENGTHEN:

Children and their families enjoy good health

155 participants in Dhaka, Bangladesh, were educated on primary treatment methods during sickness and personal hygiene behaviours through the Primary Health Care (PHC) session.

33,744 adults and 9,429 children in Vietnam have better access to 9 handwashing facilities installed or repaired in 2 communities and 5 schools, where children were also taught about proper handwashing. The health centre in Vietnam recorded a 71.1% decrease in dengue cases and a 69.7% decrease in Hand, Foot and Mouth Disease (HFMD) cases, as compared to the same period in the previous year.

115 undernourished children in Mandaue City, Philippines, were identified through Operation "Timbang" (also known as Operation Weighing) and enrolled in a 12-day Urban Nutrition Hub (UNH) feeding session. They received essential services, including vaccinations, vitamin supplementation, growth monitoring, and deworming, and their nutritional status was regularly monitored through growth tracking and weighing sessions.

Children *affected by* Climate Change

Our environment is rapidly deteriorating because of climate change, resulting in a world that is increasingly vulnerable and unpredictable especially for children.

The impact of environmental degradation is far-reaching, resulting in extreme weather events, and altered disease patterns. Food security, production and food nutrition are also threatened by prolonged droughts and changing rainfall patterns, which exacerbates water shortages and limits access to clean water and sanitation. The increasing frequency and severity of climate-induced disasters also forces families to migrate or become displaced.

In FY24, the Fight Climate Change Fund continued its support towards the Environmentally Friendly Abaca Value Chain project in the Philippines, the Farmer Managed Natural Regeneration (FMNR) project in Ethiopia and ventured into warming schools in Nepal with recycled plastic. Through these projects, we trained and equipped these communities with the knowledge of sustainable climate practices, providing them with a source of livelihood so that children can be safe, warm, and given the chance to flourish.



In FY24, we reached*

232,367 people

and strengthened their resilience to climate change.



Warlito and daughter work side by side to create unique abaca handicrafts.

IMPACT STORY: The Abaca Strands that Strengthen the Family Bond

● PHILIPPINES

“When I was still a typical rubber farmer, my income was only slightly more than US\$1 when I harvested a rubber cup lump. It was minimal income, barely enough to buy a kilo of rice. There were days when I had to cook bananas as our meal because my income wasn’t enough,” recalled Warlito, 55 years old, farmer in North Cotabato.

When World Vision introduced Abaca farming in their community, Warlito was eager to join to improve his livelihood situation.

“The skills training on Abaca handicrafts has improved our lives. It has provided us with regular income. We can now purchase half a sack of rice. Even with minimal orders, we now earn at least US\$68 (S\$92.48) per month,” he shared happily. “I will do my best to sustain this project for the welfare of my family, especially my children.”

Today, World Vision partners government agencies to link Abaca farmers to market opportunities and ensure quality in their handicrafts by providing ongoing skills training.

Your Impact on the Lives of Children Affected by Climate Change in FY24:

RESILIENCE:

Help children and communities cope with the effects of climate change

770 students, from 6 schools in Nepal, benefitted from the installation of Polyfloss insulation packets and Himalayan bamboo panels in their classrooms that created warmer and quieter learning spaces, especially during the rainy seasons and winter months. The Polyfloss material was manufactured from 1,800 kg of recycled plastic and collected from the community, contributing to a cleaner living environment.

65 parents/caregivers in the Philippines were trained to produce abaca products and are currently generating an additional monthly income of about 1,200 pesos (S\$2791), providing their family and children with food and education.

PREVENTION:

Reduce and prevent carbon emissions

25,000 abaca seedlings have been planted on approximately 151 hectares of land, in the Philippines; enabling continuous environmental protection and providing additional livelihood income.

291 households in Ethiopia received Energy-Efficient Cook Stoves (EECS); community members were also trained in using efficient, clean energy through EECS. These skilled trainees are now able to maintain, produce, and market these stoves within their communities.

ENVIRONMENTAL SUSTAINABILITY:

Protect the natural environment

198 farmers in the Philippines were oriented and/or trained in environmentally responsible farming methods such as Farmer Managed Natural Regeneration (FMNR) or sustainable abaca farming methods; equipping them to put a stop to harmful farming practices and excessive chemical use.

578 hectares of degraded forests land were rehabilitated through Farmer Managed Natural Regeneration interventions in Ethiopia. Community stakeholders were organized into co-operatives, provided with tools and trained on seedlings production to reforest farmland.



Students in Nepal studying in the classrooms with the Polyfloss insulated ceilings and Himalayan bamboo panels



Cookstove training in Ethiopia

The Survival Fund

The frequency and intensity of natural disasters are rising due to climate change. This is further exacerbated by conflict crises, hunger crises, soaring inflation, and an uneven post-COVID-19 economic recovery. When disaster or crisis strikes, we are on the ground within 72 hours to provide immediate support, and we stay to help children, families, and communities survive, recover, and rebuild for the future.



In FY24, we reached*
1,268,968 people
 by journeying with them before, during, and after disasters.



Children enjoying their school meals in DRC.

IMPACT STORY: School meals: A Lifeline for Children's Education

● DEMOCRATIC REPUBLIC OF CONGO

Jeanot, a 12-year-old sixth-grader in Chabilwa Primary School in Democratic Republic of Congo, now gets to enjoy fish twice a week through the supplementing of protein in their school meals by World Vision. "We're happy to eat at school, especially with the fish. Sometimes we leave home without eating, and the school meals keep us going. The meals are good with fofou and peas, but even better with fish."

As part of World Vision's global hunger crisis response, ten schools including Chabilwa Primary School benefitted from the supplementary school meals project. Mr Mbuyu Makongolo Andre, the headteacher of the primary school highlighted the transformative effect of the school meal

programme. "The addition of fish, vegetable oil, and salt to our meals has significantly enhanced dietary diversity for students, providing them with essential animal protein. The new school meals package has revitalized the meals, leading to happier, more engaged children."

Mr Makongolo Andre also highlighted the positive impact on school attendance. Many students come to school without breakfast, and the meals have helped improve punctuality and reduce absenteeism, directly supporting their education.

Jeanot concluded with heartfelt gratitude: "We thank the donors, as well as the mothers who cook for us, for making our meals better."

You Have Enabled Us to Respond to Major Disasters and Crises in FY24:

CONFLICT:

Middle East Crisis Response

381,605 people affected by the escalation of the Middle East conflict in the West Bank and South Lebanon received life-saving emergency supplies, food and non-food items, psychosocial support, and access to safe community spaces, helping them cope with the crisis.

Sudan Crisis and Migration Emergency Response

679,726 people in South Sudan, including displaced South Sudanese and Sudanese refugees, received life-saving emergency assistance. This support included essential supplies such as food, healthcare, and shelter, helping those displaced by the violent conflict and instability in the region to cope with the ongoing crisis.

EARTHQUAKE:

Afghanistan Earthquake Emergency Response

59,420 earthquake survivors in Western Afghanistan were reached with life-saving aid, including clean water, hygiene kits, winter essentials, primary healthcare, and psychosocial support, ensuring immediate relief, protection, and resilience against the harsh winter in the wake of devastation.

HUNGER:

Global Hunger Crisis Response in Democratic Republic of Congo, Ethiopia and Myanmar

24,584 people were saved from the immediate and long-term impacts of food insecurity and acute malnutrition through improved access to food, clean water, emergency health and nutrition services, and household resilience interventions.

Emergency Nutrition Programme in Sri Lanka

1,786 undernourished children in Sri Lanka underwent food-based nutrition rehabilitation programmes. They were taught behavioural change and received food support to improve their nutritional status, amid the country's economic crisis and post COVID-19 recovery period.



"When the floods came, our home was destroyed, and even going to school felt impossible. My family didn't have anything left. But with the cash we received from World Vision, my parents bought food, and clothes, and paid for my school supplies. Now I can attend school again, and I feel hopeful for the future. Thank you World Vision, for helping us when we needed it the most."

- Braivane, a student at Budata Primary School, Budalangi, Kenya

FLOOD:

Kenya Floods Response

83,124 flood-affected survivors in Kenya were reached with essential humanitarian assistance, including emergency supplies, non-food items, cash transfers, and psychosocial support. Direct cash assistance was provided to 31,545 vulnerable households to help them meet their most urgent needs, including food, medical care, and rebuilding livelihoods. This flexible support empowered families to take quick action in addressing their immediate needs, enabling faster recovery and improving their overall well-being.

HARSH WINTER:

Syria Winterisation

3,056 students in Syria were able to continue their education without disruption through the provision of fuel, tanks, and heaters across 7 schools. With over 1 million children out of school due to ongoing conflict and harsh winter conditions, this support ensured vulnerable students could continue their education safely despite the crisis.

COVID-19:

Restoring Livelihoods through Microfinance

1,271 families affected by COVID-19 in Vietnam received microfinance loans and/or started a savings account to (re)start their business/agricultural activities so as to facilitate their economic recovery after the pandemic, allowing 1,028 most vulnerable children to be better cared for.

Promise kept through Partnership

In FY24, we partnered with various companies in their corporate social responsibility programmes to bring life-changing aid to children in fragile communities. We are grateful for our dedicated corporate partners who have made this journey possible, ensuring that no child is forgotten. As we look ahead, we invite more companies to join us in this mission of love—to bring hope, opportunity, and a future to those who need it most.

Impactful Fundraiser in Support of the Global Hunger Crisis Response



As part of **Babilou Family Singapore's (BFS) annual Sustainable Education™ event, BFS supported our Global Hunger Crisis Response** to meet the urgent health needs of children and families who faced extreme hunger in the countries of Democratic Republic of Congo, Ethiopia and Myanmar. In May 2024, BFS organised activities for children and families at their learning centres, raising S\$69,343. With the community's generous support, World Vision was able to provide school lunches to address protein deficiency, nutrition screening, as well as life-saving medicine for malnourished children, emergency food relief for conflict-affected persons, and vegetable seed packs for families to grow their own food supply.

Commitment to Community Growth



Since 2022, **Jesus The Light, the gifting ministry of Far East Organization has been supporting the Urban Development Project in Mandaue City, Philippines**, to improve the health and nutrition status, and functional literacy levels of children living in urban poor communities. The project also supports out-of-school youth for skills training to enable them to be engaged in formal employment. Continuing their support for Phase 2 of the project, Jesus The Light's gift made in the name of Jesus has directly impacted a total of over 7,000 children, youths and adults across both phases. In July 2024, employees from Far East Organization's staff volunteer programme, Caring Hearts, went on a visit to Mandaue City, where they distributed grocery packs to the local community, refreshed a children's day-care centre with painted murals, and visited project interventions, including feeding, literacy and life-skills sessions for children.

Equipping Children and Parents in Early Childhood Literacy



Many children living in poverty in rural Indonesia enter formal schooling unable to read or write. They struggle to catch up in literacy as they have limited or no access to early childhood education or reading materials. Driven by the aim to ensure the most vulnerable children in Asia receive the early learning and stimulation they need to thrive, **Nomura partnered with World Vision in 2024 to support the SEEDS project** (Supporting Early Education and Development Success). Nomura funded the construction of two Early Childhood Care and Development centres in Papua and the training of 225 village volunteer tutors. Over 430 children have directly benefitted from literacy sessions in reading camps conducted by these trained village tutors, who have ignited the joy of reading and learning in these children. 361 parents have also been equipped with the resources and skills to foster a home environment that encourages early literacy in their children, giving them a better start to their education.

Empowered Girls, Empower Girls



In celebration of International Day of the Girl, **Perky Lash supported World Vision's Child Sponsorship programme** by sponsoring 10 girls from Antique, Philippines. These girls, who may otherwise be denied of opportunities due to gender-based inequalities, now have the chance to build a brighter future. Founder Jasmin Tay believes that every child deserves the chance to thrive, regardless of their circumstances. Perky Lash is committed to empowering and uplifting women and girls through child sponsorship, investing in their education and personal development to help them unlock their full potential.

Building Resilient Communities Together



In 2024, **World Vision Singapore teamed up with T-Prep Pte. Ltd., a subsidiary of Temasek Trust, to deliver 800,000 reusable masks to communities in Cambodia**. This initiative aimed to protect children, families, and vulnerable groups and strengthen public health resilience. With support from World Vision Cambodia, the masks reached students, teachers, healthcare workers, and families across multiple provinces, especially in rural areas where resources are scarce. By providing essential protection, this initiative ensured children could attend school safely and families could go about their daily lives with peace of mind. More than just a donation, this partnership showcased the power of corporate social responsibility in creating real change. World Vision Singapore deeply appreciates T-Prep's dedication to global health and humanitarian work.

Sponsors Community Outreach and Engagement

World Vision Singapore Celebrates 40 Years of Transforming Lives



1 Jahniela and Ayeth former sponsored children during the sharing session at the charity dinner
 2 World Vision founder's daughter, Marilee Pierce sharing insights about World Vision's work globally
 3 World Vision Singapore Chairman Soon Sze Meng hosting our guests at the charity dinner
 4 Guests holding up their successful bid for one of the art auction items drawn by children from Selenge Area Programme

On 10 July 2024, World Vision Singapore celebrated its 40th anniversary with a Charity Dinner at Sentosa Golf Club, themed "One Humanity, One Hope."

The evening began with a warm welcome from the host for the evening, MediaCorp Class 95 DJ Jean Danker, who is also a child sponsor. World Vision Singapore Chairman Soon Sze Meng expressed gratitude to all who have supported World Vision's work and shared the progress the organization has made over four decades, helping millions of vulnerable children to have access to education, clean water, nutrition, sustainable livelihood and child protection.

The highlight of the evening was the keynote address by Marilee Pierce Dunker, daughter of World Vision's founder, Bob Pierce. As World Vision Ambassador Emeritus, she shared powerful insights about World Vision's transformative impact globally and the importance of ongoing support in the face of global challenges.

Sponsored child Jahniela Rose and former sponsored child Ayeth shared inspiring stories of transformation. Jahniela is now 18 and studying to become a pharmacist, while Ayeth graduated as a teacher and chose to become a staff member at World Vision Philippines. Both spoke candidly about their childhood struggles and the transformative power of sponsorship on their lives. Part of the evening was dedicated to an Art Auction, featuring stunning artworks by World Vision's sponsored children from the Selenge Area Programme in Mongolia.

Guests at the dinner enjoyed a special four-course meal curated by Chef Damian D'Silva, where each dish connected to World Vision's food relief efforts for children facing hunger and malnutrition. The evening concluded with Jahniela's song performance of "Touch The Sky," symbolizing the vision of World Vision to enable all children to live life in all its fullness.

The evening's food and wine were generously sponsored by one of our donors, while the non-alcoholic beverages were sponsored by F&N. Through the charity dinner, we raised about S\$270,000 for children affected by conflict and set the stage for continued action from Singapore supporters to bring hope to the world's most vulnerable children.

Vision in Action: Transforming Lives Together



On 19 August 2024, World Humanitarian Day, hearts and minds were inspired as over 40 participants gathered for our Vision in Action event at library@harbourfront. Felicia Chin, our World Vision Singapore Goodwill Ambassador, shared heartwarming stories of meeting her sponsored children and witnessing the transformation of the lives of the children in Myanmar and Zambia. She also shared stories of children whom she met in our new area programme in Kuleaen, Cambodia. Every story displayed a profound need in the community, while being a testament to the hope that Child Sponsorship can bring.

Charity Workout with KPOPX Fitness



About 150 participants joined us at Junction 8 for a charity workout session led by the KPOX Fitness group in Singapore on 1 June 2024 to raise funds to provide vulnerable children in Democratic Republic of Congo, Ethiopia and Myanmar experiencing the hunger crisis with life-saving assistance, including access to food packages, school meals, hygiene kits, lifesaving medicines, and seed packs for vegetable gardening.

Child Sponsors' Trips



Over 70 child sponsors went on child sponsor trips with us in FY24 to our area programmes in Vietnam Son Tra, Nepal Sindhuli East, Kenya Funyula, Mongolia Selenge, Cambodia Kirivong and Kuleaen to meet their sponsored children. The trips provided child sponsors with a better idea of the operations and achievements of the Child Sponsorship Programme with a better idea of the operations and achievements of the Child Sponsorship Programme.

Our World Vision Singapore goodwill ambassadors Felicia Chin, Belinda Lee, and Apple Hong also visited the area programmes in Cambodia, Bangladesh, and Mongolia to raise awareness of the impact of child sponsorship



1 Cambodia: Trippers attend the phase-out ceremony in Kirivong
 2 Mongolia: Trippers and World Vision staff stand in front of a ger they built for a vulnerable family in Selenge
 3 Mongolia: Apple Hong with Otgonjargal, who chose her as a sponsor at the Chosen event in September in Dornod
 4 Bangladesh: Belinda Lee participating in a PD Health rehabilitation and education session to train mothers to rehabilitate their malnourished children
 5 Cambodia: Felicia Chin fetching water with children from a water source in Kuleaen 2



Youth and Schools

 [worldvisionyouthsg](https://www.worldvisionyouthsg.com)

▶ Marquee Event

30 Hour Famine 61 PARTICIPANTS

The 30 Hour Famine 2024: Hunger Trials, held on 18-19 May in Singapore, brought together over 60 youths from secondary schools and tertiary institutions to experience the struggles faced by children in conflict and climate crises. Set at the historically significant Fort Canning, participants took part in a 30-hour fast and team challenges designed to highlight global hunger issues. The "choose-your-own-adventure" race featured stations like The Factory, simulating child labor, Bounty Picking,



"I found the stations most meaningful as they gave us an insight into the lives [of vulnerable children]. I was able to see the hardships that many people from different countries go through, and it helped me to better understand their plight."

- Mishella, 14, Methodist Girls' School

1,852

Youth Reached

7

Service-Learning Projects
(2 overseas, 5 online)

6

Youth Interns & Volunteers

13

Schools Partnered

8

School Engagement Talks
& Workshops

where participants foraged for food, and Hydro Quest, focused on the lack of clean water and the journey vulnerable children take daily to get clean water.

The event also featured inspiring talks by Mr Benjamin Tan, CEO of World Vision Singapore, and Ms How Hwee Young, Asia Pacific Regional Chief at the European Pressphoto Agency, who shared powerful stories of poverty alleviation and social change. Ms Lam Bao Yan, co-founder of LoveOnUkraine and Director of Genesis Architects, wrapped up with an emotional call for compassion and action.

Proceeds from the registration supported World Vision's Global Hunger Crisis Response in Democratic Republic of Congo, Ethiopia, and Myanmar. Participants left with a deep sense of empathy and a commitment to making a difference. As one participant said, the event showed how small actions can create meaningful change. The 30 Hour Famine 2024 was a powerful reminder that awareness and compassion can inspire lasting impact in the fight against global hunger.

Youth Interns & Volunteers

In FY24, World Vision Singapore engaged 6 youth interns and youth volunteers to support our youth advocacy work. Their support enabled us to widen our network of school connections for public education. Their experiences here also allowed them to have a deeper understanding of World Vision's work.



Our intern, Enxi at 30 Hour Famine 2024.

"I believe in child empowerment. I feel that children are the hope for the future, they are the hope for solving problems like poverty and inequality. Beyond that, I believe that how well children are doing in the society is a good barometer for how the society is doing as a whole. I felt that World Vision was not only channelling aid to the impoverished or conflict-ridden communities but they were also working with the communities over the span of 15 years to make it a sustainable solution and so I really believe in this sustainable model. When I first started interning at World Vision, I also saw first hand how committed and driven all the staff at World Vision were to this vision of empowering children and being accountable to all their donors."

- Enxi, Youth and Marketing Communications Intern

School Engagement

Through partnering 13 schools, we reached 1,852 secondary and tertiary-aged youths and students through in-person and online educational engagements. Sharing with them the struggles of children in poverty and World Vision's response to these humanitarian needs, World Vision remains committed to growing the young generation in being empathetic advocates for the vulnerable.

Service-Learning

In partnership with Youth Corps Singapore's (YCS) Youth Expedition Project (YEP), 2 teams from Singapore Management University embarked on in-person Service-Learning projects with the overseas communities supported by World Vision Singapore. The 2 teams developed workshops on work-readiness, English language, basic digital safeguarding, and financial literacy. Through the exchange with the communities and field staff, the youths acquired a deeper understanding of the intricacies of World Vision's humanitarian development work and gained cultural appreciation of Cambodia and Vietnam.

5 online teams from Republic Polytechnic participated in Youth Expedition Goes Online (YEP-GO) in partnership with World Vision Singapore and Vietnam. The online teams developed and implemented a 20-hour programme of educational sessions on work-readiness with vulnerable youths in Vietnam and boosted their peers' confidence in English conversation.

"Our interactions with the people of Vietnam were a powerful reminder that empathy, compassion, and shared experiences can bring people closer together, regardless of cultural or regional differences. We strongly believe that creating meaningful impact not only warms the hearts of those we help but also fills our own hearts with fulfilment and purpose. Whether it was assisting food stall owners, helping students overcome their fears, or simply offering a kind gesture, we are committed to spreading love and goodwill through even the smallest acts of kindness, knowing they can make a lasting impact."

- Students from Singapore Management University Project White Doves who visited Vietnam



Youths from Singapore Management University Project Boiribo in Kampong Svay, Cambodia



1 Lam Bao Yan, co-founder of LoveOnUkraine sharing her humanitarian experiences in Amazon forest and Ukraine during the closing ceremony
2 A participant carrying a gunny sack and his belongings at the Border Crossing station
3 Participants, volunteers, guests, and World Vision staff at the closing ceremony
4 A participant matching flip boards of the name of the disease to its cause at the Clinic Crisis Station

One Life Fund



Helping Vulnerable Children in Singapore

The One Life Fund supports vulnerable children in Singapore's out-of-home care with special learning needs to have access to specialised learning programmes. In partnership with out-of-home care agencies and learning support programme providers, World Vision facilitates the enrolment for these children and provides financial support for them to take part in literacy or numeracy programmes to help them overcome their learning struggles.

Since the beginning of this support programme in 2023, 45 children have benefitted, of whom 31 are still enrolled in our programme as of end of FY2024. Over the past year, 70% of the children we supported showed an improvement in their school grades.

IMPACT STORY:

K's Journey of Resilience and Hope

● SINGAPORE

K*, a 9-year-old boy, is one of the children who have benefitted from the additional specialised learning support. From a young age, K faced overwhelming challenges. Confronted with family violence, abuse, and neglect, K was referred to Chen Su Lan Methodist Children's Home (CSLMCH). He was also diagnosed with Dyslexia and Attention Deficit Hyperactivity Disorder (ADHD). He struggled with the basics of reading, writing, and spelling. These difficulties made it challenging for him to excel in a conventional classroom setting.

With the support from World Vision, K was enrolled in the Main Literacy Programme by the Dyslexia Association of Singapore. The engaging teaching style and patient guidance of the lead educational therapist ignited K's enthusiasm for learning.

"I like coming to these lessons because it helps me understand things better. I feel happy," said K. His reading and spelling skills improved tremendously, earning him the "Most Improved" award at the CSLMCH Education Achievement Awards. His caseworker observed that his focus and engagement improved greatly and he is now able to actively participate in the lessons.

K not only overcame his academic challenges but also rebuilt his self-esteem and confidence. His story is a testimony to how targeted support can transform a child's life.

**Name has been changed to protect identity.*

Looking Ahead: Anchored in Hope

As we turn the page to a new financial year, we do so with cautious optimism. The road ahead remains fraught with challenges: climate change intensifies, conflicts persist, and inequities widen. Yet, we are steadfast in our conviction that "in Him all things hold together." This truth compels us to press onward, knowing that our work is part of a divine tapestry of restoration.

In the coming year, World Vision Singapore will deepen our focus on child sponsorship, to uplift communities out of poverty through holistic interventions that ensure children experience life in all its fullness and not be left behind.

We will drive sustainable development, partnering with communities to integrate livelihood interventions with greening to build resilience against future shocks.

We will advocate for rebuilding efforts for areas that are most severely impacted by disasters, even after they have fallen out of media headlines.

Together with faithful donors, partners, and staff, we strive to embody the love of Christ in tangible ways, proving that even the smallest acts of kindness can transform lives.

"For in him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him. He is before all things, and in him all things hold together."

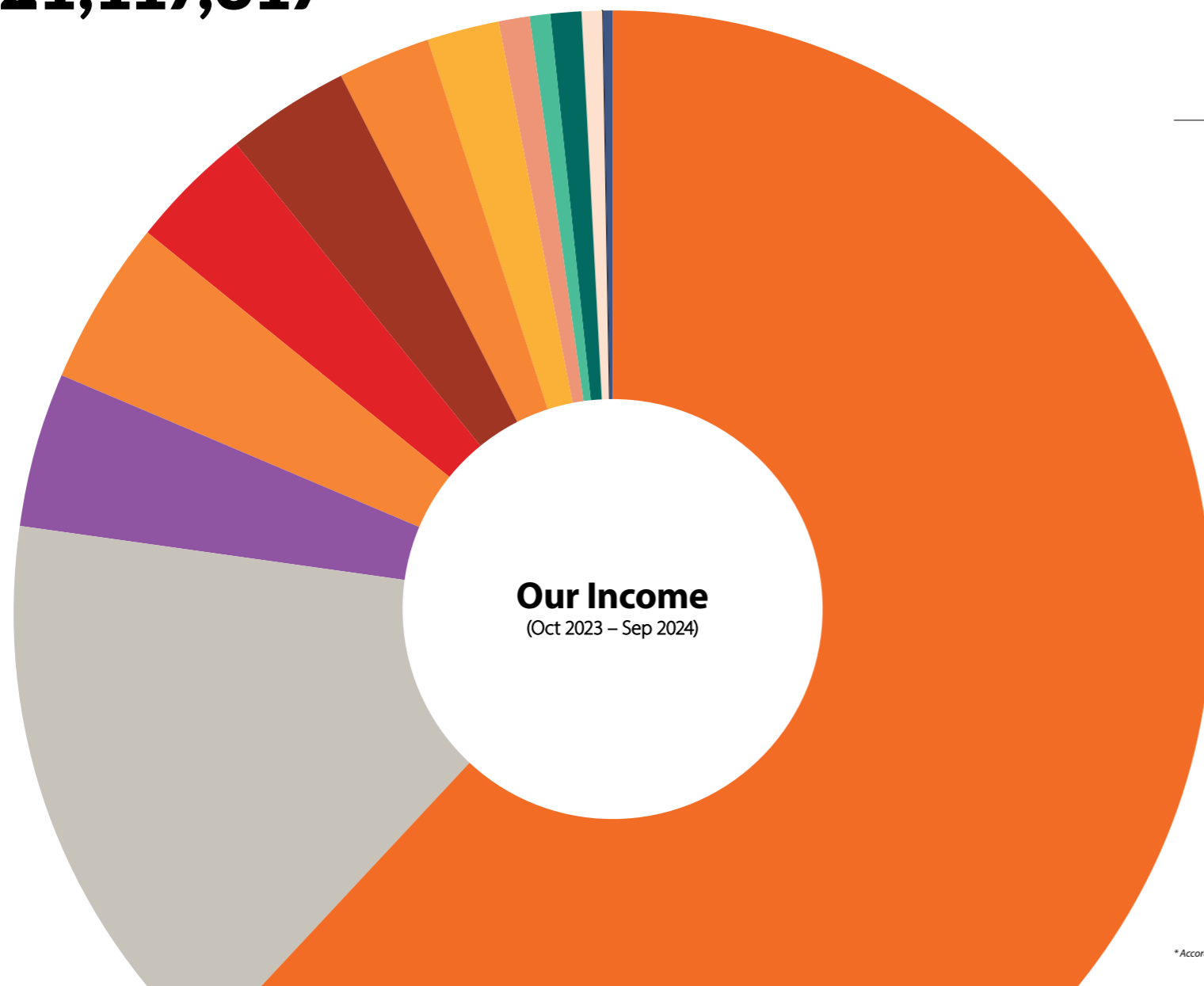
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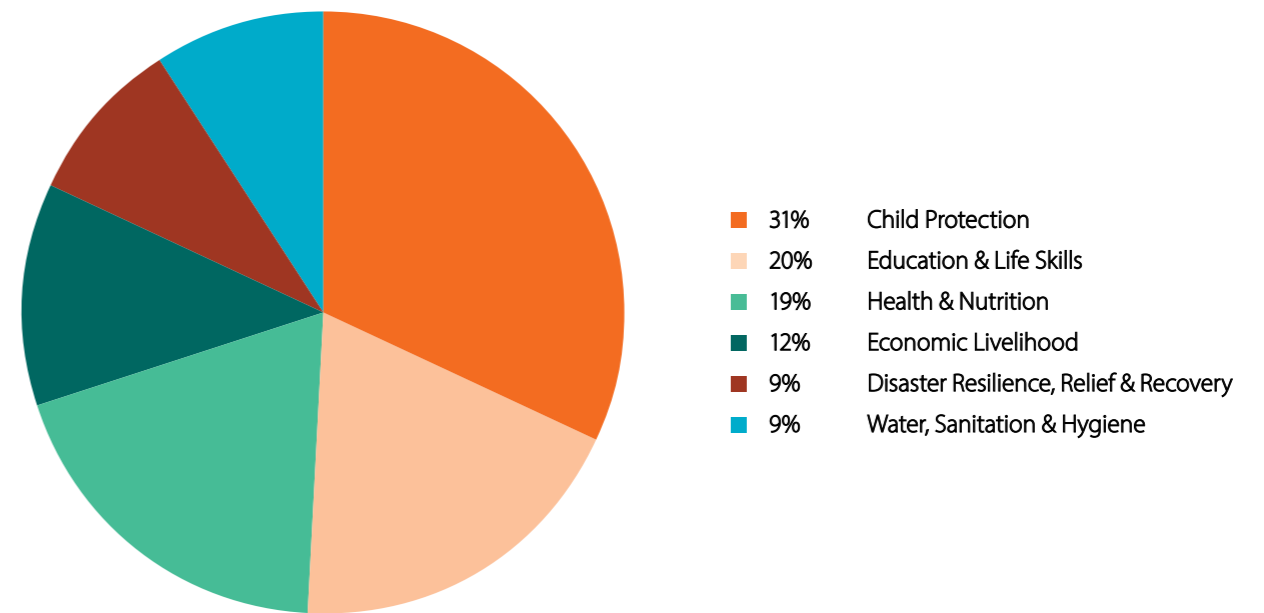
Financial Accountability

Thank you for helping to change the lives of the vulnerable children and their communities. We have kept our expenditure low at 17.79% of total funds raised. This allowed us to channel as much as possible to our programmes, and respond to much needed projects and disaster response programmes.

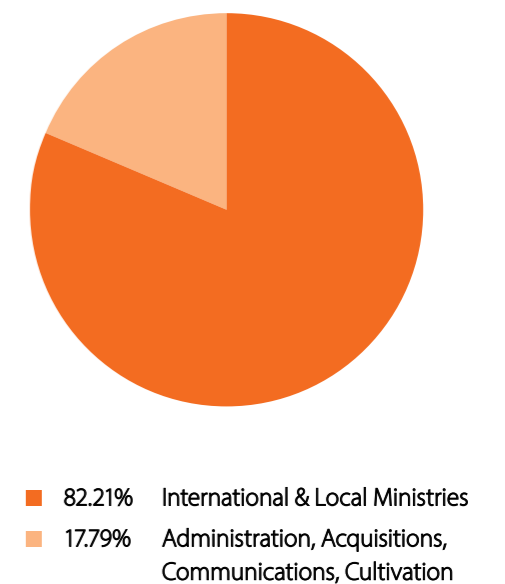
In FY24, with the support from our donors and sponsors, we raised a total of **S\$21,117,317**



Allocation of Donations for International Programmes



Our Expenditure*



*According to Singapore's charity regulations, the total expenses incurred due to fundraising appeals in a year must not exceed 30% of total donations collected.

Advisory Council



Marcus Frost | *Representative of World Vision International (WVI) President*

Marcus joined World Vision International in 2017 in a consulting role as part of the Strategy Realisation Office. Since then he has led different global functional teams and is currently the Chief Marketing and Communications Officer. He also serves on the World Vision UK Board. Prior to joining World Vision, Marcus enjoyed a career in marketing and communications, working for global brands such as Ford Motor Company, Cable and Wireless, Motorola, Google and Lenovo.



Soon Sze Meng | *Chairman*

Sze Meng is the CEO of Sembcorp's carbon management business – GoNetZero™ leading and supporting customers' net-zero ambitions. He held senior leadership roles at JD.com, SingTel, PayPal and Visa and was a consultant at McKinsey and Monitor Deloitte. He was a board member of Go Jek, Tiki, JD.ID and JDL Express Indonesia. He serves as a Board Member of the Singapore Institute of Technology and Focus on the Family Singapore, and was a Board Member of SkillsFuture Singapore. He graduated from Stanford University and Kellogg School of Management, Northwestern University.



Aaron Boey | *Vice Chairman*

Aaron was most recently Group CEO of Eu Yan Sang International, a leading Asian health and wellness company with roots in Traditional Chinese Medicine. Prior to that, he had built a career in brand management, marketing, retail and general management with Levi Strauss, Philips Electronics, and Asia Pacific Breweries. Aaron actively serves on boards, having been on the board of the Singapore Tourism Board and chairing its Finance and Investment Committee. He is currently on the boards of the Singapore Management University Academy and the Jazz Association of Singapore.



Lau Peet Meng | *Member*

Peet Meng is currently the Permanent Secretary of Transport Development in Singapore. He is a senior public servant who has served in the Singapore Police Force, the Ministry of Education and the Ministry of Foreign Affairs, where he served as Singapore's First Secretary to the United Nations in New York. He is a graduate of Yale University, and earned post-graduate degrees at the University of Cambridge and Stanford University. He is also an alumnus of Harvard Business School. Peet Meng is concurrently serving on the Board of Directors of World Vision International.



Jacqueline Tan | *Vice Chairman*

Jacqueline is the CEO of Singapore Cruise Centre (SCC) which manages the terminals for international cruises as well as regional ferries. Prior to SCC, she held senior leadership appointments as Assistant Chief Executive of Sentosa Development Corporation (SDC), Deputy General Manager of Lucasfilm Singapore where she had oversight of the operations of the 520-strong Lucasfilm Studio and Chief Operating Officer at Economic Development Innovations Singapore (EDIS). She started her career at the Singapore Economic Development Board. Over her 14 years at EDB, she was based overseas in New York and Hong Kong.



Kevan Goh | *Member*

Kevan is a Partner at PricewaterhouseCoopers LLP. He has extensive experience in assurance and advisory roles, working with a wide range of clients across various industry sectors. In addition to audit and compliance, Kevan was also involved in projects such as initial public offerings, mergers and acquisitions, corporate governance, corporate restructuring and data & analytics.



Sharon Lim | *Member*

Sharon is an advocate and solicitor of the Supreme Court of Singapore. She holds an MA from the University of Cambridge and an LLM from the University of California, Berkeley. Sharon has had more than 15 years experience as a district judge of the State and Family Courts, assistant registrar of the Supreme Court and State Counsel in the Attorney-General's Chambers. Since stopping work in 2015 to spend time with her family, Sharon continues to volunteer her legal services as an adjudicator at the Financial Industry Disputes Resolution Centre (FIDReC).



Lena Teoh Chyin | *Member*

Lena Teoh is a veteran in the financial services industry with experience spanning corporate banking, and investment banking, and more than 20 years in asset management. Her most recent role was Chief Investment Officer of Prudential Assurance Singapore Pte Ltd. Prior to that, she spent 16 years at Credit Suisse AG, as CIO for the APAC Multi-asset Class, Asset Management Division as well as Regional Head of Asset Allocation. She is an advocate of sustainability, environment protection, climate change, social impact, and corporate governance.



Liew Heng San | *Honorary Advisor*

Heng San headed Singapore's Central Provident Fund as CEO before retiring in Jan 2011. Besides other corporate responsibilities, he also serves on the Singapore Bible College Board.



Tony Lai | *Member*

Tony is the Chief Operating Officer at National Volunteer and Philanthropy Centre (NVPC). Prior to this, he was the Principal at Centre for Design, Insights, and Innovation at Great Eastern Singapore which applies design methods to uncover actionable consumer insights. He has also held senior management roles, including Assistant Chief Executive at the Singapore Tourism Board and Managing Director/Partner of The Idea Factory Singapore. Tony currently sits on the Advisory Committee of Ngee Ann Polytechnic's School of Humanities and Integrated Studies; he has previously served as a member of YMCA's Education Committee, and the Advisory Council of Child at Street 11. He is also a past member of the Board of Governors at the Singapore International Foundation.



Eleanor Seet | *Member*

Eleanor Seet is President and Head of Asia ex Japan for Nikko Asset Management Asia. Active in the industry, she is Vice-Chairman and serves on the Executive Committee of the Investment Management Association of Singapore. She is a member of the Institute of Banking and Finance Standards Committee and Chair of the Fund Management Workgroup. Eleanor is also a board member of Affin Hwang Asset Management Berhad. In the education sphere, she serves as a board member of Singapore Institute of Management.



Andrew Goh | *Honorary Advisor*

Dr Andrew Goh is editor of IMPACT magazine. Among other voluntary involvement, he served on the Singapore Advisory Council of World Vision International and the Board of Halogen Young Leaders Foundation. He is a founding elder of Riverlife Church and earned his PhD from the Nanyang Technological University (NTU) in 2000.

Executive Leadership Team



Benjamin Tan | *Chief Executive Officer*

Benjamin's career spanned technology, aviation, and tourism. He was most recently Deputy CEO at Mandai Wildlife Group and founding CEO of the corporate venture Mandai Global. He was previously Senior Vice President at Qantas Airways, and has also held senior leadership positions at the Jetstar Group and Microsoft. He has lived and worked in Beijing and Tokyo, and is an alumni of Chicago Booth and National University of Singapore Business School.



Jane Lim | *Director, Finance & Operations*

Jane joined World Vision Singapore in 2019, after serving in finance, strategic planning, corporate development as well as business management roles across multinational corporations, local companies as well as the startup community. She graduated from the National University of Singapore with a Bachelor of Law degree, and obtained her Master in Business Administration from The Wharton School, University of Pennsylvania.



Jerome Yuen | *Director, Resource Development & Acquisition*

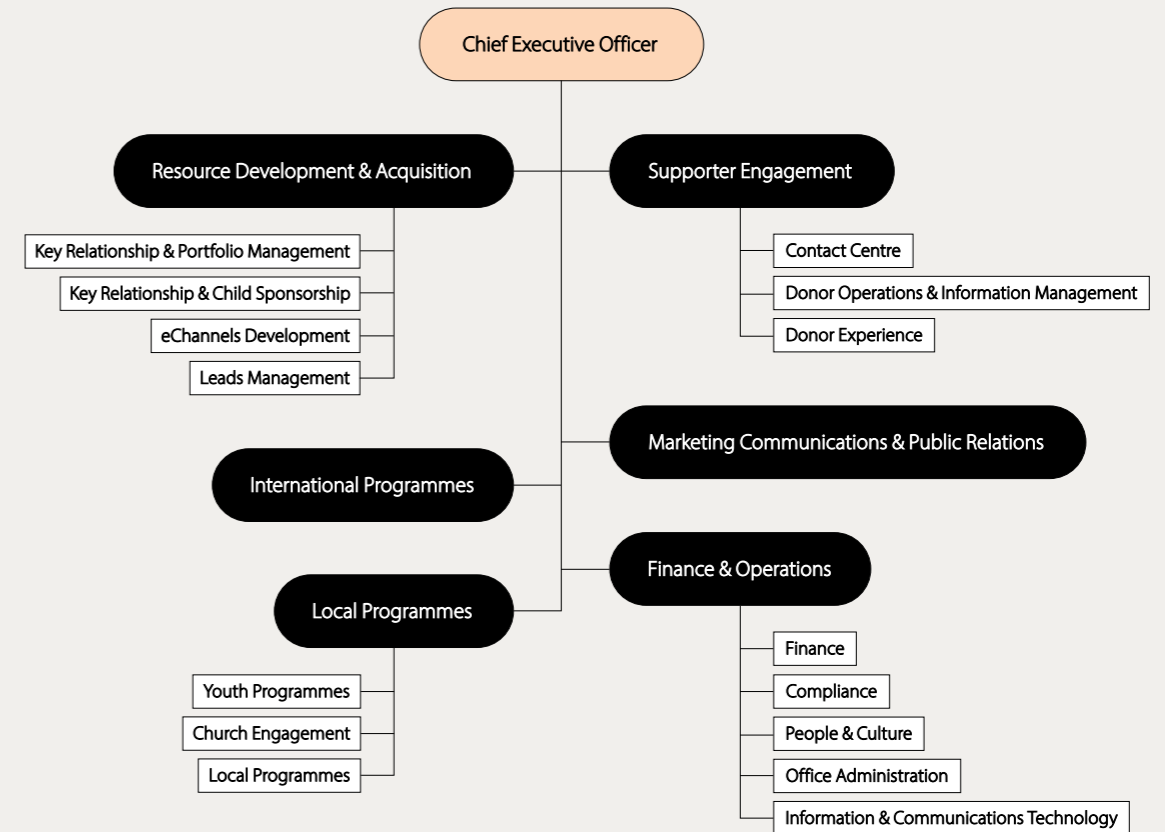
Jerome joined World Vision Singapore after a commercial career spanning 25 years in leadership roles at leading global companies, and followed by another decade of guiding local charities in Singapore. He previously served as CEO of Cycling Without Age Singapore and Executive Director of Club Rainbow Singapore. Jerome holds a Master of Technology and a Bachelor of Business Administration from the National University of Singapore.



Kyi Thwin Tun | *Manager, International Programmes*

Kyi Thwin is a passionate community development and humanitarian practitioner with more than 20 years of experience in various positions. Prior to joining World Vision Singapore, he served needy communities in different capacities; Child Sponsorship operations, grant management and acquisition, and emergency relief with World Vision Myanmar. He graduated with a Bachelor of Arts degree majoring in English from the Dagon University of Myanmar.

Organisational Chart



Adrian Ngooi * | *Manager, Supporter Engagement*

Adrian has over 28 years of corporate experience in IT, consulting and marketing execution industries. He served in various management, business development, account servicing and project management roles with regional/APAC customers/teams responsibilities. He has a Bachelor in Computer Engineering and Masters in Logistics Management from Nanyang Technological University. Adrian enjoys taking on challenges to continuously improve sponsors' experience with innovative solutions that result in impactful and meaningful engagement touchpoints.

*Joined World Vision Singapore in September 2024



Patricia Ng | *Manager, Marketing Communications & Public Relations*

Patricia has more than 20 years experience in omni-channel marketing and corporate communications. Prior to joining World Vision Singapore, she has served in various roles across marketing, branding, public relations, and business development in the real estate retail industry. She has a Bachelor in Communication Studies from Nanyang Technological University and obtained her Master in Business Administration from National University of Singapore and Peking University.

GOVERNANCE DISCLOSURE & TRANSPARENCY

World Vision International (Singapore) is a branch of World Vision International (WVI) and is a registered charity under the Singapore Charities Act 1982 (Cap 37). Since it is a branch of WVI, it is governed by WVI Partnership Bye-Laws, and has an Advisory Council, which also includes the Regional Leader, representing the WVI President, to provide oversight and guidance to the operations.

It operates under the purview of the Singapore Commission of Charities as a foreign charity with a permit to raise funds for foreign charitable purposes.

Unique Entity Number (UEN): S81FC3015E

Charity Registration Number: 0377

Registered Address: 6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737

Chief Executive Officer (Singapore Branch): Mr Benjamin Tan (appointed on 1 July 2023)

Director, Finance & Operations: Ms Jane Lim (appointed on 1 August 2019)

Director, Resource Development: Mr Jerome Yuen (appointed on 18 June 2024)

Independent Auditor: KPMG LLP

Bankers: DBS Bank and Standard Chartered Bank

Lawyers: Allen & Gledhill LLP

World Vision International, Singapore ("WVI-S") is committed to maintaining a high standard of corporate governance in line with the principles set out in the Code of Governance for Charities and IPCs. The Advisory Council ensures that there is a process to identify, regularly monitor and review the charity's key risks, including mitigating measures and controls for all key risks. This establishes and maintains a high standard of legal and ethical mode of operations to preserve the interests of all donors, beneficiaries and stakeholders.

A. ADVISORY COUNCIL AND EXECUTIVE MANAGEMENT

- The Advisory Council assumes the overall responsibility for setting the direction and strategy of WVI-S to ensure proper stewardship and the fulfilment of its vision and mission. They provide guidance to the Executive Leadership Team who is delegated with day-to-day management and formulation of policies for the Advisory Council's counsel and endorsement. The Advisory Council's Committees are formed with specific functions to assist in the discharge of its duties. Each Committee comprises of members with the relevant skillsets and experience and operates within its terms of reference, which is approved by the Council.
- The Governance Committee (change of nomenclature: previously the Nominating and People & Culture Committee) is tasked with the review process and recommendation of nominated candidates for Advisory Council member positions; the successful candidates are then elected on to the Council through a unanimous vote by its members at a convened meeting. Potential candidates are reviewed by the Governance Committee with a pre-identified set of criteria, including competencies, skillsets and a diversity matrix. The Council's succession strategy includes: reviewing the qualification, experience, passion, commitment, potential contribution to the Council.
The Advisory Council's meeting attendance are recorded and tracked. The Council conducts an annual self-assessment of its performance, including a discussion on diversity and range of skillsets required. Individual members are provided opportunities to reflect on their contributions and provide feedback on future roles, training and improvement areas. Further a biennial evaluation of Council is also conducted, led by the World Vision Partnership Governance organisation.
- All new Council members are given an induction session and materials which contain key organisational information and are required to attend sessions conducted by the Executive Leadership Team and the World Vision Regional Governance Advisor.
- The World Vision Partnership Governance organisation conducts an annual evaluation of the Council's effectiveness covering areas such as Council composition, role clarity, information and communication, quality processes, risk and crisis management, Chair effectiveness, Council effectiveness, field engagement and relationships with management. The findings and recommendations are shared with the Council at a subsequent Council meeting.
- There are no Council members holding staff appointments.

- The Council members did not receive any remuneration from WVI-S during the Financial Year as members serve on the Council on a pro bono basis. As such, no Council member is involved in setting his or her own remuneration.
- There are no staff (employees) who are close members of the family of a Council member or the Chief Executive Officer (i.e. Executive Director equivalent) and whose remuneration exceeds S\$50,000 during the year.
- The Council meets regularly with a quorum of at least fifty percent of its members.
- Staff are not permitted to chair Council meetings or Committee meetings.
- The Council regularly reviews the entity's controls, processes, key programmes and events through reports and information provided by its respective Committees and the Management.
- In Financial Year 2024 (FY24), no Council member served for more than 9 consecutive years, except one member (Mr Lau Peet Meng) of the Council who by virtue of his election to the World Vision International Board of Directors, continues to serve on the Advisory Council, as permitted by the World Vision Partnership's Board Policy on National Boards & Advisory Councils.
- A total of 4 Council meetings were held in FY24 on the following dates: 17 November 2023, 6 April 2024, 24 June 2024 and 18 September 2024.
- Details of Council members and their appointment date, tenure and attendance at Advisory Council meetings for FY24 are as follows:

Name	Role	AC Member Since	Date of Last Appointment	Attendance over No. of AC meetings for FY24
Mr Marcus Frost	Representative for WVI	01/03/2021	01/03/2021	3/4
Mr Lau Peet Meng	Council Member	19/07/2012	WVI Board Member Since September 2020	2/4
Mr Soon Sze Meng	Chairman	01/01/2023	01/01/2023	4/4
Ms Michelle Cheo	Vice Chairman w.e.f. 1 January 2020	09/06/2015	09/06/2021	1/2
Mr Aaron Boey	Vice Chairman w.e.f 1 Aug 2024	01/04/2023	01/04/2023	4/4
Ms Jacqueline Tan	Vice Chairman w.e.f 1 January 2020	01/01/2019	01/01/2022	1/4
Mr Kevan Goh	Council Member	03/01/2020	03/01/2023	2/4
Ms Sharon Lim	Council Member	03/01/2020	03/01/2023	4/4
Mr Lucas Chow	Council Member	01/01/2021	01/01/2021	0/1
Mr Tony Lai	Council Member	01/10/2021	01/10/2021	3/4
Ms Lena Teoh	Council Member	01/10/2023	01/10/2023	4/4
Ms Eleanor Seet	Council Member	01/10/2023	01/10/2023	4/4

- Terms of Reference of the Committees are as follows:

Governance Committee

- Ensures a robust Advisory Council recruitment and succession plan as part of the mandate to ensure Council diversity, renewal and bench strength. The process is in place to ensure that suitable council candidates are identified and recommended to the Council in a timely manner. In addition, the Committee also supports the Chairman in the process of selection, recruitment and succession planning of the National Director/CEO. Aligned to this, this Committee can be sought to provide input into key positions of the management team.

- Supports the Chairman of the Advisory Council in providing leadership across Partnership and WVI-S governance matters including review of Partnership policies and its relevance to WVI-S, Council governance and effectiveness, so that the Council fulfils its oversight responsibilities for WVI-S's system of governance and supporting ongoing development of Council members for continuous improvement and assessment of the Council for performance and effectiveness as a whole.
- Ensures WVI-S is designing, implementing, monitoring and evaluating staff welfare policies, and has in place adequate frameworks and systems for people management and assists the Advisory Council in establishment of remuneration policies and practices for the National Director/CEO and all Manager (HOD) level positions.

Audit and Risk Committee

- Assists the Advisory Council in its oversight responsibilities by ensuring integrity of statutory reporting, effectiveness of external audit, adequacy and effectiveness of management activities relating to financial/accounting and the organisation's risk management and control framework.

Resource Development Committee

- Provides leadership to the management team as they give insights into the giving landscape, marketing and eCommerce landscape and to advise the Advisory Council on fundraising priorities that support the charity's strategic plan and financial plan and obtain fiscal and other support for them (e.g. strategic partners).
- Acts as strong connectors for executive management to new major funding prospects and opportunities.

Local Ministry Committee

- Provides strategic advice and guidance to the Advisory Council and brings to the full Council any recommended programmes for action or decisions in the following areas:
 - Youth Ministry & Engagement
 - Faith & Church Engagement
 - Local Programmes (including capacity building for charity sector by WVI-S)

15. Refer to the Annual Report for the Organisation Chart (page 35) and details of Executive Leadership Team (page 34-35).

B. STRATEGIC DIRECTION AND PROGRAMME MANAGEMENT

1. The Advisory Council reviews and approves the vision and mission of the organisation through Advisory Council and its Committee meetings.
2. These are documented and communicated to its members through corporate and management meetings, and to the public through publicity materials such as the organisation website, annual report and community networking.
3. The Advisory Council reviews and endorses a strategic plan for the organisation to ensure that the activities are in line with its objectives.

C. HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

1. The organisation employs paid staff.
2. No staff is involved in setting his or her own remuneration.
3. There are no staff (employees) who are close members of the family of a Council Member or the CEO (i.e. Executive Director equivalent), and whose remuneration each exceeds S\$50,000 during the year.
4. The Governance Committee reviews and endorses documented human resource policies for staff.
5. There are HR policies and a HRIS system for regular supervision, appraisal and professional development of staff.
6. The Advisory Council, through the Governance Committee, reviews recruitment and retention policies to ensure they are relevant to market conditions and overall organisational objectives.
7. The annual remuneration of the key management personnel whose salaries are S\$100,000 and above are as shown below.

Remuneration Band	FY24	FY23
S\$100,000 - S\$200,000	1	1
S\$200,000 - S\$300,000	1	1

8. Volunteers, either individuals or corporates, are partners in our fulfilment of programme requirements. In FY24, WVI-S did not engage any significant number of volunteers.

The People & Culture team manages volunteer enquiries and matches programmes requirements with those of the volunteers.

9. New volunteers are briefed as required to abide by workplace policies including Child Safeguarding, and to maintain confidentiality and comply with the Personal Data Protection Act 2012. Briefings and trainings are conducted for volunteers to ensure they are able to contribute effectively.

D. MANAGEMENT OF CONFLICT OF INTEREST

1. There are documented procedures for Advisory Council members and staff to declare actual or potential conflicts of interests. Such instances may include business transactions or contracts that WVI-S enter into, dealings and collaborations with potential partners and contractual agreements with suppliers or other staff.
2. Advisory Council members make annual declarations of actual or potential conflicts of interests to the Council.
3. Advisory Council members abstain and do not vote or participate in decision-making on matters where they have a conflict of interest.

E. FINANCIAL MANAGEMENT AND INTERNAL CONTROL

1. The Advisory Council, together with the Audit and Risk Committee, ensures internal control systems for financial matters are in place with documented procedures.
 - i. The Advisory Council reviews and endorses the annual budgets.
 - ii. Internal control policies and management review controls in key areas such as procurement, receipting, payment, delegation of authority and approval limits are practiced to ensure compliance and the key controls are reviewed regularly to ensure its effectiveness.
 - iii. The financial records have been properly maintained and the financial statements give a true and fair view of the Organisation's operations and finances.
2. The organisation's Reserves Policy is to maintain an operating reserve of not more than 6 months of its annual operating expenditure as well as project commitments. This reserve cap follows World Vision International Federated Partnership's Operating Policies. The details of restricted funds and their purpose are included in the Financial Statements.
3. Principal functions of the Audit and Risk Committee include:
 - i. Endorse and review the financial statements of WVI-S and its statement of financial position before their submission to the Advisory Council and disclosure of these financial statements on the annual report;
 - ii. Assess the co-operation and assistance given by management to the external auditors of WVI-S;
 - iii. Assess the independence, objectivity and effectiveness of the external auditors of WVI-S;
 - iv. Review the annual financial performance once a year with the external auditors; and
 - v. Review risk management procedures and practices on all areas of operations including financial-related matters.
4. In FY24, WVI-S did not provide loans to any persons, establishments or related parties.

F. INVESTMENT GUIDELINES

1. WVI-S abides by the World Vision Partnership Investment Guidelines and adopts a conservative stance towards investing of reserves. In FY24, reserves set aside for investment were placed in fixed deposits.

G. CONDUCT OF FUNDRAISING ACTIVITIES

1. WVI-S has established guidelines for fundraising based on regulations and best practices set out by the Singapore Commissioner of Charities as well as the World Vision Partnership.

2. Donor's intent with regards to funds received (donations) made for specific or identified designated purposes are strictly observed. Funds in designated accounts will be used for the sole intention of which the designated funds had been established. Any change of use of such funds will only be administered after attaining the consent of the donor who had stipulated the original intention of that donated sum.
3. Donations collected are properly recorded in WVI Partnership's donor management system, and are promptly deposited.
4. The total fundraising expenses did not exceed 20% of the total receipts (World Vision Partnership policy guidance) from fundraising and sponsorships for FY24.
5. WVI-S did not engage the services of commercial fundraisers in FY24.

H. RISK MANAGEMENT AND INTERNAL CONTROLS

1. The Advisory Council and Audit and Risk Committee are assisted by the Executive Leadership Team to evaluate the adequacy and effectiveness of the organisation's risk management and internal control systems, including financial, operational, compliance and information technology controls.
2. The Audit and Risk Committee oversees the risk management framework and guidelines of WVI-S. It is responsible for, among other things, reviewing WVI-S's policies, risk management framework, processes and procedures for identifying, measuring, reporting and mitigating key risks in WVI-S's programmes and operations. WVI-S's risk management framework and guidelines are also aligned to the World Vision Partnership guidelines and systems.

I. WHISTLE-BLOWING POLICY

1. The Whistle-blowing Policy aims to provide an avenue for employees and external parties to raise concerns and offer reassurance that they will be protected from victimisation for whistle-blowing in good faith.
2. The policy covers issues of: fraud, corruption, misappropriation, blackmail, bribery, failure to comply with legal/regulatory obligation, significant breach of policies or internal controls including breaches of codes of conduct, non-disclosure of conflict of interest or related-party transactions, endangerment of health and safety of an individual or concealment of any of the above.
3. The policy is to assist the Audit and Risk Committee in managing allegations of fraud or other misconduct, disciplinary and any other actions that may be initiated following the completion of the investigations are fair and actions taken to correct the weakness in the existing system of internal process, where appropriate, in order to prevent recurrence.

J. DISCLOSURE AND TRANSPARENCY

1. WVI-S makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial information, Advisory Council and executive management.
2. Principal Funding Sources – WVI-S's principal funding source is through private corporate and personal donors and being a foreign charity, is not a beneficiary of any local grants.
3. The organisation operates on premises at 6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737, which was donated by a third party, and is co-located with two other charities.
4. Related Party Transactions – There is no significant related party transaction during the financial year or in the 5 years preceding FY24, except for the provision of Information Technology services by another unit of World Vision International.

K. PUBLIC IMAGE

1. WVI-S accurately portrays its image to its donors and the public and has guidelines stipulated in its Corporate Communications policies on how mediums of communication are to be used and how stakeholders are to be engaged.

GOVERNANCE EVALUATION CHECKLIST (ENHANCED TIER) – 1 OCTOBER 2023 TO 30 SEPTEMBER 2024

S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff¹ appointments? (skip items 2 and 3 if "No")		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied	
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	Complied	
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) can only serve a maximum of 4 consecutive years.	1.1.7	Complied	
	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.			
5	All governing board members must submit themselves for re-nomination and re-appointment , at least once every 3 years.	1.1.8	Complied	
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")		Yes	
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied	
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
CONFLICT OF INTEREST				
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
HUMAN RESOURCE AND VOLUNTEER² MANAGEMENT				
12	The Board approves documented human resource policies for staff.	5.1	Complied	
13	There is a documented Code of Conduct 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	
	Are there volunteers serving in the charity? (skip item 15 if "No")		Yes	
15	There are volunteer management policies in place for volunteers.	5.7	Complied	
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS				
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 internal controls for financial matters in key areas are in place with documented procedures.	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 identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")		Yes	
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	

S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
FUNDRAISING PRACTICES				
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")		Yes	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? (skip item 23 if "No")		Yes	
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	
DISCLOSURE AND TRANSPARENCY				
24	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied	
	Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")		No	
25	No governing board member is involved in setting his own remuneration.	2.2	No	
26	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.	8.3	Complied	
	Does the charity employ paid staff? (skip items 27, 28 and 29 if "No")		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 each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding S\$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.	8.4	Complied	
	The information relating to the remuneration of the staff must be presented in bands of S\$100,000. OR The charity discloses that none of its paid staff receives more than S\$100,000 each in annual remuneration.			
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 ³ belonging to the Executive Head ⁴ or a governing board member of the charity; (b) the staff has received remuneration exceeding S\$50,000 during the financial year.	8.5	Complied	
	The information relating to the remuneration of the staff must be presented in bands of S\$100,000. OR The charity discloses that there is no 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 S\$50,000 during the financial year.			
PUBLIC IMAGE				
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

Notes:

¹ Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

² Volunteer: A person who willingly serves the charity without expectation of any remuneration.

³ Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity –

(a) who may be expected to influence the Executive Head's or governing board member's (as the case may be) dealings with the charity; or

(b) who may be influenced by the Executive Head or governing board member (as the case may be) in the family member's dealings with the charity.

A close member of the family may include the following:

a. the child or spouse of the Executive Head or governing board member;

b. the stepchild of the Executive Head or governing board member;

c. the dependant of the Executive Head or governing board member;

d. the dependant of the Executive Head's or governing board member's spouse.

⁴ Executive Head: The most senior staff member in charge of the charity's staff.

Declaration

I declare that my charity's / IPC's governing Board has approved this Governance Evaluation Checklist and authorised me to submit on its behalf.

All information given by me in this checklist submission is true to the best of my knowledge and I have not wilfully suppressed any material fact.

The full responsibility for providing accurate and updated checklist information will rest with my charity's / IPC governing Board.

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The Survival Fund



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School Involved



Volunteer / Intern
With World Vision

World Vision Singapore

6 Woodlands Square, #03-01 Woods Square Tower 2, Singapore 737737

World Vision is a global Christian humanitarian organisation devoted to helping the most vulnerable children experience the fullness of life through tackling poverty and injustice. We serve all people, regardless of religion, ethnicity, or gender.

 6922 0100

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